



eldorado gold



Kassandra Mines Project



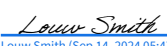

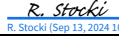

Community of Interest Committee Framework				
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Related Documents

Reference	Title
IEMS	Integrated Environmental Management System
SIMS	SIMS Sustainability Integrated Management System
ESMS	Environmental and Social Management System
ESMP	Environmental and Social Monitoring Plan
EMS	Environmental Monitoring System
	Social Performance Policy
	Human Rights Policy
	Environmental Policy
	Health & Safety Policy
	Code of Conduct and Business Ethics
	Anti-Bribery and Anti-Corruption Policy

Reference	Title
	Stakeholder Engagement Framework and Plan
	Community Development Framework
	Community Health, Safety & Security Management Framework
	Grievance Mechanism Framework & Process
CiC	Community of Interest Committee
	Contractors Safety Regulation
	Respectful Workplace Policy
	Diversity Policy
CSR	Corporate Social Responsibility (CSR) Process

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1. General aim of this CiC Framework

This Framework is to describe the purpose and confirm the scope and structure of the Community of Interest Committee (CIC).

2. Purpose of the Community of Interest Committee

The CIC is an independent, multi-interest group comprised of about fifteen individuals from local communities in the Hellas Gold (HG) Cassandra Project Social Area of Influence (SAol).

A CIC is a network of people who share common interests, knowledge, concerns and understanding of the best practices related to the communities living in the SAol. CIC can be either a live “actual” community of individuals who meet to discuss and exchange information, or it can be a virtual community that meets, discusses, and exchanges information via the Internet and various messaging tools.

A CIC helps build trust between promoters and the local community and provides a neutral and respectful channel for exchanges that encourages the various actors to express their needs, concerns, and objectives with respect to a project, thus promoting its better integration into the community. When carried out in a spirit of openness and listening, exchanges within a monitoring committee can help prevent conflicts and irritants for the local community and develop growth-building projects. It is a platform for concertation and exchanges of information that allows the expectations and concerns of the local community to be taken into account, therefore promoting a better integration of the project into the community.

The aims of the CIC are to:

- Provide a platform for the exchange of information knowledge and expertise.
- Provide a space for consultation and structured dialogue.
- A mechanism to foster greater understanding of the Cassandra Project’s host environment and a reciprocal understanding of the companies’ policies and activities.
- Ensure transparency regarding the HG social investment initiatives.
- Preventing and resolving disputes
- Accessing local knowledge and expertise

The CIC does not serve as an Advisory Committee, but all matters raised in the CIC, will be channeled via the stakeholder engagement process to the HG management.

What Community of Interest Committee is	What Community of Interest Committee is not
<ul style="list-style-type: none"> ➤ A platform for the exchange of information, knowledge, and expertise. ➤ Concertation committee and a space for structured dialogue. ➤ A mechanism to improve the project. ➤ window into the project’s host environment. 	<ul style="list-style-type: none"> ➤ A lobby group. ➤ A consultancy for the COMPANY. ➤ A substitute for the COMPANY’s responsibilities. ➤ A tool for promoting personal interests.
<p>The monitoring committee is an effective tool for preventing and resolving disputes.</p>	

The monitoring committee is in itself an effective dispute prevention and resolution tool at all phases of the project, operation and exploration. Exchanges within the committee also make it possible to include local knowledge in decision-making and development of a project and to adapt the project as closely as possible to the local context. These discussions help to understand the realities of each party and to foster the engagement of actors in the pursuit of common objectives.

CIC does not exempt COMPANY from its responsibilities with respect to establishing sound practices in community relations, such as carrying out information or consultation activities with the local community. It is the COMPANY's responsibility to ensure that the project is socially acceptable. CIC is also an interesting mechanism to improve projects under development and analysis or to improve operating activities in order to better meet a community's expectations and concerns.

The CIC will be under the responsibility of the CSR and Social Performance Director and will include key representatives of the communities who are recognized and respected and be able to represent the community members. Suggested members may include village head/figure heads or local leaders, business owners, representatives of stakeholders with nature-based livelihoods or fixed income, elderly, women, youth, and unemployed. It is intended that the CIC will include a representative from each community in the Aol.

3. Roles and Responsibilities

The specific roles/responsibilities of the CIC would include:

- Meet on a regular basis to discuss the implementation of HG CSR Strategy and Community Development Plan and overall Project implementation and stakeholder engagement activities.
- Represent the views of the broader stakeholder community.
- Ensure collaboration between the mine and the communities.
- Ensure that local community concerns and expectations are communicated to the mine.
- Publishing and circulating minutes of its meetings and any reports related to its deliberations and findings.
- Deliberating on issues or activities that could generate conflict and working to avoid or resolve them.

4. Regulatory Framework for Community of Interest Committee

A committee will be duly established comprising of fifteen individuals.

- Members will be invited to join the CIC according to the guidelines established by Hellas Gold. It will consist of representatives of different interest groups and stakeholder bodies including and not limited to municipal, business, civil society and vulnerable communities. Hellas Gold will aim maximum participation of women in Community of Interest Committee (CIC).
- Members of the CIC will receive no salary or payment for their participation in the structure.
- Committee maintained until mine closure restoration.
- HG will endeavor to ensure broad representation reflective of the composition of the communities in the SAol
- Members will be where possible, from the Halkidiki Region
- The CIC will hold quarterly formal meetings and, including site visits if required, ad hoc meetings on an upcoming issue or upon request.
- The CIC will consider and adopt by consensus rules and procedures for the holding of its meetings.
-

- These rules will include measures to ensure the orderly unstructured holding of meetings, mechanisms to manage and resolve disputes within the committee, rules concerning ethics and responsibilities of committee members.
- Members will be expected to subscribe to an agreed-upon code of conduct while participating in the workings of the committee.
- Independent secretariat services and Hellas Gold will support the CIC undertake to provide logistical support for the holding of regular meetings, effective engagement with stakeholders and the dissemination of reports and information emanating from the CIC.
- Due notice will be given of its meetings or activities.
- The Committee's activities remain flexible and informal.
- The CIC will meet in an open and transparent manner.
- The CIC will keep minutes of its meetings and proceedings.
- The CIC will compile reports on any site visits it undertakes.
- Send reports to members / publication on the web. Annual activities report before end of Q1 each year.

5. Indicative topics of discussion

- HG construction project, operation, and exploration updates.
- Environmental issues and terms follow up and review. (Noise, vibration, dust, water management, biodiversity, tailing management, rehabilitation etc.)
- Community Health and Safety issues follow up.
- Traffic Management Plans review and follow up.
- SCR activities update, review and follow up.
- Grievance Mechanism review and follow up.
- Grievance reports review and follow up.
- Local recruitment review and follow up.
- Local business procurement review and follow up.
- Discussion of concerns and recommendations raised by Committee.
- Stakeholder Engagement review and follow up.
- Training procedures.

6. Communications

Governance issues related to confidentiality.

- The minutes of meeting contains only the names of those who participated and a statement of the proceedings.
- Committee members will be entitled to available information about the business of the company unless the information is confidential in nature. Where information must first be shared with investors before it is released publicly, members will be informed.
- In addition to the minutes, Hellas Gold makes public the composition of the Committee, the independence status of the members, the mandate of the Committee, the meeting schedule, and the agendas of each meeting.
- A summary report will be prepared for the meeting, once a year, at the time of the adoption of the annual report. Annual activities report before the end of Q1 each year.
- Questions and requests made by Committee members are recorded in the minutes. If possible, Hellas Gold includes the answers directly in the minutes. If not, a follow-up will be done at the next meeting.

- The various documents for the meetings are sent by e-mail. However, members may request printed materials.

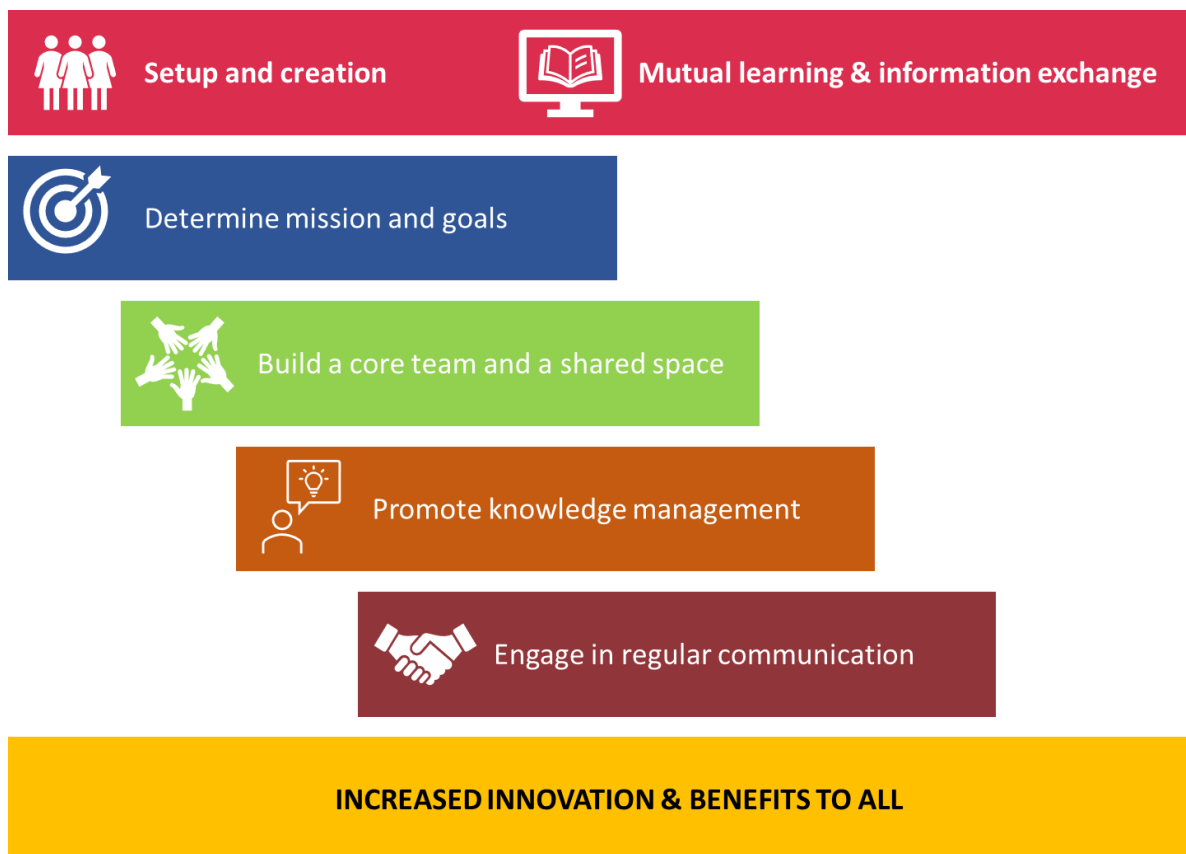


Figure 1. Steps to create the gatekeeper Community of interest Committee.

7. Roles and responsibilities of members and non-members

All members are responsible for complying with the rules, the code of ethics, code of contact, transparency, and confidentiality, GDPR policy, Human Rights and any other element agreed upon by the committee. It is the responsibility of CIC members to be open and attentive, respecting everyone's opinions, even when they are divergent.

The CIC is a structure made up of volunteers. The day-to-day functioning of the committee should reflect this reality. Members therefore appreciate it when promoters take on support functions (logistics, financing, etc.) so they can then devote themselves to the committee's work.

Being a member of CIC involves a number of responsibilities that should be fully assumed by each of the participants to promote quality exchanges and to achieve the committee's desired results.

Although the reasons for participating in the committee differ among members, below are some of the responsibilities they share:

- Participating in the work of the committee, by regularly attending meetings and getting involved in the examination of the various issues discussed.
- Participating in the consultation process
- Participating in training activities as required.

- In the event of absence, Committee members may designate a person to replace them at meetings (substitute). This person comes from the same environment or network as the regular member. Members are responsible for transmitting relevant information to their substitute.
- If a member or organization withdraws, the Committee will arrange for a replacement within the same stakeholder category.
- A person who violates the rules of the Committee will be notified and may be asked to withdraw by the Committee.
- Reading the reports and documents received, analyzing them, and making sure to understand them.
- Asking respective organizations or partners about the issues that the project may raise; likewise, keeping them regularly informed of the committee's work.
- Sharing expectations, concerns, reactions, and opinions or those of the member's organization, network, or community.
- Disseminating information within networks, while respecting confidentiality rules.
- Expressing opinions and ideas clearly, frankly, and precisely.
- Being open to modifying private opinions.
- Participating in the development of solutions that benefit both company and the community.
- Committee members should aim to represent their sector and not their own interests or those of their organization.

8. Term of Office and Dissolution of the CIC

An interim appointment of the committee members will take place on the Q2 2023. This committee will serve until after the national local government elections in Q3 2023.

- It is envisaged that after the interim period, members of the CIC will serve for a period of 60 months. Further details will be included in the Internal Regulation of the CiC
- The CIC will meet and present an annual overview of their activities at the end of their term of service.
- Meetings are held at Hellas Gold's premises or at a location determined by the company.
- The Committee's meetings will be facilitated by a neutral facilitator to allow Hellas Gold and the members to exchange in a conducive and efficient working environment.
- The Committee may further refine its operating rules as part of its process or modify them as necessary.
- The Committee's modus operandi includes several measures to prevent disputes. Should such disputes arise, the facilitator of the meetings, as an independent and neutral facilitator, will be responsible for intervening to help members express their positions, needs or interests and identify areas of compromise and possible solutions. If the dispute involves only a few individuals, the facilitation could be done through a specific meeting with them.

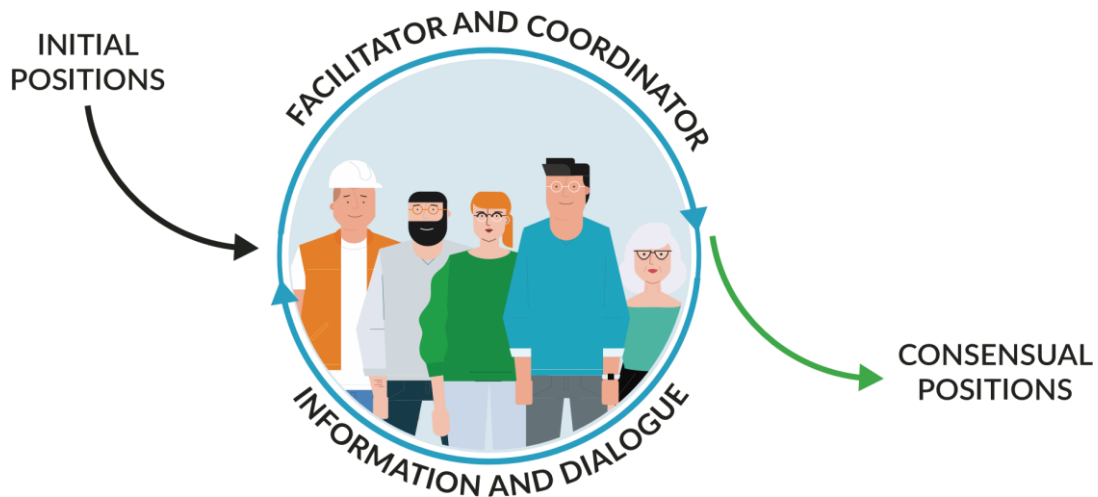


Figure 2. illustrates in a general way the process of exchange and concertation to be favored within the Community of Interest Committee.

9. Community of Interest Committee Composition

The Community of Interest Committee (CIC) is an independent, multi-interest group comprised of about 15 individuals from local communities in the Hellas Gold (HG) Cassandra Mines Social Area of Influence (SAoI).

The aims of the CIC are to:

- Provide a platform for the exchange of information knowledge and expertise.
- Provide a space for consultation and structured dialogue.
- A mechanism to foster greater understanding of the Cassandra Project's host environment and a reciprocal understanding of the companies' policies and activities.
- Ensure transparency regarding the HG social investment initiatives.
- Preventing and resolving disputes
- Contribute towards a better mutual understanding of the Company's social product capacity.
- Accessing local knowledge and expertise

The CIC will consist of approximately 15 members, upon which 13 slots are intended to include representatives from each community in the SAoI, 1 slot will be available for one representative from several cultural & women associations, while the last one will be available for one representative from business associations. All associations' representatives will eventually be members of the CIC in rotation. The next association to be included in the committee upon the end of tenure, as well as the duration of their membership will be decided upon discussion between members.

For each member of the CIC an appointment of a substitute is crucial to maintain participation in the absence of the designated representative and to ensure a quorum for meetings.

Eligible stakeholders that will be considered for inclusion in the CIC include the following:

- Local government representatives

- Community leaders
- Business owners and nature-based livelihoods (farming/forestry/fishing)
- Members of vulnerable or minority groups including aged, unemployed or the youth
- Representatives of Associations
- Other individuals drawn from the region who have specialized, or technical expertise will equip the committee to fulfil its mandate

Members	Number of Members Individuals	Number of Members Hellas Gold
HG Representatives		2 members
HG Env., Safety, Project, Coms, HR etc.		If needed
Citizen (residents, neighbors)	7	
Socio-economic groups (business, economic development, trade unions)	2	
Education	1	
Municipal	1	
Recreational tourism	1	
Neighboring enterprise	1	
Youth	1	
Environment	1	
External experts	If needed	
TOTAL	15	2

Apart from the above-mentioned 15 members, Hellas Gold will nominate 2 representatives to serve on the CIC, which will be drawn from the Community Social Responsibility and Performance department. Additional HG representatives from other departments can be enlisted as members of the committee to provide feedback / information subject on their expertise, upon request, substituting one of the CSR department representatives. Last but not least, the organization and facilitation of COI meetings will be assigned to an external, independent agency, consisting of 2-3 members, who will be responsible for effective engagement with stakeholders and the dissemination of reports and information emanating from the CIC.

The Selection process followed by the Company is described in Annex I

The Operating Rules & the Code of Conduct of CiC is described in Annex III

Indicative composition of a proposed Committee Structure

- **External experts.**

The ad hoc use of external expertise by committees is a fairly common practice. The Committee may commonly decide to call external experts to provide additional expertise when necessary and provide opinions. For its part, the company also calls on experts, sometimes on the same subjects.

The committee must be maintained until the work provided for in the Mine Closure Plan has been completed, at the end of the mining operator's mining activity. The members of the monitoring committee may be replaced over time, in accordance with the operating rules adopted by this group and in compliance with the provisions of the Act, prior to the use of external experts all expenses and costs related must be approved by the Company.

Guidelines for achieving the best possible representation in the composition of the monitoring committee.

- Consider the territory that would potentially be affected by the project's equipment and infrastructure as well as surrounding communities.
- Establish a preliminary portrait of the issues at stake in the local community as well as local actors, including the relationships of influence between them.
- Ensure that the composition is representative of the concerns, interests and opinions of the actors concerned.
- Ensure that representatives from a variety of community organizations (community, economic, environmental, public health, research, etc.) are included.
- Ensure that representatives of land users and citizen groups are included, if applicable
- Ensure that individuals from the local community are included as closely as possible to demographic parameters (including gender ratio)
- The presence of young people and retirees is often an asset.
- Youth participation offers a new vision, promotes sustainability, and could facilitate the recruitment of other members. Youths are often also comfortable with social media.
- Retired volunteers are rich in expertise, experience and knowledge of the environment and its history. They are motivated and can be more easily available during the day and in the evening.
- Ensure that representatives of communities concerned are included, where appropriate
- Ensure that representatives of the municipal community (local municipality) are included.

10. Reporting

A detailed report (MoM) will be issued after formal and ad hoc meetings including participants, date, issues/topics discussed, information/concerns/recommendations raised by CIC, site visits, key achievements, gaps, communications update, upcoming planning.

MoM will be shared to all members for their review, comments, and approval.

Reporting is not limited to MoM but also includes a PPT Presentation and an annual report summary.

11. Application

The requirements set out in this CiC Framework apply to all Hellas Gold (HG) activities throughout the life cycle of the Project, including those carried out by contractors.

The CiC Framework is based on the Hellas Gold Environmental and Social Management System (ESMS) Framework (HG-001-80-PRO-001-PRO-001).

12. Authorization and Review

The Community Relations Supervisor owns this CiC Framework. It will be reviewed on an annual basis (or as required) and updated as needed to reflect changes in the project and all contexts and to address integration requirements with the corporate sustainability integrated management system (SIMS). In the events of a meaningful change of project design, plan, or procedures, it will be reviewed and updated more frequently, as appropriate. Responsibility for review and revisions/updates of this CiC Framework lies with the Hellas Gold executive.

13. Interface with other management plans

This CiC Framework reflects an alliance with documents contained within the ESMS framework (HG-001-80-PRO-001-PRO-001), including:

- Community Health and Safety Management Framework (HG-001-80-PRO-001-PRO-007)
- Contractor Management Framework (HG-001-80-PRO-001-PRO-012)
- Influx Management Framework (HG-001-80-PRO-001-PRO-020)
- Labor Management Framework (HG-001-80-PRO-001-PRO-009)
- Community Development Framework (HG-001-80-PRO-001-PRO-008)
- Conceptual Mine Closure Framework (HG-001-80-PRO-001-PRO-014)
- Land Acquisition Plan (HG-001-80-PRO-001-PRO-019)
- Stakeholder Engagement Plan (SEP, HG-001-80-PRO-001-PRO-013)
- Grievance Management Framework (part of SEP)
- Third Party Grievance Procedure
- Workers' Grievance Mechanism
- Security Management Framework (HG-001-80-PRO-001-PRO-012)
- Corporate Social Responsibility Process
- Corporate Social Responsibility – Framework

ANNEX I- Community of Interest Committee Selection Process

Selection Process

In order to decide on the eligible members of the interim committee a selection process consisting of 2 steps has been followed.

First Step

The first step of the process predicted the creation of a list focusing on potential candidates who have a commitment to the sustainable development and long-term well-being of the communities within the social area of interest. Upon internal stakeholder engagement the potential list of candidates is the following:

CIC Candidate	Roles	Location	CIC Candidate	Roles	Location	CIC Candidate	Roles	Location
1	Former HG employee Community president Local business owner	Stratoni	10	Former HG Employee Former community president Member of local council Vulnerable	Stratoni	19	Former HG contractor Health representative Local council member President of "Frontida" association (Municipal Social Service Doctor	Ierissos
2	HG employee Community president Local business owner	Olympiada	11	Lawyer Municipal Council president Former anti-Gold supporter	Ierissos	20	Bussiness owner HG employee	Stratoni
3	Community President Teacher at primary school	Megali Panagia	12	President of AXTADA Lawyer Member of Municipal Council	Megali Panagia	21	President of the association with more than 3 children	Neochori
4	Former HG employee Community president Vulnerable	Stratoniki	13	Hotel owner Anti-Gold representative Engineer	Olympiada	22	Forestry Service employee	Arnaia
5	Community President Vulnerable	Palaiochori	14	Community president Former employee of Forestry Service Local bussiness owner	Varvara	23	Police officer Active volunteer on "Kids Save Lives" association	Varvara
6	Community President Employee of local industry / HG supplier	Neochori	15	Community president Youth representative	Arnaia	24	Local business owner (Arnaia,Stratoni) President of business association of Stratoni	Ierissos
7	Former HG employee Vice Mayor Vulnerable Local bussiness owner	Stageira	16	Municipal Council Member Teacher President of Munipl primary School Committee	Arnaia	25	President of munipl cultural body Local bussiness owner	Arnaia
8	Community President	Stageira	17	Bussiness owner Local community member Former community president	Olympiada	26	Supervisor of municipal authority which certifies individuals with disabilities	Ierissos
9	HG Employee Member of local council	Stratoni	18	Bussiness owner	Stratoni			

Second Step

The second step predicted narrowing down the first list of candidates by applying qualitative criteria & implementing a specific tool to measure those criteria. All candidates deriving from "First Step" process have been evaluated and a scoreboard has been produced. The criteria taken into consideration are the following:

- Proximity criteria:** In establishing proximity criteria two factors are considered, first the proximity to the project, and second the interaction between communities and the Project. To quantify, the relative distance of communities within area of interest from Projects facilities (Stratoni, Skouries, Olympias) have been taken into consideration, applying distance range criteria from 1 to 5, as depicted on the above table.

Distance from Project Facilities (m)	Proximity Score
0 up 1000	5
1001 up to 3000	4
3001 up to 6000	3
6001 up to 8000	2
>8000	1

The proximity score of each community is:

Location	Distance from Project Facilities (m)	Proximity Score
Stratoni	20	5
Stratoniki	600	5
Stageira	1500	4
Neochori	2300	4
Palaiochori	4200	3
Megali Panagia	3000	4
Olympiada	1000	5
Arnaia	8000	2
Varvara	7700	2
Stanos	>8000	1
Ierissos	>8000	1
Nea Roda	>8000	1
Gomati	>8000	1
Ouranoupoli	>8000	1
Pyrgadikia	>8000	1
Ammouliani	>8000	1

- **Gender criteria:** Since primary target is to promote women participation in this committee gender criterion has been considered, implementing values of 0 and 1 for each male and female candidate, respectively.
- **Level of interest in the Project:** Defined as the willingness of the stakeholder to be informed & actively participate in the engagement process, is considered among the most crucial factors. The quantification is the following:

Level of Interest	Score
High	3
Medium	2
Low	1

- **Level of influence:** Defined as the ability of the stakeholder to affect or influence decision-making processes and outcomes related to the Project, is considered among one of the most

desired characteristics for a potential member of the committee. The quantification is the following:

Level of Influence	Score
High	3
Medium	2
Low	1

- **Level of experience:** The professional and the social experience of the potential candidate is another criterion that has been considered, implementing the following quantification:

Level of Experience	Score
High	3
Medium	2
Low	1

- **Expertise:** Any relevant expertise that the candidate may have linked to his/her experience on any of the issues that belong in concern and interest of this committee is considered as an added value for the role of candidate and it is promoted with a value of 1 for any level of expertise and 0 for no expertise.
- **Capacity to serve:** This criterion pertains to the persons existing commitments and whether they will be able to do justice to his/her appointment to the committee. Close examination of any interests (vested interests) that would impact his/her contribution to this role are also considered. This criterion has been quantified with a value of 1 for potential capacity to serve and 0 for no capacity.
- **Vulnerability:** According to EBRD PR 1, vulnerable people or groups are those who may be more adversely affected by Project impacts than others by virtue of characteristics such as their gender, gender identity, sexual orientation, religion, ethnicity, age (including children, youths, and the elderly), physical or mental disability, literacy, political views, or social status. The evaluation & scoring of potential members of the CiC promote the participation of vulnerable persons and include booster for persons qualified as vulnerable.

In the social Area of Interest (AoI), no indigenous, refugee, minority, religious, or migrant groups have been identified. Hellas Gold has recognized the following categories as vulnerable groups:

- Women
- Youth
- Elderly and retired individuals
- Low-income households
- Individuals with physical or mental health issues and disabilities

Hellas Gold will continuously engage with local leaders, organizations, associations, authorities, members of the Community Interaction Committee (CiC), and local NGOs to

understand and identify those who might be considered vulnerable within the community. All meetings with vulnerable groups or their representatives will be documented in the Stakeholder Engagement Masterfile. The CiC, CLO's, the Community Office and Grievance mechanism will serve as the official communication channel for Hellas Gold to address vulnerability issues within local communities.

To facilitate the participation of vulnerable groups, the following approaches will be used:

- **Simplified Language:** Information will be provided in accessible formats, using clear and simple language to explain complex topics. Technical terms will be avoided. Key points will be illustrated with diagrams, infographics, and videos. Alternative formats, such as large print and audio recordings, will also be available.
- **Multiple Channels:** A variety of communication channels will be utilized, including community meetings, social media, and printed materials, to ensure information reaches different groups.
- **Prioritized Engagement:** Requests for engagement, feedback, Hellas Gold processes, and grievances will be given priority by the stakeholder engagement team. Community Liaison Officers (CLOs) will be mobilized immediately to the agreed meeting point for further communication when requested.

Women and elderly/retired individuals are consistent members of the Community of Interest Committee (CiC). Representatives of other vulnerable groups, such as youth associations and special needs associations or future identified, will participate on a rotating basis according to this framework. Minutes of Meetings (MoMs) and other informational materials will be continuously shared with both permanent and rotating members of the CiC.

- **Re-presentiveness:** To ensure that community leaders from SAol are included in the committee, a re-presentiveness boost up factor has been applied. So if a potential candidate has been elected either as a member of municipal or local council, an amplification factor of 1.3 has been applied

The evaluation process has produced a ranking between candidates, which is depicted on the following table:

	CiC Candidate	Qualitative Criteria									Score based on								Final Score
		Location	Gender	Level of Interest	Level of Influence	Level of Experience	Expertise	Capacity to Serve	Vulnerability	Representativeness	Proximity	Gender	Level of Interest	Level of Influence	Level of Experience	Expertise	Capacity to Serve	Vulnerability	
1		Stratoni	M	High	High	High	No	Yes	No	Yes	5	0	3	3	3	0	1	0	19.5
2		Olympiada	M	High	High	High	No	Yes	No	Yes	5	0	3	3	3	0	1	0	19.5
3		Megali Panagia	M	High	Medium	Medium	Yes	Yes	No	Yes	4	0	3	2	2	1	1	0	16.9
4		Stratoniki	M	Medium	Medium	Low	No	Yes	Yes	Yes	5	0	2	2	1	0	1	1	15.6
5		Palaiochori	M	Medium	Medium	High	No	Yes	Yes	Yes	3	0	2	2	3	0	1	1	15.6
6		Neochori	M	Medium	Medium	High	No	Yes	No	Yes	4	0	2	2	3	0	1	0	15.6
7		Stagaira	M	High	Medium	High	Yes	Yes	Yes	No	4	0	3	2	3	1	1	1	15
8		Stagaira	M	Medium	Medium	Medium	No	Yes	No	Yes	4	0	2	2	2	0	1	0	14.3
9		Stratoni	M	High	Medium	Medium	No	Yes	No	No	5	0	3	2	2	0	1	0	13
10		Stratoni	M	Medium	Medium	High	No	No	Yes	No	5	0	2	2	3	0	0	1	13
11		Ierissos	F	High	High	Medium	Yes	Yes	No	No	1	1	3	3	2	1	1	0	12
12		Megali Panagia	F	Medium	Medium	Low	Yes	Yes	No	No	4	1	2	2	1	1	1	0	12
13		Olympiada	M	Medium	Low	High	Yes	No	No	No	5	0	2	1	3	1	0	0	12
14		Varvara	M	Low	Medium	Medium	Yes	Yes	No	Yes	2	0	1	2	2	1	1	0	11.7
15		Arnaia	M	Medium	Medium	Low	Yes	Yes	No	Yes	2	0	2	2	1	1	1	0	11.7
16		Arnaia	F	Medium	Medium	Medium	Yes	Yes	No	No	2	1	2	2	2	1	1	0	11
17		Olympiada	M	Medium	Low	Medium	No	Yes	No	No	5	0	2	1	2	0	1	0	11
18		Stratoni	F	Medium	Medium	Low	No	No	No	No	5	1	2	2	1	0	0	0	11
19		Ierissos	M	High	Medium	High	Yes	No	No	No	1	0	3	2	3	1	0	0	10
20		Stratoni	M	Medium	Low	Medium	No	No	No	No	5	0	2	1	2	0	0	0	10
21		Neochori	F	Low	Low	Low	No	Yes	No	No	4	1	1	1	1	0	1	0	9
22		Arnaia	F	Low	Low	Medium	Yes	Yes	No	No	2	1	1	1	2	1	1	0	9
23		Varvara	F	Medium	Low	Low	No	Yes	No	No	2	1	2	1	1	0	1	0	8
24		Ierissos	M	Medium	Low	Medium	No	Yes	No	No	1	0	2	1	2	0	1	0	7
25		Arnaia	M	Medium	Low	Low	No	Yes	No	No	2	0	2	1	1	0	1	0	7
26		Ierissos	M	Medium	Low	Low	No	No	Yes	No	1	0	2	1	1	0	0	1	6

The candidates with the 15 highest scores will receive a formal written letter of invitation as per Annex IV.

ANNEX II- Qualitive criteria for selection of potential candidates.

The guiding questionnaire based on which candidate's qualitative criteria have been assessed are the following.

- Does the candidate have any previous experience serving on councils, committees, and advisory boards? If so, are any details available?
- Given the candidates previous public or community service is it reasonable to expect that they can play a positive role in the socio-economic development of the host communities?
- What skills, connections, resources, and expertise does the candidate bring to the proposed committee?
- Does the candidate have any potential conflicts of interest that could impact on their ability to be a "critical friend of the company"?
- Is the candidate associated with or have they expressed sympathy with individuals or groups who are opposed to the development of the Kassandra project?
- Does the candidate have any special expertise or skills which could contribute to the success of the project?

ANNEX III- CiC Operating Rules & Code of Conduct.

CiC Operating Rules

- Community of Interest Committee is an independent committee consisting of approximately 15 members, originating from the area of interest. Committee members participate voluntarily without compensation.
- Committee members include representatives from the Municipal Authority (2), Communities (11), Local Associations (2), Corporate Social Responsibility Department, Special Invited Guests (depending on the theme and needs, coming from other departments of Hellenic Gold, specialists, experts, etc.).
- Coordination is carried out by an independent organization (Sympraxis).
- The committee's operation is based on democratic procedures, and any decision-making (regarding the committee's procedures and operation) is made by majority vote.
- The committee will examine and approve consensual rules and procedures for conducting its meetings. These rules will include measures to ensure the regular and unbiased conduct of meetings, mechanisms for managing and resolving disputes within the committee, as well as rules related to the ethics and responsibilities of committee members.
- Members are expected to sign an agreed-upon code of conduct when participating in committee work.
- In case of absence, committee members can appoint a substitute for meetings (alternate). This person comes from the same organization or network as the regular member. Members are responsible for transmitting relevant information to their substitute.

- If a member resigns, the committee will organize their replacement with another person from the same category of interested entity.
- If a member violates the committee's rules, they will be notified and may be asked to resign from the committee.
- The term of office for elected committee members (representatives of the municipal authority and community presidents) is 60 months, equivalent to their term in elected office. If they resign from their elected office for any reason, they automatically lose the right to participate, and the replacement process begins, as mentioned above. Given the temporary operating period of the committee due to the upcoming local elections in October 2023, it is clarified that any elected
- members who are not re-elected lose their position in the committee and are replaced by the corresponding elected member.
- Committee meetings are held quarterly, with the possibility of more frequent sessions if requested by committee members. Also, scheduled visits by members to the facilities of Hellenic Gold are foreseen upon request and if deemed appropriate and necessary.
- After the committee meeting, minutes are prepared and distributed to all members within 15-20 days of the meeting's conclusion. Committee members can submit their proposals/comments within 15 days from the date of sending the minutes, in case they wish to make additions.
- Approximately one month before the upcoming meeting, members will receive an agenda with proposed discussion topics. Within 15 days, members can send their proposed topics to finalize the list of discussion items.
- The election of the 2 representatives of the associations will take place after finalizing the committee members, i.e., after the local elections. The duration of participation of association representatives will be decided after a relevant committee meeting.
- An annual report will be drafted, including the committee's activities, and sent within the first quarter of the following year.
- The committee may further define its operational rules as part of its process or modify them according to needs.

CiC Code of Conduct

Inclusive & Diversity

- Committee members are obligated to treat participants with respect, regardless of their origin, identity, or opinions.
- An environment where everyone feels welcome and appreciated should be promoted, irrespective of nationality, origin, gender, sexual orientation, religion, or disability.

Open and Constructive Dialogue

- All members participate in open and constructive discussions, promoting the free exchange of ideas and opinions.
- All members must avoid personal attacks, harassment, or discrimination based on language..

Collaboration and Team Spirit

- All members are required to collaborate with the entire participants, accepting different opinions and leveraging the advantages of each.
- Teamwork is encouraged, along with collaboration and active participation from all members.

Confidentiality

- All members must respect the confidentiality of sensitive information shared within the committee and avoid publishing it without the necessary authorization.

Responsibility

- All participants take responsibility for their actions and their consequences on the committee and its members.
- All members accept constructive feedback and strive to improve the committee's operation, contribute to improving the company's practices, and foster productive communication and mutual understanding of positions, concerns, and expectations between Hellenic Gold and the local community.

Disputes Resolution

- The participants are urged to address disagreements or conflicts through creative dialogue and respect.

Compliance with Rules and Policies

- All members must adhere to the current rules and organizational policies related to the committee's work.

Friendly Environment

- Members are required to contribute to creating a welcoming and supportive environment for new members, providing guidance and assistance as needed.
- Members must encourage diversity and actively work to eliminate discrimination and prejudices.

Discriminations and Human Rights

- Within the committee, discrimination against any individual or group based on their nationality, origin, gender, sexual orientation, religion, disability, or any other protected characteristic is not allowed.

Continuous Improvement

- Members must review and improve the code of conduct continually to ensure its effectiveness.

ANNEX IV- Informative Letter to Municipality & Formal Invitation to Eligible CiC Members.

Letter to Aristotle municipality



To:
THE MUNICIPALITY OF ARISTOTLE
Mayor's Office
63075, Ierissos, Chalkidiki
cc:
gr.dimarchou@dimosaristoteli.gr

Athens, 01 04 2023
Prot. No.: X/ΣΤΡ/ΕΚΕ/...

Subject: Community of Interest Committee

Dear Mr. Mayor,

Hellas Gold, in the context of its continuous effort to strengthen the active and meaningful participation of all interested parties, and in keeping with the commitments it has undertaken in the "Stakeholder Participation Plan" that was included in the Company's Environmental and Social Impact Assessment of its New Investment Plan and presented in the summer of 2022, establishes the "Community of Interest Committee".

The Committee will consist of a total of 15 representatives of the local government, employees, and organizations and associations of the region, with the aim of effectively representing the social groups that are active in its area of operation.

The Committee, at least in its initial period of operation, will meet quarterly, with the main objective of being the connecting link between the Company and the local society, ensuring transparent and immediate information to the residents about the project's progress.

Its specific roles/responsibilities will include:

- Discussion about the progress of the project's implementation and the actions for approaching the stakeholders.
- Information on the progress of the Company's CSR actions and the selection criteria for each initiative.
- Communicating the concerns of the local communities and conveying information to the Company regarding the expectations from the operation of the mines.
- Monitoring the implementation of the measures on mitigation and on addressing local community concerns.
- Acting as an independent body that will participate in the reviewing of Tier 2 reports and the reexamination of requests in cases requiring arbitration.

Decisions will be made democratically, by voting. The Committee's detailed operation will be governed by a specific regulation that will be elaborated with the participation of the members of the Committee.

Hellas Gold Single Member S.A.

Head Office: 23A Vasilissis Sofias Ave., 10674 Athens, Greece G.C.R.: 005552301000

T: +30 214 687 0000 | **F:** +30 214 687 0095

Branch Office: Stratoni, 63074 Halkidiki, Greece | **T:** +30 23760 25000 | **F:** +30 23760 21081

E: GR-info@eldoradogold.com | **W:** hellas-gold.com





In the above context, as already discussed over the phone, two officials of the Municipality will be appointed to represent it on the Committee.

We are certain that the "Community of Interest Committee" will be another valuable tool for ensuring the active and meaningful participation of the stakeholders, aiming at the smooth and productive cooperation between the Company and the local society and, where possible, the prevention of any problems or disagreements. We also rely on the active participation of the Municipal Authority.

Thank you for your cooperation,

Sincerely,

On behalf of Hellas Gold S.A.



Ioannis K. Malegkanos

CSR & Social Performance Director

Hellas Gold Single Member S.A.

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E: GR-info@eldoradogold.com | **W:** hellas-gold.com



Formal Letter to eligible candidates



Athens, 01 04 2023

Prot. No.: Χ/ΣΤΡ/ΕΚΕ/....

Subject: Community of Interest Committee

Dear Mr/Ms.....,

Hellas Gold, in the context of its continuous effort to strengthen the active and meaningful participation of all interested parties, and in keeping with the commitments it has undertaken in the "Stakeholder Participation Plan" that was included in the Company's Environmental and Social Impact Assessment of its New Investment Plan and presented in the summer of 2022, establishes the "Community of Interest Committee".

The Committee will consist of a total of 15 representatives of the local government, employees, and organizations and associations of the region, with the aim of effectively representing the social groups that are active in its area of operation.

The Committee, at least in its initial period of operation, will meet quarterly, with the main objective of being the connecting link between the Company and the local society, ensuring transparent and immediate information to the residents about the project's progress.

Its specific roles/responsibilities will include:

- Discussion about the progress of the project's implementation and the actions for approaching the stakeholders.
- Information on the progress of the Company's CSR actions and the selection criteria for each initiative.
- Communicating the concerns of the local communities and conveying information to the Company regarding the expectations from the operation of the mines.
- Monitoring the implementation of the measures on mitigation and on addressing local community concerns.
- Acting as an independent body that will participate in the reviewing of Tier 2 reports and the reexamination of requests in cases requiring arbitration.

Decisions will be made democratically, by voting. The Committee's detailed operation will be governed by a specific regulation that will be elaborated with the participation of the members of the Committee.

In the above context, we have the honor to propose your participation as a representative of the Municipality.

Ελληνικός Χρυσός Μονοπρόσωπη Α.Ε.**Κεντρικά Γραφεία:** Λεωφ. Βασιλίσσης Σοφίας 23Α, 10674 Αθήνα, Ελλάδα | **Γ.Ε.ΜΗ.:** 005552301000**T:** +30 214 687 0000 | **F:** +30 214 687 0095**Γραφεία Μεταλλείων:** Στρατώνι Χαλκιδικής, 63074, Ελλάδα | **T:** +30 23760 25000 | **F:** +30 23760 21081**E:** GR-info@eldoradogold.com | **W:** hellas-gold.com



We are certain that the "Community of Interest Committee" will be another valuable tool for ensuring the active and meaningful participation of the stakeholders, aiming at the smooth and productive cooperation between the Company and the local society and, where possible, the prevention of any problems or disagreements. We rely on your active participation also.

We would kindly request you to confirm your participation in the said Committee through a signed letter.

Thank you for your cooperation,

Sincerely,

On behalf of Hellas Gold S.A.



Ioannis K. Malegkanos

CSR & Social Performance Director

Ελληνικός Χρυσός Μονοπρόσωπη Α.Ε.

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HG Community of Interest Committee Framework_CiC_HG-01-S-TAM-0007-B-ENG

















Final Audit Report


2024-09-14

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By:	Eleanna Touri (eleanna.touri@eldoradogold.com)
Status:	Signed
Transaction ID:	CBJCHBCAABAARkPBDh6rRYzIPzb3y1sdypBtqkPkHh42

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