

Communities of Interest Committee

Minutes of the 14th Ordinary Meeting (Skouries, September 2, 2026)

Third Quarter 2026

Key details:

Date / Time:	Wednesday, September 2, 2026, 9:00 a.m., duration ~5 hours
Location:	Skouries, Hellas Gold construction site
Topic:	14th Ordinary Meeting of the Communities of Interest Committee

Participants:

	Name	Position	Gender	Elected	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	Association Representative	Paleochori – Youth Association	M	YES	YES	Ad hoc participation
4	Local Community Representative	Arnea – President of the Community Council	F	YES	NO	
5	Municipal Council Representative	Member of the Municipal Council – Chair of the Municipal Education Committee	F	YES	NO	
6	Association Representative	Megali Panagia – Cultural Association	F	YES	YES	Ad hoc participation
7	Local Community Representative	Varvara – President of the Community Council	M	YES	NO	
8	Association Representative	Stratoni – Professionals Association	F	YES	YES	Ad hoc participation
9	Municipal Council Representative	Deputy Mayor of Aristotelis – Member of the Municipal Council	F	YES	NO	
10	Mayor's Representative	Special Advisor to the Mayor	M	NO	YES	
11	Municipal Council Representative	President of AXTADA – Member of the Municipal Council	F	YES	NO	Represented by Nikos Kefalas
12	Municipal Council Representative	Deputy Mayor of Aristotelis – Member of the Municipal Council	M	YES	YES	Ad hoc participation
13	Association Representative	Megali Panagia – Professionals Association	F	YES	YES	Ad hoc participation
14	Association Representative	Neochori – Women's Association	F	YES	YES	Ad hoc participation
15	Local Community Representative	Neochori – President of the Community Council	M	YES	NO	
16	Association Representative	Stanos – “Ensynaisthisi” Association	F	YES	YES	

17	Local Community Representative	Paleochori – President of the Community Council	M	YES	YES	
18	Municipal Council Representative	Vice President of AXTADA	M	NO	YES	Substitute for Marilena Zamani
19	Local Community Representative	Megali Panagia – President of the Local Community	M	YES	YES	
20	Municipal Council Representative	Deputy Mayor of Aristotelis – Member of the Municipal Council	M	YES	YES	Ad hoc participation
21	Local Community Representative	Olympiada – President of the Community Council	M	YES	NO	
22	Local Community Representative	Stratoni – President of the Community Council	M	YES	YES	
23	Association Representative	Professional Association of Arnea	M	YES	YES	
24	Local Community Representative	Stanos – President of the Community Council	M	YES	YES	Ad hoc participation
25	Local Community Representative	Stagira – President of the Community Council	M	YES	NO	
26	Association Representative	Paleochori, “Alexis Zorbas” Artistic Folklore Dance Association	F	YES	NO	
B Hellas Gold						
1	Hellas Gold Representative	Hellas Gold – CSR Department	M	-	YES	
2	Hellas Gold Representative	Hellas Gold – CSR Department	M	-	YES	
3	Hellas Gold Representative	Hellas Gold – CSR Department	M	-	YES	
4	Hellas Gold Representative	Hellas Gold – CSR Department	F	-	NO	
5	Hellas Gold Representative	Hellas Gold – CSR Department	F	-	YES	Ad hoc participation
6	Hellas Gold Representative	Hellas Gold – Site Manager /UG Mine Manager Skouries	M	-	YES	Ad hoc participation
7	Hellas Gold Representative	Hellas Gold – Environmental Manager Skouries	M	-	YES	Ad hoc participation
8	Hellas Gold Representative	Hellas Gold – HR Manager	F	-	YES	Ad hoc participation
9	Hellas Gold Representative	Hellas Gold – Executive Vice President Development, Greece	M	-	YES	Ad hoc participation
10	Hellas Gold Representative	Hellas Gold – General Manager Skouries	M	-	YES	Ad hoc participation
11	Hellas Gold Representative	Hellas Gold – Health and Safety Engineer	M	-	YES	Ad hoc participation
12	Media Representative	Journalist – Media coverage	F	-	YES	Ad hoc participation
13	Media Representative	Camera operator – Media coverage	F	-	YES	Ad hoc participation
C Organization – Coordination						
1	Sympraxis Representative	Sympraxis	M	-	YES	
2	Sympraxis Representative	Sympraxis	M	-	YES	Ad hoc participation

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.

General Comments:

- Nine of the Committee's seventeen regular members (53%) were present at the meeting or represented.
- Specifically for this meeting and the tour of the construction site, representatives of the municipality and local associations who had previously served as members of the committee were invited on an ad hoc basis. Eight of these people ultimately attended, in addition to the regular members, and are marked as 'Ad hoc Participants' in the above table.
- Thus, a total of 17 people from the local community were present, including local government and association representatives.
- Three of the four regular members from Hellas Gold's CSR Department were present.
- In addition, several Hellas Gold executives were present to present the project and provide a tour of the construction site.
- Finally, two Sympraxis executives participated.
- At this meeting, as at the previous two, representatives of the Arnea Professional Association, the Paleochori Artistic Folklore Dance Club 'Alexis Zorbas', and the 'Empathy' Association from Stanos participated as regular members, in accordance with the Committee's decision from December 2025. These associations will be replaced starting with the next meeting.
- The meeting took place in a positive atmosphere, was productive, and saw active and constructive participation from members.
- The next meeting is scheduled to take place in December 2026.
- The materials presented at the meeting are distributed to the Committee members.

Meeting Agenda:

09:00	Arrival at the Skouries construction site
09:00–09:30	Mandatory safety training
09:30–10:00	Coffee and welcome
10:00–11:00	Presentation on the Skouries Project
11:00–13:00	Tour of the construction site
13:00–13:30	Light lunch
14:15	Departure

Meeting Minutes:

Opening Remarks and Introduction

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

Next, the Executive Vice President of Development and the General Manager of Skouries addressed the meeting on behalf of the company's management.

They welcomed the participants and provided information on the project's progress and completion timeline, emphasizing its importance for the country and the region.

They also thanked the local community, emphasizing the importance of cooperation and regular, honest feedback from its representatives to prevent or address potential problems promptly and effectively.

They gave special recognition to the project's workers, acknowledging their contribution to its success thus far, as well as the training and specialized skills they have acquired.

Finally, they reported that the contractors undertaking the project's construction are gradually completing their work and withdrawing, while Hellas Gold's own employees are continuing operations with the assistance of a limited number of contractor partners.

Presentation of equipment and safety measures

A Health and Safety Department representative provided visitors with introductory safety training.

Presentation of the Skouries Project

The project was presented in detail, with an extensive section-by-section analysis:

- Scope and purpose of the project, key details. Project planning and timeline.
- Financial figures, investments, exports and revenue for the Greek government and the Municipality of Aristotelis; benefits for Greek suppliers; and support for the local economy.
- Jobs, female employees and wage statistics. Staff numbers, training, career development and hiring prospects for the current and next year.
- Innovative technological solutions and best practices aimed at efficiency and safety. Examples include remote blasting, remote-controlled machinery, simulators and the use of drones for mapping and geological surveys.
- Training program: The role of the "Prometheus" Training Center in developing employees' skills and its potential future role in the local community.

- Environmental management. Presentation of the open data platform for the integrated environmental monitoring program, the dry tailings disposal process, tunnel backfilling, open-pit restoration and concurrent environmental restoration.
- Cooperation with the local community and social responsibility. Ongoing contact with stakeholders, the project information center, the grievance mechanism and the Communities of Interest Committee.
- Corporate Social Responsibility (CSR) program: social investments and their evaluation; calculation of Social Return on Investment (SROI). Examples of projects under the CSR program, as well as a reference to the ESPA Studies Program, which is being implemented in collaboration with the Municipality of Aristotelis to attract additional national and European funding.

During the presentation, each section was presented by the relevant Hellas Gold executives.

Procedural matters of the Communities of Interest Committee

In accordance with the Committee's decision at its December 2025 meeting, a representative of the Corporate Social Responsibility Department reported that the following participated as regular members for three consecutive meetings:

- Representatives of the Arnaia Professional Association
- Representatives of the "Alexis Zorbas" Paleochori Artistic Folklore Dance Association
- Representatives of the "Empathy" Association from Stanos

Now that these three sessions have concluded, the time has come to select the next associations to participate in the next three sessions. The following were proposed:

- Professionals' Association of Megali Panagia
- "Isvorou Dromena" Cultural Association of Stratoniki
- Parents & Guardians Association of Stratoniki

The Committee members approved this proposal, meaning that representatives from these three associations will participate in the next three meetings (up to the second quarter of 2027).

Finally, the Committee members were informed by the CSR Department that exploratory discussions are ongoing with City Council members of the opposition party, with the aim of ensuring their representation at Committee meetings. The committee members welcomed this initiative, considering it a wholly positive step provided the opposition representatives accept the invitation.

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:** What is 'social return on investment' (SROI) and how is it calculated?
 - **Answer/clarification:** SROI is a recognized methodological approach used to assess the social value that an investment or initiative can generate in relation to the resources allocated to its implementation. The methodology considers various parameters and, where possible, quantifies the social benefits of an initiative to better reflect its value to society. The CSR Department noted that any Committee member wishing to learn more about the methodology and its application may visit the Information Centre, where a detailed presentation is available.
- **Question/comment:** A reference was made to the Environmental Monitoring Program platform, and information was requested about accessing the available data. A question was also raised about the publication of reports by the Independent Environmental Inspector.
 - **Response/clarification:** It was clarified that the Environmental Monitoring Program platform is publicly available via the Hellas Gold website and can be accessed by any interested party. The platform provides access to current and historical data from various monitoring sites for a range of environmental parameters, including water, air, dust, noise and vibrations. As some Committee members may require further assistance in using the platform, the prospect of delivering a detailed presentation at a subsequent meeting was considered. Representatives from the CSR Department also noted that they are available to assist any member who wishes to visit the Information Centre for support. Regarding the reports of the Independent Environmental Inspector, it was confirmed that the annual reports for 2024 and 2025 are publicly available on the platform.
- **Question/comment:** It was asked whether the "Prometheus" Training Centre, which was set up by the company, could also be made available to non-employees interested in developing their professional skills at a later stage.
 - **Response/clarification:** It was noted that Hellas Gold is exploring the possibility of utilizing the 'Prometheus' Training Centre for this purpose, with the aim of linking education and skills development to the broader needs of the local community. It was clarified that the local community will be informed once more specific details regarding the framework, requirements, and available opportunities for participation are available.

- **Question/Comment:** Questions were raised regarding the playgrounds and sports facilities funded through the company's CSR program. Specifically, information was requested on the progress of completing the projects, and whether the relevant contract includes the certification process and preparing the licensing application. Additionally, it was asked whether the CSR program could fund the maintenance of the Aristotelis Municipality's playgrounds.
 - **Response/clarification:** The committee was informed that the playgrounds in Stratoniki, Arnea and M. Panagia, as well as the fitness parks in Stanos and Paleochori, are nearing completion and will be finished soon. It was clarified that the construction contract includes certifying the relevant areas and preparing the documentation required to license the playgrounds. However, issuing the operating license is the responsibility of the Municipality and its relevant services. Regarding the maintenance of Aristotelis Municipality's playgrounds, it was noted that Hellas Gold could consider the matter, provided a relevant request is submitted by the Municipality in accordance with the CSR program's request evaluation procedure.
- **Question/Comment:** A question was raised regarding the commencement of operations of the Participation Committee provided for in the Decision Approving Environmental Terms (AEPO). In addition, information was requested on whether representatives of local communities are expected to participate in its meetings. Members of the Committee of Communities of Interest also emphasized the importance of including individuals with the relevant scientific knowledge and technical expertise to properly evaluate the environmental data presented.
 - **Response/Clarification:** A company representative informed the members that the participation committee has already been established and held its first meeting in June 2026 in Polygyros. It was clarified that the committee's composition is determined by AEPO. According to the stipulated composition, the committee consists of a representative from the Municipality of Aristotelis, a representative from the Region of Central Macedonia, a representative from the project's implementing agency, a representative from the independent environmental auditor, a representative from the project's employees, a representative from the Chalkidiki Chamber of Commerce, and a representative from the Chalkidiki Labor Center. The members of the committee are nominated by their respective competent bodies or appointed in accordance with the AEPO provisions and relevant procedures. Regarding the possible participation of local community representatives in an observer capacity, it was clarified that this will depend on the Committee's detailed Rules of Procedure, which have not yet been finalized.
- **Question/Comment:** Committee members raised concerns about local employment and the application of the residency criterion when hiring. They expressed concern about hiring staff from outside the Municipality of Aristotelis, especially when there are available human resources within local communities. Additionally, they requested information on the possibility of providing aggregate data on hires to date, excluding personal data, to gain a clearer picture of local employee participation. Finally, a

question was raised about Hellas Gold's ability to utilize contractors' employees, especially when their work assignments are completed or scaled back.

- **Response/Clarification:** It was clarified that the Human Resources Department had presented the issue of hiring and local employment in detail at the Committee's previous meeting in June 2026. Interested parties may refer to the relevant meeting minutes for more information. The minutes are posted on the company's website and are publicly available. [Reports and Presentations - Hellas Gold](#).
- **Question/Comment:** A question was raised about the company's plans to train and develop the professional skills of residents of the Municipality of Aristotelis, in addition to the training programs currently implemented for employees. In this context, a request was made for information on whether the "Prometheus" Training Center could be used for this purpose as well.
 - **Response/Clarification:** It was clarified that Prometheus is a key educational facility for Hellas Gold, and the company is exploring ways to use it for educational or skills development initiatives for local residents. It was noted that, at this stage, a specific framework for implementing such initiatives has not yet been finalized. Once more details are available regarding the content, eligibility requirements, and organizational structure of the relevant educational initiatives, the local community will be informed.
- **Question/Comment:** Concerns were raised about the social impact of contractors working on the project and how much they support local communities. Additionally, questions were raised about contractors' use of the local supplier registry. It was suggested that the registry could be used more effectively to increase local businesses' participation in the project's supply chain.
 - **Response/Clarification:** It was clarified that Hellas Gold implements the structured Social Investment/CSR program in accordance with the Investment Agreement's commitments and its role as project operator. Contractors working on the project are not subject to the same obligations regarding the implementation of corresponding CSR programs. However, it was noted that in some cases contractors have received requests from local communities and have supported or implemented some of these, depending on the nature of the request and their ability to respond.

Regarding the registry of local suppliers, Hellas Gold was clarified to have created and maintain a relevant registry to better map and highlight local businesses that can provide products or services to meet the company's needs. The updated registry, developed partly through outreach and communication efforts with the local market in 2025, has been distributed to partner contractors. Finally, it was noted that the company will continue to inform contractors about opportunities in the local market and the use of the local supplier registry as part of its efforts to promote local economic participation.

- **Question/Comment:** Concerns were raised about the potential impact of blasting operations in the open pit on neighboring communities. One Committee member noted that a neighboring community had noticed blasting in one specific instance.
 - **Response:** The company's designated representative clarified that blasting operations are monitored through prescribed measurements and control procedures. Based on the available monitoring data, there have been no indications of exceedances of the established limits or impacts on neighboring communities. At the same time, it was noted that every relevant report is investigated. The Commission member was therefore asked to provide more specific details, such as the date, time, and location of the incident, so these could be cross-referenced with the measurement data and the issue further investigated. The company stated that it is open to reviewing any relevant comments or reports from local communities as part of its ongoing monitoring and communication with stakeholders.
- **Question/Comment:** A question was raised about the transport routes for the concentrate, specifically whether vehicles would pass through residential areas or local settlements.
 - **Answer/Clarification:** It was clarified that the final destinations and specific transport routes have not yet been finalized. Based on the available data, the route from Marathousa to Apollonia to the Port of Thessaloniki is being considered. Once the transport routes are finalized, an official announcement will be made to the local communities.
- **Note/Comment:** Regarding the CSR / Social Investment program, committee members emphasized prioritizing actions and projects directly concerning the area of interest and local communities most affected by the company's operations. In this context, it was suggested that the program's available resources be directed toward initiatives that provide direct and substantial benefits to the local community.
- **Note/Comment:** Committee members emphasized the importance of supporting local businesses and encouraging their participation in project-related economic activities. At the same time, the importance of parallel development in the region was reiterated, with the aim of strengthening other productive and economic activities to avoid the local economy becoming overly dependent on mining.
- **Note/Comment:** Committee members noted that, despite existing issues and needs, cooperation between the company and the local community has significantly improved compared to the past. They also highlighted the positive contribution of the CSR Department to maintaining communication, monitoring issues raised by local communities, and supporting dialogue between the company and stakeholders. Finally, it was noted that the positive attitude and efforts made by both parties have contributed to improved cooperation and more productive dialogue.

Tour of the Construction Site

Participants took a bus tour of the Skouries construction site and stopped at points of interest along the way. Hellas Gold executives presented key information on the project's structure, progress, and operations, and answered participants' questions, including technical inquiries.

After the tour concluded, participants were offered a light meal before departing the construction site on the provided bus.

Next Steps (until the next meeting):

	Task	Timeframe	Owner
1	Distribution of the meeting minutes and supporting materials (presentations, data, etc.) to Committee members.	September 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 Grievance 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.	November 2026	Sympraxis, Hellas Gold
7	Coordination with members, finalization of the time and venue of the next meeting, issuance of invitation and agenda.	November – December 2026	Hellas Gold
8	Conduct of the next meeting.	December 2026	Sympraxis, Hellas Gold

Information Materials Sent to Members:

- Meeting minutes.
- Presentation delivered during the meeting.