

SUSTAINABILITY FROM THE GROUND UP.

2025 Sustainability Report





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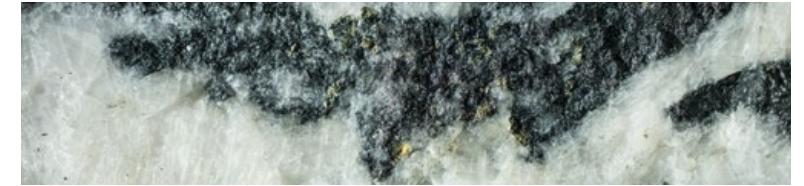
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NEW: SUSTAINABILITY DATA CENTRE

Introducing our new [Sustainability Data Centre](#), launched in May 2026, it is a centralized hub for sustainability data, alongside financial and operational data.



ABOUT THIS REPORT

This report has been produced in accordance with the Global Reporting Initiative (GRI) Universal and Topic Standards. We have also aligned our disclosures with the Sustainability Accounting Standards Board (SASB) Metals & Mining Standard, the Task Force on Climate-related Financial Disclosures (TCFD), and the UN Guiding Principles (UNGP) Reporting Framework. It supports our United Nations Global Compact (UNGC) Communication on Progress and related contributions to the Sustainable Development Goals (SDGs).

REPORT PERIOD AND BOUNDARIES

This report covers the period January 1 to December 31, 2025, unless stated otherwise. Historical data for 2023–2025 are included for greenhouse gas (GHG) emissions and other multi-year indicators.

ASSETS INCLUDED IN THIS REPORT

- Four operating mines: Kışladağ, Lamaque Complex, Efemçukuru and Olympias
- Two development projects: Skouries and Perama Hill
- One asset in care and maintenance: Stratoni mine and plant
- One port: Stratoni port

Performance discussions primarily focus on producing assets. The Perama Hill project, at a pre-construction development stage, is excluded from detailed operational performance reporting. Selected Group-wide metrics, including workforce and health and safety indicators, include Perama; inclusion is identified within the relevant tables and data sets.

On April 14, 2026, we acquired Foran Mining Corporation and its McIlvenna Bay project. As the acquisition of Foran (now referred to informally as “Eldorado Gold Saskatchewan”) occurred subsequent to the reporting period, McIlvenna Bay is not included in this report.

GHG EMISSIONS BOUNDARY

This report includes Scope 1, 2, and 3 GHG emissions data for 2023–2025. Our GHG emissions mitigation target applies to operational mines as of 2020. Our Scope 3 GHG emissions inventory accounts for indirect emissions related to the Company’s value chain, including corporate and regional offices.

FINANCIAL INFORMATION

All financial data represent the 2025 calendar year. Unless noted, all monetary values are presented in U.S. dollars.

CHANGES IN PREPARATION AND PRESENTATION OF SUSTAINABILITY INFORMATION

For 2025, we integrated all climate-related and TCFD-aligned disclosures into this Sustainability Report, replacing the separate climate report issued in previous years. We also updated our methodology for estimating Scope 3 emissions to reflect the data available during this reporting cycle. These updates are related to the presentation and calculation approach only and do not change our underlying climate commitments or management practices. Further details are provided in the Climate and GHG Emissions section.

REPORTING BOUNDARIES¹

Scope 1 & 2 Inventory
(for the periods January 1st to December 31st, 2023–2025)

Lamaque Complex, Kışladağ, Efemçukuru, Olympias, Skouries, Stratoni

Scope 3 Inventory
(for the periods January 1st to December 31st, 2023–2025)

Lamaque Complex, Kışladağ, Efemçukuru, Olympias, Skouries, Stratoni, Corporate Office, Regional Offices

GHG Emissions Mitigation Target
(operational mines as at December 31st, 2020)

Lamaque Complex, Kışladağ, Efemçukuru, Olympias, Stratoni,

Climate Change Risk Assessments
(as at the time of assessments performed between June 2024 and June 2025)

Lamaque Complex, Kışladağ, Efemçukuru, Olympias, Skouries, Stratoni

RESTATEMENTS

Certain figures from prior reporting periods have been restated where updated methodologies, revised assumptions, or more accurate information became available following publication of our [2024 Sustainability Report](#) (issued May 13, 2025). All restatements are clearly identified and explained within the relevant sections of this report and in the accompanying data tables.

OTHER IN-COUNTRY SUSTAINABILITY REPORTING

In addition to this report, certain subsidiaries publish locally focused sustainability disclosures, including Hellas Gold S.A. in Greece and Eldorado Gold Québec. Eldorado Gold Saskatchewan is expected to publish a Sustainability Summary prior to McIlvenna Bay’s inclusion in Group reporting from 2026 onward. These local disclosures are tailored to regional stakeholder and regulatory requirements and may differ in structure and data presentation from this report.

ALIGNMENT WITH REPORTING FRAMEWORKS

A 2025 Disclosure Index containing our alignment with GRI, SASB, TCFD and UNGP Reporting Framework is included in the Appendix.

DATA QUALITY AND REVIEW

Although the Sustainability Report is not externally verified, all data and content have been prepared, reviewed and approved internally by our management teams and the Sustainability Committee of the Board of Directors.

FORWARD-LOOKING STATEMENTS AND NON-IFRS MEASURES

This Sustainability Report presents forward-looking information and non-IFRS metrics that involve judgment and estimation uncertainty. These disclosures support ESG reporting and should be read alongside the Cautionary Note on Forward-Looking Information.

CONTACT US

We welcome feedback on our disclosures and reporting approach. Comments or requests for additional information can be directed to Investor Relations through our website at www.eldoradogold.com/contact-us.

¹ 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 remained in care and maintenance during 2025. Stratoni is also the site of the Stratoni Port Facility for the Cassandra Mines (Olympias, Skouries and Stratoni), which remains operational.



MESSAGE FROM THE CEO

We achieved another strong year in 2025, which was made possible because of the efforts and dedication of our global teams. Sustainability continued to be a foundation of our success, including finding opportunities to improve our practices and grow as an organization. From our unwavering commitment to the safety and well-being of our people to fostering lasting relationships with our host communities, our dedication to doing things the right way is reflected in the achievements we celebrate today. We are proud to highlight the progress we've made to date in our 2025 Sustainability Report.

SUSTAINABILITY IN ACTION

Sustainability is embedded in how we operate, from exploration and construction through to closure. Our sustainability framework guides how we create value responsibly for our employees, communities, Indigenous communities, stakeholders and shareholders while protecting the environments where we operate.

A cornerstone of this framework is our Sustainability Integrated Management System (SIMS), which sets clear standards for sustainability performance across all our sites. In 2025, we launched an updated version of our SIMS framework and supporting guidance, aligning our performance standards with the evolving external landscape and changes to our business.

To help embed these standards across our global workforce, we launched an Introduction to SIMS eLearning course in 2025. This training initiative provides employees and contractors with a practical understanding of SIMS and their role in responsible mining practices. Through

accessible and consistent training, we ensure that sustainability principles are integrated into everyday decision-making across our sites.

FOCUSING ON OUR PEOPLE

Our people are core to how we operate and critical to advancing sustainable outcomes. Building safe, inclusive and innovative operations remains central to how we do business. Across our portfolio, we are working to expand opportunities, strengthen representation and build teams that reflect the diverse communities where we operate.

In 2025, we launched our updated Inclusive Diversity Strategy across our operating regions to strengthen our commitment to promoting a workplace where dignity, respect and inclusion are central. We cultivate a safe, inclusive workplace where our people are valued and treated equitably. To foster better connection with our frontline workers, we implemented Eldorado Connect at each of our sites, which provides access to email, training courses and internal communications. Over the coming years, we are also enhancing our Human Capital Management System (HCMS) to modernize and digitize people processes, drive greater standardization, and support more equitable and transparent practices across the employee lifecycle.

Health and safety is core in everything we do. We've made progress in advancing our culture of care by building a personal connection to health and safety practices through programs

like Courageous Safety Leadership (CSL), Health and Safety Positive Recognition Awards and Fatigue Risk Management. Our CSL program encourages participants to reflect on their behaviours, speak up about risks and support each other in living our vision of "Going Home Healthy and Safe Every Day." Our Health and Safety Positive Recognition Awards are a testament to our unwavering commitment to fostering a positive culture of health and safety and excellence. The quarterly program honours individuals and teams who live our values and go above and beyond in demonstrating positive health and safety practices. In 2025, four team members were awarded global recognition, with the program set to continue into 2026. At our Kışladağ mine in Türkiye, we hosted events for family members to understand health and safety practices beyond the worksite. This included fatigue management, hand hygiene and hand safety to create a joint commitment to reduce risks encountered both at work and at home.

RECOGNIZING OUR PERFORMANCE

In 2025, we achieved several production milestones. Our team at the Lamaque Complex in Québec poured the one-millionth ounce of gold since starting commercial production in 2019, following record gold production in 2024. In Türkiye, our Efemçukuru and Kışladağ Mines reached the milestone of five million ounces of gold produced.

The dedication and professionalism of our teams continue to be recognized across the mining industry. These efforts raise the bar for our sustainability performance, and while there is always more progress to be made, we are proud of the external recognitions we have received.



George Burns, CEO



MESSAGE FROM THE CEO

In 2025, our Lamaque Complex underwent a SIMS verification, which includes third-party verification against the Mining Association of Canada's Towards Sustainable Mining (MAC-TSM) protocols. Across all applicable indicators, our Lamaque Complex achieved a Level AAA, which is the highest possible rating. We were honoured to receive a TSM Gold Leadership Award for this achievement, reflecting excellence in the operation's sustainability practices. Only five other facilities have received this recognition to date, and this was the first time since 2020 that it has been awarded.

We were also included in The Globe & Mail's Road to Net-Zero Ranking, which is limited to a list of 30 top Canadian companies. This recognition highlights 30 companies with strong carbon management practices, and this is the second year we have been included in the ranking. We were also recognized by TIME and Statista as one of Canada's Best Companies, based on results observed in sustainability transparency measures, employee satisfaction surveys and consistent revenue growth over the past three years.

These achievements reflect the efforts of our workforce across Canada, Greece and Türkiye, who work every day to advance responsible mining.

AN EXCITING FUTURE

As we continue to strengthen our sustainability performance, we are also focused on building the next chapter of our growth.

At our Skouries copper-gold project in Greece, we have continued to advance construction towards first concentrate production in the third quarter of 2026. Through our operational readiness team, we are focused on setting up the foundation of a safe and responsible operation at Skouries by implementing health, safety, sustainability, and environmental practices.

Last year, we declared an inaugural Mineral Reserve for our Ormaque deposit in Québec. With the development

of the Ormaque deposit, we will add a second underground mine to the Lamaque Complex, which provides operational flexibility and efficiency as we leverage the existing plant and infrastructure.

In Q1 2026, we announced the acquisition of Foran, and subsequently closed the transaction in April 2026. This acquisition expands our portfolio and strengthens our position in response to the growing demand for critical minerals essential to modern technologies and electrification. The centerpiece of the deal is the McIlvenna Bay project, located in Saskatchewan, Canada, it is a copper-zinc-gold-silver project nearing completion, with commercial production expected in the third quarter of 2026. McIlvenna Bay provides Eldorado with additional exposure to copper, a recognized critical mineral, and offers exceptional exploration potential, enhancing the long-term growth of our portfolio. These developments reflect our commitment to building a resilient and responsible mining company for the long term.

These developments reflect our commitment to building a resilient and responsible mining company for the long term.

LOOKING AHEAD

The progress outlined in this report reflects the dedication of our people, the strength of our partnerships with stakeholder and Indigenous communities, and our commitment to operating responsibly wherever we work.

While we are proud of the progress made this year, we know that sustainability is a journey of continuous improvement. We remain focused on strengthening our performance, advancing innovation and ensuring that our operations create lasting value for all our stakeholders.

Sincerely,
George Burns, Chief Executive Officer, May 2026



Christian Milau, President
and George Burns, CEO

CEO Transition

After nine years, George Burns, Chief Executive Officer, announced in March 2026 that he will retire in the third quarter of 2026 on the ramp-up toward commercial production at our Skouries Project in Greece. Christian Milau, who was appointed President in September 2025 as part of leadership and succession planning, will assume the role of Chief Executive Officer at that time.

Christian's expertise spans operational leadership, government and stakeholder relations across key mining jurisdictions in North and South America, Africa, and other global regions.



SUSTAINABILITY HIGHLIGHTS



Safe, Inclusive and Innovative Operations

50% women on our Board of Directors and **38% women** across our Officers and Senior Management¹

25% global female hire rate achieved, supported by Inclusive Diversity Roadmaps, gender pay equity reviews, training & development programs, and strategic partnerships

57% decrease in potentially fatal occurrence frequency rate

25% global completion of Courageous Safety Leadership workshops. **4 Health & Safety Positive Recognition Awards** granted



Engaged and Prosperous Communities

81% of our employees reside in local and host communities

77% of our contractors are sourced from countries of operations

\$7.6M in community investment, representing a **68% increase** year over year

\$1.2B spent on local/national procurement with suppliers representing a **47% increase** year over year



Healthy Environments, Now and For the Future

0.46 tCO₂e/oz Au average Scope 1 and Scope 2 GHG emissions intensity for operating mines²

46% of our GHG emissions mitigation target achieved³

76% water recycled and reused

48,280 indigenous plants established across **9,036** hectares to advance biodiversity and reclamation



Responsibly Produced Products

SIMS framework updated and implemented. Introduction to SIMS e-learning module developed

TSM completed integrated Mining Association of Canada's Towards Sustainable Mining verifications at Lamaque Complex, with Level AAA scores

WGC full conformance with World Gold Council's Responsible Gold Mining Principles and Conflict-Free Gold Standard

VPSHR independent Human Rights and Voluntary Principles on Security assessments completed across all operating sites

¹ Data as at December 31, 2025 and may therefore differ from those disclosed in Eldorado's other reports published in 2026, 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.

³ This figure represents our estimated Scope 1 and Scope 2 GHG emissions mitigated from mines included in our GHG emissions mitigation target (Lamaque Complex, Kışladağ, Efemçukuru, Olympias and Straton) as at the end of 2025, as compared to an unmitigated "business-as-usual" scenario. For further detail, please see "Measurement of Mitigation Pathway and Target" in the cautionary notes on page 134. 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.



ABOUT US

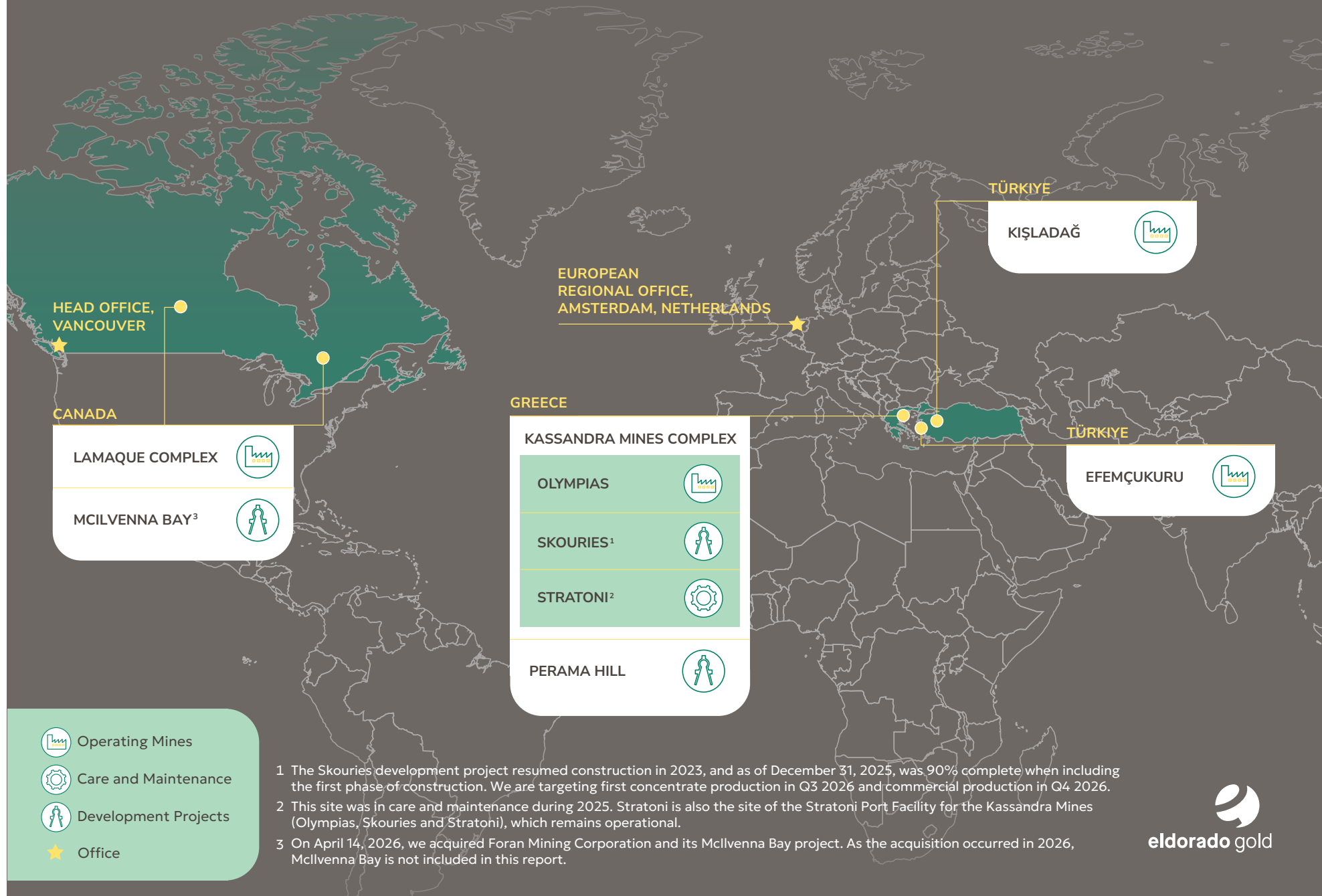
Eldorado Gold Corporation (“Eldorado”, “Company”, “We”, and “Our”) is a Canadian mid-tier gold and base metal mining company, with shares trading on the Toronto (TSX: ELD) and New York (NYSE: EGO) stock exchanges.

In 2025, we produced 488,268 ounces of gold with assets in Canada, Türkiye, and Greece. Headquartered in Vancouver, we employ over 8,000 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 mining sector, creating value today and for future generations. As of December 31, 2025, our market capitalization on the NYSE was approximately \$7.2 billion and our revenues were approximately \$1.8 billion in 2025. For more information, please see our 2025 Annual Information Form on our [website](#).



Vancouver, Canada

WHERE WE OPERATE



- Operating Mines
- Care and Maintenance
- Development Projects
- Office

1 The Skouries development project resumed construction in 2023, and as of December 31, 2025, was 90% complete when including the first phase of construction. We are targeting first concentrate production in Q3 2026 and commercial production in Q4 2026.

2 This site was in care and maintenance during 2025. Stratoni is also the site of the Stratoni Port Facility for the Cassandra Mines (Olympias, Skouries and Stratoni), which remains operational.

3 On April 14, 2026, we acquired Foran Mining Corporation and its McIlvenna Bay project. As the acquisition occurred in 2026, McIlvenna Bay is not included in this report.



Kışladağ

Location:
Uşak Province, Türkiye

Commodities:
Gold

Type of mine/processing method:
Open pit/heap leach

Life of mine¹:
13 years

Ownership:
100% Eldorado

2025 production:
168,701 oz Au

Workforce²:
1,562



Efemçukuru

Location:
İzmir Province, Türkiye

Commodities:
Gold

Type of mine/processing method:
Underground/flotation

Life of mine¹:
8 years

Ownership:
100% Eldorado

2025 production:
72,482 oz Au

Workforce²:
899



Lamaque Complex

Location:
Québec, Canada

Commodities:
Gold

Type of mine/processing method:
Underground/flotation

Life of mine¹:
8 years

Ownership:
100% Eldorado

2025 production:
187,208 oz Au

Workforce²:
892



Olympias

Location:
Halkidiki Peninsula, Greece

Commodities:
Gold, silver, lead, zinc

Type of mine/processing method:
Underground/flotation

Life of mine¹:
16 years

Ownership:
100% Eldorado

2025 production:
59,877 oz Au

Workforce²:
1,112



Skouries

Location:
Halkidiki Peninsula, Greece

Commodities:
Copper, gold

Type of mine/processing method:
Open pit and underground/flotation

Life of mine¹:
20 years

Ownership:
100% Eldorado

Workforce²:
2,790

1 Based on Proven and Probable Mineral Reserves as of September 30, 2025. Please refer to the advisories at the end of this report for more information on the Mineral Reserves and Mineral Resources. For further information, please refer to the latest technical reports for each of Eldorado's assets, as well as the Reserves and Resources section of our [website](#).

2 Workforce figures are presented as at December 31, 2025 and include both employees and contractor personnel working on site. Office-based and corporate employees are excluded and are reported as part of Group workforce totals elsewhere.



01

OVERVIEW

IN THIS SECTION

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





SUSTAINABILITY APPROACH

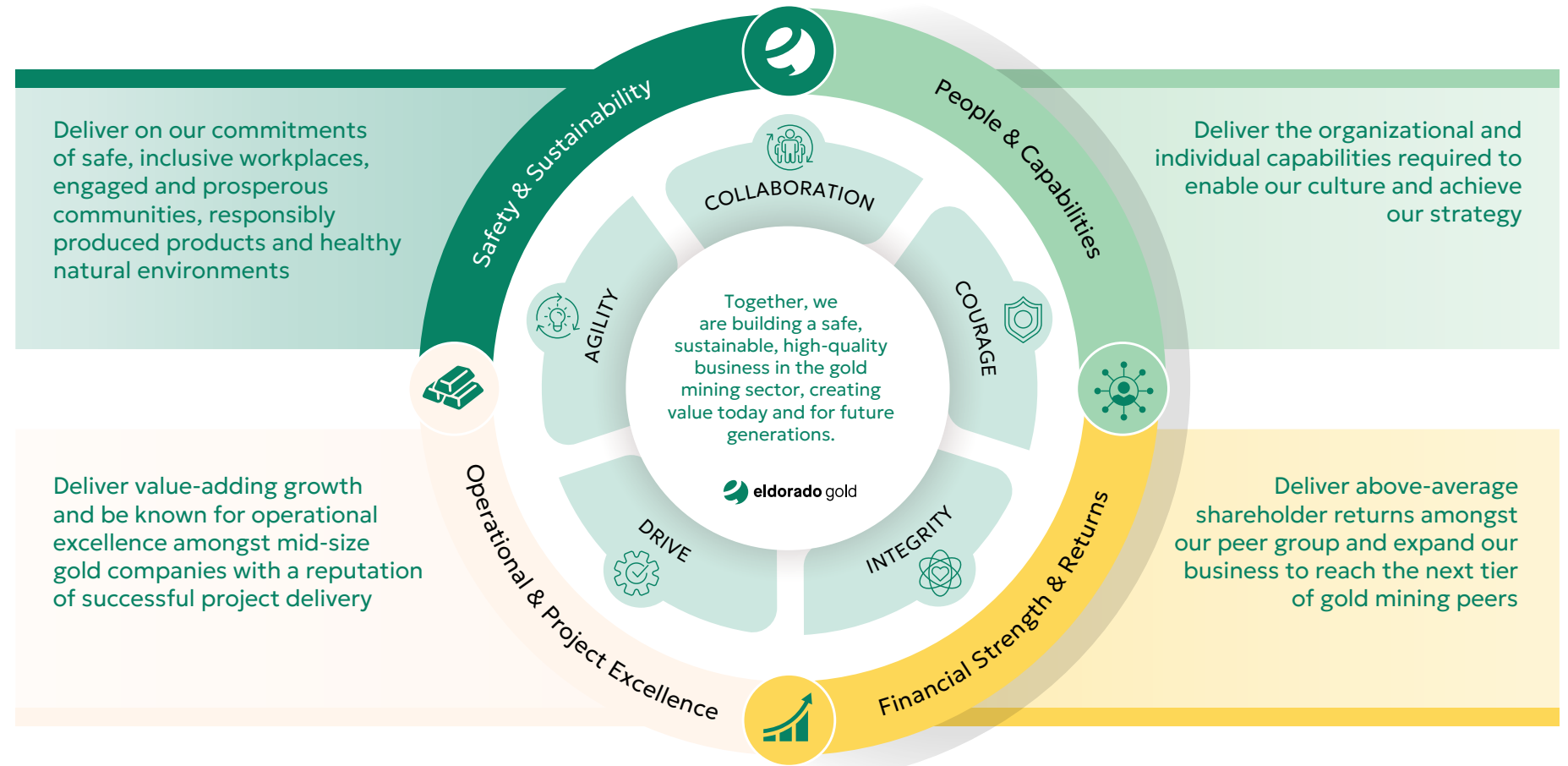
Our business is focused on breaking new ground at every stage in the mining lifecycle. From the initial relationships we build with local communities and Indigenous peoples during early exploration stages to implementing socially and environmentally responsible closure practices, we incorporate sustainability 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 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 getting 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, inclusive, 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, 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 hope to remain a preferred

partner for host communities and countries and have access to capital to help grow our business for the benefit of all stakeholders.

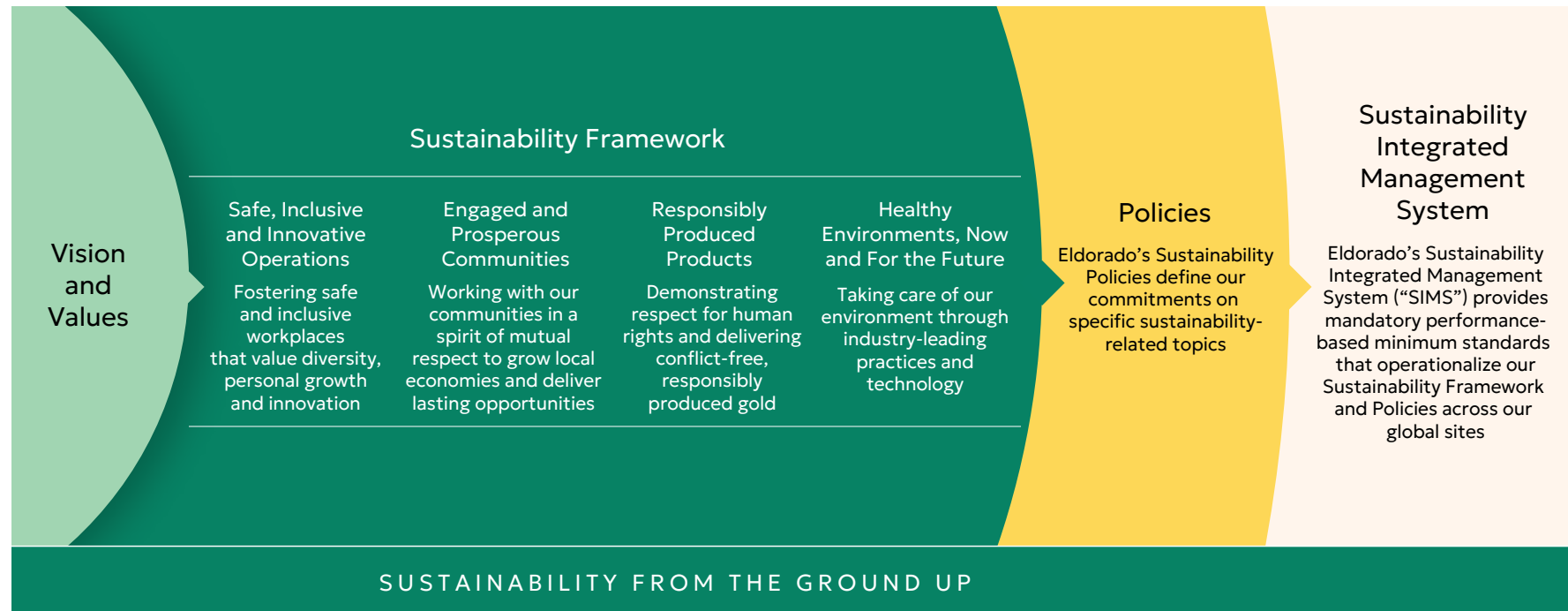
OUR SUSTAINABILITY POLICIES

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
- Responsible Sourcing Policy
- Shareholder Engagement Policy
- Social Performance Policy

Our framework includes our commitments to deliver on the following:



UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

The United Nations Sustainable Development Goals (SDGs) provide a global framework for addressing shared economic, social and environmental priorities. We support the SDGs through our operations, policies and management practices. As a signatory to the United Nations Global Compact (UNGC), we align our business with the [UNGC's Ten Principles](#). We have considered the UNGC's Principles in the development of our SIMS, [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](#).



Our **Courageous Safety Leadership (CSL) program** promotes and enables safe and healthy workplace where everyone's voice is heard.



38% female representation among our officers and senior management.



76% water recycled and reused.



81% local workforce, with **99% national** to our operating regions.



\$1.2 B spent on local/national procurement, representing **89%** of our spend with suppliers.



Full conformance with WGC's RGMP and Conflict-Free Gold standards.



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). SIMS is regularly reviewed and updated through cross-functional collaboration to reflect evolving industry standards. Founded on our values, SIMS is a critical tool for driving sustainability performance across our business.

In 2025, we rolled out an improved iteration of SIMS, further strengthening minimum performance standards and reinforcing alignment with key international frameworks. To support consistent understanding and effective implementation, we developed an Introduction to SIMS eLearning course to support our global workforce in embedding SIMS requirements into day-to-day decision-making.

We use a three-year verification cycle that combines independent third-party assurance with internal reviews to assess conformance to SIMS, MAC-TSM, and the RGMPs. This blended approach strengthens credibility against international standards while supporting continuous improvement and knowledge sharing across sites.

Each operation also completes annual self-assessments to track performance and identify priority actions. In 2025, all operating mines completed their MAC-TSM self-assessments. The Lamaque Complex underwent external verification for SIMS and TSM, and all operating sites maintained full conformance with the RGMPs as of October 2025.

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 Guiding Principles Reporting Framework

We participated in the following disclosures:

- CDP Climate Change, Water Security and Forests
- S&P Global Corporate Sustainability Assessment
- Sustainalytics ESG Risk Rating assessment
- United Nations Global Compact – Communication on Progress

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
- ISO 14064 - GHG Emissions Management System
- ISO 9001:2015 - Quality Management System



STAKEHOLDER ENGAGEMENT

Ongoing engagement with stakeholders is central to our approach to responsible mining and long-term value creation. Our engagement is guided by principles of transparency, inclusiveness, and respect, and is tailored to local contexts and stakeholder needs. Through regular engagement, we seek to understand stakeholder perspectives, manage environmental and social risks and impacts across the life of our operations, and inform decision-making. Feedback received through these interactions is considered in the development and implementation of our strategies, policies, and operational practices and supports our social license to operate. The table below summarizes our key stakeholder groups, engagement objectives, methods of interaction, and the main topics discussed during 2025.

Stakeholder and Why We Engage	Ways We Interact	Topics Discussed in 2025
<p>Communities</p> <p>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.</p>	<ul style="list-style-type: none"> • Community of Interest Committee meetings and workshops • Women-only meetings • Public consultations on key developments • Surveys and questionnaires • Community office open door hours • Indigenous community meetings • Site tours for residents, students and interested parties • Regional newsletters, subsidiary websites, local media and social media • Events including career and school fairs, meetings, townhalls, festivals and parties 	<ul style="list-style-type: none"> • Community investment and strategic community development planning • Employment and contracting opportunities • Operational activities, management plans, development projects and exploration • Environmental management and monitoring • Indigenous relations • Social closure • Disaster relief and emergency management • Grievances and grievance mechanism process
<p>Workforce</p> <p>We prioritize the well-being, inclusion and development of our workforce, who are predominantly local to the communities in which we operate.</p>	<ul style="list-style-type: none"> • Corporate, regional and site personnel engagement • Eldorado Connect, Internal newsletters, intranet, social media and email • Workplace health and safety committees • Annual performance and development reviews • Training sessions • On-site leadership safety meetings, toolbox talks, and townhalls • Team building and recognition activities 	<ul style="list-style-type: none"> • Health and safety initiatives like CSL , H&S Positive Recognition Award, and fatigue risk management • Training on topics like cybersecurity, Code of Conduct, TSM, SIMS • Annual performance and professional development for employees • Inclusive Diversity Strategy • Indigenous culture awareness in Québec
<p>Government</p> <p>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.</p>	<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 • 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 • Shared infrastructure • Disaster relief and crisis management



STAKEHOLDER ENGAGEMENT

Stakeholder and Why We Engage

Industry Associations

Our involvement in industry associations enables our participation in the development and adoption of leading practices for responsible mining.

Non-Governmental Organizations (NGOs) and Academic Institutions

Collaboration with NGOs and academic institutions allows for effective knowledge sharing, innovation and feedback on potential improvement opportunities.

Investors, Analysts & Lenders

Our shareholders and lenders are critical for us to create shared value, and we are responsible for timely, accurate and complete information.

Suppliers and Contractors

Our suppliers and contractors provide necessary inputs for our operations and we work closely to manage supply chain risks. They are primarily local to our operating regions.

Ways We Interact

- Industry association membership
- Participation in working committees
- Industry conferences and events
- Community of Interest Committee meetings
- Meetings with NGOs at both corporate and regional levels
- Strategic community partnerships
- Academic studies
- Annual and special shareholder meetings
- Quarterly earnings calls and webcasts
- Website disclosures and news releases
- Investor meetings, conferences and roadshows

- Ongoing communication and dialogue between representatives
- Performance reviews and risk assessments
- Due diligence and compliance monitoring

Topics Discussed in 2025

- Climate action
- Tailings management
- Standards implementation
- Regulatory and public policy developments
- Critical and strategic minerals
- Community investment and community development planning
- Agriculture and biodiversity
- Environmental and social impact management
- Operational and financial performance
- Growth strategy and project execution
- Capital allocation and balance sheet strength
- ESG and sustainability performance
- Community, Indigenous and government relationships
- Human rights and modern slavery
- Climate change (energy procurement)
- Contracting terms and contract renewals
- Tender procedures





SUSTAINABILITY MATERIALITY

MATERIALITY ASSESSMENT APPROACH

We approach double materiality by assessing sustainability matters through two complementary lenses: impact materiality, which considers the actual and potential impacts of our activities on people and the environment, and financial materiality, which evaluates sustainability-related risks and opportunities that could influence financial performance, financial position, cash flows, access to finance, or cost of capital.

In 2025, we conducted a double materiality assessment (DMA) in accordance with European Sustainability Reporting Standards (ESRS) and the European Financial Reporting Advisory Group (EFRAG) Implementation Guidance on Materiality Assessment (IG1). The assessment encompasses the company’s global operations, business relationships, and key upstream and downstream value chain activities, with particular focus on first-tier suppliers, customers, and strategic partners.

OUR DOUBLE MATERIALITY ASSESSMENT PROCESS

DMA followed a structured three-phase process consisting of identification, prioritization, and validation, supported by ongoing engagement with internal subject matter experts and stakeholders.

UNDERSTANDING

We began our double materiality assessment by developing a comprehensive understanding of our business model, mining activities, and value chain. This included our global operations and key upstream and downstream relationships across the mining life cycle, from exploration through closure and rehabilitation. We also identified

key stakeholder groups, including employees, Indigenous Peoples, local communities, suppliers, regulators, and investors, drawing on existing engagement processes and internal leadership input to inform this phase.

IDENTIFICATION

During the identification phase, we compiled a comprehensive list of sustainability matters, impacts, risks, and opportunities (IROs) across our operations and value chain. This process considered all ESRS topics and drew on prior materiality assessments, internal impact analyses, enterprise risk management documentation, relevant sustainability frameworks, mining-specific standards, and peer practices, alongside input from management and internal subject matter experts.

Both actual and potential, as well as positive and negative, impacts were identified across the mining life cycle, from exploration through closure and rehabilitation. The identification of impacts on people was informed by internationally recognized standards, including the UN Guiding Principles on Business and Human Rights and the OECD Guidelines for Multinational Enterprises. The resulting IROs were reviewed and validated by internal subject matter experts and our Corporate Sustainability Reporting Directive (CSRD) Steering Committee prior to prioritization.

ASSESSMENT AND DETERMINATION

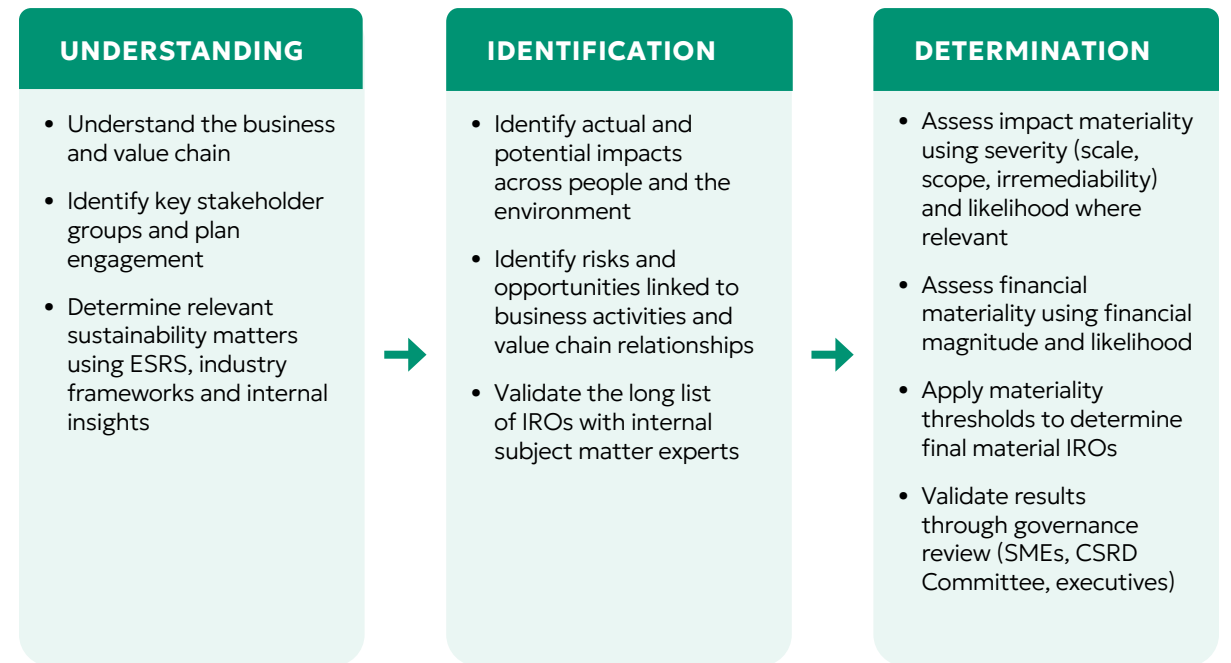
We assessed the identified impacts, risks, and opportunities using a structured double materiality methodology aligned with ESRS requirements. Impact and financial materiality were evaluated separately using defined criteria and a standardized scoring approach to determine which matters are material.

Impact materiality was assessed using a five-point scale, considering the severity of actual and potential impacts on people and the environment. Severity was determined based on the scale, scope, and irremediability of impacts, with likelihood also considered for potential impacts. In line with ESRS requirements, for impacts related to human rights, the severity of the impact took precedence over likelihood in determining materiality.

Financial materiality was assessed by evaluating the potential magnitude of financial effects on financial performance, financial position, cash flows, access to finance, and cost of capital, together with the

likelihood of occurrence. This assessment was aligned with our enterprise risk management framework to ensure consistency with business risk evaluation practices.

Defined materiality thresholds were applied to both assessments, and an impact, risk, or opportunity was determined to be material if it met or exceeded the threshold under either the impact or financial lens. The results were reviewed and validated by internal subject matter experts, our CSRD Steering Committee, and senior management to ensure robustness, consistency, and alignment with our strategic priorities.



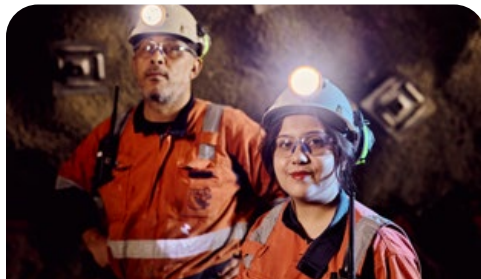


SUSTAINABILITY MATERIALITY

MATERIALITY RESULTS

As a result of our double materiality assessment, 47 impacts, risks, and opportunities (IROs) were identified as material and are presented in the sustainability material topics table below. The topics have been grouped under relevant topics and subtopics under our sustainability pillars in our framework. These material sustainability matters form the basis for our sustainability strategy, target-setting, and future planned CSRD reporting, guiding our focus on the topics most relevant to our impacts, risks, and opportunities. Our material topics are covered by key topics under our sustainability pillars. We have indicated which impacts, risks and opportunities (IROs) are double material (financial and impact), financially material or impact material.

Sustainability Materiality Topics



Governance

- \$ Corporate Governance & Transparency
- \$ Eliminating Bribery and Corruption
- Public Policy and Political Contributions
- \$ Cybersecurity

Safe, Inclusive and Innovative Operations

- Health & Safety
- Inclusive Diversity
- Training and Development

Engaged and Prosperous Communities

- Community Engagement
- Indigenous Engagement
- \$ Complaints and Grievances
- Community Investment
- Local Employment and Procurement

Healthy Environments, Now and For the Future

- Climate Change Mitigation
- \$ Climate Change Adaptation
- Energy
- Tailings Management
- Mineral Waste Management
- Water Stewardship
- Air Management
- Biodiversity and Land Management
- Closure and Reclamation

Responsibly Produced Products

- Supply Chain
- Human Rights
- Security

LEGEND:

- Double Material Topic
- Impact Material Topic
- \$ Financially Material Topic



OUR PERFORMANCE TARGETS

We set sustainability objectives and goals that align with our business strategy and approach to sustainable development. Our sustainability performance is built into how we measure success. By meeting these goals, we aim to strengthen our production base, create value for shareholders and support the social, environmental and economic well-being of our employees and communities.

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.

2025 Sustainability Achievements

LEGEND: ■ = Achieved □ = Not Achieved

Goal	2025 Target	Achievement	Highlights
Reduce Lost Time Injury Frequency Rate (LTIFR)	Operated sites: 0.96 Skouries Project: 0.51	■	In 2025, our LTIFR at our operated sites (Kışladağ, Lamaque Complex, Efemçukuru, Olympias and Stratonii) was 1.26 and TRFIR was 4.20. Our Skouries Project recorded an LTIFR of 0.28 and a TRIFR of 2.82, where our work hours increased by 50% compared to 2024. While we did not achieve our Lost Time Injury Frequency Rate (LTIFR) or our Total Recordable Injury Frequency Rate (TRIFR) targets, we made significant strides in our health and safety reporting. We continue to focus on strengthening health and safety performance, with implementation of multi-year programs, driving continuous improvement in workplace safety and supporting our vision of everyone going home healthy and safe every day.
Reduce Total Recordable Injury Frequency Rate (TRIFR)	Operated sites: 2.99 Skouries Project: 2.57	□	
Courageous Safety Leadership	Implement Courageous Safety Leadership (CSL) program and Health and Safety Positive Recognition Program.	■	In 2025, 25% of our workforce participated in CSL workshops. We advanced our positive recognition program, recognizing strong examples of health and safety leadership each quarter. The initiatives recognized in 2025 were a robotic rod feeder, traffic management improvements, control practice for energy release, and waste production fleet intervention.
Progress Sustainability Integrated Management System (SIMS) Implementation and Performance	Conduct verification at our Lamaque Complex and implement the updated version of SIMS.	■	We successfully completed a SIMS Compliance Verification at our Lamaque Complex, which also included external verification of performance against the MAC-TSM Protocols and World Gold Council's RGMPs. Our Lamaque Complex earned a Gold Leadership Award from MAC for their exceptional performance across all indicators becoming the second company and sixth site in 25 years to receive this recognition. An updated version of SIMS was launched and implemented across our operations. To help embed these standards across our global workforce, we created an Introduction to SIMS eLearning course
CSRD Readiness	Enhance data management capability and complete readiness plan for EU's Corporate Sustainability Reporting Directive (CSRD).	■	In Greece, we implemented several sustainability data management system modules to support Health & Safety incident reporting and investigations. Our Double Materiality Assessment (DMA) was finalized for publication in this report. We conducted an ESRS gap assessment with an action plan to progress CSRD readiness.
Progress Climate Change Strategy implementation	Continue advancing mitigation projects towards our GHG Emissions Target.	■	Our GHG Emissions Target Achievement Pathway implementation progressed, achieving 46% of our target of mitigating approximately 59,000 tCO ₂ e by 2030 on a "business as usual" basis compared to 2020 baseline 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 134. 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.

2026 SUSTAINABILITY TARGETS

In 2026, we are working to advance our performance and management of key strategic areas across our Sustainability Framework, with an increased focus on leading indicators. Our scorecard targets are tied to the Short-Term Incentive Plan (STIP), an annual cash award designed to incentivize and reward personnel for achieving near-term goals set by the organization’s Board and leadership.

Goal	2026 Target
Reduce Lost Time Injury Frequency Rate (LTIFR)	10% improvement from 2025 for operated sites.
Reduce Total Recordable Injury Frequency Rate (TRIFR)	10% improvement from 2025 for operated sites.
Fatigue Risk Management (FRM) Program	Implement Fatigue Risk Management Program through educational video series, with 50% completion rate for shift workers.
Courageous Safety Leadership	Advance Courageous Safety Leadership (CSL) program with 70% workforce completion rate.
SIMS & CSRD Readiness	Advance data management system and readiness plan for EU’s Corporate Sustainability Reporting Directive (CSRD). 15% completion rate for Introduction to SIMS training module for employees.
Progress Climate Change Strategy implementation	Continue advancing strategic mitigation projects towards our GHG Emissions Target ¹ .
Zero Fatalities	Zero fatalities
Zero Major Environmental Incidents	Zero major environmental incidents



Spotlight: Lamaque Complex Awarded TSM Gold Leadership Recognition

Our Lamaque Complex has been honoured with the Towards Sustainable Mining® (TSM) Gold Leadership Award, the highest level of recognition granted by the Mining Association of Canada (MAC). This prestigious award reflects the site’s achievement of Level AAA across all applicable TSM performance indicators, verified through an independent external assessment. Only five other facilities have ever received this distinction, and it is the first time the award has been presented since 2020.

This recognition reflects the Lamaque Complex’s strong performance across key areas evaluated by TSM, including environmental management, tailings, water, climate action, community engagement, safety, and labour practices. Achieving TSM’s highest rating across all indicators demonstrates consistent, verifiable practices and a commitment to ongoing improvement at the site.

¹ For further detail, Please see “Measurement of Mitigation Pathway and Target” in the advisories on page 134. 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.



CORPORATE GOVERNANCE & TRANSPARENCY

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.

Our governance framework establishes a clear line of accountability from our Board of Directors (“the Board”) through senior leadership to frontline teams, ensuring that sustainability responsibilities and expectations are embedded throughout the organization.

BOARD OF DIRECTORS

The Board provides independent oversight of strategy, risk, and performance across all aspects of our business, including sustainability. Through its standing committees, [Audit](#), [Compensation](#), [Corporate Governance & Nominating](#), [Sustainability](#), and [Technical](#), the Board evaluates principal risks, monitors controls and performance, and ensures the integration of sustainability into long-term value creation.

BOARD COMPOSITION

The Board is composed of a majority of independent directors with experience across operational, governance, financial, legal and sustainability-related matters, which informs its oversight of

strategy, risk and material sustainability matters such as climate risk, tailings management and social performance.

Diversity is governed by our Board and Senior Management Diversity Policy, which sets aspirational targets to enhance representation from designated groups. Targets include ≥30% women directors and ≥10% of directors from other “designated groups”¹.

Metric	2023	2024	2025 ²
Number of Directors	9	8	8
Female Representation	56%	50%	50%
Independent Directors	89%	87%	87%

SUSTAINABILITY COMMITTEE

The Sustainability Committee provides oversight of our sustainability policies, programs, targets, and disclosures across key areas including environment, climate, tailings management, health and safety, community relations, social performance, human rights, and security. The Committee meets quarterly to review site-level performance, assess safety and sustainability risks, and provide strategic direction. Committee members also conduct periodic site visits to validate on-the-ground implementation and engage directly with operations personnel.

Further details on Board committee mandates, composition, skills and director education are available on our [website](#) and in our annual [Management Proxy Circular](#).

SENIOR MANAGEMENT

Senior management plays a central role in translating Board oversight into day-to-day action across our global operations. Senior management includes the CEO, President, Executive Vice Presidents, Senior Vice Presidents, and Vice Presidents. The [Chief Executive Officer \(CEO\)](#) holds overall accountability for sustainability performance, while the [Executive Vice President & Chief Operating Officer \(EVP & COO\)](#)³ provides corporate-level oversight and ensures consistent application of our Sustainability Integrated Management System (SIMS) across all sites. Country leaders in Canada, Greece and Türkiye oversee in-country execution, ensuring operations are aligned with our sustainability policies, standards, and expectations.

Senior management maintains structured and transparent communication with the Board’s Sustainability Committee through regular reporting on health and safety, environmental performance, social engagement, and climate-related matters. Our [Vice President, Health, Safety & Sustainability \(VP, Health, Safety & Sustainability\)](#) and Mine General Managers report through the EVP & COO, and, together with site Health, Safety & Sustainability teams, are accountable for delivering on our Sustainability Framework and ensuring SIMS is applied effectively at the operational level.

Corporate, Regional and Site teams, established processes ensure sustainable development considerations, including SIMS implementation, risk assessment, and risk mitigation, are integrated into day-to-day decision-making and management practices.

Sustainability Governance

BOARD OF DIRECTORS

Responsible for oversight of governance and sustainability matters, including strategy and performance monitoring.

SUSTAINABILITY COMMITTEE

Oversees policies, programs, practices and disclosures related to Eldorado’s approach to sustainability.

EXECUTIVE TEAM

Accountable for our sustainability performance and oversight of implementation of our strategic sustainability pillars.

CORPORATE, REGIONAL AND SITE TEAMS

Responsible for delivering on and adhering to our sustainability framework through our policies, SIMS and functional plans.

¹ Designated groups” refers to traditionally marginalized groups, including women, Indigenous Peoples (First Nations, Inuit and Métis), visible minorities, persons with disabilities, and members of the LGBTQIA2S+ community.

² Figures are as at December 31, 2025 and may differ from other 2026 disclosures, including the Management Information Circular (Proxy Circular), due to different reporting dates.

³ Simon Hille was appointed Executive Vice President & Chief Operating Officer, effective March 23, 2026.



CORPORATE GOVERNANCE & TRANSPARENCY

MANAGEMENT COMPOSITION

We recognize that diverse leadership strengthens decision-making and enhances our ability to manage complex sustainability and operational risks. Under our Board and Senior Management Diversity Policy, we have adopted aspirational representation targets for senior management, including a minimum of 30% women and an additional 10% from other designated groups¹. As of December 31, 2025, women represented 38% of the total Senior Management.

Metric	2023	2024	2025 ²
Number of Officers and Senior Management	16	15	16
Female Senior Management & Officers Representation	38%	40%	38%

SUSTAINABILITY FACTORS IN COMPENSATION

Our people are central to our performance and embedding sustainability into how we lead, manage and reward is fundamental to delivering long-term value. Strengthening our culture requires clear expectations, consistent performance dialogue and incentives that reinforce responsible decision-making across the organization. Our short-term compensation framework, which applies broadly to eligible employees including executives, is designed to encourage shared accountability for health, safety, environmental stewardship and social performance, while supporting the Company’s long-term strategy.

Health, safety, environmental and social performance indicators are embedded in the evaluation of corporate performance and directly linked to awards under the Short-Term Incentive Plan. In 2025, sustainability and ESG objectives represented 25% of the corporate scorecard, resulting in a direct impact on short-term compensation outcomes. Sustainability considerations are also incorporated into executive long-term incentives. Climate-related performance accounted for 10% of the Performance Share Unit (PSU) scorecard for outstanding awards granted in 2024 and 2025, reflecting progress on GHG emissions mitigation over the performance period. These mechanisms are overseen by the Compensation and Sustainability Committees and reinforced through equity ownership requirements and clawback provisions. For further information on sustainability factors in compensation, please see our [Annual Management Proxy Circular](#).

GOVERNANCE POLICIES

Our sustainability governance framework is supported by a suite of corporate policies that set clear expectations for ethical conduct and responsible business practices. These include our [Code of Ethics and Business Conduct](#), [Anti-Bribery and Corruption Policy](#), [Human Rights Policy](#), [Diversity Policy](#), [Health and Safety Policy](#), [Environmental Policy](#), [Social Performance Policy](#), [Respectful Workplace Policy](#), and [Supplier Code of Conduct](#). Together, these policies reinforce our values, guide decision-making, and outline the standards we expect from all employees, contractors, and suppliers.

In 2025, we completed an annual review of our core sustainability policies: Health & Safety, Human Rights, Environmental, and Social Performance, to ensure continued alignment with evolving regulations, industry best practices, and organizational changes. This review supports our commitment to governance and risk management processes, and continuous improvement across our operations.

CODE OF ETHICS AND BUSINESS CONDUCT

Our Code of Ethics and Business Conduct (“the Code”) sets the expectations for integrity, accountability, fairness, and respect across our operations. It applies to employees, directors, officers, contractors, consultants, and suppliers, and guides ethical decision-making in all aspects of our business.

Oversight of the Code rests with the Board of Directors, with compliance monitored by the Chair of the Audit Committee and the Executive Vice President & General Counsel.

All desktop-based employees are required to complete annual Code of Ethics and Business Conduct training and provide formal acknowledgment of compliance. In addition, directors, officers and other designated leaders sign an Annual Compliance Certificate confirming their adherence to the Code and related global compliance policies. For the 2025 annual training cycle, we achieved 100% completion among desktop-based employees across our regional offices. Training reinforces expectations for ethical conduct, conflict-of-interest disclosure, anti-bribery and corruption compliance, and a safe, respectful and inclusive workplace. The Code is reviewed annually to ensure continued alignment with evolving regulatory requirements and organizational practices.

¹ Designated groups” refers to traditionally marginalized groups, including women, Indigenous Peoples (First Nations, Inuit and Métis), visible minorities, persons with disabilities, and members of the LGBTQIA2S+ community.

² Figures are as at December 31, 2025 and may differ from other 2026 disclosures, including the Management Information Circular (Proxy Circular), due to different reporting dates.



CORPORATE GOVERNANCE & TRANSPARENCY

ELIMINATING BRIBERY AND CORRUPTION

We uphold a strict zero-tolerance approach to bribery and corruption and are committed to conducting our business with integrity and in full compliance with all applicable anti-bribery and anti-corruption laws in the jurisdictions where we operate.

Our Anti-Bribery and Corruption (“ABC”) Policy, most recently reviewed in 2025, sets clear expectations regarding ethical conduct, for employees, contractors, and third-party representatives. The policy outlines requirements for ethical conduct, due diligence, record-keeping, and the reporting of suspected violations.

In 2025, we introduced updated Gifts and Entertainment Procedures applicable across all operating regions. Implementation is underway through a phased rollout to selected employees, with Quebec the first region to complete deployment. Our Gifts and Entertainment Procedures are applicable for all corporate teams as well.

Periodic training is mandated under the ABC Policy and delivered regularly, with additional sessions provided when regulations or internal requirements change. Ongoing communication helps ensure our workforce remains aware of potential risks and understands how to identify and report suspected violations. We also reinforce a strong speak up culture. Representatives are required to report any known or suspected breaches of the ABC Policy or applicable laws through our confidential third party Whistleblowing Reporting Line.

In 2025, no regulatory actions related to bribery, corruption, or anti-competitive behaviour were taken against the Company.

WHISTLEBLOWER PROCESS AND HOTLINE

We maintain confidential and anonymous channels for reporting potential misconduct, supporting a culture of integrity and accountability across our operations. Concerns regarding violations of our Code of Ethics and Business Conduct can be raised through several avenues, including managers, the Legal and Compliance team, the Executive Vice President & General Counsel, the Chair of the Audit Committee, or through our independent reporting platform at www.eldorado.ethicspoint.com. Our whistleblower hotline is available in our operating languages of English, French, Greek and Turkish.

All reports are reviewed promptly and handled confidentially, consistent with legal requirements, and without fear of retaliation.



AWARDS & RECOGNITION

- For the second year, we were recognized among the top 30 companies in *The Globe and Mail's* Road to Net Zero Ranking, which highlights Canadian companies with strong carbon management practices.
- Named in TIME's list of *Canada's Best Companies 2025*. We ranked among the top 100 companies.
- Received the 2025 *Towards Sustainable Mining® (TSM) Award of Excellence in Leadership – Gold Level* from the Mining Association of Canada.
- We were also the runner-up for the *TSM Community Engagement Excellence Award* in 2025 for the Children's City project in Türkiye.
- At the Health & Safety Awards 2025, hosted by *BOUSSIAS Events and Manufacturing* magazine, we received the Gold Award for the Comprehensive Emergency Health Incident Management Plan implemented at the *Kassandra Mines*.
- Recognized at the *Bravo Sustainability Dialogue & Awards 2025*, for the initiative “Strengthening local communities”, in the “Society” pillar. This award recognizes our multi-year Social Investment Plan, with meaningful impact in the local communities where we live and work every day.





CORPORATE GOVERNANCE & TRANSPARENCY

PUBLIC POLICY AND POLITICAL CONTRIBUTIONS

We engage with governments and industry organizations to support public policies that promote responsible mining and sustainable development. Through ongoing dialogue with authorities at local, regional and national levels, we provide updates on our operations, participate in permitting and regulatory processes, and monitor emerging policy and legislative developments. Our corporate team also engages with ministerial offices and diplomatic representatives where appropriate.

Strong, transparent and predictable regulatory systems are essential to responsible mining and long-term value creation. We support the development of effective, accountable and inclusive public institutions in our host jurisdictions. Our interactions with public officials are governed by our Code of Business Conduct and Ethics, Anti-Bribery and Corruption Policy, and Gifts and Entertainment Procedures, which set clear expectations for ethical and compliant engagement.

Our public policy priorities include community and economic development, Indigenous partnerships, clean energy and infrastructure, skills training, land-use planning, permitting processes and environmental stewardship. Additional detail on our 2025 engagement activities is included in the Stakeholder Engagement section of this report.

In 2025, we made membership payments to industry associations that support responsible mining, policy engagement, and sector-wide collaboration, enabling participation in industry dialogue and the development of best practices and standards relevant to our operations.

We made zero financial or in-kind political contributions in 2025.

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
- Prospectors & Developers Association of Canada
- Ontario Mining Association
- Québec Mineral Exploration Association
- Québec Mining Association
- Turkish Gold Miners Association
- World Gold Council

- Association of Mineral Exploration British Columbia
- Canadian Turkish-Business Council
- Federation of Industries of Greece (SVE), Hellenic Federation of Enterprises (SEV) and Greek Exporters Association (SEVE)
- Transparency International Greece
- Miners Association of Türkiye (TMD)
- World Business Council for Sustainable Development in Türkiye (BCSD Türkiye)

TAX TRANSPARENCY

We disclose our payments to governments in accordance with applicable legislative requirements as part of our support for transparency and efforts to combat bribery and corruption. Payments to governments vary over time based on changes to our operations, regulatory frameworks, tax regimes and broader market conditions.

We comply with all regional and national tax laws in the jurisdictions where we operate. Each year, we file an Extractive Sector Transparency Measures Act (ESTMA) report, which discloses payments over CAD \$10,000 made to domestic and foreign governments related to the commercial development of minerals, where cumulative payments to a single payee meet the prescribed reporting thresholds. These payments include taxes, royalties, fees, bonuses, dividends,

production entitlements and other categories set out by ESTMA. Our most recent ESTMA report is publicly available on our [website](#).

Transparent reporting of taxes, royalties and fees helps support accountability within the extractive sector and provides stakeholders, including our host communities, with a clear understanding of our financial contributions to their region. Our broader economic contributions, including employment, procurement and community investments, are outlined in the Community Relations section of this report.

RISK MANAGEMENT

We maintain an enterprise-wide risk management (ERM) program that supports informed decision-making and integrates risk considerations across our operations. Senior management is responsible for implementing the ERM framework, while the Board—through its committees, including the Sustainability Committee—oversees risks within their respective mandates.

In 2025, the Board and Audit Committee approved our inaugural ERM Policy, formally outlining our approach to identifying, assessing and managing risks. The policy reinforces that risk management is a shared responsibility across the organization and clarifies roles, expectations and reporting requirements.



CORPORATE GOVERNANCE & TRANSPARENCY

Every quarter, management conducts a comprehensive enterprise-wide risk assessment. This process begins with bottom-up identification and evaluation of risks by our operations, regional business units, and corporate departments. Risks are assessed in terms of likelihood and potential impact, and mitigation strategies are developed and monitored. The results of this assessment are reported to the Board quarterly.

Our risk registers capture key areas such as environmental compliance, community relations and social license, Indigenous rights considerations, climate change (physical and transition), and tailings and waste management. To align with leading practices, Management and the Board regularly review and enhance our risk management methodology to ensure it remains effective and responsive to our operating environment. In 2025, this included updating impact assessment thresholds to reflect changing conditions and incorporating additional evaluation factors to strengthen the assessment of emerging and enterprise-level risks.

AUDIT PROGRAM

Our audit program includes both internal and external assurance activities designed to strengthen governance, transparency and continuous improvement. Our Audit Committee, composed entirely of independent, financially literate directors—oversees the Company's financial reporting, internal controls, risk management systems, and the overall audit process.

Our auditing process encompasses a risk-based approach in the selection of and execution of each audit project. We develop and conduct audits based upon an approved annual plan that is focused on assessing the effectiveness of governance practices, internal controls, and risk management processes with the organization. In 2025, our Internal Audit and Risk team conducted audits across areas such as corporate governance, business integrity and financial controls, procurement, project execution, and ESG-related processes, supporting our commitment to effective oversight and ongoing improvement.

CYBERSECURITY

Cybersecurity plays a critical role in maintaining the reliability and integrity of our operations. As digital systems become more embedded across our sites, we work to safeguard our operational technology (OT), information technology (IT) and sensitive data from evolving cyber threats.

Our cybersecurity program is built on a global, risk-based approach that integrates regular monitoring, incident response protocols, employee awareness training, and collaboration with external experts. We maintain a suite of policies that guide responsible and secure technology use across the organization, including our Global Acceptable Use of Technology Policy and Cybersecurity Governance Policy.

Oversight is embedded within our governance structure. The Board of Directors, supported by the Audit Committee, oversees cybersecurity as part of our broader enterprise risk management. Quarterly updates on IT and cybersecurity performance are provided to the Committee, and the Executive Vice President, Finance & CFO holds executive responsibility for information technology.

Our cybersecurity program is guided by recognized international frameworks, including the NIST Cybersecurity Framework and ISO 27001, supporting a consistent and coordinated approach to managing cyber risks across our global operations. This multi-layered defence strategy helps us identify, assess and mitigate cyber risks while strengthening overall operational resilience.

In 2025, we continued to build cyber awareness through organization-wide cybersecurity and anti-phishing training, complemented by targeted sessions for higher-risk employee groups and senior leadership. We also strengthened governance over emerging technologies by approving a Global Artificial Intelligence Usage Policy. No material cybersecurity breaches occurred during the year, and we conducted an executive-level tabletop exercise to test the effectiveness of our incident response, crisis management and communications processes.



Spotlight: Cybersecurity Is Everyone's Shift

In 2025, we launched our Global Cybersecurity Awareness Campaign, Cybersecurity is Everyone's Shift, to strengthen shared responsibility for protecting our digital environment. The campaign encouraged employees to make cybersecurity part of their daily routines—not only at work, but also at home—by promoting practical habits that reduce risks across all aspects of digital life. Throughout the year, employees received weekly Cyber Tips covering essential topics such as safeguarding credentials on third-party sites, secure online banking practices, recognizing fake virus alerts, mobile device risks, and the importance of promptly reporting incidents. This initiative reinforced our culture of vigilance and empowered everyone to contribute to a more secure and resilient organization.



02

SAFE, INCLUSIVE AND INNOVATIVE OPERATIONS

People are at the core of our business. By keeping our people safe, providing jobs and fostering an inclusive, diverse, and respectful workplace, our operations contribute to the social and economic development of the communities in which we work.

IN THIS SECTION

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



HEALTH AND SAFETY

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

Health and safety accountability is embedded across our operations and supported by senior management oversight. Site management is responsible for the day-to-day implementation and monitoring of health and safety management systems, with performance reviewed at the corporate level. Ultimate accountability for health and safety rests with the Chief Executive Officer, with oversight provided by the Board of Directors through its Sustainability Committee, which reviews health and safety performance and related matters on a regular basis.

OUR VISION

Going Home Healthy and Safe Every Day

Over the past few years, changes have been made to health and safety practices, with increased attention on identifying hazards with the potential to cause serious injuries or fatalities and effective management of risks. We've advanced our Courageous Safety Leadership program across our operations to empower our workforce to personally commit to strong health and safety practices, supporting our vision of everyone going home healthy and safe every day.

Our Golden Rules cover high-risk activities, providing requirements for all personnel to follow. We've been able to use our Golden Rules to facilitate engagements on site with employees and contractors to improve understanding of inherent risks.

OUR APPROACH

We believe that leadership practices, combined with workforce participation and personal commitment, are factors in the development of the positive health and safety culture. Site management are responsible for the day-to-day oversight, monitoring, and review of our health and safety management system's performance in line with health and safety policies, legal requirements, procedures and standards, with active support of their health and safety teams.

To encourage organizational learning, outcomes from health and safety investigations are shared with all sites. These learnings strengthen knowledge of health and safety practices at other locations. Across our organization, we report Health and Safety High Potential Hazards (HPH), High Potential Incidents (HPI) and Potentially Fatal Occurrences (PFO).



Olympias, Greece

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



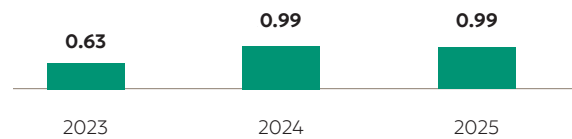
Hazardous Substances

HEALTH AND SAFETY

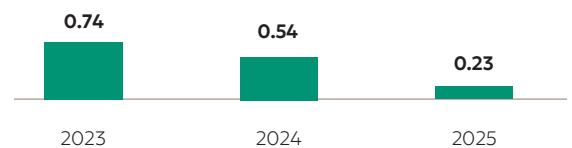
OUR PERFORMANCE

We remained focused on strengthening our health and safety culture through targeted engagement with site teams and campaigns centred around high consequence activities and hazards. In 2025, our Total Recordable Injury Frequency Rate (TRIFR) was 3.82 and our Lost Time Injury Frequency Rate (LTIFR) was 0.99 across Eldorado, representing a 18% increase in TRIFR and 0% change in LTIFR year-over-year, respectively. 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 57% reduction in our frequency rate of PFOs. We have not experienced a fatality since 2017.

Lost Time Injuries Frequency Rate (LTIFR)¹



Potentially Fatal Occurrence Frequency Rate (PFO)¹



HEALTH AND SAFETY MANAGEMENT SYSTEMS

SIMS contains occupational health and safety standards that set performance requirements for all of our sites. SIMS operationalizes our corporate [Health and Safety Policy](#) and drives health and safety performance. Annually, site-specific health and safety targets are defined and included in executive compensation. Our Health and Safety Policy includes elements related to 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 Cassandra Mines in Greece are independently certified to [ISO 45001](#) Occupational Health and Safety Management System. 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 2025, we completed an integrated verification for our Lamaque Complex, with results externally verified [here](#). We received a TSM Gold Leadership Award for our performance of Level AAA across all reported indicators. Annually, each site completes a SIMS self-assessment to evaluate current alignment with SIMS and develop corrective action plans to drive continuous improvement.

In 2025, we released the first suite of Critical Control documents, which define the mandatory controls to be implemented at each site to manage hazards associated with our highest-risk activities. This initial suite focused on energy isolation, heavy mobile equipment, and ground control.



Spotlight: Strengthening Psychological Safety at our Lamaque Complex

At our Lamaque Complex, we've developed a program to enhance psychological safety for our workforce. In addition to resources like Employee and Family Assistance Program (EFAP), information sessions were hosted for families and spouses to understand benefits. Our Lamaque team also conducted a short Organizational Health and Psychosocial Risks Survey to understand priorities and supports required.

Our team at the Lamaque Complex was recognized with a Towards Sustainable Mining® (TSM) Gold Leadership Award for their top performance across MAC-TSM indicators, including a Level AAA for the Safe, Healthy and Respectful Workplaces protocol. This approach is being shared across our other operations as a best practice.

¹ All rates are calculated per 1,000,000 hours worked and include all Eldorado sites, including operating, construction, care and maintenance assets, offices, and exploration sites. 2023 and 2024 rates include employee and contractor hours related to the Certaj asset.



HEALTH AND SAFETY

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 of incident definitions and the concept of 'high potential' outcomes for safety incidents to trigger a deeper level of investigation of incident root causes to promote learning and prevent repeat events. 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, Courageous Safety Leadership, and critical controls.

STRENGTHENING OUR HEALTH & SAFETY CULTURE

We foster a culture of health and safety where each individual values both their wellbeing and the wellbeing 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 health and safety topics, such as proper use of tools and equipment and opportunities

for enhancing our working environment. 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.

COURAGEOUS SAFETY LEADERSHIP

We developed the Courageous Safety Leadership (CSL) program to support our health and safety journey. CSL is an initiative aimed at supporting a consistent approach to our global health and safety culture. In 2025, we launched the program globally across our operations and 25% of our workforce has participated in the workshop by the end of the year with plans to continue implementation through 2026. 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 at work and at home.

The ripple effect is a central theme of the CSL workshop, a metaphor for how our actions and decisions can have far-reaching consequences for ourselves, our family and others.

The stories shared during the sessions highlighted how incidents can impact physical health, emotional well-being, and personal relationships. This deeper understanding reinforced the need for constant awareness and a proactive approach to health and safety, both at work and at home. Each participant makes 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.

FATIGUE RISK MANAGEMENT

Health and Safety is not just about equipment and procedures; it's also about understanding the risks that affect how we work. One of those risks is fatigue, which can quietly impair judgement and reaction time, increasing the chance of incidents both on and off site.

Our work to strengthen fatigue risk management has continued to evolve across the business.

Building on learnings from site-level experience, particularly at Kışladağ, our teams developed a comprehensive approach that includes screening tools, education, and support for employees experiencing sleep-related challenges. This work informed the launch of a global fatigue risk management initiative in late 2025, aimed at improving awareness of fatigue-related risks and strengthening our ability to manage them consistently across our operations.

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 routinely conduct safety training to address new and ongoing risks across our sites. 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 2025, training hours for employees and contractors increased by approximately 30%, reflecting a targeted, risk-based investment in





HEALTH AND SAFETY

workforce capability as operational activity and project complexity increased across the Group. On average, this represented approximately 21 hours of health and safety training per person, with a clear focus on higher-risk activities and operational readiness.

In Greece, health and safety training more than doubled as construction advanced at the Skouries development project, ensuring teams were appropriately prepared for evolving construction-phase risks. In Türkiye, training hours increased by 24%, with a strong emphasis on both foundational safety practices and specialized, high-risk training, including emergency response, fire and explosion preparedness, hazardous materials handling (HAZMAT), confined-space and high-angle rescue, defensive and off-road driving, cyanide awareness, emergency equipment operation, and medical and hazard-specific programs.

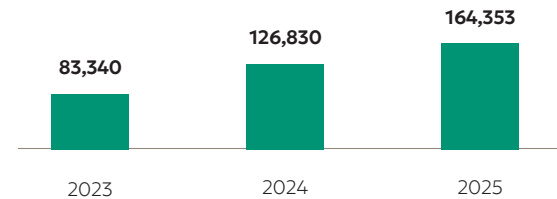
To further support organizational learning, we've introduced Incident Cause Analysis Method (ICAM) lead investigator training for each of our sites. Our lead investigators manage high-potential and serious incident investigations with site teams to determine key contributing factors and recommendations for recurrence prevention and risk reduction.

We remain committed to sustained investment in workforce training as a critical enabler of safe operations, effective risk management, and the achievement of our operational and production objectives.

CONTRACTOR SAFETY

We apply the same health and safety standards to contractors working at our sites as we do to our employees. Contractor safety expectations are

Workforce Safety Training Hours



communicated early in the procurement process and are embedded in tender documentation, project scopes, and contractual agreements. These requirements are designed to prevent injuries and occupational illnesses, protect people and assets, and ensure work is performed in alignment with our safety standards.

Our relationship with contractors is managed through our Supplier Code of Conduct and Health & Safety Policy, which 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. Prior to commencing work, site based contractors must complete mandatory safety induction and training relevant to the scope of their activities.

Contractor safety performance is managed through ongoing supervision, inspections, and engagement. Where unsafe practices are identified, work may be stopped until corrective actions are implemented. Contractor health and safety performance is monitored as part of our overall safety management system and informs continuous improvement efforts across our operations.



Spotlight: Family Safety Events at Kışladağ

Between August and September 2025, the “I Feel Safe with My Family” event brought together the families of employees for an unforgettable day. The event featured various workshops for family members to understand health and safety practices beyond the worksite. This included fatigue management, hand hygiene and hand safety to create a joint commitment to reduce risks encountered both at work and at home.

During the event, families were invited to decorate a canvas with their painted handprints, which was displayed at the site during Hand Safety Month in October. The canvas featured an encouraging reminder for employees: “To be able to hold those little hands, let’s protect our hands.”



HEALTH AND SAFETY

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.

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. We offer health programs at our sites for employees and contractors, including basic medical treatments, 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. During 2025, a total of 536 medical services were provided to the local community by the Workplace Health Unit.

EMERGENCY PREPAREDNESS

By planning for emergencies, we identify, prioritize and implement controls for potential hazards at our sites. Each mine site maintains Emergency Response Plans to help to safeguard our people, the environment and local communities. 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](#).

Across our operations, we have established emergency response teams composed of 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.

Annually, our mine rescue teams in Türkiye participate in a mine rescue competition through the Turkish Miners Association. The team has been recognized as the Best Mine Rescue Team and Best Team in Hazmat through a series of challenges throughout the competition. To support the ramp-up of Skouries, our mine rescue team from Türkiye has been training teams in Greece to prepare for full operations in 2026.

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.



Spotlight: Kassandra Mines Earns Gold Award for Emergency Health Incident Management

Our Kassandra Mines team was recognized for their Comprehensive Emergency Health Incident Management Plan with a Gold Health & Safety Award in the Crisis Response category of the 2025 Health & Safety Awards, organized by Boussias Events under the auspices of the Hellenic Federation of Enterprises (SEV).

The need to address critical incidents in a geographically remote area led to the development of a system based on strict protocols, trained personnel, a fully equipped fleet of 5 ambulances (certified by the National Emergency Center), and 5 on-site medical stations.

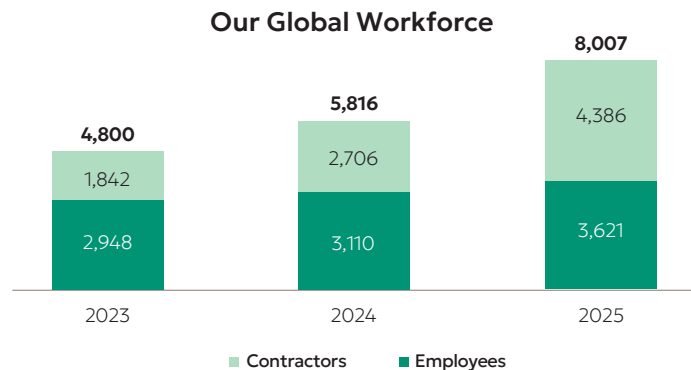
The plan is executed through close collaboration between occupational health, training, and the mine rescue teams. Our workforce has regular training focused on first aid, standby driver training, nursing staff preparedness and joint training with the rescue team.

OUR PEOPLE AND CULTURE

Our people are at the core of our sustainability efforts. Building safe, inclusive and supportive workplaces remains central to how we do business at Eldorado. Across our operations, we are working to expand opportunities, strengthen representation and build teams that reflect the diverse communities where we operate.

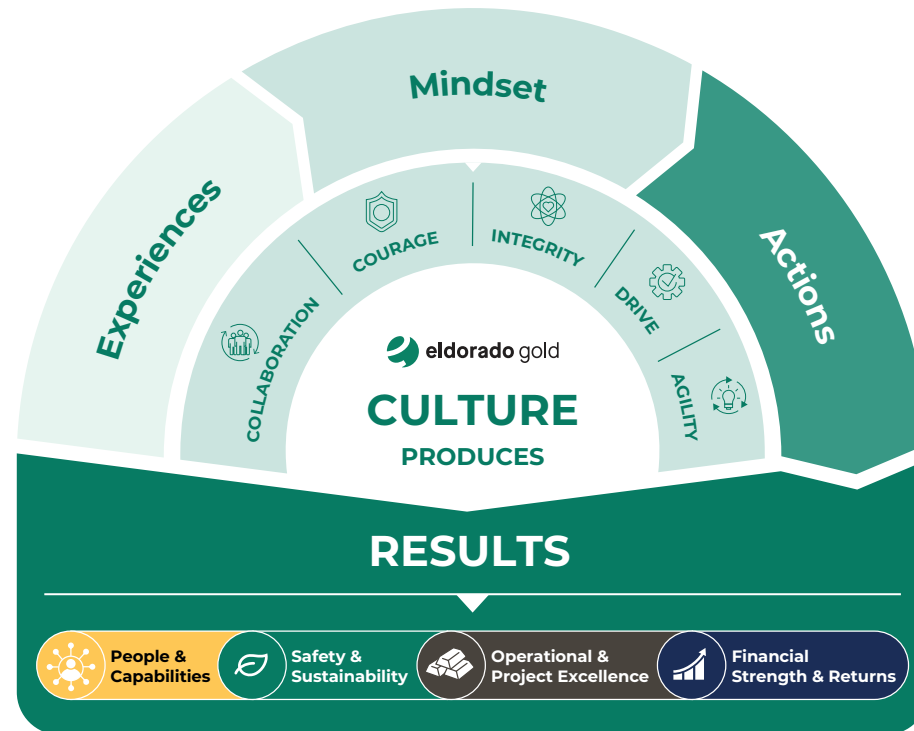
In 2025, our global workforce comprised of 8,007 employees and contractors, including 3,621 employees and 4,386 contractors, across our operating regions. Our workforce increased by approximately 38% compared to 2024, reflecting project advancements, operational growth, and our continued investment in building strong, capable teams.

We represent a broad range of cultures, languages, backgrounds, and experiences, and are united by a shared vision: to build a safe, sustainable, high-quality business in the gold mining sector, creating value today and for future generations. This purpose, grounded in our values, drives our commitment to innovation, continuous improvement, and leadership in responsible mining.



The capabilities, expertise, and dedication of our people at all sites, in every region, and at all levels of the organization support our ability to achieve our strategic priorities and long-term vision.

Aligned with our People & Capabilities pillar, we focus on workforce priorities that are material to our business, including attracting and retaining talent, strengthening technical and leadership capability, providing equitable development opportunities, and fostering an inclusive, respectful, and safe workplace.



Spotlight: 1 Million Ounces at our Lamaque Complex

In 2025, we reached an important milestone at our Lamaque Complex, the production of our millionth ounce of gold. To celebrate this achievement, we collaborated with a local jeweler to create commemorative rings using gold from our own mine. Employees were gifted these rings in recognition of their dedication and commitment to our shared success.

“Reaching the production of our millionth ounce of gold in just 6 years of commercial production is an extraordinary achievement that reflects what a high-level asset the Lamaque Mining Complex is and how committed and dedicated our people are. This achievement demonstrates our ability to innovate and maintain high standards of performance and safety,”
 – Sylvain Lehoux, SVP, Operations, Canada



OUR PEOPLE AND CULTURE

OUR CONTRACTORS

We regularly partner with contractors, particularly during the construction of new projects and periods of significant investment at our existing operations. These partnerships enable us to access additional labour and specialized technical expertise that may not be available within our workforce, while allowing us to remain focused on our core business and operational priorities.

Contractors working at our sites are required to comply with our governance framework through adherence to our Supplier Code of Conduct, aligned with our Health and Safety, Code of Ethics and Business Conduct and our Human Rights, Environmental, and Social Performance, policies. Contracting companies must implement systems and procedures that, at a minimum, meet our requirements for social and environmental

performance, including non-discrimination, freedom from forced labour, appropriate security practices, and respect for human rights. We also expect partners to support our Diversity Policy through inclusive practices and the use of balanced teams.

We apply risk-based screening and oversight processes to contractors based on the nature of their activities and associated health, safety, and environmental risks. Higher-risk scopes of work are subject to enhanced requirements and closer monitoring to help ensure appropriate risk management, and their performance is monitored through ongoing oversight and engagement and site-level management processes.

In 2025, we continued to strengthen our approach to contractor oversight through the advancement of our Third-Party Risk Management (TPRM) framework, which supports more consistent risk identification and contractor management across our operations.

A GREAT PLACE TO WORK TODAY— AND FOR THE FUTURE

We achieve our results through people. That's why proactively shaping our culture matters. The experiences individuals have working with us shape the mindset they hold and directly influence their actions on the job. The results we achieve as a company are driven by the actions our team members take every day. Culture is the sum of those experiences, mindsets, and actions.

Simply put: Our culture produces our results.





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+1. We first exceeded our aspirational targets at the Board level in April 2023.

GLOBAL INITIATIVES

In 2025, we refreshed our Inclusive Diversity Strategy, focused on four key pillars: executive advocacy and accountability, engineering equity into workplace processes, experiencing equity and inclusion, and localized equity, diversity and inclusion (EDI) leader-led efforts. Specific to each of our sites, we advanced our regional Inclusive Diversity Roadmaps to foster a culture of inclusion, improve diverse representation in the workforce and reduce bias in everyday processes. This included enhancing communication and feedback mechanisms, providing targeted training and development opportunities, implementing talent management systems, and introducing trauma-informed protocols for human resources and other practitioners involved in workplace management and investigations. We also initiated the implementation of a new Human Capital Management System (HCMS) for all our employees to support workforce management, inclusive of attraction, development, and retention, across Eldorado. We conduct regular gender pay equity reviews using third-party analytics software to identify any unintended and systemic bias in our compensation processes.

We have fostered key partnerships with third-party organizations to advance inclusive diversity within our supply chain and across our workforce. Through the Artemis Project, we support connections with women-led businesses related to mining to accelerate collaboration, innovation and entrepreneurship for better business outcomes. As an International Women in Mining (IWIM) Advocate, we create career and leadership opportunities for women in our operations through mentorship.

REGIONAL INITIATIVES

We are actively providing opportunities for people of diverse ages, genders and cultural backgrounds. In 2025, we continued to support inclusive diversity across our operating regions:

CANADA

- Established a new health and wellness committee in Québec, promoting healthy lifestyles and wellbeing in the workplace.
- Introduced additional channels for worker grievances and management of workplace investigations, in support of our global respectful workplace policy.
- Enhance our listening and employee voice approach through optimized labor relations committees, department level engagement on survey results using a proximity strategy, and targeted workshops on unconscious bias and prejudice.



Olympias, Greece

1 An inclusive acronym representing Lesbian, Gay, Bisexual, Transgender, Queer/Questioning, Intersex, Asexual, and Two-Spirit, and other gender identities not explicitly listed.

INCLUSIVE DIVERSITY

TÜRKIYE

- Implemented the “Productive Women, Strong Futures” project to empower women socially and economically in a partnership with Women-Friendly Brands.
- Provided leadership training focused on emotional intelligence, coaching, trust-based relationship management, diversity, equity, inclusion and unconscious bias, and team building.
- Hosted family days at our operations to foster inclusion and belonging by strengthening connections between employees, families, and local communities, while supporting a more family-inclusive workplace culture.

GREECE

- Launched the Women 4 Change initiative, through WHEN (formerly Women on Top) in collaboration with the World Gold Council. This program aims to empower women in regional Greece and support their professional development.
- Enhanced representation of women in mining in operational roles, particularly with ramp up for Skouries.
- Provided training seminars and leadership-focused opportunities to enhance awareness and understanding of diversity, equity and inclusion.

INCLUSIVE DIVERSITY IN OUR WORKFORCE

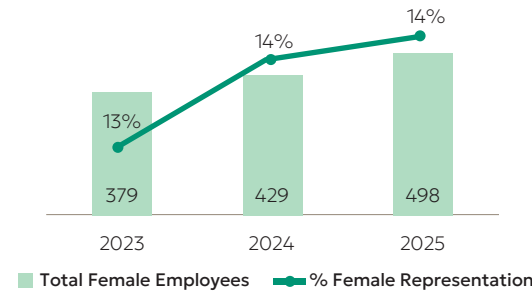
Everywhere we operate, we recognize and seek to foster diversity of identity and cognitive diversity.

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. Our global workforce has grown significantly in 2025 following successful recruitment campaigns to prepare us for production at Skouries and to support growth in other areas.

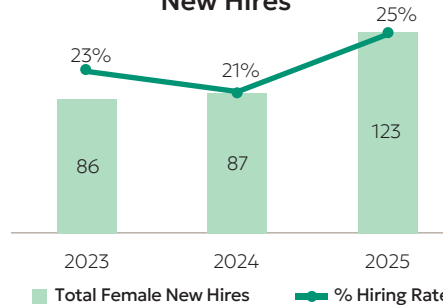
In 2025, our female hire rate was 25% across our global operations, resulting in a steady female representation in our workforce of 14%. Female hiring was strongest among early- and mid-career roles and varied by region, with higher representation in certain professional labour markets and lower representation in site-based operational and skilled trade roles, reflecting broader industry workforce demographics and labour market constraints. To support continued progress, we continue to actively work on strengthening a number of recruitment and retention programs across our 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 partnerships, such as IWIM and other programs targeting women in STEM; and building training and development programs to further create capacity and capability. This is a direct reflection of our commitment to supporting gender diversity and fostering employment opportunities for women in mining.

Female Employee Representation



Female Representation Among New Hires



Lamaque Complex, Québec



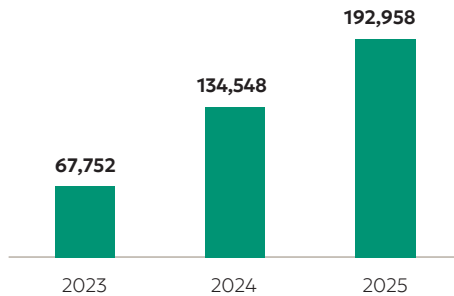
TRAINING AND DEVELOPMENT

We are committed to enhancing workforce capabilities through regular training and performance reviews across all our sites. The majority of our workforce is sourced from local communities and the regions surrounding our operations.

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 the capabilities and safety of our employees.

To support this approach, we launched our global Learning Management System (LMS) in 2025. This is a module within the Human Capital Management System (HCMS) with full functionality to be rolled out over the coming years. The rollout began with our Greek and Corporate teams. Through HCMS, we're establishing a foundation to expand learning capacity and progressively extend training access, assessment, and management, across additional countries and operational sites.

Employee Training & Development Hours



Driven primarily by increased training delivery across the organization, employees completed an average of 53 training hours per person in 2025, representing a 43% increase compared to 2024. Improvements in the completeness and consistency of training data collection also contributed to the year-over-year increase. Training was delivered across employee groups, seniority levels, and regions, including onboarding and role-specific learning for new hires as well as ongoing development opportunities for existing employees.

Training approaches are tailored to site-specific needs and workforce profiles. At our Lamaque Complex, we collaborate with academic institutions to deliver a broad range of mining-related training programs. We also offer opportunities for students and professionals in training to complete the practical components of their programs through on-site experience at Lamaque.

At our Greek operations, including Skouries, we work with external institutions such as the Industrial and Business Education and Training Institute of the Hellenic Federation of Enterprises (SEV IVEPE) to deliver induction training for construction contractors and specialized technical courses, including crane operations and other high-risk activities. These partnerships support safe and effective work practices, particularly during periods of active construction and development.

At the Efemçukuru and Kışladağ mine sites in Türkiye, employee development is supported through a structured skills management approach. Foundational and technical skills are mapped within a site-level skills matrix and used to identify training needs and monitor development performance. Each department tracks approximately 40 foundational skills and around 100 technical skills, enabling targeted training and continuous capability development.



Spotlight: Connecting our Frontline Workforce

Across our operations, we've introduced Eldorado Connect, a digital solution aimed at empowering direct communication and enabling the future of work. At key locations for our frontline workers, we've added kiosks with access to our intranet, eLearning, and worker benefits.

We've also enabled a mobile application, governed by our Acceptable Use of Technology Policy, to provide access beyond the kiosks. Our frontline workforce now has real-time access to internal messaging, personal learning and resources.



LABOUR RELATIONS

We uphold internationally recognized labour rights for employees and contractors, consistent with our Human Rights Policy, Code of Ethics and Business Conduct, commitment to the UN Global Compact, and relevant ILO conventions, including prohibitions on child and forced labour.

We respect freedom of association and the right of employees to engage in collective bargaining, in accordance with applicable laws and regulations.

In 2025, approximately 55% of employees were covered by collective bargaining agreements, and we engaged in respectful, good-faith negotiations with unions through cross-functional management, in line with applicable laws and our organizational values. For non-unionized employees, we provide equivalent channels for consultation and access to confidential grievance mechanisms.

We apply legally compliant notice periods for operational or organizational changes and consult with worker representatives where these changes may affect employees. In 2025, there were no strikes or lockouts across our operations.



Kışladağ, Türkiye



Lamaque Complex, Québec



INNOVATION

Innovation and technology are central to how we operate, shaping everything from exploration to day-to-day sustainability practices.

Our teams work together to identify and apply new tools that make our activities safer, more efficient and more responsible. Throughout this report, we highlight practical, forward-looking solutions being put into action across our global operations.



Enhancing Safety Through Tele-Remote and Automated Mining Systems

In 2025, we progressed use of tele-remote technology by further expanding teleoperation and automation at the Lamaque Complex. Remote mucking is being used at Olympias where operators transitioned to controlling equipment from safe, above-ground locations. The updated system now enables remote control of seven loaders and three ore transport trucks, reducing worker exposure to higher-risk zones while improving equipment efficiency and maintaining consistent operational performance.

At Skouries, we introduced tele-remote and autonomous or semi-autonomous drilling. Two tele-remote production drills were used underground on test stopes drilled out in late 2025. In the open pit, two autonomous Epiroc Pit Viper drills were purchased for surface production drilling.

Semi-autonomous drilling has also been a focus at Efemçukuru, with one drill being put into operation in 2025 and a second in 2026. Across our operations, tele-remote and autonomous equipment is regularly evaluated against conventional technology as a core facet of our operational technology strategy.



VR/AR Safety Training In Greece

We strengthened worker safety capabilities in 2025 by introducing virtual reality (VR) and augmented reality (AR) training programs at our operations in Greece, providing immersive, scenario-based learning environments that improve hazard recognition, enhance workforce preparedness, and reduce the risks associated with real-world training activities.

Teams are able to practice mine rescue scenarios, underground vehicle maneuvering and emergency response, along with virtual walkthroughs of underground simulations of our Olympias operation.



Advancing Safe and Sustainable Tailings Practices

We continued to focus on mine waste safety, efficient water recycling and environmental performance in 2025 through tailings technology across many of its operations, including Efemçukuru in Türkiye, the Kokkinolakkas facility serving Olympias in Greece, and the planned implementation at Skouries. By removing up to 90% of water from tailings, this approach produces a stable, sand like material that enhances geotechnical safety, significantly reduces water consumption through increased recycling, and lowers the overall environmental footprint by as much as 40% at Skouries (compared to the original wet tailings design). It also allows Skouries to operate with a single tailings management facility and supports progressive reclamation, enabling earlier land restoration and reducing long term disturbance. More information about filtered tailings can be found in the [Tailings Management](#) section of this report.



Electrifying Our Underground Fleet

The Lamaque Complex is evolving with the deployment of an expanded fleet of battery electric equipment, an approach that is consistent with the complex's evolution and the progressive development of the Ormaque Project. By the end of 2026, the Lamaque Mining Complex will operate a total of twelve battery electric units, including seven Sandvik TH550B battery electric haul trucks and five Toro® LH518iB battery electric loaders. This initiative demonstrates a strong commitment to improving the site's environmental performance, reducing greenhouse gas emissions, and optimizing underground productivity.



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
- Complaints and Grievances
- Community Investment
- Local Employment and Procurement





COMMUNITY ENGAGEMENT

Our relationships with local communities are fundamental to our ability to succeed and grow as a business. We recognize the unique strengths of each community, and value their collaboration and openness to dialogue.

As members of these communities, we place great value in the input received and take meaningful steps to foster these relationships. We employ a variety of mechanisms to identify and manage our actual and perceived impacts, and regularly evaluate the effectiveness of our actions.

Our teams make concerted efforts to meet with local communities, Indigenous communities, and other stakeholders in ways that reflect local cultures. All our operating sites also have formal Community of Interest (COI) 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.

In 2025, our community relations teams continued to meet with community members through coffee and tea house visits, open office hours at our community offices, site tours, COI workshops, and community events. 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.

Through formal and informal engagements, we shared details of our development and operational plans, providing opportunities to learn about how we manage our impacts and collaborate with stakeholders and Indigenous communities on potential improvement opportunities. Our focus in these meetings is to 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.

Our engagements with stakeholders and Indigenous communities highlight key focus areas for project design, community investment, community development and hiring initiatives. We host open houses and COI workshops to encourage two-way dialogue about local procurement practices, our grievance mechanism process, and operational plans, among many other topics.

We also work closely with local and regional governments on community development projects, including water and road infrastructure, investment in arts and culture programs, education support and other projects that are aligned with local and Indigenous community priorities.

Country leaders in Canada, Greece and Türkiye oversee in-country community and government relations. They work with corporate and regional sustainability, communications, external relations and public affairs teams to develop and maintain licence to operate from local communities and government at all levels. Our CEO is ultimately responsible for our relationships with communities and governments.



Spotlight: A Voluntary Initiative with a Lasting Legacy

The Energy and Ecological Balance Plan (EEBP), launched in 2020 by our team in Québec, aims to mitigate GHG emissions totaling approximately 11,000 tCO₂e over 30 years, which is equivalent to the estimated GHG emissions generated from surface exploration activities at the Lamaque Mining Complex from 2017-2025. This project is out of scope for our corporate mitigation target.

More than 87,000 trees have been planted in partnership with the Association forestière de l'Abitibi-Témiscamingue (AFAT). The locations for tree planting were selected based on several criteria, including proximity to our operations, community needs, and positive environmental impacts.

In addition, the EEBP supports initiatives such as the revegetation of schoolyards, which has reached more than 1,100 students across five schools. We've partnered with the Centre de service scolaire de l'Or et des Bois (CSSOB) to revegetate five schoolyards in La Vallée-de-l'Or RCM between 2020 and 2025, improving the quality of learning environments for hundreds of students. This partnership was renewed for five years in 2025, with the goal of revitalizing five more schoolyards by 2030.



COMMUNITY ENGAGEMENT

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. We have a responsibility to meaningfully consult and accommodate 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 are committed to engaging in meaningful consultation processes with Indigenous communities, with the objective of working toward free, prior and informed consent, in accordance with applicable regulatory frameworks and throughout the life of the project. Near our Lamaque Complex, we continue to strengthen constructive, long-term relationships with Indigenous communities and remain committed to maintaining open and respectful dialogue.

Our team in Québec works with local Indigenous communities, contractors and educational institutions to provide training and employment opportunities to Indigenous peoples. In 2025, in collaboration with the CREA Kitci-Amik, an Indigenous educational centre for adults, we continued to provide cultural awareness training to all our employees and contractors, with video capsules with local Indigenous actors to enhance understanding and respect for Indigenous cultures. The SVP, Operations, Canada, is responsible for Indigenous engagement in Québec.

We are actively involved in supporting the Lac Simon Sports Complex as part of its broader commitment to fostering meaningful and lasting relationships with the Anishnabe Nation of Lac Simon. Beyond its long term partnership with the community for the development of this important gathering place, the company also played a facilitating role by supporting connections between the Council of the Anishnabe Nation of Lac Simon and the World Gold Council. This support aimed to help the community navigate the funding process and engage directly with the organization, while respecting the community’s leadership and autonomy in advancing a project that contributes to social well being, youth development, and community vitality.

Where possible and practicable, we incorporate Indigenous traditional knowledge into our biodiversity and environmental planning. For our Lamaque Complex, we have held a biodiversity-focused workshop with our Indigenous community partners and other communities of interest, including participation from the Lac Simon Natural Resources Department. When selecting sites for our tailings facility, we consulted with Lac Simon during the external tailings study to understand considerations and land use during the permitting process.

Annually, we hold information and consultation sessions with Indigenous communities on our projects and on upcoming exploration activities. These discussions allow us to adapt our practices based on community input, including considerations related to land use, environmental protection, and biodiversity. For specific exploration work, we also conduct targeted consultations to ensure that local knowledge and sensitivities are considered in the planning and execution of activities.



COMPLAINTS AND GRIEVANCES

We believe that conducting business honestly and respectfully requires open communication between our sites, stakeholders and Indigenous communities.

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.

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:

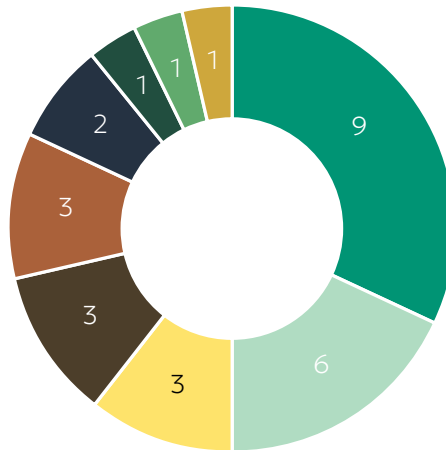
- Captures reported incidents, concerns and feedback;
- Tracks issues and concerns raised by communities;
- Assesses and determines which grievances require remedy;
- Responds in a timely manner; and
- Is accessible.

In 2025, we registered a total of 29 local community grievances. Many of these grievances involved concerns related to activities outside of our mining facilities and vehicle traffic, such as physical disturbances, noise, vibrations and dust. There were several complaints related to contractor activity, including driving and parking in communities, noise at accommodations, invoicing and timely payments. Local hiring and contracting, community investment, and community development priorities continue to be high priority concerns for the stakeholders near our operations.

The majority (83%) of grievances were resolved by the end of 2025. Five grievances remained open as of the end of 2025 with community relations teams working with stakeholders on a mutually acceptable resolution.

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.

2025 Community Grievances



- Contractor & Supplier Management
- Noise & Vibration
- Dust & Air Quality
- Other
- Physical Disturbance & Damage to Property
- Land Access & Compensation
- Community Investment
- Employment
- Human Rights





COMMUNITY INVESTMENT

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

Our operations create direct and indirect social and economic benefits for host communities in many ways, but principally through local employment, local procurement, and community investment.

Community investment contributes to the sustainable development of host communities during mining operations and has the potential to support long-term resilience, enabling communities to prosper independently of mining operations. Our approach to community investment is 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 Cassandra Mines, which acts as a singular community investment unit on behalf of Olympias, Skouries and Stratoni. In Greece, we steadily increased our spending from the previous year to support communities local to the Cassandra Mines. This is part of our commitment to deliver \$80 million in community investment programming in Greece over the Skouries life of mine.

Through SIMS, we developed Community Investment Guidance, 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.

Community investment projects are first assessed and then implemented by our community relations and public relations teams at each of our sites. Country and site leaders in Canada, Greece and 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.

In 2025, we contributed over \$7.6 million through community investment across our operations.

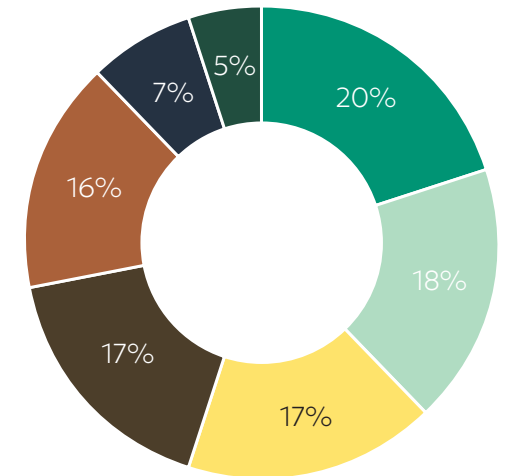
Our top focus areas were Education & Youth, Infrastructure, and Health & Well-being. This included investments in a range of community initiatives. Examples of projects supported in 2025 include, local healthcare initiatives like critical ICU equipment in the Halkidiki region in Greece, biodiversity awareness for school children in Türkiye, and community infrastructure for the Lac Simon First Nation community near our Lamaque Complex.

CORPORATE GIVING

Through our corporate giving program, we support initiatives focused on community resilience, climate and nature, health and wellness, and education and skills. We partner with organizations that have the knowledge and expertise to make positive, long-lasting impact in and surrounding the Metro Vancouver area. In 2025, we contributed over \$220,000 for strategically aligned initiatives and areas of greatest need.

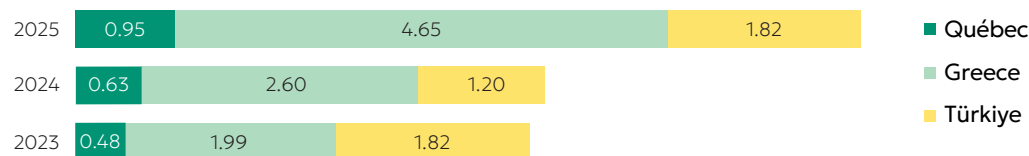
We introduced donation matching for our corporate employees in 2025, offering up to C\$1,000 annually in matching donations to registered charities of their choice. This program supports our commitment to meaningful community impact, while promoting inclusion, transparency and corporate social responsibility.

2025 Community Investments Categories



- Education and youth
- Infrastructure
- Health and wellbeing
- Economic development
- Environment
- Arts and culture
- Other

Community Investment (\$Millions)





COMMUNITY INVESTMENT

\$7.6 million
contributed through
community investments

2025 COMMUNITY INVESTMENT HIGHLIGHTS

We are proud to partner with our neighbouring communities to invest in their social, economic, cultural and environmental well-being. Our community investment exceeded \$7.6 million in 2025, marking a 68% increase compared to the previous year and reinforcing our commitment to host communities. At our Lamaque Complex, over \$945,000 was donated to the Val d'Or and surrounding region. In Greece, we contributed over \$4.7 million through community investment initiatives and our operations in Türkiye gave over \$1.8 million to neighbouring communities.



Kışladağ, Türkiye

The Children's City Project, which was brought to life in collaboration with Uşak Municipality, represents an active community hub. Spanning an area of 123,000 square metres, the project has nearly 40 specialized activity areas ranging from play areas to adventure parks, and from social facilities to educational workshops.

Children's City is not merely a community hub; it also serves as a living and learning space designed with a vision for sustainable development for the future. Children can socialize, learn and have fun in a safe environment, while families can relax and spend quality time together. In recognition of this initiative, Mining Association of Canada selected the project as a runner-up for the 2025 Towards Sustainable Mining Excellence Awards, for Community Engagement Excellence.



Efemçukuru, Türkiye

At the Ecology Education Centre near our Efemçukuru mine, we supported a comprehensive educational program for primary school children. The program provided hands-on experience with biodiversity and ecosystems in their local area.

Focusing on nature, climate, life and biomimicry, this experiential program aimed to develop students' skills in observation, analysis and establishing a holistic connection with nature. Students examined living specimens under a microscope to discover the microcosm, designed their own cloth bags, planted red pine seeds and actively participated in nature-themed workshops.

The workshops included soil layers and nutrition, tree and plant modules to identify different species and learn about beneficial relationships in a diverse ecosystem, flora and fauna observations, climate change effects through carbon-water cycles and fire ecology, and zero waste and recycling workshops. Students were encouraged to think about environmentally conscious actions they could take every day.



Lamaque Complex, Canada

In 2025, we renewed our commitment to Conservatoire de musique de Val-d'Or (CMVD) and the Conservatoire Foundation with a multi-year donation worth \$150,000 to support their programs. The donation will allow the CMVD to continue its strategy of accessibility to music for young people in the Vallée-de-l'Or, by offering more opportunities to discover, learn and grow through music.

Over the past five years, the programs through CMVD have had a significant impact: more than 1,000 students have participated in one of the 700 individual or group sessions. These initiatives have made it possible to indirectly reach more than 20% of the population of Val-d'Or, via the parents, friends and families of the participants, demonstrating the reach and importance for the community.



Kassandra Mines, Greece

To strengthen a resilient and sustainable healthcare network and support vulnerable groups in Greece, we allocated 16% of our total community investment (€4.1 million) to healthcare initiatives.

We provided medical equipment to the Palaiochori Medical Center and physiotherapy equipment for vulnerable groups in Megali Panagia. A flagship initiative was the "Gift of Life" donation to the General Hospital of Halkidiki, comprising critical ICU equipment, and technical studies on infrastructure upgrades and improved energy efficiency. ICU capacity was enhanced through advanced electric beds with Total Care air mattress systems and vital signs monitoring equipment, strengthening the hospital's ability to respond to increased regional healthcare needs.

We also supported community-based healthcare initiatives aimed at prevention, awareness, and emergency preparedness. These included first-aid and emergency response training through the Kids Save Lives program and a gender-based violence awareness campaign.

LOCAL EMPLOYMENT AND PROCUREMENT

We create local economic value where we operate through local hiring and in-country procurement, alongside taxes, royalties, and community investments.

Our approach to “local content” is designed to strengthen regional supply chains, build in-country capabilities, and support economic opportunities that extend beyond the life of mine. We work with communities, suppliers, and workforce partners to identify skills needs, develop local talent pipelines, and prioritize local businesses for goods and services that meet our standards.

Wherever feasible, we recruit locally, including for supervisory and senior roles where local knowledge and networks support operational performance. When local experience in mining is limited, we invest in training and skills transfer to enable long-term employability and advancement. In 2025, local employees represented 81% of our total workforce, and 77% of our contractors were from the countries where we operate,

reflecting continued progress on workforce localization and capability building. As construction advanced at Skouries, we focused on building a locally based workforce through targeted recruitment, training, and operational readiness activities, while managing labour market tightness in Greece and developing the skills required for construction and future operations roles.

We also prioritize local and national suppliers to deepen economic participation and build resilient value chains. In 2025, 89% of site procurement was sourced from in-country suppliers, and payments to local suppliers totaled \$300.6 million, a 25% increase versus 2024. This growth was primarily driven by increased procurement associated with construction activities at Skouries, alongside targeted supplier engagement, qualification, and development to expand local capacity while maintaining quality, safety, and environmental standards.

LOCAL ECONOMIC PARTICIPATION: PROCUREMENT AND EMPLOYMENT¹

Metric	2023	2024	2025
Payments to local suppliers (\$ Millions)	Not tracked ²	\$241	\$301
% Procurement spend with national suppliers	85%	90%	89%
% Workforce comprised of local employees	79%	82%	81%

¹ Monetary values are rounded to the nearest whole million for readability in the main report. Detailed figures are provided in the Appendix.

² 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.



Skouries, Greece



04

HEALTHY ENVIRONMENTS NOW AND FOR THE FUTURE

We manage our environmental impacts by focusing on areas such as energy use and climate change, tailings and heap leach facilities, waste, water, air emissions, biodiversity, and land use. Our approach is supported by established controls, regulatory compliance, and planned closure and reclamation activities aimed at reducing risks and supporting long-term site stability.

IN THIS SECTION

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





ENERGY AND CLIMATE CHANGE

OUR APPROACH

Our Climate Change Strategy sets out how we identify, assess, manage, and disclose climate-related risks, opportunities, and impacts across our operations and development projects.

The strategy is embedded within our Sustainability Framework and integrated into core business processes, including enterprise risk management, asset planning, project design, and operational decision-making.

Our approach aligns with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) and is informed by emerging best practice under IFRS S2 (Climate-related Disclosures). We focus on transparency, consistency, and decision-useful information, recognizing the evolving expectations of investors, regulators, and other stakeholders.

GOVERNANCE

The Board of Directors through its Sustainability Committee oversees the company’s exposure to climate-related risks and opportunities, reviews progress toward annual climate objectives and GHG targets, and considers climate implications in strategic planning, capital allocation, and major project approvals. The Committee also reviews climate-related initiatives and relevant industry trends to support and inform management’s actions. Climate-related risks are reviewed through our quarterly enterprise risk assessments, which are considered by both management and the Board. Agenda topics typically include performance versus targets, material risks, adaptation measures, and external developments.

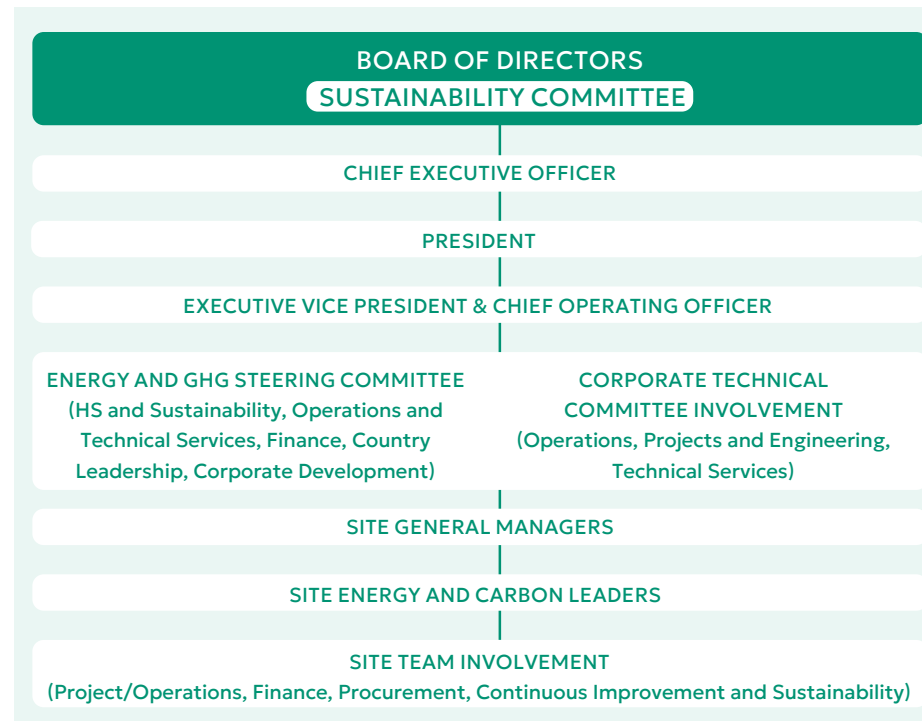
Day-to-day execution is led by the CEO, the President and the EVP & COO, supported by the VP, Health, Safety & Sustainability, working through a cross-functional governance structure (Steering Committee and Technical Committee, plus an Energy & GHG Steering Committee and Corporate Technical Committee). Site Energy & Carbon Leaders implement our Energy & Carbon Management System (ECMS) within site action plans, and management reports to the Board’s Sustainability Committee on climate risks, performance, and progress.

COMPENSATION

Our executive compensation program is designed to align management incentives with the Company’s strategic priorities, including climate-related performance. Climate Change Strategy metrics have been included in the corporate scorecard under the Short-Term Incentive Plan (STIP) since 2021, contributing to the ESG performance component of annual incentives. Climate-related performance continued to be embedded into executive compensation through a

greenhouse gas (GHG) emissions mitigation metric representing 10% of the Long-Term Incentive Plan (performance share unit) scorecard, reinforcing the link between executive remuneration, long-term value creation, and progress toward our climate objectives. Further details on our 2025 corporate objective results and our executive compensation approach for 2025 are available in the Company’s [2026 Management Proxy Circular](#).

Climate Governance and Management Structure



Kışladağ, Türkiye



ENERGY AND CLIMATE CHANGE

STRATEGY

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 Climate Change Strategy has been guided by and built through cross-departmental collaboration and analytical work and defines five focus areas as noted in Figure 2. Our approach includes transparently managing our energy consumption and identifying GHG emissions mitigation opportunities. Our 2030 GHG emissions mitigation target sets the direction for our responsible energy and GHG emissions management journey. The Climate Change Strategy embeds energy and climate-related considerations into our core business processes.



Skouries, Greece

Our Climate Change Strategy

Capitalize on Eldorado’s lower emissions intensity relative to industry peers,¹ further reduce our carbon footprint, and ensure business resilience in response to climate change.



REDUCE CARBON FOOTPRINT

- Implement an Energy and Carbon Management System (ECMS) at all operations
- Establish energy and GHG emissions reduction targets to drive continuous improvement
- Drive efficiencies through technology and process improvements in a phased approach
- Create a culture of energy and climate responsibility through leadership, awareness, effective governance and recognition



INTEGRATE CARBON IN DECISION-MAKING

- Include carbon and energy considerations in stage-gate decision-making within the Eldorado Corporate Investment Framework
- Apply a shadow price on carbon within project evaluations and annual budgeting
- Integrate carbon considerations into procurement criteria and decisions



SUPPORT THE LOW-CARBON TRANSITION

- Seek to replace fossil fuel energy sources with low-carbon energy supplies (renewables) where feasible
- Seek to introduce electrification and low-carbon processes and technologies where feasible



MANAGE CLIMATE RISKS

- Regularly assess materiality of climate risks and opportunities to the business using recognized approaches
- Model physical impacts of climate change on our assets and regions where we operate to inform planning and decision-making



ENHANCE RESILIENCE

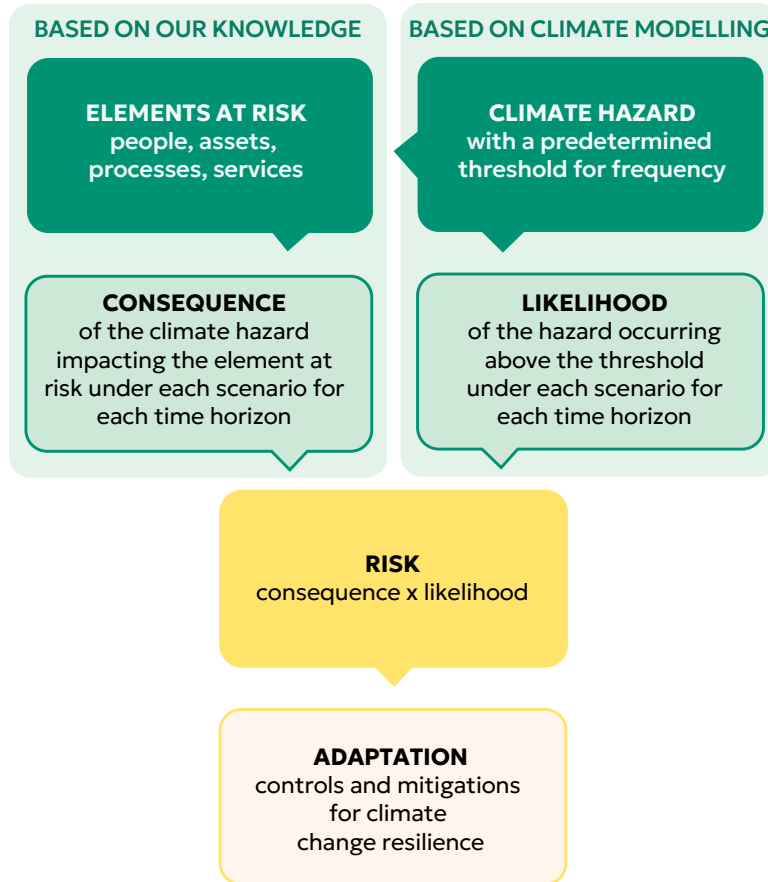
- Develop climate change adaptation models and tools to prepare for anticipated climate changes and ensure business resilience
- As part of community investment, work in partnership with local and regional governments to understand and adapt to the impacts of climate change

¹ Eldorado’s Climate Change Strategy was developed in 2020, at which time the Company’s reconciled average emissions intensity was 0.34 tonnes of carbon dioxide equivalent per ounce of gold (tCO₂e/oz Au) across its four gold-producing mines (Lamaque Complex, Kışladağ, Efemçukuru and Olympias), compared to an industry average of 0.67 tCO₂e/oz Au equivalent among underground and open pit mines based on an industry peer list from S&P Global Market Intelligence. Source: S&P Global Market Intelligence. Data as of September 20, 2021 based on the review of 2020 sustainability reports from more than 90 leading gold mines globally (<https://www.spglobal.com/market-intelligence/en/news-insights/research/greenhouse-gas-and-gold-mines-emissions-intensities-unaffected-by-lockdowns>)



ENERGY AND CLIMATE CHANGE

Overview of Climate Change Risk Assessment Methodology



RISK MANAGEMENT

Climate-related risks and opportunities are integrated into the Company’s Enterprise Risk Management (ERM) Framework, supporting risk-informed decision-making across operations, projects, and corporate functions. We assess and manage both physical and transition risks across short-term (0–3 years), medium-term (3–10 years), and long-term (10+ years) horizons, consistent with TCFD guidance.

The Company conducts quarterly enterprise risk assessments, which are reviewed by senior management and the Board. Risks are evaluated using a structured ERM matrix that considers likelihood and potential impact, enabling prioritization of mitigation actions and allocation of resources across the portfolio. Climate-related risks are assessed using a consistent, enterprise-wide methodology aligned with TCFD, ISO 31000, and IPCC guidance, and are informed by forward-looking climate scenarios (SSP2-4.5 and SSP5-8.5), with higher-end scenarios used to support a conservative, resilience-focused assessment. Site-specific climate risk assessments for operating mines and development projects inform mine planning, infrastructure design, operational controls, and capital planning decisions.

CLIMATE-RELATED HAZARD IDENTIFICATION

Climate risk assessments begin with identifying climate-related hazards that could affect our operations under current and projected climate conditions. Hazards are identified using regional and site-specific climate data, historical observations, and forward-looking climate projections, and are classified as acute or chronic in nature.

Identified hazards are assessed based on how they interact with site-specific assets, infrastructure, people, and processes, and are evaluated for likelihood and potential impact across key risk dimensions, including operations, assets, environment, health and safety, and economic performance. Special-case hazards¹, such as wildfires and lightning, are also considered and may pose elevated

risks at certain sites. These assessments support the ongoing implementation of our Climate Change Strategy and inform future adaptation planning to enhance physical climate resilience.

Confidence levels reflect the quality of underlying data and model reliability, and results presented in this report focus on higher-risk climate scenarios (SSP5-8.5) to support prioritization of adaptation measures and strengthen long-term climate resilience.

CONSOLIDATED LIST OF RELEVANT CLIMATE-RELATED HAZARDS ACROSS SITES

Climate Hazards

TEMPERATURE

- Extreme Heat
- Heat Wave
- Extreme Cold
- Freeze-Thaw Cycles

PRECIPITATION

- Short-duration, High-intensity Rainfall
- Long-duration Rainfall
- Heavy Snow
- Freezing Rain
- Drought

SPECIAL CASE CLIMATE HAZARDS¹

- Lightning
- Wildfires
- Tornadoes

OTHER

- Wind Gusts

¹ Hazards, such as lightning, tornadoes and wildfires, were assessed qualitatively due to limited high-confidence climate data and the complex nature of such occurrences. These qualitative assessments are based on historical data, expert judgment, and stakeholder input, and should not be interpreted with the same level of confidence as hazards assessed using quantitative climate models.



ENERGY AND CLIMATE CHANGE

PHYSICAL CLIMATE RISKS AND ADAPTATION

Our physical climate risk assessments evaluate exposure under current and projected climate conditions using existing infrastructure design and controls, providing a consistent view of present risk and supporting near and long-term adaptation planning.

Across our portfolio, assessed physical climate risks are generally low to moderate, with location-specific considerations. In 2025, wildfire risk continued to be monitored at Lamaque, consistent with a late-season escalation in wildfire activity across southern Québec following prolonged dry conditions. While Kışladağ and Efemçukuru are located in regions exposed to drought conditions and while we seek to enhance our water efficiency through recovery and reuse, the risk to operations remains relatively low. However, users of other water sources located in the broader catchments where we operate experienced water stress due to reduced local availability during one of the driest years on record in Türkiye. We continue supporting local communities with water-related investments.

Olympias and Stratoni experienced intense, long-duration rainfall events in 2025, reflective of broader regional trends of episodic heavy precipitation and storm activity across Greece. These conditions increased pressure on water management and surface infrastructure, with existing controls supporting operational continuity. Skouries, under construction during the reporting year, experienced elevated exposure to similar climate hazards during the rainy season, as its end-state water management infrastructure was still under construction. However, climate change has been factored into project design for long-term resilience.

The table below summarizes the most significant physical climate hazards identified across our sites based on the latest physical climate risk assessment and highlights the primary adaptation measures currently in place.

TRANSITION RISKS AND OPPORTUNITIES

The global transition to a lower-carbon economy may give rise to financial and strategic risks and opportunities associated with evolving climate policy, carbon pricing, energy markets, technology

development, and stakeholder expectations. To assess these potential impacts, we completed a climate transition scenario analysis focused on the potential effects of rising energy costs driven by carbon pricing.

The analysis identified increased exposure to energy and carbon costs across the portfolio, with the most significant long-term transition risk associated with the Skouries Project in Greece due to its scale, processing design, and expected mine life. Early identification of this risk has enabled the integration of energy efficiency measures and lower-carbon design considerations during project development,

such as electrified material handling during the production phase, reducing future carbon exposure and supporting long-term operational resilience.

All jurisdictions in which we operate are signatories to the Paris Agreement, and carbon pricing mechanisms are in place in Canada and Greece, with the potential to become more stringent over time. We continue to monitor transition-related risks and opportunities, including energy costs, access to capital, sustainability-linked financing, regulatory compliance, insurance, and corporate reputation, as these factors evolve under different low-carbon transition pathways.

SALIENT PHYSICAL CLIMATE RISKS, BASED ON SSP5-8.5 TO THE 2050s¹

Climate Hazards	Sites	Key Risk Considerations	Adaptation Measures Examples
Extreme Heat and Heat Waves	<ul style="list-style-type: none"> Lamaque Complex Kışladağ Olympias Skouries² 	Heat stress risks, increased cooling demand, wildfire potential, infrastructure wear	Modified work-rest schedules; heat-related work stoppage authority; enhanced cooling and fire-protection systems; active electrical load management; dust and evaporation controls
Wind Gusts	<ul style="list-style-type: none"> Lamaque Complex Kışladağ Efemçukuru Skouries 	Damage to surface infrastructure, safety risks, increased dust	Suspension of lifting activities during high winds; dust suppression using water trucks and surface treatments; protective covers for exposed infrastructure
Drought	<ul style="list-style-type: none"> Kışladağ Efemçukuru 	Reduced water availability in the catchment; increased competition for water resources; higher costs associated with water sourcing	Water reuse and recycling; active water balance management; community water support and infrastructure improvements
Short- and Long-duration Rainfall	<ul style="list-style-type: none"> Skouries Stratoni 	Flooding, erosion, slope instability, pressure on water infrastructure	Diversion channels and noncontact water systems; emergency ponds and spillways; upgraded drainage and culverts
Freezing Rain	<ul style="list-style-type: none"> Lamaque Complex 	Safety hazards, damage to power, pipes, and transport routes	Heat tracing on exposed piping; pipe and tank freeze protection; enhanced road access and safety communications

¹ Single or isolated climate-related events from the reporting period were not considered in this table and have therefore been excluded.

² Skouries development project was approximately 90% complete when including Phase 1 construction as of December 31st, 2025. It is expected that Skouries will have first concentrate production in Q3 2026.



ENERGY AND CLIMATE CHANGE

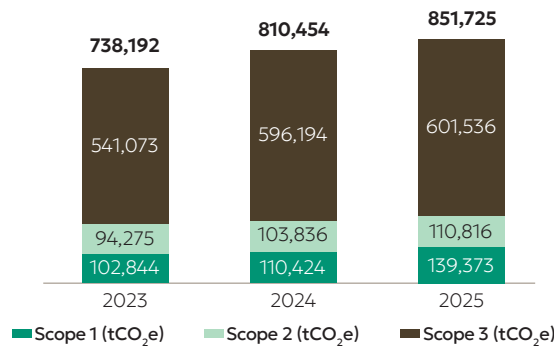
OUR PERFORMANCE

In 2025, combined Scope 1, Scope 2, and Scope 3 GHG emissions totaled 851,725 tCO₂e, reflecting a year-over-year increase driven primarily by higher operational activity and continued development across the portfolio.

Scope 1 and Scope 2 emissions totaled 250,190 tCO₂e, an increase of approximately 17% compared to 2024, driven by higher diesel consumption and electricity use associated with expanded mining activity at Kışladağ, increased underground development and throughput at the Lamaque Complex, and the continued ramp-up of construction activities at Skouries. Higher grid electricity consumption in Türkiye and Greece, where electricity grids remain more carbon-intensive relative to Canada, also contributed to increased Scope 2 emissions.

Scope 3 emissions totaled 601,536 tCO₂e in 2025 and remained broadly consistent with 2024, increasing by less than 1% year over year. Representing approximately 70.6% of our total emissions profile, Scope 3 emissions primarily reflect procurement, transportation, energy-related activities across the value chain, and continued refinement of Scope 3 data and methodologies.

Combined Scope 1, 2 and 3 GHG Emissions (tCO₂e)

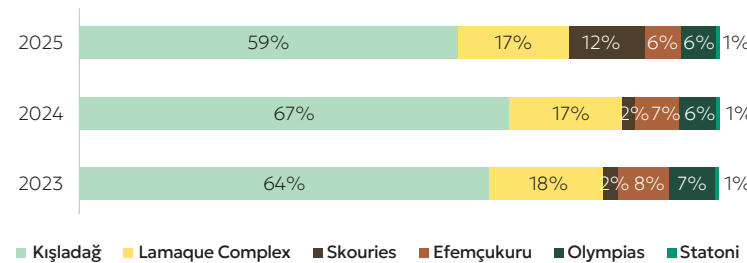


While absolute emissions increased as our operating footprint expanded and development activities progressed, we remain focused on advancing our Climate Change Strategy. Throughout 2025, we continued to implement electrification initiatives, energy-efficiency programs, and operational optimization measures aligned with our 2030 GHG emissions mitigation target, alongside ongoing efforts to improve data quality, transparency, and value-chain engagement. A summary of key initiatives is provided in the table on page 52.

SCOPE 1 AND SCOPE 2 GHG EMISSIONS

In 2025, Scope 1 GHG emissions increased to 139,373 tCO₂e, a 26% rise from 2024. The increase was primarily driven by higher diesel consumption, which accounted for more than 90% of Scope 1 emissions, reflecting increased use of mobile and stationary equipment across the portfolio. Scope 1 emissions at Efemçukuru, Olympias, and Stratonis remained broadly stable, with year-over-year variability largely driven by production levels and equipment utilization.

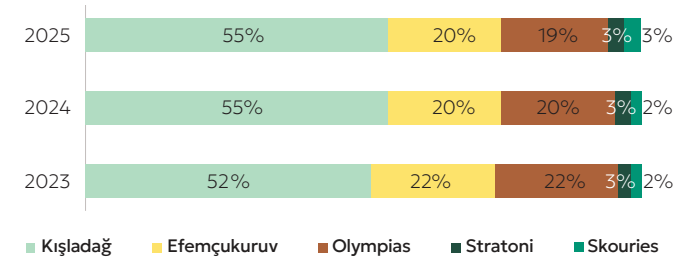
Proportion of Scope 1 Emissions by Site (% of total)¹



Scope 2 GHG emissions increased to 110,816 tCO₂e in 2025, up from 103,836 tCO₂e in 2024, due to higher electricity consumption across the portfolio as mine expansion, production growth, and development activities advanced. Emissions continued to vary significantly by jurisdiction, reflecting differences in grid carbon intensity, with comparatively lower emissions at the Lamaque Complex in Québec, where electricity is largely hydroelectric, and higher emissions at sites in Türkiye and Greece, where grids rely more heavily on fossil fuels.

Increased electricity demand at Kışladağ, Efemçukuru, Lamaque, and Skouries was the primary driver of the year-over-year increase.

Proportion of Scope 2 Emissions by Site (% of total)²



In 2025, overall Scope 1 and Scope 2 emissions intensity increased on both throughput and production bases, rising to 0.0153 tCO₂e per tonne of ore milled and 0.463 tCO₂e per ounce of gold produced, reflecting higher energy requirements associated with deeper mining and ongoing expansion activities. Despite this, emissions intensity improved on a revenue basis, decreasing to 124.4 tCO₂e per million dollars of revenue, supported by stronger gold prices and reflecting improved value generation per unit of emissions. The Lamaque Complex continued to demonstrate the lowest emissions intensity on production and revenue bases due to Québec's low-carbon electricity grid, while Kışladağ remained the most efficient operation on a throughput basis, owing to its bulk tonnage profile.

SCOPE 1 AND SCOPE 2 GHG EMISSION INTENSITY³

Metric	2023	2024	2025
tCO ₂ e/Tonne Ore Milled	0.01	0.01	0.02
tCO ₂ e/oz Au Produced	0.39	0.40	0.46
tCO ₂ e/\$M Revenue	187.85	155.75	124.40

¹ Scope 1 GHG emissions include CO₂, CH₄, and N₂O under operational control. Global warming potentials: IPCC AR4 (2022) and IPCC AR5 (2023–2025). Fuel emission factors: Canada's 2025 National Inventory Report (Lamaque) and DEFRA Conversion Factors 2025 (other sites).
² Scope 2 emission factors: Canada and Greece (2025 National Inventory Reports); Türkiye (2022 Electricity Production and Consumption Point Emission Factors, Ministry of Energy and Natural Resources). Lamaque Complex Scope 2 emissions account for less than 1% of total Scope 2 emissions due to the low-carbon electricity grid in Québec and are included in the totals shown.
³ Intensity metrics are calculated based on full-year operating data for gold-producing mines only. Olympias also produces silver, lead and zinc, and total metal revenues are included for emissions-intensity calculations.

ENERGY AND CLIMATE CHANGE

SCOPE 3 GHG EMISSIONS

Over the past three years, we have continued to enhance and refine our Scope 3 GHG emissions assessments. Our inventories for 2023, 2024, and 2025 were developed in alignment with the [GHG Protocol Technical Guidance for Calculating Scope 3 Emissions](#) and other accepted standards.

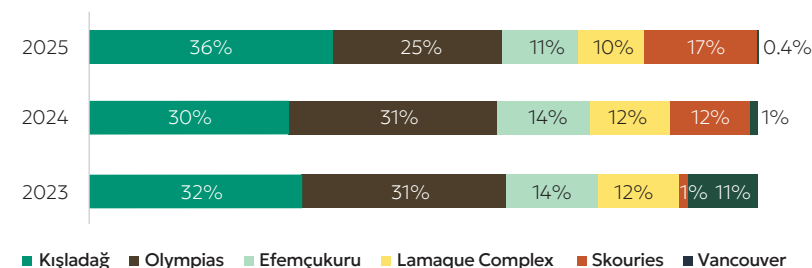
SCOPE AND METHODOLOGY

Our Scope 3 greenhouse gas (GHG) emissions are calculated in accordance with the GHG Protocol Corporate Value Chain (Scope 3) Standard, informed by guidance from the International Council on Mining and Metals (ICMM) and the World Gold Council. The inventory covers all material upstream and downstream Scope 3 activities associated with our mining, processing, and corporate operations.

The calculation approach prioritizes accuracy for material emission sources. A combination of supplier-specific data, industry-average emission factors, and spend-based methods is used, depending on data availability. Mass-based or activity-based methods were continued to be prioritized and applied where feasible for high-emitting categories, while spend-based methods are used as a backstop to ensure completeness.

Key assumptions relate to the use of emission factors and the estimation of transportation and waste management activities where primary data were not available. In line with standard Scope 3 reporting practices, the results are subject to inherent uncertainty due to data limitations and the use of estimation methodologies.

Proportion of Scope 3 Emissions by Site (% of total)



The 2025 methodology remains largely consistent with 2023 and 2024, with selected simplified approaches applied to certain categories using historical, site-specific emission intensities combined with updated 2025 activity data to support timely reporting while maintaining year-over-year comparability.

OUR PERFORMANCE

In 2025, Scope 3 emissions totaled 601,536 tonnes CO₂e, representing an increase of less than 1% compared to 2024, indicating overall stability year over year. This reflects offsetting changes across sites and categories, with increases associated primarily with procurement, construction, and energy-related activities at certain operations, partially balanced by reductions elsewhere.

The largest contributors to Scope 3 emissions remained consistent with prior years. Category 1 – Purchased Goods and Services accounted for approximately 63% of total emissions in 2025, increasing by about 6% year over year, driven by ongoing expansion activities, higher material use, and construction at Skouries.

Category 9 – Downstream Transportation and Distribution represented approximately 13% of total emissions, decreasing by about 22%, primarily due to changes in shipping volumes, destinations, and data refinements.

Category 3 – Fuel- and Energy-Related Activities contributed approximately 10% of total emissions, increasing by about 9% year over year, while remaining broadly stable overall.

From a site perspective, Kışladağ remained the largest contributor to Scope 3 emissions in 2025 at approximately 36% of total emissions, increasing by about 23% year over year, reflecting higher material inputs associated with processing activities. Olympias accounted for approximately 25%, decreasing by about 18% compared to 2024, primarily due to updated shipment data and shorter average shipping distances rather than changes in production. Skouries represented approximately 17% of total emissions, increasing significantly year over year in line with construction, procurement, and ramp-up activities during its development phase.

Other sites experienced generally modest changes, including reductions linked to lower input volumes and the use of existing inventories.

We continue seeking to refine our Scope 3 methodologies and deepen engagement with suppliers and logistics partners to improve data quality, transparency, and decision-useful disclosure across our value chain over time.



Lamaque Complex, Québec



ENERGY AND CLIMATE CHANGE

OUR GHG EMISSIONS MITIGATION TARGET

As we advance our Climate Change Strategy, we recognize the importance of measuring and transparently disclosing progress toward our GHG emissions mitigation commitments. Our 2030 GHG emissions mitigation target is intended to achieve measurable action and support the transition to a lower-carbon future. By the end of 2025, we had achieved 46% of our targeted mitigation, demonstrating continued progress toward this goal.

The target applies to our operating mines at the Lamaque Complex, Kışladağ, Efemçukuru, Olympias and Stratonî¹, with mitigation progress measured on a project-by-project basis against a defined business-as-usual baseline. We do not expect uniform reductions across all sites, as mitigation opportunities and operational profiles

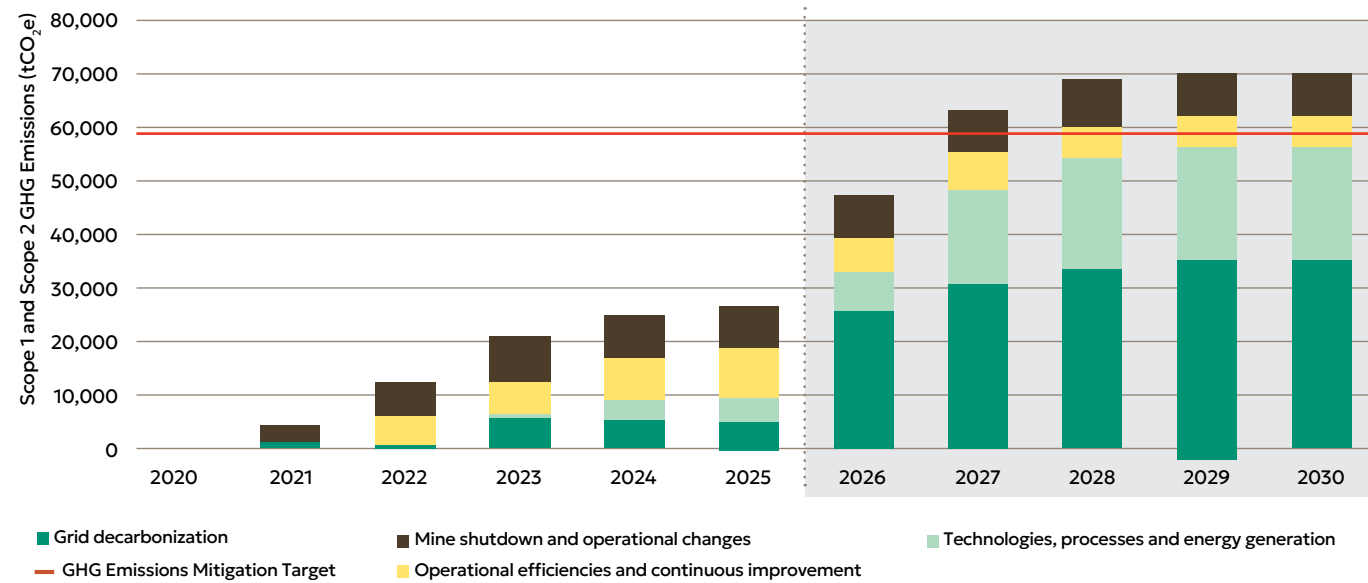
vary. While emissions may increase as new mines enter operation, we integrate GHG reduction considerations into the planning, design, and construction of new projects through energy-efficient technologies, processes, and increased use of low-carbon and renewable energy sources, in alignment with our Climate Change Strategy. A summary of mitigation initiatives is provided on page 52.

Building on past and ongoing efforts, we have integrated practical GHG emissions mitigation opportunities into our short, medium, and long-term business planning. Our Climate Change Strategy and GHG Emissions Target Achievement Pathway provide a clear framework for achieving our 2030 mitigation target, which we continue to refine through implementation of our Energy and Carbon Management System (ECMS) and the advancement of both existing and new reduction initiatives.

The pathway is guided by four key levers: operational efficiencies and continuous improvement, deployment of low-carbon technologies and renewable energy, ongoing decarbonization of electricity grids in our operating jurisdictions, and mine closures or operational changes at sites included in our 2020 baseline. These levers are assessed using forward-looking assumptions related to grid emissions intensity, equipment performance, mine planning, and technology availability.

As we progress toward 2030, we recognize that outcomes may be influenced by factors such as mine life changes, grid decarbonization rates, permitting and regulatory requirements, access to capital, and global energy market conditions. Accordingly, our Target Achievement Pathway will continue to evolve, and the projects and estimated emissions reductions outlined in Table 5 should be considered indicative.

Our GHG Emissions Target Achievement Pathway²



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” basis.³

³ Our target to mitigate Scope 1 and Scope 2 GHG emissions by an amount equal to 30% of our 2020 GHG emissions baseline from current operating mines is equal to approximately 59,000 tCO₂e.

¹ In 2025, Stratonî was in care and maintenance. Stratonî is also the site of the Stratonî Port Facility for the Cassandra Mines (Olympias, Skouries and Stratonî), which remains operational.

² GHG emissions from 2026 onward are model-based projections and not actual measured data. Our GHG Emissions Target Achievement Pathway is subject to risks and uncertainties, including, without limitation, permitting, equipment availability, assumptions, including those related to decarbonization of electricity supplies in our operational jurisdictions or accessing alternative low-carbon energy supplies, and other risks as disclosed in the [2025 Annual Information Form](#). The pathway may also include mine shutdowns.



ENERGY AND CLIMATE CHANGE

GHG EMISSIONS MITIGATION PROJECTS IMPLEMENTED

Site	2025 Highlights	2025 Mitigation from "business-as-usual" case (tCO ₂ e)
Lamaque Complex	The Lamaque Complex operated two Sandvik TH550B battery electric haul trucks during the year.	1,975
Efemçukuru	Efemçukuru continued to focus on continuous improvement of its systems and processes to optimize efficiency, including ventilation and lighting across the mine, as well as use of its battery electric concrete transmixer for underground backfill.	848
Kışladağ	Kışladağ completed its planned conversion to lighter haul truck dump bodies on 13 trucks, resulting in less diesel consumed per tonne of material hauled, and continued to implement various continuous improvement initiatives to optimize energy efficiency of lighting, heating and ventilation systems across the site.	3,806
Olympias	Additional ventilation capacity was installed in 2025, which was integrated with the manually controlled ventilation system, resulting in lower electricity consumption while maintaining ventilation requirements.	8,005
Stratoni	The Stratoni Mine was in care and maintenance during 2025. Therefore, it consumed less energy and had lower emissions than it would have if it was operating at a similar capacity as it did in 2020.	7,230
Grid decarbonization across sites	The GHG emissions intensities of national electricity grids in Türkiye and Greece decreased from 2020. ¹	5,086
Total		26,950

By the end of 2025, we had implemented 14,634 tCO₂e of GHG emissions mitigations across in-scope operations. When combined with emissions reductions from the Stratoni mine being in care and maintenance and the ongoing decarbonization of electricity grids in our operating jurisdictions, total 2025 GHG emissions mitigations reached 26,950 tCO₂e.

This represents 46% of our 2030 mitigation target of approximately 59,000 tCO₂e under a business-as-usual scenario. Building on this progress, we will continue to advance site-level climate adaptation planning, strengthen the implementation of our management systems, and pursue additional opportunities to deliver on our climate-related commitments.

This includes completing annual Scope 3 GHG emissions inventories, improving the quality of indirect emissions data through supply-chain engagement, and assessing the development of a climate-related target inclusive of the Skouries copper-gold project following its expected commercial production in Q4 2026 and the McIlvenna Bay copper-zinc-gold-silver project following its expected commercial production in Q3 2026.

¹ Publicly available national electricity grid emissions factors are published on a 1-3 year delay for our operational jurisdictions. Realized GHG emissions mitigations are directly dependent on continually changing grid electricity emissions intensities. The GHG emissions intensity of Lamaque Complex's power supply increased over this period. Material changes to electricity grid emissions factors in subsequent years may be expected and may trigger restatement of our historically published Scope 2 GHG emissions and mitigations, in accordance with The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard.

ENERGY AND CLIMATE CHANGE

ENERGY

Energy consumption is a key driver of our climate-related impacts and a central focus of our Climate Change Strategy. Our operations rely on diesel, liquefied petroleum gas (LPG), gasoline, natural gas and grid-supplied electricity. Diesel is primarily used for heavy vehicles, generators and light towers, while LPG and gasoline support light-duty vehicles. Natural gas is used on a limited basis for haul trucks and heating at Kışladağ and for heating at Lamaque Complex.

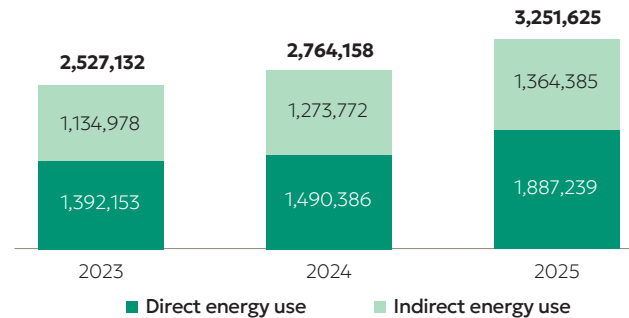
Electricity is mainly consumed in mining and milling activities. All electricity is sourced from national grids, with the emissions intensity varying by jurisdiction depending on the local generation mix. In Québec, electricity is predominantly renewable, with hydropower as the primary source. In Greece and Türkiye, electricity is supplied from more diversified grid mixes that include both fossil fuels and renewable energy, with the share of renewables continuing to increase.

In 2025, total direct and indirect energy consumption was 3,251,653 gigajoules (GJ), with an estimated 25% derived from renewable sources. Total energy use increased by approximately 17% year over year, primarily reflecting mine expansions at Olympias, Kışladağ and the Lamaque Complex and ongoing construction at Skouries.

Energy management is supported by certified systems that promote performance monitoring and continual improvement. The Kışladağ, Efemçukuru and Olympias sites are certified to the ISO 50001 Energy Management Systems standard. During 2025, initiatives focused on improving energy efficiency and reliability, including upgrades to underground ventilation and electrical infrastructure that also support worker health and safety.

Consistent with our Energy and Carbon Management System, we continue to assess opportunities to reduce energy consumption and mitigate emissions, including equipment electrification, on-site renewable generation and procurement of lower-carbon electricity, particularly in Greece and Türkiye. The transition to lower-carbon electricity and increased electrification represents the most significant component of our greenhouse gas mitigation pathway toward achieving our climate targets.

Energy Consumption by Source (GJ)



Olympias, Greece



TAILINGS MANAGEMENT

Effective tailings management is a core component of our commitment to responsible mining.

We apply established industry practices and technologies to manage potential environmental and social impacts and to support the long-term safety and integrity of our tailings facilities. Our approach emphasizes governance, disciplined operational controls and continuous improvement, following risk-based methods. This includes the use of filtered tailings where feasible, to encourage efficient water recycling and to lower water volume in the facilities, reducing the likelihood and consequence of potential failure.

Oversight of tailings facilities is supported through a multi-layered governance framework. Our Technical Services and Operational Support function oversees tailings management, with responsible facility engineers at the sites supported by a multidisciplinary team and Engineers of Record, collectively responsible for design, construction, operation, monitoring and closure. In 2025, the VP, Operational Support was named as the Accountable Executive for tailings management across the company's facilities. Ultimate corporate accountability rests with the EVP & COO, the President and the CEO, with oversight from the Board's Technical and Sustainability Committees. An Independent Technical Review Board (ITRB) provides additional assurance by conducting regular reviews of tailings and other critical engineered facilities, including heap leach and waste rock storage facilities. In 2025, the ITRB completed a site visit to the Skouries site, and their recommendations were incorporated into site-level action plans supporting the construction phase of the tailings storage facility.

Our Global Tailings Stewardship Program establishes consistent standards across all operations and aligns with our SIMS, TSM and the World Gold Council's RGMP. The program covers the full lifecycle of tailings facilities, including design, operation, monitoring, risk management, emergency preparedness and closure.

We operate active filtered tailings facilities at Efemçukuru in Türkiye and Olympias in Greece, with filtered tailings from Olympias deposited at the Kokkinolakkas Tailings Management Facility. Additionally, the Skouries Integrated Extractive Waste Management Facility (IEWMF) has been designed as a filtered tailings facility and is currently under construction. The use of filtered tailings at the Skouries project greatly increases the efficiency of water recycling in the process circuit, reduces the footprint by 40% (compared to the original wet tailings design) and lowers the long-term geotechnical risk of the facility. The Lamaque Complex includes one active facility receiving slurried tailings and two inactive facilities where no deposition is occurring. As a heap leach operation, Kışladağ does not generate tailings, but operates its leach facilities with similarly high standards to minimize environmental, safety and operational risks. All tailings facilities are operated in alignment with MAC-TSM guidelines and Canadian Dam Association standards.

The Lamaque Complex's active Sigma tailings management facility, along with the Olympias and Efemçukuru facilities have all achieved Level AAA rating under the MAC-TSM Tailings Management Protocol based on external verification, reflecting the highest level of performance. Following the updated MAC Protocol, the two inactive Lamaque Complex facilities, Lamaque and Aurbel, were also externally verified in 2025 for the first time, also

achieving Level AAA. In 2025, we recorded zero significant tailings facility incidents, and all facilities performed as designed. Across our operating regions, we continued to strengthen tailings performance through rehabilitation of legacy facilities, infrastructure upgrades, enhanced water management controls and ongoing geotechnical and environmental monitoring. A total of 1,776,974 tonnes of tailings were generated during the year, representing a slight 2% increase compared to 2024.



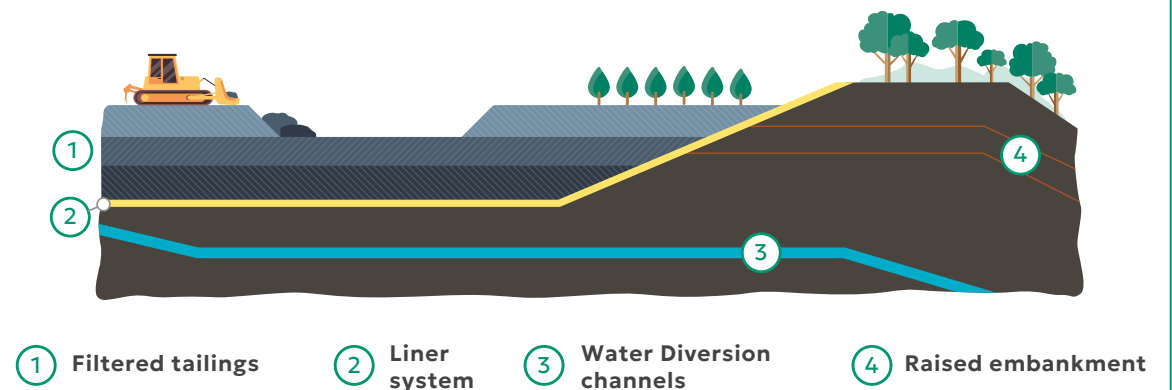
Benefits of Filtered Tailings May Generally Include:

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





TAILINGS MANAGEMENT

TAILINGS MANAGEMENT FACILITIES¹

Facility (Mine – Location)	Tailings Type	Facility Construction	Current Status	Canadian Dam Association Consequence Classification	Most Recent Dam Safety Inspection	TSM Tailings Management Protocol
Aurbel Dormant Tailings Storage Facility (Lamaque Complex – Québec, Canada)	Slurried tailings	Upstream	Inactive; Care and maintenance since 2019	Significant	2025	Level AAA (2025)
Efemçukuru Tailings Storage Facility (Efemçukuru – İzmir Province, Türkiye)	Filtered tailings	Downstream	In operation	Significant	2025	Level AAA (2024)
Kokkinolakkas Tailings Management Facility (Olympias and Stratoni – Halkidiki, Greece)	Filtered tailings	Downstream (main embankment); Centreline (secondary embankment)	In operation	Significant	2025	Level AAA (2023)
Lamaque Dormant Tailings Facility (Lamaque Complex – Québec, Canada)	Slurried tailings	Upstream	Inactive; Closed since 1989	High	2025	Level AAA (2025)
Sigma Tailings Storage Facility (Lamaque Complex – Québec, Canada)	Slurried tailings	Reinforced rock buttressed upstream	In operation	High	2025	Level AAA (2025)
Skouries Integrated Extractive Waste Management Facility (Skouries – Halkidiki, Greece)	Filtered tailings	Downstream	Under construction	Significant	2025	Not verified yet

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



HEAP LEACH MANAGEMENT

Heap leach infrastructure is designed, operated and monitored to manage risks related to cyanide use, water stewardship and environmental protection throughout the facility lifecycle.

At our Kışladağ mine in Türkiye, gold is produced using heap leach processing that is managed in accordance with our SIMS and aligned with recognized international frameworks, including the International Cyanide Management Code (ICMC), as applicable to extractive waste facilities.

While international frameworks do not yet represent heap leach facilities in the same way they do tailings, there is significant work being done in the industry to address this gap. Our SIMS was updated in 2025 to include a standard related to Heap Leach facilities, providing clear guidance and expectations regarding the design, construction, operation, monitoring and closure of these facilities.

The same multi-layered governance structure as in tailings management applies to our heap leach facilities. A Designer of Record provides the design for the Kışladağ facility and supports site operational and construction teams with site inspections and reviews, and the Independent Technical Review Board provides an additional layer of review and assurance. Oversight of heap leach

management resides with the Technical Services and Operational Support function, with ultimate accountability resting with the EVP & COO, the President and the CEO.

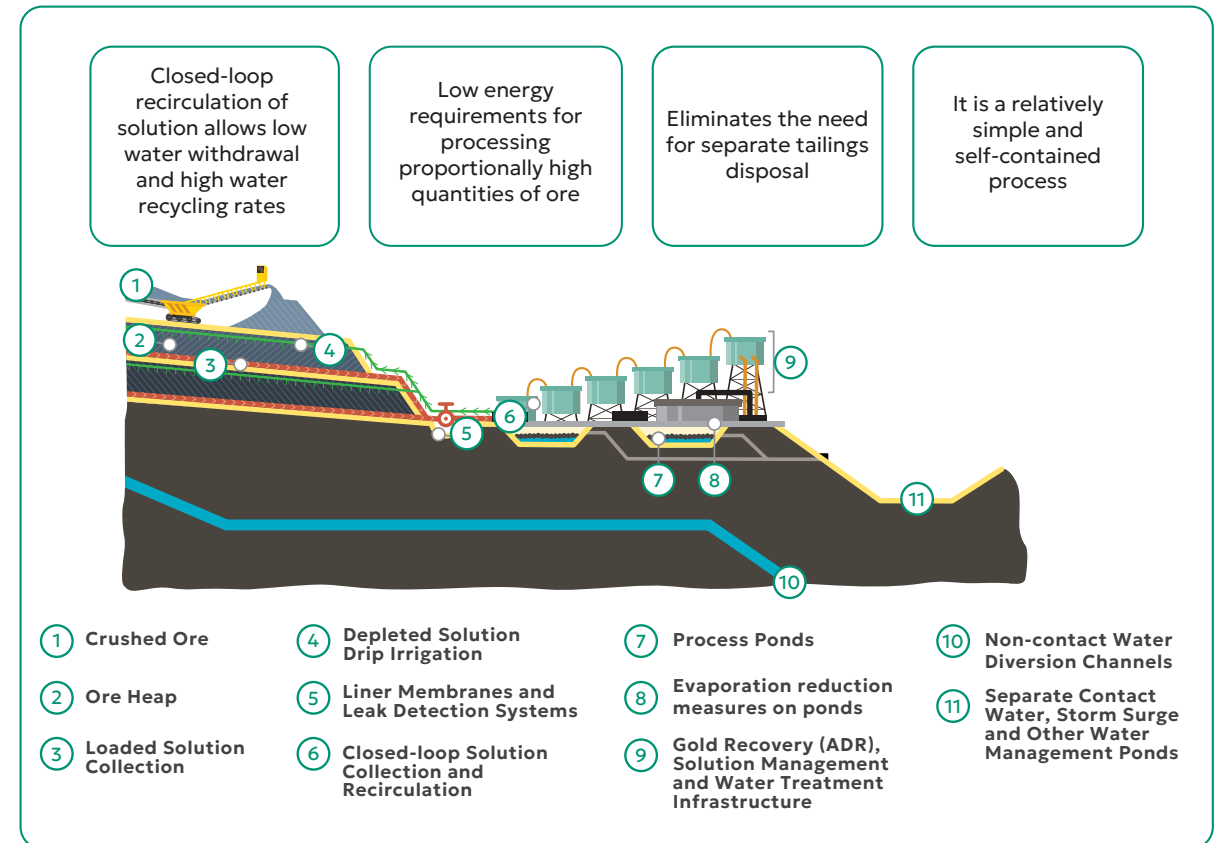
Kışladağ operates the South Heap Leach Pad, which is nearing the end of its operational life, and the North Heap Leach Pad, which commenced stacking in 2023. In 2025, construction continued on the second phase of the North Heap Leach Pad to support ongoing and future production. Ore is transported from the crushing plant to the heap leach pads using electric conveyor systems, reducing greenhouse gas emissions compared to conventional truck haulage.

Water stewardship is a critical component of heap leach management, particularly in a water-constrained region. Facilities are designed to operate as a closed-loop system, with non-contact water diverted around the site and all contact water collected in lined ponds for treatment and reuse. Process and stormwater ponds are engineered with two high-density polyethylene liners, leak detection systems and capacity to manage extreme rainfall events. Measures to reduce evaporation and prevent wildlife interaction are implemented where appropriate.

Environmental management at Kışladağ includes comprehensive monitoring of surface water, groundwater, biodiversity and waste management, supported by progressive reclamation of areas

no longer required for operations. Cyanide management is governed by strict operational standards and independent oversight in alignment with the International Cyanide Management Code. In 2025, Kışladağ was recertified following

an independent audit, demonstrating continued conformance with best practices for the transportation, handling, use and disposal of cyanide in gold mining.





WASTE MANAGEMENT

Mining operations generate a range of waste streams, including mineral waste (overburden, waste rock, and tailings) and non-mineral waste.

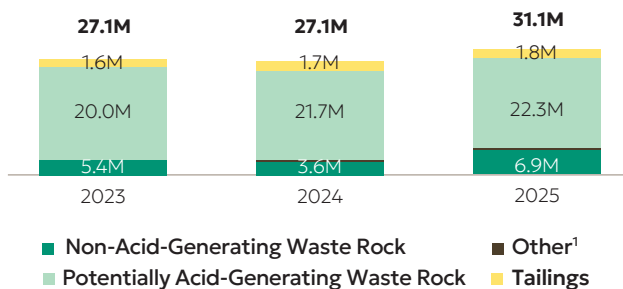
All waste generated across our operations is identified, classified as hazardous or non-hazardous, and managed in accordance with applicable environmental regulations and site-specific waste management plans. Our waste handling, storage and disposal practices are designed to minimize environmental risk and ensure regulatory compliance.

MINERAL WASTE MANAGEMENT

Mineral waste is classified as hazardous or non-hazardous in accordance with applicable local regulations and managed based on site-specific geochemical and operational characteristics.

The generation, diversion and storage of mineral waste can occur over extended timeframes, and as a result, quantities generated in a given year may not align with quantities diverted or placed into storage during the same reporting period. Historical mineral wastes managed at certain sites that were generated by previous owners are excluded from the figures disclosed in this report.

Mineral Waste Generated by type (Million tonnes)



¹ Other mineral waste labels (not shown due to scale), as classified by local regulation, totaled 76,069 tonnes in 2024 and 64,453 tonnes in 2025 and consists of water treatment plant processing sludge.

In 2025, we generated approximately 31.1 million metric tonnes of mineral waste, representing a 15% increase compared to 2024. This increase was primarily driven by construction and development activities at the Skouries Project. Until 2024, mineral waste generation was limited to underground operations; however, in 2025, the start of open-pit pre-stripping significantly increased waste volumes due to the removal of overburden and non-ore material, thereby increasing overall mineral waste generation, which was then sub-sequentially utilized for construction materials or stored as waste as appropriate. During the year, more than 3.9 million tonnes of mineral waste were diverted from storage, reflecting a significant year-over-year increase, largely for use in mine backfill and infrastructure construction. All diverted material was non-hazardous and non-acid-generating, with remaining mineral waste directed to engineered waste rock dumps or tailings management facilities owned and operated by the Company, in accordance with permitting requirements and the approved mine plan.

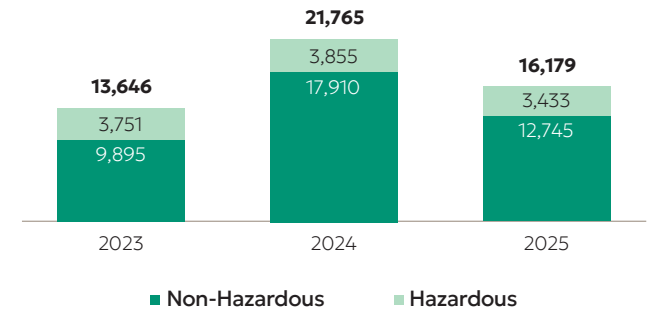
NON-MINERAL WASTE MANAGEMENT

Non-mineral waste generated from routine operations and workforce activities includes hazardous (e.g., used oils, batteries and chemical packaging) and non-hazardous waste (e.g., food waste, recyclables and construction materials). These wastes are managed through licensed third-party contractors, recycling, composting, landfill disposal or approved on-site treatment, in compliance with local regulations.

Non-mineral waste management across operations focused on strengthening waste segregation, employee and contractor training, and contractor oversight, supported by ISO-aligned environmental management systems, site-specific waste management procedures, and regular inspections and audits by environmental authorities. For instance, Efemçukuru successfully renewed its Zero Waste Certificate in 2025, demonstrating continued compliance with regulatory requirements and effective management of non-mineral waste streams.

In 2025, we generated a total of 16,179 tonnes of non-mineral waste, of which 79% was classified as non-hazardous. This represents a 26% decrease compared to the total non-mineral waste generated in 2024. The decrease is primarily attributable to significantly higher

Non-Mineral Waste Generated by type (Tonnes)



waste volumes in 2024, largely resulting from one-time construction activities at the Skouries site, which generated substantially higher quantities of waste compared to 2025. Across our operations, many sites implemented targeted initiatives to reduce waste generation and expand on-site recycling and composting programs. As a result, we diverted 12,116 tonnes of waste from disposal through recycling, reuse, and recovery activities.





WASTE MANAGEMENT

CYANIDE MANAGEMENT

Cyanide is used as an industry-standard reagent for gold extraction at some of our operating gold mines. Recognizing the risks associated with its use, we adhere to the International Cyanide Management Code and apply stringent controls across the cyanide lifecycle, including transport, storage, use and decommissioning of related facilities.

Cyanide is managed under site-specific operating procedures and environmental management systems supported by workforce training, contractor requirements and secure containment practices. In 2025, Kışladağ achieved its fifth consecutive ICMC certification, while the Lamaque Complex achieved full ICMC compliance following an independent third-party audit. No cyanide-related environmental incidents were recorded during the year.



Kışladağ, Türkiye



Spotlight: Lamaque's Cyanide Certification Journey

At the Lamaque Complex, cyanide is used as a critical input in gold extraction and is managed through a tightly controlled, closed-loop metallurgical process designed to protect workers, communities, and the environment. Its use is supported by clearly identified infrastructure, trained personnel, and robust operational and environmental controls. Cyanide is destroyed prior to residue disposal, and comprehensive monitoring programs are in place to ensure ongoing compliance with regulatory requirements for effluents, groundwater, and tailings facilities.

To further strengthen governance and align with international best practices, the Lamaque Complex initiated its journey toward alignment with the International Cyanide Management Code (ICMC) in 2023. Following a multi-year implementation period and an independent external audit conducted in September 2025, the site achieved ICMC certification in February 2026, independently validating its responsible management practices. This achievement reflects the successful completion of structured self-assessments, internal audits, corrective action implementation, extensive documentation, and third-party verification, supported by ongoing training, regular emergency response exercises with local authorities, and transparent stakeholder engagement.



WATER STEWARDSHIP

We acknowledge that access to clean and safe water supply is a fundamental human right and essential to the continuity of our operations. As a shared and finite resource, water is managed responsibly to support environmental stewardship, long-term business resilience, and positive relationships with local communities.

Our approach to water stewardship is governed by our SIMS and implemented through site-specific water management plans. These plans emphasize efficient water use, maximizing recycling and reuse where feasible, protecting surface and groundwater resources, and complying with all regulatory and permitting requirements. The SIMS Water Stewardship Standard establishes minimum performance requirements aligned with Level A of the MAC-TSM Water Stewardship Protocol. All operations have achieved at least Level A through external verification, with the Lamaque Complex achieving Level AAA in 2025.

Day-to-day water management is carried out by our operational and environmental teams at each site, who are responsible for implementing policies and

programs and engaging with regulators. Oversight of water management performance is provided through the Mine General Manager and the EVP & COO, with ultimate accountability held by the President and the CEO. Independent oversight is provided by the Sustainability Committee of the Board.

Our operations are located in regions with varying hydrological conditions, including areas of water stress in Türkiye, as well as regions in Greece that experience climate variability and periods of increased precipitation. To manage these risks, all operating sites maintain comprehensive water monitoring programs covering both water quantity and quality. Surface and groundwater conditions are monitored through flow measurement and routine sampling, with results assessed against regulatory and permit requirements and reported regularly to regulators.

Continuous improvement in water efficiency and ongoing investment in water treatment infrastructure remain priorities, supporting increased capture, treatment, and reuse of contact water while reducing freshwater withdrawals and potential impacts to receiving environments.



Spotlight: Providing Critical Water Infrastructure

Near our Kışladağ Gold Mine, our local teams supported the construction of solar power systems at water wells that are accessed by the villages of Gümüşkol, Katranlılar, Söğütlü, Küçükilyaslı, Gedikler, and Karacaömerli. These systems provide clean and uninterrupted energy to water infrastructure providing services to more than 1,000 residents, representing over 350 households, ensuring reliable, cost-effective and uninterrupted access to water.

By eliminating electricity costs associated with water pumping, the project has significantly reduced the financial burden of water services for local communities and contributed to more affordable and sustainable access to water. This improvement has strengthened the continuity and resilience of essential services in rural areas, particularly for communities with limited economic resources.






WATER STEWARDSHIP

ENGAGING COMMUNITIES ON WATER STEWARDSHIP

We engage proactively with local communities, Indigenous peoples and regulators to support responsible water stewardship. Our community and stakeholder engagement programs provide channels to gather and respond to feedback on water-related matters, supported by a formal grievance mechanism to address concerns in a timely and transparent manner. In 2025, engagement focused on information-sharing related to water quality monitoring, water management infrastructure upgrades, and collaborative water-supply initiatives, reinforcing shared understanding and trust.

How We Interact With Water¹




Site	Withdrawal 	Consumption 	Discharge 
Kışladağ Gediz River and Büyük Menderes River Basins Water Stress: Extremely High (>80%)	<i>All water from precipitation and water drawn from surface water, groundwater, seawater or a third party for any use</i> Water is withdrawn from renewable groundwater and managed precipitation, with minor losses to ore moisture and on-site potable use, while non-contact water is diverted around operations.	<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> Water used in heap leaching, processing, dust suppression and domestic use. Heap leach operates as a closed-loop system, with contact water collected, treated and reused. Losses are mainly attributed to evaporation.	<i>All water that has been withdrawn and released to surface water, groundwater, seawater or a third party</i> Only water used for human consumption (drinking and sanitation) and treated contact water (excluding contact water in the heap leach process) is discharged into the Elmalı Stream. All discharges are completed in accordance with the site's discharge permits.
Efemçukuru Küçük Menderes River Basin Water Stress: Extremely High (>80%)	Water is withdrawn primarily through underground mine dewatering and managed precipitation, with minor losses to ore moisture and potable water supplied on site, while non-contact surface water is diverted and not withdrawn.	Contact water is collected, treated and largely recirculated for processing, dust suppression and domestic use, with additional consumption in paste backfill and minor losses from evaporation, while filtered tailings minimize water retained on site.	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. In response to changes in regulations, we continue to develop alternatives to discharges, including reuse of treated water on site.
Lamaque Complex Harricana River Basin Water Stress: Low (<10%)	Water is withdrawn from underground mine dewatering and active boreholes, with managed precipitation as contact water and minor losses to ore moisture, while potable water is sourced from the municipal supply and non-contact water is diverted around operations.	Contact water is collected, treated and recirculated for processing and site uses, with remaining consumption limited to minor evaporative and transpiration losses from ponds and tailings infrastructure.	Water used for processing that is not recirculated is discharged following treatment in the polishing pond, in accordance with the site's discharge permits.

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> 
Olympias Basdekis River and Mavrolakkas River Basins Water Stress: High (40–80%)	Water is withdrawn from active boreholes and underground mine dewatering, with managed precipitation as contact water and minor losses to ore moisture, while potable water is supplied on site and non-contact water is diverted around operations.	Water from dewatering and contact sources is treated and largely recirculated for processing and site uses, with limited consumption in paste backfill and minor evaporative losses, while filtered tailings minimize water retained on site.	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.
Skouries Project² Asprolakkas River Basin Water Stress: High (40–80%)	Once operational, water will be withdrawn from open-pit and underground dewatering wells and managed precipitation, with limited interception of non-contact groundwater, while diverted non-contact water is controlled and discharged through engineered structures.	Once operational, water from dewatering and intercepted non-contact sources will be used for processing, dust suppression, potable needs and firefighting, with surplus contact water collected, treated and managed on site.	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.
Stratoni Kokkinolakkas Creek and Stratoni River Basins Water Stress: High (40–80%)	Water is withdrawn through dewatering of historical underground mine workings and managed precipitation. Industrial water used at the Mavres Petras mine is sourced from an on-site borehole, while potable water for the Stratoni processing plant is sourced from the municipal supply. Non-contact surface water is diverted around the site and not withdrawn.	Water from underground dewatering and the KTMF is directed to the site’s industrial water treatment plants for operational use. Municipal water is used exclusively for human consumption and domestic purposes at the Stratoni processing plant.	Water is discharged after treatment into Kokkinolakkas Creek and the Stratoni bay, in accordance with the site’s discharge permits.

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





WATER STEWARDSHIP

OUR PERFORMANCE

Water management across our operations is guided by site-wide water balance models, which form the foundation of our Water Management Plans. These models support operational planning, infrastructure design, and the assessment of potential impacts on receiving environments. Our consolidated water balance aggregates site-level data and reflects the sources, uses, recycling, and discharge of water across the Company. Water balance outcomes vary year-to-year due to factors such as precipitation, snowmelt, climate conditions, and mine development stages.

WATER WITHDRAWALS

Total water withdrawals in 2025 were 16.9 million m³, an increase of approximately 18% compared to 2024. This reflects normal variability associated with mine development, groundwater management requirements, and site-specific hydrological conditions. Groundwater accounted for over 80% of total withdrawals, consistent with the needs of underground and open-pit mining. Slightly higher withdrawals at Lamaque Complex, Olympias, and Stratoni were driven by underground operations and dewatering activities, while increased withdrawals at Skouries related primarily to construction-phase requirements.

2025 Consolidated Water Balance (000 m³)



WATER DISCHARGES

Total water discharges in 2025 were 11.1 million m³, representing a slight 2% increase compared to 2024. All discharges were treated as required and met applicable regulatory standards. Discharge volumes varied by site, reflecting local hydrology, precipitation, and operational practices.

WATER CONSUMPTION

Water consumption totaled 5.86 million m³, primarily driven by water retained in Kışladağ’s heap leach facilities (2.53 million m³) and construction-related activities at Skouries (1.21 million m³). Water consumption can vary between periods due to precipitation patterns, underground inflows, and temporary water storage, and is assessed in the context of site-specific conditions.

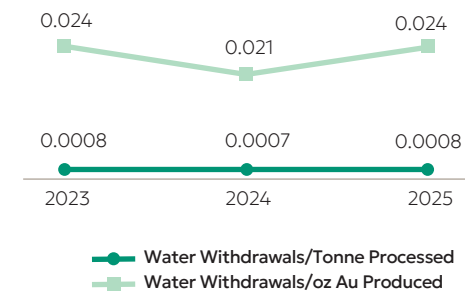
WATER RECYCLING AND REUSE

Water recycling and reuse remain central to our water stewardship approach. In 2025, 53.2 million m³ of water was recycled or reused, representing 76% of total withdrawals, consistent with 2024 performance and an improvement from 69% in 2023.

WATER EFFICIENCY

Water efficiency remained stable in 2025. Withdrawals per tonne processed were 0.0008 m³, withdrawals per ounce of gold produced were 0.024 m³, and withdrawals per million dollars of revenue improved to 6.39 m³, reflecting increased revenue relative to water use.

Water Efficiency (000 m³)



WATER MONITORING AND COMPLIANCE

No material water-related impacts or significant non-compliance incidents were reported during the year. Water-related risks, including those associated with short-term, severe weather events, drought, regulatory change, and social sensitivity related to potable water availability, are managed through site-wide water balance modelling, emergency preparedness planning, collaboration with municipal authorities and watershed stakeholders, and transparent public reporting. Particular attention is given to the protection of potable water resources, including operations located within designated water protection zones.

Following periods of severe short-term rainfall in Greece in 2025, we are actively working to expand and optimize non-contact water diversion and contact water management infrastructure, as well as water monitoring systems, in coordination with local municipalities. These measures are designed to strengthen resilience to climate-related water risks and reduce the potential impacts of future high-intensity rainfall events on site operations and surrounding communities.

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



AIR EMISSIONS

We recognize that air emissions and dust can affect the health of our workforce, nearby communities, and the environment, and we take measures to manage these impacts across our operations.

Air quality management is governed through our SIMS, which includes an Air, Noise and Vibration Management Standard aligned with internationally recognized best practices, including the [IFC General EHS Guidelines](#). This standard requires site-specific air quality monitoring and dust control measures to support regulatory compliance and impact management.

At operations where site conditions or climatic factors increase dust generation potential, particulate matter is actively monitored and managed through appropriate controls, including dust suppression on haul roads. Ambient air quality monitoring stations are maintained on site and in surrounding communities using standardized equipment in accordance with regulatory and permit requirements, enabling timely response to dust and emissions.

In 2025, total reported air emissions from Efemçukuru, Kışladağ, and Lamaque sites amounted to 3,473¹ tonnes, representing a 12% decrease compared to 2024. This reduction primarily reflects changes in operational activity levels, including the number of active mobile equipment units and overall fuel consumption, with reductions in particulate matter supported by enhanced dust control measures.

Reported air emissions are derived from a combination of engineering calculations and periodic measurements; Single, non continuous stack measurements are not considered representative of annual emissions levels and are therefore not included. Emissions of hazardous air pollutants remained within applicable regulatory limits. Additional information on reported pollutants, and site coverage is provided in the data tables in the Appendix.

¹ Data from the Olympias and Stratonis sites were unavailable at the time of reporting and are therefore excluded.





BIODIVERSITY AND LAND MANAGEMENT

We plan, design, and operate our projects to minimize land disturbance, protect biodiversity, and maintain a safe working environment for employees and contractors. Land is progressively reclaimed and rehabilitated throughout the life of our operations, rather than deferred until mine closure, to reduce long-term environmental impacts and support ecosystem recovery.

Effective land and biodiversity management is supported by clear governance and accountability. Site-level environmental teams implement reclamation activities, overseen by the respective country leaders in Canada, Greece and Türkiye. At the corporate level, responsibility rests with the EVP & COO, with overall oversight by the CEO, the President and the Board Sustainability Committee.

All operations maintain Biodiversity Management Plans (BMPs) informed by site-specific baseline studies and ongoing monitoring, including flora and fauna surveys, habitat mapping, and ecosystem condition assessments. In 2025, the Biodiversity Action Plans at both Efemçukuru and Kışladağ were updated in accordance with European Bank for Reconstruction and Development (EBRD) requirements, incorporating third-party archaeological and ecological expertise. During the year, environmental and biodiversity training modules were also launched for employees and contractors. At Skouries, extensive pre-construction flora and fauna surveys were completed to identify sensitive species and habitats.

Operationally, our sites are required to maintain Chance Finds procedures so that workers may report if they come across possible archaeology, and we operate in compliance with national regulations around archaeology finds.

Reclamation and revegetation are integral to our mine planning and closure strategies. We operate plant nurseries at Olympias and Kışladağ and prioritize the use of native species for revegetation and erosion control. Progressive rehabilitation activities in 2025 included revegetation, slope stabilization, and topsoil management across disturbed areas. By year-end, our total land footprint was approximately 2,032 hectares (ha), of which 21.7 ha were rehabilitated during the reporting period. Kışladağ accounted for approximately 21 ha, supported by the planting of over 25,000 trees and shrubs, and cumulative revegetation there reached approximately 1.16 million m². In Canada, the Lamaque Complex voluntarily supported the reforestation of approximately 9.0 ha within Parc national d'Aigüebelle through the planting of 20,025 trees, contributing to long-term ecosystem restoration in partnership with public land managers.

Our operations are not located in internationally recognized protected areas, including IUCN Categories I-III¹, UNESCO World Heritage Sites, Biosphere Reserves, or Ramsar Wetlands. Potential environmental risks, including acid rock drainage (ARD), are monitored and managed at all sites through waste and water controls, encapsulation of ARD-generating materials, and integration into mine and closure plans. These practices are governed under our SIMS. In 2025, all operating mines completed SIMS Compliance Verification, with Lamaque, Olympias, and Efemçukuru achieving Level AAA and Kışladağ achieving Level A under the MAC-TSM Biodiversity Conservation Management Protocol.



Spotlight—Efemçukuru: Growing a Greener Future Together

In 2025, Efemçukuru partnered with the Ege Forest Foundation to transform employee milestones into meaningful environmental action. Through this initiative, seven saplings are donated on behalf of each employee on their birthday—honouring our people while actively supporting reforestation and biodiversity enhancement.

The initiative came to life at Efemçukuru in April 2026 through a tree-planting event held on site, where employees gathered to establish the TÜPRAG Efemçukuru Employees Memorial Forest. Planting trees together not only strengthened our connection to the land but also reinforced our shared commitment to environmental stewardship, employee engagement, and building a more sustainable future for the communities where we operate.

¹ The Skouries project overlaps a small area of approximately 112 ha of the nationally designated Skouries-Kasteli-Kakkavos Wildlife Reserve K129, categorized as IUCN Management Category IV by the European Environment Agency. It is estimated that the impacts will be of “insignificant” importance, based on an environmental impact assessment. For more information, see the Kassandra Mines EIA available on Eldorado’s website here.



CLOSURE AND RECLAMATION

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

We are committed to developing and progressively updating reclamation and closure plans that consider a holistic approach to our activities. This includes environmental, engineering, and socio-economic aspects, along with opportunities for progressive reclamation during operations.

PROGRESSIVE RECLAMATION

During operations, we can concurrently reclaim areas of our operations where our activity has ceased. There are many benefits to progressive reclamation, including reducing our footprint and the opportunity to build knowledge and experience to optimize prescriptions, potentially reducing future closure costs and liabilities, while seeking to achieve end land use objectives.

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 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 plans include provisions 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.

SOCIAL-ECONOMIC TRANSITION

Mine closure may impact local communities due to changes in the labour market, tax revenue, and other economic benefits. Early engagement is critical to understand community priorities and explore potential alternative uses for sites and related infrastructure. Social transition for mine closure intends to progressively build local socioeconomic capacity for increased resilience and decreased dependency on our mines, toward a sustainable and self-reliant post-closure state.

MONITORING

Monitoring is required to document and evaluate reclamation progress, as well as effectiveness of activities at meeting closure objectives and success criteria, which may in turn help identify maintenance needs. We monitor our environmental management activities throughout the life of mine and will seek to establish long-term plans to track environmental recovery toward closure and post-closure.



Spotlight—Olympias: Reclaiming the Past, Sustaining the Future

Reclamation of the legacy Olympias tailings management facility (TMF) in northern Greece is nearing completion at our Olympias site, marking a major milestone in addressing historical environmental liabilities. The former TMF covered approximately 300,000 square metres and contained 2.4 million tonnes of legacy tailings and contaminated soil, presenting risks related to groundwater quality, dust and long-term stability.

Since 2012, we have implemented a multi-phase reclamation program in Greece aligned with modern tailings management and closure standards. Legacy tailings were gradually removed and reprocessed, with remaining materials and contaminated soils safely transferred to the Kokkinolakkas TMF, a modern facility employing filtered tailings technology. Extensive soil remediation, combined with revegetation using native plant species grown at our on-site nursery, is restoring long-term land stability and biodiversity.

Once complete, the reclaimed Olympias TMF will be fully integrated into the surrounding landscape, demonstrating how legacy tailings sites can be transformed through responsible reclamation, ongoing monitoring and sustainable mining practices



ENVIRONMENTAL COMPLIANCE

As a global company, we operate under a range of environmental laws and regulations across our jurisdictions. We work closely with regional and in-country teams to understand local requirements and ensure our environmental practices meet, at a minimum, all applicable regulatory and permitting obligations.

SIMS establishes environmental performance requirements for all sites, alongside regional regulations, and aligns operations with international best practices and standards, including MAC's TSM Framework.

Environmental compliance is managed at the site level by dedicated environment teams responsible for the day-to-day oversight, implementation and management of environmental policies, programs, activities and monitoring. These teams report to the Mine General Manager, with operational accountability extending through the EVP & COO and relevant country leadership. Environment teams maintain regular communication with the VP, Health, Safety & Sustainability. Environmental objectives and targets are set annually by the EVP & COO and EVP, Development, Greece, with performance reviewed regularly. Ultimate accountability for environmental performance rests with the CEO.

We track compliance through legal and permit registers, inspections, audits and environmental monitoring programs. Monitoring data is reviewed

at least quarterly by responsible managers and reported to management and the Sustainability Committee. Environmental incidents are investigated to identify root causes, support mitigation strategies and prevent recurrence.

In 2025, Kışladağ successfully completed its environmental permit and licence renewal process, supported by regulatory inspections and third-party monitoring, with no material findings. During the year, no major environmental incidents were recorded, and no legal or regulatory actions, sanctions, or major environmental fines or penalties were incurred.

ENVIRONMENTAL MANAGEMENT SYSTEMS

SIMS is our global environmental management system, providing a consistent framework for managing environmental performance across operations. It covers key environmental performance areas and integrates MAC's TSM Framework, the RGMPs, and other recognized best practices.

In 2025, we continued the implementation of SIMS v3, which introduced updated environmental standards, enhanced incident classification, and clearer requirements for waste, water, and biodiversity management, strengthening governance, consistency, and continuous improvement.

Several operations have achieved certification to the ISO 14001 Environmental Management Systems standard, including Kışladağ and Efemçukuru in Türkiye and the Cassandra Mines in Greece.¹

ENVIRONMENTAL IMPACT ASSESSMENTS

We conduct environmental impact assessments (EIAs) as projects advance to evaluate potential environmental impacts and inform permitting decisions. EIAs include baseline studies, impact assessments, and management and mitigation measures, and are developed in consultation with regulators and stakeholders. Our approach prioritizes avoiding, minimizing, and mitigating environmental impacts to the extent practicable.

In December 2025, the Environmental Impact Assessment for the Perama Hill development project was submitted to Greek regulatory authorities, incorporating updated environmental baselines, mitigation measures, and climate resilience considerations. The submission is currently under regulatory review.



Olympias, Greece

¹ Cassandra Mines includes Olympias, Skouries and Stratoni. Stratoni was in care and maintenance during 2025 but maintained relevant on-site activities.



05

RESPONSIBLY PRODUCED PRODUCTS

We address responsible production by applying product stewardship practices, working with suppliers on expected standards, and considering human rights and security risks across our operations. These efforts are guided by internal policies and oversight processes intended to support consistent, responsible practices across our value chain.

IN THIS SECTION

- About Our Products
- Product Responsibility
- Supply Chain
- Human Rights
- Security



ABOUT OUR PRODUCTS

The products we produce, primarily gold today and copper-gold concentrate in the future, play an essential role in the global economy and modern society.

Gold serves as a store of value, supports financial systems, and contributes to a wide range of applications, including technology, medicine and innovation. Copper is a critical material for electrification and renewable energy infrastructure, supporting the global transition to a lower-carbon economy. With first concentrate expected in 2026, our entry into copper production is expected to contribute to these outcomes.

We are committed to producing our products responsibly, with a focus on maximizing positive economic, social and environmental value across their lifecycle. Well-managed, transparent and responsible mining can generate lasting benefits through local employment, procurement, infrastructure development and government revenues, while supporting resilience in host communities.

Our operations create direct value through employment, local procurement, community investment and taxes and royalties paid to governments, and indirect value through the role our products play in financial systems, technological advancement, manufacturing and healthcare. These value pathways are illustrated in the accompanying graphic.

In 2025, our Lamaque, Kışladağ and Efemçukuru mines primarily produced gold, while Olympias produced gold, zinc, silver and lead. The Skouries project is expected to begin producing a copper-gold concentrate and the McIlvenna Bay project is expected to begin producing a copper and a zinc concentrate in 2026, further expanding our product portfolio and contribution to global supply chains.

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. Our approach to product responsibility is grounded in conducting business ethically, transparently and in a manner that respects human rights and applicable laws, which is fundamental to maintaining our licence to operate.

As a member in good standing of the [World Gold Council](#), [Euromines](#) and the [Mining Association of Canada](#), we align our practices with recognized industry standards and frameworks that promote responsible environmental and social performance across the mining lifecycle.

SAFE PRODUCT HANDLING

Our primary operating cash flows derive from the sale of unrefined gold bullion bars (or doré), and precious metals concentrate. All our products are sold in bulk to downstream refineries and smelters for secondary treatment. We do not use mercury in our operations or supply chains for gold extraction.

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 maintain product transport and security procedures to manage safety, security and environmental risks for employees and contractors. The transport of concentrates is conducted in accordance with applicable international road and maritime regulations, including the [European Agreement Concerning the International Carriage of Dangerous Goods by Road](#) and [International Maritime Organization \(IMO\)](#) regulations. Contractors involved in product transport are required to comply with applicable safety, security and emergency response standards.

TOWARDS SUSTAINABLE MINING

The Mining Association of Canada’s Towards Sustainable Mining (MAC-TSM) initiative is a globally recognized program that drives continuous

improvement in environmental, social and health and safety performance across the mining sector.

TSM sets clear performance standards across priority areas such as tailings management, climate change, biodiversity, water stewardship, Indigenous and community relationships, and occupational health and safety, supported by annual self-assessments and independent third-party verifications every three years.

TSM is mandatory for our Canadian operations and applied voluntarily at select international sites. In 2025, we completed integrated SIMS and MAC-TSM external verifications at our Lamaque Complex. Lamaque achieved AAA ratings across all core TSM protocols, with strong A and AA results under newly introduced protocols, including Equitable and Inclusive Workplaces and Safe, Healthy and Respectful Workplaces. These results reflect ongoing efforts to strengthen inclusive leadership, equitable workplace practices, and implementation of our Inclusive Diversity Strategy across operations. Further information is available in the Inclusive Diversity and Health and Safety sections of this report.

These results earned the Lamaque Complex the TSM Gold Leadership Award, one of the program’s highest and rarest distinctions under the TSM program.

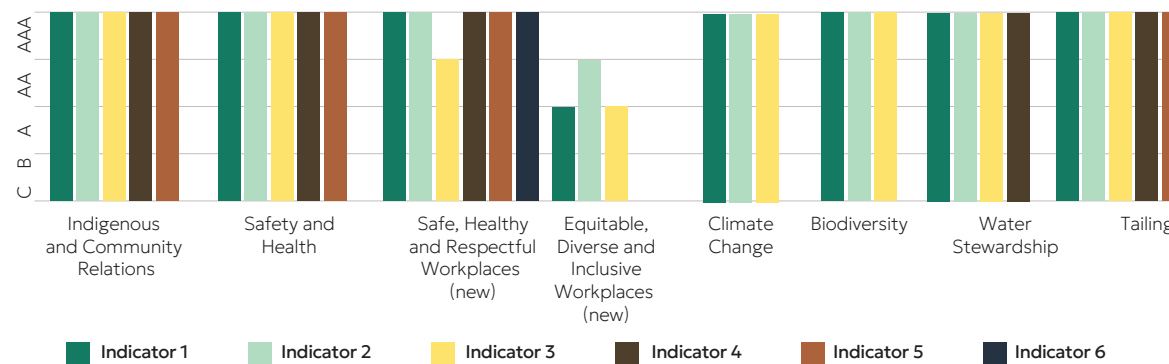
With this milestone, we completed our initial round of TSM verifications across the company, achieving AAA ratings for Tailings Management at all operations with tailings facilities, including inactive facilities. Alignment between TSM and our SIMS continues to support/contribute to responsible production, transparency and accountability. To see our full scores for TSM assessments, visit MAC-TSM’s [website](#).

RESPONSIBLE GOLD MINING PRINCIPLES (RGMP)

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 2025, we received independent assurance of full conformance with the RGMP 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. Through our SIMS Compliance Verifications, we engage a team of external auditors that independently verified self-assessed conformance with the RGMP requirements. 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](#).

Lamaque Complex – 2025 TSM Results





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.

All suppliers are required to confirm their understanding of and commitment to our Supplier Code of Conduct, which outlines expectations related to human rights and fair labour practices, environmental protection, health and safety, community considerations, and anti-bribery and corruption. Our supplier engagement approach is grounded in responsible procurement principles and an expectation of alignment with our corporate values and sustainability commitments.

Through SIMS, we extend our sustainability expectations beyond our own operations to contractors and suppliers. SIMS requires contractors and suppliers to meet minimum performance standards across health and safety, environmental, social and human rights areas, including compliance with the MAC-TSM Prevention of Child and Forced Labour Verification Protocol. Sustainability performance of suppliers and contractors is assessed through a risk-based selection process, due diligence, and ongoing monitoring aligned with our supply chain requirements.

SUPPLIER DUE DILIGENCE AND RISK MANAGEMENT

We apply prequalification, tendering and contracting processes, supported by ongoing oversight, to assess and monitor supplier business practices. Suppliers

are categorized based on the level of health, safety and environmental risk associated with their scope of work, with each category subject to defined screening requirements and performance standards.

In 2025, we improved our approach to responsible sourcing through the development of a Third-Party Risk Management (TPRM) framework. This included the approval of a Responsible Sourcing Policy and the piloting of a TPRM Procedure at our Efemçukuru operation in Türkiye, with broader implementation planned across all sites and offices in 2026. The framework reinforces alignment with leading international standards, including the UN Guiding Principles on Business and Human Rights, OECD due diligence guidance, and emerging regulatory expectations.

The TPRM framework introduces mandatory, risk-based due diligence for suppliers, including questionnaires, sanctions screening and documented risk assessments. Zero-tolerance issues, such as forced or child labour, sanctions violations or bribery, trigger immediate escalation and may result in suspension or termination of supplier engagement.

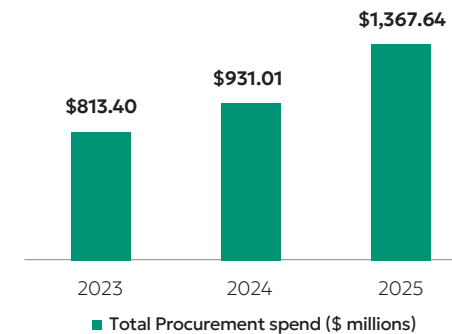
We are developing site-level local procurement and business development programs to strengthen local supply chains and maximize shared economic benefits in our host communities. These initiatives are intended to support local suppliers, enhance capacity where needed, and increase participation in our procurement activities.

To support responsible and consistent supply chain practices, employees working in contracts, supply chain and procurement completed a comprehensive training program in 2025, strengthening capabilities related to supplier management and responsible sourcing requirements.

In 2025, we engaged with 4,307 suppliers operating across 40 countries to support our site operations.

Total procurement spend increased by 47% year-over-year to approximately \$1.36 billion, reflecting increased procurement activity across Canada, Greece and Türkiye in support of operational and development requirements.

Procurement Spend (US\$ Millions)



CONFLICT-FREE GOLD

We remain in conformance with the World Gold Council's Conflict-Free Gold Standard (CFGs), which provides assurance that the gold we produce does not cause, support or benefit armed conflict or contribute to serious human rights abuses. Our conformance aligns with the OECD [Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas](#), and is embedded within SIMS and our Human Rights Policy.

Although our operations are not located in conflict-affected areas, we have voluntarily applied the CFGs since 2013. In 2025, we published our twelfth annual [Conflict-Free Gold Report](#), supported by independent assurance, confirming that our gold-producing operations remain conflict-free. A copy of our report and independent assurance statement can be found on the [Sustainability Reporting page](#) of our website.



Olympias, Greece

SPOTLIGHT: TRADE FAIRS TO BUILD LOCAL RELATIONSHIPS

In Greece, we hosted a series of trade fairs for local businesses and suppliers. Through the trade fairs, businesses had the opportunity to learn more about our operations and development plans in Greece, while building connections for current and future partnerships. A database of contacts was developed through the seven informational events, with the goal of connecting our contractors with local businesses.

Support for local procurement and hiring is a key part of our business model. Since 2023, over 30 million euros have been invested in partnerships with local suppliers in the region, providing tangible support for the local economy.



HUMAN RIGHTS

We recognize that our operations have the potential to impact the human rights of our employees, contractors, communities and other stakeholders. We are committed to respecting internationally recognized human rights and to avoiding causing or contributing to adverse human rights impacts, including modern slavery, while preventing and mitigating impacts linked to our operations and supply chain.

Our approach is guided by the [International Bill of Human Rights](#) and the [International Labour Organization's Declaration on the Fundamental Principles and Rights at Work](#), and the [UN Guiding Principles on Business and Human Rights](#). This commitment is formalized through 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 and is embedded within SIMS and our broader governance framework.

HUMAN RIGHTS DUE DILIGENCE

We apply a risk-based human rights due-diligence process to identify, assess, prevent and mitigate potential human rights impacts. This includes independent third-party human rights impact assessments (HRAs), integration of human rights requirements into SIMS, and external assurance for our gold-producing operations under the World Gold Council's Conflict-Free Gold Standard.

Employees and contractors are required to comply with our [Human Rights Policy](#) and SIMS requirements, and we expect our business partners, including security providers, contractors and suppliers to uphold these same standards. Human rights risks are identified through stakeholder mapping, impact assessments, grievance mechanisms and ongoing engagement, and are managed at the site, regional and corporate levels with oversight from senior management and the Board. 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.

PERFORMANCE AND ASSESSMENTS

In 2025, we completed the next scheduled cycle of independent third-party Human Rights and Voluntary Principles on Security and Human Rights (VPSHR) assessments across all operating sites, in accordance with the three-year assessment cycle required under SIMS. The assessments evaluated site-specific human rights risks, security arrangements, contractor practices and grievance mechanisms.

The 2025 assessments identified no findings related to forced labour, child labour or other labour-related human rights violations. Where opportunities for improvement were identified, site-level action plans were developed and are being implemented.

TRAINING AND AWARENESS

Human rights training is an ongoing component of our approach. In 2025, security personnel across operations received recurring training on the Voluntary Principles on Security and Human Rights, reinforcing expectations related to appropriate conduct, proportional use of force and respect for community rights. Human rights considerations are integrated into security risk assessments and oversight processes.

HUMAN RIGHTS-RELATED TRAINING

Human rights training is integrated across our workforce and tailored to operational and regional requirements. All employees receive human rights-related training through site inductions, ongoing education programs and corporate training initiatives, with content addressing topics such as human rights standards and the prevention of forced and child labour.

At the corporate level, policy-related training, including the Code of Ethics and Business Conduct, is developed in partnership with third-party providers and delivered through our internal learning management system. The Ethics and Code of Conduct training was launched in 2025 and deployed through our internal SAP learning management system. By early 2026, the training had been completed by all desktop employees.

Furthermore, in 2025 we launched training on Modern Slavery and Human Trafficking to all the executives, senior leaders, management,

site and country managers as well as all members of the procurement, accounts payable, human resources and legal teams globally. Completion of this training reached 100% in early 2026. The training population also included exploration teams working on the ground, specifically in Türkiye, Greece, and Canada. The purpose was to raise awareness and equip participants with the knowledge and skills needed to identify and prevent human trafficking within our operations and supply chain.

GRIEVANCE MECHANISMS AND REMEDIATION

Formal grievance mechanisms are in place across all operations, providing accessible channels for employees, contractors and community members to raise concerns, including those related to human rights. Grievances are tracked, investigated and addressed in accordance with established procedures, with a focus on timely response, corrective action and continuous improvement.

MODERN SLAVERY

We continue to align with the requirements of Canada's Fighting Against Forced Labour and Child Labour in Supply Chains Act (the "Act") through Modern Slavery Reports, which outlines our approach to identifying, assessing and addressing risks of forced labour and child labour across our operations and supply chain. Our requirements are embedded within SIMS and our Supplier Code of Conduct and include supplier due diligence and alignment with the MAC TSM Prevention of Child and Forced Labour Verification Protocol.

As outlined in the Training and Awareness section above, Modern Slavery and Human Trafficking training was delivered during 2025. All required training activities were completed by early 2026, ensuring that relevant personnel received timely and comprehensive instruction in line with our ethics and compliance objectives.

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



SECURITY

The Voluntary Principles on Security and Human Rights (VPSHR) provide internationally recognized guidance for managing security in a manner that protects people, assets and operations while respecting human rights.

The VPSHR is widely regarded as best practice for the extractive sector and is recognized by the Government of Canada under its [Responsible Business Conduct Abroad Strategy](#).

Our commitment to the VPSHR is embedded in our [Human Rights Policy](#), which all employees and contractors, including private security providers, are required to abide by. All our operations have undergone SIMS Compliance Verifications, during which performance against the SIMS Security Standards was assessed and our full conformance with RGMP requirements of, which include implementation of the VPSHR, was verified by an independent third-party auditor.

In 2025, security operations across our sites were subject to routine inspections by government authorities, including police, gendarmerie and coast guard, as applicable by jurisdiction, as well as internal compliance audits. All inspections and audits were completed with no material findings, reinforcing adherence to legal requirements and responsible security practices.

Sites maintained and periodically updated Security Risk Assessments, incorporating human-rights-related risks relevant to local context. These assessments were supported by ongoing inspections, internal audits, and oversight by both site and corporate security leadership. We also continued engagement with public and private security providers to reinforce expectations related to human rights, appropriate conduct and escalation procedures.

Training remains a core element of our VPSHR implementation. Security personnel across our operations received recurring training on the Voluntary Principles on Security and Human Rights, with refresher sessions delivered in Türkiye and Greece during the year. Training covered proportional use of force, respect for community rights, community interaction, and incident response and escalation. At the Efemçukuru and Kışladağ sites, VPSHR and human-rights training continued for security teams, while at Kassandra Mines, sustainability induction and VPSHR training were delivered to contractor-provided security personnel. All 2025 security audits reported no material human rights violations.

Through these measures, we continue to improve responsible security practices that protect our people and operations while upholding respect for human rights in the communities where we operate.





06

APPENDICES

IN THIS SECTION

- Performance Data
- Disclosure Indices
- Cautionary Notes





BOARD & MANAGEMENT

DIVERSITY

BOARD AND COMMITTEE DIVERSITY^{1,2}

Board/Committee	Age Range	Female		Male		Total Count
		Count	%	Count	%	
Board of Directors	30 to 50 years	-	-	-	-	-
	Over 50 years	4	50%	4	50%	8
Audit Committee	Over 50 years	2	50%	2	50%	4
Compensation Committee	Over 50 years	2	40%	3	60%	5
Corporate Governance and Nominating Committee	Over 50 years	2	67%	1	33%	3
Sustainability Committee	Over 50 years	3	75%	1	25%	4
Technical Committee	Over 50 years	1	33%	2	67%	3
2025 Total		4	50%	4	50%	8
2024 Total		4	50%	4	50%	8
2023 Total		5	56%	4	44%	9

SENIOR MANAGEMENT AND OFFICERS DIVERSITY^{1,2}

Officers and Senior Management	Age Range	Female		Male		Total Count
		Count	%	Count	%	
Senior Management	30 to 50 years	3	50%	3	50%	6
	Over 50 years	3	75%	1	25%	4
Officers	30 to 50 years	-	-	-	-	-
	Over 50 years	-	-	6	100%	5
2025 Total		6	38%	10	63%	16
2024 Total		6	40%	9	60%	15
2023 Total		6	38%	10	63%	16

1 Figures as at December 31, 2025 and may differ from other 2026 disclosures, including the Management Information Circular (Proxy Circular), due to different reporting dates.

2 A dash (-) indicates no individuals in the specified category.



SAFETY PERFORMANCE

SAFETY PERFORMANCE (EMPLOYEES AND CONTRACTORS)^{1,2,3,4,5}

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	2,878,727	46	3	2	2	7	3	1	51	-	1.04	2.43	0.35	1.39	3.54
Efemçukuru	1,749,688	81	-	3	1	4	5	-	283	-	-	2.29	-	2.86	32.35
Ankara Office	109,540	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Lamaque Complex	1,795,080	116	6	3	3	12	4	-	56	-	3.34	6.68	-	2.23	6.24
Olympias	1,860,533	3	2	10	1	13	5	1	22	-	1.07	6.99	0.54	3.22	2.36
Stratoni	243,758	1	1	1	-	2	2	-	5	-	4.10	8.20	-	8.20	4.10
Skouries	3,546,603	11	1	4	5	10	10	1	23	-	0.28	2.82	0.28	3.10	1.30
Perama Hill	55,275	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Athens Office	256,781	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Exploration Canada	127,337	9	-	-	1	1	2	-	3	-	-	7.85	-	15.71	4.71
Exploration Greece	86,771	-	-	-	-	-	-	-	1	-	-	-	-	-	2.30
Exploration Türkiye	195,845	4	-	1	-	1	-	-	2	-	-	5.11	-	-	2.04
Amsterdam Office	16,535	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Vancouver Office	161,392	-	-	-	-	-	-	-	-	-	-	-	-	-	-
One Eldorado 2025 Total	13,083,865	271	13	24	13	50	31	3	446	-	0.99	3.82	0.23	2.60	6.82
One Eldorado 2024 Total	11,096,535	249	11	15	10	36	15	6	310	-	0.99	3.24	0.54	2	5.59
One Eldorado 2023 Total	9,460,159	193	6	24	14	44	Not tracked	7	257	-	0.63	4.65	0.74	Not tracked	5.43
Operated Sites 2025 Total (excluding Skouries)	9,537,262	260	12	20	8	40	21	2	423	-	1.26	4.19	0.21	2.41	8.87
Operated Sites 2024 Total (excluding Skouries)	9,346,510	239	10	11	10	31	10	6	302	-	1.07	3.32	0.64	2	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
Operations 2025⁶ Total	8,527,786	247	12	19	7	38	19	2	417	-	1.41	4.46	0.23	2.46	9.78
Operations 2024 Total	8,445,765	238	9	9	9	27	10	6	302	-	1.07	3.20	0.71	2	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

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.

2 Certej was divested in 2025 and is therefore excluded from the current reporting period. Safety performance totals for 2024 and 2023 include employee and contractor hours related to the Certej asset.

3 Contractors include third-party personnel working under the Company's supervision and control at operating and exploration sites.

4 A dash (-) indicates no occurrences reported during the period.

5 "Not tracked" indicates that the metric was not systematically captured for the reporting period and is therefore excluded from rate calculations.

6 Operations totals reflect numerical data from Olympias, Stratoni, Efemcukuru, Kisladağ, and Lamaque only.



SAFETY TRAINING

TOTAL HOURS OF EMPLOYEE AND CONTRACTOR SAFETY TRAINING BY REGION

	Canada	Greece	Türkiye	2025 Total	2024 Total	2023 Total
Employee training hours	26,461	18,477	61,750	106,688	82,877	52,378
Contractor training hours	Not tracked ¹	22,213	35,452	57,665	43,953	30,962
Total workforce training hours	26,461	40,690	97,202	164,353	126,830	83,340²
Average safety training hours per person	39	9	37	21	16	10

¹ “Not tracked” indicates contractor safety training hours were not captured and are excluded from total workforce training hours for the relevant region.

² Figure has been restated to correct summation errors. These corrections do not affect the underlying training data.



OUR WORKFORCE

OUR WORKFORCE¹

Country	Site	Description	Employees	Contractors	2025 Total	2024 Total	2023 Total
Canada	Lamaque Complex	Operating mine	575	317	892	807	703
	Vancouver	Corporate office	97	11	108	86	76
	Country total		672	328	1,000	893	779
Greece	Kassandra Mines	Offices and medical clinic	–	171	171	312	289
	Olympias	Operating mine	795	317	1,112	889	850
	Skouries	Development project	415	2,375	2,790	1,201	449
	Stratoni	Care and maintenance	50	9	59	76	110
	Perama Hill	Development project and office ²	29	4	33	12	6
	Sapes	Exploration	8	2	10	7	9
	Athens	Office	164	20	184	50	40
Country total		1,461	2,898	4,359	2,547	1,757³	
Netherlands	Amsterdam	Office	11	–	11	9	10
	Country total		11	–	11	9	10
Türkiye	Kışladağ	Operating mine	792	770	1,562	1,369	1,271
	Efemçukuru	Operating mine	509	390	899	884	892
	Ankara	Office	110	–	110	51	44
	Recons and Çanakkale Prep Lab	Offices, quarries and laboratory	46	–	46	44	26
	Sivaslı quarry and lime plant	Offices, quarries and laboratory	4	–	4	5	2
	Emirli quarry	Offices, quarries and laboratory	–	–	–	–	1
	Tüprag agriculture	Offices, quarries and laboratory	16	–	16	14	18
	Country total		1,477	1,160	2,637	2,367	2,254
2025 Total			3,621	4,386	8,007	5,816	4,800 ³
2024 Total			3,110	2,706			
2023 Total			2,958	1,842			

1 Workforce data reflects headcount as at December 31 of the reporting year.

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

3 Figures have been restated to correct summation errors. These corrections do not affect the underlying workforce data.



EMPLOYEE DEMOGRAPHICS

EMPLOYEES BY GENDER AND REGION^{1,2}

Region	Female		Male		2025 Total Count
	Count	%	Count	%	
Canada	164	24%	508	76%	672
Greece	218	15%	1,243	85%	1,461
Netherlands	5	45%	6	55%	11
Türkiye	112	8%	1,365	92%	1,477
2025 Total	499	14%	3,122	86%	3,621
2024 Total	414	13%	2,695	87%	3,110
2023 Total	379	13%	2,644	87%	3,024

EMPLOYEES BY AGE, GENDER AND REGION^{1,2}

Region	Under 30		30 to 50		Over 50	
	Count	%	Count	%	Count	%
Canada	126	19%	408	61%	138	21%
Greece	163	11%	907	62%	391	27%
Netherlands	-	-	7	64%	4	36%
Türkiye	291	20%	1,049	71%	137	9%
Total Female	109	22%	328	66%	62	12%
Total Male	471	15%	2,043	65%	608	19%
2025 Total	580	16%	2,371	65%	670	19%
2024 Total	422	14%	2,116	68%	571	18%
2023 Total ³	410	14%	2,111	71%	448	15%

1 Figures represent employee headcount as at December 31 of the reporting year; percentages are calculated as a share of total employees.

2 Gender categories reflect information self-reported by employees and disclosed for reporting purposes.

3 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.



EMPLOYEES

EMPLOYEES BY NATIONAL REPRESENTATION %¹

Region	Local ²	National ³	Expatriate ⁴
Canada	98%	98%	2%
Greece	77%	97%	3%
Netherlands	94%	73%	27%
Türkiye	76%	100%	–
2025 Average	81%	99%	1%
2024 Average	82%	98%	2%
2023 Average	79%	99%	1%

EMPLOYEES BY EMPLOYMENT TYPE⁵

Employment Type	Canada	Greece	Netherlands	Türkiye	2025 Total	2024 Total	2023 Total
Full Time	667	1,461	10	1,449	3,587	3,085	3,018
Female	161	218	5	112	496	411	378
Male	506	1,243	5	1,337	3,091	2,673	2,639
Part Time	5	–	1	2	8	25	6
Female	3	–	–	–	3	3	1
Male	2	–	1	2	5	22	5
Permanent	664	1,131	10	1,412	3,217	2,968	2,882
Female	158	172	4	109	443	384	333
Male	506	959	6	1,303	2,774	2,583	2,548
Fixed-term/temporary	8	330	1	65	404	128	80
Female	6	47	1	3	57	30	24
Male	2	283	–	62	347	98	56
Non-guaranteed work hour ⁶	–	–	–	26	26	14	8
Female	–	–	–	–	–	–	1
Male	–	–	–	26	26	14	7

1 Percentages are calculated based on total employee headcount by region.

2 “Local” refers to employees or contractors living and/or working in areas impacted by the Company’s operations. Data is as at December 31 of the reporting year, and local employees are included within national employee totals.

3 “National” refers to employees or contractors who are citizens of the country in which the site is located. Data is as at December 31 of the reporting year, and national and expatriate employees together represent 100% of the workforce.

4 “Expatriate” refers to employees or contractors working outside their country of citizenship. Data is as at December 31 of the reporting year, and expatriate and national employees together represent 100% of the workforce.

5 Percentages are calculated based on total employee headcount by region; figures represent the number of employees as at December 31 of the reporting year.

6 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 %¹

Region	Local	National
Canada	100%	100%
Greece	20%	65%
Netherlands	-	-
Türkiye	60%	100%
2025 Total	37%	77%
2024 Total	53%	87%
2023 Total	61%	99%

CONTRACTORS BY GENDER AND REGION²

Region	Female		Male		2025 Total	
	Count	%	Count	%	Count	%
Canada	Not tracked	Not tracked	Not tracked	Not tracked	328	7%
Greece	266	9%	2,632	91%	2,898	66%
Netherlands	-	-	-	-	-	-
Türkiye	81	7%	1,079	93%	1,160	26%
2025 Total	347	9%	3,711	91%	4,386	100%
2024 Total ³	266	11%	2,156	89%	2,706	
2023 Total	188	10%	1,657	90%	1,845	

¹ “Local” and “National” contractors are defined in accordance with the workforce definitions used elsewhere in this report.

² Gender identity data are not collected for contractors at the Lamaque Complex and are excluded from Canada female and male percentage calculations. The 2025 total contractor count includes contractors at the Lamaque Complex.

³ Contractors associated with the Certej project are not included in the total contractor figures reported.



EMPLOYEE & CONTRACTOR HIRING

EMPLOYEE HIRE RATES BY AGE AND GENDER¹

Age	Female		Male		2025 Total	
	Count	%	Count	%	Count	%
Under 30	46	9%	206	7%	252	7%
30 to 50	65	13%	290	9%	355	10%
Over 50	12	2%	87	3%	99	3%
2025 Total	123	25%	583	19%	706	19%
2024 Total	87	21%	290	11%	377	12%
2023 Total	86	23%	371	14%	457	15%

EMPLOYEE TURNOVER RATES BY AGE AND GENDER¹

Region	Female		Male		2025 Total	
	Count	%	Count	%	Count	%
Under 30	19	4%	36	1%	55	2%
30 to 50	17	3%	121	4%	138	4%
Over 50	5	1%	51	2%	56	2%
2025 Total	41	8%	208	7%	249	7%
2024 Total	41	10%	191	7%	232	7%
2023 Total	44	12%	318	12%	362	12%

EMPLOYEE HIRE RATES BY REGION AND GENDER¹

Region	Female		Male		2025 Total	
	Count	%	Count	%	Count	%
Canada	33	20%	84	17%	117	17%
Greece	67	31%	348	28%	415	28%
Netherlands	3	60%	-	-	3	27%
Türkiye	20	18%	151	11%	171	12%
2025 Total	123	25%	583	19%	706	19%
2024 Total	87	21%	290	11%	377	12%
2023 Total	86	23%	371	14%	457	15%

EMPLOYEE TURNOVER RATES BY REGION AND GENDER¹

Region	Female		Male		2025 Total	
	Count	%	Count	%	Count	%
Canada	9	5.49%	36	7%	45	7%
Greece	8	3.67%	57	5%	65	4%
Netherlands	-	-	-	-	-	-
Türkiye	24	21%	115	8%	139	9%
2025 Total	41	8%	208	7%	249	7%
2024 Total	41	10%	190	7%	231	7%
2023 Total	44	12%	318	12%	362	12%

¹ Rates are calculated within each demographic sub-category. Female (%) and male (%) rates are calculated as a percentage of the total number of female and male employees, respectively, and not as a percentage of total hires or departures. Total (%) rates are calculated based on the combined female and male employee population.



EMPLOYEE TRAINING

EMPLOYEE TRAINING HOURS BY GENDER, SENIORITY AND REGION¹

	Gender	Region			2025 Total Training Hours	2024 Total Training Hours	2023 Total Training Hours
		Canada	Greece	Türkiye			
Vice Presidents and Above	Female	10	-	-	10	9	3
	Male	13	-	-	13	20	13
Senior Managers/ Directors	Female	216	13	67	295	266	294
	Male	145	71	535	751	412	307
Managers	Female	382	50	65	497	412	371
	Male	1,272	1,325	655	3,252	3,005	2,787
Professionals	Female	680	2,006	2,476	5,161	3,790	3,765
	Male	868	7,708	10,457	19,032	10,220	10,615
Junior	Female	474	4,316	-	4,790	2,409	2,272
	Male	509	38,049	-	38,557	12,506	10,249
Other (i.e. hourly)	Female	361	-	3,301	3,662	3,671	587
	Male	3,074	-	47,664	50,737	36,087	19,309
Contractors	Female	-	995	2,569	3,564	6,339	1,641
	Male	5,409	21,310	35,917	62,637	55,402	15,539
All Categories	Female	2,122	7,379	8,478	17,979	16,896	8,933
	Male	11,290	68,461	95,228	174,979	117,652 ²	58,819
Total		13,412	75,840	103,705	192,958	134,548²	67,752
Average training & development hours per person		20	52	70	53	43	22

¹ Training and development hours for the Amsterdam office are excluded from this table, as they are not captured within the reporting categories shown. Totals may not sum precisely due to rounding.

² Figures have been corrected to address summation errors identified in prior calculations. These corrections do not affect the underlying training activity data.



EMPLOYEES COVERED BY COLLECTIVE BARGAINING AGREEMENTS

EMPLOYEES COVERED BY COLLECTIVE BARGAINING AGREEMENTS^{1,2}

Site	2025 (%)	2024 (%)	2023 (%)
Kışladağ	78%	77%	76%
Efemçukuru	72%	70%	70%
Lamaque Complex	-	-	-
Kassandra Mine office	-	57%	60%
Olympias	83%	82%	83%
Stratoni	76%	86%	85%
Skouries	59%	29%	43%
Perama Hill	-	-	-
Total	55%	55%	59%

1 Figures represent the number of employees covered by one or more collective bargaining agreements as at December 31 of the reporting year; trade union membership is excluded.

2 A dash (-) indicates that employees at the site are not covered by collective bargaining agreements, as the workforce is not unionized.



IMPACT ASSESSMENTS

LOCAL IMPACT ASSESSMENT AND MANAGEMENT TOOLS

	Canada	Greece		Türkiye	
	Lamaque	Kassandra ¹	Perama Hill	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

SUPPLIERS

PAYMENTS TO SUPPLIERS (\$ MILLIONS)³

Type of Payments	Canada	Greece	Türkiye	2025 Total ³	2024 Total ⁴	2023 Total ⁵
Payments to local suppliers	\$229.07	\$29.43	\$42.13	\$300.62	\$241.02	Not tracked
Payments to domestic suppliers	\$30.00	\$606.89	\$285.89	\$922.78	\$592.90	\$692.70
Payments to international suppliers	\$1.79	\$102.74	\$39.71	\$144.23	\$97.09	\$120.70
Total	\$260.86	\$739.06	\$367.72	\$1,367.64	\$931.01	\$813.40
% Spent on domestic vs. international suppliers	99%	86%	89%	89%	90%	85%

1 Kassandra Mines includes Olympias, Skouries and Stratoni.

2 Perama Hill submitted an EIA at end of December 2025.

3 Procurement spend includes payments to suppliers of goods and services, including rent and land-use fees, and excludes payments to governments (including taxes) and community investments. Spend is disaggregated into Local, Domestic (in-country), and International (out-of-country) suppliers, with Local and Domestic categories treated as mutually exclusive. Figures represent actual expenditures made in the reporting year.

4 2024 figures have been corrected to align with the procurement spend methodology described in Footnote 3.

5 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	2025 Total	2024 Total	2023 Total
Kışladağ	1,074,538	10,765	-	-	-	-	5,566	1,090,869	978,698	870,730
Efemçukuru	102,272	1,325	871	-	-	-	-	104,467	98,918	107,586
Lamaque Complex	259,278	116	5,163	37	438	90,924	-	355,956	285,118	272,499
Olympias	102,168	376	397	-	-	-	-	102,942	84,110	98,706
Stratoni	11,318	283	284	-	-	-	-	11,885	11,819	9,118
Skouries	217,240	2,095	1,454	331	-	-	-	221,120	31,723	33,514
Total	1,766,813	14,960	8,169	369	438	90,924	5,566	1,887,239	1,490,386	1,395,111²
2024 Total	1,382,334	23,339	6,116	58	158	4,673	73,708			
2023 Total	1,267,864	30,982	4,019	47	187		92,013			

INDIRECT ENERGY USE BY SITE (GJ)³

Site	Non-renewable Electricity	Renewable Electricity	2025 Total	2024 Total	2023 Total
Kışladağ	287,028	218,748	505,776	472,669	403,996
Efemçukuru	102,045	77,770	179,815	170,986	168,487
Lamaque Complex	4,199	357,764	361,963	334,896	276,713
Olympias	121,758	120,522	242,280	238,358	237,344
Stratoni	18,079	17,899	35,978	32,812	32,040
Skouries	19,385	19,188	38,573	24,051	16,393
Total	552,494	811,892	1,364,385	1,273,772	1,135,403⁴
2024 Total	489,048	784,724			
2023 Total	494,883	640,521			

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 2025.

2 The Certej project is not presented in the site-level breakdown; however, its direct energy use of 2,958.6 GJ is included in the total direct energy use figures reported.

3 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 2023 and 2024 have also been restated from historical reports. There was no on-site activity at the Perama Hill development project in 2025.

4 The Certej project is not presented in the site-level breakdown; however, its indirect energy use of 431.6GJ is included in the total indirect energy use figures reported.



SCOPE 1, 2 & 3 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	2025 Total	2024 Total	2023 Total
Kışladağ	80,027	802	1,193	–	–	–	–	286	82,307	73,995	65,654
Efemçukuru	7,617	99	156	61	–	–	–	–	7,933	7,519	8,172
Lamaque Complex	18,385	8	478	367	2	27	–	4,719	23,986	19,290	18,188
Olympias	7,609	28	131	28	–	–	–	–	7,796	6,370	7,442
Stratoni	843	21	–	20	–	–	–	–	884	880	678
Skouries	16,179	156	29	103	–	–	–	–	16,467	2,369	2,495
Total	130,659	1,114	1,987	580	2	27	–	5,005	139,373	110,424	102,844²
2024 Total	102,209	1,738	1,941	435	4	10	265	3,824			
2023 Total	93,724	2,306	1,672	286	3	11		4,842			

¹ Some historical Scope 1 GHG emissions have been restated from Eldorado's previous 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. 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 Fifth Assessment Report from 2023 to present. Direct emissions factors for fuels used were sourced from Canada's 2025 National Inventory Report for the Lamaque Complex and the UK Department for Environment, Food & Rural Affairs (DEFRA) Conversion factors 2025 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 2025. Historical totals include the Certej project, which is not presented in the site-level breakdown, as Eldorado completed the sale of this non-core asset in 2025.

² The Certej project is not presented in the site-level breakdown; however, its emissions of 214.4 tCO₂e are included in the total Scope 1 greenhouse gas emissions reported.



SCOPE 1, 2 & 3 GHG EMISSIONS

SCOPE 2 GREENHOUSE GAS EMISSIONS (tCO₂e)¹

Site	2025 Total	2024 Total	2023 Total
Kışladağ	60,974	56,983	48,704
Efemçukuru	21,678	20,613	20,312
Lamaque Complex	249	231	48
Olympias	21,347	20,999	20,910
Stratoni	3,170	2,891	2,823
Skouries	3,399	2,119	1,444
Total	110,816	103,836	94,275²

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	0.0111	0.85	240.5
Efemçukuru	0.0553	0.41	107.7
Lamaque Complex	0.0243	0.13	36.8
Olympias	0.0676	0.49	100.5
2025 Total	0.0153	0.46	124.4
2024 Total	0.0137	0.40	155.8
2023 Total	0.0126	0.39	187.9

1 Some historical Scope 2 GHG emissions have been restated from Eldorado's previous 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 2025 National Inventory Reports for Canada (Lamaque Complex) and Greece (Olympias), while that for Türkiye (Kışladağ and Efemçukuru) was sourced from the [2023 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 2025. Historical totals include the Certaj project, which is not presented in the site-level breakdown, as Eldorado completed the sale of this non-core asset in 2025.

2 The Certaj project is not presented in the site-level breakdown; however, its emissions of 34.6 tCO₂e are included in the total Scope 2 greenhouse gas emissions reported.

3 Intensity metrics are calculated based on full-year operating data for gold-producing mines only. Stratoni was in care and maintenance from 2022 to present and did not process ore in 2025. Olympias also produces silver, lead and zinc, and total metal revenues are included for emissions-efficiency calculations.



SCOPE 1, 2 & 3 GHG EMISSIONS

SCOPE 3 EMISSIONS BY CATEGORY¹

Category	Kışladağ	Efeçukuru	Lamaque Complex	Olympias	Skouries	Vancouver	2025 Total	2024 Total	2023 Total
Category 1: Purchased goods and service	178,882	27,040	47,416	52,448	75,038	–	380,823	357,618	287,645
Category 2: Capital Goods	1,069	605	2,165	1,180	4,661	–	9,680	9,078	4,417
Category 3: Fuel- and Energy-Related Activities (Not Included in Scope 1 or 2)	32,699	6,796	5,989	12,050	5,155	–	62,690	57,563	52,751
Category 4: Upstream Transportation and Distribution	5,900	2,099	2,095	3,005	14,447	–	27,546	16,274	11,461
Category 5: Waste Generated in Operations	122	8	705	34	–	–	869	596	468
Category 6: Business Travel	52	67	96	143	–	1,448	1,806	3,428	1,926
Category 7: Employee Commuting	672	649	1,008	1,036	2,118	358	5,841	4,864	4,054
Category 8: Upstream Leased Assets	–	–	–	–	–	357	357	359	361
Category 9: Downstream Transportation and Distribution	30	29,333	7	50,545	–	–	79,915	102,547	77,882
Category 10: Processing of Sold Products	28	12	25	30,962	–	–	31,027	38,532	44,708
Category 11: Use of Sold Products	–	–	–	–	–	–	–	–	–
Category 12: End-of-Life Treatment of Sold Products	0.03	153	0.01	531	–	–	684	901	728
Category 13: Downstream Leased Assets	–	–	–	–	–	–	–	–	–
Category 14: Franchises	–	–	–	–	–	–	–	–	–
Category 15: Investments	–	–	–	–	–	297	297	4,434	54,674
2025 Total	219,454	66,762	59,506	151,935	101,419	2,459	601,536	596,194	541,073
2024 Total	178,050	83,172	70,224	185,500	71,606	7,642			
2023 Total	172,345	74,548	64,041	165,187	7,994	56,958			

¹ Our Scope 3 inventory boundaries cover operational mines, corporate and regional offices, and exploration activities. Categories 11: Use of Sold Products, 13: Downstream Leased Assets, and 14: Franchises are excluded on the basis of materiality to our business. Our methodology includes a hybrid approach dependent on data availability (i.e., supplier-specific, industry average, and spend-based data). Our 2023 and 2024 Scope 3 inventories applied this hierarchy as comprehensively as was feasible and in some cases our 2025 inventory methodology applies factors derived from these two previous years that are assumed constant. Scope 3 emissions from activities at Stratoni are predominantly attributable to Olympias (e.g., use of offices, port facilities, etc.) and therefore lumped.



SCOPE 1, 2 & 3 GHG EMISSIONS

SCOPE 1, 2 & 3 GREENHOUSE GAS EMISSIONS (tCO₂e)

Site	2025 Total	2024 Total	2023 Total
Kışladağ	362,736	309,028	286,703
Efemçukuru	96,373	111,304	103,032
Lamaque Complex	83,741	89,745	82,276
Olympias	181,078	212,869	193,538
Skouries	105,473	75,377	11,494
Vancouver	22,325	12,130	60,898
Total	851,725	810,453	738,192¹

AIR EMISSIONS

AIR EMISSIONS BY POLLUTANT (TONNES)²

Pollutants	2025 ³	2024 ⁴	2023 ⁵
Carbon Monoxide (CO)	287	368	333
Nitrogen Oxides (NO _x - excluding NO ₂)	817	692	634
Sulfur Dioxides SO ₂	169	156	142
PM2.5	273	333	174
PM10	1,862	2,311	1,220
Non-Methane Volatile Organic Compounds (NMVOCs)	53	53	45
Ammonia (NH ₃)	10	8	6
Mercury (Hg)	0.2	0.1	0.1
Lead (Pb)	1	1	0
Arsenic (As)	0.4	0.5	0.2
Total	3,473	3,923	2,554

1 Single, non-continuous stack measurements are not considered representative of annual emissions and are therefore excluded from this table. Reported totals reflect only the pollutants and sites included and do not represent Company-wide emissions for each pollutant.

2 Single, non-continuous stack measurements are not considered representative of annual emissions and are therefore excluded from this table. Reported totals reflect only the pollutants and sites included and do not represent Company-wide emissions for each pollutant.

3 Reported totals include data from the Efemçukuru, Kışladağ, and Lamaque sites only. Data from the Olympias and Stratoni sites were not available at the time of reporting and are therefore excluded.

4 For particulate matter (PM2.5 and PM10), reported totals include data from the Efemçukuru, Kışladağ, and Lamaque sites only.

5 For the applicable pollutants, reported totals include data from the Efemçukuru and Kışladağ sites only.



WASTE

AMOUNT OF MINERAL WASTE GENERATED (TONNES)¹

Site	Overburden	Non-Acid-Generating Waste Rock	Potentially Acid-Generating Waste Rock	Tailings	Other	2025 Total	2024 Total	2023 Total
Kışladağ	–	2,739,928	22,107,239	–	–	24,847,167	24,539,334	24,679,704
Efemçukuru	–	236,592	–	479,476	–	716,068	762,558	776,197
Lamaque Complex	–	316,124	216,893	997,227	–	1,530,244	1,294,762	1,085,262
Olympias	–	215,292	–	300,271	52,861	568,424	504,891	467,022
Stratoni	–	7,956	–	–	11,592	19,548	8,363	13,979
Skouries	–	3,410,178	–	–	–	3,410,178	35,317	28,621
Total	–	6,926,070	22,324,132	1,776,974	64,453	31,091,628	27,145,224	27,050,785
2024 Total	–	3,611,976	21,722,736	1,734,443	76,069			
2023 Total	–	5,437,620	19,967,439	1,645,726	–			

AMOUNT OF NON-MINERAL WASTE GENERATED (TONNES)²

Site	Non-Hazardous						Hazardous			2025 Total	2024 Total	2023 Total
	Metals	Domestic Waste	Paper and Plastic	Wood	Tires	Other	Used Oil	Contaminated Soil	Other			
Kışladağ	1,585	257	239	199	28	1,099	281	5	1,693	5,386	3,709	4,191
Efemçukuru	502	370	121	87	–	138	54	1	140	1,413	1,321	1,310
Lamaque Complex	424	1,122	–	142	–	57	85	578	277	2,685	3,392	2,559
Olympias	394	–	37	152	–	878	23	–	191	1,676	1,162	–
Stratoni	406	–	7	139	–	687	–	–	31	1,270	367	5,585
Skouries	150	–	19	226	–	3,279	39	–	34	3,748	11,813	–
Total	3,461	1,749	422	946	28	6,139	483	584	2,366	16,179	21,765	13,645

¹ There was no relevant on-site activity at the Perama Hill development project during the reporting periods presented; accordingly, no waste data are reported for this site.

² Eldorado began collecting data on non-mineral waste in 2023. In that year, non-mineral waste for Olympias, Stratoni, and Skouries was reported at an aggregated Cassandra Mines level. Data were not collected for the Perama Hill and Certej development projects. Waste is classified as hazardous or non-hazardous in accordance with local regulations. Apparent discrepancies in totals are due to rounding.



WASTE

AMOUNT OF MINERAL WASTE DIVERTED FROM STORAGE (TONNES)¹

Site	Overburden	Non-Acid-Generating Waste Rock	Potentially Acid-Generating Waste Rock	Tailings	2025 Total	2024 Total	2023 Total
Kışladağ	-	-	-	-	-	-	1,419,984
Efemçukuru	-	-	-	172,646	172,646	229,833	247,133
Lamaque Complex	-	80,000	-	55,587	135,587	74,163	-
Olympias	-	21,518	-	220,106	241,624	287,486	246,300
Stratoni	-	-	-	-	-	-	-
Skouries	-	3,410,178	-	-	3,410,178	35,317	28,621
Total	-	3,511,696	-	448,339	3,960,035	626,799	1,942,038
2024 Total	-	115,063	-	511,736			
2023 Total	-	1,519,593	-	422,445			

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

Site	Non-Hazardous			Hazardous			2025 Total	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	192	2,957	-	22	339	-	3,510	2,098	2,895
Efemçukuru	-	-	848	-	-	195	1,043	958	1,024
Lamaque Complex	750	-	-	121	-	-	871	910	630
Olympias	199	-	1,263	23	-	191	1,676	1,161	-
Stratoni	-	-	1,239	-	-	31	1,270	367	5,585
Skouries	2,924	-	750	39	-	33	3,747	11,813	-
Total	4,065	2,957	4,100	205	339	450	12,116	17,307	10,134
2024 Total	12,363	1,668	2,450	26	288	512			
2023 Total	3,674	2,483	2,754	28	334	861			

¹ Eldorado began collecting disaggregated data on waste rock directed to or diverted from storage in 2023. Kışladağ operates a heap leach facility and does not generate tailings; all waste rock at Kışladağ is classified as non-hazardous under local regulations. There was no relevant on-site activity at the Perama Hill development project.



WASTE

AMOUNT OF MINERAL WASTE DIRECTED TO STORAGE (TONNES)

Site	Overburden	Non-Acid-Generating Waste Rock	Potentially Acid-Generating Waste Rock	Tailings	Other	2025 Total	2024 Total	2023 Total
Kışladağ	-	2,739,928	22,107,239	-	-	24,847,167	24,539,334	23,259,720
Efemçukuru	-	236,592	-	306,830	-	543,422	532,725	529,064
Lamaque Complex	-	316,124	216,893	997,227	-	1,530,244	1,220,599	1,085,262
Olympias	-	160,602	-	70,531	52,861	283,994	203,719	178,163
Stratoni	-	7,956	-	-	11,592	19,548	8,363	13,979
Skouries	-	-	-	-	-	-	-	-
Total	-	3,461,202	22,324,132	1,374,588	64,453	27,224,375	26,504,740	25,066,188
2024 Total	-	3,511,295	21,722,736	1,194,639	76,069			
2023 Total	-	3,885,105	19,967,439	1,213,644				

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

Site	Non-Hazardous		Hazardous		2025 Total	2024 Total	2023 Total
	Landfill Off Site	Incineration Off Site (No Energy Recovery)	Landfill Off Site	Other Disposal Operations Off Site			
Kışladağ	257	1,619	1	-	1,877	1,613	1,295
Efemçukuru	370	-	-	0.2	370	363	286
Lamaque Complex	1,264	2	-	248	1,514	1,382	1,929
Olympias	-	-	-	-	-	1	-
Stratoni	-	-	-	-	-	-	-
Skouries	-	-	-	-	-	-	-
Total	1,891	1,621	1	248	3,761	3,359	3,510
2024 Total	1,430	1,309	22	597			
2023 Total	984	1,119	2	1,406			



WATER

WATER WITHDRAWALS (000 m³)^{1,2}

Site	Surface Water	Ground Water	Produced	Third-Party	2025 Total	2024 Total	2023 Total
Kışladağ	864	1,512	462	1	2,839	2,757	3,389
Efemçukuru	221	1,808	-	5	2,033	1,968	2,076
Lamaque Complex	1,188	2,368	20	25	3,601	3,076	3,499
Olympias	187	2,965	-	-	3,153	2,874	2,889
Stratoni	-	3,647	-	9	3,656	3,140	3,458
Skouries	-	1,635	-	-	1,635	538	699
Total	2,460	13,935	482	40	16,917	14,352	16,010
2024 Total	2,037	11,638	647	30			
2023 Total	2,665	12,540	773.27 ³	32			

WATER DISCHARGES (000 m³)^{2,4}

Site	Surface Water	Seawater	Ground Water	Third-Party Water	2025 Total	2024 Total	2023 Total
Kışladağ	310	-	-	-	310	564	1,490
Efemçukuru	1,298	-	-	-	1,298	1,560	2,098
Lamaque Complex	3,082	-	-	-	3,082	2,703	2,411
Olympias	2,747	-	-	-	2,747	2,592	2,659
Stratoni	2,429	762	-	-	3,191	2,907	3,289
Skouries	376	-	46	-	422	473	626
Total	10,243	762	46		11,052	10,799	12,573
2024 Total	9,940	741	118	-			
2023 Total	11,763	810	-	-			

1 All water withdrawals are freshwater ($\leq 1,000$ mg/L total dissolved solids). Eldorado does not withdraw seawater, non-renewable groundwater, or third-party water other than municipal water supplies or purchased drinking water. Figures may include estimates where withdrawals are not directly measured (e.g., surface water from precipitation or produced water from ore moisture content), based on site-specific assumptions; not all sites report such estimates. Kışladağ began reporting produced water from ore moisture content in 2023, and Efemçukuru began reporting purchased drinking water in 2023. Contact surface water from precipitation is not reported at Skouries, and water from the Kokkinolakkas TMF is accounted for in Stratoni's groundwater withdrawals. There was no on-site activity at the Perama Hill development project in 2025.

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 Figures have been corrected to address summation errors identified in prior calculations. These corrections do not affect the underlying water withdrawal data.

4 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	2025 Total	2024 Total	2023 Total
Kışladağ	2,529	2,192	1,900
Efemçukuru	735	407	(22)
Lamaque Complex	519	372	1,088
Olympias	405	282	230
Stratoni	465	233	169
Skouries	1,213	66	73
Total	5,865	3,554	3,438

WATER RECYCLED AND REUSED (000 m3)²

Site	Water Recycled and Reused	Water Recycled and Reused as % of Total Water Withdrawal
Kışladağ	49,230	95%
Efemçukuru	1,477	42%
Lamaque Complex	761	17%
Olympias	1,161	27%
Stratoni	447	11%
Skouries	141	8%
2025 Total	53,217	76%
2024 Total	44,231	76%
2023 Total	35,761	69%

WATER EFFICIENCY (000 m3)⁴

Site	Water Withdrawals/ Tonne Processed	Water Withdrawals/ oz Au Produced	Water Withdrawals/ Revenue (\$ millions)
Kışladağ	0.0002	0.017	4.8
Efemçukuru	0.0038	0.028	7.4
Lamaque Complex	0.0036	0.019	5.5
Olympias	0.0073	0.053	10.9
2025 Total	0.0008	0.024	6.4
2024 Total	0.0007	0.021	8.1
2023 Total	0.0008	0.024	11.8

1 All water withdrawals are freshwater ($\leq 1,000$ mg/L total dissolved solids). Eldorado does not withdraw seawater, non-renewable groundwater, or third-party water other than municipal water supplies or purchased drinking water. Figures may include estimates where withdrawals are not directly measured (e.g., surface water from precipitation or produced water from ore moisture content), based on site-specific assumptions; not all sites report such estimates. Kışladağ began reporting produced water from ore moisture content in 2023, and Efemçukuru began reporting purchased drinking water in 2023. Contact surface water from precipitation is not reported at Skouries, and water from the Kokkinolakkas TMF is accounted for in Stratoni's groundwater withdrawals. There was no on-site activity at the Perama Hill development project in 2025.

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 Figures have been corrected to address summation errors identified in prior calculations. These corrections do not affect the underlying water withdrawal data.

4 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	Not applicable (no ARD risk)	No
Lamaque Complex	Yes	Storing or covering sulfide-bearing minerals to prevent oxidation	No
Olympias	Yes	Flood prevention and mine sealing	Yes
Stratoni	Yes	Flood prevention and mine sealing	Yes
Skouries	No	Not applicable (no ARD risk)	No

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	1,271.0	28.7	21.0	1,278.7
Efemçukuru	39.5	–	–	39.5
Lamaque Complex	277.6	32.1	–	309.7
Olympias	30.9	–	–	30.9
Stratoni	85.5	–	0.6	84.9
Skouries	251.3	15.2	0.1	266.4
2025 Total	1,955.7	76.0	21.7	2,010.0
2024 Total	1,754.2	132.9	2.3	1,884.8
2023 Total	1,638.6	137.1	2.5	1,773.1

¹ Stratoni was in care and maintenance and there was no on-site activity at the Perama Hill in 2025. 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	154	3	9	5	1
Efemçukuru	183	4	10	1	–
Lamaque Complex	7	2	1	1	–
Olympias	20	1	–	–	–
Stratoni	25	–	2	–	–
Skouries	55	–	3	–	–
2025 Total	444	10	25	7	1
2024 Total	475	22	39	13	1
2023 Total	382	18	25	8	0

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, 2025 TO DECEMBER 31, 2025.

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 2025 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. 7-8]	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 26, 2026 and covers the period from January 1, 2025 to December 31, 2025. 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



GRI CONTENT INDEX

GRI Disclosure ID	GRI Disclosure Title	Relevant Disclosures in Eldorado's 2025 Sustainability Report	Other Supporting Disclosures and Documents	Supplementary Information	Completion and Omissions
Disclosure 2-5	External assurance	About This Report [p. 3]	Responsible Gold Mining Principles Report Conflict-Free Gold Report MAC Towards Sustainable Mining (TSM) public verification results	The 2025 Sustainability Report is not externally assured as a whole. However, Eldorado applies targeted independent third-party assurance and verification across key sustainability systems, standards and operations. In 2025, the Lamaque Complex underwent external verification under Eldorado's Sustainability Integrated Management System (SIMS) and the Mining Association of Canada's Towards Sustainable Mining (TSM) protocols, achieving Level AAA, the highest possible rating. The Company maintains independent assurance for conformance with the World Gold Council's Responsible Gold Mining Principles, the Conflict-Free Gold Standard, and selected ISO management system certifications. All sustainability data and disclosures are subject to internal review and approval by senior management and the Board Sustainability Committee.	Partially reported – No external assurance over the full Sustainability Report; partial assurance applied at topic and site level
Disclosure 2-6	Activities, value chain and other business relationships	About Us [p. 7]; Where We Operate [p. 7-8]; Product Responsibility [p. 69]; Supply Chain [p. 70]	Annual Information Form (AIF) Management Proxy Circular Modern Slavery Report Conflict-Free Gold Report	Eldorado Gold Corporation is engaged in the exploration, development, mining, processing and sale of gold and other metals, with operating mines in Canada, Türkiye and Greece. The Company's value chain includes exploration and development activities; mining and mineral processing; supply chain procurement; product transportation and refining; and mine closure and reclamation. Key business relationships include suppliers, contractors, downstream refiners, local communities, Indigenous communities, governments, industry associations, and joint initiatives aligned with responsible mining standards.	Fully reported
Disclosure 2-7	Employees	Our People and Culture [p. 30-31]; Inclusive Diversity [p. 32-33]; Local Employment and Procurement [p. 43]; Performance Data [p. 74-97]	Management Proxy Circular	Eldorado's reports employees by head count, as at December 31, 2025.	Fully reported
Disclosure 2-8	Workers who are not employees	Our People and Culture [p. 30-31]; Inclusive Diversity [p. 32-33]; Local Employment and Procurement [p. 43]; Performance Data [p. 74-97]	Supplier Code of Conduct	Eldorado's reports employees by head count, as at December 31, 2025.	Fully reported



GRI CONTENT INDEX

GRI Disclosure ID	GRI Disclosure Title	Relevant Disclosures in Eldorado's 2025 Sustainability Report	Other Supporting Disclosures and Documents	Supplementary Information	Completion and Omissions
Disclosure 2-9	Governance structure and composition	Corporate Governance & Transparency [p. 19-23]; Inclusive Diversity [p. 32-33]	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	Corporate Governance & Transparency [p. 19-23]	More information on our Board 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	Corporate Governance & Transparency [p. 19-23]	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	Corporate Governance & Transparency [p. 19-23]	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 .	The Board of Directors provides oversight of sustainability-related impacts through its standing committees, particularly the Sustainability Committee, with support from the Audit, Technical, Compensation, and Corporate Governance and Nominating Committees, as relevant. The Board oversees material environmental, social and governance impacts, including health and safety, environmental performance, tailings management, climate-related risks and opportunities, community relations, Indigenous engagement and human rights. Sustainability oversight is integrated into enterprise risk management, strategic decision-making, capital allocation, and executive compensation.	Fully reported



GRI CONTENT INDEX

GRI Disclosure ID	GRI Disclosure Title	Relevant Disclosures in Eldorado's 2025 Sustainability Report	Other Supporting Disclosures and Documents	Supplementary Information	Completion and Omissions
Disclosure 2-13	Delegation of responsibility for managing impacts	Corporate Governance & Transparency [p. 19-23]	<p>More information on our leadership, Board and its Committees, as well as their respective Terms of Reference, is available on our website.</p> <p>See also Eldorado's latest Management Proxy Circular.</p>	Responsibility for managing material sustainability impacts is delegated from the Board and Chief Executive Officer to senior management, including the Executive Vice President & Chief Operating Officer, regional and country leaders, site General Managers, and the Vice President, Health, Safety & Sustainability. Implementation is supported through Eldorado's Sustainability Integrated Management System (SIMS), with defined site-level accountabilities, corporate oversight, internal audits, and periodic external verification.	Fully reported
Disclosure 2-14	Role of the highest governance body in sustainability reporting	Corporate Governance & Transparency [p. 19-23]	<p>More information on our Board and its Committees, as well as their respective Terms of Reference, is available on our website.</p>	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	Corporate Governance & Transparency [p. 19-23]	<p>See Board of Directors Terms of Reference. See also Eldorado's latest Management Proxy Circular.</p>	Eldorado's Board of Directors make public any cross-board memberships they may have.	Fully reported
Disclosure 2-16	Communication of critical concerns	Corporate Governance & Transparency [p. 19-23]	<p>See Board of Directors Terms of Reference.</p> <p>See also Eldorado's latest Management Proxy Circular and Code of Ethics and Business Conduct.</p>	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		<p>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.</p>	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



GRI CONTENT INDEX

GRI Disclosure ID	GRI Disclosure Title	Relevant Disclosures in Eldorado's 2025 Sustainability Report	Other Supporting Disclosures and Documents	Supplementary Information	Completion and Omissions
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
Disclosure 2-19	Remuneration policies	Corporate Governance & Transparency [p. 19-23]	See Eldorado's latest Management Proxy Circular .		Fully reported
Disclosure 2-20	Process to determine remuneration	Corporate Governance & Transparency [p. 19-23]	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		Management Proxy Circular	Eldorado does not currently disclose the ratio of the annual total compensation of the organization's highest-paid individual to the median annual total compensation of all employees. Compensation disclosures are provided in accordance with applicable securities and regulatory requirements through Eldorado's Management Proxy Circular .	Not reported
Disclosure 2-22	Statement on sustainable development strategy	Message from the CEO [p. 4-5]; Sustainability Approach [p. 10-11]	Sustainability Framework and Strategy (website) , Annual Information Form (AIF) , Management Proxy Circular .	Eldorado's sustainable development strategy is articulated through its Sustainability Framework and integrated into the Company's overall business strategy.	Fully reported



GRI CONTENT INDEX

GRI Disclosure ID	GRI Disclosure Title	Relevant Disclosures in Eldorado's 2025 Sustainability Report	Other Supporting Disclosures and Documents	Supplementary Information	Completion and Omissions
Disclosure 2-23	Policy commitments	Sustainability Approach [p. 10-11]; Supply Chain [p. 70]; Human Rights [p. 71]	<p>See all of Eldorado's publicly available policies.</p> <p>See also Eldorado's latest Responsible Gold Mining Principles Report.</p>	<p>Eldorado maintains a set of public policies guiding responsible business conduct, including its Code of Ethics, Anti-Bribery and Corruption, Human Rights, Environmental, Health and Safety, Diversity, Social Performance, Shareholder Engagement, Respectful Workplace, and Supplier Code of Conduct. These policies are informed by relevant international frameworks and recognized best practice and, where applicable, incorporate commitments related to risk assessment and due diligence, the precautionary principle, and respect for human rights, including the rights of Indigenous Peoples and other potentially vulnerable groups.</p> <p>All policies are approved by the Board of Directors and the CEO and apply to employees and contractors. Policies are communicated through onboarding, procurement processes, updates when revised, and ongoing internal communications, and are made accessible to the global workforce through appropriate translation and distribution channels.</p>	Fully reported
Disclosure 2-24	Embedding policy commitments	Sustainability Approach [p. 10-11]; Sustainability Integrated Management System [p. 12]; Health and Safety [p. 25-29]; Training and Development [p. 34]; Supply Chain [p. 70]; Human Rights [p. 71]; Performance Data [p. 74-97]	<p>See all of Eldorado's publicly available policies.</p> <p>See also Eldorado's latest Responsible Gold Mining Principles Report.</p>	<p>Eldorado implements its commitments through its Sustainability Integrated Management System (SIMS), which sets minimum standards across key areas including health and safety, environment, social performance, human rights, supply chain, and security.</p> <p>The Board approves policies and provides oversight, with accountability held by senior leadership and implementation by site General Managers. Compliance is supported through risk-based processes such as assessments, audits, training, and supplier due diligence, monitoring, and corrective actions.</p>	Fully reported



GRI CONTENT INDEX

GRI Disclosure ID	GRI Disclosure Title	Relevant Disclosures in Eldorado's 2025 Sustainability Report	Other Supporting Disclosures and Documents	Supplementary Information	Completion and Omissions
Disclosure 2-25	Processes to remediate negative impacts	Stakeholder Engagement [p. 13-14]; Sustainability Materiality [p. 15-16]; Complaints and Grievances [p. 40]; Human Rights [p. 71]	See all of Eldorado's publicly available policies. See also Eldorado's latest Responsible Gold Mining Principles Report .	Eldorado has processes in place to identify, assess and remediate actual and potential adverse impacts across its operations and value chain. These processes include site-level impact assessments, complaints and grievance mechanisms, incident investigation and corrective action procedures, and human rights due-diligence processes embedded within SIMS. Where adverse impacts are identified, Eldorado works to provide or support appropriate remediation and to prevent recurrence through continuous improvement actions.	Fully reported
Disclosure 2-26	Mechanisms for seeking advice and raising concerns	Corporate Governance & Transparency [p. 19-23]; Complaints and Grievances [p. 40]	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 .	Employees, contractors and external stakeholders may seek advice or raise concerns through multiple formal channels, including site management, human resources, community grievance mechanisms, and Eldorado's confidential third-party whistleblower reporting system. These mechanisms support confidential and anonymous reporting, where permitted by law, and are communicated through onboarding, training, policies and public disclosures. All concerns are reviewed and addressed in accordance with established governance and escalation procedures, without retaliation.	Fully reported
Disclosure 2-27	Compliance with laws and regulations	Environmental Compliance [p. 66]		Eldorado monitors compliance with applicable laws and regulations through legal and permit registers, inspections, audits and environmental monitoring programs at the site and corporate levels. Compliance performance is reviewed regularly by management and the Board. In 2025, no significant fines, sanctions, or material non-compliance events related to environmental or social laws and regulations were recorded.	Fully reported



GRI CONTENT INDEX

GRI Disclosure ID	GRI Disclosure Title	Relevant Disclosures in Eldorado's 2025 Sustainability Report	Other Supporting Disclosures and Documents	Supplementary Information	Completion and Omissions
Disclosure 2-28	Membership associations	Sustainability Integrated Management System [p. 12]; Corporate Governance & Transparency; Memberships [p. 22]		Eldorado is a member of, or participant in, a range of industry associations and initiatives that support responsible mining, sustainability performance, and sector-wide collaboration. These include national and international mining associations and standard-setting bodies, such as the World Gold Council and the Mining Association of Canada, through which Eldorado participates in initiatives including Towards Sustainable Mining. Memberships are reviewed periodically to ensure alignment with the Company's values, policies, and approach to responsible business conduct.	Fully reported
Disclosure 2-29	Approach to stakeholder engagement	Stakeholder Engagement [p. 13-14]	See Eldorado's latest Responsible Gold Mining Principles Report . See also Eldorado's Social Performance Policy .	Eldorado engages with stakeholders throughout the mine life cycle using formal and informal mechanisms tailored to stakeholder groups and local contexts. Engagement objectives include identifying and managing actual and potential impacts, informing decision-making, and maintaining social licence to operate. Feedback from engagement activities is considered in sustainability strategy, risk management, operational planning, and impact mitigation measures, with oversight provided through senior management and the Board.	Fully reported
Disclosure 2-30	Collective bargaining agreements	Labour Relations [p. 35]; Performance Data [p. 74-97]	See Eldorado's latest Responsible Gold Mining Principles Report .	Eldorado respects freedom of association and the right to collective bargaining in accordance with applicable laws and regulations. In 2025, approximately 55% of employees were covered by collective bargaining agreements. For employees not covered by collective agreements, Eldorado provides alternative mechanisms for employee representation, consultation and grievance resolution.	Eldorado does not separately disclose how terms and conditions of employment for non-unionized employees are determined beyond applicable legal requirements and internal human resources policies.
GRI 3: MATERIAL TOPICS 2021					
Disclosure 3-1	Process to determine material topics	Sustainability Materiality [p. 16-17]			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 3-2	List of material topics	Sustainability Materiality [p. 16-17]			Fully reported
Disclosure 3-3	Management of material topics	All material topic sections of Eldorado's 2025 Sustainability Report	See Eldorado's latest Responsible Gold Mining Principles Report .	Eldorado's 2025 Sustainability Report is structured according to its material topics identified in the Materiality Topics on p.16. Therefore, management of each material topic is discussed in its respective section of the report.	Fully reported
GRI 201: ECONOMIC PERFORMANCE 2016					
Disclosure 201-1	Direct economic value generated and distributed	About Us [p. 7]; Corporate Governance & Transparency [p. 19-23]; Community Investment [p. 41-42]; Local Employment and Procurement [p. 43]; Performance Data [p. 74-97]	See Eldorado's latest Annual Report and ESTMA report .	Economic value generated and distributed includes revenues, operating costs, employee wages and benefits, payments to governments, community investments, and retained economic value, and is disclosed using consolidated financial and sustainability performance data.	Fully reported
Disclosure 201-2	Financial implications and other risks and opportunities due to climate change	Energy and Climate Change [p. 45-53]		Eldorado discloses climate-related risks and opportunities qualitatively and integrates climate considerations into enterprise risk management and strategic planning. The Company does not currently quantify or disclose the financial impacts or costs associated with actions taken to manage climate-related risks or opportunities.	Partially reported – financial quantification not disclosed
Disclosure 201-3	Defined benefit plan obligations and other retirement plans			Eldorado does not report globally aggregated data for defined benefit plan obligations and other retirement plans, as arrangements vary by jurisdiction and are managed in accordance with local regulatory and employment frameworks.	Not reported
Disclosure 201-4	Financial assistance received from government		See Eldorado's latest Annual Report and ESTMA report .	Eldorado discloses information on government grants, incentives, and other forms of financial assistance received, where applicable, through its consolidated financial statements and regulatory filings. Any financial assistance received is subject to applicable reporting requirements and accounting standards and is transparently reflected in the Company's publicly available financial disclosures.	Fully reported



GRI CONTENT INDEX

GRI Disclosure ID	GRI Disclosure Title	Relevant Disclosures in Eldorado's 2025 Sustainability Report	Other Supporting Disclosures and Documents	Supplementary Information	Completion and Omissions
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.
Disclosure 202-2	Proportion of senior management hired from the local community			Eldorado prioritizes local employment and leadership development across its operating regions; however, the Company does not currently track or disclose the 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. 41-42]		Eldorado supports community infrastructure and services primarily through its community investment programs, which focus on education, health and well-being, local infrastructure, and community development initiatives identified in collaboration with local stakeholders.	Partially reported – details on the nature, size, cost and duration of infrastructure investments are not systematically disclosed.
Disclosure 203-2	Significant indirect economic impacts	Sustainability Integrated Management System [p. 12]; Community Investment [p. 41-42]; About Our Products [p. 68];			Fully reported
GRI 204: PROCUREMENT PRACTICES 2016					
Disclosure 204-1	Proportion of spending on local suppliers	Local Employment and Procurement [p. 43]; Performance Data [p. 74-97]		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



GRI CONTENT INDEX

GRI Disclosure ID	GRI Disclosure Title	Relevant Disclosures in Eldorado's 2025 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	Corporate Governance & Transparency [p. 19-23]		Corruption and bribery risks are assessed as part of Eldorado's enterprise risk management framework and site-level risk assessment processes, including compliance and ethics risk reviews aligned with the Company's Anti-Bribery and Corruption Policy.	Partially reported – Eldorado does not disclose the number or percentage of operations assessed for corruption risk.
Disclosure 205-2	Communication and training about anti-corruption policies and procedures	Corporate Governance & Transparency [p. 19-23]	See Eldorado's latest Management Proxy Circular .	Eldorado communicates its Anti-Bribery and Corruption Policy and Code of Ethics and Business Conduct through mandatory training, onboarding, and ongoing compliance communications. Training is provided to employees in all jurisdictions of operation, supported by a centralized compliance function.	Partially reported – quantitative training coverage data is not disclosed.
Disclosure 205-3	Confirmed incidents of corruption and actions taken	Corporate Governance & Transparency [p. 19-23]		No legal actions related to corruption were taken against Eldorado in 2025.	Fully reported
GRI 206: ANTI-COMPETITIVE BEHAVIOUR 2016					
Disclosure 206-1	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	Corporate Governance & Transparency [p. 19-23]		No legal actions related to anti-competitive behaviour, anti-trust, or monopoly practices were taken against Eldorado in 2025.	Fully reported
GRI 207: TAX 2019					
Disclosure 207-1	Approach to tax	Corporate Governance & Transparency [p. 19-23]	See Eldorado's latest Responsible Gold Mining Principles Report .	Eldorado's approach to tax is governed by its corporate governance framework and reflects a commitment to compliance with applicable tax laws and regulations in the jurisdictions where it operates. The Company supports tax transparency and responsible tax practices aligned with its broader sustainability and governance commitments.	Fully reported



GRI CONTENT INDEX

GRI Disclosure ID	GRI Disclosure Title	Relevant Disclosures in Eldorado's 2025 Sustainability Report	Other Supporting Disclosures and Documents	Supplementary Information	Completion and Omissions
Disclosure 207-2	Tax governance, control and risk management	Corporate Governance & Transparency [p. 19-23]		Tax governance, control and risk management are overseen through Eldorado's corporate governance structure, including management oversight and internal controls designed to identify and manage tax-related risks and ensure compliance with applicable requirements.	Fully reported
Disclosure 207-3	Stakeholder engagement and management of concerns related to tax	Corporate Governance & Transparency [p. 19-23]		Eldorado engages with tax authorities and regulators as required by law and through established regulatory processes. The Company does not currently disclose specific stakeholder engagement activities related exclusively to tax matters.	Not reported – detailed stakeholder engagement on tax matters is not disclosed.
Disclosure 207-4	Country-by-country reporting	Corporate Governance & Transparency [p. 19-23]	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. 54-55]; Waste Management [p. 57-58]; Performance Data [74-97]		Eldorado's primary material inputs relate to ore extraction and processing inherent to mining activities. The Company does not track or report non ore material inputs by weight or volume at a consolidated level.	Not reported – materials data is limited to ore processed.
Disclosure 301-2	Recycled input materials used	Tailings Management [p. 54-55]; Waste Management [p. 57-58]; Performance Data [74-97]		Eldorado does not currently track or disclose recycled input materials used in its mining and processing activities.	Eldorado does not report on this indicator.
Disclosure 301-3	Reclaimed products and their packaging materials			Eldorado does not report on reclaimed products or packaging materials, as its primary products (gold doré and concentrates) do not involve consumer packaging or product reclamation.	Not reported – indicator not applicable to the Company's business model.
GRI 302: ENERGY 2016					
Disclosure 302-1	Energy consumption within the organization	Energy and Climate Change [p. 45-53]; Performance Data [p. 74-97]			Fully reported



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GRI Disclosure ID	GRI Disclosure Title	Relevant Disclosures in Eldorado's 2025 Sustainability Report	Other Supporting Disclosures and Documents	Supplementary Information	Completion and Omissions
Disclosure 302-2	Energy consumption outside of the organization			Eldorado does not currently disclose energy consumption outside of the organization, such as energy associated with upstream or downstream activities.	Eldorado does not report this indicator.
Disclosure 302-3	Energy intensity	Energy and Climate Change [p. 45-53]; Performance Data [p. 74-97]		Eldorado's total direct (fuel) and indirect (electricity) energy intensity in 2025 was 6.03 GJ/oz Au produced. This includes energy consumed only by gold-producing sites during 2025 (KIS, EFM, LMQ, OLY).	Fully reported
Disclosure 302-4	Reduction of energy consumption	Energy and Climate Change [p. 45-53]; Performance Data [p. 74-97]		Reductions in energy consumption are achieved through energy-efficiency initiatives, operational improvements, and technology upgrades implemented across operating sites, as described in the Energy and Climate Change section.	Fully reported
Disclosure 302-5	Reductions in energy requirements of products and services	Energy and Climate Change [p. 45-53]; Performance Data [p. 74-97]		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	Water Stewardship [p. 59-62]; Environmental Compliance [p. 66]		Eldorado manages water as a shared resource through site specific water management plans informed by local hydrological conditions, regulatory requirements, and stakeholder engagement. Water risks and impacts are identified and managed at the site level, with a focus on efficiency, recycling, protection of receiving environments, and compliance.	Partially reported – Eldorado does not disclose a standardized global description of its approach to identifying and engaging on water related impacts or global water targets.
Disclosure 303-2	Management of water discharge-related impacts	Water Stewardship [p. 59-62]; Performance Data [p. 74-97]		Water discharges are managed in accordance with site specific permits and regulatory requirements, supported by monitoring, treatment systems, and operational controls. Discharge quality standards are established through permitting processes and applicable local regulations.	Partially reported – minimum effluent quality standards and the methodology used to establish them are not disclosed at a consolidated level.



GRI CONTENT INDEX

GRI Disclosure ID	GRI Disclosure Title	Relevant Disclosures in Eldorado's 2025 Sustainability Report	Other Supporting Disclosures and Documents	Supplementary Information	Completion and Omissions
Disclosure 303-3	Water withdrawal	Water Stewardship [p. 59-62]; Performance Data [p. 74-97]			Fully reported
Disclosure 303-4	Water discharge	Water Stewardship [p. 59-62]; Performance Data [p. 74-97]		Water discharges are monitored and managed in compliance with permit conditions and regulatory requirements at each site.	Partially reported – Eldorado does not disclose information on priority substances of concern for which discharges are treated at a consolidated level.
Disclosure 303-5	Water consumption	Water Stewardship [p. 59-62]; Performance Data [p. 74-97]			Fully reported
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 Land Management [p. 64]; Performance Data [p. 74-97]	See the Kassandra Mines EIA for more information.		Fully reported
Disclosure 304-2	Significant impacts of activities, products and services on biodiversity	Biodiversity and Land Management [p. 64]; Performance Data [p. 74-97]	See the Kassandra Mines EIA for more information.		Fully reported
Disclosure 304-3	Habitats protected or restored	Biodiversity and Land Management [p. 64]; Performance Data [p. 74-97]	Mine closure and reclamation plans	Eldorado undertakes progressive rehabilitation and biodiversity management activities at its sites; however, the Company does not currently track or disclose standardized data on habitats protected or restored under this indicator.	Eldorado does not report on this indicator.



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GRI Disclosure ID	GRI Disclosure Title	Relevant Disclosures in Eldorado's 2025 Sustainability Report	Other Supporting Disclosures and Documents	Supplementary Information	Completion and Omissions
Disclosure 304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	Performance Data [p. 74-97]	Environmental Impact Assessments (EIAs)	Information on species of conservation concern, including IUCN Red List species and nationally protected species potentially affected by operations, is identified through site specific biodiversity studies and impact assessments and reported where relevant.	Fully reported
GRI 305: EMISSIONS 2016					
Disclosure 305-1	Direct (Scope 1) GHG emissions	Energy and Climate Change [p. 45-53]; Performance Data [p. 74-97]		Eldorado reports Scope 1 greenhouse gas emissions in accordance with the GHG Protocol. Biogenic CO ₂ emissions are not reported, as fuel consumption during the reporting period is assumed to be petroleum based.	Partially reported – biogenic CO ₂ emissions are not disclosed.
Disclosure 305-2	Energy indirect (Scope 2) GHG emissions	Energy and Climate Change [p. 45-53]; Performance Data [p. 74-97]		Eldorado reports Scope 2 greenhouse gas emissions using a location based methodology. Market based Scope 2 emissions are not disclosed.	Partially reported – market based Scope 2 emissions are not disclosed.
Disclosure 305-3	Other indirect (Scope 3) GHG emissions	Energy and Climate Change [p. 45-53]; Performance Data [p. 74-97]			Fully reported
Disclosure 305-4	GHG emissions intensity	Energy and Climate Change [p. 45-53]; Performance Data [p. 74-97]		GHG emissions intensity is calculated using Scope 1 and Scope 2 emissions and reported using appropriate intensity metrics relevant to Eldorado's operations, as disclosed in the Energy and Climate Change section and Performance Data.	Fully reported
Disclosure 305-5	Reduction of GHG emissions	Energy and Climate Change [p. 45-53]; Performance Data [p. 74-97]		Reductions in GHG emissions are achieved through energy efficiency initiatives, operational improvements, electrification, and implementation of emissions mitigation projects across operating sites.	Fully reported



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GRI Disclosure ID	GRI Disclosure Title	Relevant Disclosures in Eldorado's 2025 Sustainability Report	Other Supporting Disclosures and Documents	Supplementary Information	Completion and Omissions
Disclosure 305-6	Emissions of ozone- depleting substances (ODS)	Air Emissions [p. 69]; Performance Data [p. 74-97]			Fully reported
Disclosure 305-7	Nitrogen oxides (NOx), sulfur oxides (SOx) and other significant air emissions	Air Emissions [p. 69]; Performance Data [p. 74-97]		Significant air emissions are monitored through site specific air quality management programs and regulatory reporting requirements.	Fully reported
GRI 306: WASTE 2020					
Disclosure 306-1	Waste generation and significant waste- related impacts	Tailings Management [p. 54-55]; Waste Management [p. 57-58]; Performance Data [74-97]		Waste generation and associated impacts are identified and managed through site specific waste management plans, with a focus on minimizing environmental and social impacts.	Fully reported
Disclosure 306-2	Management of significant waste- related impacts	Tailings Management [p. 54-55]; Waste Management [p. 57-58]; Performance Data [74-97]		Waste related impacts are managed through operational controls, monitoring, contractor oversight, and continuous improvement processes aligned with Eldorado's waste management standards.	Fully reported
Disclosure 306-3	Waste generated	Performance Data [74-97]			Fully reported
Disclosure 306-4	Waste diverted from disposal	Performance Data [74-97]			Fully reported
Disclosure 306-5	Waste directed to disposal	Performance Data [74-97]			Fully reported
GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT 2016					
Disclosure 308-1	New suppliers that were screened using environmental criteria	Supply Chain [p. 70]		Eldorado integrates environmental expectations for suppliers through its Supplier Code of Conduct and sustainability requirements embedded within SIMS. Environmental considerations are addressed through risk based supplier screening and due diligence processes; however, the number or proportion of new suppliers screened using environmental criteria is not disclosed.	Not reported – quantitative data is not disclosed.



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GRI Disclosure ID	GRI Disclosure Title	Relevant Disclosures in Eldorado's 2025 Sustainability Report	Other Supporting Disclosures and Documents	Supplementary Information	Completion and Omissions
Disclosure 308-2	Negative environmental impacts in the supply chain and actions taken	Supply Chain [p. 70]; Human Rights [p. 71]	See Eldorado's latest Responsible Gold Mining Principles Report .	Potential environmental risks in the supply chain are identified and managed through supplier requirements, due diligence, and ongoing monitoring aligned with Eldorado's Supplier Code of Conduct and SIMS. Specific cases of negative environmental impacts and associated corrective actions are not disclosed in aggregated form.	Eldorado does not report on this indicator.
GRI 401: EMPLOYMENT 2016					
Disclosure 401-1	New employee hires and employee turnover	Inclusive Diversity [p. 32-33]; Performance Data [p.74-97]		Eldorado reports data on new employee hires and employee turnover for its workforce, including breakdowns presented in the Performance Data section of the Sustainability Report.	Fully reported
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			Parental leave provisions are managed locally in accordance with applicable legislation and employment practices. Eldorado does not disclose standardized parental leave data at a consolidated level.	Eldorado does not report on this indicator.
GRI 402: LABOR MANAGEMENT/RELATIONS 2016					
Disclosure 402-1	Minimum notice periods regarding operational changes	Labour Relations [p. 35]		Eldorado complies with applicable local legislation and collective bargaining agreements related to minimum notice periods for operational changes. Notice periods vary by jurisdiction.	Not reported – specific notice period durations are not disclosed.
GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018					
Disclosure 403-1	Occupational health and safety management system	Health and Safety [p. 25-29]	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



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GRI Disclosure ID	GRI Disclosure Title	Relevant Disclosures in Eldorado's 2025 Sustainability Report	Other Supporting Disclosures and Documents	Supplementary Information	Completion and Omissions
Disclosure 403-2	Hazard identification, risk assessment and incident investigation	Health and Safety [p. 25-29]; Performance Data [p.74-97]	See Eldorado's Health and Safety Policy .	Hazard identification, risk assessment and incident investigation are integral elements of Eldorado's health and safety management approach and are embedded within SIMS. These processes include site level risk assessments, reporting and investigation of incidents, and implementation of corrective actions. Eldorado does not provide detailed, consolidated descriptions of each process step in the Sustainability Report.	Partially reported – detailed process descriptions are not disclosed at a consolidated level.
Disclosure 403-3	Occupational health services	Health and Safety [p. 25-29]		Occupational health services are provided at the site level and may include access to medical professionals, emergency response capabilities, and health monitoring programs, depending on local conditions and regulatory requirements. Eldorado does not disclose standardized information on occupational health services across all operations.	Partially reported – occupational health services are managed locally and are not reported in detail at a consolidated level.
Disclosure 403-4	Worker participation, consultation and communication on occupational health and safety	Health and Safety [p. 25-29]; Performance Data [p.74-97]		Worker participation and consultation on occupational health and safety are supported through site level mechanisms, including health and safety committees, leadership engagements, toolbox talks, and incident reporting processes. These mechanisms enable workers and contractors to raise concerns, participate in risk identification, and contribute to continuous improvement. Eldorado does not disclose consolidated or standardized descriptions of worker participation arrangements across all operations.	Partially reported – worker participation mechanisms are described, but not reported in detail at a consolidated level.
Disclosure 403-5	Worker training on occupational health and safety	Health and Safety [p. 25-29]; Performance Data [p.74-97]		Occupational health and safety training is provided to employees and contractors through inductions, refresher training, and role specific programs, as reflected in reported training hours and safety performance data.	Fully reported
Disclosure 403-6	Promotion of worker health	Inclusive Diversity [p. 32-33]; Labour Relations [p. 35]; Performance Data [p. 74-97]		Eldorado promotes worker health through wellness initiatives, access to occupational health services, fatigue management programs, and awareness activities tailored to site specific risks and workforce needs.	Fully reported



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GRI Disclosure ID	GRI Disclosure Title	Relevant Disclosures in Eldorado's 2025 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 [p.25-29]; Performance Data [p. 74-97]			Fully reported
Disclosure 403-8	Workers covered by an occupational health and safety management system	Health and Safety [p.25-29]; Performance Data [p. 74-97]		All Eldorado employees (3,621 – 100%) and contractors (4,386 – 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.25-29]; Performance Data [p. 74-97]	Health and Safety Policy	Eldorado reports work related injury data, including injury rates, lost time injuries and fatalities, covering both employees and contractors. Injury data for contractors is included within overall health and safety performance reporting. Eldorado does not separately disclose injury data by employment category or provide detailed breakdowns of high consequence work related injuries or specific work related hazards contributing to high consequence injury risk.	Partially reported – injury data is disclosed, but not disaggregated by worker type or high consequence risk category.
Disclosure 403-10	Work-related ill health	Health and Safety [p.25-29]; Performance Data [p. 74-97]		Eldorado manages risks related to occupational health through site level programs and compliance with applicable regulatory requirements. The Company does not currently disclose consolidated data on work related ill health cases or illnesses separately from overall health and safety performance.	Not reported – standardized work related ill health data is not disclosed



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GRI Disclosure ID	GRI Disclosure Title	Relevant Disclosures in Eldorado's 2025 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. 34]; Performance Data [p. 74-97]		Average training hours are calculated using total training hours delivered during the reporting period divided by the average number of employees, as disclosed in the Performance Data section.	Fully reported
Disclosure 404-2	Programs for upgrading employee skills and transition assistance programs	Training and Development [p. 34]; Performance Data [p. 82]		Eldorado provides training and development programs aimed at upgrading employee skills, including technical, leadership and role specific training. The Company does not separately disclose formal transition assistance programs related to retirement, redundancy or career transition.	Partially reported – skills development programs are described; transition assistance programs are not disclosed.
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.	Not reported – percentage data is not disclosed.
GRI 405: DIVERSITY AND EQUAL OPPORTUNITY 2016					
Disclosure 405-1	Diversity of governance bodies and employees	Inclusive Diversity [p. 32-33]; Performance Data [p. 74-97]	See Eldorado's latest Management Proxy Circular .	Diversity data is disclosed for governance bodies, senior management, employees and contractors, including gender and age categories, with additional diversity indicators reported for the Board and senior leadership.	Fully reported
Disclosure 405-2	Ratio of basic salary and remuneration of women to men	Labour Relations [p. 35]		Eldorado's compensation practices are designed to be equitable and competitive and comply with applicable local legislation. The Company conducts internal reviews to support equitable pay practices but does not publicly disclose gender pay ratio data.	Eldorado does not report on this indicator.



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GRI Disclosure ID	GRI Disclosure Title	Relevant Disclosures in Eldorado's 2025 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	Human Rights [p. 71]; Inclusive Diversity [p. 32-33]	Code of Ethics and Business Conduct ; Respectful Workplace Policy ; Human Rights Policy .	Eldorado is committed to providing a workplace free from discrimination and harassment, supported by its Code of Ethics and Business Conduct, Human Rights Policy, and Respectful Workplace Policy. Allegations of discrimination may be raised through formal grievance and whistleblower mechanisms and are investigated in accordance with established procedures. Eldorado does not disclose aggregated data on incidents of discrimination or related corrective actions.	Not reported – incidents and corrective actions are not disclosed in aggregated form.
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. 35]; Performance Data [p. 74-97]	See Eldorado's latest Responsible Gold Mining Principles Report ; Human Rights Policy ; and Supplier Code of Conduct .	Eldorado supports freedom of association and collective bargaining rights in accordance with Eldorado's policies.	Not reported – risks are managed through policies and due diligence processes, but specific operations or suppliers are not disclosed.
GRI 408: CHILD LABOUR 2016					
Disclosure 408-1	Operations and suppliers at significant risk for incidents of child labour	Labour Relations [p. 35]; Supply Chain [p. 70]; Human Rights [p. 71]	See Eldorado's latest Responsible Gold Mining Principles Report ; Human Rights Policy ; Modern Slavery Report .	Eldorado prohibits child labour and manages related risks through policies, supplier requirements, and due diligence processes. Eldorado has published a Modern Slavery Report in accordance with applicable Canadian legislation.	Partially reported – policy commitments and due diligence processes are disclosed; specific operations or suppliers at risk are not identified.
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. 35]; Supply Chain [p. 70]; Human Rights [p. 71]	See Eldorado's latest Responsible Gold Mining Principles Report ; Human Rights Policy ; Modern Slavery Report .	Eldorado prohibits forced or compulsory labour and manages risks through enterprise-wide policies, supplier standards, and due diligence processes aligned with applicable legislation and international frameworks. A Modern Slavery Report is published annually.	Partially reported – governance and risk management approaches are disclosed; specific operations or suppliers at risk are not identified.



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GRI Disclosure ID	GRI Disclosure Title	Relevant Disclosures in Eldorado's 2025 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. 72]	See Eldorado's Human Rights Policy .	Security practices are aligned with Eldorado's Human Rights Policy and the Voluntary Principles on Security and Human Rights. Employees and contractors, including security personnel, are required to comply with these policies.	Fully reported
GRI 411: RIGHTS OF INDIGENOUS PEOPLES 2016					
Disclosure 411-1	Incidents of violations involving rights of Indigenous peoples	Community Engagement [p. 38-39]; Human Rights [p. 71]	See Eldorado's Human Rights Policy and Social Performance Policy . See also Eldorado's latest Responsible Gold Mining Principles Report .	Eldorado is committed to respecting the rights of Indigenous Peoples, supported by engagement processes, grievance mechanisms, and human rights policies. Eldorado does not disclose aggregated data on incidents involving violations of Indigenous Peoples' rights.	Not reported – incidents and corrective actions are not disclosed in aggregated form.
GRI 413: LOCAL COMMUNITIES 2016					
Disclosure 413-1	Operations with local community engagement, impact assessments and development programs	Stakeholder Engagement [p. 13-14]; Community Engagement [p. 38-39]; Complaints and Grievances [p. 40]; Community Investment [p. 41-42]	See Eldorado's latest Responsible Gold Mining Principles Report .	Local community engagement, impact assessments and development programs are implemented across Eldorado's operating sites and informed by stakeholder engagement processes, grievance mechanisms and community investment planning.	Fully reported
Disclosure 413-2	Operations with significant actual and potential negative impacts on local communities	Stakeholder Engagement [p. 13-14]; Community Engagement [p. 38-39]; Complaints and Grievances [p. 40]	See Eldorado's latest Responsible Gold Mining Principles Report and Social Performance Policy .	Eldorado identifies and manages actual and potential impacts on local communities through impact assessments, ongoing engagement, and grievance mechanisms. The Company does not disclose a consolidated list of operations with significant actual or potential negative impacts on local communities.	Not reported – specific operations with significant impacts are not disclosed.



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GRI Disclosure ID	GRI Disclosure Title	Relevant Disclosures in Eldorado's 2025 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	Supply Chain [p. 70]; Human Rights [p. 71]	See Eldorado's latest Responsible Gold Mining Principles Report ; and Supplier Code of Conduct .	Eldorado sets social expectations for suppliers through its Supplier Code of Conduct and applies risk based due diligence processes to manage supplier social risks. The Company does not disclose the number or proportion of new suppliers screened using social criteria.	Not reported – quantitative screening data is not disclosed.
Disclosure 414-2	Negative social impacts in the supply chain and actions taken	Supply Chain [p. 70]; Human Rights [p. 71]	See Eldorado's latest Responsible Gold Mining Principles Report ; and Modern Slavery Report .	Potential social risks in the supply chain are addressed through supplier requirements, due diligence processes, and corrective action where necessary. Eldorado does not disclose aggregated data on identified negative social impacts or specific actions taken.	Not reported – incidents and corrective actions are not disclosed in aggregated form.
GRI 415: PUBLIC POLICY 2016					
Disclosure 415-1	Political contributions	Corporate Governance & Transparency [p. 19-23]	See Eldorado's latest Responsible Gold Mining Principles Report .	Eldorado discloses political contributions, where applicable, in accordance with its governance practices and applicable regulatory requirements.	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's primary products are gold doré and mineral concentrates sold to industrial customers. The Company does not undertake consumer product health and safety assessments, as this indicator is not considered relevant or material to its mining operations.	Not applicable – indicator not material to the Company's products or services.
Disclosure 416-2	Incidents of non-compliance concerning the health and safety impacts of products and services			Eldorado does not report incidents of non compliance related to customer health and safety, as this indicator is not considered relevant or material to its products or business model.	Not applicable – indicator not material to the Company's products or services.



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GRI Disclosure ID	GRI Disclosure Title	Relevant Disclosures in Eldorado's 2025 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	About Our Products [p. 68]; Product Responsibility [p. 69]		Eldorado's primary products are gold doré and mineral concentrates sold to industrial customers. These products are not subject to consumer product labelling or marketing requirements under GRI 417 1. Product information and handling are governed by contractual, regulatory, and industry standards applicable to mineral production and transport.	Not applicable – indicator not material to Eldorado's products or business model.
Disclosure 417-2	Incidents of non-compliance concerning product and service information and labelling			Eldorado does not disclose incidents of non compliance related to product information and labelling, as this indicator is not considered relevant or material to its products or operations.	Not applicable – indicator not material to Eldorado's products or business model.
Disclosure 417-3	Incidents of non-compliance concerning marketing communications			Eldorado does not engage in consumer marketing activities for its products. As such, incidents of non compliance related to marketing communications are not applicable to its business.	Not applicable – indicator not material to Eldorado's products or business model.
GRI 418: CUSTOMER PRIVACY 2016					
Disclosure 418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Corporate Governance & Transparency [p. 19–23]; Cybersecurity [p. 23]	Code of Ethics and Business Conduct	Eldorado maintains policies and controls to protect sensitive information, including customer and stakeholder data, as part of its governance and cybersecurity framework. Eldorado does not disclose aggregated data on substantiated complaints related to customer privacy or data loss, as this indicator is not considered material to its business model.	Not applicable – customer privacy complaints are not material given the nature of Eldorado's products and customers.



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, 2025 to December 31, 2025. 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 2025 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 (%)	Energy and Climate Change [p. 45-53]		Eldorado reports gross global Scope 1 greenhouse gas emissions in accordance with the GHG Protocol. Information on regulatory coverage of emissions-limiting requirements is disclosed at a jurisdictional level where applicable.
	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	Narrative	Energy and Climate Change [p. 45-53]		Eldorado's climate strategy addresses both short- and long-term management of Scope 1 emissions, including emissions reduction initiatives, operational efficiency improvements, and progress toward defined GHG mitigation targets.
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)	Waste Management [p. 57-58]; Energy and Climate Change [p. 45-53]; Air Emissions [p. 63]; Performance Data [p. 74-97]	See Eldorado's latest Responsible Gold Mining Principles Report .	Air emissions are monitored and managed in accordance with site specific permits and regulatory requirements, supported by Eldorado's air quality management practices.



SASB METALS & MINING SUSTAINABILITY

ACCOUNTING STANDARD INDEX

Topic	Code	Accounting Metric	Unit of Measure	Relevant Disclosures in Eldorado's 2025 Sustainability Report	Other Supporting Disclosures and Documents	Supplementary Information
Energy Management	EM-MM-130a.1	Total energy consumed, percentage grid electricity, percentage renewable	Gigajoules (GJ), Percentage (%)	Energy and Climate Change [p. 45-53]		Energy consumption data includes total energy used across operations, with disclosure of grid electricity reliance and renewable energy contribution.
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. 59-62]		Eldorado reports water withdrawals and consumption and identifies operations located in regions of high or extremely high baseline water stress using recognized external datasets.
	EM-MM-140a.2	Number of incidents of non-compliance associated with water quality permits, standards, and regulations	Number	Environmental Compliance [p. 66]		Eldorado tracks and reports incidents of non compliance with water related permits and regulations through its environmental compliance and incident management processes.
Waste & Hazardous Materials Management	EM-MM-150a.4	Total weight of non-mineral waste generated	Metric tons (t)	Waste Management [p. 57-58]; Performance Data [p. 74-97]		Non mineral waste includes hazardous and non hazardous waste streams generated from operational and support activities and is managed in accordance with site specific waste management plans and regulatory requirements.
	EM-MM-150a.5	Total weight of tailings produced	Metric tons (t)	Waste Management [p. 57-58]; Performance Data [p. 74-97]		Tailings production data reflects material generated through mineral processing and is managed under Eldorado's tailings governance framework, aligned with recognized international standards and regulatory requirements.



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Topic	Code	Accounting Metric	Unit of Measure	Relevant Disclosures in Eldorado's 2025 Sustainability Report	Other Supporting Disclosures and Documents	Supplementary Information
Waste & Hazardous Materials Management	EM-MM-150a.6	Total weight of waste rock generated	Metric tons (t)	Waste Management [p. 57-58]; Performance Data [p. 74-97]		Waste rock generation is tracked at the site level and managed in accordance with geochemical characterization, environmental risk assessment, and operational controls.
	EM-MM-150a.7	Total weight of hazardous waste generated	Metric tons (t)	Waste Management [p. 57-58]; Performance Data [p. 74-97]		Hazardous waste generation includes materials classified as hazardous under applicable regulations and is managed by licensed contractors and approved disposal facilities.
	EM-MM-150a.8	Total weight of hazardous waste recycled	Metric tons (t)	Waste Management [p. 57-58]; Performance Data [p. 74-97]		Recycling of hazardous waste is undertaken where feasible and permitted by regulation, supported by third party waste service providers.
	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 2025.
	EM-MM-150a.10	Description of waste and hazardous materials management policies and procedures for active and inactive operations	Narrative	Tailings Management [p. 54-55]; Heap Leach Management [p. 56]; Waste Management [p. 57-58]	See the latest Technical Report for each of Eldorado's sites and Eldorado's Environmental Policy .	Waste and hazardous materials management is governed by corporate policies and implemented through site specific procedures covering active and inactive operations, including tailings, waste rock, heap leach facilities, and hazardous materials handling.



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Topic	Code	Accounting Metric	Unit of Measure	Relevant Disclosures in Eldorado's 2025 Sustainability Report	Other Supporting Disclosures and Documents	Supplementary Information
Biodiversity Impacts	EM-MM-160a.1	Description of environmental management policies and practices for active sites	Narrative	Healthy Environments. Now and For the Future. [p. 44-66]	See Eldorado's Environmental Policy .	Environmental management at active sites is guided by Eldorado's Environmental Policy and implemented through environmental management systems, site specific management plans, monitoring programs, and regulatory compliance processes.
	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 (%)	Performance Data [p. 74-97]		Acid rock drainage risks are assessed at each site through geochemical testing and managed through mitigation, treatment, or remediation measures where required.
	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 Land Management [p. 64]		Biodiversity sensitivity is assessed through baseline studies and environmental impact assessments, including consideration of protected areas and endangered species habitats.
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 (%)	Human Rights [p. 71]; Responsibly Produced Products [p. 67-72]	See Eldorado's latest Conflict-Free Gold Report and Responsible Gold Mining Principles Report .	Eldorado assesses conflict risk through due diligence aligned with the OECD Due Diligence Guidance and the World Gold Council's Conflict-Free Gold Standard. Eldorado's operations are not located in conflict-affected areas as defined under these frameworks.



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Topic	Code	Accounting Metric	Unit of Measure	Relevant Disclosures in Eldorado's 2025 Sustainability Report	Other Supporting Disclosures and Documents	Supplementary Information
Security, Human Rights & Rights of Indigenous Peoples	EM-MM-210a.2	Percentage of (1) proved and (2) probable reserves in or near Indigenous land	Percentage (%)	Community Engagement [p. 38-39]; Human Rights [p. 71]	See Eldorado's Human Rights Policy and Social Performance Policy .	Eldorado engages with Indigenous Peoples and communities in jurisdictions where Indigenous rights may be present. The Company does not disclose a quantified percentage of reserves in or near Indigenous land. Not reported – quantitative reserve proximity data is not disclosed.
	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	Narrative	Community Engagement [p. 38-39]; Responsibly Produced Products [p. 67-72]	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 .	Eldorado conducts human rights and Indigenous engagement due diligence through stakeholder engagement, impact assessments, grievance mechanisms, and supply chain due diligence, aligned with international standards and regulatory requirements.
Community Relations	EM-MM-210b.1	Discussion of process to manage risks and opportunities associated with community rights and interests	Narrative	Engaged and Prosperous Communities [p. 37-43]	See Eldorado's Human Rights Policy and Social Performance Policy . See also Eldorado's latest Responsible Gold Mining Principles Report .	Community related risks and opportunities are identified and managed through impact assessments, stakeholder engagement, grievance mechanisms, and community development planning processes.
	EM-MM-210b.2	Number and duration of non-technical delays	Number, Days			Eldorado does not publicly disclose data on non-technical project delays.



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Topic	Code	Accounting Metric	Unit of Measure	Relevant Disclosures in Eldorado's 2025 Sustainability Report	Other Supporting Disclosures and Documents	Supplementary Information
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. 35]; Performance Data [p. 74-97]		Eldorado reports the percentage of its active workforce covered by collective bargaining agreements, including both employees and contractors, with coverage varying by jurisdiction.
	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. 25-29]; Performance Data [p. 74-97]		No strikes or lockouts occurred during the reporting period.
Business Ethics & Transparency	EM-MM-510a.1	Description of the management system for prevention of corruption and bribery throughout the value chain	Narrative	Corporate Governance & Transparency [p. 19-23]	See Eldorado's Code of Ethics and Business Conduct ; Anti-Bribery and Corruption Policy and Responsible Gold Mining Principles Report .	Eldorado maintains enterprise wide policies and controls to prevent corruption and bribery, including governance oversight, risk based compliance systems, training, and confidential reporting mechanisms, applied across operations and the value chain.
	EM-MM-510a.2	Production in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	Metric tons (t) saleable	Corporate Governance & Transparency [p. 19-23]	Transparency International CPI rankings	None of Eldorado's sites are located in countries that have the 20 lowest rankings in Transparency International's 2025 Corruption Perception Index.



SASB METALS & MINING SUSTAINABILITY

ACCOUNTING STANDARD INDEX

Topic	Code	Accounting Metric	Unit of Measure	Relevant Disclosures in Eldorado's 2025 Sustainability Report	Other Supporting Disclosures and Documents	Supplementary Information
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 [p. 54-55]	Site specific Technical Reports Environmental Policy	Eldorado maintains site specific tailings inventories covering facility characteristics, ownership and operational status, construction methods, storage capacity, monitoring, consequence classification, independent technical reviews, and emergency preparedness measures.
	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. 54-55]		Tailings governance is supported through corporate level oversight, technical standards, regular monitoring, and independent reviews aligned with recognized international frameworks.
	EM-MM-540a.3	Approach to development of Emergency Preparedness and Response Plans (EPRPs) for tailings storage facilities	N/A	Health and Safety [p. 25-29]; Tailings Management [p. 54-55]		Emergency Preparedness and Response Plans for tailings facilities are developed, maintained, and tested at the site level, aligned with regulatory requirements and internal tailings governance standards.

TABLE 2: ACTIVITY METRICS

Activity Metric	Code	Unit of Measure	Relevant Disclosures in Eldorado's 2025 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. 7-8]	See also Eldorado's latest Management Discussion & Analysis Annual Information Form (AIF) .
Total number of employees, percentage contractors	EM-MM-000.B	Number, Percentage (%)	Local Employment and Procurement [p. 43]; Performance Data [p. 74-97]	See Eldorado's latest Management Proxy Circular .



UNGP 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, 2025 to December 31, 2025. 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; Supplier Code of Conduct; Responsible Gold Mining Principles Report; and 2025 Sustainability Report [p. 10-16, 19-23, 35, 38-39, 43, 67-72]</p> <p>Human Rights Policy; Respectful Workplace Policy; Social Performance Policy; and 2025 Sustainability Report [p. 12-14, 35, 38-39, 43, 67-72]</p> <p>Human Rights Policy; Respectful Workplace Policy; Social Performance Policy; Supplier Code of Conduct; Responsible Gold Mining Principles Report; and 2025 Sustainability Report [p. 35, 38-39, 40, 43, 67-72]</p> <p>Human Rights Policy; Respectful Workplace Policy; Social Performance Policy; Supplier Code of Conduct; and 2025 Sustainability Report [p. 13-14, 19-23, 35, 38-39, 40, 43, 67-72]</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 2025 Sustainability Report [p. 12-16, 19-23, 35, 38-39, 40, 43, 67-72]</p> <p>Code of Ethics and Business Conduct; Human Rights Policy; Respectful Workplace Policy; Social Performance Policy; and 2025 Sustainability Report [p. 19-23, 35, 38-39, 67-72]</p> <p>2025 Sustainability Report [p. 19-23, 35, 43, 67-72]</p> <p>Code of Ethics and Business Conduct; Human Rights Policy; Respectful Workplace Policy; Social Performance Policy; and 2025 Sustainability Report [p. 12-14, 19-23, 35, 40, 43, 67-72]</p> <p>Code of Ethics and Business Conduct; Human Rights Policy; Respectful Workplace Policy; Social Performance Policy; Supplier Code of Conduct; Responsible Sourcing Policy; and 2025 Sustainability Report [p. 12-14, 35, 40, 43, 67-72]</p> <p>2025 Sustainability Report [p. 35, 40, 67-72]</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; Modern Slavery Report and 2025 Sustainability Report [p. 31, 36, 61-66]</p>



UNGP REPORTING FRAMEWORK INDEX

Section of the Framework	Relevant Documents and Disclosures
Determination of Salient Issues B2 – Describe how the salient human rights issues were determined, including any input from stakeholders.	2025 Sustainability Report [p. 12-14, 35, 40, 67-72, 74-97]; and Social Performance Policy
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 additional severe human rights impacts during 2025 beyond those addressed through its salient human rights issues.
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 ; Code of Ethics and Business Conduct ; Supplier Code of Conduct and Social Performance Policy Human Rights Policy ; Respectful Workplace Policy ; Social Performance Policy ; and 2025 Sustainability Report [p. 12-14, 19-23, 35, 40, 43, 67-72]
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?	2025 Sustainability Report [p. 12-14, 19-23, 35, 40, 43, 67-72]; Human Rights Policy ; Social Performance Policy ; and Respectful Workplace Policy 2025 Sustainability Report [p. 12-14, 19-23, 40, 43, 67-72, 74-97]; Human Rights Policy ; and Social Performance Policy 2025 Sustainability Report [p. 12-14, 19-23, 35, 40, 43, 67-72] 2025 Sustainability Report [p. 12-14, 35, 40, 67-72]
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 ; and 2025 Sustainability Report [p. 12-14, 35, 40, 67-72, 74-97] Eldorado does not disclose quantitative trend analysis. Eldorado did not identify any severe human rights impacts during 2025, based on information from its grievance mechanisms, incident reporting systems, and ongoing monitoring processes.



UNGP 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 2025 Sustainability Report [p. 12-14, 35, 40, 67-72, 74-97]</p> <p>Human Rights Policy; Social Performance Policy; Respectful Workplace Policy; and 2025 Sustainability Report [p. 12-14, 35, 40, 67-72]</p> <p>Code of Ethics and Business Conduct; Human Rights Policy; Social Performance Policy; Respectful Workplace Policy; and 2025 Sustainability Report [p. 12-14, 35, 40, 67-72]</p> <p>2025 Sustainability Report [p. 12-14, 19-23, 35, 40, 43, 67-72]</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>2025 Sustainability Report [p. 12-14, 35, 40, 67-72]</p> <p>2025 Sustainability Report [p. 12-14, 35, 40, 67-72]</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 2025 Sustainability Report [p. 12-14, 35, 40, 67-72]</p> <p>Human Rights Policy; Social Performance Policy; Respectful Workplace Policy; and 2025 Sustainability Report [p. 19-23, 40, 72]</p> <p>2025 Sustainability Report [p. 12-14, 19-23, 35, 40, 43, 67-72]</p> <p>2025 Sustainability Report [p. 12-14, 35, 40, 67-72]</p> <p>Eldorado does not report this information.</p> <p>Eldorado does not report this information.</p>



TCFD INDEX

Eldorado seeks to report in alignment with the Task Force on Climate-related Financial Disclosures (TCFD) Reporting Framework and this index is to be used only as a quick reference for the period January 1, 2025 to December 31, 2025. This index does not intend to certify completeness of disclosures, nor full compliance with the minimum requirements for applying the TCFD Reporting Framework.

Recommendation	Relevant Documents and Disclosures
Governance: a) Describe the Board's oversight of climate-related risks and opportunities.	Corporate Governance & Transparency [p. 19–23]; Climate Change Governance [p. 45]
Governance: b) Describe management's role in assessing and managing climate-related risks and opportunities.	Climate Change Governance [p. 45]; Managing Risks [p. 47–48]
Strategy: a) Describe the climate-related risks and opportunities the organization has identified over the short-, medium- and long-term.	Energy and Climate Change [p. 45–53]; Climate Change Strategy [p. 46]
Strategy: b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy and financial planning.	Climate Change Strategy [p. 46]; Our Pathway Forward [p. 51–52]
Strategy: c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	Energy & Climate Change [p. 46-47] - Site-level physical climate risk assessments. Eldorado continues to evaluate the potential use of climate related scenario analysis as its climate risk management approach evolves.
Risk Management: a) Describe the organization's processes for identifying and assessing climate-related risks.	Managing Risks [p. 47-48]
Risk Management: b) Describe the organization's processes for managing climate-related risks.	Managing Risks [p. 47-48]; Sustainability Integrated Management System (SIMS) [p. 10-12]
Risk Management: c) Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organization's overall risk management.	Enterprise Risk Management (ERM) [p. 22-23]; Managing Risks [p. 47-48]
Metrics and Targets: a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	Metrics & Targets [p. 49-50]
Metrics and Targets: b) Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	Metrics & Targets [p. 49-50]; GHG Emissions Performance Data [Appendix / Performance Data]
Metrics and Targets: c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	Metrics & Targets [pp. 49–50]; Our Pathway Forward [p. 51-52]



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 forward-looking 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”, “budgets”, “continue”, “commitment”, “confident”, “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 and forward-looking 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 2026 initiatives including our focus on strengthening our safety culture; our expectations for the growing demand for critical minerals; our expectations for the McIlvenna Bay project, including first commercial production, exploration potential, expected benefits and timing thereof; our expectations to advance construction at the Skouries project towards first production in third quarter of 2026; our plan to add a second underground mine to the Lamaque Complex and expected benefits; expected life of mine at our operating mines; local staff and local supplier priorities; our commitment to investing in workforce safety training and to enhance safety performance; our GHG mitigation target and how we measure against it, along with our Target Achievement Pathway; our expectations to regularly review and update SIMS, and expected benefits 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; our IROs related to material sustainability matters; 2026 sustainability targets; our implementation

of our Gifts and Entertainment Procedures; our enterprise-wide risk management processes; our approach and beliefs in developing a positive health and safety culture, including our expected goals of the CSL program; our emergency preparedness, including training our mine rescue team to support the ramp-up of Skouries; our intentions with respect to inclusive diversity, people and culture, to supporting gender diversity and fostering employment opportunities for women in mining; our expectations on partnerships with contractors; our expectation for future training and development, as well as innovation and technology; our expectations for electrifying our fleet; our plan to mitigate GHG emissions and revitalize schoolyards under our EEBP; our continued plans for Indigenous engagement; our intentions to obtain free, prior and informed consent from Indigenous peoples before proceeding with development; our approach to community investment, including areas of focus in our Community Investment Guidance; our approach to local employment and procurement; our approach in managing disputes, complaints, and grievances; our Climate Change Strategy, including implementation of an energy and carbon management system; the potential for GHG emissions to increase as new mines come into operation; our expectation to continue refining our Scope 3 methodologies; our expectation to assess opportunities to reduce energy consumption and mitigate emissions; our commitments with respect to tailings management; plans to conduct IRTB 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; our approach to water stewardship, air emissions, and environmental compliance; biodiversity and reclamation practices; our commitment to produce products responsibly; our approach to supply chain, human rights, and security, including our commitment to VPSHR; expectations with respect to a TPRM procedure, including implementation; risk factors affecting our business; our expectation as to our future financial and operating performance; and our strategy, plans, vision 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, copper, and other commodities; receipt of all required permits on the timelines we expect; the global concentrate market; exchange rates; anticipated values, costs, expenses and working capital requirements; the successful integration of the assets and operations from the Arrangement, and the realization of benefits derived therefrom; our ability to continue accessing our project funding and remain in compliance with all covenants and contractual commitments related thereto; availability of labour resources, including for construction, development and improvements activities; production and metallurgical recoveries; Mineral Reserves and Mineral Resources; our ability to effectively use invested capital and unlock potential expansion opportunities across the 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 (including fuel, explosives, cement, and cyanide); the impact and effectiveness of productivity initiatives; the time and cost necessary of shipping for important or critical items for construction, development and improvements activities or for anticipated overhauls of equipment; expected by-product grades; the use, and 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



CAUTIONARY NOTES

the forward-looking statements or information. Generally, these risks, uncertainties, and other factors include, among others: commodity price risk; development risks at Skouries, McIlvenna Bay, and other construction and development projects including the ability of key suppliers to meet key contractual commitments in terms of schedules, amount of product delivered, cost, or quality and our ability to construct key infrastructure within the required timelines, and unexpected inclement weather and climate events that may delay timelines; risks relating to our operations in foreign jurisdictions; risks related to production and processing; risks related to our improvement projects; integration risks relating to the Arrangement, including the possibility that anticipated benefits from the Arrangement are not realized on the timeline expected or at all; delays and risks relating to surface construction, commissioning activities, ramp-up, and commercial production at McIlvenna Bay; 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; risks related to title and surface rights; environmental, health and safety matters; our ability to completely understand geotechnical structures, geotechnical and hydrogeological conditions or failures, and our ability to mitigate such conditions or failures at a reasonable cost, or at all; regulatory requirements as they relate to mine plan approvals; compliance with the *Extractive Sector Transparency Measures Act (Canada)*; waste disposal; mineral tenure; permits, licences and other authorizations; non-governmental organizations; reputational issues; climate change; change of control; actions of activist shareholders; estimation of Mineral Reserves and Mineral Resources; risks related to replacement of mineral reserves; 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 general 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, 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 risks (availability of labour resources, including for construction, development and improvements activities, and their productivity; and risks relating to employee/union relations, employee misconduct, key personnel, skilled workforce, expatriates, and contractors); turnover and attrition rates of labour, and related impacts thereto; 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; cyber security risk; and international conflict and other geopolitical tensions and events, including war, tariffs and other trade barriers; and those risk factors discussed in our most recent Annual Information Form & Form 40-F. 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 Straton 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 NOTES

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.

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

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, 2025 and are comprised of the following:

Simon Hille, FAusIMM, our Executive Vice President & Chief Operating Officer, 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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