

Communities of Interest Committee

Minutes of the 13th Ordinary Meeting (Paleochori, June 30, 2026) Second Quarter 2026

Key details:

Date / Time:	Tuesday, June 30, 2026, 5:00 p.m., duration ~3 hours
Location:	Paleochori, Hellas Gold Community Center
Topic:	13th Ordinary Meeting of the Communities of Interest Committee

Participants:

	Name	Position	Gender	Designation	Attendance	Comments
A	Local Community					
1	Local Community Representative	Stratoniki – President of the Community Council	M	YES	YES	
2	Municipal Council Representative	Deputy Mayor of Aristotelis – Member of the Municipal Council	M	YES	YES	
3	Local Community Representative	Arnea – President of the Community Council	F	YES	NO	
4	Municipal Council Representative	Member of the Municipal Council – Chair of the Municipal Education Committee	F	YES	YES	
5	Local Community Representative	Varvara – President of the Community Council	M	YES	NO	
6	Municipal Council Representative	Deputy Mayor of Aristotelis – Member of the Municipal Council	F	YES	NO	Represented by proxy
7	Mayor's Representative	Special Advisor to the Mayor	M	NO	YES	
8	Municipal Council Representative	President of AXTADA – Member of the Municipal Council	F	YES	NO	Represented by proxy
9	Local Community Representative	Neochori – President of the Community Council	M	YES	YES	
10	Association Representative	Stanos – “Ensynaisthisi” Association	F	YES	YES	
11	Local Community Representative	Paleochori – President of the Community Council	M	YES	YES	
12	Municipal Council Representative	Psychologist/Coordinator of the “HELP AT HOME” program	F	NO	YES	Substitute for member
13	Municipal Council Representative	Vice President of AXTADA	M	NO	YES	Substitute for member
14	Local Community Representative	Megali Panagia – President of the Local Community	M	YES	YES	
15	Local Community Representative	Olympiada – President of the Community Council	M	YES	NO	

16	Local Community Representative	Stratoni – President of the Community Council	M	YES	YES	
17	Association Representative	Professional Association of Arnea	M	YES	NO	
18	Local Community Representative	Stanos – President of the Community Council	M	YES	YES	Ad hoc participation
20	Local Community Representative	Stagira – President of the Community Council	M	YES	NO	
21	Association Representative	Paleochori, “Alexis Zorbas” Artistic Folklore Dance Association	F	YES	YES	
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	HR Department Representative	Hellas Gold – HR Department	F	-	YES	Ad hoc participation
6	HR Department Representative	Hellas Gold – HR Department	F	-	YES	Ad hoc participation
C Organization - Coordination						
1	Sympraxis Representative	Sympraxis	M	-	YES	

The appointment of the representatives of the Municipal Council and the Presidents of the Local Communities derives from the Local Government Elections of October 2023.

The representatives of the Associations are members of the Board of Directors of their respective associations and were selected through an internal election procedure.

(Listed in alphabetical order by category)

- Thirteen out of 17 members from the Local Community were present.
- Three of the four regular members from the CSR Department of Hellas Gold were present.
- In addition, two Company executives participated on an ad hoc basis and one member of Sympraxis.

General Comments:

- Most members of the Committee were present or represented. The participation rate of Local Community representatives was 76%.
- For this meeting and the next one, in accordance with the Committee's decision of December 2025, representatives of the Professional Association of Arnea and the “Alexis Zorbas” Artistic Folklore Dance Association of Palaiochori shall also participate, as well as the “Ensynaisthisi” Association from Stanos, acting as the representative of vulnerable social groups,

- The meeting was conducted in a very positive atmosphere; it was productive, and the participation of the members was active and constructive.
- The next meeting is scheduled to take place on September 2, 2026, and will include a visit to the Skouries construction site.
- The materials presented during the meeting shall be shared with the members of the Committee.

Meeting Agenda:

1. Update on employment and the composition of Hellas Gold's workforce.
2. Presentation of local employment trends and data in the Municipality of Aristotelis area.
3. An update on staffing needs and employment prospects for the coming years.
4. Discussion regarding the utilization of the local workforce employed by partner contractors and future employment prospects.
5. Questions and discussion with Committee members.

Meeting Minutes:

Opening Remarks and Introduction

A representative from the CSR and Community Engagement Department welcomed the members of the Communities of Interest Committee.

This meeting's agenda focused exclusively on staff hiring by Hellas Gold. To this end, the Director of Human Resources for the Skouries project was there to present the relevant information and answer questions from Committee members. Additionally, an executive from the Human Resources Department who is responsible for staff recruitment was present.

The Committee members were also informed that the next meeting is scheduled for 2 September 2026 and will include a visit to the Skouries construction site. During this visit, the Committee members will be given a tour of the site and a presentation on the project's progress.

The Committee members were also briefed on meetings held by Hellas Gold's Corporate Social Responsibility department with the municipal opposition and the Ierissos Professionals' Association. Key information was presented during the meetings regarding the company's operations, the Community Investment Program, the Grievance Mechanism, and the role and operation of the Communities of Interest Committee.

In this context, participants were invited to consider appointing a representative to the Committee. Representatives of the municipal opposition stated that the matter should be discussed internally before a decision is made. Until the date of the meeting and the drafting of these minutes, no further update had been provided.

Presentation by the Director of the Human Resources Department

The **recruitment process** was presented in detail:

- Once a new position has been approved by management, the director of the relevant department notifies the human resources department, the HR manager and the recruiter so that the selection and hiring process can begin.
- The Human Resources Department collaborates with the relevant department's management at all stages of the selection and hiring process, from its initiation to the final selection of the new employee.
- First, job postings for the position are created and published, either internally, externally, or both. At the same time, the application database is searched for relevant archived applications.
- The Human Resources Department then compiles an initial list of candidates based on how relevant their qualifications are to the requirements of the position.
- Next, interviews are conducted with these candidates. These are attended by a Human Resources representative, the Director and an officer from the relevant department.
- Each of these evaluates the candidate's performance during the interview by assigning a score. The candidate's final overall score is calculated based on these individual scores.
- It should be noted that, to proceed to the next stage of evaluation, candidates must achieve a minimum score from each examiner (threshold) to demonstrate their basic technical competence.
- Great emphasis is placed on the fair and equal treatment of each candidate. For this reason, the process is strictly standardized: the questions asked are the same for everyone and the criteria are fully standardized.
- In addition to the interview, candidates also take skill tests to supplement the interview evaluation. These tests assess personality and skills.
- Provided that the specified scoring criteria set out by the evaluators are met, other factors are then taken into account in the selection process, including the candidate's locality.
- As for the calculation of the salary offered, this is determined by a specialized department that assesses the compensation range for each position.
- Based on this range, an offer is made to the selected candidate. If they accept it, the hiring process proceeds. Otherwise, the candidate with the next-lowest score is approached, or the entire selection process is repeated if necessary.

The **employees of Hellas Gold's contractors** who may wish to be hired by the company were mentioned in particular.

The company is considering hiring employees who are currently working for contractors, particularly when their work on a given project is coming to an end or being scaled back.

This is evaluated on a case-by-case basis, taking into account available positions, the company's needs and the relevance of the candidates' specializations and skills. The planned evaluation and hiring process will also be taken into account.

Next, the Human Resources Department presented statistics for 2025 and 2026 regarding new job openings, internal and external hires, and internal transfers. A breakdown of the data by local community was also presented.

It was clarified that hiring is expected to continue throughout 2026 based on current plans. Furthermore, the relevant departments are expected to provide additional data on the new jobs required to meet the needs of the Skouries mine's underground development for 2027 and beyond.

Finally, the importance of the Grievance Mechanism was emphasized. This allows any citizen, employee or interested party to formally submit concerns, questions, requests for clarification or reports for review via the established procedure.

Questions and comments from members:

The following **questions, comments and concerns** were raised by **members of the Communities of Interest Committee**, and the relevant **answers and clarifications** were provided by **Hellas Gold representatives**.

- **Question/comment:** A question was raised regarding whether job specifications might favor specific candidates.
 - **Clarification:** It was noted that the same procedure and criteria apply to all candidates. The Human Resources Department participates in the process in collaboration with the relevant department's management, to ensure consistent methodology, transparency and objectivity in the evaluation.
- **Question/Comment:** It was asked why certain job postings remain open for a longer period even though applications have already been submitted.
 - **Clarifications:** It was clarified that this may occur when no candidate has been identified who meets the minimum requirements for the position or the evaluation criteria adequately. It was emphasized that candidates should carefully review the requirements of each position before applying, to determine whether they meet those requirements.
 - A position of warehouse clerk was cited as an example which may require additional skills, such as forklift operation. Candidates were encouraged to ask clarifying questions during the interview and subsequent communication with the Human Resources Department if they had any queries about the position's requirements or the process.
- **Question/Comment:** A question was raised regarding whether third parties or individuals in institutional roles could interfere in the hiring process.
 - **Clarification:** No hiring has taken place outside the prescribed procedure. Every hiring decision can be reviewed to verify compliance with these procedures.

- **Question/Comment:** A question was raised regarding the possibility of a personal acquaintance between an evaluator and a candidate.
 - **Clarification:** It was noted that, in a small community, people tend to know one another. However, it was clarified that the evaluation process is not based on a single individual but involves multiple staff members. Furthermore, individuals with a close personal or family relationship with a candidate do not participate in the evaluation process.
- **Question/comment:** A question was raised regarding cases where more than one person from the same family works at the company.
 - **Clarification:** It was clarified that there is no limit on the number of employees per family. Selection is primarily based on the candidate's qualifications, skills and relevance to the specific position.
- **Question/Comment:** Committee members raised the issue of allowing third parties, such as representatives of local communities or other departments, to be present at interviews to enhance transparency.
 - **Clarification:** It was clarified that the interview process follows the established practices of private companies, and that the presence of third parties could raise issues of confidentiality and personal data protection violations. The primary objective of the evaluation was emphasized as selecting the most suitable candidate who can effectively and safely meet the requirements of the position.
- **Question/comment:** It was asked why candidates' scores are not made public, as is the case in procedures conducted by public agencies (e.g. ASEP).
 - **Clarification:** It was clarified that, as a private company, Hellas Gold operates under its own rules and does not disclose candidates' personal data or scores. However, it was noted that candidates who believe they have been treated unfairly and can substantiate their concern have the option to use the Grievance Mechanism, through which the matter can be reviewed.
- **Question/Comment:** Members of the Committee requested that the possibility of publishing aggregate hiring data be explored, without including the personal data of employees or candidates, to provide a clearer picture of the actual percentage of local hires.
 - **Clarification:** The request was noted and will be forwarded to the company's management for further investigation.
- **Question/comment:** It was asked how social criteria, such as income, family status, long-term unemployment, membership of vulnerable groups or disability, are taken into account.
 - **Clarification:** It was clarified that, although social criteria were previously included in the evaluation scoring, they have since been removed as they cannot be verified (e.g. by submitting documents during the interview). It was emphasized that the basic prerequisites for any recruitment remain the

candidate's suitability, technical competence, and ability to effectively and safely meet the requirements of the position. Regarding any obligations the company may have concerning the employment of individuals belonging to protected or vulnerable groups, it was stated that the matter would be referred to management for further investigation.

- **Question/comment:** It was asked whether all candidates who apply are invited to an interview.
 - **Clarification:** It was clarified that candidates who are shortlisted for each position based on their formal qualifications and on how well they match the job requirements proceed to the interview stage.
- **Question/comment:** A question was raised regarding the employment of women at the company.
 - **Clarification:** It was noted that the company systematically monitors the representation of women in its workforce and has made efforts to integrate them into fields in which they have traditionally been underrepresented. For example, positions such as assistant or operator of heavy machinery and vehicles were cited, following appropriate training. It was noted that the results to date have been very encouraging.
- **Question/comment:** It was asked whether the candidate with the highest score is always selected.
 - **Clarification:** It was clarified that this is usually the case. However, where scores are very close, other professional qualities that emerged during the evaluation process and relate to the candidate's suitability for the specific position may also be taken into account.
- **Question/comment:** A question was raised regarding whether candidates who are ultimately not selected are notified.
 - **Clarification:** It was clarified that upon submitting an application, the candidate receives automatic confirmation of receipt from the system. If they do not receive this confirmation, it is possible that their application was not submitted correctly, and they are advised to resubmit it. It was also clarified that if a candidate resubmits an application for the same position, they will not receive a new automated confirmation.
 - If a candidate is not selected for an interview, no separate notification is sent. However, if a candidate is selected for an interview, they will be kept informed of the progress of the process, even if they are not ultimately offered the job.
- **Question/Comment:** Committee members raised concerns regarding candidates who had expressed opposition to mining activities in the past. At the same time, it was suggested that individuals who have consistently supported the company's operations should be given greater consideration.
 - **Clarification:** It was clarified that the selection process is based on candidates' qualifications and technical competence, rather than personal opinions or past

stances that are not related to the requirements of the position. It was also noted that the goal is to treat all candidates equally. Committee members agreed that equal treatment of all citizens is important.

- **Question/comment:** The issue of giving priority to Municipality of Aristotelis employees was raised, on the basis that employees from other areas may only stay for a limited time.
 - **Clarification:** It was clarified that the company prioritizes local recruitment, provided suitable candidates who meet the job requirements are available. However, for certain specialisms - particularly more specialized or scientific ones - local availability may be limited, making it necessary to seek candidates from outside the region as well. It was noted that several local employees who started their careers with the company in previous years have progressed to higher-level or even managerial positions.
- **Question/comment:** Committee members raised concerns that the percentage of hires from outside the Municipality of Aristotelis was higher than expected.
 - **Clarification:** It was clarified that, in some cases, the required specializations are not available locally and, for this reason, candidates are sought from outside the municipality. Additionally, it was noted that the overall percentages also include employees working at the Thessaloniki and Athens offices, who would reasonably not be expected to originate from the Halkidiki area. Committee members asked the company representatives to consider presenting the relevant percentages excluding hires related to Thessaloniki and Athens.
- **Question/comment:** Concerns were raised as to whether the distribution of hires by local community could also be taken into account, in addition to the municipal level. Other Committee members noted that a non-proportional distribution of hires by community, relative to population or the extent of the activity's impact, could make it difficult to communicate with citizens and potentially lead to local backlash.
 - **Clarifications:** The company clarified that technical competence and suitability are fundamental requirements for every hire, to ensure that employees can perform their duties effectively and safely. Local residency is considered as a selection factor, provided the position's requirements are met.
 - The distribution of hires by local community is not currently included in the evaluation criteria and it was noted that it would be difficult to implement in practice. However, it was also noted that, based on the available data, the distribution of hires by community generally follows the population distribution.
- **Question/comment:** Clarification was requested regarding the method and purpose of evaluating Hellas Gold employees.
 - **Clarification:** It was clarified that methodologies and tools based on established Human Resources practices are used. More than one manager participates in the evaluation to ensure objectivity. It was emphasized that the purpose of the evaluation is to identify strengths and areas for improvement to facilitate

professional development and continuous improvement, not to punish the employee.

- **Question/comment:** A question was raised regarding the multiskilling of employees.
 - **Clarification:** It was clarified that this is a separate issue, which could not be discussed in detail during this meeting due to time constraints. But, if the Committee wishes, this topic can be added to the agenda for the next meeting.
- **Question/Comment:** Committee members referred to certain specific cases which, in their view, warrant further investigation. The following were mentioned by way of example:
 - The case of an employee who allegedly received a promotion within a short period of time while a colleague with more years of service was not promoted.
 - A case involving a candidate who applied for positions for which he met the formal qualifications but was not invited for an interview.
 - A case of hiring an operator without a license.
 - A case where, according to reports, a candidate was informed that another candidate with a lower score had been selected.
 - **Clarifications:** The company clarified that each specific case should be examined individually based on the relevant documentation. It was noted that additional information or explanations may exist. For this reason, it was proposed that the Grievance Mechanism be used, with available information and relevant documentation submitted so that each case can be examined in the prescribed manner and, if necessary, appropriate measures can be taken.

Next Steps (until the next meeting):

	Task	Timeframe	Owner
1	Distribution of the meeting minutes and supporting materials (presentations, data, etc.) to Committee members.	July 2026	Sympraxis, Hellas Gold
2	Review of materials and submission of comments/observations.	Upon receipt	Committee Members
3	Engagement with Communities: outreach to local stakeholders and Local Councils; discussion and documentation of public feedback; contact with Hellas Gold representatives where necessary.	Ongoing	Committee Members
4	Awareness and encouragement of the use of the Third-Party Grievance Submission Mechanism by employees and community members.	Ongoing	Committee Members
5	Submission of proposed topics for discussion at the next meeting.	By the next meeting	Committee Members
6	Compilation and review of proposed agenda for the next meeting.	July-August 2026	Sympraxis, Hellas Gold
7	Coordination with members, finalization of the time and venue of the next meeting, issuance of invitation and agenda.	August 2026	Hellas Gold
8	Conduct of the next meeting.	September 2026	Sympraxis, Hellas Gold

Information Materials Sent to Members:

- Meeting minutes.
- Presentation delivered during the meeting.