

# Transparency Report in Compliance with Article 24 of the Act on Auditors, Audit and Audit Supervision No. 540/2007 Col. for the Accounting Period Ended 31 December 2012

## Introduction

As an audit firm that carries out statutory audits of the separate financial statements or consolidated financial statements of, among others, public-interest entities, Deloitte Audit s.r.o. is publishing this annual transparency report in compliance with article 24 of the Act on Auditors, Audit and Audit Supervision No. 540/2007 valid from 1 January 2008 (the “Act on Auditors”).

All information provided in this report relates to the situation of the Audit Firm on 31 December 2012, unless indicated otherwise.

## 1. Legal Structure and Ownership

Deloitte Audit s.r.o. (also the “Audit Firm”) is a limited liability company established under Slovak law, with its registered office at Digital Park II, Einsteinova 23, 851 01 Bratislava and registered in the Commercial Registry of District Court Bratislava I, Section: Sro, Insert no.: 4444/B.

The Audit Firm has a license SKAU No. 014 and is registered in the list of audit firms maintained by the Audit Supervision Authority in Slovak Republic.

As of the date of this report the capital and voting rights of the Audit Firm are held by a Cyprus Holding company (Deloitte Central Europe Holdings Limited (hereafter “DCEHL”)), which owns 48% of voting rights and the company Deloitte Audit s.r.o., with its registered office in Prague, Czech Republic, which is a licensed audit company in another EU Member State, the Czech Republic (certificate no. 79), and the owner of 52% of voting rights.

The statutory body of the Audit Firm is four Executives; three out of the four executives are licensed auditors in Slovakia, registered in the list of auditors maintained by the Audit Supervision Authority (the “Authority”).

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/sk/about](http://www.deloitte.com/sk/about) for a detailed description of the legal structure of Deloitte Touche Tohmatsu Limited and its member firms.

## 2. Deloitte Network

The “Deloitte Network” is comprised of firms that are members of Deloitte Touche Tomatsu Limited (“DTTL”), a English company limited by Guarantee.

The Audit Firm, located and registered in the Slovak Republic, is a subsidiary of Deloitte Central Europe Holdings Limited (“DCEHL”), which is a member of DTTL.

### About Deloitte

“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 firms 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 names "Deloitte", "Deloitte & Touche", "Deloitte Touche Tohmatsu", or other related names. 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.

See [www.deloitte.com/about](http://www.deloitte.com/about) for a detailed description of the legal structure of Deloitte Touche Tohmatsu Limited and its member firms.

### About Deloitte Central Europe

Deloitte Central Europe (“DCE”) is a regional organisation of entities organised 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.

The subsidiaries and affiliates of Deloitte Central Europe Holdings Limited are among the region’s leading professional services firms, providing services through more than 3,600 people in 41 offices in 17 countries.

### Deloitte in Slovakia

In Slovakia, the services are provided by Deloitte Advisory s.r.o., Deloitte Audit s.r.o., Deloitte Legal s.r.o., Deloitte Security s.r.o. and Deloitte Tax k.s. and Deloitte Slovakia s.r.o. (jointly referred to as “Deloitte Slovakia”), which are subsidiaries and affiliates of Deloitte Central Europe Holdings Limited. Deloitte Slovakia is one of the leading professional services organisations in the country, providing services in audit, tax, consulting, risk management, financial advisory services and legal services through over 200 national and expatriate professionals.

For more information, please visit the Slovakian website at [www.deloitte.com/sk](http://www.deloitte.com/sk)

### DTTL’s leadership bodies

The DTTL Board is the highest governing body of DTTL. DTTL’s highest management body is the DTTL Executive, which is led by the DTTL Chief Executive Officer.

### The Executive

The DTTL Chief Executive Officer is approved by the DTTL Board subject to ratification by a two-thirds majority of Member Firm partners, serves a term of four years and may be approved and ratified for one additional four-year term. The DTTL Executive currently consists of 19 members and includes senior DTTL and Member Firm leaders from various regions around the world. It is responsible for, among other things, fostering a common vision and helping to develop and direct DTTL’s strategies. The DTTL Executive works in a collegial style and reaches decisions through consensus.

The DTTL Chief Executive Officer, Barry Salzberg, who was appointed on 1 June 2011, leads the Executive and selects its members, subject to approval by the Governance Committee of the Board and the provisions of DTTL's governing documents.

### **The Board of Directors and the Governance Committee**

The DTTL Board is responsible for addressing governance issues within the competencies of DTTL. The DTTL Board must approve major initiatives of DTTL, such as strategies, plans, major transactions and significant policies.

The DTTL Board is led by the DTTL Chairman, who is elected by the Board members. The current Chairman, Steve Almond, was elected in 2011 and is serving a four-year term. The DTTL Board has 32 members: the DTTL chief executive officer and 31 members appointed by Member Firms and regions representing jurisdictions and regions around the world. The number of representatives from each Member Firm and region is determined by the DTTL Board based on a number of factors.

The Member Firms that hold seats on the DTTL Board are determined on the basis of such factors as size, revenues and clients. The persons who will hold the seats are selected by the Member Firms to which the seats are allocated, subject to the approval of the Member Firms. The DTTL Board also includes three regional seats, ensuring that smaller Member Firms are represented. Members serve a four-year term, and may be reappointed.

The DTTL Board is supported by its Governance Committee, which has oversight responsibility for DTTL's management and focuses particularly on the major strategic issues facing DTTL and the Member Firms. The Governance Committee comprises representatives from the largest Member Firms, plus the DTTL Chief Executive Officer. Each Committee member has one vote on matters considered by the Governance Committee. To maintain independence and objectivity, a member of the Governance Committee may not also serve on the DTTL Executive, except for the DTTL Chief Executive Officer who, however, has no voting rights.

The Audit Firm is the only partner in Deloitte Slovakia s.r.o. (100% share in the basic capital), partner in Deloitte Revizija d.o.o. (Slovenia) (15% share in the basic capital) and a general partner in Deloitte Tax k.s. (Slovakia).

### **3. Governance Structure of the Audit Firm**

The Audit Firm is governed by the Executives appointed by the Shareholders Meeting. The majority of the Executives are registered in the list of auditors maintained by the Authority.

The Executives retain competence for the general strategy of the Audit Firm and for establishing its annual accounts and the overall management of the Audit Firm. The daily management of the Audit Firm is carried out by its Executives and Procurists.

The Executives registered in the list of auditors maintained by the Authority are:

- Zuzana Letkova (license SKAU No. 865),
- Wolda Kidan Grant (license SKAU No. 921),
- Marian Hudak (license SKAU No. 856).

Another Executive not registered in the list of auditors maintained by the Authority is:

- Gerald Stanley (registered auditor in third country-USA)

Procurists that are registered auditors in other EU Member States:

- Juan Carlos Garcia (Spain).

Number of auditors and audit assistants as of 31 December 2012:

Description	Number
Statutory auditors	18
Auditors in other EU Member States	3
Auditors from third countries	2
Audit assistants	19

## 4. Internal Quality Control System

The Audit Firm maintains policies and procedures to promote an internal culture based on the recognition that quality is essential in planning and performing engagements 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 Audit Firm, ethical requirements, client and engagement acceptance and continuance, human resources, engagement performance and monitoring.

### 4.1 Ethics

The Audit Firm maintains policies and procedures that are designed to provide reasonable assurance that it and its partners, professional staff, and administrative staff comply with the relevant ethical requirements.

The ethical requirements for audit and related assurance services provided by the Audit Firm include Parts A and B of the International Federation of Accountants (“IFAC”) Code of Ethics (the “IFAC Code”) and Code of Ethics issued by Slovak Chamber of Auditors. When national requirements are more restrictive than the IFAC Code, the Audit Firm follows the applicable national requirements.

The Audit Firm has appointed a Chief Ethics Officer, who is an experienced partner (other than the Chief Executive Officer or Managing Partner, who are collectively referred to as the “CEO”) of the Audit Firm. The Chief Ethics Officer has direct access to the CEO and the Audit Firm’s governing body. In addition, the Audit Firm has developed and implemented its own code of conduct that describes, in some detail, critical professional behaviour that reflects local customs, regulations, and legal requirements.

The Audit Firm provides communication channels through which partners, professional and support staff can consult on and report ethical issues and situations. The Audit Firm reinforces its commitment to ethics and integrity through communication tools, learning programs, compliance processes, and measurement systems.

The Audit Firm requires all partners, professional staff and support staff to confirm annually that they have read and understood the code of conduct and understand that it is their responsibility to comply with the code.

### 4.2 Client and Engagement Acceptance and Continuance

The Audit Firm has rigorous policies and procedures in place for accepting prospective engagements and assessing engagement risk, regardless of the proposed services to be rendered.

These policies and procedures are designed to provide the Audit Firm with reasonable assurance that it will only accept engagements where it:

- Is competent to perform the engagement and has the capabilities, including time and resources, to do so
- Can comply with relevant ethical requirements
- Has considered the integrity of the client, and does not have information that would lead it to conclude that the client lacks integrity.

Engagement risk classification associated with accepting an engagement is assessed as normal, greater than normal or much greater than normal and is completed prior to the commencement of work. The engagement risk assessment process includes approval by the recommending partner and concurrence by at least one other Audit Firm partner that we may accept the client and the engagement. In addition, the decision to accept the appointment must be approved by the Audit Firm's Risk Leaders if the engagement risk is assessed as greater than normal or much greater than normal.

On international engagements, engagement acceptance and continuance procedures are performed at the Member Firm level. The Audit Firm does not assume the acceptability of a client and/or the engagement merely because it has been referred from another Member Firm.

In assessing the acceptability of an engagement, the Audit Firm considers client and professional service risks, which generally include the following factors: management characteristics and integrity, organisation and management structure, nature of the business, business environment, financial results, business relationships and related parties, prior knowledge and experience.

The Audit Firm's engagement risk assessment procedures identify related risks and provide a basis for tailoring the audit approach in order to address engagement-specific risks.

The engagement risk assessment begins during the engagement acceptance/continuation process, and is an on-going process that continues throughout the engagement. Risk assessment tools and programs are encompassed in the audit approach and common documentation to facilitate the comprehensive risk assessment for planning the audit once the engagement is accepted.

On an annual basis, engagements in process for more than one year are evaluated to determine if the Audit Firm should continue the engagement. The factors discussed above are revisited to ascertain whether the relationship should continue.

In addition, any time an entity undergoes a significant change (eg, change in ownership or management, financial condition, or nature of entity's business), the continuation of the relationship is re-evaluated. Decisions of engagement continuance require the concurrence of one other partner.

## **4.3 Human Resources**

### **Hiring**

The Audit Firm has established policies and procedures design to provide reasonable assurance that it has sufficient partners and professional staff with the competencies, capabilities and commitment to ethical principles necessary to:

- Perform engagements in accordance with professional standards and applicable legal and regulatory requirements; and
- Enable the Audit Firm to issue reports that are appropriate in the circumstances.

### **Advancement**

The Audit Firm's policies and procedures for advancement have been established to provide reasonable assurance that the professional staff selected for advancement have the qualifications necessary to fulfil the responsibilities they will be called on to assume.

### **Professional Development**

The purpose of the Audit Firm's professional development program is to help partners and professional staff maintain and enhance their professional competence. To supplement on-the-job development, the Audit Firm provides formal continuing professional development programs in relevant subject areas.

## 4.4 Engagement Performance

### Assignment of Partners and Professional Staff to Audit Engagements

The Audit Firm assigns responsibility for each audit engagement to an Audit Engagement Partner. The Audit Firm's policies define the responsibilities of the Audit Engagement Partner and those responsibilities are communicated to that partner. The identity and role of the Audit Engagement Partner is communicated to key individuals of the client's management team and those charged with governance at the client.

The Audit Firm also has policies and procedures in place so that partners and professional staff assigned to all audit engagements have the appropriate degree of proficiency for their role and the responsibilities to be performed.

An engagement team ordinarily includes one or more of each of the following: Audit Engagement Partner, Audit Manager, Field Senior, and other staff. However, the engagement team will be developed based on the size, nature, and complexity of the client's operations. Every audit engagement team is under the control and supervision of the Audit Engagement Partner to whom responsibility for the conduct of all audit services on the engagement is assigned. The Audit Manager assigned to the engagement is responsible for providing primary supervision and direction to the professional staff in the execution of the audit plan and in the performance of the audit engagement. The Field Senior is responsible for the day-to-day supervision of the other members of the engagement team.

The Audit Engagement Partner considers many factors to determine that the engagement team collectively has the appropriate capabilities, competencies, and time to perform the audit engagement. Factors considered in this determination include, among others:

- The size and complexity of the client's business;
- The applicable financial reporting framework used in preparing the financial statements;
- The applicable independence considerations, including any possible conflicts of interest; and
- The qualifications and experience of the professional staff.

### Audit Approach

The Audit Firm utilises a proprietary tool known as AuditSystem/2, which includes the audit approach, common documentation, and enabling software technology. The audit approach includes requirements and guidance to assist in the planning and performance of audit engagements and is based on the International Standards on Auditing issued by the International Auditing and Assurance Standards Board of IFAC. The Audit Firm has further supplemented these policies and guidance to reflect local requirements as applicable. The common documentation and the enabling software technology are tools that enhance the consistent implementation of the audit approach and promote effectiveness and efficiency.

The audit approach is comprised of following elements:

- **Understanding of the entity and its environment**

An understanding of the entity and its environment, including its internal controls, to assess the risks of material misstatement at the financial statement and assertion level is vital to performing an effective audit. The audit teams develop this understanding and assess financial statement risks in a number of ways, including analysing financial information to identify trends and unusual balances; holding in-depth discussions with management and those charged with governance; considering the inherent nature of each financial statement component and the risks associated with that component; evaluating the reliability of the internal controls; assessing the extent to which technology is used in the financial reporting process; and, if applicable, reviewing internal audit findings.

As necessary, based on the nature of the entity's information systems and the extent to which technology plays a role in the transaction processing and financial reporting processes, information technology specialists may be involved in the audit engagement.

- **Testing the operating effectiveness of controls**

The audit engagement team obtains an understanding of the entity's internal controls in each audit engagement. For certain engagements, when required by local auditing standards or when included as a component of the financial statement audit procedures, engagement teams may also test the operating effectiveness of the entity's internal controls in preventing or detecting and correcting material misstatements.

- **Audit procedures**

Engagement teams tailor the audit plan to address the risks associated with the entity, the audit engagement, and the financial statements as a whole.

Throughout the audit, engagement teams continually assess risk and how the audit findings bear on the audit procedures. AuditSystem/2's framework allows our partners and professional staff to modify the audit procedures to address issues that arise in the course of the audit.

- **Use of Experts**

While the Engagement Partner retains responsibility for all aspects of the engagement, there are instances when the engagement team utilises an Expert. In such instances, an engagement team evaluates whether the Expert has the necessary competence, capabilities and objectivity.

In evaluating whether or not the Expert's work constitutes appropriate audit evidence in support of the financial information, the engagement team considers:

- The source data used;
- The assumptions and methods used and, if appropriate, their consistency with those used in the prior period; and
- The results of the Expert's work in light of the engagement team's overall knowledge of the business and of the results of its audit procedures.

- **Engagement Documentation**

The Audit Firm maintains policies and procedures to support the assembly and archiving of audit files whereby the audit engagement team submits the audit files for archiving within the shorter of: (1) 60 days from the date of the report; or (2) the period set out in applicable professional standards and regulatory and legal requirements. The Audit Firm's policies and procedures address the retention of documents (in paper and electronic form), including those that address the confidentiality, safe custody, integrity, accessibility, and retrievability of archived documentation.

## Engagement Team Reviews

A review of the audit documentation is required to be performed by a member of the engagement team who has more experience than the preparer. In some cases, elements of audit documentation may be reviewed by several team members.

## Special Reviews

For engagements that have been identified as having greater than normal engagement risk, a Special Review Partner is assigned to provide an additional level of competence and objectivity in planning and performing the engagement. The Special Review Partner is independent of the engagement. Normally, this Partner possesses specialised industry and technical skills applicable to the engagement and, in certain situations, is independent of the practice unit to enhance objectivity or to provide specialised resources.

## 4.5 Monitoring

The internal quality control system has two monitoring systems:

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

### Engagement Quality Assurance Review

Statutory audit reports on the separate financial statements or consolidated financial statements relating to a public interest entity, among others, are subject to an engagement quality assurance review by a Partner or Licensed Auditor of the Audit Firm with sufficient and appropriate experience and professional qualifications, prior to issuance of the report.

An engagement quality assurance review comprises a review of the auditor's report and financial statements or other financial information subject of the report, the audit planning memorandum or the equivalent, the audit summary memorandum or the equivalent, selected working papers and other documentation 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 International Standards on Auditing issued by the International Auditing and Assurance Board (IAASB) (hereafter "International Standards on Auditing") and other relevant rules and regulations.

### Member Firm Practice Review

The Audit Firm's practice review covers the audit practice and is designed to assess the performance of every Audit Partner at least once over a three-year period. During that three-year period, at least one engagement for each partner is selected for review. Consideration is also given to assessing the performance of managers, particularly those managers who are partner candidates in the short term. As indicated, the Audit Firm is an affiliate of DCE, which administers its own practice review programs annually and designs such programs to cover a number of practice offices each year. The Audit Firm is subject to a practice review at least once every three years.

The Audit Firm is responsible for the practice review. DTTL provides guidance and oversight regarding the practice review plan and procedures. The general coordination and administration of the practice review program is the responsibility of the Audit Firm's Practice Review Director, in conjunction with the regional Practice Review Director, where applicable.

The objectives of the practice review are:

- To obtain reasonable assurance on compliance with the 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 the Audit Firm's system of quality control is appropriately designed, relevant, adequate, operating effectively and complied with in practice.

The findings and recommendations resulting from the practice reviews are presented in a practice review report and management letter to the Audit Firm's leadership. The purpose of the management letter is to provide suggestions for improvement in response to the findings noted. The Audit Firm addresses the findings in the practice review report by drawing up a detailed action plan setting out the action to be taken, the person(s) responsible, and the time frame for implementing the recommendations contained in the practice review management letter, where applicable.

In addition, the Audit Firm communicates to the relevant partner and other appropriate personnel deficiencies (if any) noted as a result of the practice review and recommendations for appropriate remedial action. The Firm also communicates on an annual basis the results of the practice review and its ongoing consideration and evaluation of its system of quality control to its partners and other appropriate individuals within the Audit Firm.

### **Executive's Statement**

The Executives of the Audit Firm are satisfied that the internal control system as described above is effective in providing reasonable assurance that the Audit Firm and its personnel comply with the applicable professional standards and regulatory and legal requirements and that the audit reports issued are appropriate in the circumstances and prepared and issued in compliance with International Standards on Auditing issued by IFAC and Code of Ethics issued by Slovak Chamber of Auditors..

## **5. Date of the Last Quality Assurance Review by the Slovak Chamber of Auditors**

The last quality assurance review of the Audit Firm carried out by the Slovak Chamber of Auditors was closed on 23 September 2011.

## **6. List of Public Interest Entities for Which the Audit Firm has Carried Out Statutory Audits During the Preceding Financial Year**

See the attached list in Appendix 1.

## **7. Statement on the Audit Firm's Independence Practices**

DTTL, DCE and the Audit Firm itself maintain written independence policies and procedures to ensure that the Audit Firm complies with the applicable independence and ethical standards.

The Audit Firm's systems and controls cover the following areas:

- Independence policies and procedures;
- Compliance business process tools, including Deloitte Entity Search and Compliance system, the Global Independence Monitoring System and Confirmations;
- Business relationship assessments and monitoring learning;
- Independence learning;
- Internal monitoring of independence systems and controls relating to personal independence, engagement and practice reviews;
- Disciplinary measures and actions
- Assignment of responsibility for independence systems and controls;
- "Tone-at-the-top" culture relating to independence; and
- Firm procedures regarding registrants of the U.S. Securities and Exchange Commission ("SEC").

These procedures also include the performing of certain independence compliance checks on an annual basis:

- Each professional should sign an individual independence confirmation each year, performed as of 31 May. In addition, similar independence confirmations are obtained from new employees and employees leaving the Audit Firm.
- All managerial personnel and above should enter their financial interests into a Global Independence Monitoring 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.

For 2012 an internal confirmation of independence compliance by employees of the Audit Firm has been performed as of 31 May 2012 and an internal Independence compliance Testing and Inspection for selected employees has been conducted as of 30 November 2012.

## 8. Statement on Continuing Education

Continuing education is a key policy of the Audit Firm, as this is an important means of developing knowledge and maintaining and improving the quality of services. The Deloitte Learning intranet provides a starting point, including technical training (IFRS, ISA, professional rules on different areas, 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 course, including, among others, those conducted by the Slovak Chamber of Auditors. Certain courses are mandatory and others are optional, such that each auditor or audit assistant can personalise their learning program.

The Audit Firm defined internal requirements for the minimum training program. Each employee has a defined education plan that is evaluated at the end of the education cycle.

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 program is required depending on the level of working experience.

More-experienced auditors are expected to update and deepen their technical knowledge. Developing management and interpersonal skills is also very important for this group.

There is also a system of accreditation for auditors of SEC registrants whereby a training course needs to be completed before an auditor may perform certain audit tasks.

Through 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 firm.

The Audit Firm applied for consent of Slovak Chamber of Auditors to including the Audit Firm's internal training program as another form of education in the defined scope of continuing education in compliance with the Act on Auditors.

It is also the Audit Firm's policy that all Auditors at a certain level of their career should obtain a professional Auditor qualification required for registration in the list of auditors maintained by the Authority or other relevant qualification. The professional education of Audit Assistants and statutory auditors required by the Act on Auditors is mainly provided in form of training organised by Deloitte Audit s.r.o. in relevant areas and volume required by the internal regulation and the Act on Auditors. As of the date of this report the Audit Firm has eight approved trainers by the Authority who supervise the practical training of Audit Assistants registered in the Slovak Chamber of Auditors.

The training program presented by the Association of Chartered Certified Accountants (ACCA), which has its headquarters in the United Kingdom, is considered a qualification encouraged and recognised by the Audit Firm for audit professionals. All graduate full-time audit new hires enter into this study program when joining the Firm (unless alternative study is agreed).

The Audit Firm organises each year for all Audit staff one week technical training, which covers changes in Internal Financial Reporting Standards, Slovak Accounting Standards, International Standards on Auditing and tax rules, and other skills trainings.

Audit professionals also participate in trainings sponsored by other DTTL Member Firms.

## 9. Financial Information

The total revenues of the Audit Firm for the financial year ended on 31 December 2012 amounted to EUR 13 016 thousand which can be broken down into:

Service description	EUR thousand
Fees for statutory audit	5 564
Fees for assurance services other than statutory audit	2 767
Fees for related audit services	60
Fees for non-audit services	2 028
Other income	2 597
<b>TOTAL</b>	<b>13 016</b>

## 10. Basis for Partner Remuneration

The remuneration of key audit partners that are Executives or Procurists of 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 the goals set each year. These 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 statutory auditors registered by the Supervision Authority that are not Executives or Procurists of the Audit Firm is based on an annual performance evaluation process for Audit Firm employees, which takes into account the following: professional skills, methodological skills, experience, integrity, professionalism, leadership and management skills.

Signature



**Zuzana Letková**  
Executive  
Deloitte Audit s.r.o.

Date: 27 March 2013

Location: Bratislava, Slovak Republic

## Appendix I

### List of public interest entities for which the Audit Firm performed audit services as defined by the Act on Auditors during the accounting period ending on 31 December 2012:

- Ahold Retail Slovakia, k.s.
- Alico Funds Central Europe správ. spol., a.s.
- Atradius Credit Insurance N.V., pobočka poisťovne z iného členského štátu (Atradius Credit Insurance N.V., a branch of an insurance company from another Member State)
- Bekaert Hlohovec, a.s.
- BKS AG, pobočka zahraničnej banky v SR (BKS AG, a branch of a foreign bank in the Slovak Republic)
- CPA, s.r.o.
- D O L K A M Šuja a.s.
- Doplnková dôchodková spoločnosť Tatra banky, a.s.
- Dôvera zdravotná poisťovňa, a.s.
- ESET, s.r.o.
- eustream, a.s.
- Fio banka, a.s., pobočka zahraničnej banky (Fio banka, a.s., a branch of a foreign bank)
- Generálna prokuratúra Slovenskej republiky (General Prosecutor's Office of the Slovak Republic)
- GRAFOBAL GROUP, akciová spoločnosť
- GRAFOBAL, akciová spoločnosť
- Hlavné mesto Bratislava (Capital City of Bratislava)
- I.D.C. Holding, a.s.
- Metlife - Amslico poisťovňa, a.s.
- Ministerstvo dopravy, výstavby a regionálneho rozvoja Slovenskej republiky (Ministry of Transport, Construction and Regional Development of the Slovak Republic)
- Ministerstvo financií Slovenskej republiky (Ministry of Finance of the Slovak Republic)
- Ministerstvo financií Slovenskej republiky - Ústredná správa (Ministry of Finance of the Slovak Republic – Central Administration)
- Ministerstvo hospodárstva Slovenskej republiky (Ministry of Economy of the Slovak Republic)
- Ministerstvo kultúry Slovenskej republiky (Ministry of Culture of the Slovak Republic)
- Ministerstvo obrany Slovenskej republiky (Ministry of Defence of the Slovak Republic)
- Ministerstvo pôdohospodárstva a rozvoja vidieka Slovenskej republiky (Ministry of Agriculture and Regional Development of the Slovak Republic)
- Ministerstvo práce, sociálnych vecí a rodiny Slovenskej republiky (Ministry of Labour, Social Affairs and Family of the Slovak Republic)
- Ministerstvo spravodlivosti Slovenskej republiky (Ministry of Justice of the Slovak Republic)
- Ministerstvo školstva, vedy, výskumu a športu Slovenskej republiky (Ministry of Education, Science, Research and Sport of the Slovak Republic)
- Ministerstvo vnútra Slovenskej republiky (Ministry of Interior of the Slovak Republic)
- Ministerstvo zahraničných vecí a európskych záležitostí Slovenskej republiky (Ministry of Foreign and European Affairs of the Slovak Republic)
- Ministerstvo zdravotníctva Slovenskej republiky (Ministry of Health of the Slovak Republic)
- Ministerstvo životného prostredia Slovenskej republiky (Ministry of Environment of the Slovak Republic)
- Mondi SCP, a.s.
- NAFTA, a.s.
- Najvyšší súd Slovenskej republiky (Supreme Court of the Slovak Republic)

- Orange Slovensko, a.s.
- OTP Banka Slovensko, a.s.
- POZAGAS a.s.
- Prima banka Slovensko, a.s.
- Privatbanka, a.s.
- Slovenská akadémia vied (Slovak Academy of Sciences)
- Slovenský plynárenský priemysel, a.s.
- SPP - distribúcia, a.s.
- Správa štátnych hmotných rezerv Slovenskej republiky (Administration of State Material Reserves of the Slovak Republic)
- STRIP, a.s. Košice
- Štatistický úrad Slovenskej republiky (Statistical Office of the Slovak Republic)
- Tatra Asset Management, správ. spol., a.s.
- Tatra banka, a.s.
- Tatra-Leasing, s.r.o.
- The Royal Bank of Scotland N.V., pobočka zahraničnej banky (The Royal Bank of Scotland N.V., a branch of a foreign bank)
- Úrad geodézie, kartografie a katastra Slovenskej republiky (Geodesy, Cartography and Cadastre Authority of the Slovak Republic)
- Úrad pre normalizáciu, metrológiu a skúšobníctvo Slovenskej republiky ÚNMS SR (Slovak Office of Standards, Metrology and Testing)
- Úrad vlády Slovenskej republiky (Government Office of the Slovak Republic)
- Wüstenrot poisťovňa, a.s.
- Železiarne Podbrezová a.s.

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