

Transparency Report in Compliance with Article 24 of Act No. 540/2007 Col. on Auditors, Audit and Audit Supervision for the Reporting Period Ended 31 December 2014

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 Coll. on Auditors, Audit and Audit Oversight, and on Amendments and Supplements to Act No. 431/2002 Coll. on Accounting as amended, as amended (the “Act on Auditors”).

All information provided in this report relates to the situation of Deloitte Audit s.r.o. as at 31 December 2014, 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 an audit firm license No. 014 and is registered in the list of audit firms maintained by the Audit Supervision Authority in the Slovak Republic (the “Authority”).

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 (hereinafter “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 five Executives; four out of the five executives are licensed auditors in Slovakia, registered in the list of auditors maintained by 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 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”), an 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 firm 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, tax and legal 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 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 4,700 people in 37 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., Deloitte Tax s.r.o. 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 250 national and expatriate professionals.

For more information, please visit the Slovakian website at 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 Committee, which is led by the DTTL Chief Executive Officer.

Executive Committee

The 20-member Executive Committee comprises DTTL’s most senior leaders. It is responsible for establishing DTTL’s vision and strategy. Its members, who include senior DTTL and member firm leaders from various regions around the world, were appointed during FY 2014. The DTTL Executive Committee is a collective body and reaches decisions through consensus.

The DTTL Executive Committee is led and managed by the Chief Executive Officer, Barry Salzberg. He sets the strategic course of DTTL and has executive authority for the management of DTTL. B. Salzberg began his four-year term of office at the start of DTTL's 2012 fiscal year on 1 June 2011. His appointment was ratified by the partners of DTTL's member firms. B. Salzberg chooses the members of the Executive subject to approval by the Governance Committee of the DTTL Board of Directors.

The Board of Directors and the Governance Committee

The Board of Directors is DTTL's highest governing body. The Board addresses DTTL's most important governance issues, such as global strategies, major transactions, and the election of the CEO. During FY 2014, the Board's 32 members represented 15 member firms covering more than 50 countries. Among the Board's committees is a standing Governance Committee, which exercises the oversight of the DTTL's management.

Steve Almond is the current Chairman of the DTTL Board. Like B. Salzberg, he began his four-year term of office on 1 June 2011.

Board members are appointed by individual member firms that are themselves selected based on the size, number of significant clients they serve, and other factors. The Board also includes three regional seats ensuring that smaller member firms are represented. Members of the DTTL Board are senior partners of the member firms or principals, who are usually the executives or board members of their member firms.

Decisions on the allocation of DTTL Board seats are made by the Board Composition Committee every four years with an interim review after two years. The Board composition is multicultural with proportionate representation of member firms.

In FY 2014 there were three women board members. Gender is considered by member firms as they elect individuals to these positions. There is an increased female presence in the boardroom in FY 2015 with four women board members. Moreover, the CEOs of the Canada, France, UK, and U.S. member firms, who hold board seats, have exercised their rights, under DTTL's constitutional documents, to designate alternates, all of whom in FY 2015 are women.

The members of the Governance Committee are selected from 12 member firms that are considered to have the greatest impact on the network based on a number of metrics including, but not restricted to revenues. The Committee engages in open discussions of issues and matters within its purview and makes recommendations to the Board of Directors. Each committee member has one vote on matters considered by the committee, except for the CEO, who is ex-officio. To avoid conflicts of interest, no member of the Governance Committee may also serve on the Executive Committee, except for the CEO.

The Board's other sub-committees are responsible for considering and recommending action on a wide range of issues falling within their remit. They include Board Composition, Succession, Risk, Audit & Finance, Membership Affairs, and Chairman and CEO Evaluation and CEO Compensation.

The Board performs an annual self-assessment to gather feedback on its collective performance from individual Board members and to identify potential areas for operational improvements. As its name suggests, the Chairman and CEO Evaluation and CEO Compensation Committee objectively evaluates the goals and objectives of the CEO and Chairman, performs half year and full year evaluations of their performance, and recommends appropriate compensation for the CEO.

The Audit Firm is the only partner in Deloitte Slovakia s.r.o. (a 100% share in the registered capital), partner in Deloitte Revizija d.o.o. (Slovenia) (a15% share in the registered capital) and a general partner in Deloitte Tax s.r.o. (Slovakia).

3. Governance Structure of the Audit Firm

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

The Executives are responsible for the general strategy of the Audit Firm and for the preparation of the financial statements and the overall management of the Audit Firm. The day-to-day management of the Audit Firm is carried out by its Executives.

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

- Zuzana Letkova (license SKAU No. 865),
- Wolda Grant (license SKAU No. 921),
- Marian Hudak (license SKAU No. 856), and
- Peter Longauer (license UDVA No. 1136).

The Executive not registered in the list of auditors maintained by the Authority, but registered as an auditor in other EU Member State:

- Juan Carlos Garcia Santiago (Spain).

The Audit Firm has a supervisory board which has 5 members and whose competence includes mainly supervision over the Executives activities, inspection of trade and accounting books and other documents of the Audit Firm and review the information contained therein, examination of the Audit Firm's financial statements and submission of reports to the Partners' General Meeting at least once per year.

Members of the Audit Firm's supervisory board are:

- Ivan Lužica
- Vladimír Masár
- Larry Human
- Jozef Hubert Ploem

The number of auditors and audit assistants as at 31 December 2014

Description	Number
Statutory auditors	18
Auditors in other EU Member States	1
Auditors from third countries	2
Audit assistants	29

4. Internal Quality Control System

The Audit Firm maintains policies and procedures to promote an internal culture based on the recognition that quality is our number one priority and it is set out in the Deloitte Policies Manual (Audit). The firm focuses on professional excellence as the foundation for achieving outstanding audit quality on a consistent basis. This manual 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 the firm 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 are included in Parts A and B of the Handbook of the Code of Ethics for Professional Accountants (the "IFAC Code") issued by the International Ethics Standards Board for Accountants (IESBA) and published by the International Federation of Accountants (IFAC) and the Code of Ethics issued by the 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 details, 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 evaluation 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 scope of 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, including independence and conflicts of interest assessments and considerations.
- 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 a client engagement defines the following categories of risks: "normal", "greater than normal" or "much greater than normal"; the classification of risks is completed prior to the commencement of work. The engagement risk assessment process includes approval of the client engagement by the recommending partner jointly with at least one other Audit Firm partner. In addition, the decision to accept the engagement must be approved by the Audit Firm's Risk Leader, if the engagement risk is assessed as greater than normal or much greater than normal.

For international engagements, engagement acceptance and continuance procedures are performed at the Member Firm's 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. It 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 revised 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 the entity's business), the continuation of the relationship is re-evaluated. Decisions on the engagement continuance require the concurrence of one other partner.

4.3 Human Resources

Hiring

The Audit Firm has established policies and procedures 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 promotion have been established to provide reasonable assurance that the professional staff selected for promotion 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 to maintain and enhance their professional qualifications. To supplement on-the-job development, the Audit Firm provides formal continuing professional development programs in the 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 scope of responsibilities of the Audit Engagement Partner, and the scope of responsibilities is communicated to that partner. The identity and role of the Audit Engagement Partner is communicated to key individuals of the client's managers team and those charged with governance at the client's site.

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. The auditor registered in the list of auditors maintained by the Authority, usually the Audit Engagement Partner or the Audit Engagement Manager, is also a member of the audit team. However, the engagement team is established 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 audit engagement team.

The Audit Engagement Partner considers many factors to determine whether 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 activities;
- 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 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 use of software technology are tools that enhance the consistent implementation of the audit approach and promote effectiveness and efficiency.

The audit approach is comprised of the following elements:

- **Understanding of the entity's operations 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 statements 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 statements 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.

If 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 statements 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. The audit approach 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 uses services provided by an Expert. In such instances, an engagement team evaluates whether the Expert has the necessary qualifications, capabilities and objectivity.

In evaluating whether or not the Expert's work constitutes appropriate audit evidence to support 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.

- **Audit 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.

Reviews of Audit Engagement Team

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, components 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 such partner is independent of the practice unit, which performed the audit, 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.

The engagement quality control reviewer is not a member of the engagement team and is not considered a member of the engagement team.

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 audit 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) (hereinafter “International Standards on Auditing”) and other relevant rules and regulations valid in the Slovak Republic.

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 next future. As indicated above, 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. DCTL 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 practice review plan, process, and results are reviewed and concurred by a partner from another member firm (the “concurring partner”) every year. The concurring partner who is assigned this responsibility works closely with the Firm’s practice review director and the regional practice review director in overseeing the planning and performance of the practice review.

Types of Engagements Reviewed

The engagements selected for review include national engagements and international engagements (audits of financial statements that are or may be used across national borders), including public interest entities, as well as a certain number of high risk audit engagements. Sensitive and complex engagements (e.g., first-year engagements, situations where there is a change in control, deteriorating financial conditions) are also selected. All major industries served by the Firm or practice office are considered.

Scope of Practice Reviews

Reviewers are chosen from regional or international pools or from other practice offices within our Firm. The assignment of reviewers is based on skill level, industry knowledge, and experience on international engagements.

The reviews of individual engagements consist of discussions with the partner and/or manager responsible for the engagement and a review of related reports, working papers, and, where appropriate, correspondence files.

Engagements are reviewed to:

- Determine whether quality control procedures have been properly applied to such engagements,
- Assess the adequacy of implementation of the audit approach, including compliance with the policies and procedures contained in the Firm’s policy manuals,
- Monitor compliance with applicable local laws, and
- Assess the overall quality of service provided to clients.

The overall risk management and quality control policies and procedures of practice offices within our Firm are also reviewed, including the following:

- Risk management program, including engagement acceptance and continuance
- Independence
- Recruitment and career development
- Professional development
- Public filings in other countries
- Information technology specialist reviews
- Assignment of professional staff to audit engagements
- Consultation with Firm experts
- Consultation with experts outside the Firm
- Engagement quality control reviews

The findings and recommendations resulting from the practice reviews are presented in a practice review report and management letter to the Audit Firm's management. The purpose of the management letter is to provide suggestions for improvement in response to the identified findings. 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 satisfied themselves 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 the 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 completed on 17 October 2014.

6. List of Public Interest Entities for Which the Audit Firm has Carried out Statutory Audits During the Preceding Reporting Period

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 must 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 investment portfolio is checked against an electronic list of audit clients to check whether this ownership is allowed under the relevant independence rules;
- All professionals must complete an e-learning on independence rules and;
- Client and engagement acceptance processes are used to verify that independence is not impaired.

For 2014, an internal confirmation of independence compliance by employees of the Audit Firm was performed as at 31 May 2014 and an internal Independence compliance Testing and Inspection for selected employees was conducted as at 31 May 2014

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, taxes, 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 asked the Slovak Chamber of Auditors for its consent to include 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 the 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 trainers approved by the Authority who supervise the practical training of Audit Assistants registered in the Slovak Chamber of Auditors.

The training program provided by the Association of Chartered Certified Accountants (ACCA) based 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 legislation, 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 from the sale of services for the financial year ended 31 December 2014 amounted to EUR 12 954 thousand, which can be broken down into:

Service description	EUR'000
Fees for the statutory audit	4 261
Fees for the assurance services other than statutory audit	3 882
Fees for the related audit services	168
Fees for other non-audit services	2 085
Other revenues	2 558
TOTAL	12 954

10. Basis for Partner Remuneration

The remuneration of key audit partners, Executives of the Audit Firm, comprises two components – 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 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 Authority that are not Executives 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: 30 March 2015

Location: Bratislava, Slovak Republic

Appendix I

The List of public interest entities for which the Audit Firm performed audit services pursuant to the Act on Auditors during the reporting period ended 31 December 2014:

- 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.
- Doprastav, a.s.
- DÔVERA zdravotná poisťovňa, a.s.
- ESET, s.r.o.
- Falck Emergency 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)
- GRANVIA, a. s.
- Granvia Construction, s. r. o.
- HANIL E-HWA AUTOMOTIVE SLOVAKIA s.r.o.
- 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)
- Národná diaľničná spoločnosť, a.s.
- Orange Slovensko, a.s.
- OTP Banka Slovensko, a.s.
- POZAGAS a.s.
- Prima banka Slovensko, a.s.
- Privatbanka, a.s.
- ProCare, a.s.
- Prvá stavebná sporiteľňa, a. s.
- Slovenská akadémia vied (Slovak Academy of Sciences)
- Slovenská záručná a rozvojová banka, a. s.
- Slovenský plynárenský priemysel, a.s.
- SPP - distribúcia, a.s.
- Správa štátnych hmotných rezerv Slovenskej republiky (Administration of State Material Reserves of the Slovak Republic)
- Štatistický úrad Slovenskej republiky (Statistical Office of the Slovak Republic)
- Tatra Asset Management, správ. spol., a.s.
- Tatra banka, a.s.
- The Royal Bank of Scotland N.V., pobočka zahraničnej banky (The Royal Bank of Scotland N.V., a branch of a foreign bank)
- UniCredit Bank Slovakia a. s.
- UniCredit Leasing Slovakia, a.s.
- 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)
- Železiarne Podbrezová a.s.

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