

DIGEST

EDITION #31

JUNE 2025

Page 03

Students of MSS Nordbat2 Vareš celebrated Earth Day

On the occasion of Earth Day, April 22, 2025, the third and fourth-grade students of MSS Nordbat2 Vareš, along with their teachers, had the opportunity to spend the day in nature and connect their theoretical knowledge with practical experiences in a fun way, creating an environment for a deeper understanding of the importance of environmental protection.

Page 04

Adriatic Metals BH Hosts Vareš Municipal Council Members

Transparency and Cooperation in Focus

Page 05

Open Doors

Strong Interest from Candidates Across the Region



WORLD HEALTH DAY

PREVENTIVE HEALTH TESTS

On the occasion of World Health Day, April 7th and 8th, 2025, Adriatic Metals BH, in collaboration with the Vareš Health Center, organized the event "Health Within Reach" for all interested residents of the local communities of Borovica, Pržići, and Daštansko. The aim of this initiative was to raise awareness about the importance of preventive healthcare and to provide access to medical services.



Blood pressure measurement

Residents of the mentioned local communities had the opportunity to undergo a free medical examination, which included blood pressure measurement, blood glucose level testing, and an electrocardiogram (ECG). Specialist teams from the Vareš Health Center diligently worked on informing and advising all those who responded to the invitation, emphasizing the significance of early diagnosis and healthy lifestyle choices.

Additionally, Adriatic Metals BH provided appropriate gift packages for all participants, which, along with symbolic corporate gifts, included products from local organic production, symbolizing joint care for health and support for local producers. Through this initiative, Adriatic Metals BH demonstrated the strength of collective action and true partnerships in improving the quality of life for local community residents.



Blood glucose level testing

STUDENTS OF MSŠ NORDBAT2 VAREŠ CELEBRATED EARTH DAY

On the occasion of Earth Day, April 22, 2025, the third and fourth-grade students of MSŠ Nordbat2 Vareš, along with their teachers, had the opportunity to spend the day in nature and connect their theoretical knowledge with practical experiences in a fun way, creating an environment for a deeper understanding of the importance of environmental protection.

The workshop "Nature's Footprints – Treasure Hunt" was led by representatives of Adriatic Metals BH. Each activity had an educational character or was related to the theme of Earth Day, such as recycling, climate change, scientific experiments, and the conservation of natural resources. The winning team secured a valuable prize for the Norbat 2 school, provided by Adriatic Metals BH in collaboration with partners, Doper Tech and Mega Techno.



With this generous donation, Adriatic Metals BH continues to demonstrate its commitment to the community by supporting students in their education and development, providing them with much needed resources.

ADRIATIC METALS BH HOSTS VAREŠ MUNICIPAL COUNCIL MEMBERS

Vareš, April 8, 2025 – Adriatic Metals BH, welcomed members of the Vareš Municipal Council as part of an organized visit aimed at strengthening transparency, open dialogue, and cooperation between the local government and the company.

The event was coordinated by Adriatic Metals BH's Community Relations Team, and the council delegation was received by Sanela Karić, Executive Director for Corporate Affairs, and Paul Smallbone, Chief Operating Officer, who expressed their gratitude for the visit, outlined the goals of the tour, and emphasized the importance of mutual trust and open communication.

The visit began with a mandatory safety induction, highlighting the company's commitment to the highest standards of health and safety. Following this, the council members toured the ore processing plant.



Transparency and Cooperation in Focus

As part of the visit, the group also toured the tailings facility site at Veovača, which is located on the grounds of the former open-pit mine. The Council was presented with the construction methodology of the tailings dam and shared information about future development plans for the location.

The final segment of the visit took place at the company's administrative offices, where representatives from the Human Resources department gave a presentation on current employment statistics. The council was presented with key data, including the total number of employees, the proportion of local workforce, and plans for future hiring.

With this visit, Adriatic Metals BH once again demonstrated its commitment to openness, professionalism, and genuine partnership with the local community and its institutions.



Tailings facility site at Veovača



Vares Processing Plant

OPEN DOORS FOR EMPLOYMENT AT ADRIATIC METALS BH

Vareš, April 4th, 2025 – Adriatic Metals BH hosted an Open Day on Friday for individuals interested in employment opportunities within the company. The event took place at the company's Information Center in Vareš, aiming to familiarize potential candidates with current job openings and provide them with an opportunity for introductory interviews.

Representatives from the Human Resources and Recruitment Department, along with colleagues from technical departments, delivered a presentation outlining available job positions, working conditions, and career development prospects within the company.

A vast number of candidates attended the event, highlighting the significant interest in employment at Adriatic Metals BH.

The Open Day once again demonstrated Adriatic Metals BH's commitment to a transparent and responsible recruitment process, as well as its ongoing investment in people as a key resource for sustainable and successful operations.

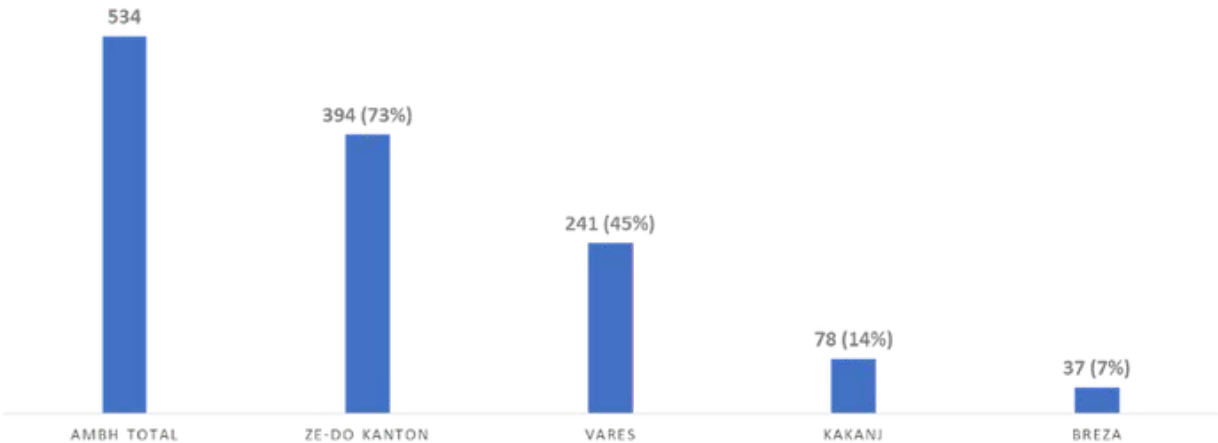


Strong Interest from Candidates Across the Region

HUMAN RESOURCES STATISTICS

At Adriatic Metals BH, our focus remains on a strong partnership with the local community. According to statistics, as of April 30, 2025, the total number of employees in AMBH is 534, of which 241 (45%) are employees from the area of the municipality of Vareš

Our teams are open to new members. In our Info Center you can receive and find out more employment oportunities, view the open positions and requirements on them and apply, if you meet the above conditions.



LIVING HISTORY PROJECT

Miloš Sadžak

Student of the Faculty of Mining Prijedor

To begin with, can you tell us a little more about yourself? How did you decide to study geology?

My name is Miloš Sadžak, I was born on January 31, 2002 in Prijedor. I am currently a fourth-year student at the Faculty of Mining in Prijedor, University of Banja Luka, majoring in "Geological Engineering". I have always been interested in natural sciences and technical fields, and geology seemed to me to be a combination of challenges, concrete results and a significant impact on the economy. Also, the opportunities offered by this profession were one of the factors that made me decide to enroll in the mining faculty.

What interests you most in the field of geology? Do you have a specific specialization or field that you would like to pursue?

In the field of geology, I am most interested in geotechnics because of how knowledge from geology can be applied in civil engineering, especially in the analysis of terrain stability, foundation construction and landslide protection. I'm really interested in the fact that each location is different and requires a specific approach. In the future, I would like to focus on this area, because I believe that it is of great importance in modern society, both for the safety of people and for sustainable development.

How did you find out about Adriatic Metals BH? Has anyone recommended it to you, or have you done it yourself?

I learned a lot of information about Adriatic Metals BH at my faculty, through promotional material and through lectures held by the company's employees at our faculty.

What is your first impression of Adriatic Metals BH and its way of doing business?

Adriatic Metals BH leaves a very positive impression on me — as a modern, responsible and promising company. I especially appreciate their transparency and investment in young staff.

How do you view the scholarship program that the company runs? What does it mean to you as a student?

The scholarship means a lot to me because it allows me to focus on my studies and motivates me to give my best. I appreciate that the company invests in students and provides them with the opportunity to develop.



How much does the support of Adriatic Metals BH mean to you in your education and professional development?

The support of Adriatic Metals BH means a lot to me because it gives me security during my studies and additional motivation for improvement. I feel that I am not alone in this process and that someone believes in my potential.

Have you had the opportunity to visit Vareš or participate in an activity organized by Adriatic Metals BH? If so, what are your impressions?

I had the opportunity to visit Vareš when I was signing the scholarship contract. The service was excellent, everything was professionally organized. Unfortunately, I have not had the opportunity to participate in some of the activities organized by the company so far, but I hope to be a part of these activities in the future.

Which values or good practices of Adriatic Metals BH would you particularly highlight as positive?

I would especially like to emphasize investing in the local community, supporting young people through scholarships and a professional approach to work.

How would you like to work with the company in the future — as an intern, employee, researcher...?

Because of all that I have said above, I would like to work with the company through an internship and later as an employee. I'm also interested in the possibility of research work, especially if there is space to connect the faculty with real projects.

How do you see yourself in five years? What are your professional plans after graduating from college?

In five years, I see myself as an expert engineer who works on practical projects and contributes to the development of sustainable solutions. I'm looking forward to constantly improving and gaining experience.

How do you assess modern approaches in mining, especially when it comes to safety, environmental protection and digitalization of processes? Do you think the U.S. government is moving in that direction?

Modern approaches in mining, such as safety, environmental protection and digitalization, are crucial for the sustainable development of the industry. I believe that more and more domestic companies, including Adriatic Metals BH, recognize the importance of these aspects and are working on them much more than before, which is very positive.

What is your opinion on the role of mining companies in the development of local communities? Can you give an example of good practice?

Mining companies play a very important role in the development of local communities through employment, educational programs and infrastructure investments. As a good example, I would mention companies such as Arcelor Mittal, Adriatic Metals BH, Lycos Balkan Metals, which actively support local projects, which contributes to the long-term development of the region.



Finally, do you have any message or advice for future mining students?

I would like to tell future students of mining and geology to be persistent, curious and open to learning, because this is a profession that requires constant improvement and practical work. It is important to connect theory with practice and not be afraid of challenges because the mining industry has great potential for development and innovation.