

# Eldorado Gold Corporation Shareholder Engagement Policy

The Board of Directors (the “**Board**”) of Eldorado Gold Corporation (the “**Company**” or “**we**”) recognizes the importance of engaging in constructive and meaningful dialogue with the Company’s shareholders, and values their input and insights. This includes encouraging and facilitating shareholders to express their views directly to the Board. This Shareholder Engagement Policy describes how we communicate with shareholders and how shareholders can communicate with Eldorado’s Board and management.

## I. Shareholder Communications with the Board and Management

### How the Board and Management Communicate with Shareholders

Eldorado’s Board and management communicate with shareholders in a number of different ways, including:

- Hosting quarterly conference calls related to the quarterly and annual earnings releases and holding other calls to share information on other major Company developments. These calls include question-and-answer sessions for the Company’s covering analysts and are open to all shareholders in listen-only mode. The calls are recorded and are available on our website.
- Communicating with shareholders through annual and periodic publications that include our Management Proxy Circular, Annual Information Form, Sustainability Report, Climate Change & GHG Emissions Report, quarterly financial and operating results reports, news releases, website and social media platforms, as well as meetings held in person and by telephone and other correspondence.
- Encouraging shareholders to attend or participate virtually in the annual shareholder meeting. The Chair of the Board and members of management are available at the meeting to respond to shareholder questions.
- Having the Chair of the Board and committee chairs, as appropriate, engage with our shareholders periodically, and at least annually, in conjunction with the publication of our Management Proxy Circular and in advance of our annual shareholder meeting, to discuss topics relevant to shareholders.

### How Shareholders Can Communicate with the Board

Between annual meetings, we have an open and transparent process for shareholders to contact the Board, including the chairs of the Board committees, through the office of the Corporate Secretary. The Corporate Secretary has been designated by the Board as its agent to receive and review communications and meeting requests addressed to the Board, and the Corporate Secretary will report to the Corporate Governance and Nominating Committee about all communications sent to the Board.

Shareholders of the Company can communicate with the Board by mail or email:

#### By mail

“Shareholder Engagement”  
Eldorado Gold Corporation  
11<sup>th</sup> Floor – 550 Burrard Street  
Vancouver, British Columbia  
Canada, V6C 2B5  
Attention: Corporate Secretary

#### By email

Subject line: “Shareholder Engagement”  
E-mail: [karen.aram@eldoradogold.com](mailto:karen.aram@eldoradogold.com)

Although we accept anonymous communications, we cannot acknowledge or reply to them. We therefore encourage shareholders to identify themselves when communicating with the Board.

When the Corporate Secretary receives shareholder communications, they will determine whether the communication should be reviewed by the Board or management. If the matter is an issue that is management's responsibility, the Corporate Secretary will forward the communication to management.

If a shareholder has requested a meeting with the Board and this request has been granted, the Chair of the Board will confirm the meeting details and determine which directors will attend based on the specific topics to be discussed. A minimum of two directors will attend all meetings. Any meeting with a shareholder will be focused on the topics identified and agreed to and will be subject to all applicable laws and the Company's disclosure policies, which prohibit the selective disclosure of undisclosed material information.

Topics that the Board can discuss with shareholders include:

- Company performance
- Long-term corporate strategy
- Material strategic decisions
- Corporate responsibility and environmental, social and governance matters
- Executive compensation
- Corporate governance practices and disclosure
- Board oversight of accounting, auditing and internal controls and risk management
- Chief Executive Officer performance
- Board structure, composition and performance
- Succession planning process for the CEO and Board
- Shareholder proposals

## **How Shareholders Can Communicate with Management**

Management communicates with shareholders through the Investor Relations team. Shareholders of the Company can communicate with management by mail, email or telephone (604) 687-4018:

### **By mail**

Eldorado Gold Corporation  
11<sup>th</sup> Floor, 550 Burrard Street  
Vancouver, British Columbia  
Canada, V6C 2B5  
Attention: Investor Relations

### **By email**

Subject line: "Shareholder Engagement"  
Email: [ir@eldoradogold.com](mailto:ir@eldoradogold.com)

## **II. Administration of This Policy**

The Board's Corporate Governance and Nominating Committee will oversee this policy and review it annually to ensure that it is effective in achieving its objectives and continues to represent sound corporate governance practices. The committee will discuss any proposed amendments to the policy and make recommendations to the Board for approval. A copy of this policy is available on the Company's website at [www.eldoradogold.com](http://www.eldoradogold.com) under About Us.

## **III. Approval**

**Approved by the Board: February 22, 2024.**