



## **Independent practitioner's limited assurance report on Eldorado Gold Corporation's TSM Performance Statement of the Kassandra Mining Complex (except Skouries project)**

### **To the Directors of Eldorado Gold Corporation (Eldorado)**

We have undertaken a limited assurance engagement of Eldorado's TSM Performance Statement (the Performance Statement) of the Kassandra Mining Complex (except Skouries project) mine as at June 15, 2023.

#### **Management's responsibility**

Management is responsible for the preparation of the Performance Statement in accordance with the Mining Association of Canada's (MAC) Towards Sustainable Mining (TSM) Protocols. The applicable components of the criteria are set out in Exhibit 1 (together, the applicable criteria). Management is also responsible for such internal control as management determines necessary to enable the preparation of the performance statement that is free from material misstatement, whether due to fraud or error.

#### **Our responsibility**

Our responsibility is to express a limited assurance conclusion on the Performance Statement based on the evidence we have obtained. We conducted our limited assurance engagement in accordance with International Standard on Assurance Engagements (ISAE) 3000, *Assurance Engagements Other Than Audits or Reviews of Historical Financial Information* and that the *TSM Terms of Reference for Verifiers* was followed. ISAE 3000 requires that we plan and perform this engagement to obtain limited assurance about whether the Performance Statement is free from material misstatement.

A limited assurance engagement involves performing procedures (primarily consisting of making inquiries of management and others within the entity, as appropriate, and applying analytical procedures) and evaluating the evidence obtained. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the decisions of users of our report. The procedures are selected based on our professional judgment, which includes identifying areas where the risks of material misstatement, whether due to fraud or error, in preparing the performance statement in accordance with the applicable criteria are likely to arise.

The nature, timing and extent of procedures performed has been detailed in Exhibit 2.

The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement and, consequently, the level of assurance obtained is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

#### **Our independence and quality control**

We have complied with the relevant rules of professional conduct/code of ethics applicable to the practice of public accounting and related to assurance engagements, issued by various professional accounting bodies, which are founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behaviour.

PricewaterhouseCoopers LLP  
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The firm applies Canadian Standard on Quality Control 1, *Quality Control for Firms that Perform Audits and Reviews of Financial Statements, and Other Assurance Engagements*, and, accordingly, maintains a comprehensive system of quality control, including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

**Conclusion**

Based on the procedures we have performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that Eldorado Gold Corporation's Performance Statement as at June 15, 2023, is not, in all material respects, fairly stated.

**Purpose of statement and restriction on use of our report**

The Performance Statement has been prepared in accordance with the applicable criteria to report Eldorado's performance as prescribed by the Mining Association of Canada. As a result, the Performance Statement may not be suitable for another purpose. Our report is intended solely for Eldorado Gold Corporation.

We acknowledge the disclosure of our report, in full only, by Eldorado Gold Corporation, at its discretion, to MAC TSM's internet web site, without assuming or accepting any responsibility or liability to MAC or any other third party in respect of this report.

This report is not intended to be, and should not be, used by anyone other than Eldorado Gold Corporation (the "specified user"). If a report recipient is not a specified user as defined above and has obtained this report, or has access to it, use of this report is the non-specified user's sole responsibility and at the non-specified user's sole and exclusive risk. Non-specified users may not rely on this report and do not acquire any rights against PricewaterhouseCoopers LLP as a result of such access. Further, PricewaterhouseCoopers LLP does not assume any duties or obligations to any non-specified user who obtains this report and/or has access to it.

*PricewaterhouseCoopers LLP*

Chartered Professional Accountants  
Vancouver, British Columbia  
June 30, 2023

<sup>1</sup>The maintenance and integrity of TSM's website is the responsibility of TSM; the work carried out by PricewaterhouseCoopers LLP does not involve consideration of these matters and, accordingly, PricewaterhouseCoopers LLP accepts no responsibility for any changes that may have occurred to the reported information or criteria since they were posted on the website



The following criteria has been used to assess Eldorado's Performance Statement for its Lamaque Operation.

Name of standards
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Mining Association of Canada's Towards Sustainable Mining (MAC TSM) Protocols:

- Biodiversity Conservation Management (2020 version)
- Crisis Management and Communications Planning (2023 version)
- Climate Change (2021 version)
- Indigenous and Community Relationships (2021 version)
- Preventing Child and Forced Labour (2019 version)
- Safety and Health (2020 version)
- Water Stewardship (2018 version)
- Tailings Management Protocol (2022 version)

MAC TSM Responsible Sourcing Alignment Supplement (2021 version)

The following criteria will not be included in scope within the criteria, as it is not applicable to the site:

Not in scope (Not considered for purposes of this engagement)
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International Council on Mining and Metals (ICMM) Mining Principles (MPs) criteria included in MAC TSM Responsible Sourcing Alignment Supplement (2021 version)

Responsible Jewelry Council included in MAC TSM Responsible Sourcing Alignment Supplement (2021 version)

ResponsibleSteel (RS) included in MAC TSM Responsible Sourcing Alignment Supplement (2021 version)

Responsible Minerals Initiative (RMI) Risk Readiness Assessment (RRA), including the International Copper Alliance (ICA) and Copper Mark (CM) included in MAC TSM Responsible Sourcing Alignment Supplement (2021 version)

Initiative for Responsible Mining Assurance included in MAC TSM Responsible Sourcing Alignment Supplement (2021 version)



**Facility details**

Name of company	Eldorado Gold Corporation
Name of facility	Kassandra Mines complex (excluding Skouries project)
Address	Halkidiki Peninsula of Northern Greece
Country of operation	Greece
Products/metals produced on site	Gold, Silver, Lead, Zinc
Types of operations included in scope:	
Mining	Y - Underground
Concentrate blending	N/A
Smelting	N/A
Refining	N/A
Other ( <i>please explain</i> )	N/A
Types of infrastructure included in scope:	
Roads	N/A
Rails	N/A
Ports	Y
Other ( <i>please explain</i> )	N/A



**Verifier and verification information**

Verification firm	PricewaterhouseCoopers LLP
Confirmation that all verifiers involved in the verification are accredited TSM verifiers	Yes
Date(s) of the assurance (“verification”) activities (dd/mm/yyyy – dd/mm/yyyy)	Assurance activities: 03/04/2023 - 15/06/2023 Site visit: May 15, 2023 - May 19, 2023
Verification period	2022 Operating Year Verification Requirements reported as at June 15, 2023
Summary of the verification methodology	Assurance was performed in accordance with the International Standard on Assurance Engagements (ISAE) 3000, Assurance Engagements Other Than Audits or Reviews of Historical Financial Information and the TSM Terms of Reference for Verifiers.
Summary of the verification activities	<p>The tasks and activities undertaken during the verification process are summarized below:</p> <ul style="list-style-type: none"> <li>• A kick off meeting was held with Corporate to start the verification process.</li> <li>• PwC obtained the facility self-assessments and supporting documentation.</li> <li>• Evidence was collected through interviews, inspection and review of documents and onsite observations.</li> <li>• The information collected was assessed against the criteria.</li> <li>• Relevant managers were interviewed at site level</li> <li>• A sample of COIs were interviewed.</li> <li>• A sample of employees were interviewed</li> <li>• A sample of contractors were interviewed</li> <li>• Opening and closing meetings were held at the site level.</li> </ul>



Eldorado's performance statement		Summary of procedures performed by PwC (among others)
Criterion	Rating <i>C, B, A, AA or AAA (otherwise indicated)</i>	
<b>Indigenous and community relationships</b>		
1. Community of Interest (COI) Identification	A	<ul style="list-style-type: none"> <li>• Conducted a sample of onsite interviews at Kassandra with relevant on-site management and employees that included, but was not limited to, discussion on the following:               <ul style="list-style-type: none"> <li>○ The documented process to identify COIs and the mechanisms for COIs to self-identify</li> <li>○ The manner in which COI records are regularly reviewed and updated</li> <li>○ How confidentiality is maintained when requested by a COI</li> </ul> </li> <li>• Reviewed a sample of relevant policies, internal standards, records, documents and mechanisms in place to support the discussions above</li> </ul>
2. Effective COI Engagement and Dialogue	A	<ul style="list-style-type: none"> <li>• Conducted a sample of onsite interviews at Kassandra with relevant on-site management and employees that included, but was not limited to, discussion on the following:               <ul style="list-style-type: none"> <li>○ The documented COI engagement and dialogue processes and the involvement of COIs in the development of these processes</li> <li>○ The review of COI engagement results with senior management and affected COIs on a regular and pre-defined basis</li> <li>○ Public reporting on COI engagement</li> </ul> </li> <li>• Reviewed a sample of relevant policies, internal standards, records, documents and mechanisms in place to support the discussions above</li> </ul>



Eldorado's performance statement		Summary of procedures performed by PwC (among others)
Criterion	Rating <i>C, B, A, AA or AAA (otherwise indicated)</i>	
3. Effective Indigenous Engagement and Dialogue	N/A	<ul style="list-style-type: none"> <li>• Based on the materiality considerations indicated in the protocol, the facility is not considered to be in a territory that may impact traditional lands, rights, and resources of Indigenous peoples.</li> </ul>
4. Community Impact and Benefit Management	B	<ul style="list-style-type: none"> <li>• Conducted a sample of onsite interviews at Kassandra with relevant on-site management and employees that included, but was not limited to, discussion on the following:               <ul style="list-style-type: none"> <li>◦ Senior management commitment to identify and mitigate potential and actual adverse impacts related to facility activities that directly affect COIs</li> <li>◦ The facility's demonstration of identifying adverse impacts</li> <li>◦ The facility's effort to mitigate adverse impacts related to the facility's activities</li> </ul> </li> <li>• Reviewed a sample of relevant policies, internal standards, records, documents and mechanisms in place to support the discussions above.</li> </ul>
5. COI Response Mechanism	A	<ul style="list-style-type: none"> <li>• Conducted a sample of onsite interviews at Kassandra with relevant on-site management and employees that included, but was not limited to, discussion on the following:               <ul style="list-style-type: none"> <li>◦ The facility's feedback and response mechanism and the processes to receive, manage and respond to COI grievances, comments and requests</li> </ul> </li> <li>• Reviewed a sample of relevant policies, internal standards, records, documents and mechanisms in place to support the discussions above.</li> </ul>



Eldorado's performance statement		Summary of procedures performed by PwC (among others)
Criterion	Rating <i>C, B, A, AA or AAA (otherwise indicated)</i>	Comments
<b>Safety and health</b>		
1. Commitments and Accountability	AAA	<ul style="list-style-type: none"> <li>• Conducted a sample of onsite interviews at Kassandra with relevant on-site management and employees that included, but was not limited to, discussion on the following:               <ul style="list-style-type: none"> <li>○ The facility's commitment to safety and health and the definition of accountability of senior management consistent with the MAC Safety and Health Framework</li> <li>○ Processes to verify that employees, contractors and suppliers who work at the facility are aware of the company's safety and health commitments</li> <li>○ The degree of consistency of the commitments with the MAC Safety and Health Framework</li> </ul> </li> <li>• Reviewed a sample of relevant policies, internal standards, records, documents and mechanisms in place to support the discussions above</li> <li>• Performed the external audit procedures prescribed by the AAA requirements of the indicator</li> </ul>
2. Planning and Implementation	A	<ul style="list-style-type: none"> <li>• Conducted a sample of onsite interviews at Kassandra with relevant on-site management and employees that included, but was not limited to, discussion on the following:               <ul style="list-style-type: none"> <li>○ The facility's documented safety and health management system including its objectives and targets, supporting plans, hazard identification, control processes, industrial hygiene program, defined roles and responsibilities for safety and health</li> </ul> </li> </ul>



Eldorado's performance statement	Summary of procedures performed by PwC (among others)
	<p>management, workplace inspections, maintenance of records</p> <ul style="list-style-type: none"> <li>○ Assigned resources to establish, implement, maintain and improve safety and health management systems and validate effectiveness of controls</li> <li>● Reviewed a sample of relevant policies, internal standards, records, documents and mechanisms in place to support the discussions above.</li> </ul>
<p>3. Training, Behaviour and Culture</p>	<p>AAA</p> <ul style="list-style-type: none"> <li>● Conducted a sample of onsite interviews at Kassandra with relevant on-site management and employees that included, but was not limited to, discussion on the following:               <ul style="list-style-type: none"> <li>○ The facility's planned, documented, and functional safety and health training program including the training needs analysis, orientation for employees contractors, and visitors</li> <li>○ The maintenance of training records and the resources that are assigned to implement and maintain the training program</li> <li>○ The integration of health and safety criteria into core business processes and practices including the annual business plan, purchasing decisions, performance appraisal processes, and the compensation system</li> <li>○ The visible demonstration of safety and health commitments, the assessment of trainers, and support around worker mental health</li> </ul> </li> <li>● Reviewed a sample of relevant policies, internal standards, records, documents and mechanisms in place to support the discussions above.</li> </ul>



Eldorado's performance statement		Summary of procedures performed by PwC (among others)
4. Monitoring and Reporting	AAA	<ul style="list-style-type: none"> <li>• Conducted a sample of onsite interviews at Kassandra with relevant on-site management and employees that included, but was not limited to, discussion on the following:               <ul style="list-style-type: none"> <li>○ The facility's documented safety and health monitoring and reporting program that includes clearly defined performance metrics, trend analysis, identification of continuous improvement opportunities, internal reporting and use of leading and lagging indicators</li> <li>○ Results of workplace monitoring, inspection and follow-up actions, regular management review of safety and health performance</li> <li>○ Public communication of safety and health information</li> <li>○ Evaluation of the effectiveness of the data and information collection, compilation, and reporting processes</li> </ul> </li> <li>• Reviewed a sample of relevant policies, internal standards, records, documents and mechanisms in place to support the discussions above</li> <li>• Performed the external audit procedures prescribed by the AAA requirements of the indicator</li> </ul>



Eldorado's performance statement		Summary of procedures performed by PwC (among others)
5. Performance	AA	<ul style="list-style-type: none"> <li>• Conducted a sample of onsite interviews at Kassandra with relevant on-site management and employees that included, but was not limited to, discussion on the following:               <ul style="list-style-type: none"> <li>◦ The establishment of safety and health performance targets and the inclusion of contractors in targets</li> <li>◦ The review and improvement of performance relative to targets and the communication of results to employees and on-site contractors</li> <li>◦ The establishment of performance targets for both leading and lagging indicators</li> <li>◦ The facility's safety and health performance relative to its peers</li> </ul> </li> <li>• Reviewed a sample of relevant policies, internal standards, records, documents and mechanisms in place to support the discussions above</li> </ul>



Eldorado's performance statement		Summary of procedures performed by PwC (among others)
Criterion	Rating <i>Yes or No</i>	Comments
<b>Crisis management and communications planning (Indicate YES or NO)</b>		
1. Crisis Management and Communications Preparedness - Facility	Yes	<ul style="list-style-type: none"> <li>• Conducted a sample of onsite interviews at Kassandra with relevant on-site management and employees that included, but was not limited to, discussion on the following:               <ul style="list-style-type: none"> <li>○ Eldorado's risk register and the process to identify and address credible threats</li> <li>○ The role of the crisis management team and review of the local crisis management plan</li> <li>○ The mechanisms in place to alert and communicate with employees, management, and other stakeholders</li> </ul> </li> <li>• Reviewed a sample of relevant policies, internal standards, records, documents and mechanisms in place to support the discussions above</li> </ul>
2. Review - Facility	Yes	<ul style="list-style-type: none"> <li>• Conducted a sample of onsite interviews at Kassandra with relevant on-site management and employees that included, but was not limited to, discussion on the following:               <ul style="list-style-type: none"> <li>○ The regular review of the local crisis management plan and the testing of mechanisms used to alert and communicate with employees and management</li> <li>○ The training objectives and materials used to support new and existing crisis team members</li> </ul> </li> <li>• Reviewed a sample of relevant policies, internal standards, records, documents and mechanisms in place to support the discussions above</li> </ul>



Eldorado's performance statement		Summary of procedures performed by PwC (among others)
Criterion	Rating <i>Yes or No</i>	Comments
3. Training - Facility	Yes	<ul style="list-style-type: none"> <li>• Conducted a sample of onsite interviews at Kassandra with relevant on-site management and employees that included, but was not limited to, discussion on the following:               <ul style="list-style-type: none"> <li>◦ The facility's practice of table top and full crisis simulations to enable emergency preparedness</li> </ul> </li> <li>• Reviewed a sample of relevant policies, internal standards, records, documents and mechanisms in place to support the discussions above.</li> </ul>

Eldorado's performance statement		Summary of procedures performed by PwC (among others)
Criterion	Rating <i>Yes or No</i>	Comments

**Preventing child and forced labour (Indicate YES or NO)**

1. Preventing Forced Labour	Yes	<ul style="list-style-type: none"> <li>• Conducted a sample of onsite interviews at Kassandra with relevant on-site management and employees that included, but was not limited to, discussion on the following:               <ul style="list-style-type: none"> <li>◦ The applicable legislation for the operating jurisdiction of the facility and the legal framework surrounding forced labour</li> <li>◦ The controls in place to prevent forced labour from occurring at the facility</li> <li>◦ Mechanisms to identify, report, and manage instances of potential forced labour should it occur</li> </ul> </li> </ul>
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Eldorado's performance statement		Summary of procedures performed by PwC (among others)
Criterion	Rating <i>Yes or No</i>	Comments
		<ul style="list-style-type: none"> <li>Reviewed a sample of relevant policies, internal standards, records, documents and mechanisms in place to support the discussions above</li> </ul>
2. Preventing Child Labour	Yes	<ul style="list-style-type: none"> <li>Conducted a sample of onsite interviews at Kassandra with relevant on-site management and employees that included, but was not limited to, discussion on the following:               <ul style="list-style-type: none"> <li>The applicable legislative framework for the operating jurisdiction of the facility and the legal framework surrounding child labour</li> <li>The controls in place to prevent child labour from occurring at the facility</li> <li>Mechanisms to identify, report, and manage instances of potential child labour should it occur</li> </ul> </li> <li>Reviewed a sample of relevant policies, internal standards, records, documents and mechanisms in place to support the discussions above.</li> </ul>



Eldorado's performance statement		Summary of procedures performed by PwC (among others)
Criterion	Rating <i>C, B, A, AA or AAA (otherwise indicated)</i>	Comments
<b>Climate change protocol</b>		
1. Corporate Climate Change Management	A	<ul style="list-style-type: none"> <li>• Conducted a sample of onsite interviews at Cassandra with relevant on-site management and employees that included, but was not limited to, discussion on the following:               <ul style="list-style-type: none"> <li>○ The systems required to support the measurement and management of Scope 1 and Scope 2 GHG Emissions</li> <li>○ The facility's climate change strategy and the integration of this strategy with the facility's operations</li> <li>○ The availability of relevant information for internal and public consumption</li> </ul> </li> <li>• Reviewed a sample of relevant policies, internal standards, records, documents and mechanisms in place to support the discussions above.</li> </ul>



Eldorado's performance statement		Summary of procedures performed by PwC (among others)
2. Facility Climate Change Management	AA	<ul style="list-style-type: none"> <li>• Conducted a sample of onsite interviews at Cassandra with relevant on-site management and employees that included, but was not limited to, discussion on the following:               <ul style="list-style-type: none"> <li>○ The measurement and management of data required to report Scope 1 and Scope 2 GHG Emissions</li> <li>○ The role of the facility's Energy Committee in establishing clear roles and responsibilities for emissions management, understanding and managing energy performance parameters</li> <li>○ Collaboration with COIs and processes in place to promote awareness of climate change mitigation and adaptation</li> </ul> </li> <li>• Reviewed a sample of relevant policies, internal standards, records, documents and mechanisms in place to support the discussions above.</li> </ul>
3. Facility Performance Targets and Reporting	AA	<ul style="list-style-type: none"> <li>• Conducted a sample of onsite interviews at Cassandra with relevant on-site management and employees that included, but was not limited to, discussion on the following:               <ul style="list-style-type: none"> <li>○ The establishment of Scope 1 and Scope 2 emission performance targets and reporting of performance to the public</li> <li>○ The facility's assessment of potential physical climate impacts and plans to manage associated risks</li> <li>○ The facility's process to seek feedback on public reporting</li> </ul> </li> <li>• Reviewed a sample of relevant policies, internal standards, records, documents and mechanisms in place to support the discussions above.</li> </ul>



Eldorado's performance statement		Summary of procedures performed by PwC (among others)
Criterion	Rating <i>C, B, A, AA or AAA (otherwise indicated)</i>	Comments
<b>Biodiversity conservation management</b>		
1. Corporate biodiversity conservation commitment, accountability, and communications	AAA	<ul style="list-style-type: none"> <li>• Conducted a sample of onsite interviews at Kassandra with relevant on-site management and employees that included discussion on the following:               <ul style="list-style-type: none"> <li>○ Eldorado's corporate commitments to biodiversity conservation, accountability, and communications</li> <li>○ The assignment of roles, responsibilities, resources, and accountabilities for implementation</li> <li>○ Eldorado's biodiversity management plan and efforts taken to achieve no net loss of biodiversity</li> </ul> </li> <li>• Reviewed a sample of relevant policies, internal standards, records, documents and mechanisms in place to support the discussions above</li> </ul>
2. Biodiversity conservation planning and implementation	AAA	<ul style="list-style-type: none"> <li>• Conducted a sample of onsite interviews at Kassandra with relevant on-site management and employees that included discussion on the following:               <ul style="list-style-type: none"> <li>○ Specific elements contained within the facility-level biodiversity management plan including objectives, resources, and involvement of COIs</li> <li>○ Eldorado's integration of biodiversity management into their business planning, budgeting processes, and broader business strategy as defined by the criteria</li> </ul> </li> </ul>



Eldorado's performance statement	Summary of procedures performed by PwC (among others)
	<ul style="list-style-type: none"> <li>• Reviewed a sample of relevant policies, internal standards, records, documents and mechanisms in place to support the discussions above.</li> </ul>
<p>3. Biodiversity conservation reporting</p>	<p>AAA</p> <ul style="list-style-type: none"> <li>• Conducted a sample of onsite interviews at Kassandra with relevant on-site management and employees that included discussion on the following:               <ul style="list-style-type: none"> <li>◦ Eldorado's internal and external reporting of biodiversity and conservation information</li> <li>◦ The independent internal and external review of biodiversity conservation information</li> <li>◦ The involvement of COI feedback on biodiversity conservation reporting</li> </ul> </li> <li>• Reviewed a sample of relevant policies, internal standards, records, documents and mechanisms in place to support the discussions above.</li> </ul>



Eldorado's performance statement		Summary of procedures performed by PwC (among others)
Criterion	Rating <i>C, B, A, AA or AAA (otherwise indicated)</i>	Comments
<b>Water stewardship</b>		
1. Water Governance	AAA	<ul style="list-style-type: none"> <li>• Conducted a sample of onsite interviews at Cassandra with relevant on-site management and employees that included discussion on the following:               <ul style="list-style-type: none"> <li>○ The commitment of senior management to water stewardship that is consistent with the intent of the TSM Water Stewardship Framework</li> <li>○ The communication of the commitment to relevant employees, contractors, and facility-level COIs</li> <li>○ The assessment of water related risks and opportunities and its integration into annual business planning</li> <li>○ The degree of consistency between the facility water stewardship practices and the TSM Water Stewardship Framework</li> </ul> </li> <li>• Reviewed a sample of relevant policies, internal standards, records, documents and mechanisms in place to support the discussions above</li> <li>• Performed the external audit procedures prescribed by the AAA requirements of the indicator</li> </ul>
2. Operational Water Management	A	<ul style="list-style-type: none"> <li>• Conducted a sample of onsite interviews at Cassandra with relevant on-site management and employees that included discussion on the following:               <ul style="list-style-type: none"> <li>○ The processes used to identify and assess facility-level surface water and groundwater risks</li> </ul> </li> </ul>



Eldorado's performance statement		Summary of procedures performed by PwC (among others)
		<ul style="list-style-type: none"> <li>○ The processes in place to monitor water use and performance</li> <li>○ The facility's systematic approach to operational water management including the use of a site water balance, water monitoring program, the implementation of controls based on identified risks, the training of employees and contractors in accordance with their responsibilities</li> <li>● Reviewed a sample of relevant policies, internal standards, records, documents and mechanisms in place to support the discussions above</li> </ul>
3. Watershed-scale Planning	AAA	<ul style="list-style-type: none"> <li>● Conducted a sample of onsite interviews at Cassandra with relevant on-site management and employees that included discussion on the following:               <ul style="list-style-type: none"> <li>○ COI engagement related to watershed use, identification and prioritization of risks</li> <li>○ Eldorado's assessment of how operational water management practices contribute to cumulative effects in the watershed</li> <li>○ The establishment of watershed-scale goals and inclusion in their respective land use plans, development of a watershed plan, tracking of watershed goals and engagement at the watershed scale</li> </ul> </li> <li>● Reviewed a sample of relevant policies, internal standards, records, documents and mechanisms in place to support the discussions above</li> </ul>
4. Water Reporting and Performance	AAA	<ul style="list-style-type: none"> <li>● Conducted a sample of onsite interviews at Cassandra with relevant on-site management and employees that included discussion on the following:</li> </ul>



Eldorado's performance statement	Summary of procedures performed by PwC (among others)
	<ul style="list-style-type: none"><li>○ The tracking of progress on actions relevant to water related risks and opportunities</li><li>○ Public reporting on water performance including discussion on objectives and targets</li><li>○ The independent verification of accuracy of public reporting related to water</li><li>○ The involvement of COI feedback and the public availability of water performance data</li><li>● Reviewed a sample of relevant policies, internal standards, records, documents and mechanisms in place to support the discussions above.</li></ul>



Eldorado's performance statement		Summary of procedures performed by PwC (among others)
Criterion	Rating <i>C, B, A, AA or AAA (otherwise indicated)</i>	Comments
<b>Tailings management</b>		
1. Tailings Management Policy and Commitment	AAA	<ul style="list-style-type: none"> <li>• Conducted a sample of onsite interviews at Kassandra with relevant on-site management and employees that included discussion on the following:               <ul style="list-style-type: none"> <li>○ The awareness of policies and commitments from both management and employees</li> <li>○ Roles and responsibilities</li> <li>○ Conformance with the Tailings guide</li> <li>○ Oversight and governance including budgeting</li> </ul> </li> <li>• Obtained and reviewed the conformance table</li> <li>• Performed the external audit procedures prescribed by the AAA requirements of the indicator</li> <li>• Reviewed a sample of relevant policies, internal standards, records, documents and mechanisms in place to support the discussions above</li> </ul>
2. Tailings Management System and Emergency Preparedness	AAA	<ul style="list-style-type: none"> <li>• Conducted a sample of onsite interviews at Kassandra with relevant on-site management and employees that included discussion on the following:               <ul style="list-style-type: none"> <li>○ The emergency response and preparedness plans</li> <li>○ Tests and drills of the emergency response plan</li> <li>○ Implementation of the Tailings management system.</li> </ul> </li> </ul>



Eldorado's performance statement		Summary of procedures performed by PwC (among others)
		<ul style="list-style-type: none"> <li>○ Conformance with the Tailings guide</li> <li>● Obtained and reviewed the conformance table</li> <li>● Performed the external audit requirements of the indicator</li> <li>● Reviewed maintenance schedules, documented roles and responsibilities and documented ERP drills</li> <li>● Observed onsite the instrumentation used to monitor and control the Tailings facility</li> <li>● Reviewed a sample of relevant policies, internal standards, records, documents and mechanisms in place to support the discussions above</li> </ul>
<p>3. Assigned Accountability and Responsibility for Tailings Management</p>	<p>AAA</p>	<ul style="list-style-type: none"> <li>● Conducted a sample of onsite interviews at Kassandra with relevant on-site management and employees that included discussion on the following:               <ul style="list-style-type: none"> <li>○ Roles and responsibilities for management, employees and contractors</li> <li>○ Communication lines with the board of directors</li> </ul> </li> <li>● Obtained and reviewed the conformance table</li> <li>● Performed the external audit procedures prescribed by the AAA requirements of the indicator</li> <li>● Reviewed a sample of relevant policies, internal standards, records, documents and mechanisms in place to support the discussions above</li> </ul>



Eldorado's performance statement		Summary of procedures performed by PwC (among others)
4. Annual Tailings Management Review	AAA	<ul style="list-style-type: none"> <li>• Conducted a sample of onsite interviews at Kassandra with relevant on-site management and employees that included discussion on the following:               <ul style="list-style-type: none"> <li>◦ Internal audits conducted and reviews of the tailings facility</li> <li>◦ Results of internal audits</li> </ul> </li> <li>• Obtained and reviewed the conformance table</li> <li>• Performed the external audit procedures prescribed by the AAA requirements of the indicator</li> <li>• Reviewed a sample of relevant policies, internal standards, records, documents and mechanisms in place to support the discussions above</li> </ul>
5. OMS Manual	AAA	<ul style="list-style-type: none"> <li>• Conducted a sample of onsite interviews at Kassandra with relevant on-site management and employees that included discussion on the following:               <ul style="list-style-type: none"> <li>◦ OMS update schedule</li> <li>◦ OMS preparedness</li> <li>◦ OMS conformance with the Tailings guide</li> </ul> </li> <li>• Obtained and reviewed the previous gap assessment performed against the OMS guide. Obtained and reviewed the action items implemented and the updated OMS.</li> <li>• Obtained and reviewed the conformance table</li> <li>• Performed the external audit procedures prescribed by the AAA requirements of the indicator</li> <li>• Reviewed a sample of relevant policies, internal standards, records, documents and mechanisms in place to support the discussions above</li> </ul>



Summary table	
<b>The external verification was conducted in accordance with the <i>Terms of Reference for Verifiers</i> and, accordingly, consisted primarily of interviews, data analysis, and examination (on a sample basis) of other evidence relevant to management’s assertion of conformance to the requirements of the TSM performance indicators.</b>	We conducted the verification in accordance with the <i>TSM Terms of Reference for Verifiers</i> and <i>ISAE 3000</i> .
<b>The scores indicated in this report are verified as being accurate based on the evidence reviewed during the external verification of this facility.</b>	Please refer to the conclusion in our ISAE 3000 Limited Assurance Report.
<b>Limitations</b>	See the Independent practitioner’s ISAE 3000 Limited assurance report
<b>Additional comments</b>	N/A
<b>Name of lead verifier</b>	PricewaterhouseCoopers LLP
<b>Date of statement of verification</b>	June 15, 2023
<b>Signature of lead verifier</b>	<i>PricewaterhouseCoopers LLP</i>

**Eldorado's TSM Performance Statement**

We have prepared the Performance Statement in accordance with the Mining Association of Canada's (MAC) Towards Sustainable Mining (TSM) Protocols, and it is fairly presented. The results of our self-assessment against TSM's protocols have been summarized below:

Protocol	Indicator 1	Indicator 2	Indicator 3	Indicator 4	Indicator 5
Indigenous and Community Relationships	A	A	N/A*	B	A
Safety and Health	AAA	A	AAA	AAA	AA
Crisis Management and Communications Planning	Yes	Yes	Yes		
Prevention of Child and Forced Labour Verification	Yes	Yes			
Climate Change	A	AA	AA		
Biodiversity Conservation Management	AAA	AAA	AAA		
Water Stewardship	AAA	A	AAA	AAA	
Tailings Management	AAA	AAA	AAA	AAA	AAA

\*Based on the materiality considerations indicated in the protocol, the facility is not considered to be in a territory that may impact traditional lands, rights, and resources of Indigenous peoples.

Yours truly,

Eldorado Gold Corporation



Jennifer Prospero, Senior Director, Sustainability

June 15, 2023