

Transparency report
for financial year 2013
Deloitte revizija d.o.o.



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1. Introduction

As an audit firm carrying out statutory audits of entities whose securities are traded on a regulated securities market, Deloitte revizija d.o.o. publishes this Annual Transparency Report in accordance with Article 79 of the Auditing Act (ZRev-2).

All information contained in this report is shown as at 31 December 2013 unless indicated otherwise in the report.

2. Deloitte Network

“Deloitte” is the brand under which tens of thousands of dedicated professionals in independent firms throughout the world collaborate to provide audit, consulting, financial advisory, risk management, and tax services to selected clients. These firms are members of Deloitte Touche Tohmatsu Limited (DTTL), a UK private company limited by guarantee. Each member firm provides services in a particular geographic area and is subject to the laws and professional regulations of the particular country or countries in which it operates. DTTL does not itself provide services to clients. DTTL and DTTL member firm are separate and distinct legal entities, which cannot obligate the other entities. DTTL and each DTTL member firm are only liable for their own acts or omissions, and not those of each other. Each of the member firms operates under the Deloitte brand and related names, including “Deloitte,” “Deloitte & Touche,” “Deloitte Touche Tohmatsu,” and “Tohmatsu.” Each DTTL member firm is structured differently in accordance with national laws, regulations, customary practice, and other factors, and may secure the provision of professional services in their territories through subsidiaries, affiliates, and/or other entities. DTTL members voluntarily become members of the Deloitte Network with a primary purpose to coordinate their approach to client service, professional standards, shared values, methodologies, and systems of quality control and risk management. DTTL has adopted certain policies and protocols in each of these areas in an effort to establish a consistently high level of quality, professional conduct and service in all member firms.

Deloitte provides audit, tax consulting, legal consulting and financial advisory services to public and private clients spanning multiple industries. With a globally connected network of member firms in more than 150 countries, Deloitte brings world-class capabilities and high-quality service to clients, delivering the insights they need to address their most complex business challenges. Deloitte has in the region of 200,000 professionals, all committed to becoming the standard of excellence.

About Deloitte Central Europe

Deloitte Central Europe is a regional organization of entities organized under the umbrella of Deloitte Central Europe Holdings Limited, the member firm in Central Europe of Deloitte Touche Tohmatsu Limited. Services are provided by the subsidiaries and affiliates of Deloitte Central Europe Holdings Limited, which are separate and independent legal entities.

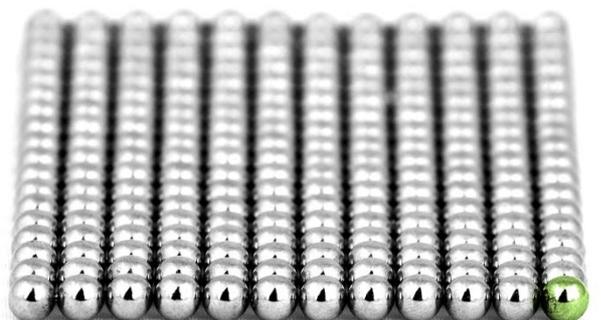
Since the beginning of the 1990s, Deloitte has played an integral part in Central Europe's transition through its advisory role to governments and local and foreign businesses.

In 1990 we established Deloitte & Touche Eastern Europe and started to serve clients in Hungary, Poland, Czechoslovakia and the Commonwealth of Independent States (CIS). At that time, our regional firm employed a handful of people, had offices in three Central European countries and the CIS and posted annual revenues of under U.S.\$ 0.5 million.

Deloitte Slovenia

Established on 1 December 1993 as one of Slovenia's first audit firms, Deloitte revizija d.o.o. has grown to become a leading audit firm in Slovenia.

The firm's audit clients include a number of renowned and prominent companies in Slovenia, but the firm also provides audit and other services to companies belonging to large foreign corporate groups. Many international clients are assisted this way, including through the firm's cooperation with Deloitte Central Europe and the global firm Deloitte Touche Tohmatsu Limited.



3. Management and legal status of audit firm

Deloitte revizija d.o.o. is a member of Deloitte and carries out audit and other audit-related engagements in Slovenia. Also operating in Slovenia is the company Deloitte svetovanje d.o.o., a separate legal entity, which is also a member of Deloitte, but does not carry out audit engagements.

Deloitte revizija d.o.o. is 85% owned by Mr. Yuri Sidorovich and 15% by Deloitte Audit S.R.O.

The Board of Deloitte revizija d.o.o. comprises President of the Board Mr. Yuri Sidorovich, Partner and Certified Auditor, and Directors Mr. Dušan Hartman, Certified Auditor. The Board has full powers. The firm operates in accordance with Slovene legislation.

4. Internal quality control

The Company applies the internal quality control system established by DTTL and set out in the Deloitte Policies Manual (Audit). This system includes policies and procedures addressing leadership responsibilities for the system of quality control within the Company, ethical requirements, client and engagement acceptance and continuance, human resources, engagement performance and monitoring.

This internal quality control system has two monitoring systems:

- The engagement quality assurance review and
- The member firm practice review.

5. Engagement quality assurance review

Statutory audit reports on the annual accounts or consolidated accounts relating to a public interest entity, among others, are subject to an engagement quality assurance review by a partner or director of the Company with sufficient and appropriate experience and professional qualifications, prior to issuance of the report.

An engagement quality assurance review comprises a review of the report and financial statements or other financial information subject of the report, the audit planning memorandum or equivalent, the audit summary memorandum or equivalent, selected working papers and other documentation as deemed appropriate such as the engagement letter. This review also includes a discussion with the audit engagement partner as regards significant matters that arose during the engagement or the review. If the engagement risk has been assessed as greater than normal or much greater than normal, a more extensive review is required, including a review of appropriate working papers that focus on the risks identified.

The audit report may only be issued if the reviewer is satisfied that the engagement team has made appropriate judgments and conclusions, and has complied with the International Standards on Auditing and other relevant rules and regulations.

In any case, the final audit report may only be issued when all senior members of the engagement team and partners in charge of the engagement reach a consensus.



6. Member firm practice review

The Company is subject to practice reviews by DTTL at least every three years and each partner should have a sample of their engagements reviewed at least every three years. The practice review is carried out by partners or managers who are independent of the office or audit group they are reviewing and is monitored by an independent, external audit partner from another DTTL member firm.

The objectives of the practice review are:

- To obtain reasonable assurance regarding compliance with DTTL policies and procedures as regards audit;
- To assess the operating effectiveness of risk management and quality control procedures;
- To assess adherence to professional standards and regulatory and legal requirements;
- To obtain reasonable assurance that the Deloitte audit methodology has been properly implemented and
- To obtain reasonable assurance that Deloitte Audit's system of quality control is appropriately designed, relevant, adequate, operating effectively and complied with in practice.

The results of the practice review, including any required actions, are set out in a report which, subject to due respect of legal requirements such as client confidentiality and data privacy, is made available to the Company leadership and relevant audit engagement partners, as well as certain DTTL leaders. Any deficiencies should result in one or more of the following: remedial action relating to an engagement, communication of findings to those responsible for education and training, changes to the quality control policies and procedures and disciplinary action.

Management Committee statement

The Management Committee of the Company is satisfied that the internal control system as described above is effective in providing reasonable assurance that the Company and its personnel comply with applicable professional standards and regulatory and legal requirements and that audit reports issued are appropriate in the circumstances.

7. Reviews performed by other external supervision institutions

The operations of Deloitte revizija d.o.o. are regularly reviewed by the Slovene Institute of Auditors. The most recent review performed by the Institute was in 2013.

8. Statement on procedures for ensuring the independence of the audit firm

Both DTTL and the Company itself maintain written independence policies, which include the performing of certain independence compliance checks on an annual basis.

Each professional should sign an individual independence declaration each year. It is performed as of 31 May. In addition, similar independence declarations are obtained from new employees and employees leaving the Company.

- All professionals of the level of manager and above should enter their financial interests in a DTTL proprietary electronic financial interest tracking system. Each person's portfolio is checked against an electronic list of audit clients to check whether this ownership is allowed under the relevant independence rules;
- All professionals should complete an e-learning on independence rules and;
- Client and engagement acceptance processes are used to verify that independence is not impaired.

In addition to the continuous monitoring of compliance with independence policies, independence inspection and testing procedures are performed annually on a sample of professionals and senior officers.

9. Additional professional training programme

Continuing education is a key policy of the Company, as this is an important means of developing knowledge and maintaining and improving the quality of our services. The Deloitte Learning intranet provides a starting point, including technical training (GAAP, GAAS, professional rules, tax, IT), management and interpersonal skills, business economics and industry-specific courses.

The continuing education program is comprised of both Deloitte-organised training sessions as well as external training, among others by the Institute of Auditors. Certain courses are mandatory and others are optional, such that each auditor or trainee auditor can personalise their learning programme.

During the first years, most training is comprised of mandatory courses on technical topics including Deloitte methodologies and processes but afterwards the optional part increases given that individual needs become more diverse. An individual learning programme is required as from Senior 2 level (approximately four years' experience).

More experienced auditors are expected to update and deepen their technical knowledge. Developing management and interpersonal skills are also very important for this group. There is also the possibility to follow longer term education, such as MBA programmes. There is also a system of accreditation for SEC registrants whereby a training course needs to be completed before an auditor may perform certain tasks.

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 within the Company.

At Deloitte revizija d.o.o., all certified auditors take part in additional professional training referred to in Article 48(2) of the Auditing Act.

10. Financial data

Type of services	Amount in Euro
Statutory audits	3.320.333,59
Other assurance engagements	203.433,23
Other revenue	777.008,55
Total for the financial year from 1 January 2012 to 31 December 2013	4.300.775,37

11. Remuneration of certified auditors

The remuneration of each partner in the audit firm comprises two elements – role compensation and performance compensation – both of which are related to the contributions made in their respective roles. Their role compensation is dependent on the scope and impact of their responsibilities. Their performance compensation is related to the achievement of goals set each year.

Partners are evaluated once annually and their role and performance compensation is adjusted upwards or downwards on the basis of their past and planned contributions.

The remuneration of other certified auditors, who are not equity partners, is based on the amount of remuneration agreed-upon in their employment contracts.

Deloitte revizija d.o.o.

dr. Yuri Sidorovich

President of the Board



Appendix

Public interest entity audit clients

List of audited public interest entities

Sava d.d.

Cinkarna Celje d.d.

Probanka d.d.

Unior d.d.

Nova KBM d.d.

SOD

Pivovarna Laško d.d.

Helios Domžale d.d.

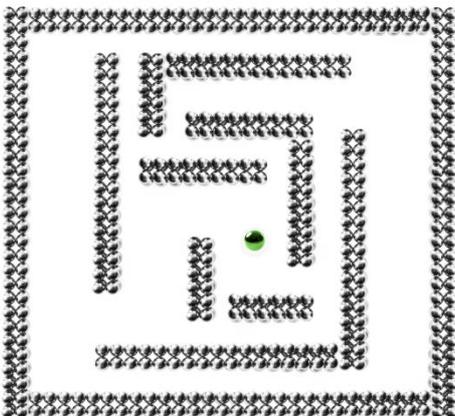
Aerodrom Ljubljana d.d.

Letrika d.d.

DARS d.d.

Deželna Banka Slovenije d.d.

Salus Ljubljana d.d.



Deloitte refers to one or more of Deloitte Touche Tohmatsu Limited, a UK private company limited by guarantee and its network of member firms, each of which is a legally separate and independent entity.

Please see www.deloitte.com/si/about for a detailed description of the legal structure of Deloitte Touche Tohmatsu Limited and its member firms.

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