PAY TRANSPARENCY REPORT

PUBLISHED NOVEMBER 2026

Employer Details	
Employer	Eldorado Gold Corporation
Address	11th Floor, 550 Burrard Street, Vancouver, BC V6C 2B5
Time Period	January 1, 2025 to December 31, 2025
NAICS Code	21 – Mine, quarrying, and oil and gas extraction
Number of Employees as of January 1, 2026	50 to 299 employees in British Columbia
Reference Category	Man

Eldorado Gold is committed to fostering an inclusive workplace and providing fair, competitive and transparent compensation. We believe that transparency helps organizations better understand workforce outcomes, support informed dialogue, and identify opportunities to strengthen representation and access to career opportunities across the organization. As part of this commitment, Eldorado is continuing to strengthen its global job architecture and Total Rewards framework, including consistent job evaluation, clearly defined job levels and career paths, market-aligned salary structures, common compensation principles, and greater transparency and governance around how pay decisions are made.

This report presents the pay transparency measures required for Eldorado Gold Corporation employees based in British Columbia or employed under BC employment agreements. The results show the **unadjusted pay gap between gender categories across the reporting population**. They do not compare employees performing the same or comparable work, nor do they account for legitimate factors that may influence an employee's compensation, such as the complexity, scope and accountability of the role; leadership responsibilities; job level; specialized skills and experience; performance; or differences in incentive eligibility and opportunity.

The results therefore provide a view of representation and Eldorado's economic outcomes in the reported population, but they should not be interpreted as a direct measure of equal pay for equal or comparable work. Eldorado also regularly conducts adjusted pay gap analysis, which considers relevant workforce and job factors to assess pay for comparable work. This analysis is not part of the required statutory calculations and is provided only as additional context.

The results also reflect Eldorado's relatively small, reported population. In a smaller reporting group, the compensation of a limited number of employees at either end of the pay distribution can have a significant effect on average results. This is particularly relevant where senior or highly specialized roles, which may have

different salary and incentive opportunities, are not evenly represented across gender categories. The results nevertheless provide an important organization-wide view of actual earnings outcomes and representation across the pay distribution. Eldorado will use these insights alongside more detailed pay-equity analysis to help identify and address both potential compensation differences and broader systemic factors affecting representation and access to higher-paying roles.

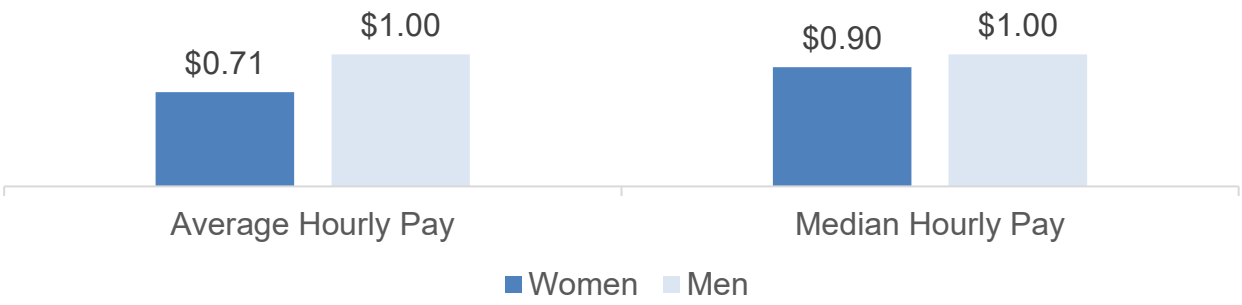
Data Used in This Report

Eldorado made reasonable efforts to collect employee gender information for pay transparency reporting. Disclosure is voluntary.

The report includes employees within the reported population who had earnings during the 2025 calendar year, including temporary employees and employees who were no longer active at year-end. Compensation data was drawn from payroll records and reviewed in accordance with the reporting methodology.

All employees in the reporting population voluntarily provided gender information and self-identified as either “Man” or “Woman.” Accordingly, no employees were categorized as “Unknown.”

HOURLY PAY



Women's average (mean) hourly pay was 29% lower than men's. For every dollar men earned on average, women earned approximately $0.71.

Women's median hourly pay was 10% lower than men's. For every dollar men earned at the median, women earned approximately $0.90.

The difference between the average and median results indicates that workforce composition, particularly representation across higher-paying roles and organizational levels, affects the overall unadjusted pay gap. These results do not assess whether employees performing the same or comparable work are paid equitably.

Explanatory Notes Regarding Hourly Pay

- 'Mean hourly pay gap' compares the average hourly pay of each gender category with the reference category (men).
- 'Median hourly pay gap' compares the midpoint of hourly pay for each gender category with the reference category (men).
- Hourly pay excludes overtime and bonus pay.
- Results are unadjusted and do not account for role, job grade, experience, performance, tenure or other relevant factors.

OVERTIME PAY AND HOURS

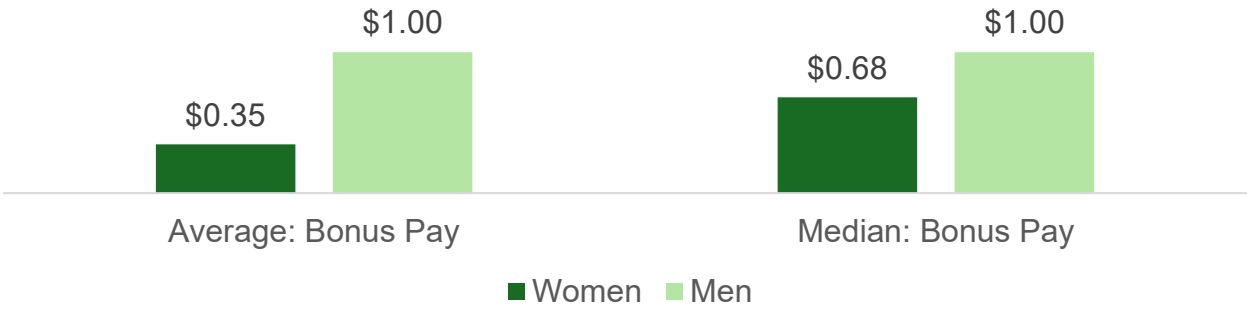
Eldorado Gold Corporation did not pay overtime earnings to employees included in the 2025 reporting population. As a result, there are no overtime pay, overtime hours or overtime participation gaps to report for this period.

Percentage receiving overtime pay: Man: 0%; Woman: 0%

Explanatory Notes Regarding Overtime

- Mean and median overtime pay differences and mean and median overtime hours differences are not calculable because no employees in the reporting population received overtime pay during the reporting period.

BONUS PAY

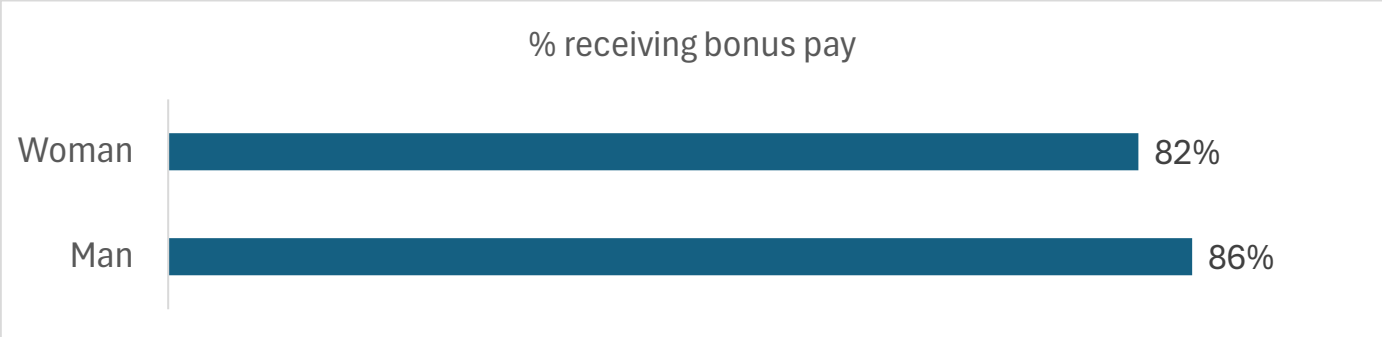


Women's average (mean) bonus pay was 65% lower than men's. For every dollar men received in average bonus pay, women received approximately $0.35.

Women's median bonus pay was 32% lower than men's. For every dollar men received in median bonus pay, women received approximately $0.68.

The unadjusted bonus pay gap is influenced by the distribution of employees across roles and levels, differences in incentive eligibility and target opportunities, and amounts actually paid during the reporting period. Long-term incentive amounts received during the reporting period, including qualifying bonuses, are included where required by the reporting methodology.

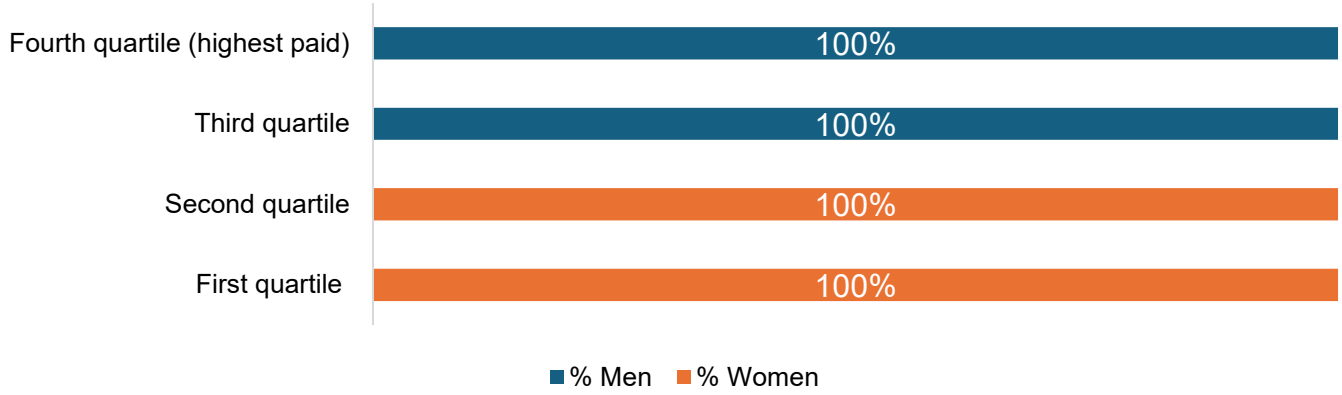
Percentage of Employees in Each Gender Category Receiving Bonus Pay



Explanatory Notes Regarding Bonus Pay

- Calculations include employees who received bonus pay during the reporting period; employees with no bonus pay are excluded from mean and median bonus calculations.
- Note that all BC-based Eldorado employees are eligible for bonus pay. Bonus participation percentages reflect whether employees included in the reporting population received bonus pay during January 1 to December 31, 2025, regardless of when the bonus was earned.
- 'Mean bonus pay' compares the average bonus pay of each gender category with the reference category.
- 'Median bonus pay' compares the midpoint of bonus pay for each gender category with the reference category.
- Bonus pay reflects amounts received during the reporting year.
- Amounts are not prorated for time worked in the prior performance period.
- Bonus pay includes vested and paid Restricted Share Units (RSUs) and Performance Share Units (PSUs) during the reporting period, as well as Stock Options exercised and paid during the reporting period.

PERCENTAGE OF EACH GENDER IN EACH PAY QUARTILE



Both men and women are represented across all pay quartiles including meaningful representation for women in the third and fourth quartiles, however smaller populations are not included in the graphic above. The greater representation of women in the lower pay quartiles is driven primarily by differences in workforce representation across roles and levels rather than differences in pay for the same work. This pattern reflects workforce representation across different roles, organizational levels, and career pathways. Similar trends are observed across many organizations and industries and are often influenced by broader societal and labour market factors that affect participation, career progression, and representation in senior and specialized roles. The quartile results do not indicate that employees performing the same or comparable work are paid differently.

Explanatory Notes

- Quartiles are based on hourly pay.
- In this “pay quartile” graphic, employees are ranked by hourly pay and divided into four groups of approximately equal size.
- First quartile is the lowest-paid quartile and Fourth quartile is the highest-paid quartile.
- In accordance with sections 13(4)–(6) of British Columbia’s *Pay Transparency Regulation*, percentages are not disclosed for gender categories with fewer than 10 employees within a pay quartile. Employees in those categories are also excluded from the quartile total used to calculate the percentages shown. Accordingly, the graphic does not necessarily reflect the actual proportions of men and women in each quartile, and an omitted category does not mean that no employees of that gender are represented in the quartile