

## Communities of Interest Committee

Minutes of the 12<sup>th</sup> Ordinary Meeting (Paleochori, April 2, 2026)

First Quarter 2026

### Key details:

|              |  |
|--------------|--|
| Date / Time: | Thursday, April 2, 2026, 5:00 p.m., duration ~3 hours          |
| Location:    | Paleochori, Hellas Gold Community Center                       |
| Topic:       | 12th Ordinary Meeting of the Communities of Interest Committee |

### Participants:

|          | Name                                | Position  | Gender | Designation | Attendance | Comments              |
|----------|-------------------------------------|---|--------|-------------|------------|-----------------------|
| <b>A</b> | <b>Local Community</b>              |   |        |             |            |                       |
| 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    | Board Member – Chair of the Municipal Education Committee           | F      | YES         | YES        |                       |
| 5        | Association Representative          | Professional Association of Arnea                                   | M      | YES         | YES        |                       |
| 6        | Representative of Vulnerable Groups | Community Center Psychologist – Representative of Vulnerable Groups | M      | NO          | YES        | Ad hoc participation  |
| 7        | Local Community Representative      | Varvara – President of the Community Council                        | M      | YES         | NO         |                       |
| 8        | Municipal Council Representative    | Deputy Mayor of Aristotelis – Member of the Municipal Council       | F      | YES         | NO         | Represented by proxy  |
| 9        | Mayor's Representative              | Special Advisor to the Mayor  | M      | NO          | YES        |                       |
| 10       | Municipal Council Representative    | President of AXTA – Member of the Board of Directors                | F      | YES         | NO         | Represented by proxy  |
| 11       | Association Representative          | Professional Association of Arnea                                   | F      | YES         | YES        |                       |
| 12       | Local Community Representative      | Neochori – President of the Community Council                       | M      | YES         | NO         |                       |
| 13       | Local Community Representative      | Paleochori – President of the Community Council                     | M      | YES         | YES        |                       |
| 14       | Municipal Council Representative    | Psychologist/Coordinator of the "HELP AT HOME" program              | F      | NO          | YES        | Substitute for member |
| 15       | Municipal Council Representative    | Vice President of AXTA  | M      | NO          | YES        | Substitute for member |

|                                      |                                |   |   |     |     |                       |
|--------------------------------------|--------------------------------|---|---|-----|-----|-----------------------|
| 16                                   | Local Community Representative | Megali Panagia – President of the Local Community               | M | YES | YES |                       |
| 17                                   | Local Community Representative | Olympiada – Representative of the Local Community               | M | YES | YES | Substitute for member |
| 18                                   | Local Community Representative | Olympiada – President of the Community Council                  | M | YES | NO  | Represented by proxy  |
| 19                                   | Local Community Representative | Stratoni – President of the Community Council                   | M | YES | YES |                       |
| 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>B Hellas Gold</b>                 |                                |   |   |     |     |                       |
| 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                                    | M | -   | YES | Ad hoc participation  |
| <b>C Organization - Coordination</b> |                                |   |   |     |     |                       |
| 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)

- Fourteen 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, one Company executive and one member of Sympraxis participated on an ad hoc basis.

## General Comments:

- Most members of the Committee were present or represented. The participation rate of Local Community representatives was 82%.
- As of this meeting and for the following two sessions, in accordance with the Committee's decision of December 2025, representatives of the Professional Association of Arnaia, the “Alexis Zorbas” Artistic Folklore Dance Association of Palaiochori, and the “Ensynaisthisi” Association from Stanos, acting as the representative of vulnerable social groups, shall also participate.

- The above entities replace the Professional Association of Stratoni, the Women's Association of Neochori, and the Psychologist of the Community Center.
- 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 in June 2026.
- The materials presented during the meeting shall be shared with the members of the Committee.

## Meeting Agenda:

1. Briefing on issues that have consistently concerned the communities over time
2. Review of the 2025 Corporate Social Responsibility Program
3. Reminder regarding the Third-Party Grievance Submission Mechanism

## Meeting Minutes:

### Opening Remarks and Introduction

The Coordinator of the CSR and Community Engagement Department welcomed the members of the Committee of Communities of Interest.

He clarified that, although a request had been submitted by members of the Committee to discuss the issue of recruitment, consideration of the matter would be postponed to a future meeting. This shall be addressed after the Human Resources Department completes its assessment regarding the potential absorption by Hellas Gold of certain current contractor personnel upon the expiry of their contracts.

### 1. Briefing on Issues That Have Consistently Concerned the Communities Over Time (Legacy Tracker)

A briefing was provided by representatives of Hellas Gold on the progress of various matters that have, over time, concerned the communities.

#### 1.1 Restoration/Redevelopment of Stratoni Beach

Hellas Gold has financed the redevelopment study, which was approved in the summer of 2025 through the issuance of the Environmental Terms Approval Decision (AEPO). However, as the study had been based on cost estimates from previous years that no longer reflect current conditions, a revision of the budget was requested from the consultant. This revision was completed in February 2026 and indicates a significantly increased cost.

This action was deemed necessary, as otherwise the implementation could not proceed due to insufficient funding. Following these developments, Hellas Gold is currently coordinating internally and with the Municipality to plan the next steps for implementation.

#### 1.2 Restoration of Old Tailings at the Olympiada Disposal Site

Most of the tailings have already been removed, while the transfer of the remaining quantities to the Kokkinolakka Mine Waste Dry Storage Facility (TMF) is being completed. A total area of ~150,000 m<sup>2</sup> has been cleared so far, with the project scheduled for completion in July 2027.

In parallel, the relevant Doxiadis study for the redevelopment of the area into a new habitat and recreational park is under evaluation. The study is expected to be finalized by July 2027, following public consultation with the Local Community.

### 1.3 Road Network Restoration

**Skouries – Stratoni:** Approval is included in the AEPO. The study is being updated with a new alignment that calls for fewer engineering works and a smaller environmental footprint. Completion of the revision is expected by the end of 2026. The Tailings Transportation Plan is still under development.

**Olympiada – Stratoni:** Hellas Gold has already funded improvement works in 2024 amounting to €1 million. Additional interventions are planned in collaboration with the relevant regional authorities. At the same time, road maintenance (e.g., vegetation clearing) is being carried out in collaboration between Hellas Gold and local authorities. It was clarified that this funding does not come from the company's CSR program, but from the operating resources of the Olympiada mine.

**Plastinga – Madem Lakos:** Asphalt paving and improvements to stormwater management have been completed for the first half of the road section, near Stratoni.

**Stratoni–Olympiada Tunnel:** This is not included in the company's planning and will not proceed.

### 1.4 Cleanup of the Fire-Affected Area – FIRE (former Olympiada gangue disposal site)

The restoration of the fire-affected area has been completed.

### 1.5 Aristotelian Center

A request for funding of the Feasibility Study has been submitted through Hellas Gold's CSR program; it has been approved and the relevant agreement with the Municipality has been signed. The preparation of a Business Plan and Feasibility Study by the Municipality is pending, along with approval from the Ephorate of Antiquities. HG maintains ongoing collaboration with the Municipality, supporting relevant requests. Further updates will be provided upon completion of the study.

### 1.6 Rehabilitation and Allocation of Company-Owned Housing to Employees

The repair of the housing units and the allocation process to employees are currently underway, and as of the fourth quarter of 2025, 9 houses have been allocated.

## Questions and Comments from Members:

- Is the subsidence of the road between Palaiochori and Neochori under the responsibility of Hellas Gold or the Region's authorities?
  - A formal request has been submitted by the Region to Hellas Gold, and the company's contribution to the repair costs is currently under consideration.
- A representative of the Stratoni community noted that the pace of allocating company-owned residences to employees is slow, creating issues and reactions within the Local Community. He further commented that, although there is goodwill on the part of the company's management, the process is moving at a slow rate.

## 2. 2025 Corporate Social Responsibility Program Report

Representatives of Hellas Gold recalled that, under the concession agreement, the company has committed to invest a total of \$80 million in the Local Community over a 25-year period through the Corporate Social Responsibility (CSR) Program.

This investment is divided into five five-year periods, with specific amounts allocated to each. The program is also aligned with five strategic pillars: development of the local economy, educational opportunities for young people, a sustainable healthcare network and support for vulnerable groups, adaptation to climate change, and the promotion of gender equality.

Representatives of Hellas Gold provided a detailed review of CSR investments for 2025:

A total of €4.1 million was allocated to CSR investments. The majority of this amount was allocated to the Municipality of Aristotelis, while the remainder was primarily directed to enhancing healthcare facilities in the wider region that also serve as key reference points for the Municipality of Aristotelis (Polygyros Hospital, Papageorgiou Hospital, AHEPA Hospital).

Detailed presentations were made of investments and achievements per strategic pillar and per community.

Additionally, investments were presented along with a detailed breakdown of the indicative actions and expenditures for each region/community separately, noting for each the stage of completion, the initial budget, and the final actual expenditure by 2025.

It was noted that some communities participated less than expected overall. This may be attributed either to the fact that projects implemented in those areas had not yet been completed and invoiced within 2025, or to the fact that there were not enough mature project proposals or studies in those communities. The CSR Department of Hellas Gold stated that it will work closely with representatives of these communities to support the development and submission of proposals and to ensure a more balanced distribution of investments.

Furthermore, for each community, the actions and projects that have been designed and approved as of 31 December 2025 were presented, along with those scheduled for implementation in 2026 and 2027.

### **Questions and Comments from Members:**

- A member of the Committee noted that the CSR program should not allocate resources to support public bodies, such as the Fire Department and archaeological services, which should be funded directly by the state. He emphasized that available resources should be directed primarily toward addressing the needs of the Local Community. In this context, reference was made to funding for projects such as ancient Olynthos and the Tower of Ouranoupoli, pointing out that equivalent resources could have been allocated to local archaeological sites with similar needs.
  - Representatives of the CSR Department stated that the matter has already been examined in cooperation with the competent authorities, emphasizing that the program's actions should focus on the area of influence of Hellas Gold.
- Committee members proposed reallocating funds from the later five-year periods to the earlier ones, thereby making the CSR program more front-loaded.
  - Representatives of the CSR Department responded that this request has already been submitted by the Municipality and is currently under review by the company.

### **3. Reminder Regarding the Third-Party Grievance Submission Mechanism**

Representatives of Hellas Gold reminded attendees of the operation of the Third-Party Grievance Submission Mechanism, as well as the available reporting channels, which include: email, website, telephone communication, letter, and dedicated submission boxes located at the gatehouses of the company's facilities.

They also presented statistical data for 2025, as well as for Q1 2026, regarding the number of submissions and their breakdown by category, location, reporting channel, stakeholder group, level of severity, handling status, and final outcome.

### **Questions and Comments from Members on Other Matters – Outside the Agenda**

#### **▪ Repair of Chondro Dendro – Paleochori Road**

Committee members raised a question regarding the repair of the road surface on sections of the Chondro Dendro – Paleochori road network.

- A representative of Hellas Gold responded that a request has been received from the Region and is currently under review.

#### **▪ Stanos-Arnaia and Stanos-Melissourgios Road**

A Committee member noted that the road is in poor condition and is further deteriorating due to the crossing of trucks. Another Committee member clarified that this falls under the responsibility of the Municipality, where repairs have already been made, but additional works are still required.

#### ▪ **Crossing of Heavy Vehicles Through Communities**

Committee members raised the issue of road safety within residential areas, expressing related concerns.

- Representatives of Hellas Gold emphasized that the company is implementing a set of targeted measures to enhance road safety and reduce the impact of vehicle traffic in the wider area.

Specifically, under the CSR program, the installation of LED speed limit signs at the entrances to the communities of Palaiochori, Neochori, Arnaia, and Stanos, has already been funded, setting a speed limit of 30 km/h in accordance with the new Greek Road Traffic Code. The expansion of this initiative has also been approved for the communities of Stagira and Stratoniki. At the same time, it was noted that vehicle traffic has already decreased significantly compared to previous months, and this trend is expected to continue. In addition, in coordination with the Police, enforcement of speed limits and the prevention of other traffic violations have been intensified. Finally, the use of the mechanical street sweeper in the communities of Paleochori and Neochori continues, funded through the company's CSR program.

Furthermore, in collaboration with the Region, the installation of additional road signage is planned on the road network serving the Skouries project, with the related cost to be covered by the project.

#### ▪ **Creation of a Parking Area in Paleochori**

Committee members requested the development of a parking lot by Hellas Gold in Paleochori.

- Representatives of Hellas Gold responded that the matter is already under review.

#### ▪ **Community-Specific Meetings Regarding CSR Investments**

A committee member proposed holding separate meetings for each community to allow for a more in-depth discussion of local needs.

- A representative of Hellas Gold responded that such meetings are already being held on an ongoing basis. It was agreed during the meeting to schedule a meeting with the relevant community immediately after Easter.

#### ▪ **Health Impacts from Mining Activities**

A Committee member expressed concerns regarding potential health impacts of mining activities on local residents, referring, among other things, to the incidence of cancer cases in the wider area.

- Representatives of Hellas Gold clarified that the company operates an extensive environmental monitoring system, with more than 700 measuring stations that record critical environmental parameters. This data is publicly available through the dedicated monitoring platform on the company's website.

As noted, regular measurements confirm that levels of dust and other relevant parameters consistently remain below the established regulatory limits, with no indication of a correlation with health impacts. It was further emphasized that, if any adverse effects were present, the company's employees would be the first to be affected. However, employees undergo regular medical checkups, and to date, no related issues have been identified.

In addition, it was pointed out that in the area, regardless of mining activities, higher concentrations of particulate matter are observed during the winter months, primarily attributed to the burning of wood for heating.

- **Transportation of Explosives by Vehicles**

A Committee member requested clarification regarding the transport of materials via the local road network and whether these could be related to explosives, expressing concerns about safety.

- Representatives of Hellas Gold clarified that no explosives are transported via the road network. Only raw materials used in the production of explosives are transported; these are not explosive in themselves and are classified as non-hazardous materials during transport. As noted, these specific raw materials are mixed and converted into explosive products exclusively within the worksite areas, under controlled conditions and in accordance with established safety protocols and regulatory requirements. Consequently, the transportation process does not pose any risks, and all related activities are carried out in accordance with applicable health and safety standards.

- **Announcement of Available Job Openings by Hellas Gold Contractors**

A Committee member observed that contractors often announce job openings, which ultimately prove to have already been filled.

- A representative of Hellas Gold responded that the company will engage with contractors to ensure more careful verification of actual availability of each position.

- **Hiring and Inter-Community Relations**

A Committee member pointed out that hiring should not become a source of conflict between communities. Another member observed that, in order to achieve genuine local development, communities should focus more on developing local entrepreneurship rather than on employment opportunities within Hellas Gold.

- **Employment of People with Disabilities**

Committee members raised the issue of hiring persons with disabilities and the legal requirement to employ a specified percentage of workers from this category.

- A representative of Hellas Gold responded that disability status is already considered during the recruitment evaluation process. It was also noted that not all disabilities are visible, and that individuals should not be publicly identified as persons with disabilities, in order to protect their personal data.
- For further information, it was proposed that the question be revisited with representatives from the Human Resources Department at a future meeting where they will be present.

- **Employee Mental Health**

A Committee member requested clarification regarding the company's initiatives to support employees' mental health, highlighting the need for ongoing awareness and strengthening of existing initiatives beyond the psychological support hotline.

- Representatives of Hellas Gold reported that the company systematically implements awareness and training initiatives, including informational seminars and programs delivered by certified providers, with the aim of preventing mental health issues and promoting employees' well-being. It was noted that the relevant corporate protocols have recently been revised at the parent company level and, following this development, Hellas Gold is considering the design and implementation of additional initiatives to further enhance support in the area of mental health.

- **Contractors and Social Impact**

Committee members expressed concerns regarding the level of engagement of certain contractors with the Local Community, highlighting issues related to the development of CSR initiatives and the prioritization of local hiring.

- Representatives of Hellas Gold clarified that, unlike the company, contractors are not subject to such obligations. However, they stated that communication and coordination with contractors will take place to explore ways to strengthen their engagement with the Local Community.

- **Representation of the Municipality's Opposition on the Community Committee**

A Committee member expressed the view that representatives of the municipal opposition should also be invited to attend Committee meetings.

- A representative of Hellas Gold responded that the municipal opposition representative has already been invited to participate but declined. It was further noted that discussions with the opposition are ongoing, with the aim of extending a renewed invitation, in the hope of a positive response.

- **Participatory Committee (AEPO)**

A Committee member asked why its establishment and operation have not yet progressed.

- A representative of Hellas Gold responded that the company promptly addressed the relevant invitation by appointing its representatives; however, the competent Ministry has delayed the implementation of the next stages required for the establishment of the Committee.

## Next Steps (until the next meeting):

|   | <b>Task</b>  | <b>Timeframe</b>    | <b>Owner</b>           |
|---|--|---------------------|------------------------|
| 1 | Distribution of the meeting minutes and supporting materials (presentations, data, etc.) to Committee members.   | May 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.  | May 2026            | Sympraxis, Hellas Gold |
| 7 | Coordination with members, finalization of the time and venue of the next meeting, issuance of invitation and agenda.  | May 2026            | Hellas Gold            |
| 8 | Conduct of the next meeting.   | June 2026           | Sympraxis, Hellas Gold |

## Information Materials Sent to Members:

- Meeting minutes.
- Presentation delivered during the meeting.