

Communities of Interest Committee

Minutes of the 9th Regular Meeting (Skouries, 2 July 2025) / Q2 2025

Basics:

Date / Time:	Wednesday 2 July, time 09.00, duration ~4 hours
Place:	Skouries, Hellas Gold Construction site
Subject:	9th Regular Meeting of the Communities of Interest Committee

Συμμετέχοντες:

	Name	Title	Gender	Election	Present	Comments
A	Local Society					
1	LC representative	Stratoniki – President of LC	M	YES	YES	
2	MC representative	Aristotle Vice Mayor – Member of MC	M	YES	YES	
3	MC representative	Mayor of Aristotle	M	Yes	YES	Ad hoc participation
4	Association representative	Megali Panagia – Professionals' Association	M	YES	YES	
5	LC representative	Arnea – President of LC	F	YES	NO	
6	LC representative	Arnea – Representative of LC	M	YES	YES	
7	MC representative	Member of MC – President of Municipality's Education Committee	F	YES	YES	
8	Vulnerable groups representative	Psychologist of Community Center – Representative of vulnerable groups	M	NO	YES	
9	LC representative	Varvara – President of LC	M	YES	YES	
10	MC representative	Aristotle Vice Mayor – Member of MC	F	YES	YES	
11	MC representative	Civil Engineer – Advisor to the Mayor	F	YES	YES	Ad hoc participation
12	MC representative	Special counselor to the Mayor	M	NO	NO	
13	MC representative	Member of MC – President of AXTADA	F	YES	YES	
14	Association representative	Stratoni – Women's Association	F	YES	YES	
15	LC representative	Neochori – President of LC	M	YES	NO	
16	LC representative	Paleochori – President of LC	M	YES	YES	
17	Association representative	Neochori – Women's Association	F	YES	YES	
18	LC representative	Megali Panagia – President of LC	M	YES	YES	

19	Association representative	Stratoni – Professionals' Association	M	YES	YES	
20	LC representative	Olympiada – President of LC	M	YES	NO	
21	LC representative	Stratoni – President of LC	M	YES	YES	
22	Association representative	Paleochori Youth Association - Representative of vulnerable groups	M	YES	YES	
23	LC representative	Stanos – President of LC	M	YES	YES	Ad hoc participation
24	LC representative	Stagira – President of LC	M	YES	NO	
B Hellas Gold						
1	CSR representative	Hellas Gold - CSR dpt	M	-	YES	
2	CSR representative	Hellas Gold - CSR dpt	M	-	YES	
3	CSR representative	Hellas Gold - CSR dpt	M	-	YES	
4	CSR representative	Hellas Gold - CSR dpt	F	-	NO	
5	CSR representative	Hellas Gold - CSR dpt	F	-	YES	Ad hoc participation
6	Communication dpt representative	Hellas Gold - Communication dpt	M	-	YES	Ad hoc participation
7	Communication dpt representative	Hellas Gold - Communication dpt	F	-	YES	Ad hoc participation
8	Site Manager	Hellas Gold - Site Manager /UG Mine Manager Skouries	M	-	YES	Ad hoc participation
9	Environmental Manager	Hellas Gold – Environmental Manager Skouries	M	-	YES	Ad hoc participation
10	Exploration Manager	Hellas Gold – Exploration Manager	M	-	YES	Ad hoc participation
11	Biodiversity & Rehabilitation Officer	Hellas Gold – Biodiversity & Rehabilitation Officer	M	-	YES	Ad hoc participation
11	Journalist	Journalist – Media Coverage	F	-	YES	Ad hoc participation
12	Camera woman	Camera woman – Media Coverage	F	-	YES	Ad hoc participation
C Organisation - Coordination						
1	Sympraxis representative	Sympraxis	M	-	YES	
2	Sympraxis representative	Sympraxis	M	-	YES	Ad hoc participation

The election of the representatives of the city council and the local communities took place in October 2023.

The association representatives are members of the board of the respective associations and were nominated after an internal election process.

(Displayed in alphabetical order by category)

- From the Local Society, 16 out of 21 members were present.
- From the CSR Department of Hellas Gold 3 out of 4 C.I.C. members were present, while 1 additional member of the department and 2 members of Sympraxis also participated.
- In addition, 6 members from other Hellas Gold Departments participated on an ad hoc basis.
- The media coverage of the visit to Skouries was carried out by a journalist and a camera woman.

General Comments:

- The specific meeting of the committee was dedicated to the Hellas Gold project at Skouries, and included a presentation on the project and a tour of the facilities, as well as a detailed presentation on the Multiminer exploration project. Members were transported to the site by a company-rented bus, where they had the opportunity to learn about the project design and progress of works, ask questions, and follow a short tour of the site. At the end of the program, a light lunch was provided, after which the members departed on a company-hired bus.
- Most members of the Committee were present or represented. The attendance rate of local community representatives was 76%.
- The meeting was held in a very positive atmosphere and was productive, with all members actively and constructively involved.
- All items on the agenda were discussed.
- The next meeting is planned for September 2025.
- The presentations projected at the meeting are shared with Committee members.

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: Short presentations:
 - Presentation of the Skouries Project by the Construction Department
 - Presentation of the “MULTIMINER” project by the Geological Department (a detailed presentation of the project will follow at the Q3 meeting in September 2025).
- 11:00–13:00: Site tour
- 13:00–13:30: Light lunch
- 14:15: Departure

Minutes of the meeting:

1. Greetings, introduction

- The Coordinator of CSR and Community Engagement department welcomed the members of the Communities of Interest Committee.
- This was followed by a safety briefing/training, which is provided for all visitors to the site.
- The CEO of Hellas Gold and the Project Manager then welcomed the Committee members. They spoke about the project and its development potential for the local community. They emphasized the importance of safety for both employees and the community. They also referred to the company's expansion into other regions of northern Greece.
- The Mayor of Aristotle also addressed the event, emphasizing the need to exploit mineral wealth while respecting some basic principles: environmental protection, enhancing local employment, and compensating the local community. He referred to the very good and productive cooperation with the Company and especially with the CSR and Community Engagement department, noting however that there is always room for further improvement. Finally, he mentioned that a request had already been made to the relevant ministry for the state to increase the percentage of annual mining royalties paid to the local government through legislative intervention.

2. Presentation of the Skouries Project by the Construction Department

- Executives from the Construction Department presented the project, its main features, and the progress of the work.
- Emphasis was placed on the measures taken to ensure the health and safety of workers, as well as the residents of the affected communities.
- The priority given to environmental protection was also highlighted, as were the relevant measures, measurements and control systems. Special reference was made to tailing management to prevent environmental pollution.
- Finally, the presentation emphasized water management, quality control, and the pre-drainage and reinjection system into the aquifer. The aim is to avoid any deterioration in the quantity and quality of available water and thus prevent any impact on the water supply to the communities.

3. Presentation of the "MULTIMINER" project by the Geological Department

- The Geological Department presented the MULTIMINER project, which uses machine learning, drones and satellites to contribute to the research and analysis of data for the better exploitation of available deposits through "mapping of mineralization indications".
- MULTIMINER achieves these results while maximizing safety and minimizing environmental footprint.
- The presentation and discussion of MULTIMINER will continue in greater detail at the next meeting in September.

Notes and comments:

- What impact will water management have on the aquifer and water availability for neighboring communities?
 - Water management is based on studies that predict no impact on community water availability (according to the EIA, no community water wells will be affected). One measure to this end is the reinjection of clean water into the aquifer, with continuous measurements of water levels and quality being taken to prevent any degradation, whether quantitative or qualitative.
- A request was made to visualize the hydrogeological basins of the wider mining area.
 - To formulate an informed response, we will collaborate with Technical Services and the company's hydrogeologists. The response will be presented at one of the next Commission meetings.
- A question was raised about the impact of the mine's operation on the aquifers of neighboring settlements, and whether the impact of climate change, such as reduced rainfall and snowfall, as well as severe weather events that are not conducive to aquifer recharge, has been taken into account.
 - To provide an informed answer, the relevant company department will be consulted beforehand. The response will be presented at the next Commission meeting.
- How are the tailings managed? To what extent can they impact the aquifer?
 - In the first phase of project operation, the tailings are deposited at the Karatza Pit Integrated Mining Waste Management Facility to ensure safety and prevent any impact on water or the environment. Once surface mining at Skouries (Phase 1) is complete and Phase 2 (producing ore exclusively from the underground mine) begins, the Karatzas site will be restored to its original state and tailings will be deposited within the surface trench. This trench will then be fully restored once it is filled.
- Will the deposited tailings pose a risk to the environment and neighboring communities in the future?
 - The tailings are classified as non-hazardous and do not appear to exhibit any hazardous properties. In any case, the EIA states that no impact on groundwater is expected from the deposition of the tailings within the Karatza Pit Integrated Mining Waste Management Facility. The forthcoming Mine Closure Plan, which is currently being prepared and is expected to be completed within one to one-and-a-half years, will specify all the tasks required for the closure of the facility. Once completed, the plan will be put out for consultation.
- Given the climate crisis, is the infrastructure capable of withstanding a potential natural disaster?
 - Planning has taken into account the adverse effects of climate change. Some water management projects have been designed for events with a return period of 50 years, while others have been designed for events with a return period of

100 years. Data is continually reviewed and revised as required, and Eldorado has already initiated a further climate change risk assessment.

- What impact will the blasting have on neighboring communities?
 - Blasting is already occurring at the site with no adverse effects. Nothing is expected to change, as the relevant studies do not foresee such problems.
- What are the expected dust levels at the construction site? What impact will dust from the construction site have on neighboring communities? Is there a potential risk of an increase in lung or cancer incidents?
 - Regular measurements confirm that dust levels consistently remain below statutory limits. Therefore, there is no potential health risk. It should be noted that, in the event of any pollution, the workers themselves would be the first to be affected. However, they undergo systematic medical checks, and no relevant problems have been identified to date. As an additional dust control measure, the roads within the site are systematically kept wet.
- How will the concentrates be transported from the mine? What impact will transport vehicles have on communities through which they may pass? Are there plans for a new road between Skouries and Stratoni for use by heavy vehicles? Is there also a plan for a bypass for Paleochori, Neochori and other settlements?
 - Company representatives clarified that no concentrates are currently being produced, and therefore no transfers are being made from the mine. Final transportation routes will be determined in the future based on the destinations resulting from commercial agreements with customers, which have yet to be concluded. Consequently, it is not yet possible to precisely determine the transport routes (e.g. via the port of Stratoni or Thessaloniki) or the related impact on communities through which heavy vehicles may pass. Once the destinations and corresponding quantities to be shipped have been finalized, the traffic loads can be calculated and the impact on local communities assessed. On this basis, appropriate mitigation measures will be designed and implemented. It was also clarified that, in any case, no variation from what has been described and approved in the project's Environmental Impact Assessment (EIA) is foreseen.
- During the discussion, the possibility of using the Marathoussa - Thessaloniki road for transporting concentrates was raised, and members of the committee requested the company's assistance in improving this road.
 - Representatives of the company clarified that, if / when an official request is submitted by the relevant authorities, the Company will assess the possibility of providing support.
- Are the CSR funds not only directed to for the Municipality of Aristotle? Are sponsorships also made outside the municipality?
 - The funds are mainly directed to the Municipality of Aristotle, which absorbs the highest percentage of them. However, in some cases, a small percentage may be directed outside the municipality. One example is communities outside the municipality, which are affected by heavy vehicle traffic transporting materials.

- The law requires that 3% of employees must be disabled. Is this requirement being met?
 - In general, every effort is made to include disabled employees. However, due to the nature of the work, this is not always possible or safe. The Human Resources Department should be consulted regarding the exact percentage. This matter will be investigated, and a response will be provided at one of the next Committee meetings.
- Does the company have a policy of hiring its contractors' employees?
 - Given that both the company and its contractors primarily recruit from the local community, their purpose in conducting recruitment is to ensure the smooth continuation of projects and partnerships.
- Regarding the Multiminer program, is mineralization exploration also being conducted in the Black Stones?
 - Yes, exploration is also being conducted in this area to confirm the data. Exploration is carried out in many different areas, but always within the boundaries of the area designated as mineralized by the state concession.
- Is there any provision for the future development of the Stratoni plant?
 - This will be part of the Mine Closure Plan, which is currently being developed and is expected to be completed within one to one-and-a-half years. Once completed, the plan will be put out for consultation.
- Is there a possibility of reopening the Stratoni facility to serve the Olympias Mine?
 - On this issue, it is proposed that a specific meeting be scheduled with the participation of stakeholders.

Next steps (until the next meeting):

	Task	Time	Responsible
1	Send the minutes of the meeting and supporting material (presentations, data, etc.) to the Committee members.	July 2025	Sympraxis, Hellas Gold
2	Study material, record comments/observations.	Upon receipt	Committee members
3	Inform communities, contact local stakeholders, Local Councils. Discussion, recording public views, liaise with HG representatives.	Ongoing	Committee members
4	Communicate information on Grievance Mechanism and encourage stakeholders and employees to use it.	Ongoing	Committee members
5	Submit proposed subjects for discussion at the next meeting.	Until next meeting	Committee members
6	Compile and develop the proposed agenda for the next meeting.	September 2025	Sympraxis, Hellas Gold
7	Contact members, finalize the time & place of the next meeting, invitation, agenda.	September 2025	Sympraxis, Hellas Gold
8	Implementation of the next meeting.	September 2025	Sympraxis, Hellas Gold

Informational material shared with members:

- Minutes of meeting.
- Presentation on the Skouries project shown at the meeting.
- Presentation on the MULTIMINER project shown at the meeting.

Additional material/clarification pending:

- Clarification on material transport routes and possible design of new transport routes when available.
- Clarification on the percentage of disabled employees and related policy.