



Adriatic Metals
Eastern Mining

TWELFTH EDITION
MARCH, 2022.

CONTINUATION OF THE IMPLEMENTATION OF THE HYDROGEOLOGICAL PROJECT

Bosnia in mid-March 2022, Eastern Mining started the second phase of the project of additional hydrogeological research, which will last a month. In the previous issue, we introduced you to this type of research related to the introduction of a tracer or sodium fluorescein solution into a well, or this time into an excavation. Excavation involves a hole of certain dimensions in which the solution is poured. We take water samples at precisely determined locations, and after that we analyse them in the internal laboratory in Tisovci. The result of the research determines the impact of future mining on the surrounding areas of the Rupica site. In this way, we show a responsible approach to the local community and beyond, and we strive to conduct all research at high levels such as this one. This type of research is usually conducted around the world, and the solution that is poured is not harmful to flora, fauna or humans. After a month it will completely disappear from the environment. After these activities, we start preparing a report, the results of which will be available from Eastern Mining.



EIGHTH SESSION OF THE PUBLIC LIAISON COMMITTEE HELD

The eighth session of the Eastern Mining Public Liaison Committee (PLC) was held in the Vareš Municipality Hall on February 24, 2022. The agenda of the session began with the consideration of the minutes and conclusions from the previous meeting. Then the representatives of Eastern Mining presented the activities that had taken place in the previous period with a brief overview of the planned activities.



In addition to the established items on the agenda, the focus of the eighth session of the PLC was on the presentation of current and planned construction works at the Rupice site and the employment strategy at Eastern Mining. What is important to mention is the fact that the company currently employs 45 employees from the municipality of Vareš, which is 60% of the total number of employees.

Human Resources Manager, Hanadi Željo, emphasized that the employment of the local population will continue to be a priority and staff that cannot be found in our municipality will be sought in neighboring municipalities, especially in the municipalities of Kakanj and Breza. Representatives from Kakanj and Breza attend the the Public Liaison Committee, and this will invite further positive cooperation with the mentioned municipalities. As before, the eighth session was conducted in active interaction of PLC members with representatives of Eastern Mining.

EASTERN MINING EMPLOYMENT STRATEGY

Eastern Mining is recording a steady growth of new employees at the Company. As of December 2021, the company employed 76 people, and in March 2022 the total number of employees was 91. It is important to emphasize that currently the company employs 60% of the local population, which is a priority according to the employment strategy. What we are especially proud of is the fact that the company employs 24 women (about 25% of the total number of employees) and at this stage, we are approaching our goal of 30% of women employed at Eastern Mining. It is commendable that women are employed in all sectors of the company, both in the administrative, environmental and social, geology, health and safety as well as in the mine construction and engineering departments. We are proud that Eastern Mining is an example to other companies and institutions and that we break down prejudices about the employment of women in the mining industry. The company continues the trend of employing new staff as activities increase with the priority of hiring local people in the future. We are also pleased that by increasing the number of workers, local crafts will be developed and the economy of the municipality of Vareš will be strengthened.



Conference on the Future of Sustainable Business in the Western Balkans – ESG

The conference "Environmental, Social and Corporate Governance (ESG) Standards and the Western Balkans - Towards Sustainable Business" was held on January 26, 2022, in Sarajevo. We are proud that Vildana Mahmutović, our Head of Sustainability of Eastern Mining, attended the conference and presented the company's business in the best light with special reference to the environmental and social aspects. Thanks to her many years of experience in working on environmental and social projects of foreign donors in BiH, but also cooperation with local consulting companies in the preparation of environmental and social impact assessment, Vildana Mahmutović pointed out that the Vareš Project of Eastern Mining is proof that an ESG strategy is applicable in the mining sector and business.

In her address at the conference, she stressed that the Project itself was challenging from the beginning due to the lack of historical statistics on the impact of mining on the environment. Previous mining operations in the municipality of Vareš date back to the 14th century. Eastern Mining, in cooperation with local consultants, laboratories and institutions, has greatly improved the situation with input data important for the environment and for future work. Regarding the social aspect, Vildana Mahmutović pointed out that detailed population surveys were conducted in this field, demographic data was collected and excellent cooperation was established with the local community and all stakeholders. She stressed that the company's main goal is to respect environmental standards and laws in order to preserve the environment of the local population and to develop and strengthen the local community in parallel with the Vareš Project.

