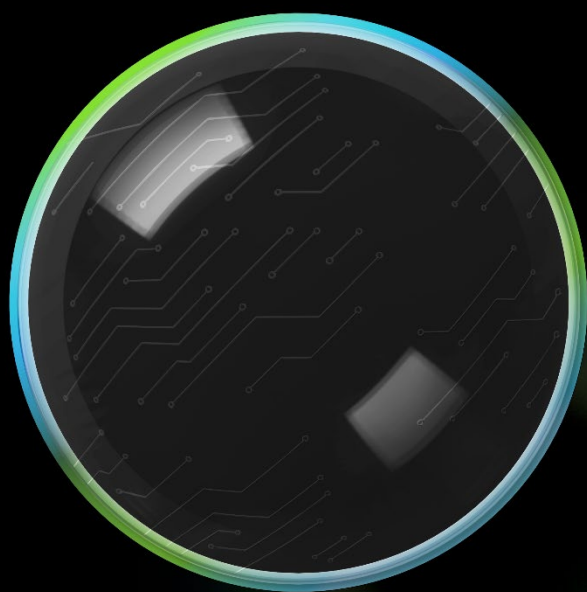


Deloitte.



2025 Transparency Report

Deloitte d.o.o.

Date published 30 April 2026

Contents

Deloitte Bosnia and Herzegovina leadership message	1
Deloitte network	2
Deloitte Audit & Assurance: Our commitment to serving the public interest	6
External and internal quality monitoring	19
Independence, ethics, and additional disclosures	21
Appendices	25
Appendix A Financial information	26
Appendix B Public interest entities	27
Appendix C Statements	29

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. 115/25). Deloitte Bosnia and Herzegovina contains "Deloitte" d.o.o. za reviziju and its 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, 2025, unless otherwise indicated.

It is my pleasure to present the Transparency Report of "Deloitte" d.o.o. za reviziju and its 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 and its results, list of public interest entities audited by Deloitte Bosnia and Herzegovina during the previous financial year, information on independence policies and procedures, information about continued professional development, company's financial information and data about auditors' salaries, and information about auditors and their rotation.

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
Deloitte Bosnia and Herzegovina



Sabina Softić

Company Director & Partner

¹ Throughout this report, the terms "Deloitte, we, us, and our" refer to 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 [About the network \(deloitte.com\)](https://www.deloitte.com).

Deloitte network

Deloitte Bosnia and Herzegovina: legal structure and ownership

"Deloitte" d.o.o. za reviziju 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 connected to the Deloitte network through Deloitte Central Europe Holdings Limited, a member firm of Deloitte Touche Tohmatsu Limited. Deloitte Central Europe Holdings Limited, 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 collaboration among its shareholders as members of the global Deloitte network. DCE neither provides any professional services nor engages in commercial activities "Deloitte" d.o.o. za reviziju and its branch in Republika Srpska "Deloitte" Društvo sa ograničenom odgovornošću za reviziju, računovodstvo i finansijski konsalting d.o.o. Sarajevo - Podružnica Banja Lukais 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, including Deloitte Bosnia and Herzegovina. Deloitte Bosnia and

Herzegovina is authorized to serve as an auditor for clients in Bosnia and Herzegovina, registered/listed at the registrar run by Federal Ministry of Finance under the number 9090395105, and registered/listed at the registrar run by Ministry of Finance of Republika Srpska under the number 06.12/491-179-1/21

Deloitte Bosnia and Herzegovina operates as a legal entity established under Bosnia and Herzegovina law, with registered headquarters at Radićeva 8, 71000 Sarajevo, Bosnia and Herzegovina and registration number 65-01-1297-09.

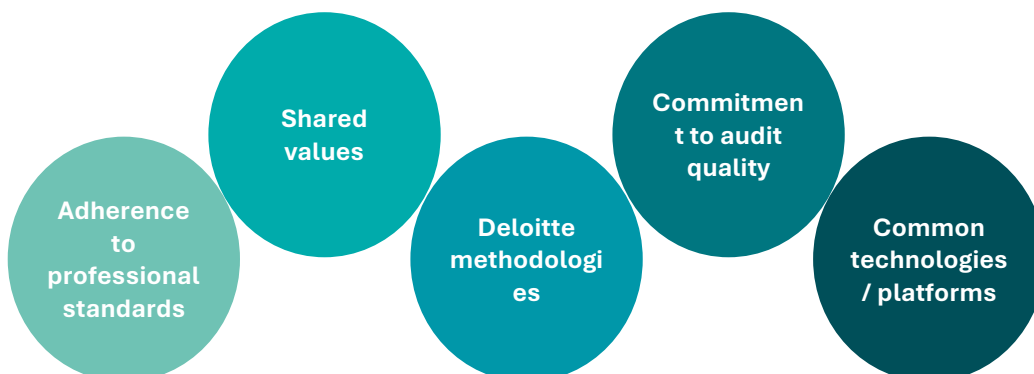
Deloitte Bosnia and Herzegovina is owned by/or its shareholder structure is as follows:

- Sabina Softić, private individual with residence at the address Koševo 26, 71000 Sarajevo, Bosnia and Herzegovina – 51% shares.
- 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% shares.
- Deloitte d.o.o. za usluge revizije, 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% shares.

Network description

The Deloitte network

The Deloitte network (also known as the Deloitte organization) includes a globally connected network of DTL 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, connected by:



Deloitte Touche Tohmatsu Limited (DTTL or Deloitte Global)

Deloitte Touche Tohmatsu Limited is a private company limited by guarantee incorporated in England and Wales. DTTL serves a coordinating role for its member firms and their respective related entities and establishes 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 services to clients and does not direct, manage, or control any member firm or any of their respective related entities.

“Deloitte” is the brand under which approximately 470,000 dedicated professionals and practitioners in independent member firms (or their respective related entities) throughout the world collaborate to provide leading professional services to nearly 90% of the Fortune Global 500® and thousands of private companies. Our people deliver measurable and lasting results that help reinforce public trust in capital markets and enable clients to transform and thrive. These member 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 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 audit and assurance clients under the rules and regulations applicable to audit firms. DTTL, and each DTTL member firm and each of its related entities, are legally separate and independent, cannot obligate or bind any other, and are liable only for their own acts and omissions, and not those of any 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 Bosnia and Herzegovina: governance – leadership in action

Deloitte Bosnia and Herzegovina 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 Bosnia and Herzegovina, approving the financial aspects of business plans in Bosnia and Herzegovina

The following are the members of the Deloitte Bosnia and Herzegovina Management who were registered for the unlimited period

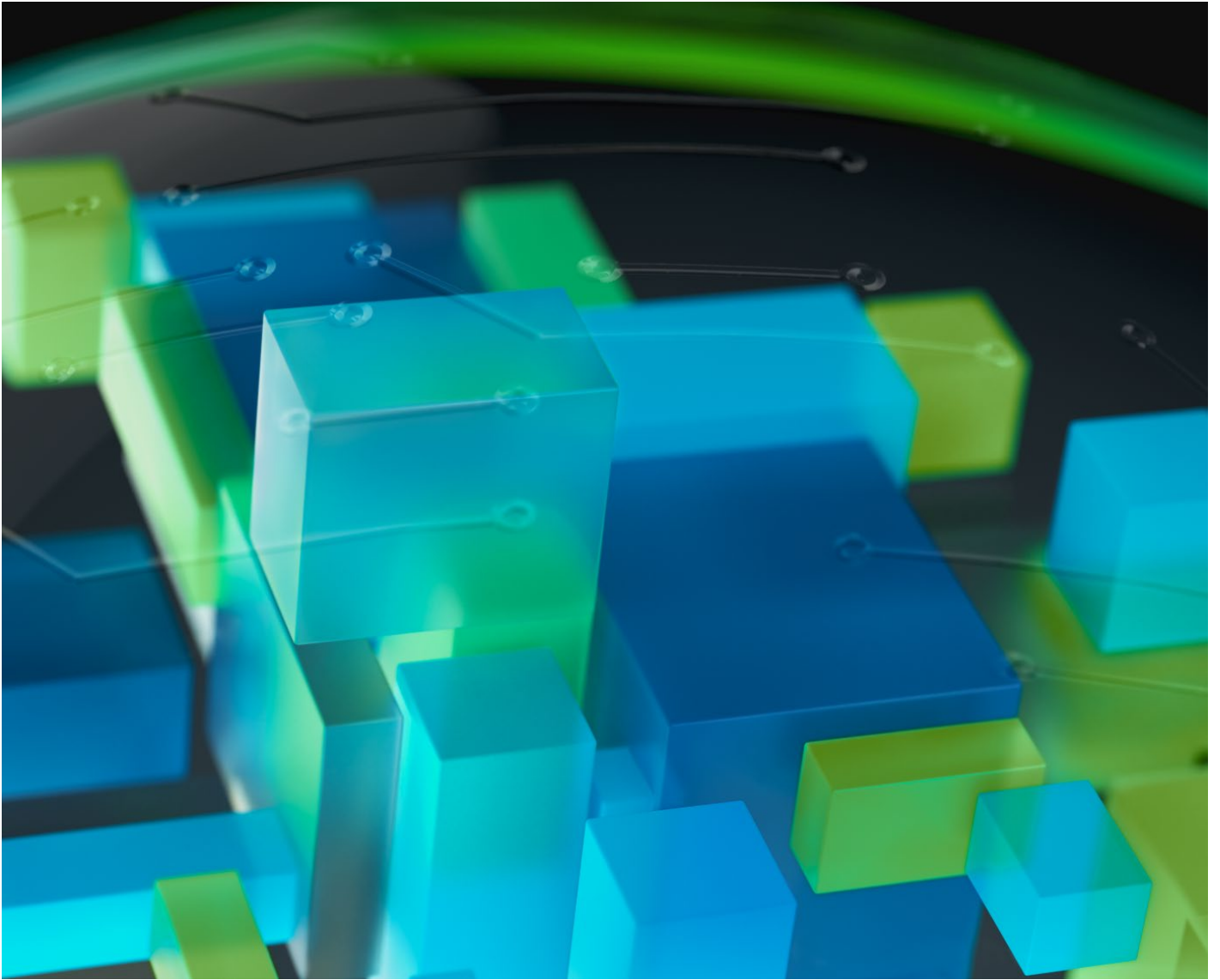
Deloitte Bosnia and Herzegovina – Management of the Company
Sabina Softić, Director & Branch Manager
Balazs Biro, Procurator
Yuri Sidorovich, Procurator

Sabina Softić is appointed by Deloitte Bosnia and Herzegovina as Partner of the Audit & Assurance practice in Bosnia and Herzegovina. Sabina Softić and senior management develop and implement the strategy for the Audit & Assurance practice, including related policies and procedures. In all their activities, Deloitte Bosnia and Herzegovina senior leaders are responsible for the overarching objective of quality, including compliance with applicable professional standards and regulatory requirements. Deloitte Bosnia and Herzegovina 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 quality, risk, and regulatory initiatives emanate.

Purpose -led and values driven: instilling trust and confidence

At Deloitte Bosnia and Herzegovina, our purpose is to make an impact that matters by helping to protect the public interest and building trust and confidence in business and capital markets. For Audit & Assurance, this means constantly evolving audit and assurance processes, leveraging leading-edge technology, applying a diversity of skillsets, knowledge, and experience to deliver high-quality services. We are committed to relentlessly raising the standards of quality and always acting with integrity, independence, and transparency. We are continuously building our capabilities to support the delivery of high-quality audit and assurance engagements and making leading contributions to shaping the future of the profession.



Deloitte Audit & Assurance: Our commitment to serving the public interest

A focus on quality

Deloitte's commitment to quality permeates everything we do. The independent audit is a central element of the corporate reporting ecosystem, in place to enhance the confidence and trust of investors and other stakeholders, as well as to promote the effective functioning of the capital markets. Deloitte is keenly aware of our obligation to deliver audit and assurance services that meet the challenges and complexities of the current environment while complying with professional and regulatory standards. For the corporate reporting ecosystem to function as intended, it is vital that the auditor's role be executed effectively.

Deloitte is committed to doing more than simply meeting regulatory requirements and conforming to expectations. Deloitte aims to set the standard of excellence for the profession. In keeping with that objective, our commitment to quality is unequivocal.

Deloitte Global leadership

The Deloitte Global Audit & Assurance Executive, which includes the Audit & Assurance Business Leaders from the member firms, is led by Jean-Marc Mickeler, the Deloitte Global Audit & Assurance Business Leader. His responsibilities include working with the member firms to define and drive the Audit & Assurance

strategy. Key strategy areas of focus include:

- Building on Deloitte A&A's strengths in embedding quality excellence and technology-led transformation, to effectively deliver on the evolving needs of stakeholders relating to corporate reporting and the audit.
- Investing in the future, including enhancing the experience of Deloitte A&A's people and increasing collaboration across the organization to deliver on key focus areas such as GenAI, finance transformation, and sustainability.

The company we keep

As part of Deloitte's Audit & Assurance commitment to supporting the capital markets, we are focused on engaging with entities where it serves the public interest and where we have the capabilities to perform quality work objectively and in compliance with applicable professional standards and laws and regulations, including those relating to ethics and independence.

The company we keep is a critical foundational aspect of our Audit & Assurance strategy and global shared values that guide our behavior to lead the way, serve with integrity, take care of each other, foster inclusion, and collaborate for measurable impact. Our Audit & Assurance portfolio risk appetite

statement can be used as a tool to promote robust discussion of risk, and as a basis upon which acceptance and continuance decisions can be debated and challenged effectively and credibly. The statement sets the tone for our risk culture and aims to drive global consistency in the engagement acceptance and continuance decision making process.

Deloitte Bosnia and Herzegovina has detailed policies and procedures in place for the acceptance of prospective clients, the continuance of existing engagements, and the assessment of engagement risk. These policies and procedures are designed with the objective that Deloitte Bosnia and Herzegovina will only accept or continue with 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 professional standards and laws and regulations, including those relating to ethics, independence, and conflicts of interest assessments and considerations.
- Considers the client's management team to act with integrity and in alignment with our shared values.

Fewer, stronger member firms

Within the Deloitte member firm structure, Deloitte Bosnia and Herzegovina is connected to Deloitte network through Deloitte Central Europe Holdings Limited member firm. As a locally registered and regulated audit firm in Bosnia and Herzegovina, we have decision-making authority regarding regulatory matters and professional obligations and maintain ultimate responsibility for the execution of audit and assurance services in accordance with professional standards and local laws and regulations. Deloitte Bosnia and Herzegovina is responsible for maintaining and operating an effective system of quality management to support the performance of high-quality audit and assurance engagements. Acting as a part of the Deloitte network, we work in close cooperation with the other geographies in Deloitte Central Europe Holdings Limited member firm and benefit from additional oversight of quality, risk management, and monitoring activities. This structure fosters shared investment in innovation and resources as well as the sharing of leading practices across geographies, driving standardization and consistency across the audit and assurance business and contributing to our collective aspirations of continuous improvement in quality.



Multidisciplinary model (MDM)

Deloitte's MDM brings the breadth and depth of services across Deloitte's businesses, connecting many different disciplines to provide expertise and broad perspective. The MDM is a core strength of Deloitte and will remain the foundation of our strategy.

The span of change and complexity in the current external environment around the world highlights the value of Deloitte's MDM and is pivotal to delivering high-quality A&A work. The growth in Deloitte's non-A&A business lines results in higher quality resources available to the A&A practice, enabling transformation to drive enhancements in audit quality.

Specifically, the scope of corporate reporting is transforming with the emerging voluntary and mandatory disclosure requirements around ESG, cyber, AI, data privacy, and more. Deloitte prides itself on having a deep bench of independent specialists who can be deployed around the world on audit and assurance engagements to provide subject matter expertise and new, insightful perspectives.

Other strengths of the MDM include:

- The possibility to develop industry or thematic insights (e.g., climate, governance, corporate strategy, etc.) through multiple lenses, which enhances auditors' understanding of business risks relevant to conducting audit and assurance services.
- The breadth of the MDM creates richer career paths and mobility for our people making the business attractive to candidates who may not want to limit their career options to providing audit and assurance services only.
- The global scale of the MDM brings greater resilience to each Deloitte business line, including audit and assurance, allowing continued investment in technology, methodology, and process to support delivery of high-quality, cross-border services.

Deloitte leadership recognizes that each Deloitte business line is important to the organization's ability to deliver on its public interest responsibilities. Management's attention and investment allocation are not limited to the business lines with the highest growth rates.

Deloitte acknowledges the possibility and perception of conflicts of interest, and therefore has robust conflicts and independence policies and systems to help ensure that Deloitte's strategy is executed in alignment with regulatory and professional requirements.

While we are always evaluating ways to improve Deloitte's ability to deliver on our public interest mandate, we remain confident that Deloitte's MDM and our shared purpose and values make us well-positioned to navigate future challenges while continuing to lead with quality.

Our people’s commitment to integrity, to serve the public interest, and to deliver high-quality assurance over the areas that matter most to our stakeholders is at the core of everything we do.

Our unwavering dedication to quality drives our sustained quality leadership position. We remain focused on excellence across people, process, and technology. Each of these core components helps us to deliver our vision for a better future.

What does this look like? A constantly evolving audit and assurance practice, leveraging bright minds, effective processes, and world-class technologies from across our global organization while drawing on our years of experience. We deliver high-quality services in an efficient and effective way that upholds integrity, builds confidence, and drives value by focusing on what really matters.

The Audit & Assurance transformation and change strategy is focused on the following outcomes:

Transform and technology-enable A&A execution to harness the power of innovation	Continuously evolve Deloitte’s A&A solutions to respond to future stakeholder needs
Transform the talent experience including the use of extended delivery models	Support our people through transformation and change consistently across the globe

Delivering excellence through process, people, and technology transformation.²

Deloitte A&A’s ongoing investment in technology and transformation supports delivering high-quality audits, underpinned by our market-leading platforms, Deloitte Omnia and Deloitte Levvia. Deloitte Omnia is our cloud-based, end-to-end delivery platform for large and complex engagements, while Deloitte Levvia delivers a streamlined, right-sized digital experience for low-risk, less-complex entities.

Our technology and transformation capability also positions us to respond rapidly to new developments, such as GenAI and sustainability, while continuing to drive high-quality outcomes. We have established a mature and highly effective technology development and delivery capability, which will remain a critical enabler of transforming the way we plan and execute high-quality engagements. This, coupled with our global methodology and processes is the foundation for modernized delivery.

Our technology investments, help enable practitioners to execute engagements in a consistent and standardized manner, driven through digitized workpapers and methodology embedded into the platforms. Our technology platforms enhance supervision of an engagement with transparent oversight and real-time progress monitoring, providing access to the latest data and flagging areas for attention on a timely basis throughout the audit.

² For more information about Deloitte A&A audit innovation, please refer to the [Audit innovation](#) page on Deloitte.com.

Deloitte A&A's AI and GenAI strategy

Deloitte A&A is continuing to invest in artificial intelligence innovation, including Generative AI (GenAI), and we have already made significant progress on transforming the delivery of our work with our innovative technologies, Deloitte Omnia and Deloitte Levvia. These solutions, combined with our exceptional people and digitized processes, position Deloitte practitioners to apply these innovations in meaningful ways to a financial statement audit.

We are focused on ethical and responsible use of AI for both clients and our people:

- Within the entities Deloitte audits, we are evaluating the impact of AI and GenAI implementation on financial reporting and other disclosures, as well as the entity's assessment and response to AI-related risks (including related internal controls). As companies begin to adopt and incorporate AI into their business processes, we remain ready to consider relevant implications to the financial reporting processes.
- We are continuing to embed AI and GenAI in audits, consistent with applicable laws and professional standards, harnessing the power of cognitive technologies within the Deloitte Omnia and Deloitte Levvia platforms. We have several AI and GenAI-enabled solutions in use. Going forward, these innovative capabilities will further support Deloitte auditors in delivering high quality audits including further risk-sensing, identification of potential issues, and automation of certain processes. However, professional skepticism and the skill set that we rely on as auditors today will continue to be critical to responsible use and evaluation of AI and GenAI.
- Finally, Deloitte is investing in learning and development for Deloitte A&A practitioners and professionals, training them on the impact of GenAI, its risks, limitations, and expectations about how to use GenAI effectively and responsibly on their engagements.

Sustainability reporting

Sustainability matters continue to present risks and opportunities for businesses across sectors and geographies, giving rise to stakeholder demand for transparent disclosure and reporting. From a financial reporting perspective, Deloitte's audit approach is designed to promote consistent and appropriate consideration of sustainability-related risks and opportunities, which enables a deeper understanding of potential impacts on the financial statements and well-documented conclusions. We reinforce this with our people through learning, guidance, and various resources.

In the evolution from traditional financial reporting to broader corporate reporting, significant standard-setting activity has resulted in new or enhanced disclosure requirements. The IFRS Sustainability Disclosure Standards published by the International Sustainability Standards Board (ISSB) created a global baseline for sustainability reporting that is in various stages of adoption in jurisdictions across the globe. In Europe, we have seen the first wave of entities in scope of the Corporate Sustainability Reporting Directive (CSRD) publish comprehensive sustainability reporting in accordance with European Sustainability Reporting Standards (ESRS), and we are monitoring ongoing simplification efforts.

Deloitte is a strong advocate for decision-useful sustainability reporting and we continue to monitor regulatory developments in this space, recognizing the important role we play in active stakeholder engagement.

Sustainability assurance

Assurance over sustainability reporting is increasingly becoming mandatory in jurisdictions across the globe, with voluntary assurance also recognized as a valuable tool to instill trust in corporate sustainability reporting.

The demand for sustainability assurance highlights the importance of professional standards that enable consistent, high-quality execution globally.

Deloitte is well positioned to deliver high quality assurance on sustainability information. As auditors, we uphold the core tenets of integrity, credibility, and objectivity and abide by professional requirements regarding competence, independence, and systems of quality management. Our audit and assurance work and related systems are subject to oversight and inspection as well as professional liability mechanisms to ensure that credible assurance is delivered to the market.

Below are specific actions that Deloitte is undertaking to support execution of high-quality assurance services that appropriately address both voluntary sustainability reporting and mandatory reporting requirements:

- Developing and enhancing Deloitte’s global sustainability assurance methodology, which includes supplemental guidance and resources for specific sustainability reporting standards and frameworks. In particular, we have supplemented our global sustainability assurance methodology with guidance, tools, and templates specific to the performance of limited assurance over CSRD sustainability reporting.
- Building capacity through global and localized learning focused on sustainability reporting and assurance topics.
- Developing and deploying technology-enabled solutions, such as sustainability disclosure checklists.
- Leveraging our global network and MDM to share subject matter knowledge and experience.
- Engaging to shape the capital market infrastructure for sustainability reporting tied to enterprise value through collaboration on standard setting, reporting, and assurance initiatives, such as the IFRS Foundation, the IAASB, and the International Ethics Standards Board for Accountants (IESBA).

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

Professional development and performance management

Deloitte’s culture of excellence and the design of learning programs place people at the forefront³. Deloitte practitioners are technically proficient with high levels of ethics, integrity, professional skepticism, and objectivity, applying their judgment and experience with passion and commitment. We are continuously enhancing our skillsets, knowledge, and experience to deliver meaningful impact.

Deloitte is committed to delivering an unrivalled talent experience, developing practitioners, and furthering their careers by creating a life-long learning environment—advancing education, skillsets, and flexible career options that appeal to auditors of today and tomorrow.

Deloitte practitioners bring diverse backgrounds, knowledge, and skills that enhance capabilities as an organization in delivering the highest quality. We support and empower all our people to achieve their full potential by fostering an inclusive culture that helps them thrive.

Deloitte recognizes and rewards its Audit & Assurance practitioners and professionals and makes meaningful investments in their futures.



³ For more information about Deloitte’s commitment to its people, please refer to [Our People](#) on Deloitte.com.

Learning and development initiatives

Deloitte’s transformed approach to delivery is changing the experience for practitioners. Teams are empowered by advanced tools and technologies and extensive use of data and analytics within a guided workflow to execute the end-to-end audit. For Deloitte practitioners, this means focusing on how the engagement is planned, executed, and managed consistently across the globe using our innovative techniques and capabilities. It also offers opportunities to enhance their technical and professional skillsets and competencies. The following skills remain as important as ever—enhanced data analytics, project management, critical thinking, communication, professional judgment, and the application of accounting and auditing principles to work effectively and deliver high-quality engagements. As capabilities and skillsets are enhanced, we build greater confidence and become ever-better evaluators of risk.

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

- At the core, Deloitte has a single, global mandatory audit technical learning curriculum, tailored for learners by level, using a dynamic blend of live instructor-led, digital on-demand courses, and on-the-job activities.
- All client service practitioners are required to follow the firm’s learning requirements for their roles and complete sufficient continuing professional education (CPE) each year and over a cyclical three-year period to ensure both compliance with regulatory standards and Deloitte internal policies. This is achieved 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 practitioners have clearly defined role expectations and global Talent Standards which outline the capabilities that are required of practitioners at each level.

Aligned to Deloitte A&A’s efforts to deliver a more skills-focused career experience, we are prioritizing learning modernization by providing experiences that are skills-based, tailored, and relevant for practitioners and professionals in their specific roles.

Deloitte has also established specific learning opportunities for specialists working on engagements to support their knowledge and understanding. In

addition, our Assurance learning offering is being expanded to respond to emerging business needs.

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 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 Global 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 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 and The Association of Accountants and Auditors of Republika Srpska.

This year, Deloitte was ranked #2 on the list of the most desirable employers in Bosnia and Herzegovina among companies that provide professional and business services. This is the eighth year in a row that Deloitte has received the title of the top 3 most desirable employer from companies that provide the above activities. This award shows that society recognizes appreciation of our employees! The recognition is awarded by the company Alma Career, and this year over 500 companies were nominated, where they were the best selected after over 230,000 votes.

In the last reporting year, Deloitte Central Europe practitioners spent a total of 238,490 training hours on learning and development.

Deloitte University

Deloitte actively cultivates the collective knowledge and skills of Deloitte people globally through continued investment in Deloitte Universities (DU), the cornerstone of our organization’s commitment to leadership development and technical training for Deloitte people around the world. These are state-of-the-art learning and development centers focused on Deloitte culture and founded in the principles of connectedness and leadership in a highly inclusive learning environment⁴. Since opening the Westlake, Texas location in 2011, we’ve launched additional facilities in Beijing, Brussels, Hyderabad, Mexico City, Paris, Singapore, and Toronto. Being together for “moments that matter” is critical as we develop the next generation of leaders, as well as create—and strengthen—the connections that are so important to succeeding in a global organization serving multinational clients.

Professionals from across Europe, Middle East and Africa are trained in Deloitte University EMEA, through exceptional and memorable development experiences, to make an impact that matters. Since 2024 Deloitte University EMEA is located in own state-of-the-art facility just outside Paris in France. Deloitte University EMEA emphasizes professional and leadership capabilities, as well as industry and business specific skills, applying standards of excellence to deliver world class learning through its curriculum.

Audit & Assurance Leadership appointments

Critical Audit & Assurance leadership roles are clearly defined. A role profile and key performance indicator framework provide a basis for consistent leadership appointments and evaluations across the Deloitte Audit & Assurance network, enabling alignment of member firm and Deloitte Global Audit & Assurance strategic objectives. Deloitte maintains globally consistent standards for member firm Audit & Assurance leaders, including Audit & Assurance Business Leaders, Audit & Assurance Quality Leaders, and Audit & Assurance Risk Leaders through clearly defined roles, responsibilities, and expected success outcomes. These inform objective setting and evaluation processes and reinforce Deloitte’s culture of quality and excellence. Robust monitoring of succession planning helps ensure Deloitte is developing and appointing the appropriate individuals with the capabilities to achieve these consistent standards.

Remuneration

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

In accordance with Deloitte policies, Deloitte Bosnia and Herzegovina’s partners and certified auditors are evaluated on a yearly basis, and depending on the outcome of the evaluation, the remuneration of partners may increase or decrease. Specifically, partner evaluations take the following factors into account: quality evidenced through positive practice review or external inspection results, expertise, integrity, professionalism, entrepreneurship, independence and compliance.

Attraction and retention

The current environment for talent is extremely competitive and attraction and retention of our people is a strategic priority for Deloitte. We are focused on transforming the Audit & Assurance talent experience, including reimagining the ways of working to improve retention and further advance our inclusive culture and the well-being of all Deloitte people. We are continuously looking at opportunities to collectively enhance the talent experience. This focus on our people and retention of top talent Deloitte’s ability to deliver high-quality.

Deloitte continues to receive recognition and awards across the globe for its commitment to delivering an unrivalled talent experience for its people [Awards and recognition | Deloitte Global](#).

Licensed Auditors

For conducting audit services in Federation of Bosnia and Herzegovina for 2025, Deloitte Bosnia and Herzegovina has four Licensed Auditors: Sabina Softić, Belma Istenić, Adna Valjevac and Azra Bećirbašić.

While, for conducting audit services in Republika Srpska for 2025, Deloitte Bosnia and Herzegovina has five Licensed Auditors: Sabina Softić, Belma Istenić, Azra Bećirbašić, Davor Džajić and Sergej Bulić.

⁴ Please refer to Deloitte.com for more information about [Deloitte Universities](#)

Deloitte's priority focus on quality

Deloitte's commitment to quality is central to everything we do. We consistently deliver on this commitment by instilling a culture of quality, integrity, and excellence across the network, establishing business and financial priorities, and developing effective processes, tools, and technologies applied in the execution of engagements. Deloitte's brand is defined by the high-quality audit and assurance services delivered and by the unwavering commitment to continuous improvement of our systems of quality management. Keeping pace with emerging economic, business, and regulatory conditions, as well as technological advances, is critical to the continual enhancement of Deloitte's role in protecting the public interest and supporting the effective functioning of the corporate reporting ecosystem.



Leadership commitment and tone at the top

Deloitte’s culture of quality, integrity, and excellence begins with a strong tone from the top—from senior leadership through to the leaders in all our offices and audit and assurance engagements. This commitment is demonstrated through the direct involvement of leaders in initiatives emphasizing that quality and professional behavior is the highest priority for audit and assurance practitioners at all levels and consistent messaging that reinforces the importance placed on executing high-quality engagements. Deloitte sets high ethical standards for the conduct of all its professionals and embeds integrity expectations into the Deloitte Global Principles of Business Conduct.

Deloitte’s relentless pursuit of quality defines not just what we do, but who we are.

System of quality management (SQM)

Deloitte believes an effective SQM is crucial for the consistent performance of high-quality engagements, and we continue to make significant investments in our people, processes, and technologies that underline Deloitte’s quality management processes.

Regulators and standard setters in Bosnia and Herzegovina and globally are also focused on the effectiveness and continued improvements in firms’ SQMs. Deloitte Bosnia and Herzegovina complies with ISQM 1 which requires annual evaluation of the SQM.

ISQM 1 introduces a risk-based approach to the SQM that requires firms to respond to quality objectives and risks to our ability to execute high-quality audits in the following areas:

- The firm’s risk assessment process;
- Governance and leadership;
- Relevant ethical requirements;
- Acceptance and continuance of client relationships and specific engagements;
- Engagement performance;
- Resources;
- Information and communication; and
- The monitoring and remediation process.

The effective implementation of ISQM 1 has been and remains a key element of Deloitte’s global audit and assurance quality strategy.

As part of the implementation of ISQM 1, quality objectives, quality risks and responses were formalized and brought together in a globally consistent technology platform to facilitate the design and maintenance of the system, as well as the operation through tri-annual self-assessments by business process owners and reporting capabilities to support the required annual evaluation.

Deloitte Bosnia and Herzegovina continues to work with leaders across the firm, as well as the broader network, to further enhance our proactive approach to managing the quality of engagements performed—identifying and addressing risks to quality and driving continued advancements in quality management processes serves us well into the future as the environment within which we operate continues to evolve and become increasingly complex.

Consistent with Deloitte’s culture of continuous improvement and innovation, Deloitte Bosnia and Herzegovina’s efforts relating to ISQM 1 and our SQM provide us the opportunity to continually challenge ourselves—examining those areas where we can further enhance and transform our SQM. Quality is always front and center, and robust quality monitoring processes play an integral role in our ability to continually improve.

ISQM 1 requires at least an annual evaluation of the SQM. In 2025 Deloitte Bosnia and Herzegovina conducted two evaluations of its quality management system—an initial assessment as of 31 May 2025 and a subsequent evaluation as of 30 September 2025.

Deloitte Bosnia and Herzegovina is preparing for the upcoming Public Company Accounting Oversight Board’s standard on a Firm’s System of Quality Control (QC 1000) and believes this continues to strengthen the firm’s SQM.

Conclusion on the effectiveness of the SQM
- Statement on the effectiveness of its functioning

Deloitte Bosnia and Herzegovina is responsible for designing, implementing, and operating a SQM for audits or reviews of financial statements, or other assurance or related services engagements performed by the firm, that provides the firm with reasonable assurance that the objectives of the SQM are being achieved. The objectives are:

- The firm and its personnel fulfill their responsibilities in accordance with professional standards and applicable legal and regulatory requirements, and conduct engagements in accordance with such standards and requirements; and
- Engagement reports issued by the firm or engagement partners are appropriate in the circumstances.

Deloitte Bosnia and Herzegovina conducted its evaluation in accordance with the ISQM 1.

Deloitte Bosnia and Herzegovina concluded that the SQM provides the firm with reasonable assurance that objectives of the SQM **are being achieved as of end of May 2025 and end of September 2025**⁵.

Reasonable assurance is obtained when the SQM reduces to an acceptably low level the risk that the objectives of the SQM are not achieved. Reasonable assurance is not an absolute level of assurance, because there are inherent limitations of a system of quality management.

Independence, objectivity, and professional skepticism

The execution of high-quality audit and assurance engagements requires independence, objectivity, and professional skepticism. This means a continuous and tangible focus on Deloitte’s critical role in serving the public interest, including creating a culture of quality where doing the right thing is of paramount importance. Deloitte consistently reinforces the important role of auditors as independent evaluators who must maintain a mindset of professional skepticism throughout the conduct of our work. This approach is reflected in Deloitte policies, methods, procedures, and learning, and is reinforced through quality management and accountability measures.

Audit & Assurance approach

Deloitte’s approach to performing a high-quality engagement involves the use of audit and standards-

based assurance methodologies, common across the Deloitte network, supplemented by tools for use by our practitioners to plan, perform, supervise, review, document, conclude, and communicate the results of each engagement. Deloitte’s approach is underpinned by professional standards, as well as the requirements of applicable laws and regulations.

Deloitte’s 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. Our methodologies are also 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, in statistical science as well as GenAI are relevant to continuing to enhance the quality of Deloitte engagements.

Resources to support Deloitte practitioners in the execution of high-quality engagements

The resources applied by Deloitte practitioners in the performance of their work include the proprietary tools, guidance, materials, and practice aids used in conducting engagements, which are available to all our practitioners in the Deloitte Research Portal an extensive online library, and in our audit execution platforms (such as Deloitte Omnia and Deloitte Levvia). These resources drive greater standardization and consistency across Deloitte firms. Deloitte regularly issues guidance to our practitioners and communicates developments that should be factored into audit risk assessments and responses in order to maintain and drive quality execution.

⁵ Conclusion per paragraph 54(a) of ISQM 1. Should this conclusion not apply and paragraphs 54(b) or (c) does, contact [Deloitte Global A&A Quality](#) to discuss appropriate wording.

Consultation

Quality and risk management considerations are integral to Deloitte’s audit and assurance business and to the performance of engagements. That is why Deloitte views consultation as an essential, collaborative process—one that involves robust challenge and helps determine the most appropriate answers to complex questions. Deloitte has identified circumstances where consultation outside of the engagement team is required in order to demonstrate an appropriate level of professional judgment and the exercise of professional skepticism. Deloitte consultation policies require that conclusions are documented, understood, and implemented. Foundational to the effectiveness of the consultation process is Deloitte’s investment in consultation resources who have the appropriate skills and expertise. In addition to formal consultations, whenever engagement partners and teams need additional information or perspectives, they are encouraged to seek assistance from the quality and risk management teams, or others in the organization with specialized knowledge.



External and internal quality monitoring

Monitoring of quality

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

The objective of monitoring and remediation processes are to provide relevant, reliable, and timely information about the design, implementation, and operation of the SQM to leadership in order to enable appropriate and timely actions to be taken to respond to identified deficiencies. This includes the identification of deficiencies and good practices in the SQM and the assessment of the effectiveness of remedial actions in driving improvements in audit quality.

SQM monitoring

SQM monitoring is an integral part of Deloitte Bosnia and Herzegovina’s monitoring activities and considers relevant requirements in ISQM 1, as well as evaluating the design, implementation and operating effectiveness of responses that address the quality risks that have been identified for the firm.

Key components of SQM monitoring include:

- Risk-based approach to selecting business processes, quality risks and responses to monitor.
- Mandatory moderation panel to drive consistency in evaluating findings and deficiencies.
- Identifying appropriate resources (from within Deloitte Bosnia and Herzegovina as well as from other Deloitte geographies or Deloitte Global) with the right experience.

Monitoring of in-process engagements

Continuous quality monitoring by Deloitte Bosnia and Herzegovina involves the proactive identification of issues on in-process engagements in order to drive timely solutions and real time corrective actions. This is achieved through the following suite of activities:

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

Inspections of completed engagements

Key components of inspections of completed engagements include:

- Risk-based engagement selection and consideration of all major industries served by Deloitte Bosnia and Herzegovina while considering all signing partners or partner equivalents on a cyclical basis.
- Mandatory moderation panel to drive consistency in findings and engagement ratings.
- Identifying appropriate resources (from within Deloitte Bosnia and Herzegovina as well as from other Deloitte geographies or Deloitte Global) with the right experience and industry knowledge.

External inspections

In addition to Deloitte Bosnia and Herzegovina’s own monitoring of quality, we are subject to external monitoring by 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/or by the Ministry of finance. In Republika Srpska, Ministry of finance of Republika Srpska made last inspection in 2020 and issued a report with no findings related to company and certified auditors.



Time allocation

In the last reporting period, Deloitte Central Europe including Deloitte Bosnia and Herzegovina invested total of 11,634 hours on activities related to monitoring and remediation, emphasizing their dedication and strategic focus to quality.

Internal monitoring	External monitoring
Period covered: 1 June 2024 till 31 May 2025	FBIH: not yet RS: 2020



Root cause analysis and remediation

Continuous improvement is essential to Deloitte’s culture of quality and excellence. Understanding why engagement level findings and SQM deficiencies occur is critical to being able to design effective remedial actions. When engagement level findings or SQM deficiencies are identified, whether through internal or external monitoring activities, actions are taken to identify gaps and develop appropriate remediation activities. Remediation is imperative to drive continuous improvement in 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.



Anonymous complaints reporting system

In addition to the key aspects of quality monitoring and SQM described above, Deloitte Bosnia and Herzegovina provides an anonymous [Speak Up](#) platform for reporting complaints or ethical issues in relation to services provided. This platform is available to both Deloitte and non-Deloitte personnel.

Independence, ethics, and additional disclosures

Deloitte Bosnia and Herzegovina Independence



Sets **independence policies and procedural expectations** based upon the Code of Ethics for Professional Accountants issued by the International Ethics Standards Board for Accountants and, where applicable, the independence standards of the US Securities and Exchange Commission and the Public Company Accounting Oversight Board.

Supports network services that a firm uses in the design, implementation, and operation of their system of quality management, including:



Technological resources: Global systems to provide its people with entity information to support compliance with personal and professional independence requirements, including financial interests, scope of service approvals.

Intellectual resources: Independence policy, e-learning, monitoring instructions and other tools, templates, and guidance.

Human resources: Technical independence expertise, as required, which also informs potential enhancements to intellectual resources.



Supports various elements of a firm's **system of quality management** monitoring and remediation process, as determined to be appropriate.



Promotes **independence awareness** across the Deloitte network through active engagement with independence and business leadership groups and periodic communications, alerts, technical training, and webcasts.

Deloitte Bosnia and Herzegovina Independence

Deloitte Bosnia and Herzegovina has quality responses that address quality objectives and quality risks as they relate to the relevant ethical requirements for independence. These responses include policies and procedures that are based on expectations set out in Deloitte Global Independence policies, and which are supplemented, as appropriate, to reflect additional national or regional requirements that may be more restrictive than Deloitte Global policies. Deloitte Bosnia and Herzegovina leadership reinforces the importance of compliance with independence and related quality management 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 practitioners, 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 Deloitte Bosnia and Herzegovina, including the design, implementation, operation, monitoring, and maintenance of the system of quality management related to independence.

As part of the firm’s system of quality management, Deloitte Bosnia and Herzegovina has:

- Implemented responses to address quality objectives and quality risks it has identified for its key independence areas;
- Performed appropriate monitoring activities over its key independence areas; and
- Has appropriate independence governance in place.

The firm’s key independence areas include:

- Client, engagement, and business relationships, including use of the independence business process tools, the Deloitte Entity Search and Compliance (DESC) system, and the Service Request Monitoring (SRM) application
- Firm and personal financial relationships, including the use of the Global Independence Monitoring System (GIMS)
- Employment and other relationships
- Independence confirmations
- Independence consultations
- Independence-related policies, communications, and learning
- Breaches of independence requirements
- Disciplinary measures for failures to adhere to applicable independence requirements



DESC

Deloitte Entity Search and Compliance

Global, 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 practitioners

Deloitte Bosnia and Herzegovina maintains policies and procedures requiring rotation of key audit partners and staff. These differ for a public interest entity 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 (the “PIE”) or entities defined as a public interest entity by Deloitte Bosnia and Herzegovina (“other PIE”).

Individuals responsible for carrying out a statutory audit should not serve 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 PIE entity before at least four years have elapsed following cessation of such service.

The audit at the same PIE may be performed by the selected audit firm for another three years after the expiry of seven years deadline, if an audit firm ensures that the audit is carried out by another auditor.

In case of Non-PIE, individuals responsible for carrying out a statutory audit should not serve Non-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 Non-PIE entity before two years in Republika Srpska or one year in Federation of Bosnia and Herzegovina following cessation of such service.

The audit at the same Non-PIE may be performed by the selected audit firm for another three years after the expiry of seven years deadline, if an audit firm ensures that the audit is carried out by another auditor.

During the cooling-off period, 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 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 people are expected to act with integrity in accordance with high ethical standards as described in the Deloitte [Global Principles of Business Conduct](#) (“Global Code”). The Global Code is embedded into each member firm’s Code of Conduct and defines the commitments that all Deloitte people make regarding ethical standards, as well as explaining each individual’s responsibilities to their clients, colleagues, and society.

In addition to the Global Code, other foundational elements of Deloitte’s ethics program include global policies, 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 people through an annual ethics survey.

Ethics at Deloitte is led by the Deloitte Global Chief Ethics Officer at the global level, and by member firm Ethics Officers at the local level, all of whom are experienced partners with direct access to the member firm’s CEO and governing body. Deloitte Global and member firm ethics leaders work together to continually monitor risk and to reinforce compliance with the Global Code.

Deloitte Bosnia and Herzegovina maintains policies and procedures that build on global policies and are designed to provide reasonable assurance that its people 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. Deloitte Bosnia and Herzegovina also complies with Deloitte Global policies and procedures, which align

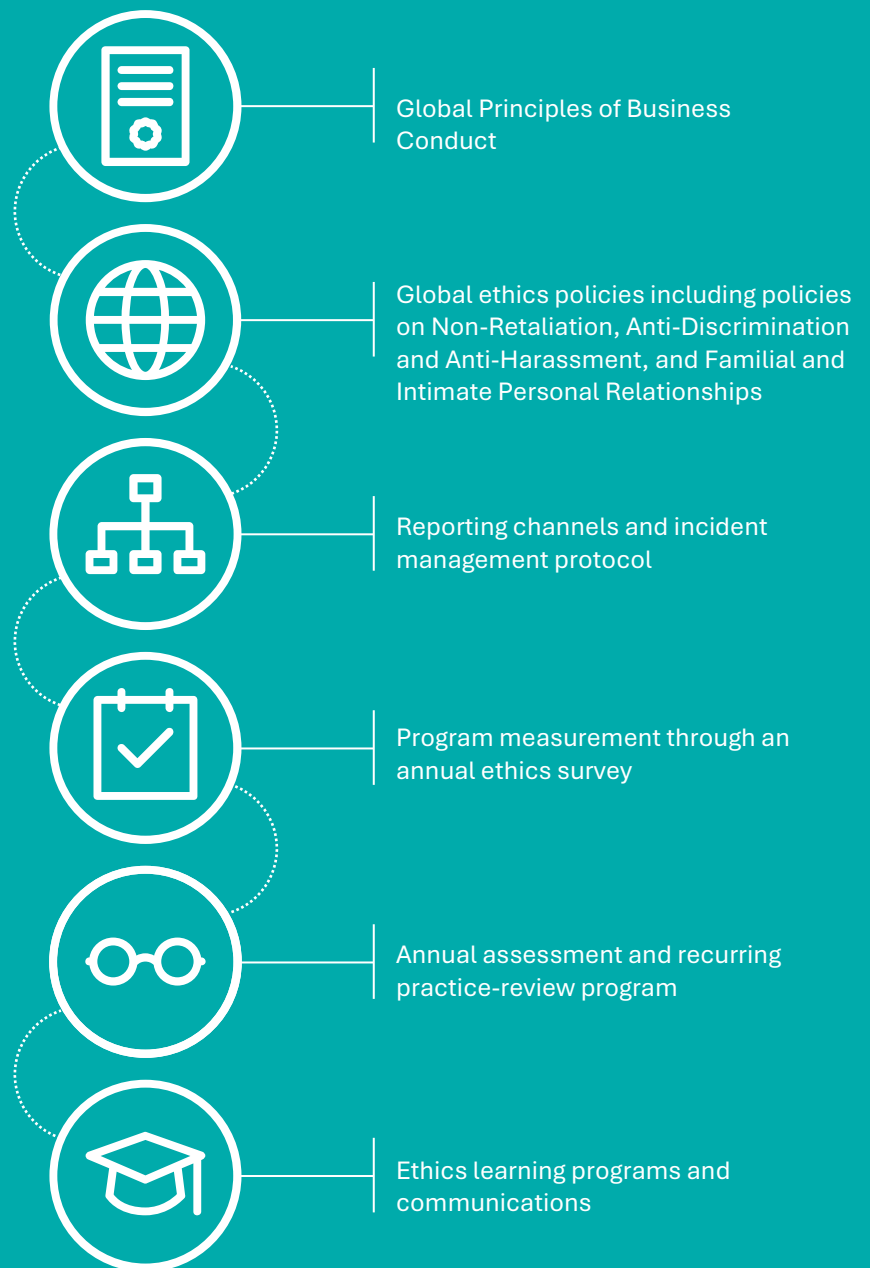
with the requirements and guidance set out in the international Code of Ethics for Professional Accountants issued by the International Ethics Standards Board for Accountants, a standard-setting body of the International Federation of Accountants (IFAC). When the national professional requirements are more restrictive than the Deloitte Global 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 for all people. Learning includes targeted content for onboarding, manager and senior manager promotion, partner admission, independent contractors, and refresher programs at least every two years. Recent global training topics have included a focus on the importance of owning up to one’s mistakes, being an active bystander, navigating personal relationships in the workplace, demonstrating respect, integrity and professionalism on social media, ethical learning, and appropriate use of Generative AI, and courses have included a confirmation that professionals are aware that answers should not be shared with others and doing so would constitute a violation of the Global Code. In addition, Deloitte Bosnia and Herzegovina conducts ethics reviews of senior leaders and requires all partners, other practitioners, and support staff to confirm annually that they have read and comprehended the member firm’s Code of Conduct and understand that it is their responsibility to comply with it.

Deloitte Global Ethics

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

Deloitte's Global Principles of Business Conduct ("Global Code") outlines Deloitte's ethical commitments as a network and expectations for Deloitte's approximately 470,000 people, giving a strong, principled foundation. The foundations of the network's ethics program are comprised of the following elements:



Appendices

Appendix A | Financial information

Disclosure in accordance with Article 82.1 (i) of Law on Accounting and Auditing in the Federation of Bosnia and Herzegovina (Official Gazette of FBiH, no. 15/21) and with 74.4 (**12 and 13**) of the Law on Accounting and Auditing of Republika Srpska (Official Gazette of RS, no. 115/25).

The breakdown of the Federation of Bosnia and Herzegovina's 2025 turnover:

Turnover	BAM
Audit services	2,063,430
Non-audit services	6,853,563
Other revenue	52,426
Total	8,969,419

The breakdown of the Republika Srpska's 2025 turnover:

Turnover	BAM
PIE audit services (including companies whose parent company is PIE)	67,412
Non PIE audit services	153,778
Non-audit services	842,129
Total	1,063,319

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 Deloitte d.o.o. za reviziju in the financial year 2025:

NameD	FYE
KLAS d.d. Sarajevo	31.12.2024.
Solana d.d. Tuzla	31.12.2024.
SPRIND d.d. Rajlovac - Sarajevo	31.12.2024.
Svjetlostkomerc d.d.	31.12.2024.
Vemal Tešanj d.d.	31.12.2024.
Vispak prehrambena industrija Visoko d.d	31.12.2024.
ZIM d.d. Zenica	31.12.2024.
Bosna Bank International d.d.	31.12.2024.
Croatia osiguranje d.d., Mostar	31.12.2024.
Croatia remont d.d., Čapljina	31.12.2024.
Energopetrol d.d.	31.12.2024.
Ingram d.d. Srebrenik	31.12.2024.
Majevica d.d. Srebrenik	31.12.2024.
Mikrokreditno Društvo "MI-BOSPO" Tuzla	31.12.2024.
Mikrokreditna Fondacija "MI-BOSPO" Tuzla	31.12.2024.
Pivara Tuzla d.d.	31.12.2024.
Pobjeda - Rudet d.d. Goražde	31.12.2024.
Prevoz radnika Kreka d.d. Tuzla	31.12.2024.
Raiffeisen Bank d.d. Bosna i Hercegovina	31.12.2024.
OIF Raiffeisen Balance ESG	31.12.2024.
OIF Raiffeisen Cash	31.12.2024.
OIF Bond 2026	31.12.2024.
OIF Euro Bond	31.12.2024.

NameD	FYE
Raiffeisen Invest d.d. Sarajevo	31.12.2024.
Raiffeisen Leasing d.o.o. Sarajevo	31.12.2024.
TP distributivni centar Sarajevo d.d. Sarajevo	31.12.2024.
Triglav Osiguranje d.o. Sarajevo	31.12.2024.
Unevit d.d. Konjic	31.12.2024.
Ziraat Bank BH d.d.	31.12.2024.

Disclosure in accordance with Article 74.4 (7) of the Law on Accounting and Auditing of Republika Srpska (Official Gazette of RS, no. 115/25)

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 2025:

Name	FYE
RBA - Raiffeisen capital a.d	31.12.2024.
Triglav Grupa - Triglav osiguranje a.d	31.12.2024.

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 2025.
2. Our independence procedures were conducted successfully, and the internal control of independence compliance within our company was conducted during 2025.
3. Our licensed auditors (and required team members) have complied with the continuing education obligations required by local regulations.

Sarajevo 30 April 2026




Sabina Softić, Director



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