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Deloitte Bosnia and Herzegovina leadership message¹

This report sets out the practices and processes that are currently employed by Deloitte Bosnia and Herzegovina, in accordance with the requirements of the Law on Accounting and Auditing in the Federation of Bosnia and Herzegovina (Official Gazette of FBiH no. 15/21) and Law on Accounting and Auditing in the Republika Srpska (Official Gazette of RS no. 94/15 and 78/20). Deloitte Bosnia and Herzegovina contains "Deloitte" Društvo sa ograničenom odgovornošću za reviziju, računovodstvo i finansijski konsalting d.o.o. Sarajevo, it's branch in Republika Srpska "Deloitte" Društvo sa ograničenom odgovornošću za reviziju, računovodstvo i finansijski konsalting d.o.o. Sarajevo - Podružnica Banja Luka. All information presented in this report relates to the situation of Deloitte Bosnia and Herzegovina as of December 31, 2021, unless otherwise indicated.

It is my pleasure to present the Transparency Report of "Deloitte" Društvo sa ograničenom odgovornošću za reviziju, računovodstvo i finansijski konsalting d.o.o. Sarajevo, and it's branch in Republika Srpska "Deloitte" Društvo sa ograničenom odgovornošću za reviziju, računovodstvo i finansijski konsalting d.o.o. Sarajevo - Podružnica Banja Luka, (hereinafter: "Deloitte Bosnia and Herzegovina"). It contains organization description and ownership structure, description of our network structure and governance, governance of Deloitte in Bosnia and Herzegovina, internal and external control systems and processes with information about last control, list of public interest entities audited by Deloitte Bosnia and Herzegovina during the previous financial year, information on independence procedures, information about continues professional development, company's financial information and data about auditors' salaries.

The top priority goal of Deloitte Bosnia and Herzegovina is to be recognized as the champion of the highest corporate values and standards in the areas of service quality, commitment to clients, creation of innovative solutions and, most importantly, corporate community involvement. Deloitte Bosnia and Herzegovina achieves its vision with a most intense appreciation of the broader stakeholder community.

Our commitment to the highest audit quality is based on our shared values, which are deeply rooted in our culture and provide a basis for all decisions we make.

Audit services delivered by Deloitte Bosnia and Herzegovina provide assurance of the accuracy and reliability of the financial statements and present to the management of our auditees recommendations for mechanisms of improving their financial reporting and accounting systems, as well as internal control, risk management and business process management systems.

I believe that this report will help in comprehending that for Deloitte Bosnia and Herzegovina, the quality of conducting audits and providing consulting services has always been and will be of the utmost significance.



Sabina Softić
Company Director



Sabina Softić
Company Director

¹ Throughout this report, the terms "Deloitte, we, us, and our" refer to one or more of one or more of Deloitte Touche Tohmatsu Limited, its network of member firms, and their related entities. For more information about the Deloitte network, please see page 3 or <https://www2.deloitte.com/global/en/pages/about-deloitte/articles/about-the-network.html>.

Deloitte network & organization

Deloitte Bosnia and Herzegovina: legal structure and ownership

Deloitte Bosnia and Herzegovina is connected to the Deloitte network through Deloitte Central Europe Holdings Limited, a member firm of Deloitte Touche Tohmatsu Limited. Deloitte Central Europe, together with Deloitte France, Deloitte Germany, Deloitte Luxembourg, Deloitte Austria, Deloitte Portugal and Deloitte Turkey is a shareholder in Deloitte DCE GmbH ("DCE"), which is as well a member firm of Deloitte Touche Tohmatsu Limited. The object of DCE is fostering of the collaboration among its shareholders as members of the global Deloitte network. DCE neither provides any professional services nor engages in commercial activities.

"Deloitte" Društvo sa ograničenom odgovornošću za reviziju, računovodstvo i finansijski konsalting d.o.o. Sarajevo and its branch in Republika Srpska "Deloitte" Društvo sa ograničenom odgovornošću za reviziju, računovodstvo i finansijski konsalting d.o.o. Sarajevo - Podružnica Banja Luka is referred to throughout this report as "Deloitte Bosnia and Herzegovina". Deloitte Central Europe, as an organization of entities organized under the umbrella of Deloitte Central Europe Holdings Limited, is referred to throughout this report as Deloitte Central Europe". Deloitte Central Europe Holdings Limited holds practice rights to provide professional services using the "Deloitte" name which it extends to Deloitte entities within its territory (Deloitte Central Europe, including Deloitte Bosnia and Herzegovina). Deloitte Bosnia and Herzegovina is authorized to serve as an auditor for clients in Bosnia and Herzegovina.

The founders and equity holders of "Deloitte" Društvo sa ograničenom odgovornošću za reviziju, računovodstvo i finansijski konsalting d.o.o. Sarajevo are:

Sabina Softić, private individual with residence at the address Nikole Kašikovića 6, 71000 Sarajevo, Bosnia and Herzegovina – 51% share.

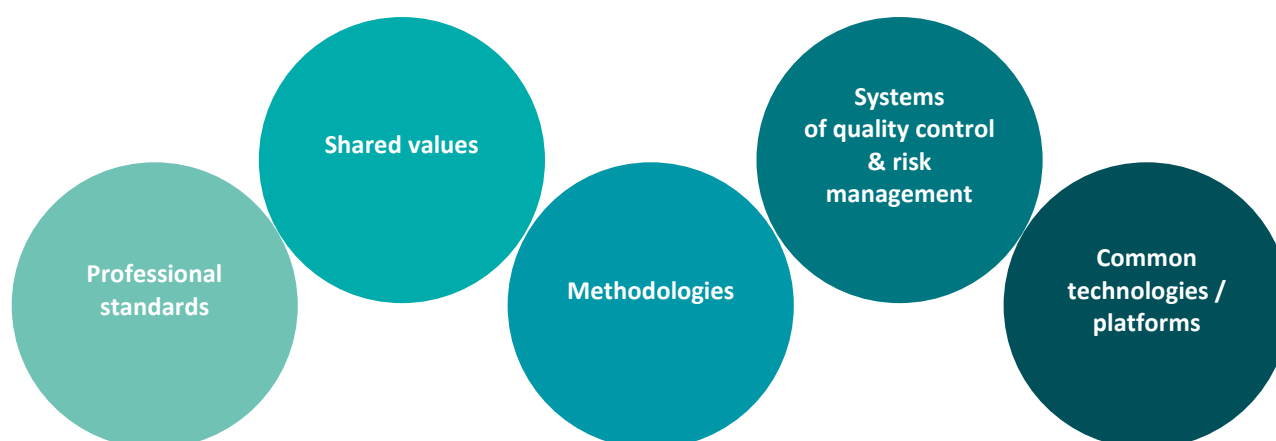
DELOITTE CENTRAL EUROPE HOLDINGS LIMITED, company incorporated in accordance with the legislation of the Republic of Cyprus, with registered office at the address Lampousas, 1 P.C. 1095 Nicosia, Cyprus – 25% share.

Deloitte d.o.o. za usluge revizije, Zagreb, company incorporated in accordance with the legislation of the Republic of Croatia, with registered office at the address radnička cesta 80, 10000 Zagreb, Croatia – 24% share.

Network description

The Deloitte network

The Deloitte network (also known as the Deloitte organization) is a globally connected network of member firms and their respective related entities operating in more than 150 countries and territories across the world. These separate and independent member firms operate under a common brand.



Deloitte Touche Tohmatsu Limited (DTTL or Deloitte Global)

Deloitte Touche Tohmatsu Limited is a UK private company limited by guarantee incorporated in England and Wales. DTTL serves a coordinating role for its member firms and their related entities by requiring adherence to policies and protocols with the objective of promoting a consistently high level of quality, professional conduct, and service across the Deloitte network. DTTL does not provide professional services to clients, or direct, manage, control, or own any interest in any member firm or any member firm's related entities.

"Deloitte" is the brand under which approximately 345,000 dedicated professionals in independent firms throughout the world collaborate to provide audit and assurance, consulting, financial advisory, risk advisory, tax, and related services to select clients. These firms are members of DTTL. DTTL, these member firms and each of their respective related entities form the Deloitte organization. Each DTTL member firm and/or its related entities provides services in particular geographic areas and is subject to the laws and professional regulations of the particular country or countries in which it operates. Each DTTL member firm is structured in accordance with national laws, regulations, customary practice, and other factors, and may secure the provision of professional services in its respective territories through related entities. Not every DTTL member firm or its related entities provides all services, and certain services may not be available to attest clients under the rules and regulations of public accounting. DTTL, and each DTTL member firm and each of its related entities, are legally separate and independent entities, which cannot obligate or bind each other in respect of third parties. DTTL and each DTTL member firm, and their respective related entities, are liable only for their own acts and omissions, and not those of each other. The Deloitte organization is a global network of independent firms and not a partnership or a single firm. DTTL does not provide services to clients.

Deloitte network in Bosnia and Herzegovina

"Deloitte" Društvo sa ograničenom odgovornošću za reviziju, računovodstvo i finansijski konsalting d.o.o. Sarajevo and it's branch in Republika Srpska "Deloitte" Društvo sa ograničenom odgovornošću za reviziju, računovodstvo i finansijski konsalting d.o.o. Sarajevo - Podružnica Banja Luka together with "Deloitte Advisory Services" Društvo sa ograničenom odgovornošću za poslovno savjetovanje d.o.o. and it's branch "Deloitte Advisory Services" Društvo sa ograničenom odgovornošću za poslovno savjetovanje d.o.o. Sarajevo – Podružnica Banja Luka are Deloitte network in Bosnia and Herzegovina.

The founders and equity holders of "Deloitte Advisory Services" Društvo sa ograničenom odgovornošću za poslovno savjetovanje d.o.o. are:

DELOITTE CENTRAL EUROPE HOLDINGS LIMITED, company incorporated in accordance with the legislation of the Republic of Cyprus, with registered office at the address Lampousas, 1 P.C. 1095 Nicosia, Cyprus – 98.59% share.

Praevisio društvo s ograničenom odgovornošću za upravljanje društvima, company incorporated in accordance with the legislation of the Republic of Croatia, with registered office at the address Radnička cesta 1, 10000 Zagreb, Croatia – 1.41% share.

Deloitte Bosnia and Herzegovina: governance – leadership in action

"Deloitte" Društvo sa ograničenom odgovornošću za reviziju, računovodstvo i finansijski konsalting d.o.o. Sarajevo, corporate ID: 65-01-1297-09, with registered office at Zmaja od Bosne 12c in Sarajevo, was established in 1998. The Company is entered into the Court Register maintained by the Municipal Court in Sarajevo, registry card no. 65-01-1297-09. Its legal form is that of a limited liability company.

"Deloitte" Društvo sa ograničenom odgovornošću za reviziju, računovodstvo i finansijski konsalting d.o.o. Sarajevo is a company registered and authorized to perform audits of financial statements in Bosnia and Herzegovina. The Company was entered in the Auditing Company Register maintained by the Ministry of Finance of the Federation of Bosnia and Herzegovina and was issued an operating license by the Ministry of Finance of the Federation of Bosnia and Herzegovina number 909039105 of August 20, 2010.

On 24 May 2021, "Deloitte" Društvo sa ograničenom odgovornošću za reviziju, računovodstvo i finansijski konsalting d.o.o. Sarajevo signed decision of incorporation of a branch in Republika Srpska, branch named "Deloitte" Društvo sa ograničenom odgovornošću za reviziju, računovodstvo i finansijski konsalting d.o.o. Sarajevo – Podružnica Banja Luka. Municipal court in Sarajevo accepted incorporation of branch by Court decision number 065-0-Reg-21-001965 on 11 June 2021 and District commercial court in Banja Luka accepted incorporation of branch by Court decision number 057-0-Reg-21-001247 on 25 June 2021. Also, Ministry of finance of Republika Srpska issued Decision on issuing work permits for auditing in Republika Srpska number 06.12/491-179-1/21 on 24 May 2021 and Decision for registration of audit company number 06.12/491-179-2/21 on 26 June 2021.

Management of the company is responsible for the governance and oversight of the Audit & Assurance practice. Specific responsibilities include representation of company in registered capacity. The following are the members of the Deloitte Bosnia and Herzegovina management who were registered for the unlimited period.

Deloitte Bosnia and Herzegovina – Management

Sabina Softić, Director

Johnny Jozef Hubert Ploem, Procurator

Yuri Sidorovich, Procurator

Sabina Softić, branch responsible person

In all of their activities, Deloitte Bosnia and Herzegovina senior leaders are responsible for the overarching objective of audit quality, including compliance with applicable professional standards and regulatory requirements. Deloitte Bosnia and Herzegovina's strategy is developed in alignment with the overall strategic direction established for the Deloitte network.

Deloitte Bosnia and Herzegovina Audit & Assurance leaders participate in Deloitte network groups that set and monitor quality standards, and from which a number of audit quality initiatives emanate.

Our purpose and commitment: instilling trust and confidence

At Deloitte Bosnia and Herzegovina, our purpose is to make an impact that matters. For Audit & Assurance, this means a focus on delivering independent high quality audits and instilling confidence and trust in the capital markets through the services we deliver. This requires us to continuously build capabilities to support the delivery of high quality audits and make leading contributions to shaping the future of the audit profession.



What Deloitte Audit & Assurance brings to capital markets

Entities Deloitte Bosnia and Herzegovina audits

As part of Deloitte Bosnia and Herzegovina Audit & Assurance's commitment to supporting the capital markets, Deloitte Bosnia and Herzegovina is focused on auditing entities where it serves the public interest and where Deloitte Bosnia and Herzegovina has the capabilities to perform a quality audit with objectivity and in compliance with applicable ethical and professional standards.

Deloitte Bosnia and Herzegovina has detailed policies and procedures in place for accepting prospective clients and engagements and assessing engagement risk. These policies and procedures are designed with the objective that Deloitte Bosnia and Herzegovina only accepts engagements where it:

- Is able to perform the engagement and has the capabilities, including time and resources, to do so.
- Can comply with all relevant ethical requirements and professional standards, including independence and conflicts of interest assessments and considerations.
- Considered the integrity of the potential client's management team.

Audit & Assurance Transformation

Being a relevant profession of the future and a sustainable practice that evolves with the pace of change in technology and society is critical. Driving this goal is the Deloitte Audit & Assurance Transformation initiative, which is currently being developed and deployed across the Deloitte network, including Deloitte Bosnia and Herzegovina.

Audit & Assurance Transformation is an important shift across the network in the way Deloitte professionals work and includes:

The Deloitte Way:
standardization of
audit processes
supported by our
technology suite

Real-time audit quality
monitoring

Enhanced talent model
which includes
learning, rewards and
recognition, centers of
excellence, and
delivery centers

Agile deployment of
tools and technologies
to respond to changing
environments

Audit innovation²

With The Deloitte Way, Deloitte Bosnia and Herzegovina is bringing innovation into the core of how our audits are executed: with automation that improves routine tasks, analytics that yield a deeper and more insightful view into the data, and artificial intelligence that enhances human discovery and problem-solving. As a result, clients get an experience that is less burdensome, with more transparency and deeper insight.

Innovation and technology enablement are an expectation in today's fast-changing business environment, and this expectation holds true for the audit profession as well. Today's complex business environment requires that the audit be dynamic, multidimensional, and insightful. There is a demand for real-time, relevant information, and clients expect audits to evolve as they innovate their businesses and processes. Deloitte Bosnia and Herzegovina auditors are enhancing procedures by making more use of data-driven analytics, as well as cognitive and cloud-based technologies like Artificial Intelligence (AI). This is due in part to the increased automation and effectiveness these provide, but also the need for Deloitte Bosnia and Herzegovina to stay ahead of technological advances used by the entities that we audit.

Deloitte Bosnia and Herzegovina is committed to the continued investment in emerging technologies and diversity of thought that enables the delivery of enhanced quality, insights, and value to our clients and the markets. Deloitte Bosnia and Herzegovina has released Deloitte Omnia, our next-generation cloud-based audit delivery platform, as well as Deloitte Levvia, a tailored solution to support our very small audits. Further development, enhancement, and broad deployment of both solutions will continue over the next several years. Deloitte Bosnia and Herzegovina also has an analytics platform, as well as an integrated suite of enabling innovation tools all connected in the cloud.

² For more information about Deloitte audit innovation, please refer to Deloitte [Global Impact Report](#).

Environmental, social, and governance (ESG) reporting³

Financial reporting today

To better assess the resiliency of corporate strategies to climate-related and other ESG matters, investors and stakeholders are seeking reliable and comparable information on the potential impacts of these matters. These matters could have implications on a company's financial accounting and reporting, in the context of the existing accounting standards and the financial statement audit. Companies follow financial reporting standards such as the International Financial Reporting Standards (IFRS) and US Generally Accepted Accounting Principles (GAAP). Auditors follow auditing standards such as those established by the International Auditing and Assurance Standards Board (IAASB), International Standards on Auditing (ISA), and Public Company Accounting Oversight Board (PCAOB) related to the audit of the financial statements. These standards require auditors to identify and assess the risks of material misstatement in the financial statements of the companies they audit, and design and perform audit procedures responsive to those risks. Deloitte Bosnia and Herzegovina is increasing awareness of the potential impacts of climate-related and other ESG matters on financial reporting through guidance, tools, templates, learning, and leading practices.

Corporate reporting of the future

In addition, market participants and broader stakeholders are calling for greater insight into corporate performance, specifically demanding enhanced transparency around ESG impacts and dependencies of a company's business model and strategy. Over time, many standard setters and other organizations have developed frameworks or standards for reporting metrics and ESG information for use by companies. However, currently there is no global enforcement mechanism or assurance requirements for consistent adherence or adoption. Deloitte Bosnia and Herzegovina supports the International Financial Reporting Standards Foundation's (IFRSF) proposal to establish an International Sustainability Standards Board (ISSB) that, alongside the International Accounting Standards Board and under the governance and oversight of the IFRSF, would provide a set of global standards.

There is a growing interest for companies to integrate climate-related and other ESG considerations into systems of internal control, enhancing the maturity of systems, processes, and governance over climate-related and other ESG information. Those charged with governance (e.g., Audit Committees, Boards) are moving toward

incorporating ESG considerations in their oversight responsibilities of companies' management—companies' readiness, companies' management skillsets, and implementation of processes and controls to collect data.

Deloitte Bosnia and Herzegovina supports efforts to make publicly disclosed ESG information consistent, comparable, and reliable. Assurance provides a greater confidence in ESG information. Deloitte Bosnia and Herzegovina believes that there is a benefit of ESG assurance being provided by an audit firm. Objectivity, credibility, and integrity are qualities valued most in assurance providers. These are in addition to independence, professional skepticism, commitment to quality, and appropriate training that are equally critical. All of these are covered under the typical infrastructure of audit firms and will be further reinforced with the adoption of ISQM 1, which becomes effective in December 2022.

Deloitte Bosnia and Herzegovina supports the continued collaboration of all participants in the financial reporting ecosystem, working together to develop and implement common standards upon which to measure, disclose, and ultimately assure ESG information.

Further, to help the world achieve the goals of the Paris Agreement, Deloitte has launched [WorldClimate](#), a strategy to drive responsible climate choices within the Deloitte network and beyond.



³ For more information about Deloitte's alignment with ESG, please refer to Deloitte [Global Impact Report](#).

Coronavirus disease 2019 (COVID-19)

Deloitte Bosnia and Herzegovina's highest priority is the safety and well-being of its professionals. In this changing global environment as the impacts of COVID-19 continue to unfold, investors and stakeholders are looking to auditors more than ever to provide an independent opinion on companies' financial statements. Deloitte Bosnia and Herzegovina remains committed to this critical role and delivering the highest quality audits.

Entity management and auditors alike are affected by restrictions on travel and requirements to stay at home. With travel restrictions affecting entities' personnel and auditors, companies may obtain information in new or different ways. In addition, entity management is faced with significant uncertainty in making judgments to project future operating results and cash flows, going concern, and developing valuation analysis, etc. The financial reporting process likely requires careful analysis and further considerations of impact from management and auditors given the current environment.

All stakeholders of the financial reporting ecosystem must exercise significant judgment in this unprecedented and uncertain environment—governments, when projecting the length of closures; bankers, when deciding if a loan can be repaid in full; management, when evaluating if a company can continue operating as a going concern and audit committees providing oversight of management; auditors, when assessing these judgments; and investors, when analysing the available financial information in light of these unprecedented uncertainties.

Although the existing accounting frameworks have provisions for uncertainties, it is important for financial statement users and regulators to expect a higher degree of market and economic volatility in the near future.

Deloitte Bosnia and Herzegovina welcomes the public statements and guidance issued by regulators that recognize the current uncertainties and emphasize the importance of high-quality, forward-looking corporate disclosures. Importantly, some regulators have conveyed that good faith attempts to provide investors and other market participants with appropriately framed forward-looking information will not be second-guessed. There is benefit to the public for greater transparency from various financial reporting ecosystem stakeholders raising awareness about these issues. This includes providing more clarity on the responsibilities of management, audit committees, companies, auditors, regulators, and other stakeholders.

Deloitte Bosnia and Herzegovina's overarching strategic objectives are principles-based and remain unchanged

(e.g., investments in quality, people, and technology), however, some related processes have been modified or prioritized to factor in unanticipated changes due to the pandemic. Deloitte firms were required to implement monitoring and consultation processes to maintain high standards of quality and reinforce key areas of focus impacted by the implications of COVID-19.

Deloitte Bosnia and Herzegovina has been focused on setting the necessary tone for the historically challenging period that followed. From an audit risk perspective, the fluid economic and health environments globally continue to put pressure on the risk of fraud, asset impairments, and going concern in certain industries. Operational challenges in some industries can manifest into financial reporting challenges, while other industries may be benefiting from the current environment.

The professional standards, Deloitte Bosnia and Herzegovina policies and guidance, strong consultation and specialist networks, and steadfast diligence continue to be the basis for Deloitte Bosnia and Herzegovina's execution of high-quality audits. Deloitte Bosnia and Herzegovina's technology and infrastructure allowed for an agile and rapid response to the various impacts of the COVID-19 pandemic. Deloitte Bosnia and Herzegovina prepared for various contingencies in order to support changing needs and to support professionals during periods when they have been required to work remotely. Deloitte Bosnia and Herzegovina has continued to utilize the Deloitte Audit & Assurance Technical Delivery Resource Center – a central location for all Deloitte Bosnia and Herzegovina professionals to access globally relevant and locally adaptable COVID-19-related audit resources and guidance. These responses have allowed us to continue to reinforce execution of the Deloitte Bosnia and Herzegovina audit approach throughout the pandemic.

Deloitte has also led global initiatives to understand the implications of working virtually for professionals, to provide them with support to enhance team collaboration and to consider new ways of working in a remote environment. Despite the virtual working environment, learning was successfully delivered to Deloitte Bosnia and Herzegovina professionals through virtual programs and we are using this experience to drive continuous improvement.

The transformation of audit execution in an increasingly dynamic work environment has led Deloitte Bosnia and Herzegovina to respond to the rapidly changing needs and requirements of the talent landscape. As Deloitte Bosnia and Herzegovina is organizing the return to the workplace in several countries, it is challenging its historical working methods and considering a hybrid working environment.

Going forward, Deloitte Bosnia and Herzegovina will continue to focus its efforts and provide a consistent audit

experience in a way that embraces the evolving expectations of clients and professionals.

Multidisciplinary model (MDM)

MDM is an important contributor to high-quality audits. Auditors increasingly use the work of specialists in a number of areas, including to assist in their evaluation of accounting estimates and fair value measurements. This has been more important than ever as companies' financial statements were required to reflect the uncertainties presented by COVID-19. Financial statements may continue to grow in complexity due to new ESG considerations and other focus areas. Further, as big data utilization becomes more pervasive in line with other digital advances, the demand for data analysts and IT specialists will grow accordingly. Among the benefits of the MDM are:

- Possibility to develop industry insights through multiple lenses, which enhances auditors' understanding of business risks relevant to conducting audits.
- Immediate access for the audit practice to specialized resources in other business lines. This promotes audit quality because auditors can leverage the knowledge and experience of advisory professionals who are skilled in subjects beyond audit and assurance.
- A diverse organization helps attract and retain premier talent.
- Availability of intellectual capital within the network to innovate audit processes, technologies, etc.
- Parts of the business grow at different rates during various time periods across markets. Deloitte Bosnia and Herzegovina's MDM provides a safeguard against market volatility that is important to long-term viability of the network and makes significant investments in audit quality and innovation possible, even in times of financial pressures on the audit business.

Deloitte Bosnia and Herzegovina's response to COVID-19 demonstrates both resiliency in putting audit quality and the public interest first which is further supported by the significant benefits of the MDM. Each non-audit Deloitte Bosnia and Herzegovina business has a shared and vested interest in supporting audit quality initiatives and Deloitte Bosnia and Herzegovina's strategy to deliver high-quality, globally consistent service to clients.



Professional development and performance management

Deloitte Bosnia and Herzegovina culture and the design of learning programs place people at the forefront. Deloitte Bosnia and Herzegovina professionals are technically proficient with high levels of ethics, integrity, professional skepticism, and objectivity, and are continuously enhancing their skillset and experience.

Deloitte Bosnia and Herzegovina is committed to delivering an unrivalled talent experience, developing professionals, and furthering their careers by creating a life-long learning environment—advancing audit education, skillsets, and flexible career options that appeal to future auditors.

Deloitte Bosnia and Herzegovina professionals bring diverse backgrounds, knowledge, and skillsets that enhance capabilities as an organization in delivering the highest quality audits.

In addition, operational discipline, effective management of the business, and the development of a singular approach to doing audits known as The Deloitte Way, provide the foundation for Deloitte Bosnia and Herzegovina's commitment to bring consistency to our audits.

Deloitte Bosnia and Herzegovina is driving a sustainable audit and assurance business that recognizes and rewards its people and ongoing investments in their future.



Learning and development initiatives

Deloitte Bosnia and Herzegovina's transformed approach to audit delivery is changing the audit experience for professionals. Audit teams are empowered by advanced tools and technologies and more extensive use of data analytics within a guided workflow to execute the end-to-end audit cycle. For Deloitte Bosnia and Herzegovina professionals, this means focusing on how the engagement is planned, executed, and managed consistently across the globe using forward looking techniques and capabilities. It also offers opportunities to enhance their technical and professional skillsets and competencies. For example, the following skills become more important—enhanced data analytics, project management, critical thinking, communication, enhanced professional judgment, and the application of accounting and auditing principles to work more effectively and deliver higher quality engagements.

Not only does Deloitte Bosnia and Herzegovina deliver value in more areas, but as capabilities and skillsets are enhanced, we build greater confidence and become ever-better evaluators of risk.

Deloitte Bosnia and Herzegovina has made substantial investments in talent and learning strategies and transformed the technical audit curriculum to build the refreshed skillsets and proficiency required by level:

- At the core, Deloitte Bosnia and Herzegovina has a single mandatory audit technical learning curriculum for auditors, targeting learners by level, using a dynamic blend of live instructor-led, digital on-demand courses, and on-the-job activities.
- All client service professionals are required to complete at least 20 hours of continuing professional education (CPE) each year and at least 120 hours every three years, through structured, formal learning programs, such as internal or external courses, seminars, or e-learning covering all areas of the competency model (e.g., shared competencies, function-specific technical competencies, and competencies in areas of specialization).
- All client service professionals have clearly defined role expectations and Talent Standards outline the capabilities that are required of practitioners at each level.

Deloitte Bosnia and Herzegovina has also established specific learning opportunities for specialists working on audit engagements to support their knowledge and understanding of the audit process. Enhanced project management, a key capability for executing audit engagements, has been included in annual development programs which provide a blend of technical and soft skill learning development. The objective of the Deloitte Bosnia and Herzegovina professional development program is to help partners and practitioners maintain and enhance their professional competence and ensure consistency of audit execution. To supplement on-the-job development, Deloitte Bosnia and Herzegovina provides formal continuing professional development programs in relevant subject areas consistent with the Deloitte Bosnia and Herzegovina Audit & Assurance Curriculum.

During the first years, most training is comprised of mandatory courses on technical topics including audit methodologies and processes but afterwards the optional part increases given that individual needs become more diverse. An individual learning program is required as from approximately four years' experience.

Through an automated monitoring system it is possible to check the status of internal and external courses followed by an individual auditor. Continuing education is also a factor taken into account for the yearly evaluation of audit staff and the assessment of their growth potential.

All certified auditors in Deloitte Bosnia and Herzegovina continuously maintain and improve their qualifications through a combination of internal courses and training seminars organized by the Association of Accountants and Auditors of the Federation of Bosnia and Herzegovina.

With a focus on development, flexibility and well-being, we hire people who are among the best in the market and business. Our culture is about inclusion, collaboration, high performance, and opportunity.

Deloitte is ranked #1 on the list of the most desirable employer in Bosnia and Herzegovina in the sector accounting and audit. This is fourth consecutive year that Deloitte has been awarded for the title of the Most Desirable Employer in the mentioned sector. This award shows that society recognizes appreciation of our employees! The recognition is awarded by the company MojPosao.ba, and this year over 500 companies were nominated, where they were the best selected after the votes of over 11,000 respondents.

Deloitte University

Deloitte actively cultivates the collective knowledge and skills of Deloitte professionals globally through continued investment in Deloitte Universities (DU). These are state-of-the-art learning and development centres focused on Deloitte culture, and rooted in the principles of connectedness and leadership in a highly inclusive learning environment^[2].



Licensed auditors' remuneration

Execution of high quality audits is expected from all professionals and is embedded across the Deloitte network. Audit quality is recognized through reward and recognition programs and is built into performance standards at every level, against which professionals' overall evaluations are measured.

Deloitte Bosnia and Herzegovina's licensed auditors are evaluated on a yearly basis, and depending on the outcome of the evaluation, the remuneration of licensed auditors may increase or decrease. Specifically, licensed auditors' evaluations take the following factors into account: quality, expertise, integrity, professionalism, entrepreneurship, independence and compliance.

^[2] For more information about Deloitte Universities, please refer to Deloitte [Global Impact Report](#).

Deloitte Bosnia and Herzegovina's priority focus on audit quality

Deloitte Bosnia and Herzegovina's commitment to audit quality is central to everything we do, from instilling a culture of quality and excellence across the network, to business and financial priorities, and the processes, tools and technologies applied in the execution of audits. Making sure audit quality keeps pace with emerging economic, business, and regulatory conditions, as well as technological advances is critical to the continual enhancement of Deloitte Bosnia and Herzegovina's role in protecting the public interest and supporting the effective functioning of the financial ecosystem. Deloitte Bosnia and Herzegovina's brand is defined by the high-quality audits delivered and by the unwavering commitment to continuous improvement.



Leadership commitment and tone at the top

Deloitte Bosnia and Herzegovina's culture of quality and excellence begins with strong tone from the top, starting with senior leadership through to the leaders in all our offices and audit engagements. Deloitte Bosnia and Herzegovina's focus on audit quality is evident through the direct involvement of leaders across activity levels and consistent messaging that reinforces the importance placed on audit quality. Deloitte Bosnia and Herzegovina's relentless pursuit of quality defines not just what we do, but who we are.

Independence, objectivity, and professional skepticism

The execution of high quality audits requires independence, objectivity, and professional skepticism. This means a continuous and tangible focus on Deloitte Bosnia and Herzegovina's critical role in protecting the public interest, including creating a culture of quality where doing the right thing is of paramount importance. As evaluators, Deloitte Bosnia and Herzegovina consistently reinforces the important role of who must maintain a mindset of professional skepticism throughout the conduct of our work. This approach to the audit is reflected in many aspects of Deloitte Bosnia and Herzegovina policies, methods, procedures, and learning, and is reinforced through quality control and accountability measures.

Audit approach

Deloitte Bosnia and Herzegovina's approach to a high-quality audit involves an audit methodology, common across the Deloitte network, supplemented by audit tools for use by our professionals to plan, perform, supervise, review, document, conclude, and communicate the results of each audit. Deloitte Bosnia and Herzegovina's audit approach is underpinned by professional standards.

This audit methodology is dynamic—it evolves continuously to keep pace with the changing demands of investors, companies, and other stakeholders. It recognizes that advances in the availability and management of large data sets and in statistical science are relevant to continuing to enhance the quality of Deloitte Bosnia and Herzegovina audits.

Deloitte Bosnia and Herzegovina audit methodology is risk-based, focusing on the financial statement account balances, disclosures, and underlying assertions that have a reasonable possibility of being materially misstated.

Processes to support Deloitte Bosnia and Herzegovina professionals in the execution of high-quality audits

The resources applied by Deloitte Bosnia and Herzegovina professionals in the performance of their audits include the proprietary tools, guidance, materials, and practice aids used in conducting audits, which are available to all our professionals in the Deloitte Technical Library, an extensive online library. Deloitte Bosnia and Herzegovina regularly issues accounting and auditing guidance to our professionals and communicates developments that may affect audit quality.

Consultation

Quality and risk management considerations are integral to Deloitte Bosnia and Herzegovina's audit business. That is why Deloitte Bosnia and Herzegovina views consultation as an essential, collaborative process—one that helps determine the most appropriate answers to complex questions. Deloitte Bosnia and Herzegovina consultation policies require that conclusions are documented, understood, and implemented. In addition to formal consultations, whenever engagement partners and teams need additional information or perspectives, they are encouraged to seek assistance from the Audit Quality team, or others in the organization with specialized knowledge.

System of quality control

Deloitte Bosnia and Herzegovina believes an effective system of quality control is crucial for the consistent performance of high-quality audit engagements and we continue to make significant investments in the people, processes, and technologies that underlie Deloitte Bosnia and Herzegovina's quality control processes.

Regulators and standard setters in Bosnia and Herzegovina and globally are also focused on driving further improvements in firms' systems of quality control. In December 2020, the IAASB released its new, revised suite of quality management standards, including International Standard on Quality Management 1 ("ISQM 1"). Effective 15 December 2022, ISQM 1 focuses on quality management at the firm level.

Deloitte Bosnia and Herzegovina's ISQM 1 implementation activities are well underway, working with leaders across Deloitte Bosnia and Herzegovina, as well as the broader network, to further enhance our proactive approach to managing the quality of engagements performed—identifying and addressing risks to audit quality and driving continued advancements in quality control processes.

Consistent with Deloitte Bosnia and Herzegovina's culture of continuous improvement and innovation, these standard setting activities provide the opportunity to challenge ourselves—examining those areas where we can further support and transform the system of quality

control. Audit quality is always front and centre, and robust audit quality monitoring and measurement processes play an integral role in our ability to continually improve.

External and internal audit quality monitoring

Audit Quality Monitoring & Measurement

A continued focus on audit quality is of paramount importance to the Deloitte brand. It is critical that a Deloitte Bosnia and Herzegovina audit is consistently executed and of high quality, wherever in the world it is performed.

The objectives of the Deloitte Audit Quality Monitoring & Measurement (AQMM) program are to:

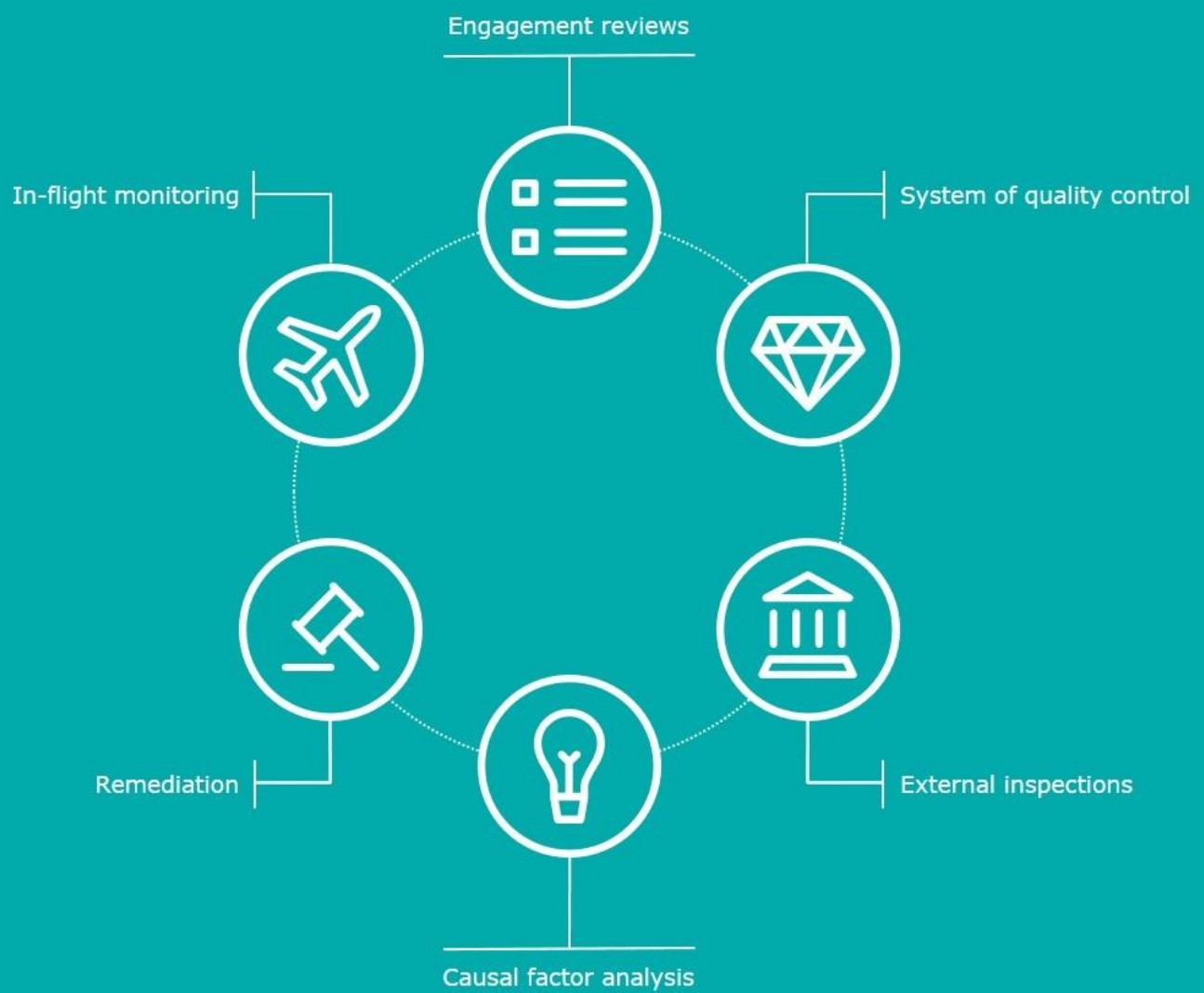
- Transform the way audit quality is monitored and measured and audit deficiencies are resolved; and
- Enhance the internal system of quality control which all Deloitte network firms follow

The AQMM program is focused on driving:

- Continuous, consistent, and robust monitoring of completed and in-flight engagements
- Fundamental understanding of deficiencies and timely execution of corrective actions by all member firms consistently
- Greater transparency and consistency in reporting key measures of audit quality



Audit Quality Monitoring & Measurement



In-flight monitoring

Continuous audit quality monitoring by Deloitte Bosnia and Herzegovina drives a faster response to audit issues on “in-flight” engagements, driving identification, timely solutions, and real time corrective actions achieved by:

- Deployment and monitoring of a series of core diagnostics, enabling engagement partners and teams, as well as Deloitte Bosnia and Herzegovina audit quality leader(s) to continuously monitor audit quality and take immediate action.
- A program of subject matter specific “health checks” to assist Deloitte Bosnia and Herzegovina audit quality leader(s) in assessing progress and identifying potential issues on in-flight engagements.
- In-flight monitoring results are evaluated overall to determine whether additional communication and support is needed for audit engagement teams with respect to adherence to the audit methodology or updates thereto.

Engagement reviews

Key components of engagement reviews (internal practice reviews) include:

- Risk-based engagement selection and consideration of all major industries served by Deloitte Bosnia and Herzegovina.
- Mandatory moderation panel to drive consistency in findings and engagement ratings.
- External partners and deputies who oversee practice reviews to drive consistency.
- Identifying appropriate resources (from within Deloitte Bosnia and Herzegovina as well as from other Deloitte geographies) with the right experience and industry knowledge, including establishing central review teams.

System of quality control (SQC) review

SQC review includes numerous elements such as documenting key areas of the SQC processes and controls and performing procedures for testing the operating effectiveness of the SQC, including execution of a comprehensive SQC review program. Deloitte Bosnia and Herzegovina is also preparing for the future by focusing on readiness activities for monitoring related to implementation of ISQM1. These preparations are further advancing quality control processes and the approach to monitoring, and continually strengthening our culture of continuous improvement.

Audit Quality Indicators (AQIs), used in conjunction with other metrics, further assist Deloitte Bosnia and Herzegovina in developing and monitoring audit quality action plans and reporting on the progress in its audit

quality journey. AQIs are integrated with ongoing AQMM activities.

In addition, proper timing and sequencing of audit activities, including timely reviews of work performed and the resolution of matters identified, are closely associated with high quality audits. Audit Quality Milestones are intended to drive consistency of engagement teams in project management, timing of when work is done, and necessary focus on engagement staffing, including sufficiency and the skills, knowledge, or experience of assigned resources.

Causal factor analysis and remediation

Continuous improvement is essential to Deloitte Bosnia and Herzegovina’s culture of quality and excellence. Understanding why audit deficiencies occur is critical to the design of effective actions to remediate findings. Further, actions are taken when audit deficiencies are identified during the performance of an audit engagement. Engagement level remediation is imperative to drive continuous improvement in audit quality and avoid future similar findings. An audit quality plan is prepared by Deloitte Bosnia and Herzegovina and provides for effective implementation and monitoring of key audit quality priorities.

External inspections

In addition to Deloitte Bosnia and Herzegovina’s own monitoring of audit quality, we are subject to external reviews by the Ministry of Finance of the Federation of Bosnia and Herzegovina and Ministry of finance of Republika Srpska. Deloitte Bosnia and Herzegovina has not yet been subject to external inspections by the Ministry of Finance of the Federation of Bosnia and Herzegovina and by the Ministry of finance of Republika Srpska.

Statement on the effectiveness of the functioning of the internal quality control system

Deloitte Bosnia and Herzegovina confirms we are satisfied that our internal quality controls and systems are robust, operate effectively, and allow us to readily identify any areas of potential enhancement. We continually seek to refine all aspects of our business and we use the findings of the practice review, other internal reviews, and external regulatory reviews to enhance our system of quality control.

Independence, ethics, and additional disclosures

Deloitte Bosnia and Herzegovina Independence



Sets **independence policies and procedures** based upon the Code of Ethics for Professional Accountants issued by the International Ethics Standards Board for Accountants Performs full reviews of independence quality controls on a three-year cycle; provides an annual focused review program to be performed by member firms as part of their Audit Practice Review for the off-cycle years; and performs in-depth follow-up reviews as needed.



Performs **on-going monitoring** activities of firms—enabling continuous enhancements to policies, quality controls, tools, and practice support activities.



Delivers **systems** to provide professionals with entity information to support compliance with personal and professional independence requirements, including financial interests and scope of service approvals.



Supports **independence awareness** across the Deloitte network through active engagement with independence and business leadership groups, periodic communications and alerts, and development of guidance, learning and instructions.

Deloitte Bosnia and Herzegovina Independence

Deloitte Bosnia and Herzegovina has policies and procedures designed to address compliance with applicable professional standards that relate to independence. These policies and procedures are based on the Deloitte Independence policy, and are supplemented, as appropriate, to reflect additional national or regional requirements that may be more restrictive than Deloitte policies. Deloitte Bosnia and Herzegovina leadership reinforces the importance of compliance with independence and related quality control standards, thereby setting the

appropriate tone at the top and instilling its importance into the professional values and culture of Deloitte Bosnia and Herzegovina. Strategies and procedures to communicate the importance of independence to partners, other professionals, and support staff have been adopted, emphasizing each individual's responsibility to understand and meet the independence requirements. The Director of Independence is responsible for overseeing independence matters within the member firm, including the design, implementation, operation, monitoring, and maintenance of the system of quality control related to independence.

The key elements of the system of quality control that Deloitte Bosnia and Herzegovina implemented in accordance with global independence policies include the following:

- Engagement acceptance and monitoring
- Monitoring long association of partners and professionals with audited entities
- Business relationship assessments and monitoring
- Use of independence business process tools, including the Deloitte Entity Search and Compliance (DESC) system, the Service Request Monitoring (SRM) application, and the Global Independence Monitoring System (GIMS).
- An Inspection & Testing program, and annual and special purpose independence confirmations, to monitor individuals' compliance with independence requirements
- Consultation processes including the identification of individuals who are to be contacted for independence matters
- Procedures to identify and analyse non-compliance with independence requirements and apply related disciplinary measures and actions
- Independence-related learning and communications
- An internal review of independence compliance was conducted during the year and the report was issued on 15 December 2021



DESC

Deloitte Entity Search and Compliance

Cross-country, searchable database containing specific entity information relevant in determining personal and professional independence restrictions



SRM

Service Request Monitoring

Application integrated with DESC that provides a standard business process workflow for submitting and reviewing preapproval requests to provide services to clients



GIMS

Global Independence Monitoring System

Application that contains financial relationship data with relevant independence compliance indicators

Long association requirements of audit partners and professionals

Deloitte Bosnia and Herzegovina maintains policies and procedures requiring rotation of key audit partners and staff, as well as audit company rotation. Rotation is mandatory according to the Law on Accounting and Auditing in the Federation of Bosnia and Herzegovina and the Law on Accounting and Auditing in Republika Srpska. Rotation rules differ for public interest entities (the "PIE") and non-public interest entities (the "non-PIE") as defined in Law on Accounting and Auditing in the Federation of Bosnia and Herzegovina and the Law on Accounting and Auditing in Republika Srpska, as well as for entities defined as a public interest entity by Deloitte Bosnia and Herzegovina ("other PIE"). The rotation rules are as follows:

- PIE entities in FBiH: Deloitte Bosnia and Herzegovina audits PIE entities in FBiH for a maximum of seven consecutive years, with additional three years provided that the responsible individual is rotated as a key audit partner. They shall not participate again in the statutory audit of the audited PIE entity before four years have elapsed following cessation of such service.
- Non-PIE entities in FBiH: Deloitte Bosnia and Herzegovina audits non-PIE entities in FBiH for a maximum of seven consecutive years, with additional three years provided that the responsible individual is rotated as a key audit partner. They shall not participate again in the statutory audit of the audited PIE entity before one year has elapsed following cessation of such service.
- PIE and non-PIE entities in RS: Deloitte Bosnia and Herzegovina audits both PIE and non-PIE entities in RS for a maximum of seven consecutive years, with additional three years provided that the responsible individual is rotated as a key audit partner. They shall not participate again in the statutory audit of the audited PIE entity before two years have elapsed following cessation of such service.
- In case of other PIE, individuals responsible for carrying out a statutory audit should not serve other PIE for more than seven consecutive years in the position of a key audit partner. They shall not participate again in the statutory audit of the audited other PIE entity before two years have elapsed following cessation of such service.

During the cooling-off period of four or two years, the key audit partner should not participate in the audit of the audited entity, perform the engagement quality control review, consult with the engagement team or the audited entity regarding technical or industry-specific issues, transactions or events or otherwise directly influence the outcome of the statutory audit.

While it is the primary responsibility of the individuals serving as key audit partners to ensure they comply with the rotation requirements, Deloitte Bosnia and Herzegovina implemented a monitoring process that includes among other analysis of client portfolios and individuals assigned in various roles to statutory audits and considering appropriate competence, capability, workload and availability of statutory auditors so as to enable these individuals to adequately discharge their responsibilities as key audit partners.

Ethics

All Deloitte Bosnia and Herzegovina professionals are expected to act with integrity in accordance with high ethical standards as described in the Deloitte Bosnia and Herzegovina's Code of Conduct (the "Code") and defines the commitments that all Deloitte Bosnia and Herzegovina professionals make regarding ethical standards, as well as explaining each individual's responsibilities to their clients, colleagues, and society.

In addition to the Code, other foundational elements of Deloitte Bosnia and Herzegovina's ethics program include a program of training and communications, and established reporting channels supported by defined incident management protocols. For continuous improvement, regular program assessments and reviews are conducted and feedback is collected from Deloitte Bosnia and Herzegovina professionals through an annual ethics survey.

Deloitte Bosnia and Herzegovina maintains policies and procedures that are designed to provide reasonable assurance that its professionals comply with relevant ethical requirements.

The ethical requirements for audit and related assurance services provided by Deloitte Bosnia and Herzegovina are in accordance with national professional requirements, which align with the requirements and guidance set out in the international Code of Ethics for Professional Accountants issued by the International Ethics Standards Board for Accountants, a standard-setting body of the International Federation of Accountants (IFAC). When the national professional requirements are more restrictive than the Deloitte Bosnia and Herzegovina policies and procedures, Deloitte Bosnia and Herzegovina follows the applicable national requirements.

Deloitte Bosnia and Herzegovina reinforces its commitment to ethics and integrity through communication tools, learning programs, compliance processes, and measurement systems. In addition, Deloitte Bosnia and Herzegovina requires all partners, other professionals, and support staff to confirm annually that they have read and comprehended the Deloitte Bosnia and Herzegovina's Code of Conduct and understand that it is their responsibility to comply with it.



Deloitte Ethics

Deloitte is committed to conducting business with honesty, distinctive quality, and high standards of professional behavior.

Deloitte's Principles of Business Conduct outlines Deloitte's ethical commitments and expectations, giving a strong, principled foundation. The foundations of the network's ethics program is comprised of the following elements:





Shaping the future of the audit profession

Deloitte Bosnia and Herzegovina is proactively engaging with a range of stakeholders – including policy makers, regulators, investors, company directors, audit committee chairs and industry bodies – to help to ensure audit and the corporate governance and reporting regime continues to evolve to meet the needs of society and to serve its purpose in promoting confidence and trust in the capital markets. All of these stakeholders play a critical role in supporting the provision of relevant information in the public interest. The drive to bring innovation to the audit reflects Deloitte Bosnia and Herzegovina's commitment to enhance the audit of today as well as establish a long-term vision for the future of audit.



Appendices

Appendix A | Financial information

In 2021 Deloitte Bosnia and Herzegovina made turnover totalling **BAM 6,325,617** broken down per type of services rendered in the table below :

Turnover	BAM
Audit revenues	2,929,785
Other non-audit-related services	3,271,427
Other income	124,405
Total	6,325,617

Appendix B | Public interest entities

Disclosure in accordance with Article 82, paragraph 1, item f. of the Law on Accounting and Auditing in the Federation of Bosnia and Herzegovina (Official Gazette of FBiH, no. 15/21)

Public interest entities audited for statutory purposes by the "Deloitte" Društvo sa ograničenom odgovornošću za reviziju, računovodstvo i finansijski konsalting d.o.o. Sarajevo in the financial year 2021:

Name	FYE
Addiko Bank d.d. Sarajevo	31.12.2020.
AGENCIJA ZA BANKARSTVO FEDERACIJE BIH	31.12.2020.
ASA Finance d.d. Sarajevo	31.12.2020.
ASA Osiguranje d.d.	31.12.2020.
BH Telecom d.d. Sarajevo	31.12.2020.
Bosna Re d.d. Sarajevo	31.12.2020.
DUF Blago d.o.o. Sarajevo	31.12.2020.
Fabrika cementa Lukavac d.d. Lukavac	31.12.2020.
KLAS d.d. Sarajevo	31.12.2020.
MKF MI-BOSPO Tuzla	31.12.2020.
MKF Partner Tuzla	31.12.2020.
MKF Sunrise Sarajevo	31.12.2020.
MLIN I PEKARA d.d. Ljubache - Tuzla	31.12.2020.
Napredak d.d. Tešanj	31.12.2020.
NLB Banka d.d. Sarajevo	31.12.2020.
OIF Raiffeisen Balance	31.12.2020.
OIF Raiffeisen Cash	31.12.2020.
OIF Raiffeisen Euro Bond	31.12.2020.
Raiffeisen Invest d.d. DUF	31.12.2020.
Pobjeda-Rudet d.d. Goražde	31.12.2020.
Saniteks d.d. Velika Kladuša	31.12.2020.
Siporex d.d. Tuzla	31.12.2020.
Solana d.d. Tuzla	31.12.2020.

Name	FYE
SPRIND d.d. Rajlovac-Sarajevo	31.12.2020.
Standard Furniture Factory d.d. Sarajevo	31.12.2020.
Svjetlostkomerc d.d.	31.12.2020.
Triglav Osiguranje d.d. Sarajevo	31.12.2020.
UniCredit Bank d.d. Mostar	31.12.2020.
Vemal Tešanj d.d.	31.12.2020.
Vispak prehrambena industrija Visoko d.d	31.12.2020.
ZIM d.d. Zenica	31.12.2020.
Ziraat Bank BH d.d. Sarajevo	31.12.2020.
Željezara Ilijaš d.d. Ilijaš	31.12.2020.

Disclosure in accordance with Article 45, paragraph 2, item 6) of the Law on Accounting and Auditing of Republika Srpska (Official Gazette of RS, no. 94/15 and 78/20)

Public interest entities audited for statutory purposes by "Deloitte" Društvo sa ograničenom odgovornošću za reviziju, računovodstvo i finansijski konsalting d.o.o. Sarajevo – Podružnica Banja Luka in the financial year 2021:

Name	FYE
Addiko Bank a.d. Banja Luka	31.12.2020.
Banjalučka berza a.d. Banja Luka	31.12.2020.
Banjalučka pivara a.d. Banja Luka	31.12.2020.
Mira a.d. Prijedor	31.12.2020.
Nestro Petrol a.d. Banja Luka	31.12.2020.
Nova banka a.d. Banja Luka	31.12.2020.
Rafinerija nafte a.d. Brod	31.12.2020.
Rafinerija ulja Modriča a.d. Modriča	31.12.2020.
Triglav osiguranje a.d. Banja Luka	31.12.2020.
Triglav Osiguranje d.d. Sarajevo	31.12.2020.
UniCredit Bank a.d. Banja Luka	31.12.2020.

Appendix C | Statements

According to legal requirements in Bosnia and Herzegovina, Management of Deloitte Bosnia and Herzegovina declares, under full moral, material and criminal responsibility, the following:

1. Deloitte Bosnia and Herzegovina's internal control system was effective in 2021.
2. Our independence procedures were conducted successfully, and the internal control of independence compliance within our company was conducted during 2021.
3. Our licensed auditors have complied with the continuing education obligations required by local regulations.

Sarajevo 29 April 2022

Sabina Softić, Director



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