

NEWSLETTER

December 2024



FONDACIJA
HASTOR

Maja Dukić

Leadership Applied: Panel Discussion at Hastor Foundation

The Hastor Foundation organized a panel discussion "Leadership Applied" that had gathered leading people of the ASA Group and Hastor Foundation scholarship recipients.

In the wonderful ambiance of the ASA Institute, Eldin Hadžiselimović, the CEO of the ASA Group, Samir Mustafić, the chairman of the Management Board of ASA Bank, and Rasim Jusufović, the chairman of the Management Board of ASA Hospital, shared with us their business and personal success stories, advice on leadership and values that can never be ignored.

At the opening of the panel discussion, Lejla Đonlagić, the director of the Hastor Foundation, greeted everyone while the panel was moderated by our alumni Dženana Zulum.

The panel discussion provided the scholarship recipients with the opportunity to ask questions to the Bosnia and Herzegovina leading companies' CEOs and receive advice and examples that will stick with them years later.

When we talk about progress in organizations, Prof. Dr. Rasim Jusufović, the chairman of the Management Board of ASA Hospital, explained progress from the viewpoint of employer:

To progress in an organization, results have to back you up. In all big companies, when you come for an interview, currently there are two things that are sought: potential and willingness to adapt. They are the people who seek potential and evaluate whether you are, if the road is bumpy and requires adaptation, ready to manage the situation and get the job finished successfully.



Mr. Mustafić, the chairman of the Management Board of ASA Bank, motivated the future leaders with these words:

One should always give their best. We shouldn't place low standards on ourselves either, because that's often our problem. We have to trust ourselves far more, and not think how someone else will bring it to us and how others can do everything better, differently and more successfully than us.

The values of the ASA Group live despite the challenges of modern society. Entrepreneurship culture is in the center of any activity, and all of this our esteemed panelists pass onto Hastor Foundation scholarship recipients.



Mr. Hadžiselimović concluded that leadership is a matter of trust and continued work on one's self, which he recommended to future leaders of Bosnia and Herzegovina. However, alongside knowledge, manners and resourcefulness, we must not forget positive human values:

We have to show respect to everyone around us. All the people that you meet on your way up, are the people you will meet on your way down. Life is like that, and all of us will at one point go down, that's without a doubt. That's why to me the most important thing is to see you grow into good people.

This was another extremely beneficial, interesting event filled with positive energy.

Prepared by: Lamija Sejdić
Translated by: Sara Kuduzović



The Hastor Foundation Enters 2025 Enriched by 130 New Scholarship Recipients: Scholarships Secured for Students from Flood-Affected Areas



After the Hastor Foundation made all its resources available to the population in areas affected by the floods in October this year, we have also finalized the process of awarding scholarships to students from these areas in the 2024/2025 school year.

Namely, 130 elementary and high school students from the municipalities of Konjic, Jablanica, Mostar, Kiseljak, Fojnica and Kreševo, which were affected by a heavy natural disaster, officially became part of the Hastor Foundation by signing their scholarship contracts.

Guided by the motto that education is the choice of winners, the Hastor Foundation has been addressing the challenges of education and youth development in Bosnia and Herzegovina for over 18 years, investing in the development of education and providing continuous support to elementary school, high school and university students through its scholarship and mentorship program, which will now include 130 new scholarship recipients.

They will, just like all of their counterparts, have countless benefits that the Hastor Foundation has been continuously offering its scholarship recipients, some of which are the opportunities

that enhance knowledge, help skills to develop and create strong networking.

The Hastor Foundation is proud to have maintained a strong collaboration with all levels of government for many years and has, with the help of representatives of the municipal and cantonal authorities of the Herzegovina-Neretva Canton and Central Bosnia Canton, received all the necessary information that enabled it to quickly and efficiently complete the scholarship regulation process.

This is just one of the shining examples through which the Hastor Foundation demonstrates its heartfelt support for the citizens of Bosnia and Herzegovina and its unwavering focus on the development of Bosnian society:

The Hastor Foundation will remain a loyal friend to all citizens of Bosnia and Herzegovina, regardless of circumstances, doing its utmost to make our community better and more pleasant for all of us. Together, we can overcome any challenge!

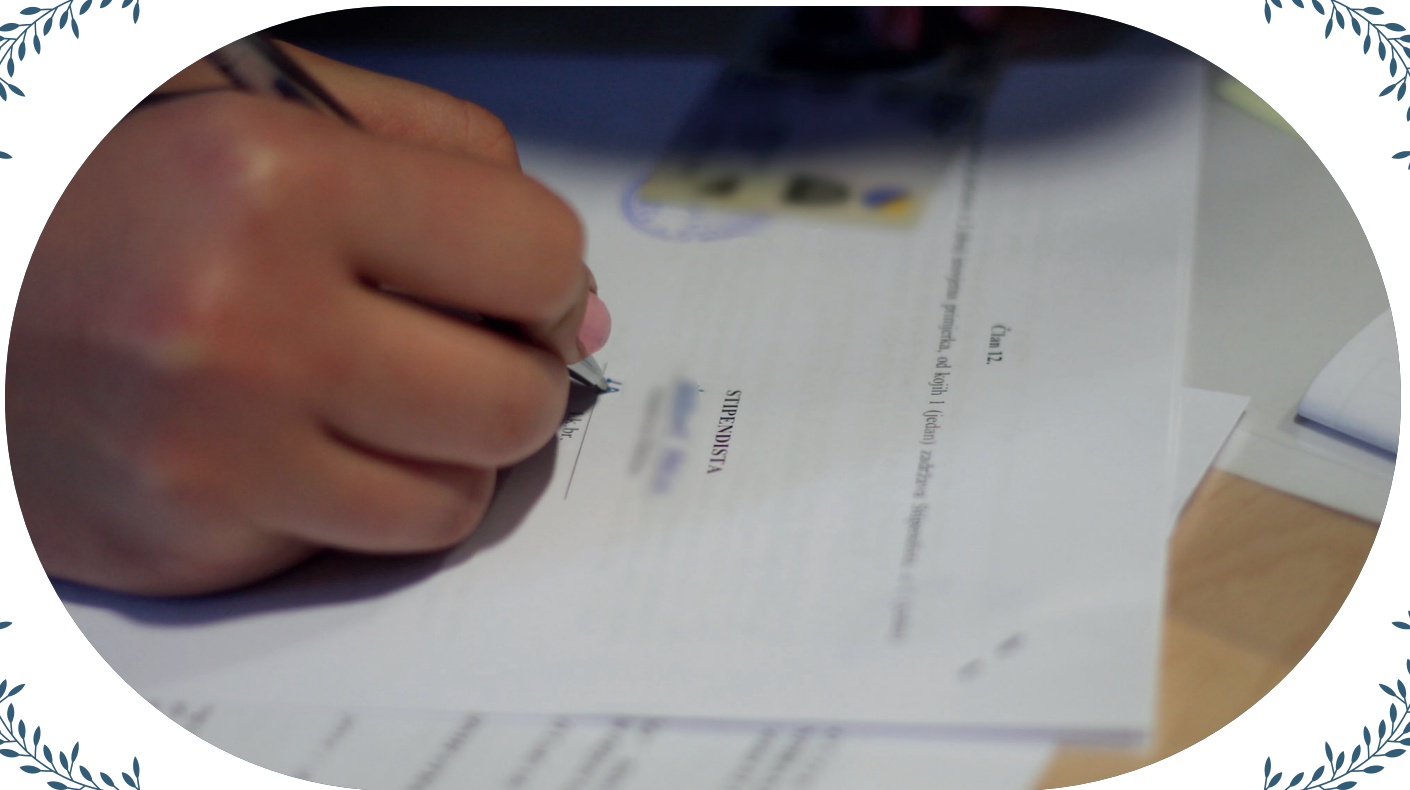
We extend a warm welcome to the new scholarship recipients of the Hastor Foundation.



New Chapters, New Opportunities: Scholarship Contracts Signed with New Scholarship Recipients for the 2024/2025 Academic Year

After successfully completing the Scholarship Competition for university students in October for the 2024/2025 academic year, we held a signing ceremony last week to officially welcome new scholarship recipients to the Hastor Foundation.

In previous years, the scholarship competition criteria focused on students with exceptionally high academic achievements. While we still value excellence in education, this year we expanded the opportunity to students from all academic profiles, regardless of their grade point average.



The new Hastor Foundation scholarship recipients can now look forward to further developing their academic and professional skills with the Foundation's support. Signing the scholarship contracts marks the first step in a shared journey, where we will work together with dedication and enthusiasm to lay the foundation for successful careers and social responsibility.

We continue to support young people who show a desire for learning, growth, and contributing to their communities. Our scholarship competition is just one step toward achieving that goal.

We warmly welcome the new scholarship recipients of the Hastor Foundation into our large family.

Joint Step Towards a Better Future: Planika Flex Rewarded the Most Successful Scholarship Recipients of the Hastor Foundation



A socially responsible company Planika Flex recognized the work and mission of the Hastor Foundation and decided to support us on our path of empowering children and young individuals.

Hastor Foundation scholarship recipients are hard-working and talented young individuals who make a significant contribution to the growth of Bosnian society with their knowledge and altruism. Their potential and wish for success are recognized by philanthropy-oriented companies in Bosnia and Herzegovina who offer their support and make unique contributions to the mission of the Hastor Foundation. One such company is Planika Flex who has been for almost an entire century active in the Balkan region and whose successful business has become synonymous with quality and comfort.

We are especially pleased that female scholarship recipients of the Hastor Foundation will enjoy that exact quality and comfort because Planika has gifted us 55 beautiful pairs of Bagatt sneakers that will be awarded to the most successful and most hard-working scholarship recipients.

Such gestures from friends and donors of the Hastor Foundation are not just gifts, but motivation and strong support for young individuals who are persistently working on creating a better future and, despite all the challenges of modern society, carry true values within themselves. We thank Planika who recognize exactly that and offers us a joint support.

Hastor Foundation Alumni Delighted with Gift Packages the Beneficiaries of the Bjelave Children's Home, the Sarajevo Safe House, the Association of Families with Four and More Children "Budućnost 4", Doboј, and the Mostar Children's Home

The Alumni Club of the Hastor Foundation organized a campaign to prepare New Year's gift packages for the children of the Bjelave Home and the Safe House. Our Alumni Club is a strong network of friendship and support. The club members are successful business people who unite their efforts, live by the values of the Hastor Foundation and follow its mission.

The Alumni Club of the Hastor Foundation consists of several teams who are focused on activities significant not only for the work of the Hastor Foundation, but also the entire Bosnian society. One such team is the Team for Humanitarian and Environmental Actions; whose focus is on implementing activities that will help the community and its development either in the short or long term.

Due to the upcoming holidays this team had contacted the Bjelave Home and the Safe House in order to get specific information about needs of their beneficiaries. Afterwards, the entire Alumni Club of the Hastor Foundation united and prepared gift packages for the children, containing both necessary items and those that will bring joy to the little ones.

In this way we helped in fulfilling the needs of the children and made them smile.

Holidays are only a small reminder of how important and needed we are to one another, while our driving force has once again shown that, above all, good people are those who nurture true life values.



Deloitte Hosted A Workshop for Hastor Foundation Scholarship Recipients

To close out the year 2024, we organized another fantastic workshop and lecture for the scholarship recipients of the Hastor Foundation. In collaboration with Deloitte, a workshop was held on the topic *Strong Personal Branding for Young Professionals: LinkedIn, CV, and Job Interview*.

Today's job market is highly competitive, and a well-crafted CV, along with a successful job interview, are decisive factors in securing professional opportunities. Aware of the importance of this topic and the need for continuous work on it, we gathered interested high school and university students who had the opportunity to hear practical advice on building a personal brand. This included creating a quality CV, developing LinkedIn content, and preparing for job interviews, helping them stand out among other candidates. The workshop was led by Una Karabeg, a senior marketing specialist at Deloitte Bosnia and Herzegovina and an alumna of the Hastor Foundation, who shared her insights on the subject.

Investing effort in the continuous development of skills and improving the way we present ourselves to employers and society is not just beneficial but essential for a successful career path and building a personal brand.

We extend our gratitude to Deloitte and our alumna for the excellent discussion and educational session.





Mirza Rujanac



In this month's *Scholarship Recipient of the Month* section, we introduce to you Mirza Rujanac, a young and talented IT enthusiast who currently volunteers in the IT Team of the Hastor Foundation, where he diligently, responsibly and professionally approaches improving the work of the Hastor Foundation, which is why he earned the title of Scholarship Recipient of the Month.

Mirza comes from Donji Vakuf, where he finished elementary school and high school. As he points out, from the very beginning he wanted to enroll in the IT major, but that major did not exist in the high school he attended, so when the time came to choose a faculty, he decided to enroll in the Faculty of Information Technologies in Mostar. As a child, he was particularly interested and enthusiastic about computers and their possibilities, and as he grew up, his desire for that job grew. As he points out, he found fun and happiness in computers, so he also wanted to "earn money by spending time at the computer."

Mirza is currently doing an internship in Germany. He revealed to us what kind of internship it is and what his main business tasks are:



I am currently doing an internship as a software developer at SAP, the largest software company in Europe. My tasks are implementing, testing and maintaining functions on an existing SAP product, the so-called SAP Analytics Cloud (SAC). My experience in Germany is truly fantastic, the atmosphere in the team is very supportive, which allows me to constantly improve.



Success, of course, does not come overnight. Mirza tells us that a kind of "secret to success" is to face fear. Maybe one of us is more talented, however, with discipline we can achieve what we set our minds to. Success is not the result of what we do occasionally, but what we do consistently every day.



My advice to young people in Bosnia and Herzegovina is to put in effort, work non-stop and to remain perseverant in their journey. IT is changing minute by minute, new technologies are coming, it is necessary to continuously research and monitor market trends. Also, we have to get out of our comfort zone, make difficult decisions, and face fear, because such people really stand out. Of course, I was also completely insecure about my abilities before arriving, however, I faced them. In the end, I realized that it was nothing terrible, but that fear and barrier were in my head.

Mirza is a young and ambitious IT enthusiast who, through volunteer work and internship, gets invaluable experience which will shape his career. His work in the international setting and his desire to learn new things shows how much he is dedicated towards his profession. We are sure his future in the IT industry will be high-quality and successful.



Asmir Omerdić



This month we introduce to you Asmir Omerdić, a young and ambitious student who comes from Bihać. Asmir is currently a third-year student at the Department of Finance, the International Burch University. In his career so far, he has gone through various roles, from tutoring English and being a basketball coach to running his own business. He is currently in his final year of studies and doing an internship in KPMG.

Asmir has always been inclined towards entrepreneurship, and regardless of his initial education in medical school, his natural inclination towards entrepreneurial thinking took him in a completely different direction. The turning point towards opening his own business happened in high school, when he started a business selling perfumes. After making his first profit, he realized that there was a huge potential in this business and decided to expand it. He launched his own sales page and focused on key locations in Bihać, and even then he knew that entrepreneurship was exactly what he wanted to be recognized for.

Although Asmir developed a liking for business challenges at an early age, he deeply believes in the value of volunteer work and community. Inspired by the saying he adopted as the Foundations' scholarship recipient "The light of kindness never goes out if we share our flame with others" Asmir believes that volunteer work is not only an opportunity to help others, but

also a way for self-development. For years, he was active in more than 11 non-governmental organizations, and these volunteer activities were significant in shaping his personal and professional skills. He always directed his volunteer work towards improving the community and raising awareness among young people. Asmir points out that volunteer work is an incredible opportunity to develop "soft skills," such as teamwork, communication and emotional intelligence, while public speaking is the most important skill for business success.

Our ability to communicate clearly and persuasively directly affects how others perceive us and how we build interpersonal relationships. The most important thing is to find a public speaking style, and it is best to start the speech using humor, which helps create a more relaxed atmosphere, concludes Asmir.

When asked where he sees himself in the next ten years, Asmir answers that he sees himself as an accomplished consultant, at work where they will use acquired knowledge and skills to solve business challenges. He believes that a great future can happen in Bosnia and Herzegovina without going "over the line." Asmir truly loves his homeland, and he is sure that nowhere is like at home. He shares with our scholarship recipients and all young people the following:

Take advantage of every opportunity for development, whether through education, volunteer work or entrepreneurial initiatives. It is important to recognize specific chances which exist for young entrepreneurs, but you shouldn't wait for an opportunity, but create it.



Nasir Kujraković

When you have a dream, you've got to grab it and never let go. – Carol Burnett

During our education years, while we build ourselves and our character, it is a great advantage to be part of the Hastor Foundation family; but just imagine a situation in the future when we can proudly boast about this fact—the fact that we have a strong Foundation behind us that taught us the right values and encouraged us to become better individuals. This time, in the Alumni of the Month section, we bring you the story of Nasir Kujraković.

Nasir is from Gradačac, and he stopped being a scholarship recipient of the Hastor Foundation back in 2013. He completed his elementary school education in his hometown, then enrolled in the Turkish-Bosnian Sarajevo College, followed by the Faculty of Electrical Engineering in Tuzla. After finishing his studies, he moved back to Sarajevo, where he got a job as a software engineer. Growing up in a large family was not easy, primarily because his parents were in a difficult financial situation.



The majority of his volunteer work was dedicated to working with elementary school students:

There were both beautiful and difficult moments in volunteer work. I learned how to organize the space and prepare for lessons. I tried to find a connection with the children, which was not always the easiest thing to do. I realized that being a teacher was a difficult job, and I understood that it wasn't something I could pursue in life. In this way, the Hastor Foundation and volunteer work indirectly influenced my future decisions regarding the choice of my profession.

Today, this 35-year-old man has over ten years of experience in software development. After two years of working in Sarajevo, he received a call from a friend in Germany who was looking for employees, so he moved to Germany, where he still lives and works on software development for tracking and controlling the pharmaceutical packaging process.

At the very end, Nasir decided to share an interesting fact with us. He grew up with three brothers, his parents were unemployed, yet each of the brothers managed to achieve their dreams and create a better future for themselves. All four brothers became engineers—three in electrical engineering and one in civil engineering.

Nasir's story spans from a small town in Bosnia and Herzegovina, through Sarajevo, Tuzla, and now to Germany. The Hastor Foundation was there for him when it was most needed, and he repaid this by becoming a successful man to whom no obstacle can stand in his way. From a business perspective, Nasir shared a short message with our scholarship recipients:

Prepared by: Aida Suljić
Translated by: Ivan Rajić

When choosing a profession, try to choose something you love, but also something that is in demand in the labor market.



Five Minutes

*I have five minutes for yesterday
And five minutes for tomorrow.
For now, I have entire hours,
For now, I have years.
For tomorrow, I have not a single morning,
Nor for yesterday a single evening.*

*I have a few moments to spare
For what has passed and no longer exists,
And a few moments to give to tomorrow,
So no one says I haven't thought about it.*

*Because in those few moments of my now,
I can create myself brighter mornings,
But I won't be able to if my today
Is reduced to yesterday, reduced to tomorrow.*

*I won't let anything else
Shine brighter than my dreams.
My smile is worth as much as a clear sky,
My eyes are a bright galaxy.*

*Should I let worries erase my colors?
Should I allow such things?
I won't let it be that way—
My memoirs are worth it.*

*To drink the seconds of my today,
And let someone pour yesterday into my drink—
I won't allow such madness,
The flavors of the distant past are bitter.*

*To drink the seconds of my today,
And let someone pour tomorrow into my drink—*

*I won't allow such things,
Curiosity ages you quickly.*

*And yet, I know well
That I drink from two bottles:
One that broke long ago,
And another that hasn't even been opened.*

Sanita Fuško

Translated by: Zerina Kosovac



How to become a donor?

If you would like to support the work of the Hastor Foundation, you can make a donation to one of the following bank accounts:

ASA Banka d.d. Sarajevo:

1346101000825159

Raiffeisen Bank BH d.d. Sarajevo:

1610000055230065

Unicredit Bank d.d. Sarajevo:

3389002201775656



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