



## SCHOLARSHIPS PROGRAM „MINER IN UNDERGROUND EXPLOITATION

Adriatic Metals BH is once again offering scholarships for the 2024-2025 school year to high school students enrolled in the second and third year of the “Miner in Underground Exploitation” educational program.

On Monday, September 30, 2024, a formal signing ceremony for the scholarship agreements was held at the Information Center Vareš. This initiative supports the local community and invests in young talent. The event was attended by students, parents, and the director of Adriatic Metals BH, Sanela Karić, who emphasized the dual role of these scholarships: providing necessary financial support and recognizing the students’ hard work and dedication. The continuation of this successful collaboration was formalized through the signing of the scholarship contracts, symbolizing the company’s commitment to regional development and investment in young, ambitious miners.



As part of Adriatic Metals BH's "Open Doors Days" initiative, on October 14, 2024, at Vareš Elementary School and Vareš Majdan Elementary School, a workshop on "Traffic Safety" was held for first and second-grade students.

The workshop aimed to introduce young children to the basic rules of safe movement in traffic. It was organized in collaboration with the Vareš Police Station. Through discussions, illustrations, and practical examples, students learned fundamental rules and acquired important skills for everyday situations, such as safely crossing streets and behaving while riding bicycles. The children received valuable advice on how to properly cross the street, use pedestrian crossings, and the importance of wearing reflective vests and protective gear while cycling.



Education on traffic safety is a crucial step in creating a safer environment for children and the community as a whole.

The second segment of "Open Doors Days" - Adriatic Metals BH was the organization of educational STEM workshops "Learning Through Play" for fifth-grade students at elementary schools in Vareš.



The aim of the workshops was to stimulate interest in science in fields such as mining, geology, chemistry, mechanics and robotics. Students had the opportunity to learn in an interactive and fun way, use modern STEM equipment, participate in the simulation of the mining process, as well as conduct simple chemical experiments. The children participated in all the activities with great enthusiasm, which once again showed how important such educational workshops are for the development of young minds and for the promotion of science and technology in the local community.

Adriatic Metals BH, as a company that cares about the community in which we operate, is dedicated to its sustainability and development. We believe that investing in youth education is the key to long-term sustainability and community development.



# HEALTH EDUCATION CERVICAL CANCER PREVENTION

As part of the implementation of the Annual Health Plan, on October 24, 2024, Adriatic Metals BH organized an educational lecture titled "Cervical Cancer Prevention."



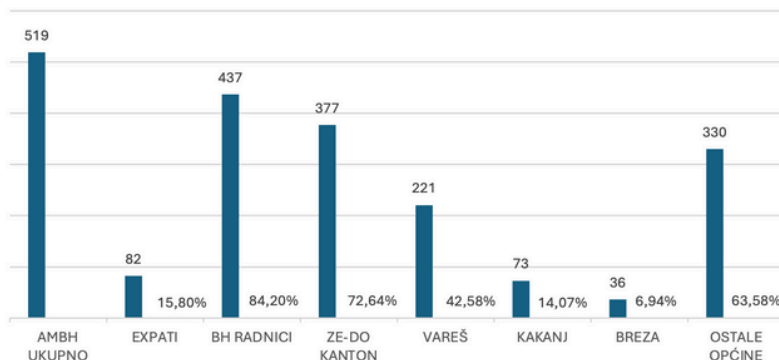
The health education session, held in the main hall of the Municipality of Vareš, attracted a significant number of participants, indicating a high level of interest and awareness within the local community about the importance of disease prevention.

The lecture was conducted by Prim. Dr. Sci. Vahidin Katica, a specialist in gynecology and obstetrics, who covered all key aspects of cervical cancer prevention, with a particular emphasis on the importance of early detection for effective treatment. Additionally, dr. Katica highlighted the importance of education, regular gynecological examinations, the Pap smear, and HPV vaccination. During the Q&A session, attendees had the opportunity to ask specific questions, facilitating further exchange of information and experiences. By supporting women's reproductive health, the company once again demonstrated its commitment to health and healthy lifestyle choices.

We are delighted to share a few updates from our Human Resources Department. As of now, our company employs a total of 519 dedicated individuals, out of which 221 is from Vareš. Our workforce is comprised of 404 men, and 115 women, each bringing unique skills and perspectives that contribute to our success. By fostering a supportive and inclusive environment, we empower our employees to reach their full potential driving excellence in every task completed. We remain committed to continuous improvement and growth, Human Resources Department Adriatic Metals BH.

## HUMAN RESOURCES STATS

Statistike Odjela za ljudske resurse



As part of the “Open Days” initiative, Adriatic Metals BH organized a visit for the Vareš Retiree Association to the Veovača Production Plant.

This event aimed to demonstrate the company's transparency and openness towards the local community and to showcase the achievements of the mine to date.



The visitors, the retirees, most of whom are former miners, had the opportunity to tour the ore processing plant (VPP), observe the modern mining and ore processing procedures, which evoked nostalgia and interest among many due to the differences in technology and mining methods compared to their working days. The tour included demonstrations of equipment operation, occupational safety systems, and the environmental measures implemented by the company. Following the tour, representatives of Adriatic Metals BH conducted a brief presentation for the Association members, providing insights into completed projects, current projects, and future of the company. During the presentation, emphasis was placed on the company's social responsibility and its efforts to contribute to the local community, particularly in the areas of employment and environmental protection. Afterwards, a reception with refreshments was organized at the company's premises, where Association members could engage in informal conversations with company representatives and ask additional questions about the operations and processes. During these conversations, the retirees expressed their gratitude for the hospitality, highlighting the importance of such events in fostering connections between the company and the local community.



Everyday life presents a series of challenges for individuals that can negatively impact their health, including stress, anxiety, concerns about the future, a fast-paced lifestyle, lack of self-confidence, and unmet expectations.

On November 19, 2024, a lecture on "Stress in Everyday Life" was held at the premises of the Municipality of Vareš, organized by Adriatic Metals BH.



The aim of the lecture was to provide attendees with practical tools and advice to help them cope with the daily challenges of modern life. The strategies for successful stress management were discussed by M.Sc. Psych. Ilma Omerhodžić. The concept of stress was presented to the attendees, along with ways to distinguish between positive and negative stress, and techniques to strengthen self-help mechanisms in stressful life situations. Adriatic Metals BH continues to promote health and support the creation of a supportive and healthy environment.



# PUBLIC LIAISON COMMITTEE NINTH SESSION HELD

On November 14, 2024, the ninth session of the Public Liaison Committee of Adriatic Metals BH was held in the hall of the Municipality of Vareš.

Key information about current project activities and future plans was exchanged at the meeting. The focus of the meeting was the introduction of the new general director of Adriatic Metals PLC, Laura Tyler. It was shared that operational activities are proceeding according to the planned schedule. Additionally, the PLC members were informed about obtaining the Environmental Permit for the disposal site at Veovača II, as well as the approval for all accompanying water acts. The activities of the Geology Department were also presented, including completed exploratory drilling in the Rupice area and the opening of two new boreholes in the Droškovac area. Furthermore, information was presented regarding community activities, including the implementation of health education on "Healthy Nutrition for Preschool Children." Other topics included the signing of scholarships for second and third-year students in the "Miner in Underground Exploitation" program at the "Nordbat-2" school, the realization of the "Open Days" initiative which included a lecture and workshop on "Traffic Safety," a visit by the Pensioners' Association to the VPP and a tour of the facilities, a health lecture on "Cervical Cancer Prevention," and STEM workshops for fifth-grade students of Vareš and Vareš Majdan Elementary Schools, where they learned about mining, programming, robotics, and chemistry. The Public Liaison Committee once again demonstrated that it is a fundamental factor in open and constructive communication, which not only strengthens cooperation but also contributes to significant changes in the local community.



# LIVING HISTORY PROJECT

## Sead Abdijeovski

**First and foremost, I would like to extend my greetings and express my gratitude for agreeing to speak for our newsletter, which is part of the "Living History Project." To begin, could you please tell us more about yourself?**

Sead Abdijeovski, recently celebrated my 70th birthday. I am married, a father of two children, and a proud grandfather of two grandchildren. I spent my working life at the Vareš Mine and Ironworks, and I currently serve as the president of the Retiree Association for the town of Vareš. I am extremely happy that you invited us, primarily to visit the Veovača Processing Plant, and also that you invited me to share my experience of working in the mine with you. I started working in the mine in 1972, after finishing high school, and spent thirty years in heavy-liquid separation, producing iron concentrate.

**Could you tell us what it felt like to start working in the mine at the age of eighteen?**

It was a time when young people would get employed immediately after finishing high school. My generation was fortunate to have excellent teachers who were masters of their craft, and students had the opportunity to work and hone their skills through practical training. Therefore, we were well-prepared for work. I began my career with tasks related to dusting and heating the separation process, and I was responsible for maintaining the dust collector system, known as roto clones, on a daily basis. In winter, I worked on heating the facilities.

**What were the main responsibilities of a shift supervisor in the separation process?**

It was a managerial position, and the responsibilities were in line with that role. I was involved in organizing work, monitoring the quality of the ore concentrate, managing human resources, and resolving ongoing production issues.

**What are the most important lessons you learned during your career?**

I would say that camaraderie, solidarity, and genuine care for others are the most important lessons. Additionally, I would mention the development of work habits; we were responsible for our work and the organization we worked for. I continue to apply all the aforementioned principles in my daily life, including during my involvement with the Retiree Association.



**Recently, you were part of a group of retirees from Vareš, former employees of Energoinvest and the Vareš Mine and Ironworks, who visited the newly built ore Processing Plant of Adriatic Metals BH.**

**What are your impressions?**

The president of the Retiree Association and I initiated this visit, and I would like to thank you once again for the opportunity to visit the Veovača Processing Plant. The impressions are excellent. What I saw at Veovača is promising; I believe that your company will help stop the emigration of young people from Vareš and ensure them a decent livelihood. Additionally, I notice that you are active in the local community, supporting associations and organizing health educations, which also contributes to community development.

**Could you describe your career progression from a novice to a shift supervisor in the separation process?**

Working in the mine was one of the most enjoyable periods of my life. I had a pleasant work environment; miners are known for their camaraderie, being generous, supportive, and having a good sense of humor. After maintaining the dust collector system, I moved to the position responsible for maintaining the sedimentation system. Subsequently, I transitioned to the control panel, where I assumed greater responsibilities. It was necessary to understand the entire production system, and there was no room for errors. After several years, I became a shift supervisor in the separation process and remained in that role until the mine closed.

**What are your thoughts on the technologies currently used in mining?**

The difference is incomparable. For instance, the control panel at Veovača is fully digitalized; it is fascinating that they can now see everything on a computer screen at any moment, including the quality of the ore concentration. We had to weigh everything manually, and irregularities were reported via telephone, among other methods.

**Is there anything you consider has changed significantly compared to the time when you were working?**

Technology has truly advanced, and many things are different. What impressed me the most is the digitalization of processes.

**What do you miss the most from your time spent working in the mine?**

The camaraderie and solidarity that I mentioned earlier.

**What advice would you give to young people considering a career in mining today?**

I would advise young people not to fear hard work, to be patient, diligent, and persistent. I am confident that such qualities will pay off. Of course, I hope they will stay in their country.

**Thank you for your time.**

Thank you.