

NEWSLETTER



ADRIATIC METALS BH CONTINUES TO EMPOWER FUTURE MINERS THROUGH SCHOLARSHIPS

Adriatic Metals BH company proudly reaffirms its commitment to supporting the next generation of mining professionals by awarding scholarships to five high school students, enrolled in the “Miner in Underground Exploitation” program.

This initiative reflects the company's dedication to fostering educational development and ensuring a skilled and capable workforce for the future. The scholarship program, designed to assist students in continuing their education, provides critical support that will enable them to acquire their high school diploma, a vital step towards accessing higher education opportunities. The executive director welcomed the students within the premises of the Information Centre, congratulated them on their achievements and urged them to pursue their aspirations with vigor and determination. The event also highlighted the role of the Information Centre as a bridge between the community and the company. Adriatic Metals BH remains steadfast in its mission to empower individuals, inspire communities, and advance the industry through meaningful initiatives.

ADRIATIC METALS BH AND FK ŽELJEZNIČAR DONATED TICKETS TO STUDENTS AND EMPLOYEES

As part of its sponsorship of the Željezničar Football Club, Adriatic Metals BH generously provided free tickets to elementary school students from Vareš and Vareš Majdan, including all those from regional schools, for a historic football match between FC Vareš and FC Željezničar, Sarajevo.

This initiative sparked tremendous excitement among children, their parents, and local sports fans alike. On February 6, 2025, a special delegation from the Željezničar Football Club visited the Vareš Elementary School and Vareš Majdan Elementary School to personally distribute tickets to the students. During this memorable event, the students had the unique opportunity to meet the players, collect autographs, and take photos with renowned team members. Each student received two tickets, one for themselves and one for a parent or guardian—ensuring they could share the unforgettable experience of live sports together.



In total, over 700 tickets were distributed, allowing a significant number of children to immerse themselves in the magic of the event. Additionally, the company extended this gesture to its employees, offering tickets to all who were interested.

PUBLIC LIAISON COMMITTEE TENTH SESSION

Within the premises of the Municipality of Vareš, on the 27th of February 2025, a tenth Public Liaison Committee session was held.



Key information regarding current project activities and future plans was exchanged. The focus of the session was on reports about completed social, educational, sports, and environmental activities, including health education, donations, and providing support to local students and athletes. Information about the preparation of a carbon footprint report was also shared. Furthermore, towards the end of the current Committee's term, a plan for the PLC's visit to the Rupice mine was presented.

The successful completion of another PLC session further emphasized the importance of open dialogue in fostering sustainable social change.

I LOVE NATURE – I LOVE VAREŠ

Bearing the slogan "I Love Nature – I Love Vareš," the Zvijezda Vareš scouts and the Municipality of Vareš, in collaboration with Adriatic Metals BH, organized another spring-cleaning campaign of the town and green areas along the regional road R444 towards Breza. The aim of the campaign was to raise awareness about environmental protection and inspire others to be more responsible. Participants in the campaign included the Zvijezda Vareš Scouts, employees of Adriatic Metals BH, FK Vareš, Karate Club "Vareš," Adriatic Foundation, Hunting Society "Zvijezda," and residents of the local communities Vareš Majdan and Dabravine. The participation of over a hundred volunteers reflects the strength of community spirit, leaving a lasting positive impact on the community and its relationship with the environment.



Adriatic Metals BH employs 558 workers. Of this number, 388 workers (69%) are from the Zenica-Doboj Canton, and 231 workers (41%) are from the Vareš municipality. Additionally, we are proud to have 132 women (24%) who constitute our workforce.

We would also like to highlight our ongoing commitment to the development of local communities. In the upcoming period, we plan a series of activities involving interaction with local communities to present Adriatic Metals BH and potential career opportunities, and to enable interested candidates to speak with our company representatives. Therefore, we have organized a campaign titled "Building the Future Together," in which we aim to introduce the company and available job positions, present learning and advancement opportunities, and provide useful advice related to interview skills. Our gathering in Vareš is scheduled for **April 4, 2025, at the Adriatic Metals BH Information Center, from 9 AM to 3 PM**. We look forward to discussions with esteemed members of our community and our potential candidates.



ZAPOŠLJAVAMO!

LIVING HISTORY PROJECT

Nikolina Erlbek

Director of the Public Preschool Institution "Children's Kindergarten Vareš"

First of all, I would like to greet you and thank you for agreeing to speak for our bulletin, which is part of our "Living History Project." To begin with, could you tell us more about your career path?

My journey in the education and upbringing of preschool children began in Sarajevo at the Faculty of Pedagogy, where I graduated in Preschool Education as the top student of my class, receiving the Silver Badge of the University of Sarajevo. After graduating, I completed my internship as a volunteer at the PPI "Srce," later renamed PPI "Egypt" in Bjelave. I remained at the same institution as the head educator for nearly eight years. In 2023, I had the opportunity to return to Vareš and join the team at the Public Preschool Institution "Children's Kindergarten Vareš" as the director of the institution I attended in the late 1980s.

What brings you the greatest satisfaction in your daily work with children?

The greatest satisfaction in my daily work with children comes from the thought that I am participating in shaping young, curious minds, and knowing that every action I take leaves an imprint on their future lives beyond kindergarten. Education and upbringing are not just professions; they are callings with which you are born, and you can never escape them.

You are one of the few institutions in the Federation of Bosnia and Herzegovina accredited to implement the program "Educational Institution – Friend of Healthy Nutrition." What does this mean in practice, and how have the children accepted the program?

In practice, this means finding new and creative ways to incorporate healthy foods and meals into the children's menu daily. It is challenging and occasionally stressful to introduce changes and innovations to children who are already very particular about what they like to eat and what they do not. Therefore, it is primarily a daily and patient effort to expand children's sense of taste that sometimes feels like fighting windmills.

Are there any new plans or activities you intend to implement?

We hope to extend our accreditation as a friend of healthy nutrition this year and to have the opportunity to participate in other projects. Our current plans involve the potential expansion of our institution, as there is a daily demand for more places. Our current spatial and staffing capacities are fully utilized, and we cannot keep up with the current demand.



The Adriatic Metals BH mine opened last year. How has this affected the operation of your institution?

Frankly speaking, the opening of new job positions has led to an increased demand for places in the kindergarten. Many of our fellow citizens are employed by Adriatic Metals BH and may have, for the first time, needed to seek the assistance of the kindergarten in caring for their children. Additionally, families from other parts of Bosnia and Herzegovina have moved to our town and have also recognized the importance of their children attending our institution.

Have you had to make any operational or infrastructural adjustments?

Certainly. Until two and a half years ago, the kindergarten operated with only one educational group. The high demand for the kindergarten led to the opening of a nursery group first, followed by another mixed kindergarten group a year later. Currently, our institution accommodates 60 children divided into three educational groups.

Have you collaborated with Adriatic Metals BH?

Since its establishment, Adriatic Metals BH has shown interest in the work of our institution and has supported it by organizing lectures and workshops for children and parents, donating holiday packages for all our children, and inviting us to all the events they organize in the town.

What are the biggest challenges you face in your work?

The biggest challenges currently relate to the lack of qualified staff. The persistent shortage of educators, not only in Vareš but throughout the country, leads to the overburdening of educational groups and existing educators. This is an extremely difficult and responsible job, often undervalued. I believe that too little is invested in the sector that forms the foundation of society. I hope to see the changes my colleagues and I have been longing for years before the end of my career.

In your opinion, how could the company support the kindergarten and the community in the future?

We are all aware that our institution needs significant assistance. The building itself is almost entirely in the same condition as it was when it first started operating in 1974, with minimal renovations and restorations carried out. Our current financial situation does not allow us to address all the problems we have, and we hope to be able to rely on the help of Adriatic Metals BH to improve our work and offer our children an even better and higher quality stay in our institution.

Thank you for your time.

Thank you for inviting me to this interview and for your interest in the work and well-being of our institution.

