



HEALTH EDUCATION REPRODUCTIVE AND SEXUAL HEALTH OF YOUTH

Within the 2024 Health Projects Annual Plan, Adriatic Metals BH facilitated a health education session titled Reproductive and Sexual Health of Youth.

The session was conducted at High School Nordbat-2 Vareš on December 5, 2024, where students from the third and fourth grades convened to participate in a lecture addressing this critically important and sensitive subject. The primary objective of this educational initiative was to impart essential knowledge regarding reproductive and sexual health to young individuals. The reproductive and sexual health topics, often considered taboo within communities, are crucial for the appropriate physical and emotional development of adolescents. The selection of third and fourth-grade students as the target demographic was intentional, given that this developmental stage is characterized by the exploration of such topics, the assumption of new responsibilities, and the making of significant life decisions. The lecture provided students with insights into the prevention of adverse outcomes, such as sexually transmitted infections and unintended pregnancies, and emphasized the importance of making informed and responsible health-related decisions. The lecture was conducted by Dr. Aida Plečić-Brkić, a specialist in gynecology and obstetrics, who is also a member of the local community. Dr. Plečić-Brkić, currently practicing at the Vareš Health Center, utilized her extensive experience and professional expertise to present the subject matter in a manner that was both comprehensible and tailored to the students' needs. Her involvement significantly bolstered the initiative, as her professional authority and empathetic approach facilitated effective communication with the young participants.

Within the the premises of the Public Institution Center for Culture and Education in Vareš, on December 5, 2024, the company Adriatic Metals BH, in collaboration with the Municipality of Vareš, organized a ceremony to commemorate Miners' Day.

This special event brought together numerous guests from public life, residents of the municipality, as well as the leadership of the company and the Municipality. The ceremony commenced at 7 PM, and the hall was filled to capacity, demonstrating the significance of this day for the community. Among the attendees were members of the Municipal Council, the Mayor of Vareš, Zdravko Marošević, and the Executive Director for Corporate Affairs of Adriatic Metals BH, Sanela Karić, who emphasized the importance of this day in their speeches. In his address, Mayor Zdravko Marošević highlighted that Miners' Day is special for all residents of Vareš, a municipality with a rich mining tradition. He noted that with the support of Adriatic Metals BH, the municipality is growing and developing, and the fact that many young people from the municipality work in the company brings additional security and satisfaction to families. Sanela Karić, the Executive Director for Corporate Affairs of Adriatic Metals BH, expressed her gratitude to the municipality and all residents for their support of the company's work. She also expressed pride that Adriatic Metals BH has the opportunity to contribute to the local community and wished much success in future projects. The ceremony was enriched by performances from students of the Vareš Elementary School and the "My First Note" association from Vareš, who presented several recitations and musical pieces. Their performances added a festive and emotional note to the event, and the audience rewarded them with warm applause. A short documentary film, "The Second Strike," by Vlado Balvanović, filmed in 1954, was also shown, depicting the construction of access roads, cable cars, and loading stations for the needs of the Vareš Mine and Ironworks. The large attendance demonstrated a collective desire to preserve the mining tradition and celebrate the success of the local community.



The celebration of Miners' Day once again showcased the connection between Adriatic Metals BH and the local population and their shared vision of prosperity.

ADRIATIC METALS BH CONTINUES WITH THE SUPPORT TO SOCCER CLUB VAREŠ

We are delighted to announce that Adriatic Metals BH will continue to support the local soccer club Vareš following a meeting between our Director for Corporate Affairs, Sanela Karić and the club's management.

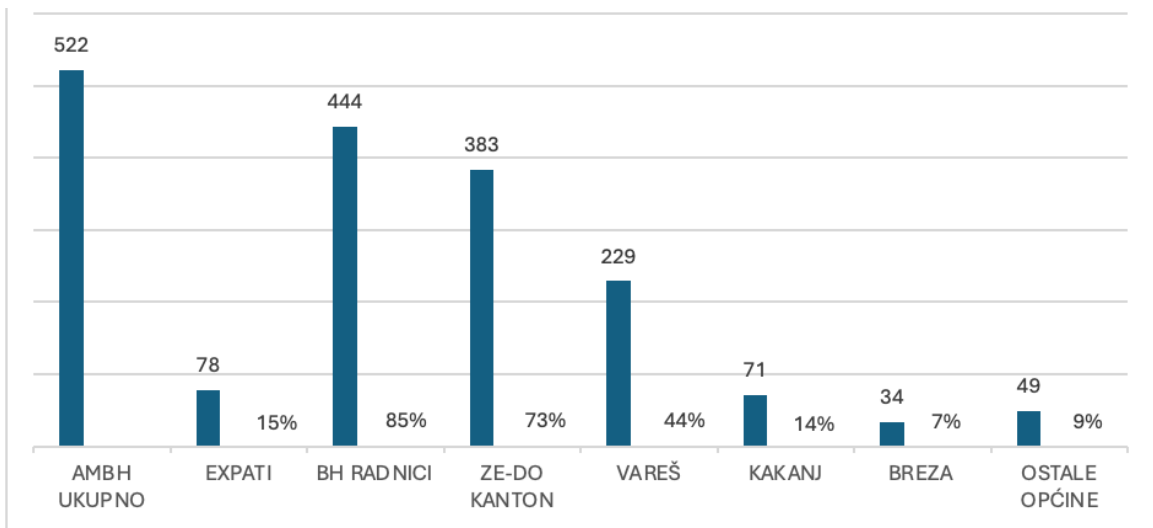


During the meeting the club's management shared their impressive achievements from the previous season, which included a remarkable promotion to a higher league. They also outlined their exciting plans for the future, showcasing a vision of growth and success that aligns with our company's values. Our Director of Corporate Affairs extended heartfelt congratulations to the team for their outstanding performance and expressed our company's pride in being part of this beautiful story.

She emphasized that our continued support is not just commitment to the club, but also to the community and the spirit of the teamwork and excellence that the club embodies.

HUMAN RESOURCES STATS

We are pleased to present our regular segment, Human Resources Department Statistics, aimed at ensuring transparency and keeping our employees and the community well-informed. As of December 31, 2024, Adriatic Metals BH employs 522 dedicated individuals, 229 of whom are from Vareš. Our workforce comprises 391 men and 131 women. We are particularly proud that women make up 25% of our total employees. These figures not only confirm our commitment to supporting and developing the local community but also our dedication to equality and inclusiveness in the workplace.



"ADRIATIC METALS BH SUPPORTS EXCELLENCE" SCHOLARSHIP PROGRAM

"Adriatic Metals BH Supports Excellence" was the title of a project through which the company awarded scholarships to students from the Faculty of Mining and Geology in Tuzla and the Faculty of Mining in Prijedor. The company's Executive Director of Corporate Affairs, Sanela Karić, hosted the scholarship-winning students in the premises of the Information Center, where a formal contract signing ceremony for scholarships was organized. Among the scholarship recipients were six students from the Faculty of Mining and Geology in Tuzla and four from the Faculty of Mining in Prijedor. The program supported students enrolled in academic disciplines closely linked to the mining industry. In selecting the scholarship recipients, academic performance was a primary consideration, but other aspects of academic and social engagement were also taken into account, such as volunteer work, achievements in sports, competitions, and other activities that demonstrate responsibility, reliability, and active participation in the local community. The event was more than a formal gathering; it was an occasion filled with laughter, discussions about dreams and aspirations, and group photographs that will remain cherished memories of this special day. The students expressed their gratitude to Director Karić and Adriatic Metals BH for their support. Through this event, Adriatic Metals BH confirms its commitment to social responsibility, showing that caring for the future is not just a promise but a tangible action.



LIVING HISTORY PROJECT

Ibrahim Sirotanović

First of all, I would like to greet you and thank you for agreeing to speak for our newsletter, which is part of the "Living History Project." To begin, please tell us more about yourself.

I am Ibrahim Sirotanović, born 1955 in village Orahovo, near Breza. Unfortunately, I lost my father in a mining accident when I was 14 years old, and in a way, that event determined my path. After finishing elementary school, as the child of a deceased miner, I had the opportunity to enroll in any high school of my choosing, thanks to the establishment of the March 14th Fund, which provided support to the families of all the miners who have lost their lives in the accident. However, I chose the Mining School in Tuzla and continued the family tradition. Following graduating high school, I briefly worked at the Breza Coal Mine, and after a few months, I got a job as a Mining Operations Technician at the Vareš Mine and Ironworks. I also worked as a Ventilation Supervisor, Shift Supervisor, and later as the Chief Production Supervisor in the mine.

What did a typical workday in the mine look like when you were working?

My responsibilities were focused on monitoring the work of shift supervisors, analyzing their reports, creating production plans, and resolving any stoppages and problems in production.

What skills were necessary to successfully perform your job?

Basic knowledge of mining processes and procedures in the mine was essential, followed by social skills, the ability to communicate, coordinate, and motivate employees effectively.

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

Of course, the noise level in the production plant is incomparable to the noise level I worked in. Technology has advanced so much that the processes are now significantly quieter, which positively affects the well-being of workers in the production plant.

How did the technologies you used in your job change during your career?

In the Droškovac pit, the so-called Swedish method of excavation was applied. The mine was designed in such a way that we did not have many opportunities to introduce modern technologies. However, when I first started working, we used air-powered loaders for excavation, which were later replaced by diesel loaders. These significantly eased the work process, were safer to manage, and allowed us to progress faster. The only thing we had to do in every shift was measure the concentration of CO (carbon monoxide) in the exhaust gases.



Recently, you were part of a group of retired miners, former Energoinvest employees, who visited the newly built Ore Processing Plant of the Adriatic Metals BH company.

What are your impressions?

As the president of the Pensioners' Association, together with a colleague Sead Abdijeovski, I initiated and sent a request to your company to allow former miners to visit your production plant. I am truly incredibly happy that I had the opportunity to visit the VPP with my former colleagues. We were welcomed by the company's managers, who presented their work. I am impressed by the expertise of these young people, as well as the new methodologies in their work, especially when it comes to the protection of people, employees, and the environment.

Although you are retired, you remain an active member of the community as the president of the Vareš Pensioners' Association. What activities and projects does the Association undertake?

I have been an active member of the Association for about ten years, and now I am the president. Our primary activity is to provide assistance and support to our members. According to our capabilities, we also provide financial aid to those members in need.

How do your members engage in the community?

They are active in solving the problems of our members. We have our representatives at the cantonal and federal levels, and we jointly organize visits to cultural and historical monuments, excursions, and trips to the seaside.

What would you like to achieve as the president of the Association?

I would say that this goal has been partially achieved. Two years ago, with the support of the Municipal Council, I managed to include our Association as a special item in the Municipal budget. I hope that the amount we receive will increase in the future.

What message would you like to convey to young people who are just starting their careers?

During my visit to your production plant, I met many young people working for you, which means that the youth of Vareš now have more opportunities and do not have to leave the country. I would advise young people to invest in their education and build their future here.

Thank you for your time.

Thank you for the invitation and the hospitality, both here and in Tisovci. Stay the course, and I wish you many more years of successful work.