



SUSTAINABILITY FROM THE GROUND UP



SUSTAINABILITY FROM THE GROUND UP



| Efemçukuru, Turkey

3

ELDORADO GOLD

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DISCLOSURE INDEX

About Eldorado Gold

Eldorado Gold is a Canadian mid-tier gold mining company, with shares trading on the Toronto (TSX: ELD) and New York (NYSE: EGO) stock exchanges.

Eldorado produced approximately 476,000 ounces of gold in 2021 and, as of September 30, 2021, had proven and probable gold reserves of over 15.3 million ounces at an average grade of 1.14 Au g/t⁴. Eldorado's operations are global and the Company has assets in Canada, Turkey, Greece and Romania. The Company's activities involve all facets of mining, including exploration, development, production, reclamation and rehabilitation. Headquartered in Vancouver, the Company directly employs over 4,600 people worldwide, with the majority of employees and management being nationals of the countries in which operations and offices are located. Eldorado's approach to business is based on our vision to build a safe, sustainable and high-quality business in the gold mining sector, creating value today and for future generations. At year end, Eldorado had a market capitalization of approximately \$1.7 billion and revenues of approximately \$940 million. For more information on Eldorado Gold, our entities and our performance, please see our 2021 Annual Information Form on our website at www.eldoradogold.com/investors/financial-information/filings.

GRI: 102-1, 102-2, 102-3, 102-4, 102-5, 102-6, 102-7, 102-8

SASB: EM-MM-000.A, EM-MM-000.B

2021 KEY FACTS AND FIGURES



4,677
employees and contractors



475,850 oz of Gold
produced in 2021



Presence in 4 Countries

Canada, Greece, Turkey and Romania



15.3 Moz of Gold

in proven and probable reserves at an average grade of 1.14 Au g/t, as of September 30, 2021⁴



5 Mines

Kışladağ, Efemçukuru, Lamaque, Olympias and Stratoni¹



29 Years

of experience building and operating mines globally



3 Development Projects

Skouries², Perama Hill and Certej³

¹ Stratoni suspended operations and was placed on care and maintenance in the last quarter of 2021. In this report, references to "Stratoni" or "the Stratoni mine" include the nearby Mavres Petres mine from which ore was processed at the Stratoni plant. Stratoni is also the site of a port facility for the Cassandra Mines.

² The Skouries project is approximately 50% constructed and is currently on care and maintenance.

³ The Certej development project is a non-core asset to Eldorado's portfolio. However, it is included throughout this report, as it maintained limited on-site activity in 2021 relevant to sustainability performance areas.

⁴ Proven gold reserves of approximately 8,814,000 contained Au ounces at an average grade of 0.96 Au g/t and probable gold reserves of approximately 6,450,000 contained Au ounces at an average grade of 1.52 Au g/t, as of September 30, 2021. For more information, please follow www.eldoradogold.com/assets to see the Resources and Reserves page of our website and to read the latest Technical Report for each of Eldorado's assets.

About This Report

This report has been produced in accordance with the requirements of the core **Global Reporting Initiative (GRI) Standards**, and serves as our Communication on Progress for the **United Nations Global Compact** in support of the **Sustainable Development Goals**. We have also aligned our disclosures with the **Sustainability Accounting Standards Board (SASB) – Metals & Mining Standard**.

This report includes data on Eldorado Gold Corporation's ("Eldorado" or the "Company") five mines that operated in 2021 as well as our three development projects. Performance analyses and discussions generally focus on our producing assets – Kışladağ, Lamaque, Efemçukuru, and Olympias. Data represents the full 2021 calendar year and, unless otherwise noted, all costs are reported in U.S. dollars. The only material change from our 2020 Sustainability Report relates to Eldorado's divestiture of the Tocantinzinho asset in the fourth quarter of 2021, and as such, references to the project are no longer included. Although the Sustainability Report is not externally verified, all data and content have been prepared and reviewed internally by our management teams and the **Sustainability Committee of the Board of Directors**. Please note that, where applicable, restatements of prior year data have been identified in footnotes throughout the Report. Restatements occur as a result of updated or more accurate data becoming available after the publication of our previous Sustainability Report on June 23, 2021. We welcome feedback from all stakeholders regarding our sustainability reporting. Please direct comments or requests for further information to Investor Relations by following www.eldoradogold.com/contact-us.

OTHER IN-COUNTRY SUSTAINABILITY REPORTING

In addition to this report, our Greek subsidiary, Hellas Gold S.A., publishes a biennial **GRI-aligned Sustainability Report**, and our Turkish subsidiary, Tüprag Metal Madencilik Sanayive Ticaret A.S., publishes a biannual magazine called Altın Sayfa (Golden Pages) that includes articles, case studies and news relevant to our Turkish mines' social and environmental performance during the period. Eldorado Gold Québec produces an annual **Social Responsibility Report**.

DISCLOSURE ALIGNMENT KEY

GRI: Alignment with the Global Reporting Initiative's (GRI) 2016–2020 Standards

SASB: Alignment with the Sustainability Accounting Standards Board's (SASB) Metals & Mining Standard

UNGC: Alignment with the Ten Principles of the UN Global Compact (UNGC)

RGMP: Alignment with the Responsible Gold Mining Principles

A detailed **Disclosure Index** can be found at the end of this report.

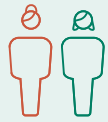
GRI: 102-10, 102-48, 102-49, 102-50, 102-51, 102-52, 102-53, 102-54, 102-55, 102-56



Skouries, Greece

2021 Sustainability Highlights

Safe, Inclusive and Innovative Operations



56%

of our board members identify as women, growing from 50% in 2021, and 11% identify as other designated groups (beyond women)¹



Zero

lost-time injuries at Kışladağ, Efemçukuru (4th consecutive year) and Lamaque (3rd consecutive year)



Missed targets

to reduce LTIFR and TRIFR by 10% from 2020



**Three-year
downtrend**

in LTIFR (1.49 in 2019 to 0.88 in 2021) and TRIFR (8.17 in 2019 to 5.73 in 2021)

¹ As of January 1, 2022.

Responsibly Produced Products



SIMS

Sustainability Integrated Management System self-assessments conducted at all operating mines



Voluntary Principles on Security and Human Rights

being implemented at all operating mines



Policies

Adopted a Social Performance Policy and updated our Health and Safety, Environment, and Human Rights Policies

Engaged and Prosperous Communities



81%

of our employees are from local communities

99%

of our employees are from countries of operation



\$2.59M

in community investments



Over \$478M

paid to domestic suppliers



Zero

major community or human rights incidents

Healthy Environments Now and For the Future

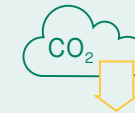


Industry leader

in dry-stack tailings implementation



Launched our climate change strategy and set a target to mitigate GHG emissions by **30% by 2030**, on a “business-as-usual” basis



0.47 tCO₂e/oz Au average GHG emissions intensity



Over 23

hectares of land reclaimed in 2021



Zero

major environmental incidents

Message from the President and CEO

Eldorado's vision is to build a safe, sustainable, high-quality business in the gold mining sector, creating value today and for future generations. This vision reflects our shared values and drives us to seek innovations and break new ground, each and every day.

As always, the safety of our people and communities is our number one priority and we continue to adapt our COVID-19 safety controls to keep our people, their families and local communities safe. Our achievements in 2021 and our goals for the future affirm our commitment to incorporate sustainability from the ground up in all aspects of our business.

2021 YEAR IN REVIEW

Reflecting back on 2021, it was a year of impressive accomplishments and delivering value to our many stakeholders. We produced approximately 476,000 ounces of gold, at the top end of our increased guidance range, and we met our cost guidance across the board. We delivered on important strategic milestones, including entering into an Amended Investment Agreement with the Greek government which provides a stable commercial path for future investment in the country. We also completed a feasibility study on the Skouries project in Greece that confirmed its robust economics, and completed two key growth projects at Kışladağ and Lamaque. We are positioned to create future value through our exploration programs and the April 2021 acquisition of QMX Gold with its properties in Lamaque's Abitibi region.

Our achievements in 2021 and our goals for the future affirm our commitment to incorporate sustainability from the ground up in all aspects of our business.

George Burns, President & CEO

AN INTEGRATED APPROACH TO SUSTAINABILITY, FROM GOVERNANCE TO RESULTS

Building on the global sustainability framework we introduced in 2020, in 2021 we focused on putting our sustainability governance and management systems into action. This included developing a new Social Performance Policy and updating our Health and Safety, Environment and Human Rights policies. We measure our environmental, social and governance performance against the performance standards embedded in our Sustainability Integrated Management System (SIMS). These performance standards encompass the requirements included in the Mining Association of Canada's Towards Sustainable Mining (TSM) and the World Gold Council's Responsible Gold Mining Principles (RGMPs). Each of our operating sites worked towards implementing SIMS and conducted self-assessments to support continuous improvement of our sustainability performance.

Our new and improved policies and SIMS underpin our approach to sustainability and enable us to deliver on our commitments to the benefit of host communities, our people and other stakeholders.

TAKING ACTION FOR HEALTHY ENVIRONMENTS NOW AND FOR THE FUTURE

In 2021, we made our greatest progress on climate action yet. Following the development of an energy and carbon management system (ECMS) in 2020 that serves to govern and operationalize our energy and carbon performance, we developed a detailed and actionable Climate Change Strategy. Announced in 2022, this strategy sets out how we plan to achieve climate-related commitments and is catalyzed by our inaugural target to mitigate greenhouse gas (GHG) emissions by 30% by 2030, on a "business-as-usual" basis.

While our Lamaque mine in Québec continues to perform as one of the lowest GHG-emitting gold mines in the world at 0.12 tCO₂e per ounce of gold, the strategy will enable us to identify opportunities to mitigate emissions and climate-related risks across our sites. This work marks our commitment to building a business that is resilient to climate change and meaningfully contributes to a low-carbon future.

Other ongoing initiatives are also helping us manage our environmental footprint. These include implementing industry-leading technologies such as dry-stack tailings, managing our water use and taking action to protect water resources shared by local communities and other users. Complementing extensive water conservation and recycling programs already in place at Kışladağ, in 2021 we upgraded water treatment capacity at the Kassandra Mines (Olympias, Stratonis and Skouries) to manage water during periods of heavy rain and enhance climate resilience. As part of our commitment to environmental reclamation, we operate plant nurseries at Kışladağ and Olympias. In 2021, we reclaimed over 23 hectares of land across our sites, including significant works at Kışladağ and ongoing reclamation of historical mining areas at the Kassandra Mines.



GRI: 102-10, 102-14

MOVING THE NEEDLE ON INCLUSIVE DIVERSITY

We know from experience that our people are our greatest asset and that including diverse perspectives contributes to higher levels of collaboration and innovation. In 2021, we made big strides to advance inclusion and diversity at Eldorado. In direct alignment with the guiding principles outlined in our Diversity Policy, we engaged our workforce in Canada and Turkey through phase one of our Global Inclusion Survey, which identified opportunities to foster a deeper sense of belonging and inclusion. This survey will be extended to operations in Greece in 2022. We also continued rolling out tools and training backed by neuroscience to help leaders across the organization practise inclusion, speak up productively and mitigate bias in everyday work.

We progressed toward our goal of having women hold at least 30% of senior management roles by the end of 2023 by developing female talent within the Company and supporting initiatives across our operations that promote education, gender equality and work-life balance. In 2020, Eldorado reached gender parity on its Board of Directors, and at the start of 2022, five of nine Board positions were held by women.

INVESTING IN ENGAGED AND PROSPEROUS COMMUNITIES

We believe that local communities should have opportunities to meaningfully benefit from our presence now and to build capacity for a positive legacy long after our mines reach their end of life.

One of the many ways we have a direct positive impact is by employing those who live near our mines. We prioritize hiring from the local workforce, with 81% of our employees hired from the communities where we operate and 99% from the countries where we operate.

Throughout 2021, we worked to strengthen connections with the community near our Cassandra operations in Greece by conducting community consultations and growing our community relations teams. We also recognize that education and capacity-building are foundational for prosperous communities. Our Lamaque operation supported building local capacity for education and training opportunities that reach members of First Nations communities. At Kışladağ, we improved access to quality education, and contributed to local entrepreneurship opportunities for women and provided ongoing support for beekeeping operations near Efemçukuru. Across our operations, we were able to provide over \$2.5 million in investments that benefited communities surrounding our mines socially and economically.

Being a good neighbour means helping out when needed. I am proud of the quick and decisive action taken by our emergency response teams who successfully contained a forest fire before it spread to local communities and also responded to a flood near our Kışladağ mine. Similar events recently occurred in Halkidiki, Greece, and crews in both jurisdictions supported clean-up and restoration efforts in affected areas near our sites.

KEEPING OUR PEOPLE SAFE IN THE PANDEMIC AND BEYOND

Ensuring the health, safety and security of our people is paramount in everything we do. As we continue to work through the challenges brought on by the COVID-19 pandemic, we remain focused on both our crisis response and commitments to proactive health and safety management.

When the pandemic began in early in 2020, we prioritized monitoring and adapting our controls to prevent the spread of the virus and to keep our people, their families and local communities safe. These efforts have been ongoing and continue at this time. Eldorado has provided financial and in-kind support for local COVID-19 response, equipping communities with personal protective equipment, ensuring vulnerable groups have food and other essentials, and providing local health agencies and community services with critical medical equipment and donations. Today, despite being well into the third year of managing challenges related to COVID-19, our global teams remain energized and focused on delivering safe operational results.

Across our operations, our goal is to inspire an engaged safety-first culture as part of our commitment to a zero-harm workplace. In 2021, senior management teams focused on following up after safety and preventive inspections to ensure corrective actions were implemented. Efemçukuru, Kışladağ and Lamaque recorded zero lost-time injuries. However, despite this progress, we were unable to achieve our targets to reduce total recordable injury frequency rate and lost-time injury frequency rate by 10% from 2020 levels. Our Health and Safety Policy, updated and communicated across the workforce in early 2022, will support this goal through its emphasis on proactive measures, celebrating successes and collaborating to achieve a zero-harm workplace.

LOOKING FORWARD

We recently updated our corporate strategy to build on our strengths and grow our business for long-term success. The four pillars of our strategy – safety and sustainability, financial strength and returns, operational and project excellence, and people and capabilities –

provide a pathway for Eldorado to grow and create long-term sustainable value. Our five-year corporate strategy has reinforced our shared vision and values and is guiding our work to deliver value today and for future generations.

We are already underway with an ambitious sustainability work plan for 2022. We will seek to close any remaining gaps to achieve full alignment with the RGMPs and disclose by the reporting deadline. Lamaque will undergo its first TSM verification and SIMS Compliance Audit. We will continue to work towards delivering on our Climate Change Strategy, including building additional detail for energy use and GHG emissions reduction pathways in pursuit of our GHG emissions mitigation target and towards full alignment with the Task Force on Climate-Related Financial Disclosures recommendations. Maintaining momentum on workforce engagement, we will be proactive in regards to health and safety management and extend our Global Inclusion Survey to our operations in Greece, informing Inclusive Diversity Roadmaps to drive success.

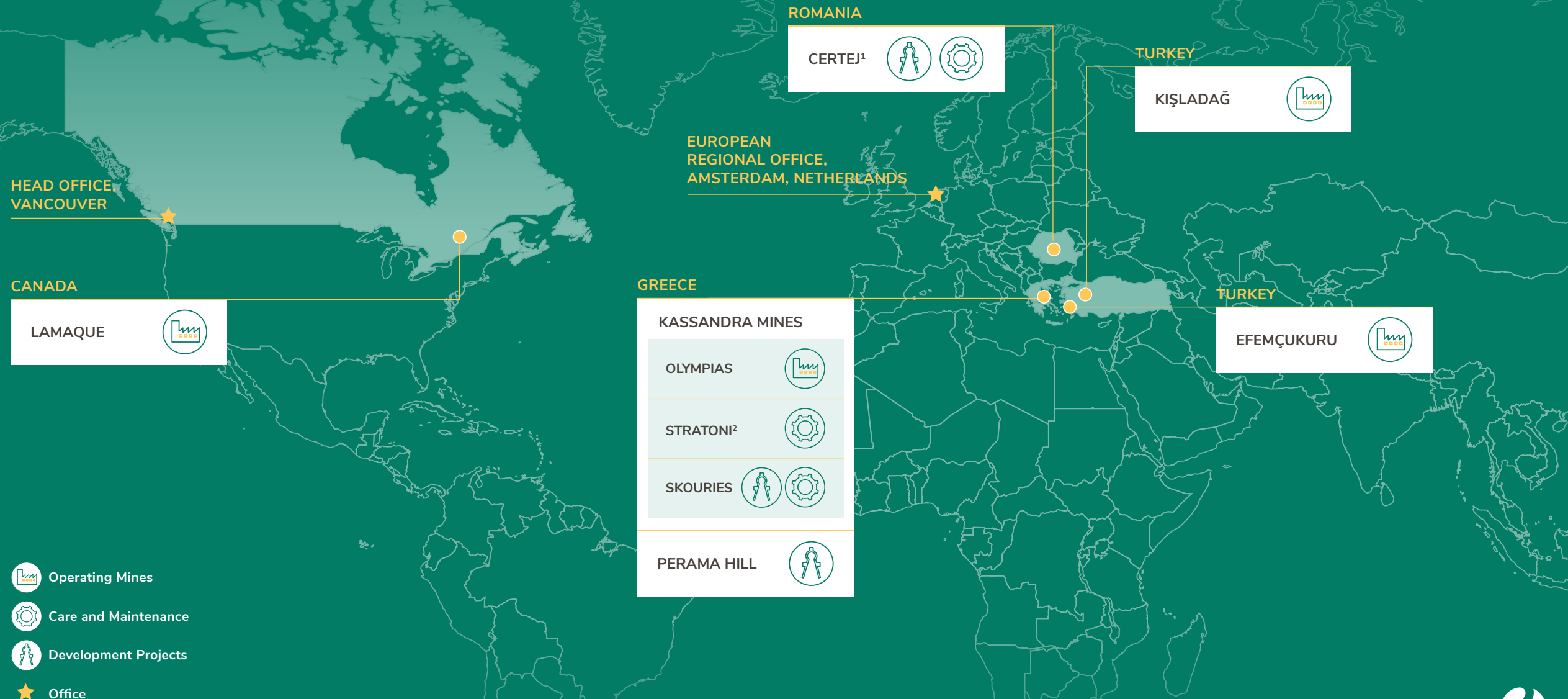
I look forward to what we can achieve in the year ahead. Eldorado is where it is today because it has constantly challenged the status quo. We bring innovation and agility to our work and we share expertise across our regions to build a sustainable and high-quality business that adds value to our many stakeholders. We will continue to find better ways to do things and to raise the bar for sustainable mining practices.

Sincerely,



George Burns
President & CEO

Where We Operate



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

GRI: 102-4, 102-5, 102-6, 102-7
 SASB: EM-MM-000.B

¹ The Certej development project is a non-core asset to Eldorado's portfolio. However, it is included throughout this report, as it maintained limited on-site activity in 2021 relevant to sustainability performance areas.
² Stratoni suspended operations and was placed on care and maintenance in the last quarter of 2021. In this report, references to "Stratoni" or "the Stratoni mine" include the nearby Mavres Petres mine from which ore was processed at the Stratoni plant. Stratoni is also the site of a port facility for the Cassandra Mines.





OPERATING MINES



Kışladağ

Location:
Uşak Province, Turkey

Commodities:
Gold

Type of deposit:
Gold porphyry

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

Life of mine:
18 years¹

Ownership:
100% Eldorado

Workforce:
1,135 (744 employees and 391 contractors)

2021 production:
174,365 oz Au

Proven and probable gold reserves²:
4,282 Koz at 0.68 g/t



Efemçukuru

Location:
İzmir Province, Turkey

Commodities:
Gold

Type of deposit:
Epithermal vein

Type of mine/processing method:
Underground/flotation

Life of mine:
6 years¹

Ownership:
100% Eldorado

Workforce:
879 (470 employees and 409 contractors)

2021 production:
92,707 oz Au

Proven and probable gold reserves²:
620 Koz at 5.71 g/t



Lamaque

Location:
Eastern Abitibi-Témiscamingue region, Québec, Canada

Commodities:
Gold

Type of deposit:
Orogenic gold

Type of mine/processing method:
Underground/flotation

Life of mine:
5.5 years (with approximately 8 years potential extension, based on inferred resources)¹

Ownership:
100% Eldorado

Workforce:
713 (415 employees and 298 contractors)

2021 production:
153,201 oz Au

Proven and probable gold reserves²:
1,091 Koz at 7.29 g/t



Olympias

Location:
Halkidiki Peninsula, Greece

Commodities:
Gold, silver, lead, zinc

Type of deposit:
Polymetallic carbonate replacement

Type of mine/processing method:
Underground/flotation

Life of mine:
19 years¹

Ownership:
100% Eldorado

Workforce:
860 (553 employees and 307 contractors)

2021 production:
55,577 oz Au

Proven and probable reserves²:
1,990 Koz Au at 6.63 Au g/t; 36,428 Koz Ag at 121 Ag g/t; 382 Kt Pb at 4.1%; 477 Kt Zn at 5.1%

GRI: 102-4, 102-5, 102-6, 102-7
SASB: EM-MM-000.B

¹ Based on proven and probable reserves as of September 30, 2021. For more information, please follow www.eldorado.com/assets to find the latest Technical Report for each of Eldorado's assets.
² For more information, please follow www.eldorado.com/assets to see the Resources and Reserves page of our website.



CARE AND MAINTENANCE



Stratoni

Location:
Halkidiki Peninsula, Greece

Commodities:
Silver, lead, zinc

Type of deposit:
Polymetallic carbonate replacement

Type of mine/processing method:
Underground/flotation

Ownership:
100% Eldorado

Workforce:
337 (318 employees and 19 contractors)

In the last quarter of 2021, Stratoni suspended production and was placed on care and maintenance. Exploration and drilling continue, with the goal of expanding reserves and resources before operations are resumed.

In this report, references to “Stratoni” or “the Stratoni mine” include the nearby Mavres Petres mine from which ore is processed at the Stratoni plant. Stratoni is also the site of a port facility for the Kassandra Mines.

GRI: 102-4, 102-5, 102-6, 102-7

SASB: EM-MM-000.B



DEVELOPMENT PROJECTS



Skouries¹

Location:
Halkidiki Peninsula, Greece

Commodities:
Gold, copper

Type of deposit:
Gold-copper porphyry

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

Life of mine:
20 years²

Ownership:
100% Eldorado

Workforce:
88 (30 employees and 58 contractors)

Proven and probable reserves³:
3,630 Koz Au at 0.77 Au g/t; 740 Kt Cu at 0.50%

¹ The Skouries development project was in care and maintenance in 2021.

² Based on proven and probable reserves as of September 30, 2021. For more information, please follow www.eldoradogold.com/assets to find the latest Technical Report for each of Eldorado’s assets.

³ For more information, please follow www.eldoradogold.com/assets to see the Resources and Reserves page of our website.

⁴ The Certej development project is a non-core asset to Eldorado’s portfolio and in care and maintenance. However, it is included throughout this report, as it maintained limited on-site activity in 2021 relevant to sustainability performance areas.



Perama Hill

Location:
Thrace region of northern Greece

Commodities:
Gold, silver

Type of deposit:
Epithermal gold-silver

Type of mine/processing method:
Open pit/whole ore, carbon-in-leach

Life of mine:
10 years²

Ownership:
100% Eldorado

Workforce:
12 (10 employees and 2 contractors)

Proven and probable reserves³:
1,250 Koz Au at 3.11 Au g/t; 2,680 Koz Ag at 7 Ag g/t



Certej (non-core asset)⁴

Location:
Transylvania in western Romania

Commodities:
Gold, silver

Type of deposit:
Epithermal gold-silver

Type of mine/processing method:
Open pit/flotation oxidation, carbon-in-leach

Life of mine:
15 years²

Ownership:
80.5% Eldorado, 19.25% Minvest S.A., 0.25% minority shareholder

Workforce:
77 employees

Proven and probable reserves³:
2,402 Koz Au at 1.69 Au g/t; 15,555 Koz Ag at 11 Ag g/t



EXPLORATION



Efemçukuru, Turkey



Lamaque, Canada



Olympias, Greece



Turkey

In Turkey, expensed exploration programs focused on drilling at regional projects as well as several early-stage targets at Efemçukuru. Exploration at Efemçukuru also related to resource expansion and resource conversion drilling targeting ore shoots within the Kokarpinar vein system, located approximately 400 metres east of the current mining activities at the Kestane Beleni vein system.

Canada

At Lamaque, exploration work resulted in the announcement of a maiden inferred resource for the Ormaque deposit. The completion of the acquisition of QMX in April 2021 expanded land holdings at the Lamaque operations by approximately 500%, adding a range of early to advanced-stage exploration projects to the Lamaque portfolio.

Greece

Exploration work in Greece focused on resource expansion at the Olympias mine, as well as a surface drilling program to test areas near the existing Stratoni mine.

Eldorado also holds 100% ownership of the Sapes deposit – a high-grade epithermal gold deposit located in northeastern Greece, near Eldorado’s Perama Hill project.

Global

Our exploration teams continue to break new ground by integrating sustainability into project identification and evaluation. In 2021, Eldorado’s exploration teams conducted gap assessments against SIMS, while continuing to build strong relationships with the communities in which we operate and prospect.

GRI: 102-4, 102-5, 102-6, 102-7

Our Approach to Responsible Mining






Our business is focused on breaking new ground at every stage in the mining life cycle. From the initial relationships we build with local communities 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.

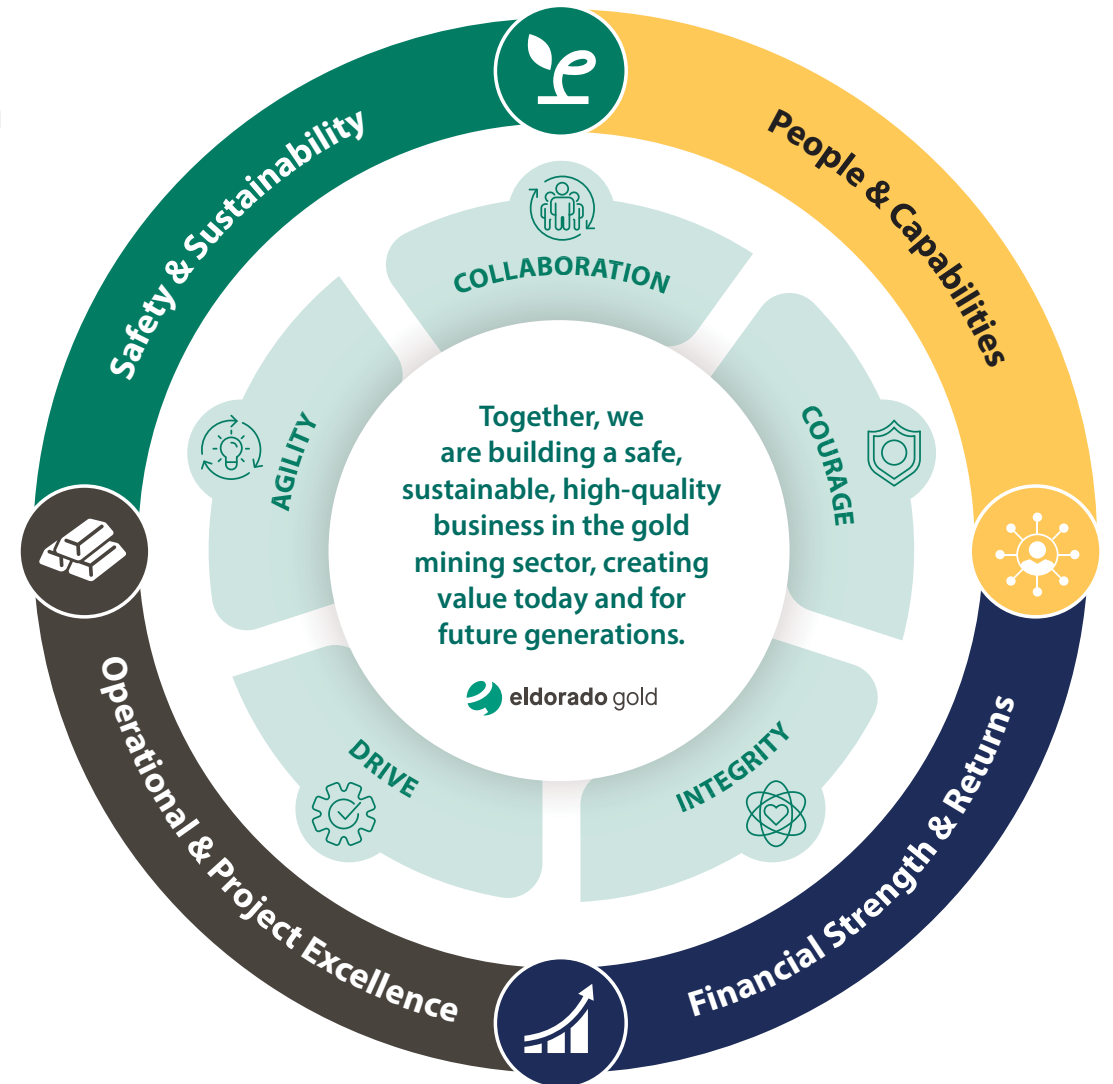
We recently updated our Corporate Strategy to build on our strengths, to grow our business and to deliver value today and for the future. The four pillars of our strategy include: safety and sustainability, people and capabilities, operational and project excellence, and financial strength and returns.

- Eldorado's **Vision and Values** define our future as an organization and our approach to how we get things done
- Eldorado's **Sustainability Framework** articulates what sustainability means to Eldorado
- Eldorado's **Policies** define our commitments on specific sustainability-related topics
- Eldorado's **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

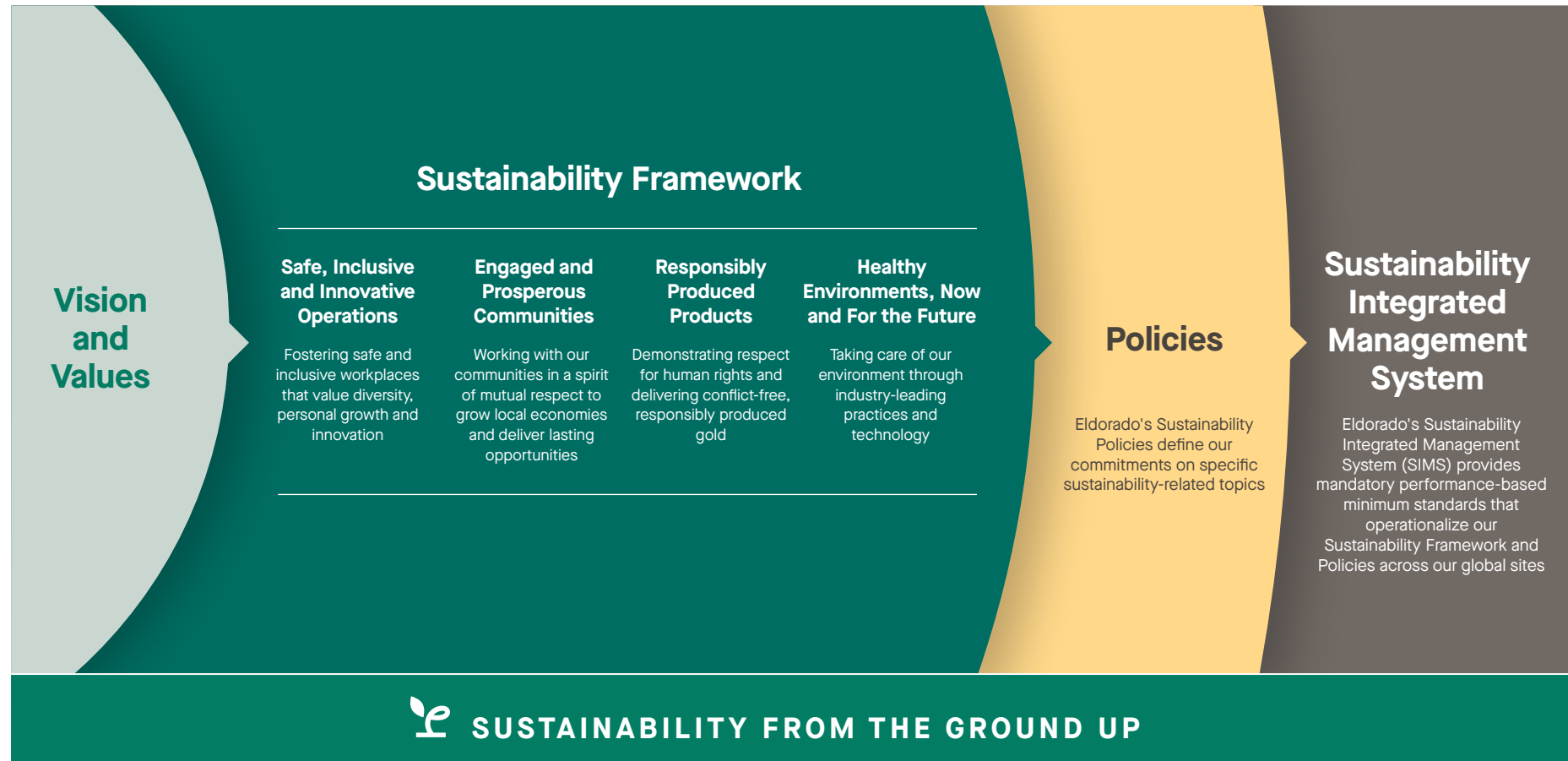
Our five core values are the foundation for how we do business, ignite our culture and underpin Eldorado's vision of building a safe, sustainable and high-quality business in the gold mining sector, creating value today and for future generations.

- 
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

Eldorado’s 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 gold mining sector, creating value today and for future generations. This means we consider sustainability in everything we do, from exploration to closure, and in our relationships with communities, investors, customers 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 believe we will continue to be a preferred partner for host communities and countries and have access to capital to enable us to grow our business for the benefit of all stakeholders. Our framework includes our commitments to deliver on the following:



OUR SUSTAINABILITY POLICIES

Eldorado’s policies and commitments provide the governance for making our vision, values and framework a reality. We recently updated our Health and Safety Policy, Environmental Policy and Human Rights Policy, and introduced a new Social Performance Policy. Our sustainability-related policies include:

- Anti-Bribery and Corruption Policy
- Code of Ethics and Business Conduct
- Diversity Policy
- Environmental Policy
- Health and Safety Policy
- Human Rights Policy
- Shareholder Engagement Policy
- Social Performance Policy

Our Sustainability Integrated Management System

Eldorado's Sustainability Integrated Management System (SIMS) provides minimum performance-based standards for all Eldorado sites in the areas of occupational health and safety, environmental performance, social performance, security, and general management of sustainability topics.

SIMS was developed in alignment with internationally recognized voluntary standards, including the World Gold Council's (WGC) [Responsible Gold Mining Principles \(RGMPS\)](#), the Mining Association of Canada's (MAC) [Towards Sustainable Mining \(TSM\)](#), the [International Cyanide Management Code \(ICMC\)](#), and the [Voluntary Principles on Security and Human Rights \(VPSHR\)](#). It was also developed through a collaborative effort with direct participation from executive leadership, senior management, mine and country General Managers, corporate teams and a dedicated group of sustainability professionals from across Eldorado's operating regions. SIMS is founded and fostered on Eldorado's values and is a critical tool for driving sustainability performance across our business.

Following development of SIMS in 2020, we rolled out the standards across our operations and completed an initial round of SIMS self-assessments in 2021. These assessments have provided an initial baseline of conformance with the standards and were used to identify priority areas for continuous improvement. In 2022, we will begin implementation of our integrated assurance program which combines internal and external assurance relative to SIMS and the requirements of the international standards and programs to which we subscribe.

GRI: 102-11, 102-12, 102-13, 102-16

EXTERNAL FRAMEWORKS AND COMMITMENTS

Eldorado's 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 Standards
- Sustainability Accounting Standards Board – Metals & Mining Standard
- United Nations Global Compact – Communication on Progress
- CDP Climate Change, Water Security and Forests

Our requirements are guided by the following:

- International Finance Corporation's Performance Standards on Environmental and Social Sustainability
- 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

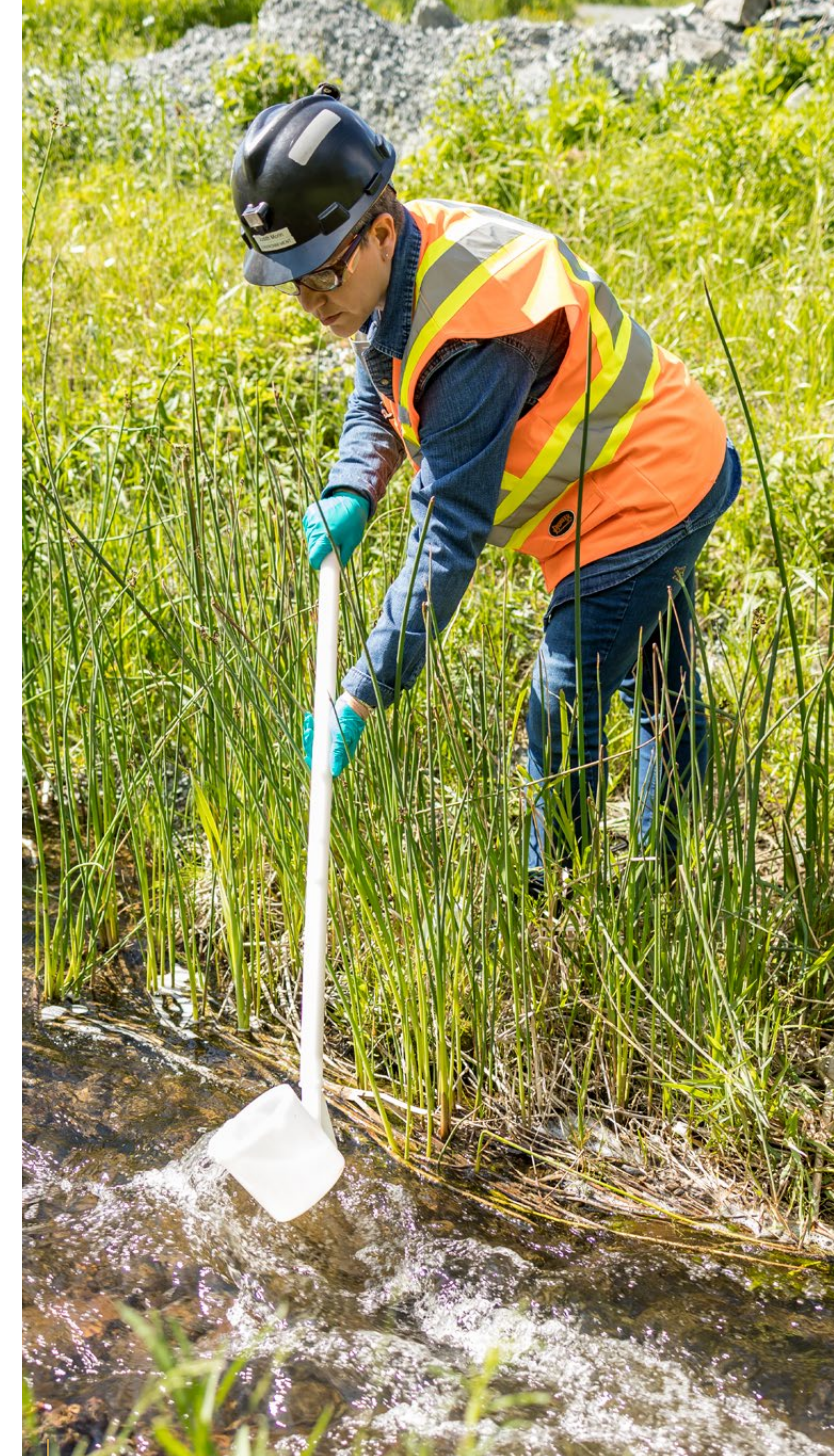
Our sites achieve certifications, which vary by site, such as:

- 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

Memberships

Eldorado is also a member of several industry associations that assist in developing best practices and international standards, such as:

- Devonshire Initiative
- European Association of Mining Industries, Metal Ores & Industrial Minerals (Euromines)
- International Cyanide Management Institute
- Mining Association of Canada
- Prospectors & Developers Association of Canada
- Québec Mining Association
- Turkish Gold Miners Association
- World Gold Council



Lamaque, Canada

UN SUSTAINABLE DEVELOPMENT GOALS



The 17 United Nations (UN) Sustainable Development Goals (SDGs) were adopted by all UN member states in 2015 to provide a shared blueprint and set targets for peace and prosperity for people and the planet. We have embedded the SDG targets into the methodology of our materiality assessment, which has helped us to identify the SDGs where we can have the greatest impact for the communities and countries where we operate.

Occupational Health and Safety



Good Health and Well-being

SDG 3.3: By 2030, end the epidemics of AIDS, tuberculosis, malaria and neglected tropical diseases, and combat hepatitis, waterborne diseases and other communicable diseases

SDG 3.6: By 2020, halve the number of global deaths and injuries from road-traffic accident

SDG 3.9: By 2030, substantially reduce the number of deaths and illnesses from hazardous chemicals and air, water and soil pollution and contamination

Eldorado promotes a strong, Company-wide workplace health and safety culture:

- Workers are provided with healthy food options, annual health check-ups, and regular health and safety training.
- We improve road safety on and off site, certify environmental management systems, and invest in community health programs and infrastructure.

In 2021, we continued to provide direct support to communities in response to the COVID-19 pandemic.

Inclusive Diversity



Gender Equality

SDG 5.1: End all forms of discrimination of women and girls everywhere

SDG 5.5: Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life

In 2021, Eldorado's Board was composed of 50% (and 56% as of January 2022) female directors, exceeding its goal as a member of the **30% Club Canada**. Eldorado also has an aspirational goal to have women hold 30% of senior management positions by 2023. By doing so, we are:

- Promoting a workplace free from gender-based discrimination
- Implementing our Diversity Policy and Code of Ethics and Business Conduct
- Promoting opportunities for women that foster career advancement

At Lamaque, we continued providing support to parents in our workforce, including access to paid daycare that fosters equal opportunity and participation. Beyond the mine at Efemçukuru, we also supported a local cooperative's grape processing workshop that aims to build capacity and foster entrepreneurship among women.

Water



Clean Water and Sanitation

SDG 6.3: By 2030, improve water quality by reducing pollution, eliminating dumping and minimizing release of hazardous chemicals and materials; halve the proportion of untreated wastewater; and substantially increase recycling and safe reuse globally

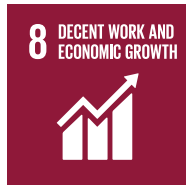
SDG 6.4: By 2030, substantially increase water-use efficiency across all sectors and ensure sustainable withdrawals and supply of freshwater to address water scarcity and substantially reduce the number of people suffering from water scarcity

Eldorado works to manage our water consumption while collaborating with local communities and governments by:

- Giving preference to **dry-stack tailings**, where feasible
- Recycling water at our sites
- Treating contact water prior to discharge
- Conducting research and engineering to improve efficiency and reduce consumption
- Conducting comprehensive site monitoring of water sources (upstream and downstream)
- Collaborating with community and government representatives to monitor water at sites
- Annual public water reporting
- Reducing, recycling and reusing water wherever possible

In 2021, Eldorado supported a project near Kişladağ to improve the energy efficiency of water infrastructure that supplies host communities, with the aim of decreasing costs for local residents.

Local Employment and Procurement



Decent Work and Economic Growth

SDG 8.2: Achieve higher levels of economic productivity through diversification and technological upgrading and innovation, including a focus on high value-added and labour-intensive sectors

SDG 8.5: By 2030, achieve full and productive employment and decent work for all women and men, including young people and persons with disabilities, and equal pay for work of equal value

SDG 8.7: Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking, and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025, end child labour in all its forms

SDG 8.8: Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular female migrants, and those in precarious employment

Eldorado actively builds the conditions under which sustainable economic growth can occur by:

- Providing well-paying jobs, supporting local businesses and collaborating with local chambers of commerce and governments to diversify economic growth
- Providing training and capacity-building assistance to help local businesses, suppliers, contractors and employees develop skills that can be transferred to other opportunities and grow local economies

Our commitment to local employment and procurement is formalized in our new [Social Performance Policy](#) and we prioritize local employment everywhere we operate. In 2021, 81% of our workforce was employed from communities local to the mine and our local procurement spend was approximately over \$478 million.

GRI: 102-11, 102-12, 102-16

Community Investment



Industry, Innovation and Infrastructure

SDG 9.1: Develop quality, reliable, sustainable and resilient infrastructure, including regional and transborder infrastructure, to support economic development and human well-being, with a focus on affordable and equitable access for all

SDG 9.3: Increase access for small-scale industrial and other enterprises, in particular in developing countries, to financial services including affordable credit, and their integration into value chains and markets

SDG 9.4: By 2030, upgrade infrastructure and retrofit industries to make them sustainable, with increased resource use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes, with all countries taking action in accordance with their respective capabilities

Eldorado makes significant investments in infrastructure to transport materials, water, energy and information to our locations:

- Prioritizing local procurement and training, building infrastructure, innovation and industry
- Partnering with local businesses and universities, we promote research and development, and invest in local infrastructure, such as public roads and irrigation systems that are fundamental to achieving the SDG targets

In 2021, Eldorado contributed approximately \$2.5 million in local communities to support various efforts, including repairing community infrastructure, donating educational materials, and disbursing supplies and equipment to address COVID-19. However, our contributions reach beyond donations and include investments aimed at building local capacity in our host communities, such as providing access to education and professional training opportunities.

Responsible Sourcing



Responsible Consumption and Production

SDG 12.2: By 2030, achieve the sustainable management and efficient use of natural resources

SDG 12.4: By 2020, achieve the environmentally sound management of chemicals and all wastes throughout their life cycle, in accordance with agreed-upon international frameworks, and significantly reduce their release to air, water and soil in order to minimize their adverse impacts on human health and the environment

SDG 12.6: Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle

Eldorado responsibly produces materials that create socio-economic benefits fundamental to healthy communities and transitioning to a lower-carbon economy. Our business is focused on responsibly and sustainably creating value from natural resources, and we seek to adopt international best practices wherever we operate.

In 2021, Eldorado had no major environmental incidents across our operations. Moreover, we worked to develop our Climate Change Strategy and GHG emissions mitigation target, that aim to mitigate our contribution to climate change and continue building a responsible and resilient business. We also completed assurance against the WGC's Conflict-Free Gold Standard (CFGS) for our 2020 operations and disclosed our Year One report regarding our commitment to the RGMPs.

Our Sustainability Materiality Approach

Eldorado's annual Sustainability Report provides an opportunity for the Company to comprehensively address the sustainability-related issues and topics that are most material to our business and have the greatest impacts on society, the environment and economies.

In addition to our continuous monitoring of material issues, a formal assessment allows us to map the topics most important to our stakeholders and identify issues across our operating regions. This broad view provides valuable insights into our business and is the foundation of this Report.

DEFINING MATERIALITY

In accordance with guidance provided by the GRI Standards, this Report defines a "material topic" as a matter that reflects the Company's significant economic, environmental and social impacts, or a matter that could substantively influence the assessments and decisions of our stakeholders. The GRI Standards' externally focused definition of materiality forms Eldorado's understanding of material topics for this Report¹. In addition to the GRI Standards' materiality assessment methodology, we continue to measure each topic's "importance to the business" as a third dimension in our own sustainability materiality, to provide a transparent view of internal priorities to our stakeholders. We have also aligned our approach to materiality with the material issues identified by SASB for the metals and mining industry.

DETERMINING MATERIALITY

We conduct materiality assessments on a three-year rolling basis to identify the topics that will be featured in this Report. Every third year, we conduct engagements with a broad group of internal and external stakeholders. In interim years, we update materiality assessments internally and rely on publicly available external information. Each of the identified material topics is assessed in relation to the [UN SDG Sustainable Development Index](#) to determine Eldorado's impacts across our operating regions. Senior management has taken time to review the material topics presented in this Report with consideration to our impacts and influence. This materiality assessment creates additional value for Eldorado by:

- Providing a structure and mandate for managing the most important ESG topics for our business and our stakeholders
- Adding data-driven support for the purpose and direction of our internal and external engagement initiatives
- A tool to map material topics to enterprise risks, ensuring they are considered

¹ The filing of this Report and the topics and information included are not, and should not be construed as, an admission by the Company that such matters are material within the meaning of Canadian Securities Laws.

GRI: 102-15, 102-21, 102-29, 102-31, 102-46

RGMP: 2.1, 2.2, 2.4, 8.1



Kassandra Mines, Greece

MATERIALITY PROCESS



1. Preliminary Desktop Assessment

Eldorado consistently monitors news related to our business, industry peers, and the economic, social and environmental issues facing communities and governments in our operating regions to maintain an understanding of what is material for our stakeholders. With this background knowledge, we define the purpose and context of our materiality assessment. Taking results from the previous year's materiality assessment as a starting point, we review peer, industry and media reports and internal documents to identify a list of material topics for inclusion in the assessment.

2. Designing the Materiality Assessment

We identify internal and external stakeholders, design survey questions and refer to external sources such as the SDGs to inform the design and content of our assessment. A well-designed assessment process allows us to accurately understand our impacts and influence.

3. Conducting Business Impact Assessments

We engage with senior executives and management across corporate, regional and site offices, including professionals responsible for overseeing social, environmental and economic performance at each site. Respondents are asked to rank material topics based on their impacts on society, the environment and the economy as well as Eldorado's business as a sustainable mining company.

4. Determining External Impacts

We measure the salience of our impacts in the countries where we operate using the SDG Sustainable Development Index. The SDG Index assesses countries based on their progress towards each of the 17 SDGs and assigns a score for each country's performance on each SDG. This tool helps us to understand where we have the greatest impacts across all of our operations by identifying the SDGs to which we can most significantly contribute.

5. Compiling Results and Creating a Matrix

We map issues onto a materiality matrix to communicate their relative importance, identify those that have significantly changed since the previous assessment, and identify those that may require further management attention and action.

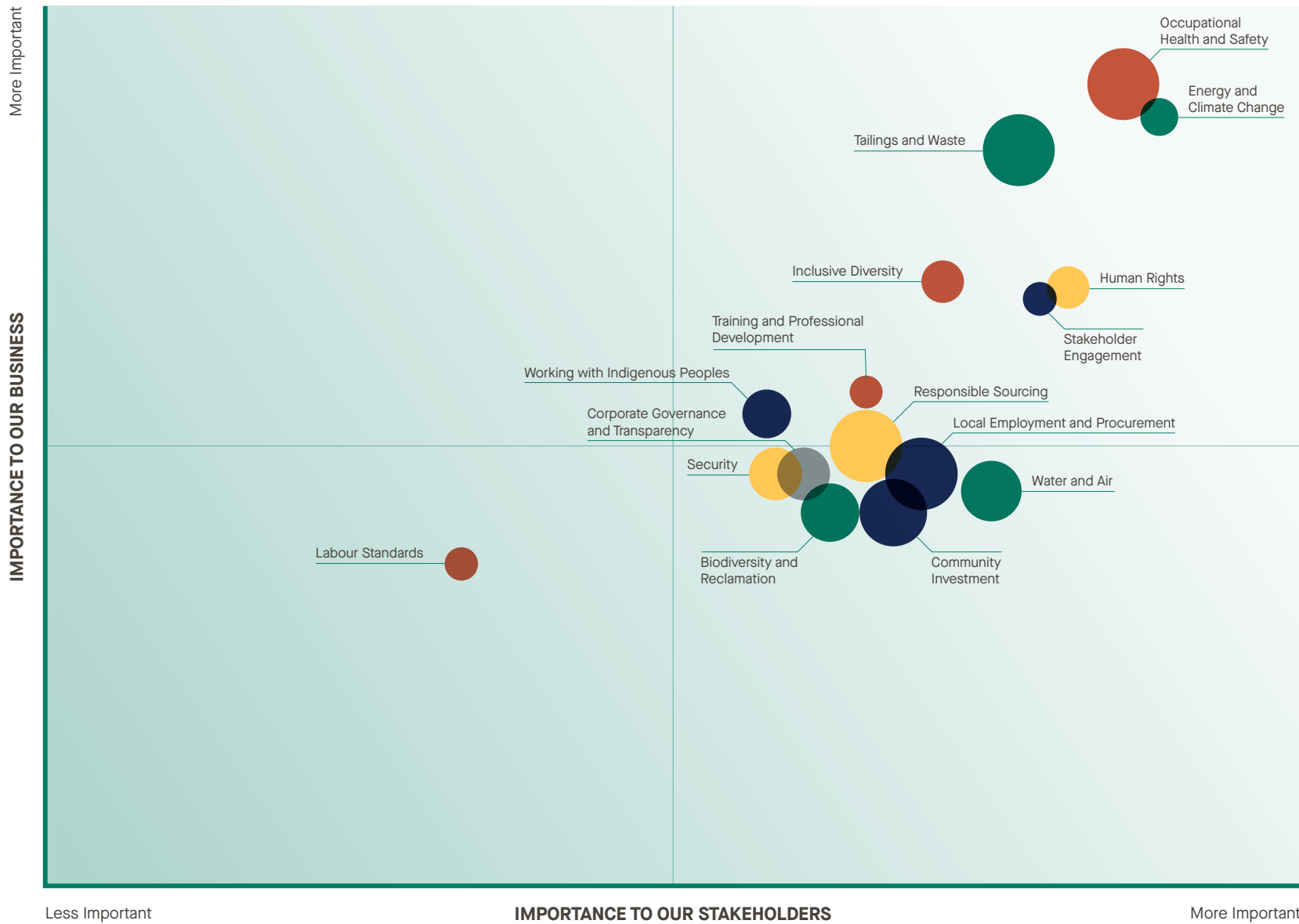
6. Validating and Reporting Results

We review the results of our materiality assessment internally and establish how to present the material topics to be included in the Report. Topics that fall within our reporting threshold of moderate to high materiality form the areas of focus for this Report. For each topic that surpasses the threshold, we describe our management approach and provide performance data and analysis. Although topics that surpass the materiality threshold comprise the majority of the content of this Report, we discuss our management approach and at times provide data for other topics as they may be particularly salient to certain groups of stakeholders or within certain operating regions.

GRI: 102-15, 102-21, 102-29, 102-31, 102-46

RGMP: 2.1, 2.2, 2.4, 7.1, 8.1

MATERIALITY MATRIX



MATERIALITY MATRIX LEGEND

- **Importance to our business (Y axis):** reflects the influence and importance each topic has on Eldorado as a sustainable mining company
- **Importance to our stakeholders (X axis):** reflects the influence and importance each topic has across all stakeholder groups surveyed
- **Bubble size:** indicates Eldorado's impact on society, the environment and economy for each topic as measured by our potential contributions to the UN SDGs Index scores for our operating countries

In 2021, we updated our materiality matrix to reflect developments in three key areas: Inclusive Diversity, Water and Air, and Working with Indigenous Peoples. The importance of these topics to our business has increased in consideration of our demonstrated commitments, and relevant progress is discussed throughout this report.

While we have presented each material topic relative to others, all of the topics above are considered "material topics" per GRI and SASB reporting standards and are considered important to our business and our stakeholders. Eldorado seeks to be a leader in responsible mining in each of these areas.

COLOURS LEGEND

- Safe, Inclusive and Innovative Operations (Red)
- Responsibly Produced Products (Yellow)
- Engaged and Prosperous Communities (Dark Blue)
- Healthy Environments, Now and For the Future (Green)
- Other (Grey)

GRI: 102-15, 102-21, 102-29, 102-31, 102-46, 102-47

RGMP: 2.1, 2.2, 2.4, 7.1, 7.3, 8.1






Our Performance Targets

Every year we set ambitious goals for sustainability performance, management and governance, and work to integrate sustainability into our business.

2021 SUSTAINABILITY ACHIEVEMENTS

In 2021, Eldorado is proud to have taken a major first step towards decarbonization, progressed its sustainability management systems and alignment with the RGMPs, and achieved yet another year with no fatalities or major environmental and social incidents. While we did not achieve our lost-time injury frequency rate (LTIFR) and total recordable injury frequency rate (TRIFR) performance targets, this underscores the need for increased focus on driving an engaged safety-first culture and proactive health and safety management through workforce engagement and leading indicators.

We continue to set ambitious goals for sustainability performance, management and governance, and work to integrate sustainability into our business. Placing an emphasis on sustainability in our corporate scorecard 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](#).

Goal	2021 Targets	Achievement	Highlights
Reduce LTIFR and TRIFR by 10%	LTIFR: 0.77 TRIFR: 5.35		In 2021, the LTIFR was 0.88, a 4% increase from 2020, and the TRIFR was 5.73, a 4% reduction from 2020. Although we saw H&S performance achievements in 2020, we remained challenged by <i>Golden Rules Health & Safety Handbook</i> (the “Golden Rules”) infractions related to the use of “tools & equipment” and “driving safety” at our Cassandra sites, leading to a higher number of lost-time injuries. We remain committed to operating safely every day.
Establish common health and safety leading indicators	Enhance corrective action performance following preventative inspections		Corrective action efficiency rate was 82% in 2021, compared to a target of 70%. We maintained focus on workforce safety engagements and have increased the quality of safety engagements in the field.
Sustainability systems and strategy	Progress on multi-year sustainability programs including: <ul style="list-style-type: none"> • SIMS implementation and site self-assessments • Advance alignment to the RGMPs • Develop a Climate Change Strategy and set climate-related targets 		<ul style="list-style-type: none"> • Updated Health and Safety, Environmental, and Human Rights Policies and introduced Social Performance Policy • Conducted initial site-level SIMS self-assessments • Completed Year Two assurance requirements towards alignment with the RGMPs (See our Year Two RGMP Report here) • Developed Climate Change Strategy endorsed by the Board and executive management and released an inaugural Climate Change & GHG Emissions Report aligned with the recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD)
Zero fatalities	Zero fatalities		Eldorado recorded zero fatalities in 2021. Eldorado has not recorded a fatality since Q3 2017.
Zero major environmental or social incidents	Zero major environmental or social incidents		Eldorado recorded zero major environmental or social incidents in 2021.

 Achieved  Not Achieved

GRI: 102-29, 102-31
RGMP: 2.4, 8.1

2022 Sustainability Targets

In 2022, we are focused on advancing the implementation of SIMS, alignment to the RGMPs, and execution of our Climate Change Strategy, while driving an engaged safety-first culture through leadership engagements.

Goal	2022 Targets
Reduce LTIFR and TRIFR by 10%	LTIFR: 0.79 TRIFR: 5.52
Leadership safety engagements	Conduct leadership safety engagements across operations
Progress SIMS implementation	Establish integrated sustainability audit methodology <ul style="list-style-type: none"> • Conduct SIMS External Assessment at Lamaque • Advance RGMP conformance globally
Progress Climate Change Strategy implementation	Advance mitigation and adaptation plans and strategies by: <ul style="list-style-type: none"> • Providing updates on our progress toward our 30% by 2030 target • Providing further details on GHG mitigation pathways • Providing further details on climate adaptation efforts
Zero fatalities	Zero fatalities
Zero major environmental and social incidents	Zero major environmental and social incidents

GRI: 102-15, 102-29, 102-31
RGMP: 2.4, 8.1



Kışladağ, Turkey



Kışladağ, Turkey

GRI: 102-16, 102-18, 102-19 102-20, 102-22, 102-23, 102-24, 102-26, 102-27, 102-28, 102-29, 102-30, 102-31, 102-32, 102-33

RGMP: 1.7, 2.1

Governance and Transparency

Central to Eldorado’s 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.

BOARD OF DIRECTORS

Eldorado’s Board of Directors is responsible for overseeing corporate governance. Their [Terms of Reference](#) explicitly require the Chair of the Board and all members of Board committees to be independent. The Board works with senior management to set long-term goals, develop strategy and monitor Eldorado’s progress toward achieving its goals, while providing independent and objective advice. They regularly evaluate our principal business risks and monitor the effectiveness of our risk management process. Our Board is composed of the following five committees:

- [Audit](#)
- [Compensation](#)
- [Corporate Governance and Nominating](#)
- [Sustainability](#)
- [Technical](#)

The Corporate Governance and Nominating Committee annually evaluates the performance of the Board and its committees and directors. [Mr. Steven Reid](#) is currently serving as Chair of the Board, and more information on our Board committees is available on our website at www.eldoradogold.com/about-us/leadership/boardcommittees.

For further information on the Board of Directors and Board Committees, please see Eldorado’s annual [Management Proxy Circular](#).

The Sustainability Committee oversees our policies, programs, practices and disclosures in the areas of environment, tailings management, sustainable development, climate change, health and safety, social performance, community relations, human rights and security. The Committee seeks assurance that Eldorado consistently promotes ethical, transparent and responsible behaviour, and meaningfully engages its stakeholders and communities. All committee members are independent.

The Sustainability Committee receives detailed quarterly reports for all sites and works with Eldorado leadership to suggest directives for senior management to pursue. The Board of Directors, including members of the Committee, periodically visit our sites for first-hand validation and interaction with our operations personnel.

In 2021, the Sustainability Committee met at the end of each quarter to review Eldorado’s evolving sustainability performance and progress on key developments. Significant attention was placed on the development of Eldorado’s Climate Change Strategy and inaugural GHG emissions target. The Committee oversaw the launch and implementation of SIMS across the Company and engaged with management to update Eldorado’s sustainability policies.

SENIOR MANAGEMENT

Our senior management team in Vancouver works closely with management teams in each of our operating jurisdictions, providing a clear line of sight to each operation. Ultimately, accountability for social, environmental, and health and safety performance rests with our President & Chief Executive Officer (CEO) while the Executive Vice President (EVP) & Chief Strategy Officer (CSO), and EVP & Chief Operating Officer (COO) have oversight at the corporate level. In addition to frequent site visits, our senior management team aims for open communication and appropriate oversight through regular reporting on sustainability related matters, including health and safety, environmental and social performance, from Mine General Managers and Country Vice Presidents & General Managers.

In 2021, the senior management team established governance and organizational direction for the launch and implementation of SIMS, Eldorado’s Climate Change Strategy and GHG emissions target, and the ECMS. Senior management at the corporate and in-country levels worked to advance SIMS and ECMS through direct engagement with sustainability, operations and engineering teams. This work included the formation of cross-company steering committees and project teams with support and oversight from the EVP & COO and EVP & CSO.

More information on Eldorado’s senior management team is available on our website at www.eldoradogold.com/about-us/leadership/officers-and-management.

GOVERNANCE POLICIES

Our [Code of Ethics and Business Conduct](#), [Anti-Bribery and Corruption Policy](#), [Human Rights Policy](#), [Insider Trading Policy](#) and [Disclosure Policy](#) reinforce our standards and values and outline our expectation that employees and suppliers operate in accordance with the highest standards of legal and ethical behaviour. We also outline our commitments to protecting the environment and the safety of our people and neighbours in our [Environmental and Health and Safety Policies](#). In early 2022, we updated our [Environmental Policy](#) and [Human Rights Policy](#) and introduced a new [Social Performance Policy](#). More information on our governance practices and copies of our policies are available on our website at www.eldoradogold.com/about-us/governance.

SUSTAINABILITY FACTORS IN COMPENSATION

Our people are responsible for our success. Actively working on our organizational culture is therefore critical to executing on our goals. Guiding culture requires regular, same-day performance conversations to stay focused on results.

Health, safety and environmental performance indicators and social performance measures are embedded in the evaluation of corporate and personal performance and are directly tied to awards paid under the Short-Term Incentive Plan. ESG objectives make up 30% of the corporate scorecard resulting in a direct impact on short-term incentive compensation. In addition, sustainability goals are measured within personal performance scorecards for senior management. Combined, ESG metrics account for up to 30% of senior management short-term compensation. In addition, the Compensation Committee is exploring the addition of a second metric for the long-term incentive PSU Plan, such as the addition of a sustainability metric.

In 2021, we revisited the sustainability factors tied to Eldorado's senior management compensation; we set new targets and key performance indicators aligned with promoting multi-year sustainability programs including implementation of SIMS, alignment with the RGMPs, and development of Eldorado's Climate Change Strategy and climate-related targets. For further information on sustainability factors in compensation, please see Eldorado's annual [Management Proxy Circular](#).

GRI: 102-16, 102-17, 102-18, 102-19, 102-20, 102-25, 102-28, 102-30, 102-34, 102-35, 102-36, 205-1, 205-2, 205-3

SASB: EM-MM-510a.1

UNGC: 10

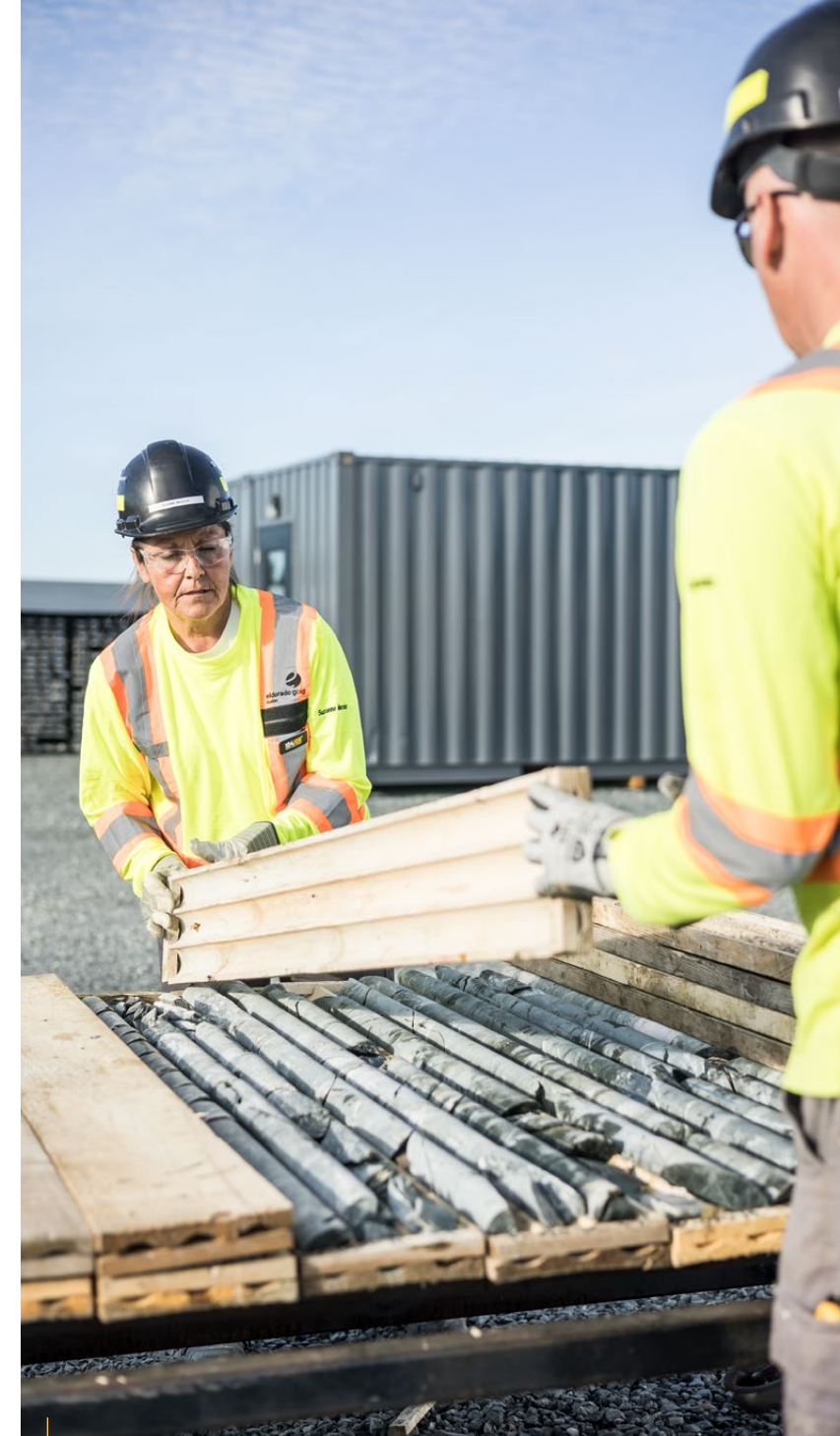
RGMP: 1.3, 1.7, 2.1, 6.7

ELIMINATING BRIBERY AND CORRUPTION

As a Company that generates significant local employment and government revenue, Eldorado has the ability to influence anti-bribery and anti-corruption behaviour where we operate and positively contribute to respect for the rule of law. Eldorado and its subsidiaries are required to comply with all applicable anti-corruption and anti-bribery laws and regulations. Our [Anti-Bribery and Corruption Policy](#) has been in place since 2015 and was updated in 2020. The policy formalizes our commitments and expectations of our employees and contractors that Eldorado comply with applicable anti-bribery and anti-corruption laws. It also encourages staff to be alert to potential violations of applicable laws by any of Eldorado's personnel or independent representatives, distributors, consultants or agents.

Eldorado directors, officers and employees participated in ethics and compliance training in 2021, which included anti-bribery and anti-corruption training. Directors, officers and Country General Managers who are responsible for overseeing employees in foreign jurisdictions where we operate must sign a compliance certificate, stating that such individuals understand the Company's [Code of Ethics and Business Conduct](#) and all other applicable Company policies and will follow them. Copies of these policies are posted at each of our sites in communal work areas and on noticeboards. The policies are overseen by Eldorado's Corporate Secretary and Ethics and Compliance team. Issues of critical concern can be reported to the Board via the Chair of the Audit Committee or using the Whistleblower reporting agency at www.eldorado.ethicspoint.com.

In 2021, Eldorado identified an opportunity to broaden the reach of its formal policies and controls for stronger commitment to ethical and responsible supply chains, including anti-bribery and anti-corruption. We are working to produce a Supplier Code of Conduct that seeks to align our suppliers with Eldorado's commitments, and we are investigating processes to conduct systematic risk-based due diligence and compliance monitoring of our supply chain.



Lamaque, Canada

TRANSPARENCY OF PAYMENTS TO GOVERNMENTS

Eldorado supports the elimination of bribery and corruption by disclosing our payments to governments in accordance with applicable legislative requirements.

TABLE 1: PAYMENTS TO GOVERNMENTS¹ (\$ MILLIONS)

	Canada	Turkey	Greece	Romania	2021 Total	2020 Total	2019 Total
Taxes	17.7	24.5	0.4	0.2	42.8	61.7	18.3
Royalties	–	29.8	5.1	–	35.0	11.5	6.8
Fees	–	9.9	–	0.1	10.1	8.0	9.0
Total	17.7	64.2	5.5	0.4	87.8	81.2	34.1

¹ Payments to governments have been calculated on a cash basis and in accordance with ESTMA. Eldorado also paid approximately \$220,000 in fees in Brazil during 2021, prior to the sale of the Tocantinzinho project. Apparent discrepancies in totals in this table are due to rounding of final figures.

Payments to governments vary over time as a result of changes to our business, changes to regulations and tax regimes and broader market conditions.

Transparent and fairly collected tax revenues and other royalties allow governments to build stable political institutions and invest in sustainable development. Revenue transparency is also an important part of maintaining honest relationships with our investors and other stakeholders, and we believe that disclosure of payments made to governments is an important part of a broad industry mandate to fight corruption. Canada and the European Union (EU) have passed laws that require mandatory public reporting of payments to governments by the extractive sector – [Canada’s Extractive Sector Transparency Measures Act \(ESTMA\)](#), which came into force on June 1, 2015; and the [EU’s Transparency and Accounting Directives \(EU Directives\)](#), introduced in 2013.

On May 27, 2022, Eldorado filed its sixth report under ESTMA, which covers payments over \$10,000 made in 2021 to all levels of foreign and domestic governments. This report summarizes Eldorado’s payments of taxes, royalties, fees, bonuses, production entitlements, dividends and other categories of payments prescribed by ESTMA. The report is publicly available on our website at www.eldoradogold.com/investors/financial-information/ESTMA/.



\$42.8M

in taxes paid to local governments in 2021



\$35.0M

in royalties paid to local governments in 2021



\$10.1M

in fees paid to local governments in 2021

Safe, Inclusive and Innovative Operations

People are at the core of our business. By keeping our people safe, providing well-paid jobs and fostering inclusivity and diversity in our workforce, our operations contribute to the social and economic development of the communities in which we work.

IN THIS SECTION

- Occupational Health and Safety
- Case Study: Responding to COVID-19
- Inclusive Diversity
- Training and Professional Development
- Labour Standards



Kassandra Mines, Greece

Occupational Health and Safety

Protecting the health and safety of our employees, contractors and communities is our first priority and a cornerstone of our operating philosophy. We are focused on driving an engaged safety-first culture, as part of our commitment to a zero-harm workplace.

High-risk and safety-sensitive activities are identified in Eldorado's *Golden Rules*, which provide requirements for health and safety risk identification and management. Every person entering an Eldorado site is required to carry a copy of the *Golden Rules* as part of their PPE.

ELDORADO'S GOLDEN RULES COVER:



Health and safety risks such as disease and injury related to working in natural environments are addressed in our health and safety planning. We continue to use our *Golden Rules Health & Safety Handbook* as a tool that provides access to critical health and safety information for all workers.

RESPONSIBILITY FOR SAFETY

At each of our sites, health and safety teams and site management are responsible for the day-to-day oversight, implementation and management of our health and safety policies, programs and activities. Each team reports directly to its Mine General Manager and to Eldorado's Director, Health & Safety. Both the Mine General Managers and the Director, Health & Safety report directly to Eldorado's EVP & COO. The EVP & COO oversees safety objectives and targets, engages directly to support health and safety management systems, and reviews safety performance across the Company.

Health and safety incidents resulting in a recordable injury, high-potential incidents, and high-potential near misses are reported to the Company's management as well as health and safety teams across our operating regions. Eldorado encourages and facilitates the sharing of health and safety information including near misses, high-potential injuries, and learning opportunities across our operating regions to build knowledge of health and safety practices throughout the Company. Eldorado's President & CEO is ultimately accountable for our safety performance. At the Board level, the Sustainability Committee has oversight of health and safety performance and activities.

Regular health and safety reports are prepared by each site and region, outlining weekly month-to-date and year-to-date statistics including the following:

TABLE 2: HEALTH AND SAFETY REPORTED INCIDENTS

	Definition	2021
Near misses	An incident which, in different circumstances, could have resulted in harm to people, damage to property or loss to a process	259
First aid incidents	Care is provided to a person who is injured or who suddenly becomes ill (e.g., disinfecting a cut, applying a bandage, treating a sunburn, etc.)	148
Medical treatment injuries	Any injury or disease that resulted in basic treatment (not first-aid treatment) given by a physician or other medical personnel (e.g., prescription medication, sutures, therapeutic treatment, etc.)	23
Restricted work injuries	An injury or disease that results in a person being unable to perform their normal duties, including temporary or permanent transfer to another job	21
Lost-time injuries	A work-related injury or disease that resulted in lost time from scheduled work of at least one day or shift, a permanent disability or a fatality	8
Fatalities	Death resulting from a work-related incident	0

GRI: 403-1, 403-2, 403-3, 403-4, 403-9, 403-10

RGMP: 4.1, 4.2, 4.3

HEALTH AND SAFETY MANAGEMENT SYSTEMS

Eldorado's SIMS contains occupational health and safety standards that set minimum performance requirements for all Eldorado sites. SIMS actions our corporate [Health and Safety Policy](#) and drives safety performance across the Company. SIMS focuses on a wide range of health and safety-related activities and is guided by industry-leading best practices. Site-specific health and safety targets are defined annually and included in executive compensation.

Our Kışladağ and Efemçukuru mines in Turkey and the Kassandra Mines in Greece are independently certified to [ISO 45001](#). MAC's [Safety and Health Protocol](#) is being implemented across our operations as part of Eldorado's broader adoption of the Towards Sustainable Mining program within SIMS.

In 2022, Eldorado updated its corporate Health and Safety Policy to include a greater focus on elements of a strong safety culture including management team and workforce engagement, use of leading indicators, and celebrating successes, collaboration and innovations that contribute towards a zero-harm workplace. Each site also completed a SIMS self-assessment to evaluate current alignment with SIMS and develop corrective action plans to drive continuous improvement. In practice, this also included tracking leading indicators such as corrective actions following preventative inspections to emphasize proactive health and safety management. Eldorado achieved a corrective action efficiency rate of 82% by the end of 2021, exceeding our internal 70% target.

Eldorado has made significant progress over the last several years on improving its health and safety performance and strengthening a culture of health and safety. In 2021, Kışladağ, Efemçukuru and Lamaque recorded zero lost-time injuries. However, while our TRIFR continued to decrease in 2021, our LTIFR saw a 4% increase and we did not achieve our TRIFR and LTIFR targets. Lost-time injuries at Olympias and Stratoni resulted from infractions associated with Eldorado's *Golden Rules*, predominantly "Driving Safety" and "Tools & Equipment". While we saw improvement in 2020, we recognize that we will always have room to improve our health and safety performance. We are proud of our teams for their continued dedication to operating safely and we will continue to focus on engaging across our workforce and implementing proactive measures as we strive towards zero harm.

TABLE 3: SAFETY PERFORMANCE (EMPLOYEES AND CONTRACTORS)

Region	Asset	Hours Worked (million)	Lost-Time Injuries	LTIFR ¹	TRIFR ¹	Near Miss Frequency Rate ²	Fatality Rate
Turkey	Kışladağ	2.60	–	0.00	3.07	4.22	0
	Efemçukuru	1.57	–	0.00	4.45	13.61	0
Canada	Lamaque	1.27	–	0.00	10.22	10.22	0
Greece	Stratoni ³	1.10	4	3.62	8.15	1.45	0
	Olympias	1.65	4	2.43	9.11	3.89	0
	Skouries	0.20	–	0.00	0.00	1.02	0
	Perama Hill	0.03	–	0.00	0.00	0.00	0
Romania	Certej	0.21	–	0.00	0.00	0.00	0
Exploration		0.14	–	0.00	0.00	0.00	0
2021 Total⁴		9.07	8	0.88	5.73	6.03	0
2020 Total		8.23	7	0.85	5.95	N/A	0
2019 Total		8.22	12	1.49	8.17	N/A	0

¹ Per 1,000,000 hours worked.

² Per 200,000 hours worked.

³ Stratoni suspended operations and was placed on care and maintenance in the last quarter of 2021.

⁴ Total hours worked in 2021 include regional offices in Athens, Greece and Ankara, Turkey.

GRI: 403-1, 403-2, 403-3, 403-4, 403-8, 403-9, 403-10

SASB: EM-MM-320a.1

RGMP: 4.1, 4.2, 4.3

STRENGTHENING OUR SAFETY CULTURE

We continuously look to strengthen our safety culture by taking a holistic view towards safety leadership. A culture of safety means that each individual values their safety and the safety of those around them; having this culture allows for our policies, procedures and systems to be implemented effectively and leads to safety-conscious behaviour.

In 2021, we focused on strengthening our safety culture by continuing engagement with front-line workers. Site management teams focused on engaging workers in discussions related to safety, and an emphasis was placed on corrective actions following safety inspections. Updates to our [Health and Safety Policy](#) are intended to better reflect our commitments to foster a strong safety culture, through promoting greater awareness and ownership of safety objectives and performance across all levels of the organization. In demonstration of this sense of shared responsibility, phase one of our Global Inclusion Survey conducted across operations in Canada and Turkey indicated that 91% of our employees feel comfortable voicing concerns or making suggestions about workplace health and safety.

TECHNOLOGY AND INNOVATION TO IMPROVE HEALTH AND SAFETY

As part of our continuous improvement efforts, we study the use of new technologies that can help our workers accomplish tasks more safely and reduce the risk of harm to people and the environment. In our underground mines at Efemçukuru, Olympias and Lamaque, innovations in underground communications technology have allowed us to implement tagging and tracking technology for our equipment and our workers. Tagging and tracking involves providing employees with transmitters so that everyone can be accounted for, even if they are working in areas of restricted visibility. This technology allows us to reduce the risks of collisions and helps our workers avoid mobile machinery.

During COVID-19, we adopted new technologies to remotely conduct workplace safety inspections, implement contact-tracing abilities within our sites, and screen workers for signs of illness to mitigate the risk of COVID-19 transmission on our sites. Other innovative technologies such as ventilation on demand and dry-stack tailings also improve health and safety conditions for our workforce and local communities while reducing our environmental impacts.

SUSTAINABILITY CASE STUDY

TECHNOLOGY FOR DRIVING SAFETY

At Kışladağ and Efemçukuru, we have integrated collision avoidance systems for heavy equipment, such as haul trucks and loaders, open pit service shuttles and portable units for surveying, blasting and other on-site teams, with the aim of eliminating collisions with obstacles and personnel. By using technology, we mitigate risks and provide safer working environments.

Kışladağ continues to employ a driving safety system for mine haul trucks. This system monitors truck operations and driver behaviour and warns the driver of possible fatigue or decreased concentration. This helps our haul truck operations stay safe and alert and encourages them to take breaks when needed.



Efemçukuru, Turkey



GRI: 403-1, 403-2, 403-3, 403-4

RGMP: 4.1, 4.2, 4.3

TECHNOLOGY TO IMPROVE TAILINGS SAFETY

Eldorado’s tailings management facilities at Efemçukuru in Turkey and Kokkinolakkas in Greece make use of dry-stack tailings. This best available technology removes excess water from tailings materials, and allows for a more stable, dry material to be stored. Dry-stack tailings are permitted for Eldorado’s Skouries project, and alternative tailings storage methods are under investigation for Lamaque. Safely managing tailings by using leading technologies as well as strong management and governance practices is a key component of managing and mitigating risks related to mine waste. More information about dry-stack tailings can be found in the [Tailings and Waste](#) section of this report.

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 regularly conduct safety training to address new and ongoing risks across our sites. While each site is responsible for conducting safety training, Eldorado’s *Golden Rules Health & Safety Handbook* provides a standardized approach to managing health and safety aspects across the Company. 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 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.

TABLE 4: TOTAL HOURS OF EMPLOYEE AND CONTRACTOR SAFETY TRAINING BY REGION

	Canada	Greece	Romania	Turkey	2021 Total	2020 Total	2019 Total
Employee training hours	539	1,732	2,912	29,879	35,062	16,239	42,219
Contractor training hours	–	1,215	92	12,935	14,242	9,813	29,194

In 2021, our safety training hours increased, but remained limited largely due to COVID-19. Restrictions on gathering and the need to maintain physical distancing continue to impact our ability to deliver in-person training. We have also worked to provide remote and virtual training during the COVID-19 pandemic, where possible.



GRI: 403-1, 403-2, 403-3, 403-4, 403-5
SASB: EM-MM-320a.1
RGMP: 4.1, 4.2, 4.3



Stratoni, Greece

SUSTAINABILITY CASE STUDY

EMERGENCY RESPONSE TO FOREST FIRES AND FLOODING

In 2021, a trained crew at Kışladağ responded to a fire near the mine site and successfully contained its spread, resulting in no impacts to site personnel, communities or infrastructure. Site personnel and equipment were also dispatched to support firefighting and flood relief efforts in the Black Sea region of Turkey, which experienced a severe fire season over the summer months. These quick and effective responses received recognition from the Department of Forestry in Uşak and Eldorado was honoured by a certificate of appreciation from the local township of Ulubey.

At the Cassandra Mines in Greece, we have supported emergency response efforts during wildfire and flood events. In recent years, heavy rains have caused flooding in Halkidiki, Greece, and our local teams have acted quickly to protect local towns and villages during these events. We have also supported clean-up and restoration efforts in areas near our sites affected by flooding, and maintain regular communication with local governments and emergency response services should Eldorado be able to assist during times of emergency.

Kışladağ, Turkey

CONTRACTOR SAFETY

Eldorado holds employees and contractors working on our sites to the same standards for safety and health. We communicate our minimum expectations regarding contractor health and safety rules as a component of the tender notice and project assignments at our mining facilities. These expectations form an integral part of the agreements Eldorado signs with each contractor; they educate contractors to carry out work safely and in line with Eldorado's standards, prevent incidents among their staff, our staff or third parties; and avoid damage or harm to facilities and equipment belonging to the contractor, Eldorado or third parties. If contractors do not follow safe practices, we require them to cease work until remedial actions have been taken. This may include implementing written procedures for high-risk tasks within the contractor's scope; documenting training for all personnel; conducting fit-for-purpose audits of machinery, tools, materials, PPE and emergency equipment used by the contractor; and re-inducting their employees to Eldorado's site safety requirements and the *Golden Rules Health & Safety Handbook*.

HEALTH AND SAFETY BEYOND THE MINE

We also consider local stakeholders' health and safety in our activities. As we transport materials to and from mine sites, the safety of our workers relates directly to the safety of local communities and neighbours. Our workers and contractors follow strict transportation safety guidelines and must 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 mining sites (such as roadways), and Eldorado is committed to transportation safety.

GRI: 403-1, 403-2, 403-3, 403-4, 403-5, 403-7, 403-8

RGMP: 4.1, 4.2, 4.3, 4.4

To promote health and safety in the communities near our operations, our sites have both informal and formal aid-assistance programs in which Eldorado's emergency response teams help in community emergencies. Health programs at our sites provide basic medical treatments and services for employees and contractors, including 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.

EMERGENCY PREPAREDNESS

By planning for emergencies, we identify, prioritize and implement controls for potential hazards at our sites. Emergency plans help to safeguard our employees, the environment and local communities. Emergency response programs are in place across our operations. Our emergency response teams comprise 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. Our emergency response teams also maintain close working relationships with community-based emergency responders, and provide additional support and resources to local responders in the event of a serious off-site incident. In cases of natural disaster 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. 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](#).



Responding to COVID-19

Since the outbreak of COVID-19 in early 2020, we have remained focused on protecting the health and safety of our workforce, their families and the communities in which we operate.

We have implemented extensive controls across our operations to mitigate the risk of the disease spreading at our sites, including stringent physical-distancing protocols, temperature checks, increased availability of PPE, education and awareness programs, and work from home procedures for employees who are able to do so or are considered to be at higher risk should they contract the disease.

Eldorado also instituted increased safety controls to maintain physical-distancing requirements during transportation to and from work. This includes enabling our workforce to use their private vehicles to commute to and from work and procuring additional bus transportation services so that employees travelling together can maintain a safe distance.

Throughout the pandemic, we have sought to mitigate risks to our workforce and their communities by providing leave for those who fall ill or are taking care of a sick family member. We have also sought to provide access to health care for our workforce and their families. In addition to these efforts, we have invested in technologies, practices and equipment to mitigate the risk of disease transmission within our sites.

We have also continued our focus on supporting local communities and public health agencies to respond to the pandemic by providing emergency assistance and preparing for long-term economic and social recovery. This includes:

- Supporting local health agencies and procuring critical medical equipment, such as respirators, for hospitals in Greece
- Distributing hygiene products, food packages and PPE to local communities in Turkey
- Providing support for vulnerable groups, First Nations and hospitals near Lamaque
- Procuring sanitization products for the local hospital in Romania

We will continue to communicate with local communities and health care agencies to assess their needs and provide further support for emergency response and long-term recovery efforts.



Efeçukuru, Turkey

GRI: 403-3, 403-4, 403-6

RGMP: 4.3

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 sets aspirational targets to:

- Maintain a minimum of 30% women directors on our Board of Directors;
- Achieve a minimum of 30% women on our senior management team by year end 2023;
- Have at least an additional 10% of directors on our Board of Directors be represented by one or more designated groups (beyond women) by year end 2023; and
- Have at least an additional 10% of our senior management team be represented by one or more designated groups (beyond women) by year end 2023.

Eldorado defines designated groups as women, Indigenous peoples (First Nations, Inuit and Métis), visible minorities, persons with disabilities, and LGBTQIA2S+. As of January 2022, we have achieved our aspirational targets at the Board of Directors level.

GRI: 102-27, 405-1

UNGC: 6

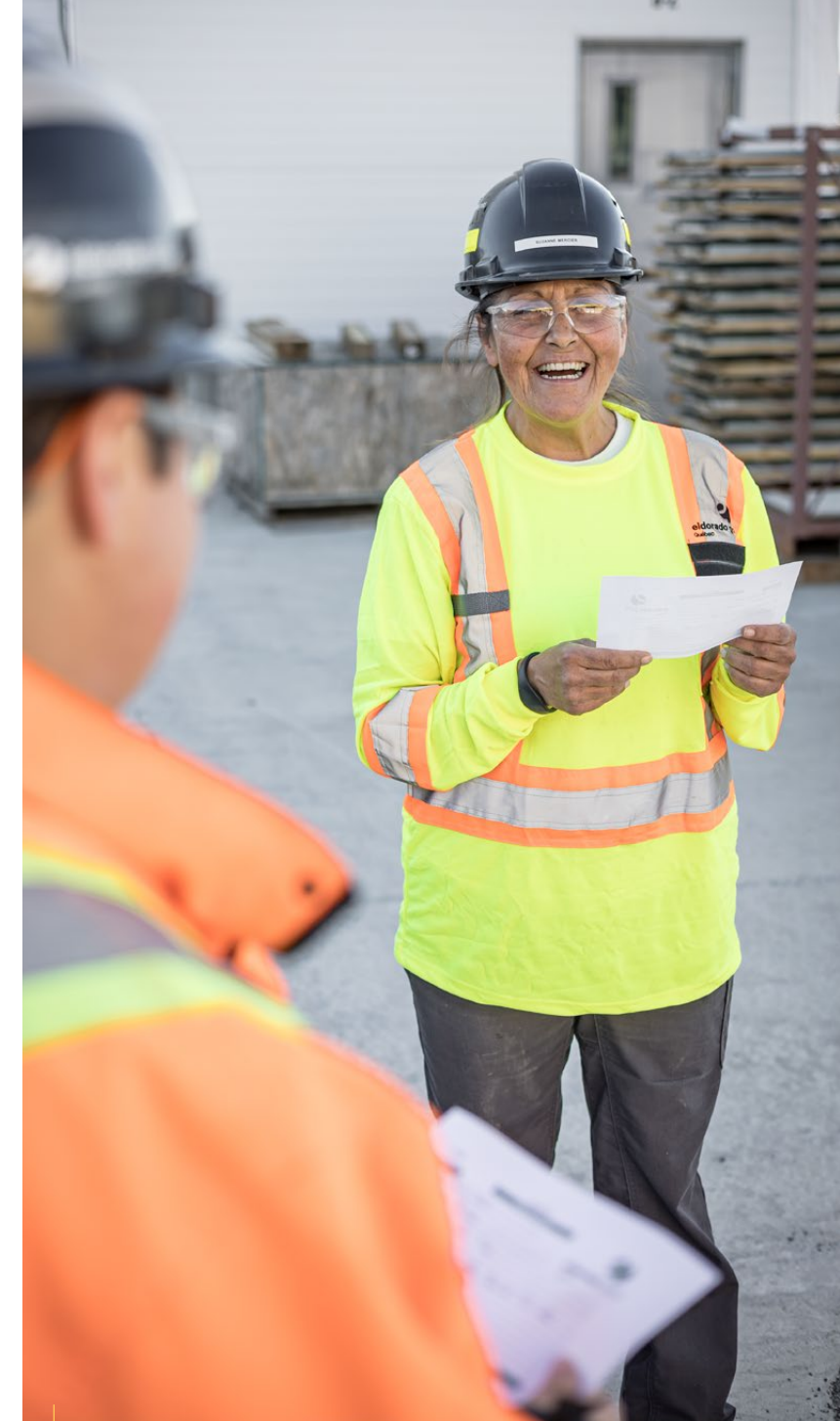
RGMP: 6.5, 6.6

TABLE 5: BOARD AND COMMITTEE DIVERSITY

Board/Committee	Age Range	Female (%)	Male (%)
Board of Directors	Over 50 years	50	50
Audit Committee	Over 50 years	75	25
Compensation Committee	Over 50 years	50	50
Corporate Governance and Nominating Committee	Over 50 years	33	67
Sustainability Committee	Over 50 years	100	0
Technical Committee	Over 50 years	33	67

TABLE 6: OFFICERS AND SENIOR MANAGEMENT DIVERSITY

Officers and Senior Management	Age Range	Female (%)	Male (%)
Senior Management	30 to 50 years	50	50
	Over 50 years	0	100
Officers	30 to 50 years	100	0
	Over 50 years	0	100



Lamaque, Canada

SUPPORTING OPPORTUNITIES FOR WOMEN AND OTHER DESIGNATED GROUPS

We are actively providing opportunities for women and other designated groups by providing flexible working arrangements, support for working parents, and through our focus on greater gender parity in recruitment. We are also expanding global leadership training to leaders across the organization. This training is focused on creating a more inclusive culture that recognizes and celebrates the diverse voices across Eldorado. In 2021 Eldorado supported inclusive diversity across our operating regions:

Global

- In partnership with the [NeuroLeadership Institute](#), we continued rolling out tools and training backed by neuroscience to help leaders practice inclusion, speak up productively, and mitigate bias.
- We conducted phase one of our Global Inclusion Survey in Canada and Turkey that empowered our people to anonymously share how they felt about inclusion and their sense of belonging at Eldorado, with participation from 83% of employees. The survey will be conducted in Greece in 2022, and results will help guide our inclusion practices going forward.
- We are a proud sponsor of [Artemis Project](#), an organization that brings together women-led businesses related to mining to accelerate collaboration, innovation and entrepreneurship for better business outcomes.
- Eldorado is proud to be a Silver Partner of [International Women in Mining \(IWIM\)](#), as part of our commitment to foster career and leadership opportunities for women in our workforce.
- We submitted for the first time to the [Bloomberg Gender-Equality Index](#) in 2021, which measures performance across diversity criteria, including leadership diversity, workplace inclusivity and support for opportunities for women.

Canada

- We provide both childcare support and flexible working arrangements at Lamaque for employees with children so that families can better support each other professionally and at home.
- We also continue to offer three different work schedules, providing flexibility to workers of different personal situations and allowing employees to be home with their families every night.
- Eldorado holds joint sessions between Québec and corporate staff to explore and build awareness around Indigenous relations in Canada.
- We have been working to speak openly and destigmatize mental health through “[Not Myself Today](#)”.



Canadian Mental Health Association
Mental health for all

Turkey

- Eldorado provides access to education and mentorship for women and employment opportunities for people with disabilities.
- Hired Turkey’s first female haul truck operator and first female underground shift supervisor in 2020, and continuing to grow our female workforce in Turkey with our regional office in Ankara quickly approaching gender parity.
- Advancing access to education for local students, including students from designated groups.

Greece

- Eldorado is a participant in [SHARE](#), a European Union sponsored project focused on promoting gender equality, inclusive culture, and work-life balance.
- We foster work-life balance for employees, which allows women more opportunities to participate in their communities and the economy.

GRI: 403-6, 405-1
UNGC: 6
RGMP: 4.3, 6.5, 6.6

SUSTAINABILITY CASE STUDY



INTERNATIONAL WOMEN IN MINING

We actively work to deliver on our commitment to foster career and leadership opportunities for women in mining. Discover how [Jale Şakiyan Ateş](#), Environment and Sustainability Manager in Turkey, has contributed her expertise and grown to lead Eldorado’s successes in reducing environmental impacts as part of her 20-year journey as a woman in mining.



[READ THE FULL INTERVIEW HERE](#)

“I’m lucky to work for an organization that offers equal opportunities to all. Our company’s culture is not based on competition but on collaboration, praising one another, and collective success.”

Jale Şakiyan Ateş, Environment and Sustainability Manager, Tüpraş Metal Madencilik San. Ve Tic. A.Ş. (a subsidiary of Eldorado Gold Corporation)



Lamaque, Canada

INCLUSIVE DIVERSITY IN OUR WORKFORCE

Everywhere we operate, we seek to provide opportunities for people of diverse ages, genders and cultural backgrounds. We recognize our industry can do more to attract women, in particular. We are committed to fostering opportunities for young women to enter the mining industry and continue to work to develop opportunities for women across our organization.

In 2021, our female hire rate across the Company increased by 5%. This is largely attributed to a 9% increase in female hiring rate in Canada and more than doubling our female hire rate in Turkey to 15% from 2020. This is a direct reflection of Eldorado’s commitment to supporting gender diversity and fostering employment opportunities for women in mining.

TABLE 7: EMPLOYEES BY GENDER AND REGION

Region	Female (%)	Male (%)	Total Employees
Canada	21	79	476
Greece	11	89	1,086
Netherlands	50	50	6
Romania	18	82	106
Turkey	6	94	1,315
2021 Total	11	89	2,989
2020 Total	11	89	2,920
2019 Total	10	90	2,967

TABLE 8: EMPLOYEES BY AGE, GENDER AND REGION

Region	30 and Under (%)	31 to 45 (%)	46 to 60 (%)	61 and Over (%)
Canada	31	42	24	4
Greece	9	55	34	2
Netherlands	17	83	–	–
Romania	2	35	55	8
Turkey	15	66	18	1
Total female	25	54	19	2
Total male	14	57	27	2
2021 Total	15	57	26	2
2020 Total	15	57	25	2
2019 Total	15	57	25	2

GRI: 102-8, 102-27, 405-1

SASB: EM-MM-000.B

RGMP: 6.5, 6.6

UNGC: 6

TABLE 9: EMPLOYEE HIRE RATES BY AGE AND GENDER

Age	Employee Hire Rate	
	Female (%)	Male (%)
30 and under	8	4
31 to 45	6	4
46 to 60	4	1
61 and over	–	–
2021 Total	18	9
2020 Total	13	7
2019 Total	11	12

TABLE 10: EMPLOYEE HIRE RATES BY REGION AND GENDER

Region	Employee Hire Rate		
	Female (%)	Male (%)	Total (%)
Canada	42	20	25
Greece	3	2	2
Netherlands	33	–	17
Romania	–	1	1
Turkey	15	12	13
2021 Total	18	9	10
2020 Total	13	7	7
2019 Total	11	12	12

TABLE 11: EMPLOYEE TURNOVER RATES BY AGE AND GENDER

Age	Employee Turnover Rate	
	Female (%)	Male (%)
30 and under	1	2
31 to 45	6	2
46 to 60	2	1
61 and over	–	1
2021 Total	9	5
2020 Total	10	8
2019 Total	8	6

TABLE 12: EMPLOYEE TURNOVER RATES BY REGION AND GENDER

Region	Employee Turnover Rate		
	Female (%)	Male (%)	Total (%)
Canada	17	9	11
Greece	6	3	3
Netherlands	–	–	–
Romania	–	2	2
Turkey	5	7	6
2021 Total	9	5	6
2020 Total	10	8	8
2019 Total	8	6	6

TABLE 13: CONTRACTORS BY GENDER AND REGION

Region	Female (%)	Male (%)	Total Contractors
Canada	20	80	302
Greece	15	85	580
Netherlands	100	–	1
Romania	–	100	5
Turkey	5	95	800
2021 Total	11	89	1,688
2020 Total	9	91	1,598
2019 Total	11	89	1,338

GRI: 102-27, 401-1, 405-1

SASB: EM-MM-000.B

UNGC: 6

RGMP: 6.5, 6.6

Training and Professional Development

We believe in developing workforce capacity and conducting regular training and performance reviews across our sites. The majority of our workforce comes from local communities and the regions surrounding our mines, and they often have no prior mining experience. Building capacity and skills in our workforce provides significant socio-economic benefits to the regions where we operate, and we invest in relevant training and development initiatives to improve the capabilities and safety of our employees.

In 2021, restrictions on gathering and the need to maintain physical distancing continued to impact our ability to deliver in-person training. We have worked to provide remote and virtual training during the COVID-19 pandemic where possible.

Further, results from our phase one Inclusion Survey in Canada and Turkey indicated that 94% of our employees believe that the work we do is important and that 91% feel that they are contributing to Eldorado's success. We also learned that there is an opportunity to increase transparency regarding professional development opportunities. Through the survey, we were able to better understand employee experiences affecting their sense of inclusion, dissecting it for different dimensions of diversity such as gender, age, caregiver status, disability, and tenure. Over time, our goal will be to reduce variability in experience across different groups, lifting the overall employee experience. These findings informed local Inclusive Diversity Roadmaps that we will execute on in 2022 and beyond.

TABLE 14: EMPLOYEE TRAINING HOURS BY GENDER, SENIORITY AND REGION¹

	Gender	Regions			2021 Total Training Hours	2020 Total Training Hours	2019 Total Training Hours
		Canada	Greece	Turkey			
Vice Presidents and above	Female	–	–	–	–	14	80
	Male	–	38	16	54	42	260
Senior Managers/ Directors	Female	178	37	16	231	54	–
	Male	142	222	158	522	343	274
Managers	Female	280	142	74	496	619	555
	Male	582	986	667	2,235	1,981	2,559
Professionals	Female	575	745	889	2,209	1,907	3,178
	Male	1,083	3,901	7,100	12,084	10,201	19,418
Junior	Female	16	1,008	686	1,710	1,745	2,218
	Male	58	2,410	1,189	3,657	5,912	9,215
Other (i.e., hourly)	Female	414	–	250	664	346	832
	Male	3,311	–	25,593	28,904	28,984	48,211
Contractors	Female	–	307	348	655	1,228	820
	Male	–	1,419	12,470	13,889	18,773	17,741

¹ Employee training hours were not recorded at our sites and regional offices in Romania and the Netherlands in 2021.

Labour Standards

Eldorado seeks to uphold international labour standards and human rights for its employees and contractors. As a member of the **United Nations Global Compact**, our **Human Rights Policy** confirms our commitment to eliminating forced and child labour, and we work with our contractors to uphold international standards as well as applicable labour regulations where we operate.

The majority of our employees are unionized, with employment terms and conditions negotiated through collective bargaining agreements. Eldorado's labour agreements are overseen by our Mine General Managers and Country Vice President & General Managers. Approximately 66% of our employees were covered by collective bargaining agreements in 2021. We believe we have good relations with both our unionized and non-unionized employees and are committed to resolving employee relations matters promptly and to mutually beneficial outcomes. In 2021, we experienced no material labour action on our operating sites.



66%

Approximately 66% of our employees were covered by collective bargaining agreements in 2021

TABLE 15: EMPLOYEES COVERED BY COLLECTIVE BARGAINING AGREEMENTS

Site	2021 (%)	2020 (%)	2019 (%)
Kışladağ	76	75	75
Efemçukuru	70	69	69
Lamaque ¹	-	-	-
Kassandra Mines office	65	66	66
Olympias	80	78	78
Stratoni	85	83	83
Skouries	63	69	69
Perama Hill	-	-	-
Certej	100	100	100
Average	66	61	63

¹ In 2018, Lamaque employees moved to voluntarily dissolve their union.



Efemçukuru, Turkey

GRI: 102-41, 407-1, 408-1, 409-1

SASB: EM-MM-310a.1

UNGC: 3, 4, 5

RGMP: 6.3, 6.4

Responsibly Produced Products

Eldorado is committed to responsibly producing gold and other metals that offer a wide range of uses. Our products advance sustainable development and contribute to economic growth around the world. We focus on producing gold and other metals responsibly, and all of our gold-producing sites receive independent assurance under the [World Gold Council's \(WGC\) Conflict-Free Gold Standard](#).

In 2021, Eldorado made significant progress on implementing Mining Association of Canada's TSM at Lamaque, which our other operations are also working to implement voluntarily. We also continued our alignment with the RGMPs and produced a [Year Two RGMP Report](#), that provides assurance of our progress against the Year Two requirements of the RGMPs. Eldorado is working to achieve full conformance with the WGC's RGMPs within the timeframe put forward by the WGC.

IN THIS SECTION

- Product Responsibility
- Human Rights
- United Nations Global Compact
- Security
- Responsible Sourcing



Kışladağ, Turkey

Product Responsibility

Eldorado supports industry-wide efforts to responsibly produce gold and other precious and base metals. We acknowledge and believe that our license to operate requires that all of our activities be conducted in a manner that does not cause, support or contribute to human rights abuses, unlawful conduct or breaches of international humanitarian law.

As a member in good standing of the [World Gold Council](#), [Euromines](#) and the [Mining Association of Canada](#), we are committed to operating to robust social and environmental standards that benefit all stakeholders. Our operating mines adhere to:

- World Gold Council's Responsible Gold Mining Principles
- World Gold Council's Conflict-Free Gold Standard
- Mining Association of Canada's Towards Sustainable Mining
- Voluntary Principles on Security and Human Rights
- United Nations Global Compact

In addition, operating mines in Greece and Turkey adhere to:

- ISO 14001 Environmental Management Systems Standard
- ISO 45001 Occupational Health and Safety Management Systems Standard

In Greece we have also implemented:

- ISO 39001 Road Traffic Safety Management Systems Standard
- ISO 50001 Energy Management Systems

Kışladağ and Efemçukuru are working to implement ISO 50001. Our Kışladağ mine adheres to the [International Cyanide Management Code](#).

GRI: 102-2, 102-9, 102-15, 102-29, 410-1, 414-2

SASB: EM-MM-210a.1

RGMP: 2.3, 2.4, 5.3, 5.4, 7.3, 8.1

HOW OUR PRODUCTS CONTRIBUTE TO SOCIETY

The metals we produce comprise many of the materials that make up the modern world. They are critical components of green technologies such as wind turbines, electric cars, solar cells and major infrastructure that are advancing the global transition to a lower-carbon economy. Our products create and store value for economies, societies and governments, and form an integral part of modern financial systems. Just as our products contribute to a better world, we are committed to producing them in a way that creates positive economic, social and environmental value for all our stakeholders.

Gold mining is a major economic driver for many countries and jurisdictions around the world. Well-managed, transparent and responsible gold mining can be a major contributor to the socio-economic well-being of host communities through the creation of local employment and business opportunities, as well as investments that seek to benefit community development.

THE VALUE WE CREATE



VALUE CREATED DIRECTLY



Local employment

Our operations create well-paying job opportunities locally.



Local procurement

We purchase materials and services from local companies, wherever possible.



Community investment

We invest in host communities to build local capacity for self-reliance and resilience now and for future generations.



Shared infrastructure

Our mines contribute to the development of host communities through shared-use infrastructure, such as roads, electric power distribution and other services.



Government payments

The taxes, royalties and fees we pay to host governments generate revenues that can be directed to address societal needs.



VALUE CREATED INDIRECTLY



Stored value

Bullion: *Banks, governments, institutions and individuals use gold and silver as mediums of financial exchange and wealth protection.*

Jewelry: *Gold jewelry has significant cultural value globally and is often used to transfer and build intergenerational wealth.*



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, aerospace and more.



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, such as COVID-19 antigen test kits.

THE VALUE WE CREATE

SAFE PRODUCT HANDLING

Our primary operating cash flows derive from the sale of unrefined gold bullion bars (or doré), and gold, silver, lead and zinc concentrates. All of Eldorado's products are sold in bulk to downstream refineries for secondary treatment.

At Kışladağ, doré is sold and transported to metals refineries to be further processed into pure (99.9%) metals. At Efemçukuru, Olympias and Stratonî¹, metal concentrates are transported to offshore smelting facilities for further refinement. At our Lamaque mine 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 transported by conveyor to a local port facility (e.g., Stratonî) or loaded onto enclosed trucks and transported to seaports for export to foreign smelters (e.g., Olympias, Efemçukuru).

Eldorado does 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 packaging and we do not undertake product recycling or reclamation. As a result, we do not maintain detailed procedures regarding public labelling and handling.

We have developed product transport and security procedures to keep our employees and partners safe throughout the processing of our products. The transport of concentrate, which contains combinations of gold, silver, lead and zinc, is subject to numerous risks, mainly with respect to theft and environmental liabilities in the event of a spill. All road and marine shipments of concentrate from Efemçukuru, Olympias and Stratonî¹ are performed under the [European Agreement Concerning the International Carriage of Dangerous Goods by Road](#) and [International Maritime Organization \(IMO\)](#) regulations.

Eldorado exclusively hires contractors certified and trained to follow the standards and procedures relevant to the aforementioned guidelines for emergency response with respect to transportation and security. In accordance with our [Anti-Bribery and Corruption Policy \("ABC Policy"\)](#), we seek to provide training on ethical business practices to employees annually. In 2020, we updated our ABC Policy and held training sessions across our operating regions.

GRI: 102-2, 102-9, 102-15, 102-29, 308-1, 308-2, 408-1, 409-1, 414-2

SASB: EM-MM-000.A

UNGC: 8

RGMP: 2.3, 2.4, 3.1, 6.3, 8.1

CONTRACTOR AND SUPPLIER MANAGEMENT

Eldorado's supply chain forms an important stage in the lifecycle of the gold and precious 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.

Eldorado acknowledges the importance of not only managing risks and implementing internationally recognized best practices in its own operations but extending these expectations to our contractors and down the supply chain. SIMS requires all contractors and suppliers to be evaluated and conduct their work according to minimum performance standards for health and safety, environmental, social, human rights and other facets of sustainability, including:

- Complying with the [MAC-TSM Prevention of Child and Forced Labour Verification Protocol](#);
- Having contractors' and sub-contractors' sustainability performance evaluated as part of the risk-based selection process;
- Undergoing site-level due diligence, monitoring, reporting, and oversight; and
- Having adequate insurance, training, certifications, and protocols.

Guided by our corporate commitments, internationally recognized laws, and evolving best practices, we are working to develop improved tools and controls to mitigate risks outside of our own operations and progress against the requirements in SIMS. We are working to produce a Supplier Code of Conduct that seeks to align our suppliers with Eldorado's commitments regarding ethical and responsible supply chains, and we are investigating processes to conduct systematic risk-based due diligence and compliance monitoring of our supply chain.

¹ Stratonî suspended operations and was placed on care and maintenance in the last quarter of 2021.

SUSTAINABILITY CASE STUDY

WORKING WITH LOCAL SUPPLIERS IN TURKEY

Eldorado has a long history of working with local suppliers and building capacity at our operations in Turkey. During the construction of the Kışladağ mine, we worked with local entrepreneurs to identify opportunities for them to grow their businesses alongside ours. Opportunities to provide transportation, agricultural products, food, and other services for our operations has allowed local businesses to grow their skills and capacity to create long-term value beyond the life of our mines.

For example, Eldorado's Turkish team worked with local entrepreneurs and cooperatives to help them establish transportation organizations to bring workers to and from site each day. Today, these organizations have dozens of employees and fleets of vehicles that provide transportation to companies and industries beyond Eldorado's operations, and have grown into long-term businesses that further contribute to sustainable development. Through working with local suppliers, we have assisted them in aligning with good labour practices that support our commitments.

Local sourcing plays a role in our continued success in Turkey and is an important part of how we create and share the benefits of mining with host communities. We work with local suppliers, producing opportunities for lasting socio-economic well-being, while providing our mines with partnerships and supply chains built on mutual trust.



Mehmet Yılmaz, VP and General Manager, Turkey

Human Rights

As a significant economic and social presence in the jurisdictions and communities where we operate, Eldorado has the potential to substantively impact the human rights of our stakeholders.

We acknowledge that we have a responsibility to respect internationally recognized human rights as expressed in the [International Bill of Human Rights](#) and the [International Labour Organization's Declaration on the Fundamental Principles and Rights at Work](#). In doing so we commit to avoid causing or contributing to adverse human rights impacts and prevent or mitigate those impacts that are directly linked to our operations. To meet our responsibilities in line with the [UN Guiding Principles on Business and Human Rights](#), we have put in place:

- A policy commitment to respect human rights, as expressed in our [Human Rights Policy](#), which we updated in 2022;
- A due diligence process to identify, prevent, mitigate and account for how we address our human rights impacts, as outlined in our SIMS, which commits us to regular, third-party human rights impact assessments;

- Eldorado's gold-producing sites undergo external assurances in accordance with the WGC's Conflict-Free Gold Standard; and
- Processes to enable the remediation of adverse human rights impacts that we may cause or contribute to, as outlined in the grievance mechanism section of this report.

Employees and contractors are expected to adhere to our Human Rights Policy and associated requirements in SIMS. We expect our business partners, including security providers, contractors and suppliers, to share this commitment to the rights of our workforce, local community members and all stakeholders with whom we interact. This includes respecting the human rights of individuals who require particular attention, including women, children, Indigenous peoples and other potentially vulnerable or marginalized groups.

GRI: 102-15, 102-29, 412-1, 412-2, 412-3, 414-2

SASB: EM-MM-210a.3

UNGC: 1, 2

RGMP: 2.1, 2.3, 2.4, 5.1, 5.2, 5.4



Efemçukuru, Turkey

UNITED NATIONS GLOBAL COMPACT

Eldorado is a signatory to the [UN Global Compact \(UNGC\)](#), the world's largest corporate responsibility initiative. The [UNGC's Ten Principles](#) provide fundamental guidance for our business in the areas of human rights, labour standards, the environment and anti-corruption. We have considered the UNGC's Principles in the development of our [Code of Ethics and Business Conduct](#), [Anti-Bribery and Corruption Policy](#), [Human Rights Policy](#), [Diversity Policy](#), [Social Performance Policy](#) and [Environmental Policy](#). References to where we report against each of the Ten Principles can be found in the Disclosure Index at the end of this report, and this report serves as our Communication on Progress.



SECURITY

Voluntary Principles on Security and Human Rights

Created in 2000, the [Voluntary Principles on Security and Human Rights \(VPSHR\)](#) comprise a “set of principles designed to guide companies in maintaining the safety and security of their operations within an operating framework that encourages respect for human rights.” The VPSHR is considered the standard for best practice in managing security for extractive industry operations. The Government of Canada has identified the VPSHR as one of six leading standards in [Canada's CSR Strategy for the Extractive Sector](#), and implementation of the VPSHR is a membership requirement of the World Gold Council and MAC. Our commitment and progress on the VPSHR is discussed in our VPSHR Report and included in MAC's annual [Towards Sustainable Mining Performance Report](#).

Eldorado has committed to implement the VPSHR in its [Human Rights Policy](#). SIMS also supports Eldorado's alignment with the VPSHR.

In 2021, Eldorado retained a credible third party to conduct Voluntary Principles on Security and Human Rights assessments at operations in Canada and Turkey, and to evaluate our policies, practices and controls for security-related human rights risks. The assessments confirmed that sites in Turkey conduct training on the VPs and broader human rights awareness for security personnel, and concluded that our overall risk exposure is low in Canada and Turkey. Eldorado still intends to pursue opportunities that advance our commitments aligned with the VPSHR, including engagement with private and public security providers on human rights topics. VPSHR assessments are planned for operations in Greece in 2022.



RESPONSIBLE SOURCING

World Gold Council's (WGC) Conflict-Free Gold Standard (CFGs)

The WGC published the CFGs in 2012, following extensive consultation with governments, civil society, external auditors and supply chain participants. The standard creates a framework for assurance that the production of gold by a company does not contribute to unlawful armed conflict or human rights abuses. The CFGs also serves to operationalize the Organisation for Economic Co-operation and Development's (OECD) [Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas](#). Eldorado's operations are not located in conflict-affected areas, but we nonetheless adopted the CFGs in 2013. We can therefore provide assurance that the gold we produce does not cause, support or benefit armed conflict or contribute to human rights abuses or breaches of international humanitarian law. This commitment is reinforced in our updated Human Rights Policy and in SIMS. We published our seventh annual [Conflict-Free Gold Report](#) that confirms Eldorado's gold-producing operations do not contribute to conflict.

A copy of our report and independent assurance statement can be found on the [Sustainability Reporting page](#) of our website.



GRI: 102-15, 102-29, 410-1, 412-1, 412-2, 414-2

SASB: EM-MM-210a.1, EM-MM-210a.3

RGMP: 2.3, 5.2, 5.3, 5.4

Engaged and Prosperous Communities

From the initial stages of exploration to the eventual reclamation and rehabilitation of a mine site, Eldorado relies on the relationships we have with our stakeholders to ensure that the opportunities created by our operations produce socially inclusive, 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 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

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



Efemçukuru, Turkey

ENGAGING DIVERSE STAKEHOLDERS AT EFEMÇUKURU

Eldorado has a long history of strong community relations in Turkey, and at our Efemçukuru mine we have worked to continuously improve our engagement practices to include diverse voices and perspectives.

In 2021, we recognized an opportunity to better include women in community engagements and discussions. As gender is often a barrier to participation in such discussions, the Efemçukuru team sought to reduce barriers for women to participate in community of interest meetings. The team engaged with local communities and developed a plan to host women-only engagement sessions wherein female community members are able to engage directly with Efemçukuru employees. By providing dedicated community of interest sessions for women, Efemçukuru continues to advance a long legacy of supporting gender equality.

In addition to this more recent work, Efemçukuru has provided access to education for women from local communities who would otherwise not have been able to attend school. This included conversations with community members during the early phases of exploration and mine development to promote women's rights and access to education amongst local communities. As a result of these programs, women from communities near Efemçukuru regularly obtain secondary education. In fact, the first female underground mine supervisor in Turkey earned her high school diploma and degree in mining engineering with support from Efemçukuru. She now works as a member of the Efemçukuru team.

Engagement

Our relationships with stakeholders are built on trust, honesty and transparency. We engage with stakeholders to communicate our challenges and successes and to address their concerns through constructive dialogue to produce better outcomes.

Our teams make concerted efforts to meet with local communities and other stakeholders in ways that reflect local cultures. For example, at Kışladağ and Efemçukuru, our community relations teams frequently visit local coffee and tea houses that act as hubs of public life for community members. 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 builds strong relationships.

The COVID-19 pandemic has forced many of us to limit our in-person social interactions. Eldorado's community relations and stakeholder engagement teams have worked to maintain contact with our neighbours and local communities while respecting public health measures. We maintain contact through phone calls, virtual meetings and socially distanced interactions, and we remain committed to engaging openly and transparently with our stakeholders.

Mine General Managers and Country Vice President & General Managers are responsible for community and government relations. Eldorado's Director, Communications & Public Affairs, Director of Sustainability, and EVP & CSO work with our in-country teams to develop and maintain support from local communities and government at all levels. Eldorado's President & CEO is ultimately responsible for the Company's relationships with communities and governments.






Efemçukuru, Turkey

GRI: 102-21, 102-42, 102-43, 413-1

SASB: EM-MM-210b.1

RGMP: 2.2, 7.1, 7.2, 7.4

HOW WE INTERACT WITH STAKEHOLDERS

Stakeholder	Ways We Interact
 Employees	<ul style="list-style-type: none"> • Corporate, regional and site personnel engagement • Employee newsletters, intranet, social media and email • Workplace health and safety committees • Performance and development reviews • Training sessions • Global Inclusion Survey (anonymous)
 Shareholders	<ul style="list-style-type: none"> • Annual shareholder meeting • Quarterly conference calls to discuss results • Frequent one-on-one or group meetings • Shareholder Engagement Policy
 Government	<ul style="list-style-type: none"> • Ongoing communication and dialogue at municipal, regional and national levels • Communication with supporting international governmental associations (e.g., International Monetary Fund, European Bank for Reconstruction and Development, Export Development Canada, etc.) • Engagement with governments through industry associations
 Suppliers and contractors	<ul style="list-style-type: none"> • Ongoing communication and dialogue between representatives • Performance reviews

Stakeholder	Ways We Interact
 Industry associations	<ul style="list-style-type: none"> • Membership in industry associations such as the International Cyanide Management Institute, Euromines, the World Gold Council, the Mining Association of Canada, and the Canadian Mining Innovation Council; we also participate in several working committees
 NGOs	<ul style="list-style-type: none"> • Meetings and collaborations with NGOs at both the corporate and regional levels • Across our operating sites, we established community consultation committees that include representatives from NGOs and civil society
 Communities	<ul style="list-style-type: none"> • Ongoing community engagement activities, including collaborative community projects • Engaging with women and children to support socio-economic capacity building and educational opportunities • Engaging with Indigenous communities in Canada to increase employment opportunities • Community of interest meetings • Neighbourhood meetings • Site tours for local residents, students and interested parties • Regional newsletters, local media and social media

GRI: 102-21, 102-40, 102-42, 102-43, 413-1

SASB: EM-MM-210b.1

RGMP: 2.2, 7.1, 7.2, 7.4

SUSTAINABILITY CASE STUDY

TRANSPARENCY FOR BUILDING TRUST – LOCAL COMMUNITY OF INTEREST COMMITTEES

At each of our operating sites, local stakeholder committees play an important role in providing independent oversight of our activities. These committees are composed of local community leaders, youth, Indigenous representatives, government regulators, environmental organizations, and technical experts. They meet regularly and visit our sites to observe our practices and learn about how we manage our impacts.

Eldorado’s Lamaque mine in Québec maintains a Monitoring Committee, led by an independent third party, to regularly inform and consult local stakeholders and engage the site’s formal Community of Interest in decision-making regarding our activities and projects. For example, the Lamaque team and the Monitoring Committee work collaboratively to implement leading stakeholder engagement practices for tailings management.

The Committee is informed and consulted on existing and proposed tailings facility upgrades, designs, standards, lifespans, and relevant environmental, social and economic aspects of tailings management. Through ongoing engagement, the Committee serves as one of several mechanisms to share information with local stakeholders and obtain their feedback for decision-making on tailings management. Eldorado has used this process to make decisions, including recent work with a local First Nation to eliminate two greenfield options for future tailings storage facilities.

“ I have been involved in the Monitoring Committee for several years. The Monitoring Committee is an essential mechanism for the community because it allows us, among other things, to know and understand the possible impacts of a project and to understand the issues. As members of the Committee, we feel that we are listened to and that the suggestions we make to the Eldorado team are meaningfully considered by management. We know that we have a real role to play in helping to continually improve the Company’s practices and this is what motivates my involvement in the Committee.



Sylvie Hébert, Member of the Lamaque Monitoring Committee, City of Val-d’Or

In 2021, Eldorado continued to engage with its stakeholders on material topics, including as part of a human rights assessment process and through community development initiatives. Human rights and Voluntary Principles on Security and Human Rights assessments were conducted in 2021 at Efemçukuru, Kışladağ, and Lamaque, consisting of interviews with community members, First Nations, local NGOs and business associations. More information about our engagements regarding sharing benefits with local communities can be found in the [Community Investment](#) section of this report.

TABLE 16: LOCAL IMPACT ASSESSMENT AND MANAGEMENT TOOLS

	Canada	Greece		Romania	Turkey	
	Lamaque	Kassandra	Perama Hill	Certej	Efemçukuru	Kışladağ
Formalized stakeholder mapping	Yes	Yes	Yes	No	Yes	Yes
Social impact assessment	Yes	Yes	No	No	Yes	Yes
Public disclosure of impact assessment	Yes	Yes	No ¹	No	Yes	Yes
Local community development programs	Yes	Yes	Yes	No	Yes	Yes

¹ Perama Hill has not conducted an impact assessment at this stage of project development.

GRI: 102-21, 102-29, 102-42, 102-43, 413-1

SASB: EM-MM-210b.1

RGMP: 2.2, 2.4, 7.1, 7.2, 7.3, 7.4



Efemçukuru, Turkey

ENGAGING WITH GOVERNMENTS

Government authorities are some of our most important stakeholders and essential partners throughout the mining life cycle. Governments provide the laws and regulations that create the context for responsible mining. Stable regulations and transparent government processes allow Eldorado to mitigate risks and make investment decisions with certainty.

Appropriate regulation, accompanied by strong and stable judicial and political institutions, allows us to develop operations capable of generating value for all stakeholders. Well-performing government institutions are also important to the legitimacy, inclusivity and accountability of our operations among many of our other stakeholders, particularly local communities. For this reason, Eldorado encourages the development of effective, accountable and inclusive institutions at all levels of government in accordance with the UN SDGs.

To better understand government objectives and policies, provide information about our projects, discuss relevant issues and advance permitting, Eldorado maintains frequent dialogue with government authorities at the local, regional and national levels through our in-country teams. At the corporate level, we work with ministerial offices and diplomats, both in Canada and abroad.

In 2021, Eldorado made no donations to political parties.

ENGAGING WITH INDIGENOUS PEOPLES

Indigenous peoples, including First Nations peoples in Canada, are often impacted by mining. In Canada, the mining industry is the single largest employer of First Nations and contributes to the sustainable development of Indigenous communities across the country. The [Truth and Reconciliation Commission of Canada](#) highlighted that Canada's private sector has an important role to play in helping to reconcile historical injustices faced by Indigenous peoples. Eldorado has a responsibility to meaningfully consult First Nations communities and provide equitable access to employment, training and educational opportunities.

Our updated [Human Rights Policy](#) has been informed by the [United Nations Declaration on the Rights of Indigenous Peoples](#), and commits Eldorado 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 will work to obtain their free, prior and informed consent before proceeding with development and throughout the life of the project.” We continue to strengthen our relationships with First Nations communities near our Lamaque mine and are committed to the relationships we have built.

Our team at Lamaque works with local First Nations, contractors and educational institutions to provide training and employment opportunities to Indigenous peoples. The VP and General Manager of the Lamaque mine is responsible for First Nations engagement in Québec. Directly impacted Indigenous peoples have not been identified at our other operations.

GRI: 102-21, 102-42, 102-43, 411-1, 413-1, 415-1

SASB: EM-MM-210a.2, EM-MM-210a.3, EM-MM-210b.1

UNGC: 10

RGMP: 1.4, 2.2, 7.1, 7.2, 7.4, 7.6

Complaints and Grievances

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

As part of our [Code of Ethics and Business Conduct](#), we have a Whistleblower Policy so that any stakeholder, internal or external, can confidentially report any concerns about our financial statements, accounting practices, internal controls, or any suspected or known illegal behaviour that violates laws, government regulations or our Code.

Concerns can be submitted anonymously and are managed by an external whistleblower-reporting agency. Eldorado's [Audit Committee Chair](#) and Corporate Secretary oversee all submissions and investigations. In addition, each of our operations has established mechanisms for receiving and responding to external grievances.

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 2021, we registered a total of 14 grievances, largely related to traffic, vibrations and noise associated with our operations, which were resolved in a timely manner. Our community relations teams work closely with operations and project teams to address these issues and resolve grievances as they occur.



Olympias, Greece

GRI: 102-17, 102-44, 411-1

RGMP: 2.5, 6.7, 7.6

Community Investment


Our assets are located in diverse jurisdictions, each with its own unique cultural and social characteristics. Similarly, our projects differ among our operating regions in size and character, meaning that our specific impacts on society, the environment and the economy vary from project to project.

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, Stratoni, and Skouries.

Community investment projects are first assessed and then implemented by our community relations and public relations teams at each of our sites. Mine General Managers and Country Vice President & General Managers are responsible for overseeing community investment projects and their contributions to sustainable development. Eldorado's Director, Sustainability, and the EVP & CSO support in-country teams in developing frameworks that optimize the efficacy and transparency of our community investments.

Eldorado's community investment falls broadly under the following categories:

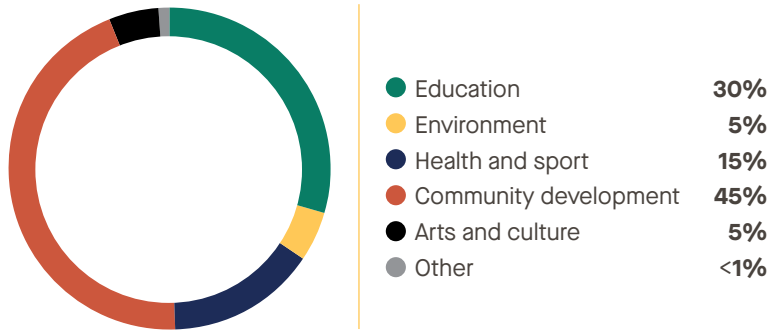
COMMUNITY INVESTMENT CATEGORIES

Area of Focus	Related SDG	Our Investments
Education	 Quality Education	Childhood, youth and adult continuing studies initiatives as well as research and education initiatives relevant to the mining sector
Environment	 Climate Action	The protection and preservation of the natural environment around our mines
Health and sport	 Good Health and Well-being	Improved quality and access to local health care services that can operate independently and sustainably, and supporting recreational projects and sport clubs that promote healthy and active lifestyles
Community development	 Industry, Innovation and Infrastructure	Capacity-building and physical infrastructure that support community needs and a post-mine economy
Arts and culture	 Sustainable Cities and Communities	The culture and diversity of local communities, including the preservation of heritage and the promotion of local traditions and practices

GRI: 203-1, 203-2, 413-1

RGMP: 7.3

FIGURE 1: COMMUNITY INVESTMENTS AND DONATIONS BY CATEGORY¹

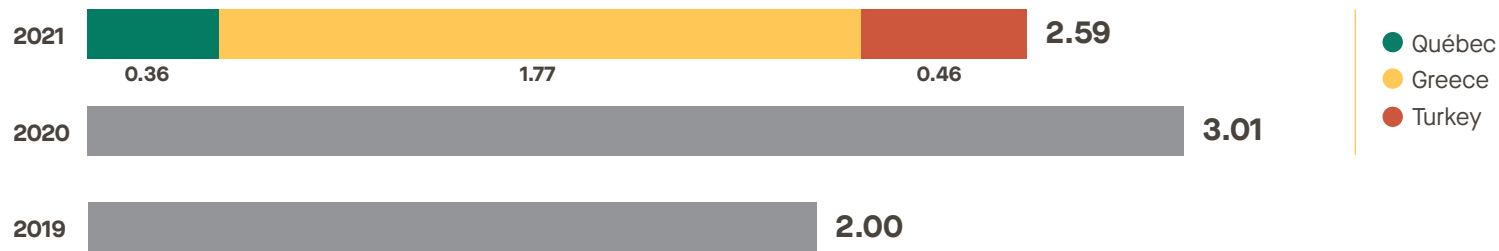


¹ Percentages depicted are approximated based on assumptions made in internal accounting methodology.

CORPORATE GIVING

Through Eldorado’s Corporate Giving Committee, we have supported opportunities for post-secondary education and training, local food banks, mental health organizations, and programs for vulnerable and at-risk youth. We work to support and partner with organizations that have the knowledge and the expertise to make a positive impact in the Metro Vancouver area, across Canada and in each of the regions in which we operate.

FIGURE 2: PAYMENTS TO COMMUNITIES AND COMMUNITY INVESTMENT (\$ MILLIONS)



\$2.59M

in community investments in 2021



Over 40%

of our community investments in 2021 focused on socio-economic capacity-building and physical infrastructure that support current and post-mining community needs



Lamaque, Canada

2021 COMMUNITY INVESTMENT HIGHLIGHTS

We are proud to partner with our neighbouring communities to invest in their social, economic, cultural and environmental well-being. By doing so, we can contribute to the SDGs in the areas where our business has the greatest impacts.

Kışladağ, Uşak Province, Turkey

Community investment work at Kışladağ focused on supporting improved quality of education and community infrastructure and promoting cultural heritage. Significant investments included reconstructing water lines supplying surrounding villages for improved efficiency, with the aim of lowering the costs of water supply to local residents, and helping to build capacity of new departments within Uşak University and Ulubey Vocational School. We also supported local science fairs and competitions, provided materials to allow for in-person education in local schools, and contributed to a culturally significant traditional festival in the town of Eşme.

We continued to support local capacity-building for managing the ongoing impacts of the COVID-19 outbreak, including providing food, hygiene products, health care information and medical supplies to vulnerable groups in local communities and health authorities.

Efemçukuru, İzmir Province, Turkey

At Efemçukuru, we continued our work to support environmental well-being and biodiversity while creating economic opportunities by investing in 50 beehives located around the mine site. These investments provide a source of income for local beekeepers and help support vineyards and other ecological projects near our site. We also supported a local women's grape processing cooperative, aiming to build capacity and foster entrepreneurship among local women.

With our ongoing commitment to education enrichment, we recently completed the renewal of a primary school local to Efemçukuru. The school's structures were fully renovated and furnished for improved safety and engagement. It received a renewed garden with grass, fruit trees and flowers, as well as a new small amphitheater, playground and basketball court, to foster quality outdoor education. We also supplied necessary books and materials to local schools in the area.

Community investment efforts to support the continued COVID-19 emergency response included distributing personal hygiene products, food delivered to vulnerable groups to promote social distancing and critical medical supplies and equipment for local health care units.



Efemçukuru, Turkey

Lamaque, Québec, Canada

Efforts related to community investment at Lamaque focused on supporting community organizations in education, health and wellness, arts and culture and sustainable development, and our Volunteer Squad invested nearly 200 hours working with our partners.

In 2021, Lamaque's large-scale partnerships included contributing to the construction of an outdoor ice rink for the citizens of Val-d'Or to foster sports development opportunities for youth. We provided assistance to the [Maison de la Famille de Val-d'Or](#) to acquire a new property and to improve services offered to families, including newcomers. We continued to support the ongoing development of residences that foster local retention of technical, college and university students. Our financial contributions also reached the [Centre régional d'éducation des adultes \(CRÉA\) Kitci-Amik](#), for the construction of a pavilion in Val-d'Or to reach more local First Nations students and to improve the training offered. We are proud to provide regular support for various cultural initiatives of the Nation Anishnabe du Lac Simon, such as the annual Pow Wow.

At the end of 2021, we facilitated the establishment of a committee of external stakeholders, including members of the Monitoring Committee, to discuss citizen involvement in the Lamaque community investment program.

In an effort to help local communities manage the impacts of COVID-19, we provided support to health agencies and homeless shelters, and provided direct support to the Lac Simon First Nation as they sought to minimize their travel for food and household supplies.



Lac Simon First Nation Pow Wow

GRI: 203-1, 203-2, 413-1

RGMP: 3.2, 7.3

Kassandra Mines, Halkidiki, Greece

Our support and cooperation with local communities in Halkidiki is deeply linked with support for our workforce, and we seek to invest in education, health care, infrastructure and the environment to support sustainable development throughout the region. In 2021, we contributed to key community infrastructure projects, including repairs to road networks and an extensive renovation initiative of seven schools in the region. We also continued our support of major programs such as science, math and robotics education programs for local children; addiction treatment and recovery programs; and the Aero-Club of Thessaloniki’s wildfire-monitoring program.

Eldorado’s Greek operations also continued supporting relief efforts following the COVID-19 outbreak, such as using its expertise to help procure supplies, PPE and critical medical equipment, and build capacity of local health care units.



Clockwise from top: one of many school renovations in the Halkidiki region; respirators donated to the Halkidiki General Hospital; Olympias Road repair works; medical equipment donation to the AHEPA University Hospital

GRI: 203-1, 203-2, 413-1

RGMP: 3.2, 7.3

Local Employment and Procurement

Wherever possible, we prioritize hiring local employees and working with local suppliers. This practice positively impacts local and national economies by providing well-paying jobs and generating government revenues that can be directed towards health care, education and infrastructure. Conversely, negative impacts can include inflated local prices for goods and services as well as income disparity between the mining and non-mining workforce.

We strive to purchase materials and services from companies near our sites. This enables local suppliers to develop their businesses and increase their capabilities with regard to providing a larger proportion of products and services. Domestic suppliers of goods and services are the biggest recipients of our supplier expenditure, accounting for 85% of site procurement in 2021.

OUR WORKFORCE

Across Eldorado, 99% of our employees are nationals of the country in which they work and 81% are from local communities within the regions where we operate. We believe in recruiting local employees whenever possible, including for senior roles in which local knowledge and expertise can provide advantages for our business. Where local skills exist, we are committed to providing opportunities for growth and development. In local communities that are less familiar with mining, we work to train employees and provide them with valuable and transferable skills that will have a positive legacy beyond their employment with Eldorado.

In accordance with the relevant laws and regulations, we uphold strong and fair labour practices. We encourage equal opportunities and base our hiring practices on skills and experience as stated in our [Diversity Policy](#). As outlined in our [Code of Ethics and Business Conduct](#) and our [Human Rights Policy](#), everyone at Eldorado is expected to maintain a safe and healthy work environment and promote a workplace that is free from discrimination and harassment. We expect our business partners, including security providers, contractors and suppliers to share this commitment to rights.

In 2021, our workforce continued to increase due to growth at our operations, particularly at Lamaque. We also maintained a leading local employment rate of 81%, and 99% of both our employees and contractors are native to the countries where we operate.

99%

Across Eldorado, 99% of our employees and contractors are nationals of the country in which they work

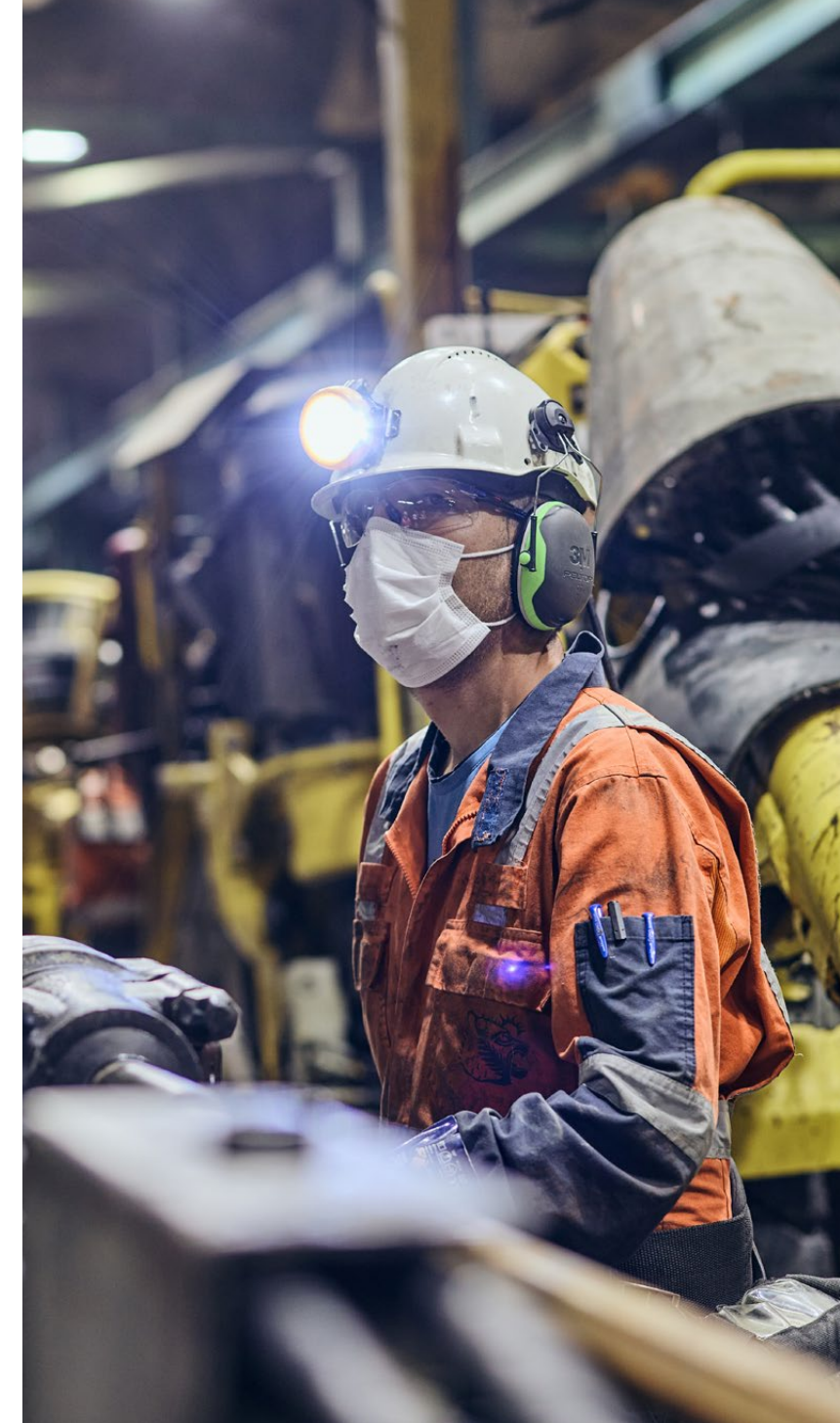
81%

Across Eldorado, 81% of our employees are from local communities within the regions where we operate

GRI: 102-35, 202-2, 204-1, 406-1

UNGC: 6

RGMP: 3.2, 6.1, 6.2, 7.3



Efemçukuru, Turkey

TABLE 17: OUR WORKFORCE

Country	Site	Description	Employees	Contractors	2021 Total	2020 Total	2019 Total
Canada	Lamaque mine	Operating mine	415	298	713	487	463
	Vancouver	Corporate office	61	4	65	58	52
	Country total			476	302	778	545
Greece	Kassandra Mines	Offices and medical clinic	129	186	315	305	317
	Olympias	Operating mine	553	307	860	815	823
	Stratoni	Care and maintenance	318	19	337	414	422
	Skouries	Development project – care and maintenance	30	58	88	37	34
	Perama Hill	Development project	10	2	12	10	10
	Sapes	Exploration	9	2	11	9	9
	Athens	Office	37	6	43	46	42
	Country total			1,086	580	1,666	1,636
Netherlands	Amsterdam	Office	6	1	7	7	7
	Country total		6	1	7	7	7
Romania	Certej	Development project (non-core asset) – care and maintenance	77	–	77	85	168
	Deva	Office	29	5	34	30	44
	Country total		106	5	111	115	212
Turkey	Kışladağ	Operating mine	744	391	1,135	1,126	870
	Efemçukuru	Operating mine	470	409	879	919	857
	Ankara	Office	33	–	33	31	33
	Recons and Çanakkale Prep Lab	Offices, quarries and laboratory	47	–	47	39	28
	Sivaslı quarry and lime plant	Offices, quarries and laboratory	1	–	1	3	3
	Emirli quarry	Offices, quarries and laboratory	1	–	1	–	–
	Tüprag agriculture	Offices, quarries and laboratory	19	–	19	19	19
	Country total		1,315	800	2,115	2,137	1,810
2021 Total			2,989	1,688	4,677		
2020 Total			2,920	1,598	4,518		
2019 Total			2,967	1,338	4,305		

GRI: 102-7, 102-8

SASB: EM-MM-000.B

TABLE 18: EMPLOYEES BY NATIONAL REPRESENTATION¹

Region	Local (%)	National (%)	Expatriate (%)
Canada	98	100	1
Greece	87	100	1
Netherlands	100	100	–
Romania	98	100	–
Turkey	68	99	1
2021 Average	81	99	1
2020 Average	81	99	1
2019 Average	80	99	1

¹ Apparent discrepancies in totals in this table are due to rounding of final figures.



99.8%

of employees worked full time across Eldorado in 2021



2,989

people were employed across Eldorado in 2021

TABLE 19: EMPLOYEES BY EMPLOYMENT TYPE

Employment Type	Canada	Greece	Netherlands	Romania	Turkey	2021 Total	2020 Total	2019 Total
Full time	474	1,086	5	105	1,314	2,984	2,912	2,955
Part time	2	–	1	1	1	5	8	12
Total	476	1,086	6	106	1,315	2,989	2,920	2,967
Permanent	475	1,071	6	106	1,292	2,950	2,841	2,816
Fixed-term/temporary	1	15	–	–	23	39	79	151
Total	476	1,086	6	106	1,315	2,989	2,920	2,967

GRI: 102-8, 202-2
 SASB: EM-MM-000.B
 RGMP: 7.3

OUR CONTRACTORS

We regularly partner with contractors, particularly during the construction of new projects, and when significant investments are made to our existing operations. These partnerships enable us to draw on short-term labour and leverage specific construction expertise that may not be readily available within our own workforce. Doing so also allows us to focus on our core business, while supplementing expertise, experience and labour.

Contractors that work on our sites must adhere to Eldorado's governance policies, including our [Code of Ethics and Business Conduct](#), and our [Human Rights, Environmental, Social Performance, and Health and Safety Policies](#). Contracting companies are required to implement systems or procedures that, at a minimum, meet our requirements for social and environmental performance including the non-discrimination and freedom from forced labour and security provisions of our [Human Rights Policy](#). Our updated [Diversity Policy](#) also requires that third-party service providers engaged by the Board and senior management present their commitments and actions taken to support diversity, and propose working teams for Eldorado accounts that include a balanced number of individuals assembled from designated groups.

TABLE 20: CONTRACTORS BY NATIONAL REPRESENTATION

Region	Local (%)	National (%)
Canada	99	100
Greece	37	98
Netherlands	100	100
Romania	100	100
Turkey	54	100
2021 Total	56	99
2020 Total	52	99
2019 Total	52	99



85%

of our procurement spend was to domestic suppliers

TABLE 21: PAYMENTS TO SUPPLIERS (\$ MILLIONS)¹

Type of Payments	Canada	Greece	Romania	Turkey	2021 Total	2020 Total	2019 Total
Payments to domestic suppliers	107.2	114.9	1.8	254.4	478.3	417.3	410.2
Payments to international suppliers	–	35.9	0.1	50.6	86.5	75.5	23.8
Total	107.2	150.8	1.9	304.9	564.8	492.8	434.0
% Spent on domestic vs. international suppliers	100	76	95	83	85	85	95

¹ Apparent discrepancies in totals in this table are due to rounding of final figures.

GRI: 202-2, 204-1, 401-1, 401-2, 406-1

UNGC: 6

RGMP: 3.2, 6.2, 7.3

Healthy Environments Now and For the Future

We carefully plan, design and build operations to mitigate our environmental impacts, and work with host communities and governments to ensure that our operations meet acceptable standards of practice and adhere to regulations. By investing in best available technologies and implementing leading environmental practices, we seek to safely manage tailings and waste, restore disturbed land, reduce our water and energy consumption and protect the ecosystems surrounding our sites.

IN THIS SECTION

- Environmental Compliance
- Energy and Climate Change
- Tailings and Waste
- Water and Air
- Biodiversity and Reclamation



Olympias, Greece



Lamaque, Canada

Environmental Compliance

Environmental laws and regulations vary in each of our operating jurisdictions, and we rely on our teams across the Company to understand regulations and align our operations to legal requirements.

In addition to regional regulations, SIMS provides environmental performance requirements for all of our sites. We align our operations to international best practices and standards, including MAC's [TSM Framework](#) and the [ISO 14001 Environmental Management Systems Standard](#) at Kışladağ, Efemçukuru, Olympos and Stratonî¹.

In-country teams communicate regularly with environmental agencies and authorities to maintain compliance with regulations, and environmental authorities frequently visit our sites to conduct reviews of our compliance. Monitoring data is reviewed at least quarterly by the responsible manager and relevant information is shared with management and the Sustainability Committee through regular reporting processes. We self-report minor and major environmental incidents internally and consider incidents that violate applicable environmental regulations to be "major", regardless of the consequences.

In 2021, Eldorado reported no major environmental incidents and no significant spills.

Environment teams located at each of our sites are responsible for the day-to-day oversight, implementation and management of our environmental policies, programs and activities. Each team reports directly to its Mine General Manager who in turn reports to Eldorado's COO. Environment teams also maintain consistent communications with the Director, Sustainability who reports to the CSO. The COO and CSO set environmental objectives and targets annually and review environmental performance regularly. Eldorado's President & CEO is ultimately accountable for our environmental performance.

Eldorado recorded no major environmental fines or penalties during 2021.

GRI: 102-29, 307-1, 308-1, 308-2, 103-2

SASB: EM-MM-160a.1

UNGC: 7

RGMP: 2.4, 8.1

ENVIRONMENTAL MANAGEMENT SYSTEMS

Eldorado's SIMS provides a global management system for environmental performance and includes a wide range of environmental performance areas. SIMS incorporates TSM, the RGMPs and other best practices related to environmental management and performance.

Eldorado is also implementing an Energy and Carbon Management System within our Climate Change Strategy.

We have achieved certification under the [ISO 14001 Environmental Management Systems Standard](#) at our Kışladağ and Efemçukuru mines in Turkey and at our Cassandra Mines in Greece.

ENVIRONMENTAL IMPACT ASSESSMENTS

As our projects advance, we conduct environmental impact assessments (EIAs) to evaluate the potential impacts of a project on the environment and those who depend on it. As part of permitting, we submit environmental-impact mitigation plans to regulators and work with a wide range of stakeholders to understand, assess and mitigate our impacts. Once completed, EIAs are comprehensive documents that include baseline studies used to assess the current state of the environment at the proposed mine site.

At the end of 2021, Eldorado submitted a revised Environmental Impact Study to regulators in Greece following updated designs and plans for the Cassandra Mines. The review of the EIA by the Greek regulators is currently underway.

¹ Stratonî suspended operations and was placed on care and maintenance in the last quarter of 2021.

Energy and Climate Change

Eldorado's Climate Change Strategy describes our approach to managing climate-related risks and opportunities, includes mitigation and adaptation measures, and is aligned with recommendations of the TCFD.

CLIMATE-RELATED RISKS, OPPORTUNITIES AND IMPACTS

Climate change is a global issue that has the potential to impact our operations, stakeholders and the communities in which we operate. To maintain the resilience of our business from both the direct effects of climate change, as well as the ways the world may respond to climate change, Eldorado seeks to understand the risks, opportunities and impacts that may arise.

In 2020, Eldorado conducted a corporate-level climate risk and opportunities assessment to understand how climate change and the transition to a lower-carbon future could impact our business over the short-, medium- and long-term. This analysis indicated that the most immediate material risks and opportunities are related to the physical impacts of climate change and transition-related regulatory changes.

Following this assessment, in 2021, Eldorado commissioned third parties to conduct physical and transitional climate scenario risk

analyses. Physical risks can be acute or longer-term changes in climate patterns (e.g., increased severity of extreme weather events or sustained higher temperatures). Transition risks include policy, legal, technology, reputation and market changes to address mitigation and adaptation requirements related to climate change (e.g., carbon pricing, climate-related litigation, renewable energy, stakeholder perceptions of a company's contribution to or detraction from a low-carbon economy transition, and shifts in the supply and demand of certain commodities).

For further discussion of our climate change risks and opportunities, please see our [Climate Change & GHG Emissions Report](#).

PHYSICAL RISKS AND OPPORTUNITIES

All of our operations are exposed to physical risks from climate change; however, the effects of climate change are highly location specific. Physical risk analyses were conducted in accordance with Eldorado's enterprise risk management framework, which seeks to evaluate risks based on the likelihood of the Company experiencing the risk and the risk's impact on the Company.

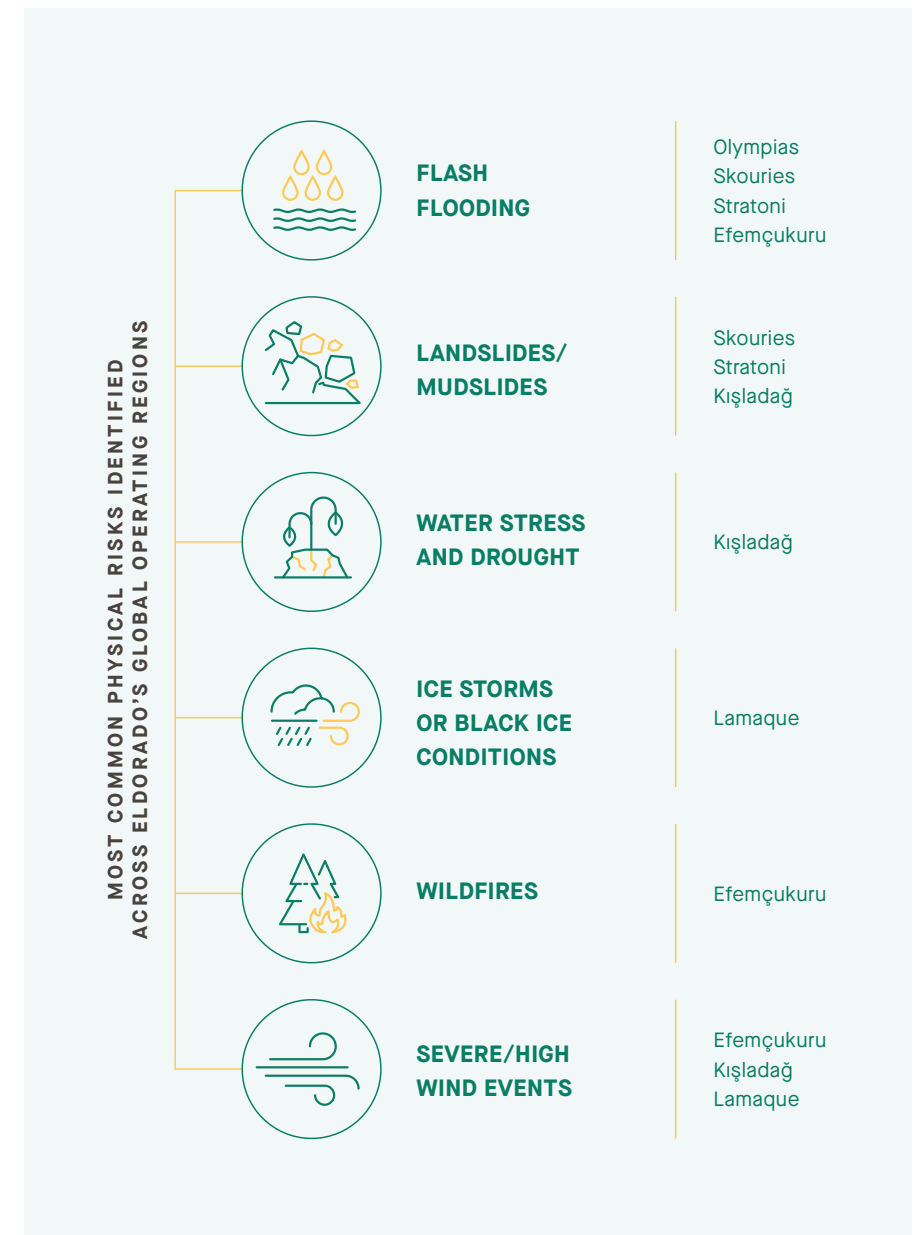
Climate-related physical risks and impacts for each of our operations are described in more detail in Eldorado's [Climate Change & GHG Emissions Report](#).

ELDORADO'S CLIMATE CHANGE STRATEGY



GRI: 201-2, 305-5
SASB: EM-MM-110a.2

UNGC: 8, 9
RGMP: 10.3



TRANSITION RISKS AND OPPORTUNITIES

Transition risks and opportunities related to climate impacts are varied and may include changes in technologies, markets and supply chains. In 2021, Eldorado commissioned a scenario analysis study to further understand our exposure and opportunities related to transition risks, with a focus on modelling the impacts of rising costs of fossil fuel-based energy due to new carbon pricing regulations.

Currently, none of Eldorado's operating sites are covered under an emissions-limiting regulation program or a government program that is directly intended to reduce emissions. However, Canada, Greece and most recently Turkey have signed on to the Paris Agreement, which defines a commitment to reduce GHG emissions with the goal of limiting the global average temperature increase to 1.5 degrees Celsius above pre-industrial levels. This means that all the jurisdictions in which we operate have now made commitments or taken steps, including the implementation of carbon pricing regimes, towards decarbonization.

Climate-related transition risks for each of our operations are described in more detail in Eldorado's [Climate Change & GHG Emissions Report](#).

OUR GHG EMISSIONS REDUCTION TARGET

As we implement our Climate Strategy to reduce GHG emissions, we recognize the importance of holding our progress to account through measurement and disclosure.

This is why Eldorado is setting a target to mitigate 65,000 tonnes or 30% of Scope 1 and Scope 2 GHG emissions in our 2020 baseline from our current operating mines by 2030 on a "business-as-usual" basis.

This target accounts for the potential future growth of our operations and energy needs of our sites, while focusing on discrete and available opportunities to reduce emissions. Operating mines included in the target are Lamaque, Kışladağ, Efemçukuru, Olympias and Straton¹. Eldorado does not expect uniform GHG emission reductions from each operating mine. Progress towards the target will be measured on a discrete basis by quantifying GHG emission mitigations and reductions relative to a "business-as-usual" scenario. As new mines come into operations our GHG emissions may increase. Eldorado will seek to implement energy efficient systems, technologies and processes at new projects and seek to procure energy from low-carbon and renewable sources to support the spirit of our target and our journey towards decarbonization.

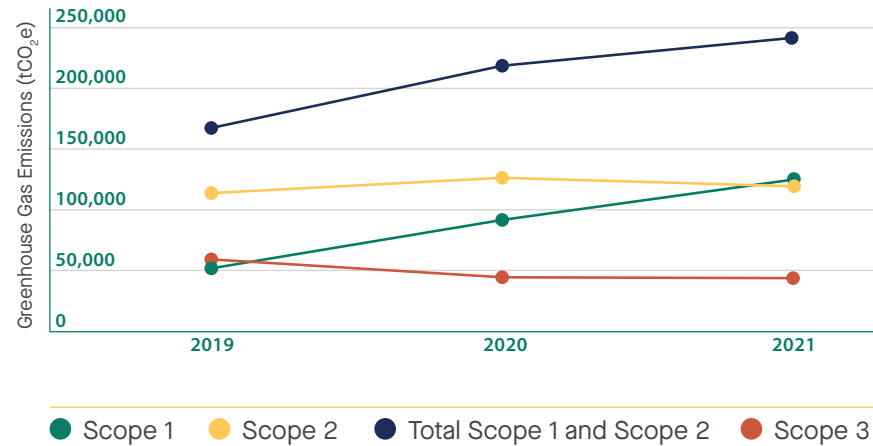
GRI: 201-2, 305-5
SASB: EM-MM-110a.2
UNGC: 8, 9
RGMP: 10.3

¹ Straton¹ suspended operations and was placed on care and maintenance in the last quarter of 2021.



Kışladağ, Turkey

TABLE 22: GREENHOUSE GAS EMISSIONS (tCO₂e)¹



¹ Scope 1 GHG emissions for 2021 include explosives, while those for 2020 and 2019 do not. 2019 figures include the Vila Nova Mine, which was divested in 2020, and the Tocantinzinho project, which was divested in 2021, is included in 2019 and 2020 figures. Scope 1 GHG emissions for 2020 have been restated compared to Eldorado's 2020 Sustainability Report to reflect revisions in calculated Scope 1 emissions. 2020 disclosed energy consumed and Scope 2 GHG emissions remain unchanged.

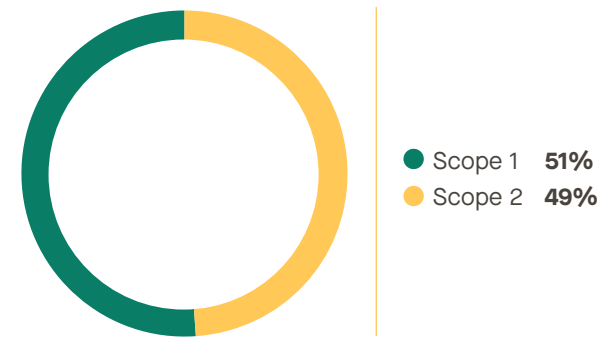
In 2021, Eldorado's combined Scope 1 and Scope 2 GHG emissions increased by over 10% from 2020 levels. This is a combined result of updating our GHG emissions inventory and increased on-site activity during the reporting year. In 2021, we expanded the boundary of our Scope 1 GHG emissions to include fuel used by contractors for activities in our full control at the Kışladağ mine, including construction activities that began in 2021, improving the comprehensiveness of our GHG emissions accounting in line with best practice. This resulted in an accounted increase in Scope 1 and Scope 2 GHG emissions of over 3% from 2019, since on-site contractor fuel usage was not previously tracked. Continued expansion and construction activities at our Kışladağ, Efemçukuru and Lamaque mines resulted in increased diesel usage in mobile and stationary equipment, that together accounted for the remaining 7% of our overall increase in Scope 1 and Scope 2 GHG emissions.

GRI: 305-1, 305-2, 305-3, 305-5
SASB: EM-MM-110a.1, EM-MM-110a.2
UNGC: 8, 9
RGMP: 10.3

TABLE 23: GREENHOUSE GAS EMISSIONS (tCO₂e)¹

	2021	2020	2019
Scope 1	121,969	91,676	53,773
Scope 2	118,517	125,470	112,439
Total Scope 1 and Scope 2	240,486	217,146	166,212
Scope 3	43,229	44,065	58,039

FIGURE 3: SCOPE 1 AND SCOPE 2 GREENHOUSE GAS EMISSIONS BREAKDOWN



Eldorado continues to implement its ECMS, which focuses on mitigating GHG emission through continuous improvement, projects, technologies and energy sourcing.

Eldorado's estimated Scope 3 GHG emissions include assumptions related to GHG emissions generated upstream of purchased electricity used by our operations – including upstream emissions of fuels used for electricity generation and electricity transmission and distribution losses – and GHG emissions produced from employee air travel.

In 2022, Eldorado will seek to better understand and quantify our Scope 3 emissions and continue implementing the ECMS across our operating mines towards decarbonization of our operations and energy supplies.

SUSTAINABILITY CASE STUDY

THE LAMAQUE DECLINE

At our Lamaque mine in Québec, Canada, ore is mined and transferred from the Triangle deposit to the Sigma Mill, located approximately four kilometres apart. Since beginning commercial production in 2019, ore has been hauled to surface at Triangle, transferred to trucks that can drive on public roads, and hauled an additional 13 kilometres to the Sigma Mill via public roads. This resulted in increased traffic on public roads, safety risks, and greenhouse gas emissions produced by the roughly 26-kilometre round trip for each truck.

To mitigate these impacts and improve the efficiency of our ore handling processes at Lamaque, Eldorado began construction of an underground decline to connect the Triangle underground mine to the Sigma Mill. In late 2021, this project was completed with the creation of an approximately four-kilometre decline ramp underground. The Lamaque decline ramp will allow for underground haul trucks to carry ore directly to the Sigma Mill and eliminates the need to haul materials on public roads. By doing so, Lamaque is expected to mitigate over 1,000 tonnes of GHG emissions each year while making public roads safer for local communities.

TABLE 24: SCOPE 1 GREENHOUSE GAS EMISSIONS BY SITE (tCO₂e)¹

Sites	Explosives	Diesel – Mobile Equipment	Diesel – Stationary Equipment	Gasoline – Mobile Equipment	LPG	Natural Gas	2021 Total by Site	2020 Total	2019 Total
Kışladağ	1,394	83,401	1,297	–	–	409	86,500	60,930	29,385
Efemçukuru	149	7,207	75	–	–	–	7,431	6,887	6,899
Lamaque	412	13,817	–	136	146	3,951	18,462	12,915	10,076
Olympias	63	4,916	1,452	4	–	–	6,435	6,652	3,423
Stratoni ²	9	2,018	628	15	–	–	2,670	3,627	2,971
Skouries	–	89	9	4	–	–	101	121	85
Certej	–	336	2	8	–	23	370	287	343
Total	2,027	111,785	3,462	167	146	4,383	121,969	91,676	53,773

TABLE 25: SCOPE 2 ENERGY USE AND GREENHOUSE GAS EMISSIONS BY SITE¹

Site	Purchased Electricity (MWh)	Produced Electricity (MWh)	Purchased Electricity (GJ)	2021 Total (tCO ₂ e)	2020 Total (tCO ₂ e)	2019 Total (tCO ₂ e)
Kışladağ	92,614	–	333,411	42,973	45,915	34,793
Efemçukuru	49,595	–	178,542	23,012	23,668	25,965
Lamaque	70,646	–	254,325	35	36	35
Olympias	64,540	–	232,345	38,918	38,935	33,532
Stratoni ²	19,968	–	71,885	12,041	15,133	16,286
Skouries	2,415	–	8,693	1,456	1,666	1,693
Certej	162	–	582	82	117	136
Total	299,940	–	1,079,783	118,517	125,470	112,439

¹ Scope 1 GHG emissions for 2021 include explosives, while those for 2020 and 2019 do not. 2019 figures include the Vila Nova Mine, which was divested in 2020, and the Tocantinzinho project, which was divested in 2021, is included in 2019 and 2020 figures. There was no on-site activity at the Perama Hill development project in 2021. Scope 1 GHG emissions for 2020 have been restated compared to Eldorado's 2020 Sustainability Report to reflect revisions in calculated Scope 1 emissions. 2020 disclosed energy consumed and Scope 2 GHG emissions remain unchanged. Apparent discrepancies in totals in this table are due to rounding of final figures.

² Stratoni suspended operations and was placed on care and maintenance in the last quarter of 2021.

GRI: 305-2, 305-5

UNGC: 8, 9

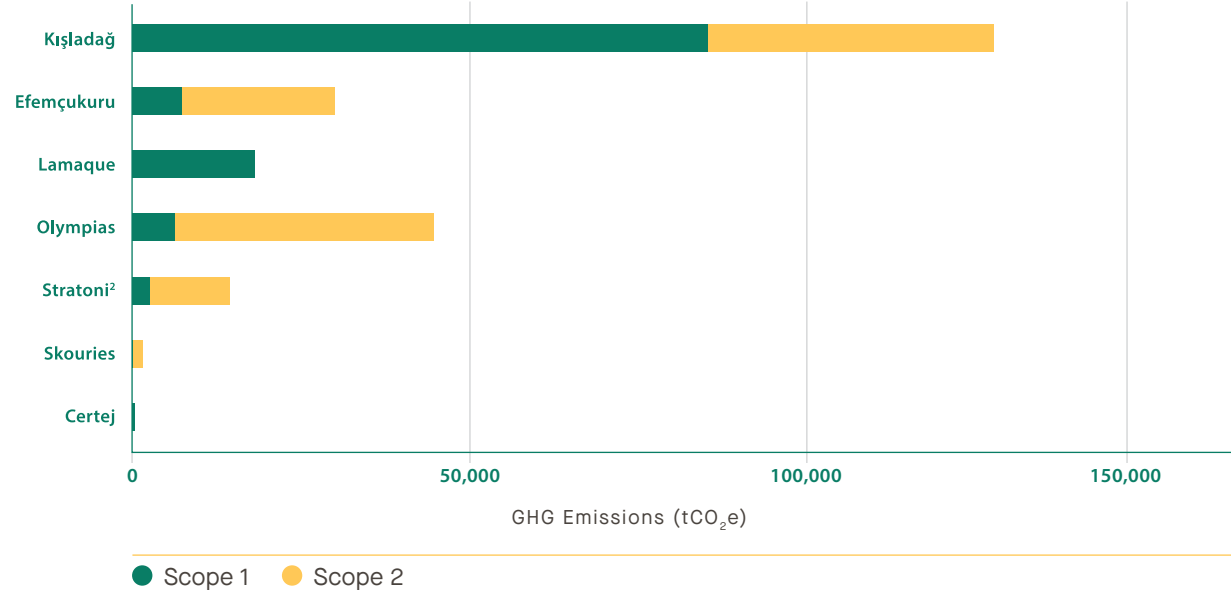
RGMP: 10.3

Scope 1 emissions are generated by any fuels or energy produced on site, including diesel, oil, gasoline, natural gas and propane, as well as emissions released from combustion of explosives. Diesel accounts for 94% of our Scope 1 emissions, whereas gasoline, natural gas, LPG and explosives together account for the remaining 6%. The Kışladağ mine generates the majority of our Scope 1 emissions at 71% – due to the operation's relatively large size, particularly on the bases of production and throughput – followed by Lamaque at 15%.

In 2021, the 44% increase in total fuel use at Kışladağ was a combined result of including on-site contractor fuel use for the first time, particularly for construction activities as previously discussed, increased waste stripping activity and mine growth. In addition to expansion of the open pit, we began construction of a new leach pad, as well as haul roads and other preparations for a new waste rock dump site. To mitigate emissions, we continue to integrate consideration for energy and carbon throughout the design, planning and execution of these activities.

As all of Eldorado's operating sites are grid-connected, Scope 2 emissions depend on: a) the amount of electricity consumed by the operation, and b) the carbon intensity of the grid from which we are purchasing electricity. For example, in Québec, electricity is generated from hydropower and, as a result, the associated GHG emissions are negligible, while in Turkey and Greece, grids continue to rely largely on fossil fuels for power generation. Eldorado also measures emissions efficiency on a per ounce of gold produced and per tonne milled basis. On a per ounce of gold produced basis, Lamaque is most efficient as a high-grade deposit with low overall emissions, and is among the lowest GHG emissions per ounce gold operating mines in the world. On a per tonne milled basis, Kışladağ is most efficient due to its bulk tonnage, followed closely by Lamaque.

FIGURE 4: SCOPE 1 AND SCOPE 2 GREENHOUSE GAS EMISSIONS BY SITE¹



¹ There was no on-site activity at the Perama Hill development project in 2021. Apparent discrepancies in totals in this table are due to rounding of final figures.
² Stratoni suspended operations and was placed on care and maintenance in the last quarter of 2021.

TABLE 26: EMISSIONS EFFICIENCY¹

Site	Scope 1 and Scope 2 GHG Emissions (tCO ₂ e)	tCO ₂ e/Oz Au Produced ²	tCO ₂ e/Tonne Milled	tCO ₂ e/\$ Million Revenue
Kışladağ	129,473	0.74	0.01	405.5
Efemçukuru	30,443	0.33	0.06	182.6
Lamaque	18,497	0.12	0.02	67.7
Olympias ³	45,353	0.82	0.11	315.2
Stratoni ⁴	14,711	-	0.11	391.3
2021 Total	238,477	0.47	0.02	253.5
2020 Total	214,698	0.37	0.02	209.1
2019 Total	163,365	0.36	0.02	266.4

¹ Intensity metrics presented are calculated based on emissions and Full-Year operating data for operating mines only. Scope 1 GHG emissions for 2021 include explosives, while those for 2020 and 2019 do not. Figures for 2020 and 2019 have been restated compared to Eldorado's 2020 and 2019 Sustainability Reports and 2021 Climate Change & GHG Emissions Report to reflect revisions in calculated Scope 1 emissions and the use of total revenues for 2020 – as opposed to gold revenues only, for improved year-over-year comparability – and the inclusion of Stratoni in total calculations for 2020 and 2019.
² GHG emissions intensity on a tCO₂e/oz Au basis excludes Stratoni, as it produced concentrates.
³ Olympias also produces silver, lead and zinc. Total metal revenues are included for emissions-efficiency calculations.
⁴ Stratoni suspended operations and was placed on care and maintenance in the last quarter of 2021.

ENERGY

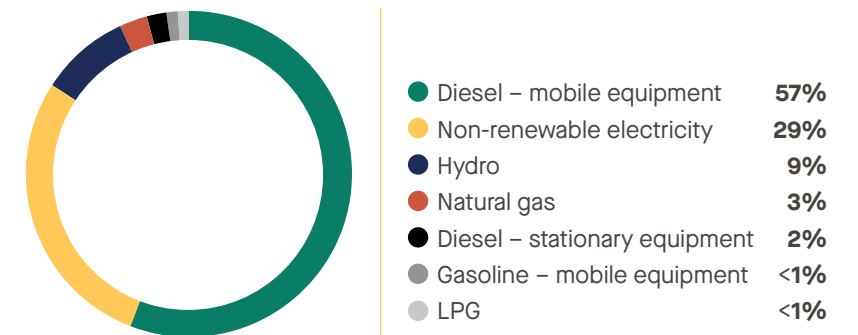
Our energy consumption is also the primary determinant of our ability to contribute to global climate change goals. We source our energy mainly from fossil fuels such as diesel, liquefied petroleum gas (LPG), gasoline and natural gas as well as electricity. Our heavy-vehicle fleet, portable light towers and emergency backup generators operate on diesel fuel, while our light vehicle fleet uses LPG and gasoline. Electricity is primarily used for mining and milling operations. We also use some natural gas for building heating. Electricity is primarily sourced from national grids. Within our Climate Change Strategy, Eldorado will seek to work with energy suppliers to identify and procure low-carbon sources of energy. This is a significant step that integrates with mine electrification for effective decarbonization of our operations.

GRI: 302-1, 302-3, 302-4, 305-4, 305-5
SASB: EM-MM-130a.1
UNGC: 8, 9
RGMP: 10.3, 10.4

In 2021, renewable energy accounted for 9% of Eldorado's total energy consumption. While the Lamaque mine is able to access grid electricity provided by Hydro-Québec, which produces nearly emissions-free hydroelectricity, access to renewable sources of energy is limited in our other operating jurisdictions. Through the ongoing development of Eldorado's Energy and Carbon Management System we continue to investigate opportunities to use energy more efficiently, reduce energy consumption and procure cleaner energy supplies, where possible.

Eldorado's opportunities for energy use reduction are described in our [Climate Change & GHG Emissions Report](#).

FIGURE 5: ENERGY SOURCES (GJ)



Tailings and Waste

Within the mining industry, tailings are an area of particular focus. Recent tailings-related tragedies have underscored the importance of tailings management.

Eldorado is proud of our tailings management practices, and we work to mitigate associated risks through the use of best available technologies such as dry-stack tailings. We also implement leading management practices such as retaining an Independent Tailings Review Board.

Eldorado's Technical Services, Projects & Engineering department oversees and manages Eldorado's tailings facilities. We rely on Engineers of Record and third-party experts to support in the design, construction, operation, maintenance, surveillance and closure of tailings facilities. Eldorado's COO and CSO are responsible for overseeing the operation, management and commercial matters related to tailings management facilities. Ultimately, Eldorado's President & CEO is responsible for the Company's tailings management practices. Eldorado's Technical Committee of the Board of Directors provides oversight of technical matters related to tailings, and the Sustainability Committee has oversight of sustainability-related tailings matters.

Dry-stack technology is an alternative method of tailings management that removes most of the water from tailings.

GRI: 306-1, 306-2
 SASB: EM-MM-150a.10, EM-MM-540a.2, EM-MM-540a.3
 UNGC: 8, 9
 RGMP: 8.2

IMPLEMENTING LEADING PRACTICES

Tailings are created when mined ore is processed through water-based solutions to separate valuable metals from surrounding rock. Once metals are separated and collected, the remaining mixture of water, waste rock and residual chemicals results in an uneconomic material that must be stored securely.

Tailings are typically stored in a liquid, or wet form, within purposely constructed tailings dams. Properly constructed and maintained tailings facilities pose manageable risks. Tailings containment failure is typically due to design conditions not being maintained. Containment failure of wet tailings has higher consequences to the surrounding environment due to higher flow-ability.

Dry-stack technology is an alternative method of tailings management that removes most of the water from tailings. The water is recycled for future mining uses or discharged into the environment and the dry tailings are transported and stored in tailings management facilities (TMFs).

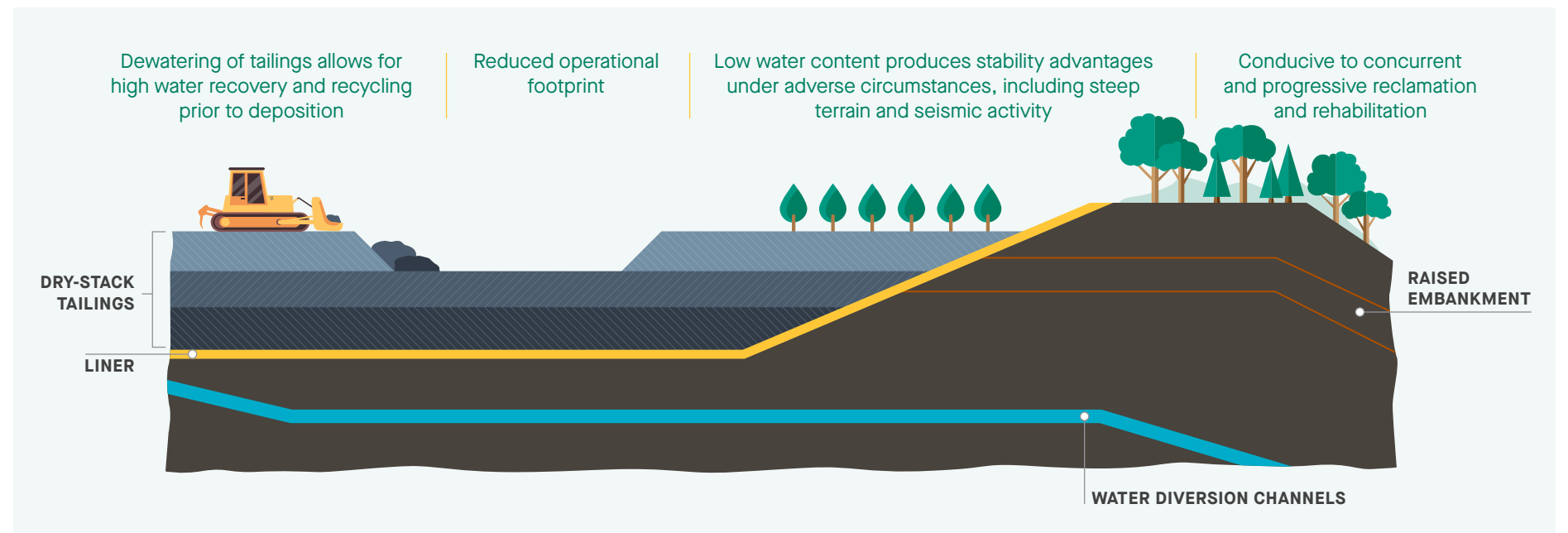
Eldorado currently utilizes dry-stack tailings at our Efemçukuru, Olympias and Stratonii¹ mines. Dry-stack tailings from the Olympias and Stratonii mines are stored at the Kokkinolakkas Tailings Management Facility. Kışladağ does not produce tailings. In 2021, Eldorado received approval from the Greek state to use dry-stack tailings at Skouries.

¹ Stratonii suspended operations and was placed on care and maintenance in the last quarter of 2021.

Eldorado's SIMS Tailings Facility Stewardship Standard aligns with internationally recognized best practice and corporate commitments under the WGC's RGMPs and MAC's TSM.

Eldorado has established an Independent Tailings Review Board (ITRB) as an opportunity to strengthen management and governance in accordance with internationally recognized best practices. In 2021, the ITRB worked with the Lamaque operations and corporate teams to advance responsible long-term tailings planning. The ITRB will seek to conduct biannual reviews of Eldorado's tailings management facilities globally.

BENEFITS OF DRY-STACK TAILINGS MAY GENERALLY INCLUDE



TAILINGS AND WASTE MANAGEMENT

Mining generates various forms of waste, including overburden, waste rock, tailings, slag, mine water, sludge and refuse. Eldorado sorts and classifies all the waste generated as either hazardous or non-hazardous. Eldorado stores or disposes of waste responsibly, in line with environmental and industrial waste regulations.

TABLE 27: TAILINGS MANAGEMENT FACILITIES

Sites	Tailings Type	Facility Construction	Life Cycle	Canadian Dam Association Consequence Classification
Kışladağ	Does not produce tailings – heap leach pad	Not applicable – heap leach pad	In operation	Not applicable
Efemçukuru	Dry-stack tailings	Downstream	In operation	Significant
Kokkinolakkas Tailings Management Facility (Olympias and Stratoni ¹)	Dry-stack tailings	D/S embankment: Downstream U/S embankment: Centreline	In operation	Significant
Sigma Tailings Storage Facility (Lamaque)	Slurried tailings (alternative methods being considered)	Reinforced rock buttressed upstream	In operation	High
Lamaque Dormant Tailings Facility	Settled slurried tailings	Upstream	Closed since 1989	High
Skouries	Dry-stack tailings permitted for use	Downstream	Design stage	Significant

¹ Stratoni suspended operations and was placed on care and maintenance in the last quarter of 2021.

GRI: 306-1, 306-2, 306-3

SASB: EM-MM-540a.1, EM-MM-540a.2, EM-MM-540a.3

UNGC: 8, 9

RGMP: 8.2

SUSTAINABILITY CASE STUDY

THE KOKKINOLAKKAS TMF

Dry-stack tailings have many advantages over wet or thickened tailings, as it pertains to environment and safety. The high density allows the material to occupy less space, reducing the environmental footprint of the tailings facility. Water removed from tailings can also be recycled, reducing water use. The tailings solidity also significantly improves safety and stability in steep terrains and during flooding or seismic events.

Our ground and dam liner system at the Kokkinolakkas TMF is made of four independent layers of highly durable woven and non-woven geotextile materials that are double seam welded. This liner system prevents seepage of contact water and tailings into the surrounding soil. To protect water from contamination and to maintain the integrity of the Kokkinolakkas TMF, we carefully monitor and manage water in and around the site. We have built infrastructure to:

- Divert the naturally occurring Kokkinolakkas creek through a 1.1 km tunnel, preventing creek water from coming into contact with the site
- Channel non-contact rain and groundwater away from the facility through drainage ditches
- Collect all contact water in a seepage pond for testing and treatment prior to discharging
- A 24/7 monitoring systems collect environmental and ground stability data from across the facility
- Integrated drainage channels to decrease flood risk and prevent water and soil contamination



Kokkinolakkas, Greece

TABLE 28: TOTAL AMOUNT OF ROCK, TAILINGS, OVERBURDEN AND MINERAL-PROCESSING WASTE (tonnes)¹

Sites	Overburden	Waste Rock	Tailings	Mineral-Processing Waste	2021 Total Waste	2020 Total Waste	2019 Total Waste
Kışladağ	–	33,700,157	–	370	33,700,527	23,567,768	6,624,421
Efemçukuru	–	293,204	236,360	1,250	530,814	489,758	735,606
Lamaque	–	1,495	749,715	–	751,210	959,943	882,533
Olympias	–	299,550	300,099	–	599,649	745,955	445,301
Stratoni ²	–	42,985	111,887	–	154,872	241,513	238,037
Certej	–	–	–	–	–	–	–
Total	–	34,337,391	1,398,061	1,620	35,737,071	26,004,937	8,925,898

¹ There was no on-site activity at the Perama Hill development project in 2021. Apparent discrepancies in totals in this table are due to rounding of final figures.

² Stratoni suspended operations and was placed on care and maintenance in the last quarter of 2021.

Storage areas are lined, and seepage is collected and treated before disposal. Where waste rock does not pose any toxicity risk, such as at Olympias or Lamaque, it is partially reused for mine backfill or construction activities, respectively. In 2021, over 3,800 tonnes of waste rock was used for construction at Kışladağ.

Total waste produced at Kışladağ increased by approximately 40% from 2020, as a result of construction and pre-stripping activities for open pit expansion, as well as the development of both a new waste rock dump site and a new leach pad.

The Kışladağ mine is certified against the [International Cyanide Management Code](#), and where applicable, non-implementing sites will work to conduct gap assessments against the Code. Eldorado does not use mercury in its operations or supply chains to extract gold.

GRI: 306-1, 306-2, 306-3, 306-4, 306-5

SASB: EM-MM-150a.4, EM-MM-150a.5, EM-MM-150a.6, EM-MM-150a.10, EM-MM-540a.1

UNGC: 8, 9

RGMP: 8.2, 8.3, 8.4

Water and Air

WATER USE

Availability and access to water is critical for our mining operations. We use water for mineral processing, dust suppression, slurry transport and personal consumption. Responsible management of water resources is therefore essential to our long-term sustainable development, and to our environmental stewardship and relationships with local stakeholders.

Effective water management and recycling practices help limit our reliance on water sources, and effective governance ensures that water discharges fall within the parameters of our permits and licenses. While we do not currently set quantitative targets regarding water consumption, we strictly control water use across our sites, and each operation has implemented practices that reduce, reuse and recycle water.

Water use is continuously monitored using flow meters, and we regularly take water quality samples from groundwater and surface water sources within and around our sites. We compare water-quality results with the limit values set out in pertinent regulations and our operating permits, and we share these detailed results with regulators and government, typically on a quarterly basis.

INTERACTIONS WITH WATER

Definition	How we interact with water
<p>Withdrawal All water drawn from surface water, groundwater, seawater, or a third party for any use</p>	<p>Most of our water withdrawals are resultant of pumped water that has infiltrated the mines, originating from renewable groundwater sources or surface inflow, and used predominantly in ore processing. Water withdrawals are done in accordance with local regulations and our applicable permits.</p>
<p>Consumption All water that has been withdrawn and used in production, evaporated, transpired, generated as waste, stored, or otherwise rendered unusable to others, and is therefore not released back to surface water, groundwater, seawater, or a third party</p>	<p>Recycled water makes up the majority of our water consumption, particularly at those sites where we have zero water-discharge requirements. Where possible, we seek to recycle water in processes and across our operations. Recycled water is used for mineral processing, dust suppression and slurry transport as well as throughout our leach pad areas and adsorption, desorption, recovery (ADR) carbon plants. Water is also stored in TMFs and used for human consumption on site, and minor losses are attributable to evaporation.</p>
<p>Discharge All water that has been used or unused and released to surface water, groundwater, seawater, or a third party</p>	<p>All water that comes into contact with our sites is treated and tested before being discharged back to the environment (e.g., rivers, lakes, and reinjection into groundwater). We discharge water in accordance with local regulations and our applicable permits and licenses. Some of our sites, such as Skouries, have zero water-discharge requirements.</p>

GRI: 303-1, 303-2

SASB: EM-MM-140a.2

UNGC: 8, 9

TABLE 29: TOTAL WATER CONSUMPTION (000 m³)¹

Sites	Water Consumption
Kışladağ	976
Efemçukuru	730
Lamaque	270
Olympias	328
Stratoni ²	772
Skouries	568
Certej	-

¹ 2019 figures include the Vila Nova Mine, which was divested in 2020, and the Tocantinzinho project, which was divested in 2021, is included in 2019 and 2020 figures. There was no on-site activity at the Perama Hill development project in 2021.

² Stratoni suspended operations and was placed on care and maintenance in the last quarter of 2021.

FIGURE 6: TOTAL WATER CONSUMPTION (000 m³)

Water availability varies by site. At the Kassandra Mines in Greece, groundwater flowing into our underground mines provides the majority of water we require to operate, with small additional volumes collected via rainwater and municipal supplies. For our operations that have limited access to water, such as Kışladağ in Turkey, we have implemented an extensive water-conservation and water-recycling program to reduce our need to withdraw water. The Kışladağ water-treatment plant treats up to 16,000 m³ of surface water per day from the waste rock dump and groundwater from the open pit. At the Kassandra Mines, we upgraded water treatment and water management infrastructure in 2021. This better enables sites to manage water during periods of heavy rain and aligns with our strategy of building a climate-resilient business.

TABLE 30: TOTAL WATER WITHDRAWALS (000 m³)¹

Sites	Surface Water	Groundwater (renewable)	Seawater	Third-Party Water		2021 Total
				Municipal Supply	Wastewater from Another Organization	
Kışladağ	-	782	-	-	-	728
Efemçukuru	-	2,128	-	-	-	2,128
Lamaque	-	1,073	-	-	-	1,073
Olympias	-	4,155	-	-	-	4,155
Stratoni ²	-	4,084	-	4	-	4,088
Skouries	-	568	-	-	-	568
Certej	-	-	-	-	-	-
2021 Total	-	12,790	-	4	-	12,794
2020 Total	-	12,743	-	59	-	12,802
2019 Total	-	11,143	-	79	-	11,222

¹ 2019 figures include the Vila Nova Mine, which was divested in 2020, and the Tocantinzinho project, which was divested in 2021, is included in 2019 and 2020 figures. There was no on-site activity at the Perama Hill development project in 2021.

² Stratoni suspended operations and was placed on care and maintenance in the last quarter of 2021.

Eldorado's total water withdrawals in 2021 remained consistent from the previous year. While withdrawals at Lamaque and our non-producing sites decreased, Kışladağ, Efemçukuru and Olympias withdrew more water, partially due to increased infiltration into the mines during a particularly wet season. Increased water consumption at Kışladağ is in large part due to ADR commissioning and the construction of a new leach pad, in addition to dust suppression use on haul roads, which also increased at Olympias. Eldorado's overall water efficiencies by production, processing and revenue have decreased from 2020, as a combined function of increased water withdrawals from mine infiltration and generally decreasing ore grades as the mines get closer to end of life – factors that are external to our direct control.

GRI: 303-1, 303-2, 303-3, 303-5

SASB: EM-MM-140a.1

UNGC: 8, 9

RGMP: 10.1

TABLE 31: WATER RECYCLED AND REUSED (000 m³)¹

Site	Water Processed by Company Water Treatment Plants	Water Recycled and Reused	Water Recycled and Reused (as % of total water use)
Kışladağ	854	20,952	96
Efemçukuru	2,904	1,008	32
Lamaque	–	839	44
Olympias	4,097	950	19
Stratoni ²	4,056	1,283	24
Skouries	–	566	50
Certej	–	–	–
2021 Total	11,911	25,599	67
2020 Total	11,315	26,056	67
2019 Total	10,264	28,718	72

¹ Apparent discrepancies in totals in this table are due to rounding of final figures.

² Stratoni suspended operations and was placed on care and maintenance in the last quarter of 2021.

TABLE 32: WATER EFFICIENCY (000 m³)

Site	Water Withdrawals/Oz Au Produced	Water Withdrawals/Tonne Processed	Water Withdrawals/Revenue (\$ millions)
Kışladağ	0.004	0.00007	2.4
Efemçukuru	0.023	0.004	12.8
Lamaque	0.007	0.001	3.9
Olympias ¹	0.075	0.01	28.9
2021 Total	0.017	0.0006	9.0
2020 Total	0.013	0.0005	7.3

¹ Olympias also produces silver, lead and zinc. Total metal revenues are included for emissions-efficiency and water-efficiency calculations.

GRI: 303-1, 303-2, 303-3, 303-5

SASB: EM-MM-140a.1

UNGC: 8, 9

RGMP: 8.5, 10.1

Some regions where we operate, including Turkey, are more prone to water stress, and we work carefully to manage water as a shared resource. In regions such as Greece, water stress can be accompanied by periods of increased precipitation. Eldorado's SIMS Water Stewardship standard provides a set of minimum performance requirements for Eldorado's water management practices. Sites will manage water in conformance with Level A of the MAC-TSM Water Stewardship Protocol.

TABLE 33: WATER WITHDRAWAL AND CONSUMPTION BY WATER-STRESSED AREAS (000 m³)¹

Site	Water Stress Level	Fresh Water Withdrawn	Fresh Water Consumed
Kışladağ	Extremely High (>80%)	782	976
Efemçukuru	Extremely High (>80%)	2,128	730
Lamaque	Low (<10%)	1,073	270
Olympias	High (40–80%)	4,155	328
Stratoni ²	High (40–80%)	4,088	772
Skouries	High (40–80%)	568	568
Perama Hill	High (40–80%)	–	–
Certej	Low (<10%)	–	–
2021 Total	n/a	12,794	3,644
2020 Total	n/a	12,802	4,014
2019 Total	n/a	11,222	5,329

¹ Water stress is assessed using World Resources Institute data: <https://www.wri.org/aqueduct/data>. 2019 figures include the Vila Nova Mine, which was divested in 2020, and the Tocantinzinho project, which was divested in 2021, is included in 2019 and 2020 figures.

² Stratoni suspended operations and was placed on care and maintenance in the last quarter of 2021.

AIR AND DUST

We recognize the impacts of air pollution and dust to our workforce, surrounding communities and the environment, and actively work to manage pollution and dust at our operating sites. Within SIMS, we have established an Air, Noise, and Vibration Management standard that aligns with internationally recognized best practices, such as the [IFC General EHS Guidelines](#), and includes requirements such as maintaining dust control and air quality monitoring plans. At operations that generate more dust due to weather conditions and open pit activities, we are actively working to monitor and manage particulate matter in accordance with the [World Health Organization's global air quality guidelines](#), through means such as dust suppression solutions on haul roads during drier months.

Biodiversity and Reclamation

Eldorado designs and constructs our projects to minimize land disturbance while prioritizing a safe working environment for our employees and contractors.

Constructing and operating our mines can have a significant impact on local land, environments and communities, though many of these impacts can be reversed. Environmental reclamation practices such as deconstructing closed facilities, treating contaminated soil and revegetating areas where trees and/or other plants were removed help to revitalize the impacted land. Our environment teams at each site conduct reclamation activities, which are overseen by site General Managers. Eldorado's EVP & COO is responsible for the reclamation of disturbed land. Ultimately, Eldorado's President & CEO is responsible for advancing environmental reclamation, and these activities are overseen by the Sustainability Committee at the Board level.

Eldorado considers biodiversity, deforestation, and reclamation in our planning and management activities. We operate plant nurseries at Olympias and Kışladağ for the reclamation of both historical and current mining areas. In 2021, we planted over 8,000 pine saplings and over 15,000 specimens of various other native plant species as part of our continuous reclamation of the Kışladağ waste rock area, and donated another 4,100 to the local municipality, proudly contributing to revegetation and reforestation of the surrounding region.

Eldorado does not operate or own sites in any of the following internationally recognized protected areas: International Union for Conservation of Nature (IUCN) Protected Area Categories I-IV, UNESCO World Heritage Sites, UNESCO Man and the Biosphere Reserves, Convention on Wetlands of International Importance (Ramsar Convention).

GRI: 304-1, 304-2, 304-3

SASB: EM-MM-160a.3

UNGC: 8, 9

RGMP: 9.1, 9.2, 9.3, 9.4

TABLE 34: TOTAL AMOUNT OF LAND DISTURBED AND RESTORED¹

Sites	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	781.2	1.6	19.4	763.4
Efemçukuru	36.4	–	0.9	35.6
Lamaque	271.0	1.3	–	272.3
Olympias	25.0	–	0.2	24.8
Stratoni ²	61.8	–	3.1	58.7
Skouries	146.1	–	–	146.1
Certej	17.8	0.7	–	18.5
2021 Total	1,339.3	3.6	23.6	1,319.3
2020 Total	1,332.4	18.8	12.0	1,339.3
2019 Total	1,194.4	4.0	12.5	1,185.9

¹ Values have been restated compared to Eldorado's 2020 Sustainability Report to reflect revisions in calculated opening and closing balances of total land disturbed and not yet rehabilitated, as well as divestitures in Brazilian assets Vila Nova and Tocantinzinho in 2020 and 2021, respectively. Apparent discrepancies in totals in this table are due to rounding of final figures.

² Stratoni suspended operations and was placed on care and maintenance in the last quarter of 2021.

SUSTAINABILITY CASE STUDY

ADVANCING CONTINUOUS RECLAMATION

Eldorado recognizes that our projects and operations have local environmental impacts, including land disturbance. As part of our permitting and project development processes, we work to understand what these impacts may be and how we can develop controls and systems to mitigate these impacts. We also seek to develop reclamation and closure plans, which provide a detailed plan for how we will return disturbed land back to nature when it is no longer needed for mining operations.

In the past, reclamation was often viewed as something that occurs after a mine is closed. At Eldorado, we believe that reclaiming unused areas as we progress our operations is better for the environment, our workforce and local communities. As areas across our operating sites are no longer needed for mining activities, we advance progressive reclamation works to dismantle infrastructure, mitigate risks related to environmental contamination, and reclaim land to a state of nature. In 2021, we planted over 8,000 saplings at the Kışladağ waste rock area as part of our efforts to advance continuous reclamation, while at the Cassandra Mines we continue to reclaim areas left disturbed as a result of historical mining operations that took place prior to Eldorado's activities.

Efemçukuru, Turkey

We also monitor potential contamination associated with acid rock drainage at each of our sites, and where necessary, develop mitigation plans to protect surrounding environments. We reclaim land on an ongoing basis across our operations.

TABLE 35: ACID ROCK DRAINAGE RISKS AND MITIGATION

Sites	Are ARD-generating materials present?	How is ARD mitigated?	Is ARD under treatment or remediation?
Kışladağ	Yes	Storing or covering sulfide-bearing minerals to prevent oxidation	Yes
Efemçukuru	No	Not applicable (no ARD risk)	No
Lamaque	No	Not applicable (no ARD risk)	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
Certej	Yes	Not applicable (project not constructed)	No

Acid rock drainage is a common phenomenon in the mining industry, as material that was previously buried below layers of soil and rock is exposed to air and water on the earth's surface. The result is a chemical reaction that may cause substances to leach from the rock and into the environment. To mitigate against the impacts of ARD, we work to manage water flows through known areas that may produce ARD.

We also rely on covering and sealing ARD-generating materials in designated storage areas to mitigate the risks posed to the surrounding environment. Managing and mitigating ARD is an important part of our mine plans and closure plans, and is addressed within SIMS, which includes requirements such as conformance with Level A of the [MAC-TSM Biodiversity Conservation Management Protocol](#) and implementation of Biodiversity Management Plans.

GRI: 304-1, 304-2, 304-3

SASB: EM-MM-160a.2

UNGC: 8, 9

RGMP: 9.1, 9.2, 9.3, 9.4

2021 Disclosure Index



Kassandra Mines, Greece

2021 Disclosure Index

For the period January 1 to December 31, 2021. This Index depicts general alignment of topics discussed within Eldorado's 2021 Sustainability Report with the referenced indicators and principles. It does not intend to certify completeness of disclosures, nor compliance or conformance with the referenced indicators and principles.

GRI INDICATOR	DESCRIPTION OF INDICATOR	SASB INDICATOR	RESPONSIBLE GOLD MINING PRINCIPLE	UNGC PRINCIPLE	SDG	2021 SUSTAINABILITY REPORT ALIGNMENT	PAGE	SUPPORTING DISCLOSURES AND PUBLICATIONS
GRI 102: General Disclosures 2016								
Organizational Profile								
GRI 102-1	Name of the organization					About Eldorado Gold	3	
GRI 102-2	Activities, brands, products and services	EM-MM-000.A Production of (1) metal ores and (2) finished metal products				About Eldorado Gold; Responsibly Produced Products (Product Responsibility)	3; 39-40	
GRI 102-3	Location of headquarters					About Eldorado Gold	3	
GRI 102-4	Location of operations					About Eldorado Gold; Where We Operate	3; 8-11	
GRI 102-5	Ownership and legal form					About Eldorado Gold; Where We Operate	3; 8-11	
GRI 102-6	Markets served					About Eldorado Gold; Where We Operate	3; 8-11	
GRI 102-7	Scale of the organization					About Eldorado Gold; Where We Operate; Engaged and Prosperous Communities (Local Employment and Procurement)	3; 8-11; 54	
GRI 102-8	Information on employees and other workers	EM-MM-000.B Total number of employees, percentage contractors			8, 10	About Eldorado Gold; Where We Operate; Safe, Inclusive and Innovative Operations (Inclusive Diversity); Engaged and Prosperous Communities (Local Employment and Procurement)	3; 8-11; 34-35; 54-55	
GRI 102-9	Supply chain					Responsibly Produced Products (Product Responsibility)	39-40	
GRI 102-10	Significant changes to the organization and its supply chain					About This Report; Message from the President and CEO	4; 6-7	

GRI INDICATOR	DESCRIPTION OF INDICATOR	SASB INDICATOR	RESPONSIBLE GOLD MINING PRINCIPLE	UNGC PRINCIPLE	SDG	2021 SUSTAINABILITY REPORT ALIGNMENT	PAGE	SUPPORTING DISCLOSURES AND PUBLICATIONS
GRI 102-11	Precautionary principles or approach			7		Our Approach to Responsible Mining	12–16	We recognize there are environmental and social impacts from our operations. Eldorado Gold is committed to using a precautionary approach throughout the lives of our mines, and before any activities commence we assess the potential environmental and social impacts, and evaluate how to avoid, control, or mitigate potential impacts. We apply a risk-based approach in our planning activities, as described in our Environmental, Social Performance, Human Rights, and Health and Safety Policies .
GRI 102-12	External initiatives					Our Approach to Responsible Mining (Our Sustainability Integrated Management System), Responsibly Produced Products (Human Rights)	14–16; 42	
GRI 102-13	Memberships of associations					Our Approach to Responsible Mining (Our Sustainability Integrated Management System)	14	

Strategy

GRI 102-14	Statement from senior decision-maker					Message from the President and CEO	6–7	
GRI 102-15	Key impacts, risks and opportunities	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	2.1 Risk management			Our Sustainability Materiality Approach; Our Performance Targets; Responsibly Produced Products; Engaged and Prosperous Communities (Engagement)	17–19; 20–21; 39–42; 47	For key impacts, risks and opportunities related to climate change, see our 2021 Climate Change & GHG Emissions Report . See also Eldorado's Year Two RGMP Report .

Ethics and Integrity

GRI 102-16	Values, principles, standards and norms of behaviour		1.2 Code of conduct		16	Our Approach to Responsible Mining; Governance and Transparency (Governance Policies)	12–16; 22–23	See also Eldorado's Year Two RGMP Report .
GRI 102-17	Mechanisms for advice and concerns about ethics		6.7 Raising concerns		16	Governance and Transparency (Eliminating Bribery and Corruption); Engaged and Prosperous Communities (Complaints and Grievances)	23; 48	See also Eldorado's Code of Ethics and Business Conduct . See also Eldorado's Year Two RGMP Report .

GRI INDICATOR	DESCRIPTION OF INDICATOR	SASB INDICATOR	RESPONSIBLE GOLD MINING PRINCIPLE	UNGC PRINCIPLE	SDG	2021 SUSTAINABILITY REPORT ALIGNMENT	PAGE	SUPPORTING DISCLOSURES AND PUBLICATIONS
Governance								
GRI 102-18	Governance structure		1.7 Accountabilities and reporting			Governance and Transparency	22–23	See also Eldorado's Year Two RGMP Report .
GRI 102-19	Delegating authority					Governance and Transparency	22–23	
GRI 102-20	Executive-level responsibility for economic, environmental and social topics		1.7 Accountabilities and reporting			Governance and Transparency	22–23	See also Eldorado's Year Two RGMP Report .
GRI 102-21	Consulting stakeholders on economic, environmental and social topics		2.2 Stakeholder engagement		16	Our Sustainability Materiality Approach; Engaged and Prosperous Communities (Engagement)	17–19; 44–47	See also Eldorado's Year Two RGMP Report .
GRI 102-22	Composition of the highest governance body and its committees				5, 16	Governance and Transparency	22	
GRI 102-23	Chair of the highest governance body				16	Governance and Transparency	22	
GRI 102-24	Nominating and selecting the highest governance body				16	Governance and Transparency	22	See also Eldorado's latest Management Proxy Circular .
GRI 102-25	Conflicts of interest		1.3 Combating bribery and corruption		16	Governance and Transparency	23	Eldorado's Board of Directors make public any cross-board memberships they may have. See Eldorado's latest Management Proxy Circular . See also Eldorado's Year Two RGMP Report .
GRI 102-26	Role of highest governance body in setting purpose, values and strategy					Governance and Transparency	22	See also Eldorado's latest Management Proxy Circular .
GRI 102-27	Collective knowledge of highest governance body					Governance and Transparency; Safe, Inclusive and Innovative Operations (Inclusive Diversity)	22; 32	See also Eldorado's latest Management Proxy Circular .
GRI 102-28	Evaluating the highest governance body's performance					Governance and Transparency	22–23	See also Eldorado's latest Management Proxy Circular .

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GRI 102-29	Identifying and managing economic, environmental and social impacts		2.4 Impact assessment 8.1 Managing environmental impacts		16	Our Sustainability Materiality Approach; Our Performance Targets; Governance and Transparency; Responsibly Produced Products, Engaged and Prosperous Communities (Engagement); Healthy Environment Now and For the Future	17–19; 20–21; 23; 40–42; 47; 60	See also Eldorado's Year Two RGMP Report .
GRI 102-30	Effectiveness of risk management processes		2.1 Risk management			Governance and Transparency	23–24	See also Eldorado's latest Management Proxy Circular . See also Eldorado's Year Two RGMP Report .
GRI 102-31	Review of economic, environmental and social topics					Our Sustainability Materiality Approach; Our Performance Targets; Governance and Transparency	17–19; 20–21; 22	See also Eldorado's latest Management Proxy Circular .
GRI 102-32	Highest governance body's role in sustainability reporting		1.7 Accountabilities and reporting			Governance and Transparency	22	Eldorado's Sustainability Committee of the Board of Directors reviews each year's Sustainability Report. See also Eldorado's Year Two RGMP Report and 2021 Climate Change & GHG Emissions Report .
GRI 102-33	Communicating critical concerns		6.7 Raising concerns			Governance and Transparency	22–23	See also Eldorado's Year Two RGMP Report .
GRI 102-34	Nature and total number of critical concerns					Governance and Transparency	23	
GRI 102-35	Remuneration policies		6.1 Wages and benefits			Governance and Transparency; Engaged and Prosperous Communities (Local Employment and Procurement)	23; 53	See also Eldorado's latest Management Proxy Circular . See also Eldorado's Year Two RGMP Report .
GRI 102-36	Process for determining remuneration					Governance and Transparency	23	See also Eldorado's latest Management Proxy Circular .
GRI 102-37	Stakeholders' involvement in remuneration				16			See also Eldorado's latest Management Proxy Circular .
GRI 102-38	Annual total compensation ratio					We do not report on this indicator.		
GRI 102-39	Percentage increase in annual total compensation ratio					We do not report on this indicator.		

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Stakeholder Engagement								
GRI 102-40	List of stakeholder groups					Engaged and Prosperous Communities (Engagement)	45	
GRI 102-41	Collective bargaining agreements	EM-MM-310a.1 Percentage of active workforce covered under collective bargaining agreements, broken down by U.S. and foreign employees EM-MM-310a.2 Number and duration of strikes and lockouts	6.4 Freedom of association and collective bargaining	3	8	Safe, Inclusive and Innovative Operations (Labour Standards)	37	See also Eldorado's Year Two RGMP Report .
GRI 102-42	Identifying and selecting stakeholders					Engaged and Prosperous Communities (Engagement)	44–47	
GRI 102-43	Approach to stakeholder engagement	EM-MM-210b.1 Discussion of process to manage risks and opportunities associated with community rights and interests EM-MM-210b.2 Number and duration of non-technical delays	2.2 Stakeholder engagement 7.2 Understanding communities 7.4 Seeking community support			Engaged and Prosperous Communities (Engagement)	44–47	See Eldorado's Social Performance Policy . See also Eldorado's Year Two RGMP Report .
GRI 102-44	Key topics and concerns raised		2.5 Resolving grievances			Engaged and Prosperous Communities (Complaints and Grievances)	48	

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Reporting Practices								
GRI 102-45	Entities included in the consolidated financial statements							See Eldorado's Consolidated Financial Statements .
GRI 102-46	Defining report content and topic boundaries					Our Sustainability Materiality Approach	17–19	
GRI 102-47	List of material topics					Our Sustainability Materiality Approach	19	
GRI 102-48	Restatements of information					About This Report	4	
GRI 102-49	Changes in reporting					About This Report	4	
GRI 102-50	Reporting period					About This Report	4	
GRI 102-51	Date of most recent report					About This Report	4	
GRI 102-52	Reporting cycle					About This Report	4	
GRI 102-53	Contact point for questions regarding the report					About This Report	4	
GRI 102-54	Claims of reporting in accordance with the GRI Standards					About This Report	4	
GRI 102-55	GRI content index					Disclosure Index	73	
GRI 102-56	External assurance					About This Report	4	
GRI 201: Economic Performance 2016								
GRI 201-1	Direct economic value generated and distributed				8, 9, 12	Governance and Transparency (Transparency of Payments to Governments); Engaged and Prosperous Communities (Community Investment)	24; 50	See also Eldorado's Annual Report .
GRI 201-2	Financial implications and other risks and opportunities due to climate change			8,9	12, 13	Healthy Environments Now and For the Future (Energy and Climate Change)	59–60	See also Eldorado's 2021 Climate Change & GHG Emissions Report .
GRI 201-3	Defined benefit plan obligations and other retirement plans					We do not report on this indicator.		
GRI 201-4	Financial assistance received from government							Eldorado did not receive financial assistance from governments in 2021.

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GRI 202: Market Presence 2016								
GRI 202-1	Ratios of standard entry level wage by gender compared to local minimum wage		6.1 Wages and benefits		1, 5, 8			Eldorado's pay practices are compliant with local legislation and we seek to compensate employees competitively, without distinction of gender.
GRI 202-2	Proportion of senior management hired from the local community		7.3 Creating local benefits		8	Engaged and Prosperous Communities (Local Employment and Procurement)	53; 55	
GRI 203: Indirect Economic Practices 2016								
GRI 203-1	Infrastructure investments and services supported		7.3 Creating local benefits		9, 11	Engaged and Prosperous Communities (Community Investment)	49–52	
GRI 203-2	Significant indirect economic impacts		7.3 Creating local benefits		1, 5, 8	Engaged and Prosperous Communities (Community Investment)	49–52	
GRI 204: Procurement Practices 2016								
GRI 204-1	Proportion of spending on local suppliers		3.2 Local procurement			Engaged and Prosperous Communities (Local Employment and Procurement)	53; 56	
GRI 205: Anti-Corruption 2016								
GRI 205-1	Operations assessed for risks related to corruption	EM-MM-510a.2 Production in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	1.3 Combating bribery and corruption	10	16	Governance and Transparency	23	Corruption and bribery are part of Eldorado's regular risk assessment processes. See also Eldorado's Year Two RGMP Report .
GRI 205-2	Communication and training about anti-corruption policies and procedures	EM-MM-510a.1 Description of the management system for prevention of corruption and bribery throughout the value chain	1.3 Combating bribery and corruption	10	16	Governance and Transparency	23	See Eldorado's Anti-Bribery and Corruption Policy . See also Eldorado's Year Two RGMP Report .
GRI 205-3	Confirmed incidents of corruption and actions taken		1.3 Combating bribery and corruption	10	16	Governance and Transparency	23	There were no confirmed incidents of corruption in 2021. See also Eldorado's Year Two RGMP Report .

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GRI 206: Anti-Competitive Behavior 2016								
GRI 206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices				16			There were no confirmed incidents of anti-competitive behaviour, anti-trust, or monopoly practices in 2021.
GRI 207: Tax 2019								
GRI 207-1	Approach to tax		1.6 Taxes and transfer pricing		1, 17	Governance and Transparency	24	See also Eldorado's Year Two RGMP Report .
GRI 207-2	Tax governance, control, and risk management				1, 17	Governance and Transparency	24	
GRI 207-3	Stakeholder engagement and management of concerns related to tax				1, 17	Governance and Transparency	24	
GRI 207-4	Country-by-country reporting		1.5 Transparency		1, 17	Governance and Transparency (Transparency of Payments to Governments)	24	See also Eldorado's latest ESTMA report . See also Eldorado's Year Two RGMP Report .
GRI 301: Materials 2016								
GRI 301-1	Materials used by weight or volume					We do not report on this indicator.		
GRI 301-2	Recycled input materials used					We do not report on this indicator.		
GRI 301-3	Reclaimed products and their packaging materials					This indicator is not material to Eldorado's business.		

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GRI 302: Energy 2016								
GRI 302-1	Energy consumption within the organization	EM-MM-130a.1 (1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable		8, 9	7, 12, 13	Healthy Environments Now and For the Future (Energy and Climate Change)	63	See also Eldorado's 2021 Climate Change & GHG Emissions Report .
GRI 302-2	Energy consumption outside of the organization					This indicator is not material to Eldorado's business.		
GRI 302-3	Energy intensity		10.4 Energy efficiency and reporting	8, 9	7, 12, 13	Healthy Environments Now and For the Future (Energy and Climate Change)	63	See also Eldorado's 2021 Climate Change & GHG Emissions Report .
GRI 302-4	Reduction of energy consumption		10.4 Energy efficiency and reporting	8, 9	7, 12, 13	Healthy Environments Now and For the Future (Energy and Climate Change)	63	See also Eldorado's 2021 Climate Change & GHG Emissions Report .
GRI 302-5	Reductions in energy requirements of products and services					This indicator is not material to Eldorado's business.		
GRI 303: Water and Effluents 2018								
GRI 303-1	Interactions with water as a shared resource	EM-MM-140a.2 Number of incidents of non-compliance associated with water quality permits, standards, and regulations		8, 9	6, 12	Healthy Environments Now and For the Future (Water and Air)	67	
GRI 303-2	Management of water discharge-related impacts	EM-MM-140a.2 Number of incidents of non-compliance associated with water quality permits, standards, and regulations		8, 9	6, 12	Healthy Environments Now and For the Future (Water and Air)	67	Further disclosure on Eldorado's water use and management can be found in our annual survey responses to the CDP.
GRI 303-3	Water withdrawal	EM-MM-140a.1 (1) Total fresh water withdrawn, (2) total fresh water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	10.1 Water efficiency	8, 9	6, 12	Healthy Environments Now and For the Future (Water and Air)	68–69	
GRI 303-4	Water discharge		10.2 Water access and quality	8, 9	6, 12	Healthy Environments Now and For the Future (Water and Air)	67	Further disclosure on Eldorado's water use and management can be found in our annual survey responses to the CDP.
GRI 303-5	Water consumption	EM-MM-140a.1 (1) Total fresh water withdrawn, (2) total fresh water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	10.1 Water efficiency	8, 9	6, 12	Healthy Environments Now and For the Future (Water and Air)	68–69	

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GRI 304: Biodiversity 2016								
GRI 304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	EM-MM-160a.3 Percentage of (1) proved and (2) probable reserves in or near sites with protected conservation status or endangered species habitat		8, 9	6, 14, 15	Healthy Environments Now and For the Future (Biodiversity and Reclamation)	70–71	See also Eldorado's Year Two RGMP Report .
GRI 304-2	Significant impacts of activities, products, and services on biodiversity	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	9.1 Biodiversity 9.3 Land use and deforestation	8, 9	6, 14, 15	Healthy Environments Now and For the Future (Biodiversity and Reclamation)	70–71	
GRI 304-3	Habitats protected or restored		9.1 Biodiversity 9.2 World Heritage Sites 9.3 Land use and deforestation 9.4 Mine closure	8, 9	6, 14, 15	Healthy Environments Now and For the Future (Biodiversity and Reclamation)	70–71	
GRI 304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations					We do not report on this indicator.		

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GRI 305: Emissions 2016								
GRI 305-1	Direct (Scope 1) GHG emissions	EM-MM-110a.1 Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations	10.3 Combating climate change	8, 9	3, 12, 13, 14, 15	Healthy Environments Now and For the Future (Energy and Climate Change)	61	See also Eldorado's 2021 Climate Change & GHG Emissions Report .
GRI 305-2	Energy indirect (Scope 2) GHG emissions		10.3 Combating climate change	8, 9	3, 12, 13, 14, 15	Healthy Environments Now and For the Future (Energy and Climate Change)	61–63	See also Eldorado's 2021 Climate Change & GHG Emissions Report .
GRI 305-3	Other indirect (Scope 3) GHG emissions		10.3 Combating climate change	8, 9	3, 12, 13, 14, 15	Healthy Environments Now and For the Future (Energy and Climate Change)	61	See also Eldorado's 2021 Climate Change & GHG Emissions Report .
GRI 305-4	GHG emissions intensity		10.3 Combating climate change	8, 9	13, 14, 15	Healthy Environments Now and For the Future (Energy and Climate Change)	63	See also Eldorado's 2021 Climate Change & GHG Emissions Report .
GRI 305-5	Reduction of GHG emissions	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	10.3 Combating climate change	8, 9	13, 14, 15	Healthy Environments Now and For the Future (Energy and Climate Change)	59–63	See also Eldorado's 2021 Climate Change & GHG Emissions Report .
GRI 305-6	Emissions of ozone-depleting substances (ODS)					We do not report on this indicator.		
GRI 305-7	Nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant air emissions	EM-MM-120a.1 Air emissions of the following pollutants: (1) CO, (2) NO _x (excluding N ₂ O), (3) SO _x , (4) particulate matter (PM ₁₀), (5) mercury (Hg), (6) lead (Pb), and (7) volatile organic compounds (VOCs)	8.5 Noise and Dust	8, 9	3, 11, 12, 15	Healthy Environments Now and For the Future (Water and Air)	69	See also Eldorado's Year Two RGMP Report .

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GRI 306: Waste 2020								
GRI 103-2	The management approach and its components	<p>EM-MM-540a.2 Summary of tailings management systems and governance structure used to monitor and maintain the stability of tailings storage facilities</p> <p>EM-MM-540a.3 Approach to development of Emergency Preparedness and Response Plans (EPRPs) for tailings storage facilities</p>		8, 9	16	Healthy Environments Now and For the Future (Tailings and Waste)	64–66	
GRI 306-1	Waste generation and significant waste-related impacts	EM-MM-150a.9 Number of significant incidents associated with hazardous materials and waste management			3, 6, 11, 12, 15	Healthy Environments Now and For the Future (Tailings and Waste)	64–66	Eldorado recorded no significant incidents associated with hazardous materials or waste management in 2021.
GRI 306-2	Management of significant waste-related impacts	<p>EM-MM-150a.10 Description of waste and hazardous materials management policies and procedures for active and inactive operations</p> <p>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</p>	8.2 Tailings and waste management 8.3 Cyanide and hazardous material	8, 9	3, 6, 11, 12, 15	Healthy Environments Now and For the Future (Tailings and Waste)	64–66	See also Eldorado's Year Two RGMP Report .
GRI 306-3	Waste generated	<p>EM-MM-150a.4 Total weight of non-mineral waste generated</p> <p>EM-MM-150a.5 Total weight of tailings produced</p> <p>EM-MM-150a.6 Total weight of waste rock generated</p>		8, 9	3, 6, 11, 12, 15	Healthy Environments Now and For the Future (Tailings and Waste)	66	
GRI 306-4	Waste diverted from disposal	As above		8, 9	3, 6, 11, 12, 15	Healthy Environments Now and For the Future (Tailings and Waste)	66	
GRI 306-5	Waste directed to disposal	As above		8, 9	3, 6, 11, 12, 15	Healthy Environments Now and For the Future (Tailings and Waste)	66	

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GRI 307: Environmental Compliance 2016								
GRI 307-1	Non-compliance with environmental laws and regulations	EM-MM-160a.1 Description of environmental management policies and practices for active sites	1.1 Legal compliance 8.1 Managing environmental impacts	7	16	Healthy Environments Now and For the Future (Environmental Compliance)	58	See also Eldorado's Year Two RGMP Report .
GRI 308: Supplier Environmental Assessment 2016								
GRI 308-1	New suppliers that were screened using environmental criteria			8		Responsibly Produced Products (Product Responsibility)	39	
GRI 308-2	Negative environmental impacts in the supply chain and actions taken		3.1 Supply chain policy	8		Responsibly Produced Products (Product Responsibility)	39	See also Eldorado's Year Two RGMP Report .
GRI 401: Employment 2016								
GRI 401-1	New employee hires and employee turnover				5, 8, 10	Safe, Inclusive and Innovative Operations (Inclusive Diversity)	35	
GRI 401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees				3, 5, 8			Our operations provide benefits based on the needs of our employees, local best practice and in accordance with local legislation. Benefits provided to full-time employees may include: life insurance, health care, disability and invalidity coverage, parental leave, retirement provision, and stock ownership.
GRI 401-3	Parental leave					We do not report on this indicator.		
GRI 402: Labour/Management Relations 2016								
GRI 402-1	Minimum notice periods regarding operational changes				8			We comply with local legislation.

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GRI 403: Occupational Health and Safety 2018								
GRI 403-1	Occupational health and safety management system		4.1 Safety 4.2 Safety management systems		3, 8	Safe, Inclusive and Innovative Operations (Occupational Health and Safety)	26–30	See Eldorado's Health and Safety Policy . See also Eldorado's Year Two RGMP Report .
GRI 403-2	Hazard identification, risk assessment, and incident investigation				3, 8	Safe, Inclusive and Innovative Operations (Occupational Health and Safety)	26–30	
GRI 403-3	Occupational health services		4.3 Occupational health and well-being		3, 8	Safe, Inclusive and Innovative Operations (Occupational Health and Safety; Responding to COVID-19)	26–30; 31	See also Eldorado's Year Two RGMP Report .
GRI 403-4	Worker participation, consultation, and communication on occupational health and safety				8, 16	Safe, Inclusive and Innovative Operations (Occupational Health and Safety; Responding to COVID-19)	26–30; 31	
GRI 403-5	Worker training on occupational health and safety	EM-MM-320a.1 (4) Average hours of health, safety, and emergency response training for (a) full-time employees and (b) contract employees	4.1 Safety		3, 8	Safe, Inclusive and Innovative Operations (Occupational Health and Safety)	29	
GRI 403-6	Promotion of worker health		4.3 Occupational health and well-being		3, 8	Safe, Inclusive and Innovative Operations (Responding to COVID-19; Inclusive Diversity)	31; 33	See also Eldorado's Year Two RGMP Report .
GRI 403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships		4.4 Community health and emergency planning		3, 8	Safe, Inclusive and Innovative Operations (Occupational Health and Safety)	30	See also Eldorado's Year Two RGMP Report .
GRI 403-8	Workers covered by an occupational health and safety management system		4.2 Safety management systems		3, 8	Safe, Inclusive and Innovative Operations (Occupational Health and Safety)	26–30	
GRI 403-9	Work-related injuries	EM-MM-320a.1 (1) MSHA all-incidence rate, (2) fatality rate, (3) near miss frequency rate (NMFR)			3, 8	Safe, Inclusive and Innovative Operations (Occupational Health and Safety)	26–27	
GRI 403-10	Work-related ill health				3, 8, 13	Work-related ill-health is not reported separately from Eldorado's health and safety performance.	26–27	

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GRI 404: Training and Education 2016								
GRI 404-1	Average hours of training per year per employee				4, 5, 8, 10	Safe, Inclusive and Innovative Operations (Training and Professional Development)	36	
GRI 404-2	Programs for upgrading employee skills and transition assistance programs				8	Safe, Inclusive and Innovative Operations (Training and Professional Development)	36	
GRI 404-3	Percentage of employees receiving regular performance and career development reviews				5, 8, 10	Safe, Inclusive and Innovative Operations (Training and Professional Development)	36	We aim for our employees to undergo performance reviews annually at minimum.
GRI 405: Diversity and Equal Opportunity 2016								
GRI 405-1	Diversity of governance bodies and employees		6.5 Diversity 6.6 Women and mining	6	5, 8	Safe, Inclusive and Innovative Operations (Inclusive Diversity)	32–35	See Eldorado's Human Rights Diversity Policies . See also Eldorado's Year Two RGMP Report .
GRI 405-2	Ratio of basic salary and remuneration of women to men					We do not report on this indicator.		
GRI 406: Non-discrimination 2016								
GRI 406-1	Incidents of discrimination and corrective actions taken		6.2 Preventing discrimination and bullying	6	5, 8, 10	Engaged and Prosperous Communities (Local Employment and Procurement)	53; 56	
GRI 407: Freedom of Association and Collective Bargaining 2016								
GRI 407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk		6.4 Freedom of association and collective bargaining	3	8	Safe, Inclusive and Innovative Operations (Labour Standards)	37	See also Eldorado's Year Two RGMP Report .
GRI 408: Child Labour 2016								
GRI 408-1	Operations and suppliers at significant risk for incidents of child labour		6.3 Child and forced labour	5	5, 8, 16	Safe, Inclusive and Innovative Operations (Labour Standards); Responsible Produced Products (Product Responsibility)	37; 40	See also Eldorado's Year Two RGMP Report .

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GRI 409: Forced or Compulsory Labour 2016								
GRI 409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour		6.3 Child and forced labour	4	5, 8	Safe, Inclusive and Innovative Operations (Labour Standards); Responsibly Produced Products (Product Responsibility)	37; 40	See also Eldorado's Year Two RGMP Report .
GRI 410: Security Practices 2016								
GRI 410-1	Security personnel trained in human rights policies or procedures	EM-MM-210a.1 Percentage of (1) proved and (2) probable reserves in or near areas of conflict	5.3 Security and human rights 5.4 Conflict	1, 2	12, 16	Responsibly Produced Products (Product Responsibility; Human Rights)	39; 42	All employees and contractors, including security personnel, are required to comply with Eldorado's Human Rights Policy . See also Eldorado's Year Two RGMP Report .
GRI 411: Rights of Indigenous Peoples 2016								
GRI 411-1	Incidents of violations involving rights of indigenous peoples	EM-MM-210a.2 Percentage of (1) proved and (2) probable reserves in or near indigenous land	7.6 Indigenous Peoples		10	Engaged and Prosperous Communities (Engagement, Complaints and Grievances)	47; 48	See Eldorado's Human Rights and Social Performance Policies . See also Eldorado's Year Two RGMP Report .
GRI 412: Human Rights Assessment 2016								
GRI 412-1	Operations that have been subject to human rights reviews or impact assessments		2.4 Impact assessment 5.1 UN Guiding Principles 5.2 Avoiding complicity	1, 2	12	Responsibly Produced Products (Human Rights)	41–42	See Eldorado's Conflict-Free Gold Reports . See also Eldorado's Year Two RGMP Report .
GRI 412-2	Employee training on human rights policies or procedures			1, 2		Responsibly Produced Products (Human Rights)	41–42	
GRI 412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening		2.3 Due diligence	1, 2		Responsibly Produced Products (Human Rights)	41	Eldorado's Human Rights Policy applies to all (100%) of employees and contractors. See Eldorado's Human Rights Policy . See also Eldorado's Year Two RGMP Report .

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GRI 413: Local Communities 2016								
GRI 413-1	Operations with local community engagement, impact assessments, and development programs		2.4 Impact assessment 7.1 Community consultation 7.3 Creating local benefits		11, 12, 13, 14, 15	Our Sustainability Materiality Approach; Responsibly Produced Products (Product Responsibility); Engaged and Prosperous Communities (Engagement; Community Investment)	18–19; 39; 44–47; 49–52	See also Eldorado's Year Two RGMP Report .
GRI 413-2	Operations with significant actual and potential negative impacts on local communities					We do not report on this indicator.		
GRI 414: Supplier Social Assessment 2016								
GRI 414-1	New suppliers that were screened using social criteria					We do not report on this indicator.		
GRI 414-2	Negative social impacts in the supply chain and actions taken		2.3 Due diligence		5, 8, 16	Responsibly Produced Products (Safe Product Handling, Human Rights and Responsible Sourcing)	39–42	See also Eldorado's Year Two RGMP Report .
GRI 415: Public Policy 2016								
GRI 415-1	Political contributions		1.4 Political contributions	10	16	Engaged and Prosperous Communities (Engagement)	47	See also Eldorado's Year Two RGMP Report .
GRI 416: Customer Health and Safety 2016								
GRI 416-1	Assessment of the health and safety impacts of product and service categories					This indicator is not material to Eldorado's business.		
GRI 416-2	Incidents of non-compliance concerning the health and safety impacts of products and services					This indicator is not material to Eldorado's business.		

GRI INDICATOR	DESCRIPTION OF INDICATOR	SASB INDICATOR	RESPONSIBLE GOLD MINING PRINCIPLE	UNGC PRINCIPLE	SDG	2021 SUSTAINABILITY REPORT ALIGNMENT	PAGE	SUPPORTING DISCLOSURES AND PUBLICATIONS
GRI 417: Marketing and Labelling 2016								
GRI 417-1	Requirements for product and service information and labelling					This indicator is not material to Eldorado's business.		
GRI 417-2	Incidents of non-compliance concerning product and service information and labelling					This indicator is not material to Eldorado's business.		
GRI 417-3	Incidents of non-compliance concerning marketing communications					This indicator is not material to Eldorado's business.		
GRI 418: Customer Privacy 2016								
GRI 418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data					This indicator is not material to Eldorado's business.		
GRI 419: Socio-economic Compliance 2016								
GRI 419-1	Non-compliance with laws and regulations in the social and economic area		1.1 Legal compliance			Engaged and Prosperous Communities (Engagement)	47	See also Eldorado's Year Two RGMP Report .

Cautionary Notes

CAUTIONARY NOTES REGARDING FORWARD-LOOKING STATEMENTS

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 “advance”, “aim”, “anticipates”, “become”, “believes”, “budget”, “continue”, “estimates”, “expects”, “forecasts”, “foresee”, “forward”, “future”, “goal”, “guidance”, “intends”, “opportunity”, “outlook”, “plans”, “potential”, “scheduled”, “seek”, “strive”, “target”, “underway”, “vision” or the negatives thereof or variations of such words and phrases or statements that certain actions, events or results “can”, “continuously”, “could”, “likely”, “may”, “might”, “periodically”, “regularly”, “will” or “would” be taken, occur or be achieved.

Forward-looking information includes, but is not limited to, statements or information with respect to: sustainability goals, targets, initiatives and performance; reputation; access to capital; materiality assessments; Eldorado’s integrated assurance program; corporate governance; bribery and corruption policies and performance; occupational health and safety; technology and innovation; Eldorado’s response to the ongoing COVID-19 pandemic; diversity, training and professional development targets and initiatives; labour standards and relations; ethical business practices; contractor and supplier management; human rights; community engagement and investment practices and initiatives; environmental effects and impact mitigation; tailings and waste management; climate-related risks, opportunities and impacts; studies, surveys and assessments;

energy use and supply; water use and supply; decarbonization; reclamation; risk factors affecting our business; and our strategy, plans and goals, including our proposed exploration, development, construction, permitting, financing and operating potential, plans and priorities and related timelines.

Forward-looking information is 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 information. These assumptions include those concerning: our preliminary gold production and our guidance; benefits of the completion of the decline at Lamaque; the improvements at Kisladag and the optimization of Greek operations; benefits of implementing SIMS; tax expenses in Turkey; how the world-wide economic and social impact of COVID-19 is managed and the duration and extent of the COVID-19 pandemic; timing, cost and results of our construction and exploration; the geopolitical, economic, permitting and legal climate that we operate in; the future price of gold and other commodities; the global concentrate market; exchange rates; anticipated values, costs, expenses and working capital requirements; production and metallurgical recoveries; mineral reserves and resources; and the impact of acquisitions, dispositions, suspensions or delays on our business and the ability to achieve our goals. In addition, except where otherwise stated, we have assumed a continuation of existing business operations on substantially the same basis as exists at the time of this Report.

Forward-looking information is subject to known and unknown risks, uncertainties and other important factors that may cause actual results, activities,

performance or achievements to be materially different from those described in the forward-looking information. These risks, uncertainties and other factors include, among others: inability to meet production guidance; inability to achieve the expected benefits of the completion of the decline at Lamaque, the improvements at Kisladag and the optimization of Greek operations; inability to assess income tax expenses in Turkey; risks relating to the ongoing COVID-19 pandemic and any future pandemic, epidemic, endemic or similar public health threats; risks relating to our operations being located in foreign jurisdictions; community relations and social license; climate change; liquidity and financing risks; development 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 change in credit ratings; environmental matters; waste disposal; the global economic environment; government regulation; reliance on a limited number of smelters and off-takers; commodity price risk; mineral tenure; permits; risks relating to environmental sustainability and governance practices and performance; non-governmental organizations; corruption, bribery and sanctions; litigation and contracts; information technology systems; estimation of mineral reserves and mineral resources; production and processing estimates; credit risk; actions of activist shareholders; price volatility, volume fluctuations and dilution risk in respect of our shares; reliance on infrastructure, commodities and consumables; currency risk; inflation risk; interest rate risk; tax matters; dividends; financial reporting, including relating to the carrying value of our assets and changes in reporting standards; labour, including relating to employee/union relations,

employee misconduct, key personnel, skilled workforce, expatriates and contractors; reclamation and long-term obligations; regulated substances; necessary equipment; co-ownership of our properties; acquisitions, including integration risks, and dispositions; the unavailability of insurance; conflicts of interest; compliance with privacy legislation; reputational issues; competition, as well as those risk factors discussed in the sections titled “Forward-looking information and risks” and “Risk factors in our business” in our most recent Annual Information Form & Form 40-F. The reader is directed to carefully review the detailed risk discussion in our most recent Annual Information Form & Form 40-F filed on SEDAR and EDGAR under our Company name, which discussion is incorporated by reference in this Report, 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 U.S.

CAUTIONARY NOTE REGARDING SCIENTIFIC AND TECHNICAL INFORMATION

There are material 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. While 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; however, these terms are not defined under Industry Guide 7 and have historically not been permitted to be used in reports and registration statements filed with the SEC pursuant to Industry Guide 7.

Mineral resources which are not mineral reserves do not have demonstrated economic viability.

Under the securities regulations adopted by the Canadian Securities Administrators (CSA), estimates of inferred mineral resources generally cannot be used as the basis of feasibility or prefeasibility studies. Information about our mineral deposits may not be comparable to similar information made public by US domestic mining companies, who prepare their disclosure in accordance with Industry Guide 7.

Except as otherwise noted, Simon Hille, FAusIMM, our Vice President, Technical Services, is the “Qualified Person” under 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.

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 (Kışladağ Technical Report) prepared by Stephen Juras, Ph.D., P. Geo., Paul Skayman, FAusIMM, David Sutherland, P. Eng., Richard Miller, P. Eng. and Sean McKinley, P. Geo.
- Technical Report titled “Technical Report, Efemçukuru Gold Mine, Turkey” with an effective date of December 31, 2019 prepared by David Sutherland, P. Eng., Paul J. Skayman, FAusIMM, Sean McKinley, P. Geo., Imola Götz, P. Eng. and Ertan Uludag, P. Geo.
- Technical Report titled “Technical Report, Olympias Mine, Greece”, with an effective date of December 31, 2019. The report was prepared by the following Qualified Persons as defined by NI 43-101: David Sutherland, P. Eng., Ertan Uludag, P. Geo., Colm Keogh, P. Eng., Paul Skayman, FAusIMM, and Sean McKinley, P. Geo.

- Technical Report titled “Technical Report, Skouries Project, Greece” with an effective date of January 22, 2022 prepared by Gary Methven, P. Eng., John Morton Shannon, P. Geo., Mo Molavi, P. Eng., Robert Chesher, FAusIMM (CP), RPEQ, MTMS, John Battista, MAusIMM (CP), Richard Kiel, P.E., Paolo Chiaramello, P. Eng. and Dell Maeda, P. Eng.
- Technical Report titled “Technical Report for the Lamaque Project, Québec, Canada” with an effective date of December 31, 2021 prepared by Eldorado Gold Corporation including Eldorado employees Jacques Simoneau, géo, Peter Lind, P. Eng., Ertan Uludag, P. Geo., Sean McKinley, P. Geo., Jessy Thelland, P. Geo., Mehdi Bouanani, P. Eng., Vu Tran, P. Eng., David Sutherland, P. Eng. and Michael K. Murphy, P. Eng. of Stantec Consulting.



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