

Communities of Interest Committee

Minutes of the 10th Regular Meeting (Palaiochori, 2 October 2025) Q3 2025

Key information

Date / Time:	Thursday, October 2, 2025, at 17:00 (duration ~3 hours)
Venue:	Palaiochori, Public Information Office of Hellas Gold
Topic:	10th Regular Meeting of the Communities of Interest Committee

Participants

	Name	Role / Position	Gender	Elected	Present	Comments
A.	Local Community					
1	Local Community Representative	Stratoniki – President of the Local Community	M	YES	YES	
2	Municipal Council Representative	Deputy Mayor of Aristotle – Municipal Council Member	M	YES	YES	
3	Local Community Representative	Arnaia – President of the Local Community	F	YES	YES	
4	Municipal Council Representative	Municipal Council Member – Chair of the Municipal Education Committee	F	YES	YES	
5	Representative of Vulnerable Groups	Psychologist, Community Center – Representative of Vulnerable Groups	M	NO	NO	
6	Local Community Representative	Varvara – President of the Local Community	M	YES	NO	
7	Municipal Council Representative	Deputy Mayor – Municipal Council Member	F	YES	YES	Represented by proxy
8	Mayor's Representative	Special Advisor to the Mayor	M	NO	YES	
9	Local Community Representative	Neochori – President of the Local Community	M	YES	NO	
10	Local Community Representative	Palaiochori – President of the Local Community	M	YES	YES	Represented by proxy
11	Association Representative	Women's Association of Neochori	F	YES	YES	An additional Association member attended
12	Local Community Representative	Megali Panagia – President of the Local Community	M	YES	YES	
13	Association Representative	Professional Association of Stratoni	M	YES	NO	
14	Local Community Representative	Olympiada – President of the Local Community	M	YES	NO	
15	Local Community Representative	Stratoni – President of the Local Community	M	YES	YES	
16	Local Community Representative	Stagira – President of the Local Community	M	YES	NO	

B. Hellas Gold						
1	CSR Department Representative	Hellas Gold – CSR Department	M	-	YES	
2	CSR Department Representative	Hellas Gold – CSR Department	M	-	YES	
3	CSR Department Representative	Hellas Gold – CSR Department	M	-	YES	
4	CSR Department Representative	Hellas Gold – CSR Department	F	-	NO	
5	CSR Department Representative	Hellas Gold – CSR Department	F	-	YES	Ad hoc participation
6	Communications Department Representative	Hellas Gold – Communications Department	M	-	YES	Ad hoc participation
7	Director, Mining Exploration Department	Hellas Gold – Geological Research Department	M	-	YES	Ad hoc participation
8	Environment Department Representative	Hellas Gold – Environment Department	M	-	YES	Ad hoc participation
C. Organization & Coordination						
1	Sympraxis Representative	Sympraxis	M	-	YES	

It is clarified that the election of the Municipal Council representatives and Presidents of Local Communities resulted from the Local Government Elections of October 2023.

The representatives of associations are members of their respective Boards and were elected through internal procedures.

(Names listed alphabetically within each category)

- Out of the 16 Local Community members, 10 were present, with 1 additional local representative participating exceptionally.
- From Hellas Gold's CSR Department, 3 out of 4 regular members were present, along with 1 additional CSR representative.
- Furthermore, 3 additional executives from other company departments and 1 Sympraxis representative also participated.

General comments

- This meeting of the Communities of Interest Committee was initially scheduled for September 25, 2025, but had to be rescheduled to October 2, 2025 due to the unavailability of several members.
- Most committee members were either present or represented. The participation rate of Local Community representatives was 63%.
- The meeting took place in a very positive and constructive atmosphere and was productive, with active participation from all members.

- All items on the agenda were discussed, except for the one concerning **Water Management at Skouries**, which was postponed due to the unexpected unavailability of the company's responsible officer who was to deliver the presentation. On the same day, heavy rainfall occurred, and the Skouries site was placed on high alert to address potential flooding risks. This topic will be included in the next Committee meeting.
- In addition to the scheduled topics, a brief presentation was delivered on the current and ongoing Corporate Social Responsibility (CSR) initiatives and their implementation progress.
- The next meeting of the Committee is planned for December 2025.
- The presentations used during the meeting will be shared with all Committee members.

Meeting agenda

1. **Presentation of the Multiminer Program**
Objectives, process, and scope presented in non-technical form.
2. **Presentation on Water Management at Skouries**, requested by members during the Q2 meeting (*this topic is deferred to the next meeting*).
3. **Reminder on the Third-Party Grievance Mechanism**
Process, communication channels, and statistics to date.
4. **Presentation of current CSR initiatives and their implementation progress**
(*extra item added to the agenda*).

Meeting minutes

1. Welcome and Introduction

- The Coordinator of the CSR and Local Community Relations Department welcomed the members of the Communities of Interest Committee.
- Members were informed that the company representative responsible for the **Water Management at Skouries** presentation (Agenda Item 2) was exceptionally on duty at the Skouries site due to forecasted severe weather conditions. As a result, this topic will be postponed to the next Committee meeting. In its place, a brief update was provided on the current and ongoing Corporate Social Responsibility (CSR) initiatives and their implementation progress.

2. Presentation of the Multiminer Program

- Representatives from Hellas Gold's Geological Research and Environment Departments presented the Multiminer Program. They explained that this is a European Union-funded program implemented by multiple organizations across various European countries. The project started in 2023 and is expected to conclude in 2026.
- During the program, data were utilized from Hellas Gold's Environmental Monitoring Program (publicly available on the company's website), as well as from on-site

measurements, satellite data, and flights by manned and unmanned aircrafts (drones) equipped with specialized scientific instruments for observation, recording, and analysis. The combination of these data sources, through the use of artificial intelligence (AI), supports both the exploration of potential ore deposits and the environmental monitoring of the atmosphere, surface waters, and waste disposal areas.

- Additional details regarding the equipment and research methods used were shared during the presentation, which has been distributed to Committee members and is available to any interested party.

3. Grievance Mechanism

- A representative from the CSR and Local Community Relations Department reminded members of the purpose and operation of the Grievance Mechanism.
- The representative reiterated the available submission channels, which include: Email, dedicated drop boxes, telephone, written correspondence, an online form on the company's website, and personal meetings with authorized company representatives.
- It was highlighted that all reports and complaints are reviewed by the company's designated officer responsible for the management of grievances, and a response is always provided.
- The company representative also underlined that anonymous submissions are accepted and handled with due care and confidentiality; however, in such cases, personal responses or feedback cannot be provided.
- Additionally, it was clarified that in specific cases (e.g., incidents of violence or harassment against women), there is the option to contact **specially trained female company staff**, who handle such matters with priority, discretion, and effectiveness.
- Committee members were encouraged to share this information within their communities, ensuring that everyone is aware of the mechanism and feels encouraged to use it whenever needed.
- The company representative presented indicative examples of reports and complaints submitted during the previous period, without reference to personal data, as well as the way they were handled by the company:
 - Harassment of minors during an event in Megali Panagia by employees of a company contractor: The report was submitted by a Community representative, an immediate investigation of the incident followed, and the responsible individuals were dismissed.
 - Disturbance of public peace by employees in Loutra Volvis: A report was submitted and the issue was addressed immediately. It was emphasized that the policies of Hellas Gold bind both company employees and contractors and define their behavior even outside working hours. No misconduct or harassment of members of the local community is tolerated.
 - Incorrect placement of two environmental parameter monitoring stations: Following a relevant report by a local Community representative, the station was immediately relocated to an appropriate location and the issue was resolved.

- Delay in the start of the road watering program in Stratoni: Following a new assessment, the process was accelerated and the program commenced.

4. Presentation of ongoing Corporate Social Responsibility (CSR) initiatives

- A representative from the CSR and Local Community Relations Department provided a brief overview of several CSR Program projects that have been completed or are currently in progress.
 - "Aristevo" Scholarship Program: Scholarships for new university students from local Communities (€2,500 per recipient, 5 recipients in total) in collaboration with Eduact. It was noted that the number of applications received was lower than expected, despite local promotion of the program. Committee members were asked to help spread the word and encourage more candidates to apply in the next cycle.
 - Anatolia College Scholarship: The first recipient's cycle has been completed, and the next one is beginning.
 - Robotics Program: A new section for older children (14+ years old) has been added.
 - Schools: Several interventions have already been completed, while others are ongoing. Currently, computers are being distributed, and interactive boards, air conditioners, etc., are expected to follow.
 - Megali Panagia Nursery School: The completion study is expected shortly.
 - Sports fields and athletic facilities: Several projects have already been completed, while others are under design (e.g., Arnaia Indoor Gym, Logkos Megalis Panagias fields).
 - Playgrounds: Creation and renovation works are in progress across several local Communities.
 - Museums: Reconstruction works for the Zorbas Museum in Palaiochori have begun, and the corresponding museological study has already been submitted for funding under the company's CSR program. An intervention is also planned for the Honey Museum in Arnaia.
 - Stratoni Beach: The study financed by Hellas Gold has been approved, and the project has obtained the required environmental permit to begin implementation. The study's budget and timeline are currently being updated to determine the next steps for project progress.
 - Street lighting: Installation of a new street lighting network is nearing completion in Palaiochori, Stratoni, Arnaia, and Stanos.
 - Urban redevelopment: Sidewalk reconstruction works in Stratoni are ongoing. The redevelopment works for Arnaia Square are expected to resume soon, while the redevelopment study for Megali Panagia will be submitted for CSR program funding approval.
 - Floating breakwaters and lighting at Pyrgadikia port: Completion is in progress.
 - Construction of a new water drilling site and network installation in Stratoniki: The request has been approved by the company and is expected to move forward to implementation.

- Olympiada Camp for People with Disabilities: An intervention has been completed.
- Physiotherapy Centers for People with Disabilities (Megali Panagia, Polygyros): Delivery of the relevant equipment has been completed.
- Additionally, the company representative announced several new CSR initiatives currently being implemented:
 - Awareness programs on school bullying and safe internet use, in collaboration with "The Smile of the Child" NGO. The program includes school visits, presentations, film screenings, discussions with specialized psychologists in the Municipality's schools, information on the organization's helpline, online training for teachers, and open public information sessions across the Municipality.
 - Eudaimonia" Program by the Municipality of Aristotle, focused on personal development and leadership skills, inspired by Aristotle's teachings.
 - First Aid Training Program delivered by Kids Save Lives, for Community and Association members who express interest, as part of the organization's cooperation with Hellas Gold, including equipment sponsorship.

Remarks and comments

- A Committee member raised a question regarding how safe the local Communities are against extreme events related to climate change, such as floods. Company representatives provided the following clarifications:
 - The climate crisis and the management of potential emergency situations are a priority issue for Hellas Gold.
 - An Emergency Response Plan has been developed, and company personnel receive continuous training on its implementation.
 - The update of the company's Emergency Response Plan has already been completed, and soon the relevant authorities (police, fire department, forestry service, coast guard, civil protection, etc.) will be re-briefed, as was done with the previous version in 2024. Once finalized, the updated version of the Plan will also be presented to the Committee, as was the case with the initial edition.
- A Committee member proposed that Hellas Gold, through its CSR program, could contribute to the construction of small water barriers in streams, in order to improve water retention and management. Special reference was made to the Chavrias stream, which flows through Palaiochori and Nechochori, emphasizing the importance of proper maintenance and cleaning of its riverbed, as well as the avoidance of waste dumping in the stream.
 - A company representative clarified that any intervention in streams falls under the jurisdiction of the Regional Authority, and the licensing process is particularly complex.
 - It was stressed that any potential intervention must be based on a specialized study to ensure a positive outcome. So far, no request has been submitted by the competent authority for funding such a study or the construction of small water barriers within the CSR program. In any case, the company could consider

financing such a project, should a relevant request be submitted by the competent authority.

- Regarding the cleaning and maintenance of the Chavrias stream, it was clarified that the request was submitted by the Regional Authority, the funding was approved by the company through its CSR program, and cleaning works are currently in progress.
- A Committee member also raised a question about the passage of heavy vehicles through the Communities, referring to the frequency and the speed at which they travel, as well as the resulting noise, dust, and road safety impacts. An update was requested on how long these routes will continue and whether an alternative route or dedicated road is planned.

Company representatives provided the following clarifications:

- The number of transits has already been significantly reduced compared to previous months, and this reduction will continue.
 - Cracks have been detected in road sections that were previously created during the installation of the street lighting network by the Municipality. The Municipality submitted a repair request, which has been approved, and works are expected to begin soon.
 - In cooperation with the Municipality of Aristotle, electronic traffic signs are planned to be installed at the entrances of Palaiochori, Neochori, Arnaia, and Stanos, setting a speed limit of 30 km/h, in line with the new Greek Road Traffic Code. The procurement and installation of the signs are funded by the company's CSR program.
 - In coordination with the Police, speed limit and traffic violation controls have been significantly intensified.
 - The use of the mechanical road sweeper in Palaiochori and Neochori has been reactivated, and its operation is funded by the company's CSR program.
 - It was clarified that the movement of heavy vehicles so far concerns exclusively the construction phase, mainly for the transport of aggregates from local suppliers. Upon completion of the construction phase, only ore transport routes will remain. The final transport routes will be determined in the future, based on the destinations resulting from commercial agreements with project clients, which have not yet been concluded. Therefore, it is not yet possible to accurately determine the transport routes (e.g., via Stratoni port or Thessaloniki) or the potential impact on Communities through which heavy vehicles may pass. Once the destinations and quantities to be shipped are finalized, it will be possible to calculate traffic volumes and assess the impact on local communities. Based on this assessment, appropriate mitigation measures will be designed and implemented. All relevant data will be presented in detail to the Communities of Interest Committee.
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- A Committee member raised the question of whether the creation of a support structure for persons with disabilities is planned, as there is currently no such facility within the Municipality.

- A company representative clarified that, according to Hellas Gold's policy, supporting vulnerable groups is a priority. However, the establishment of such structures falls under the jurisdiction of the Municipality. Therefore, should a relevant request be submitted by the Municipality, the company will carefully examine it and assess the possibilities for support through its CSR program.
- Hellas Gold representatives emphasized that active mediation by Community representatives is crucial for effective and two-way communication between the company and citizens. It was highlighted that this is the core role of the Communities of Interest Committee, which serves as a bridge between the company and the local community, promoting transparency, cooperation, and open dialogue. Finally, Committee members were encouraged to actively contribute to this effort by sharing relevant information with their Communities and encouraging public participation in dialogue.

Next steps (until the next meeting)

	Task	Timeline	Responsible Party
1	Send the meeting minutes and accompanying materials (presentations, data, etc.) to Committee members.	October 2025	Sympraxis, Hellas Gold
2	Review the material and record comments/observations.	Upon receipt	CIC Members
3	Inform Communities, contact local stakeholders and Community Councils. Discuss and record community views. Communicate with Hellas Gold representatives where needed.	Ongoing	CIC Members
4	Inform and encourage the use of the Reporting Mechanism by employees and Community members.	Ongoing	CIC Members
5	Submit proposed discussion topics for the next meeting.	Before the next meeting	CIC Members
6	Collect and process the proposed agenda items for the next meeting.	December 2025	Sympraxis, Hellas Gold
7	Contact members, finalize the time and venue of the next meeting, prepare and send the invitation and agenda.	December 2025	Hellas Gold
8	Convene the next meeting.	December 2025	Sympraxis, Hellas Gold

Information material sent to members

- Meeting minutes.
- Presentation shown during the meeting (includes the MULTIMINER program and the Reporting and Grievance Mechanism).

Additional material / pending clarifications

- Presentation on Water Management at Skouries, to be delivered at the next meeting.
- Presentation of the Emergency Response Plan, once available.
- Clarifications regarding material transport routes, once available.