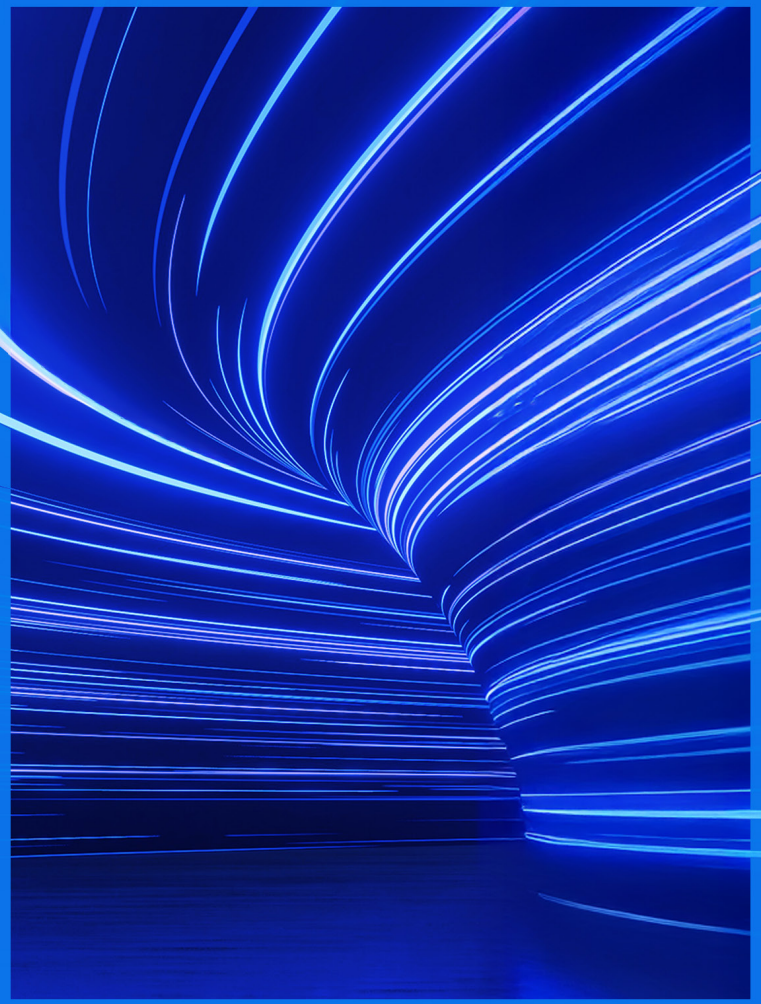
KPMG Transparency Report



2025

KPMG d.o.o. Beograd

kpmg.rs

KPMG. Make the Difference.

KPMG Values

KPMG is committed to quality and service excellence in all that we do, helping to bring our best to clients and earning the public's trust through our actions and behaviors both professionally and personally.

Our Values guide our behaviors day-to-day, informing how we act, the decisions we make, and how we work with each other, our clients and all of our stakeholders.

Our Values are:

Integrity

We do what is right.

Excellence

We never stop learning and improving.

Courage

We think and act boldly.

Together

We respect each other and draw strength from our differences.

For Better

We do what matters.

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Message from the Country Managing Partner

Belgrade, March 9, 2026

In today's world, where rapid technological advancements are transforming industries and reshaping lives, trust is more important than ever. At KPMG, our stated ambition is to be the most trusted and trustworthy professional services firm. Acting in the public interest and serving the capital markets form the foundation of that ambition. We believe trust is earned by doing the right thing and upholding the highest standards of professional behavior across the global organization.

This Transparency Report allows us to demonstrate our ongoing commitment to enhancing audit quality processes and delivering professional services in compliance with local and international standards, as well as ethical principles. The Report covers the period from January 1, 2025, to December 31, 2025, providing an overview of the company's structure, governance, and quality management system. We fully support the legal requirement to publish a Transparency Report, as stipulated by Article 24 of the Law on Auditing (Official Gazette of RS No. 73/2019) and Article 5 of the Rulebook on Requirements for Performing Audits of Financial Statements of Public Enterprises (Official Gazette of RS No. 114/2013, 92/2018, 158/2020 and 93/2022).

We recognize that audit and assurance quality is fundamental to building and maintaining this trust. That's why we are preparing for the future and transforming our approach through continuous innovation, strategic integration of Artificial intelligence (AI) and an unwavering commitment to quality and professional excellence.

We are proud to be leading the transformation through our global smart audit and assurance platform, KPMG Clara, now enhanced with AI agents and generative AI capabilities. These leading technologies are embedded directly into the audit workflow to support risk assessment, testing procedures and documentation, and will enable more than 95,000 KPMG auditors worldwide to continue to exercise professional judgement and skepticism in high-risk areas. These enhancements mark a significant step in our transformation journey – deepening insights, building trust and reinforcing our commitment to audit quality.

While technology enhances efficiency and precision, KPMG people make the difference and remain at the heart of every audit. Across our global organization, we continue to invest in upskilling our professionals, equipping them with the tools and training needed to responsibly harness AI and uphold the highest standards of quality and ethics.

Foundational to our transformation, KPMG firms' robust System of Quality Management (SoQM), is aligned with the International Standard on Quality Management (ISQM 1) and reinforces governance, accountability, and consistency across the organization. This globally consistent approach to SoQM is critical for delivering high-quality audit and assurance services that meet regulatory and public expectations.

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Looking ahead, the imperative is clear: continue to serve the public interest by delivering audit and assurance services that are transparent, insightful, and high-quality.

We invite you to read this report that reflects our journey and our vision for a future where audit continues to evolve, driven by innovation, guided by quality, and grounded in trust.

Uroš Ačanski
Country Managing Partner
KPMG d.o.o. Beograd

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Throughout this document, "KPMG", "we", "our" and "us" refers to KPMG d.o.o. Beograd. Any references to the KPMG global organization mean the member firms of KPMG International Limited, each of which is a separate legal entity. KPMG International Limited is a private English company limited by guarantee and does not provide services to clients.

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KPMG International means KPMG International Limited unless the context requires the reference to mean KPMG International Services Ltd (which provides services, products and support to, or for the benefit of, member firms or KPMG International Limited but not services, products or support to clients) or KPMG International Cooperative (which owns and licenses the KPMG brand).

Throughout this document, references to "Firm", "KPMG firm", "member firm" and "KPMG member firm" refer to firms which are either: members of KPMG International Limited; sublicensee firms of KPMG International Limited; or entities that are wholly or dominantly owned and controlled by an entity that is a member or a sublicensee. The overall governance structure of KPMG International Limited is provided in the 'Governance and leadership' section of the About Us page of kpmg.com.

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Audit quality

Audit quality is fundamental to maintaining public trust and is the key measure on which our professional reputation stands.

We define “audit quality” as the outcome when audits are executed consistently, in line with the requirements and intent of applicable professional standards, within a strong system of quality management.

All of our related activities are undertaken in an environment of the utmost level of objectivity, independence, ethics and integrity.

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1. A system of quality management as the foundation of quality

Consistent and strong controls within our firm's system of quality management (SoQM) help reduce quality issues, drive operational efficiencies, and enhance transparency and accountability. We are committed to continually strengthening the consistency and robustness of our SoQM.

Across the global organization, KPMG firms have strengthened the consistency and robustness of their System of Quality Management (SoQM) to meet the requirements of the International Standard on Quality Management (ISQM) 1, issued by the International Auditing and Assurance Standards Board (IAASB).

KPMG International's global approach to SoQM

- Establishes consistent **policies, procedures and controls** designed to respond to SoQM risks, supporting KPMG firms' effective SoQM.
- Provides KPMG firms with a globally consistent **iterative risk assessment framework** that they have agreed to use in identifying incremental KPMG firm specific quality objectives, risks, and controls.
- Supports KPMG firms with **guidance, tools, and training** to drive consistent and effective firm SoQM operation and annual evaluation.
- Includes **monitoring activities** over KPMG firms' SoQM to drive global consistency.

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The globally consistent approach to SoQM is used by all KPMG firms across the global organization to drive the consistency, robustness and accountability of responses to risks within KPMG firms' processes.

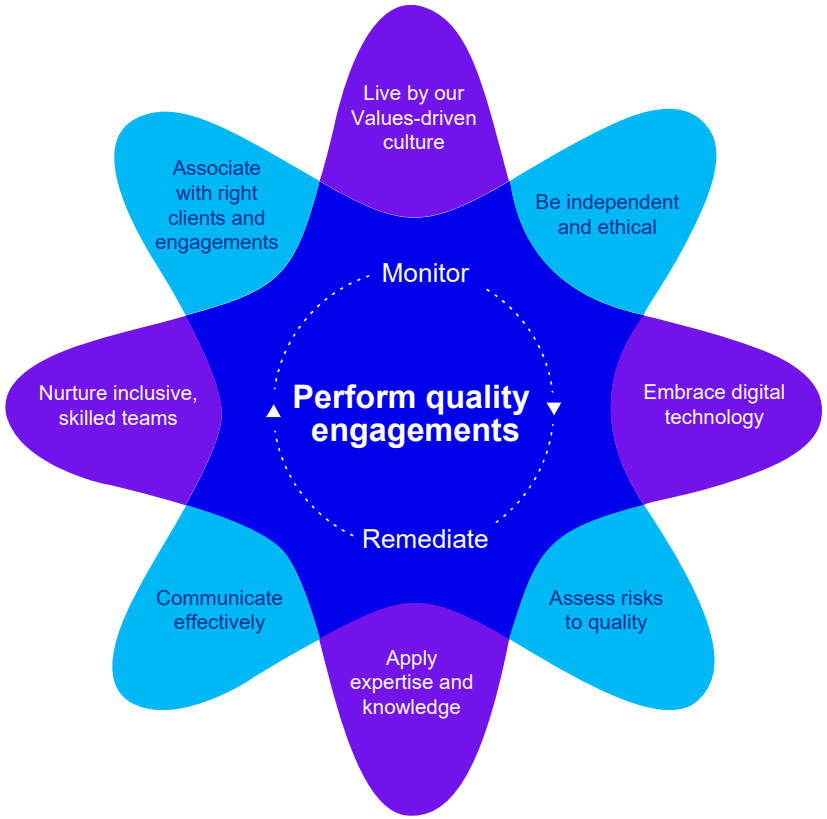
KPMG Global Quality Framework

To provide more transparency on what drives KPMG audit and assurance quality, this report is structured around the KPMG Global Quality Framework. For KPMG, the Global Quality Framework outlines how we deliver quality and how every KPMG professional contributes to its delivery. The drivers outlined in the Global Quality Framework align with the 10 components of KPMG firms' SoQM and ISQM 1.

At the center of the framework is the performance of high-quality engagements, supported by ongoing monitoring and remediation. Driving continual improvement of KPMG firms' SoQM, integrated monitoring and remediation programs help enable firms to identify deficiencies, perform root cause analyses, and implement targeted remediation plans, both at the engagement level and across the broader SoQM.

Sections 2–11 of the Transparency Report describe how we operate each driver in the Global Quality Framework, aligned with the SoQM components. Combined with our firm's SoQM Statement of Effectiveness, this Transparency Report summarizes how our SoQM effectively supports the consistent performance of quality engagements. This report may also be useful for stakeholders interested in KPMG firms' Tax and Advisory services, as certain aspects of our firm's SoQM are cross-functional and apply equally as the foundation of quality for all services offered.

KPMG's Global Quality Framework



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1.1. Statement on the effectiveness of the System of Quality Management of KPMG d.o.o. Beograd as at 30 September 2025

As required by the International Auditing and Assurance Standards Board (IAASB)'s, International Standard on Quality Management (ISQM1) and KPMG International Limited Policy, KPMG d.o.o. Beograd (the "Firm") has responsibility to design, implement and operate a System of Quality Management for audits or reviews of financial statements, or other assurance or related services engagements performed by the Firm. The objectives of the System of Quality Management are to provide the Firm with reasonable assurance that:

a. The Firm and its personnel fulfill their responsibilities in accordance with professional standards and applicable legal and regulatory requirements, and conduct engagements in accordance with such standards and requirements; and

b. Engagement reports issued by the Firm or engagement partners are appropriate in the circumstances.

Integrated quality monitoring and compliance programs enable KPMG d.o.o. Beograd to identify and respond to findings and quality deficiencies both in respect of individual engagements and the overall System of Quality Management.

If deficiencies are identified when KPMG d.o.o. Beograd performs its annual evaluation of the System of Quality Management, KPMG d.o.o. Beograd evaluates the severity and pervasiveness of the identified deficiencies by investigating the root causes, and by evaluating the effect of the identified deficiencies individually and in the aggregate, on the System of Quality Management, with consideration of remedial actions taken as of the date of the evaluation.

Based on the annual evaluation of the Firm's System of Quality Management as of 30 September 2025, the System of Quality Management provides the Firm with reasonable assurance that the objectives of the System of Quality Management are being achieved.

Belgrade, March 2026

Uroš Ačanski
Country Managing Partner
KPMG d.o.o. Beograd

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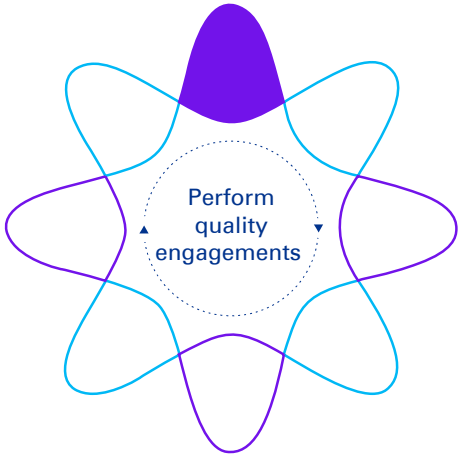

2. Live by our Values-driven culture

- **Foster the right culture, starting with tone at the top**
- **Clearly articulate strategy focused on quality, consistency, trust and growth**
- **Define accountabilities, roles and responsibilities related to quality and risk management**
- **Institute robust governance structures**

It's not just what we do at KPMG that matters; we also pay attention to how we do it. Our Values are our core beliefs, guiding and unifying our actions and behaviors. Shared across all personnel, they are the foundation of our unique culture.

2.1. Foster the right culture, starting with tone at the top

2.1.1 Tone at the top

Our firm's leadership, working with KPMG CEE, EMA and International leadership, plays a critical role in establishing our commitment to quality and the highest standards of professional excellence and ethics. **A culture based on integrity, accountability, quality, objectivity, independence and ethics is essential in an organization that carries out audit, assurance and other professional services on which stakeholders rely.**

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Clear Values and a strong Code of Conduct

At KPMG, our Values lie at the heart of the way we do things. To do the right thing, the right way, at the right time. They form the foundation of a resilient and ethical culture ready to meet challenge with integrity, so we do not lose sight of our principal responsibility to serve the public interest.

We are committed to the highest standards of professional behavior in everything we do. Ethics and integrity are core to who we are and within our Global Code of Conduct, the Code, we outline the responsibilities all KPMG people have to each other, our clients and the public. It shows how our Values and Purpose inspire our greatest aspirations and guide our behaviors and actions. It defines what it means to work at and be part of the KPMG organization, as well as our individual and collective responsibilities.

Everyone at KPMG can expect to be held accountable for their behavior consistent with the Code and is required to confirm their compliance with it. Individuals are strongly encouraged to speak up if they see something that makes them uncomfortable or that is not in compliance with the Code or our Values. Everyone at KPMG is required to report any activity that could potentially be illegal or in violation of our Values, KPMG policies, professional standards and applicable laws or regulations.

To safeguard this principle of holding each other accountable, each KPMG firm has agreed to establish, communicate and maintain clearly defined channels to allow KPMG personnel and third parties to make inquiries about, raise concerns in relation to, provide feedback on and notify reportable matters, without fear of reprisal, in accordance with applicable laws or regulations.

The KPMG International hotline is a mechanism for KPMG personnel, clients and other third parties to confidentially report concerns they have relating to KPMG International, activities of KPMG firms or KPMG personnel. KPMG International considers how to respond to each report received through the hotline and where necessary, investigates and takes appropriate action.

All KPMG firms and personnel are prohibited from retaliating against individuals who have the courage to speak up in good faith. Retaliation is a serious violation of the Code, and any person who takes retaliatory action will be subject to their firm's disciplinary policy.

In addition to the processes outlined above, the Global People Survey provides our leadership and KPMG International leadership with insights related to upholding the KPMG Values, employee and partner attitudes to quality, leadership and tone at the top.

KPMG's Global Values Week – Building a values-led firm of the future

In May of 2025 the KPMG global network came together to celebrate Our Values during a week-long series of events. Through the activities, stories and conversations throughout Global Values Week, our people engaged in dialogue around our five Values and the role they play in our everyday work, with a focus on strengthening trust through ethical behavior. This organization-wide celebration was supported by a Values Immersion initiative in our firm that included leader-led group sessions focused on living our Values under pressure.

2.1.2 The KPMG multidisciplinary model

The KPMG global organization is at its strongest when its over 275,000 people across 138 countries and territories, aligned behind a common set of values, are working together to provide quality services to some of the most important organizations in the world, from the public sector to finance to healthcare. Regardless of the sector or industry they operate in, KPMG's people leverage multidisciplinary knowledge and experience from across the organization to deliver independent and rigorous audit and assurance, tax and consulting services to clients and stakeholders, earning their trust by meeting our commitment to deliver professional excellence. We firmly believe that our multidisciplinary model is the best way to serve clients and is essential to delivering high quality.

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2.2 Clearly articulated strategy focused on quality, consistency, trust and growth

2.2.1 Our business

Our firm is a professional services firm that delivers audit and assurance, tax and advisory services. We operate out of two offices across Serbia and had an average of 254 partners and employees in the year to 31 December 2025.

Our audit and assurance services in Serbia are delivered through KPMG d.o.o. Beograd. Full details of the services we offer can be found on our website www.kpmg.com/rs.

2.2.2 Our strategy

Our strategy is set by the Shareholder's Assembly of KPMG d.o.o. Beograd and demonstrates a commitment to quality and trust. Our focus is to invest significantly in priorities that form part of a global strategy execution.

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2.3 Defined accountabilities, roles and responsibilities related to quality and risk management

2.3.1 Leadership responsibilities for quality and risk management

Our leadership team is committed to building a culture based on integrity, quality, objectivity, independence and ethics, demonstrated through their actions. Input from the chair of the relevant Global Steering Group or their delegee is provided on the performance of certain leaders within CEE whose role most closely aligns with the activities of the Global Steering Group. Input is sought as part of the annual performance process and is based on an assessment of the leader's performance, which includes matters of public interest, quality and risk management activities. Country functional leaders' performance are assessed by the respective CEE leaders and the Country Managing Partners by the CEE Chair - CEO as part of the annual performance assessment process. The following individuals have leadership responsibilities for quality and risk management in our firm.

Country Managing Partner

In accordance with the principles in ISQM 1, our Country Managing Partner Uroš Ačanski is the leader who has ultimate responsibility for our SoQM. Details of some of the measures they and the rest of the Board have taken to ensure that a culture of quality prevails within our firm are set out in the following sections of this report.

Country Risk Leader

Our firm's Country Risk Leader (the "CRL") is responsible for the firm's direction and execution of risk, compliance, and quality as a delegate of the CEE Risk Management Partner (the "CEE RMP"). The CRL participates in formal meetings with the Country Managing Partner, Heads of Functions and Partners, and has a direct reporting line to the Country Managing Partner and CEE RMP. The CRL consults, as appropriate, with the Country Managing Partner, the CEE Risk Management Partner, and the general counsel or external counsel.

The CRL is supported by a team of partners and professionals in each of the functions.

Ethics and Independence Leader

Our firm's Ethics and Independence Leader (EIL) has primary responsibility for the direction and execution of ethics and independence policies and procedures in our firm as a delegate of the CEE Ethics and Independence Partner (the "CEE EIP"), and reports on ethics and independence issues to the CEE EIP, if they are not also the CEE EIP, or to the CEE RMP, or KPMG firm leadership as defined by the KPMG firm.

The Audit, Tax and Advisory functions — Function leaders

The three leaders of the client service functions (Audit, Tax and Advisory) are accountable to the Country Managing Partner and to the CEE heads of functions for the quality of service delivered in their respective functions. They are responsible for the execution of the risk management and quality management procedures for their specific functions within the framework set by the Country Risk Leader. These procedures make it clear that, at the engagement-level, risk management and quality management is ultimately the responsibility of all professionals in the firm.

Our Audit Leader is responsible for the effective management and control of the Audit Function. This includes:

- Setting a strong tone and culture supporting audit quality through communication, engagement support and commitment to the highest standards of professional excellence, including professional skepticism, objectivity, and ethics and integrity;
- Developing and implementing an audit that is aligned with the firm's quality requirements;
- Working with the CRL to monitor and address quality and risk matters as they relate to the Audit practice.

Audit Leadership Team

The Audit Leadership Team has regular discussions to agree actions about current and emerging audit quality issues arising from external and internal quality review processes, queries being raised by engagement teams, our SoQM evaluation, root cause analysis results and other quality matters identified from a variety of sources.

More complex issues (which might require amendments to KPMG's global audit methodology or audit tools) are raised with KPMG International Global Audit groups for consideration and potential development of solutions by the KPMG Global Solutions Group (KGSG), Global Audit Methodology Group (GAMG) and the International Standards Group (ISG). For more information about the KGSG, the GAMG and the ISG refer to section 8.1.2.

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2.4 Promote robust governance structures

2.4.1 Our legal and governance structure

KPMG d.o.o. Beograd is a limited liability company incorporated under the Companies Law of the Republic of Serbia. It is wholly owned by KPMG CEE HOLDING a.s. Czech Republic with 48,6% share and seven partners: Uroš Ačanski with 29,9% share, Ivana Manigodić with 21% share, Igor Lončarević with 0,1% share, Biljana Bujić with 0,1% share, Aleksandar Bućić with 0,1% share, Vladimir Savković with 0,1% share and Nikola Đenić with 0,1% share.

A list of the local entities together with details of their legal structure, regulatory status, the nature of their business and area of operation is set out in Appendix 1.

The Shareholders' Assembly

The main company body of KPMG d.o.o. Beograd is the Shareholders' Assembly. The Shareholders' Assembly holds authorizations and competences in accordance with the Companies Law of the Republic of Serbia.

The Directors

We have two directors from which one is also a Country Managing Partner. The Directors hold authorizations and competences in accordance with the Companies Law of the Republic of Serbia.

The Board

All partners in the firm collectively are referred to as the All Partners Board (or the Board), that is not formally separate body. Our Country Managing Partner chairs the Board ensuring that the Board members receive accurate, timely and clear information and ensuring effective communication and relationships with the members at large. The current Country Managing Partner, Uroš Ačanski, was appointed in 2025 following a competitive election campaign and confidential vote of the members.

The principal governance and oversight body of our firm is the Board, which provides leadership to the firm and is responsible for our long-term growth and sustainability, setting our strategy and overseeing its implementation, monitoring performance against our business plan and protecting and enhancing the KPMG brand.

The Board consists of 9 members, including: the Country Managing Partner, the Country Risk Leader and 7 other partners as additional members.

Full details of those charged with governance for our firm, including their biographies, are set out in Appendix 2.

In addition, there is The Executive Team that is responsible for management of the day-to-day activities of the firm, recommending policy to the Board and developing the business plan within the overall strategy set by the Board, together with its subsequent implementation. It deals with operational matters affecting the firm (including monitoring operating and financial performance, budgets, new business proposals, marketing, technology development, recruitment and retention and general remuneration, prioritization and allocation of resources and investment and managing the firm's risk profile).

The Executive Committee members are Head of Audit, Head of Tax, Head of Advisory, Head of People Performance & Culture, the Country Risk Leader and Chief Financial Officer.

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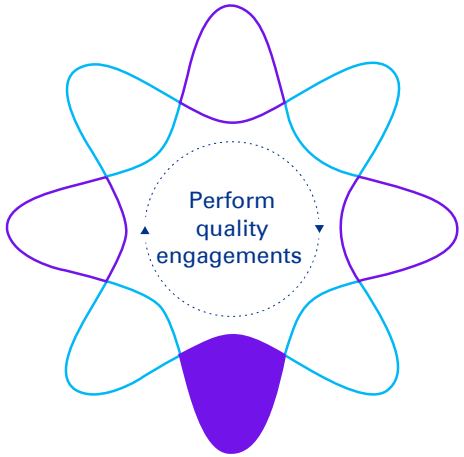

3. Apply expertise and knowledge

- **Methodology aligned with professional standards, laws and regulations**
- **Technology-enabled standardized methodology and guidance**
- **Deep technical expertise and knowledge**
- **Policies on applicable requirements, standards and laws**

We are committed to continuing to build on our technical expertise and knowledge recognizing its fundamental role in delivering quality services.

3.1 Methodology aligned with professional standards, laws and regulations

3.1.1 Consistent audit and assurance methodology and tools

We use KPMG International's audit and assurance methodologies, tools and guidance to drive a consistent approach to planning, performing and documenting audit and assurance procedures. Key elements include:

- Meeting applicable standards, including standards issued by the International Auditing and Assurance Standards Board (IAASB), the Public Company Accounting Oversight Board (PCAOB) and the American Institute of CPAs

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(AICPA), and applicable auditing standards in the Republic of Serbia including the requirements of the Law on auditing and Law on Accounting of the Republic of Serbia;

— Identifying risks of material misstatements and designing and performing procedures to respond to these risks;

— Usage by our audit and assurance professionals to drive consistent interpretation on the application of the applicable standards.

Our audit and assurance methodologies emphasize applying appropriate professional skepticism in the execution of procedures and drive compliance with relevant ethical requirements, including independence. The methodologies evolve to reflect new and revised audit standards and requirements as well as to keep pace with innovative and technological advances that drive quality and efficiency.

3.2 Technology-enabled standardized methodology and guidance

KPMG is redefining the audit and assurance process through the use of cutting-edge technology, including AI, to facilitate risk-based and data-informed engagements. This digital strategy is supported by KPMG Clara, a scalable and user-friendly cloud-based platform that facilitates consistent execution across KPMG firms worldwide.

KPMG Clara delivers KPMG's audit and assurance standardized methodologies through data-driven workflows that adhere to relevant audit and assurance standards, and assist our engagement teams in meeting the ever-changing landscape of corporate reporting and related audit and assurance requirements.

3.2.1 Driving consistency and quality through the KPMG Delivery Network

The KPMG Delivery Network (KDN) is a network of global delivery centers offering additional resources and specialist capacity and capability to some KPMG firms. Expanded in 2025 to increase capacity, KDN leverages technology in its delivery of consistent and standardized procedures and solutions to support some KPMG firms in their audit and assurance engagements.

3.3 Deep technical expertise and knowledge

3.3.1 Access to specialist

Specialist experience is an increasingly important part of modern audit and assurance engagements and is a key feature of our multidisciplinary model. Our engagement teams have access to a network of KPMG specialists to consult – either within their firm or in other KPMG firms.

These specialists receive the training they need to ensure they have the competencies, capabilities and objectivity to appropriately fulfil their role on our audit and assurance engagements.

The need for specialists to be assigned to an engagement in areas such as information, technology, tax, treasury, actuarial, forensic, valuations and various sustainability topics is considered as part of the engagement acceptance and continuance process, as well as during the planning and conduct of the engagement.

3.3.2 Our commitment to audit and assurance quality by responding to significant external events and conditions

Significant external events and conditions, such as the impacts arising from geopolitical shifts, natural disasters, climate effects and inflationary pressures; may give rise to business risks that can have significant implications for financial statements. These potential financial statement implications may include increased complexity, subjectivity and uncertainty when making accounting estimates and key judgments, such as asset impairments, asset valuations and management's going concern assessment. Guidance is available to assist engagement teams in our firm to respond to the potential impacts arising from these significant external events and conditions.

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We have access to an online financial reporting resource center maintained on behalf of KPMG that highlights the potential financial statement implications of matters that may arise from significant external events and conditions, as well as an audit quality toolkit that addresses the potential audit and reporting implications. This guidance is updated as new significant accounting, auditing and reporting issues emerge.

3.3.3 Licensing and requirements for IFRS® Accounting Standards and US GAAP engagements

Licensing

All KPMG professionals in our firm are required to comply with applicable professional license rules and satisfy the Continuing Professional Development requirements in the jurisdiction where they practice. KPMG Beograd d.o.o. policies and procedures are designed to facilitate compliance with license requirements. We are responsible for ensuring that audit professionals working on engagements have appropriate audit, accounting and industry knowledge, and experience in the local predominant financial reporting framework – accounting regulations of the Republic of Serbia which prevailingly relies on IFRS financial reporting framework.

Requirements — IFRS® Accounting Standards and US GAAP engagements

In addition, KPMG International has specific requirements for engagement partners*, managers and Engagement Quality Control (EQC) reviewers working on IFRS Accounting Standards engagements in countries where IFRS Accounting Standards are not the predominant financial reporting framework.

Similar policies apply to engagements performed outside the US to report on financial statements or financial information prepared in accordance with US GAAP and/or audited in accordance with US auditing standards, including reporting on the effectiveness of the entity's internal control over financial reporting (ICOFR).

These provide that at a minimum, all engagement partners, managers and, if appointed, the EQC reviewers (and for engagements conducted in accordance with US GAAP and/or US auditing standards engagements, the engagement partner, engagement manager, engagement in-charge and, if appointed, the EQC reviewers assigned to the engagement have completed relevant training and that the engagement team, collectively, has sufficient experience to perform the engagement or has implemented appropriate safeguards to address any shortfalls.

3.3.4 ESG Assurance quality

KPMG is committed to fulfilling our public interest role in providing assurance that supports investor confidence and stakeholder trust.

Key developments included:

- **Updated methodology** suitable for providing assurance on all sustainability reporting standards, including Corporate Sustainability Reporting Directive (CSRD), European Sustainability Reporting Standards (ESRS) and EU Taxonomy disclosure requirements.
- **Expanded training programs for our engagement teams** focused on the latest ISSB and ESRS standards, integrated into the KPMG Clara workflow to ensure consistency and quality.
- **Strengthened global expertise** through investments in ESG talent and increased access to subject matter professionals across the KPMG network.
- **Shared insights from the ESG Assurance Maturity Index 2025**, based on a survey of 1,320 companies, which emphasized the importance of readiness, transparency, and continuous improvement.

** Engagement partner (in the context of the ISAs, defined in ISA 220 (Revised)12) — The partner or other individual, appointed by the firm, who is responsible for the engagement and its performance, and for the auditor's report that is issued on behalf of the firm, and who, where required, has the appropriate authority from a professional, legal or regulatory body.*
Engagement partner (in the context of ISAE 3000 (Revised)13) — The partner or other individual, appointed by the firm, who is responsible for the engagement and its performance, and for the assurance report that is issued on behalf of the firm, and who, where required, has the appropriate authority from a professional, legal or regulatory body.

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3.4 Policies on applicable requirements, standards and laws

At our firm, all personnel are expected to adhere to KPMG policies and procedures, including independence policies, and are provided with a range of tools and guidance to support them. Our policies and procedures for audit and assurance engagements incorporate the relevant requirements of accounting, auditing, assurance, ethical, quality and risk management standards that are consistent with ISQM 1, and other relevant laws and regulations applicable in the Republic of Serbia.

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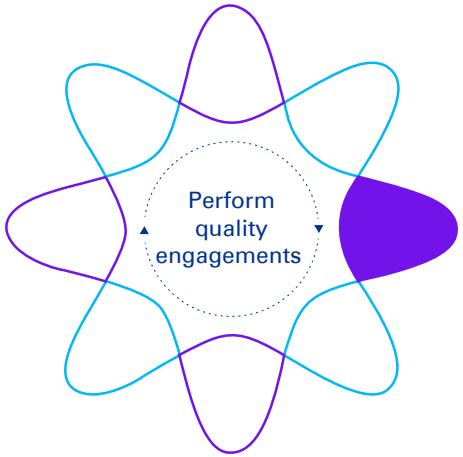

4. Embrace digital technology

- **KPMG Clara**
- **Intelligent, standards-driven audit and assurance workflows**
- **AI, data and evolving technologies**

At KPMG, we are anticipating the technologies that will shape our near future and are driving an ambitious innovation agenda. We continue to transform the audit and assurance experience for our professionals and clients. Leading technologies used across the KPMG global organization are enhancing audit quality by increasing our ability to identify and respond to the issues that matter.

4.1 KPMG Clara

KPMG's commitment to continuously evolving audit quality drives our investment in technology and innovation. In 2025, AI integration into KPMG Clara, our global smart audit platform, was expanded and accelerated to help our auditors respond more effectively to risks and deliver deeper insights.

KPMG Clara serves as the cloud-based digital foundation for globally consistent, high-quality audits that leverage the latest technologies and innovations, such as AI and other emerging technologies.

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4.2 Intelligent, standards-driven audit and assurance workflows

As a scalable, intuitive cloud-based platform, KPMG Clara drives globally consistent execution across all KPMG firms. It enables delivery of KPMG audit and assurance methodologies through data-enabled workflows, which are aligned with the applicable standards, providing an empowered and seamless experience to auditors.

4.3 Digital data and emerging technologies

AI in the audit now and in the future

Building trust in the capital markets is central to KPMG's public interest role. In 2025, the use of AI within KPMG Clara was expanded to further enhance quality, consistency and responsiveness as part of our forward-thinking, digital-first audit and assurance vision.

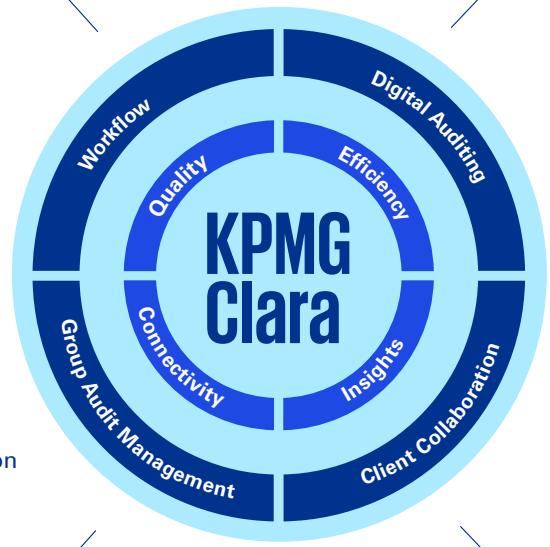
We are continuing the deployment of Generative AI and AI agents, which perform audit tasks in concert with human review. AI agents can now assist audit and assurance teams by reviewing engagement documentation, flagging potential fraud risks, and designing and performing substantive testing procedures aligned with KPMG's methodology.

Additionally, through transaction scoring, KPMG's auditors are able to leverage advanced automated algorithms to analyze and risk-score complete populations of transactions (rather than sample), identifying outliers and areas requiring further investigation. These enhancements enable over 95,000 auditors globally to focus on high-risk areas, exercise professional judgement and skepticism where it matters most, and strengthen audit quality.

All AI capabilities within KPMG Clara are developed under KPMG's **Trusted AI framework**, ensuring a human-in-the-loop approach that safeguards quality, data integrity, accuracy, reliability, security and ethical standards.

These capabilities are integral to our vision of a transformed people-powered, AI-enabled audit that delivers deeper insights and reinforces trust in the integrity of financial and non-financial information.

- Data-driven & AI-enabled audit workflows
- Audit & Assurance including ESG
- Global, risk-based methodology



- Human-guided agentic AI as part of risk assessment
- Exception-based audit via automated scoring of complete transaction populations
- AI-enabled knowledge search

- Globally consistent planning & execution
- Enhanced two-way communication
- Tailored scoping

- Secure, transparent, & centralized interaction with the audit team
- Real-time alerts & tracking
- Access to insights

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Looking ahead, we remain committed to responsibly deploying emerging technologies to support our professionals, improve audit quality, and meet the evolving needs of the capital markets.

4.3.1 Client confidentiality, information security, and data privacy

The importance of maintaining client confidentiality is emphasized through a variety of mechanisms, including the KPMG Global Code of Conduct.

We have policies on information security, confidentiality, personal information and data privacy. We have a document retention policy concerning the retention period for audit documentation and other records relevant to an engagement in accordance with applicable laws, regulations, and professional standards.

KPMG provides training on confidentiality, information protection and data privacy requirements to all KPMG personnel annually.

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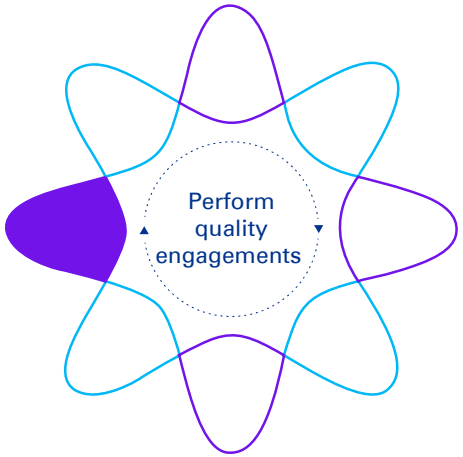

5. Nurture diverse, skilled teams

- **Recruit appropriately qualified individuals who bring diverse skills, perspectives and experiences**
- **Assign appropriately qualified team**
- **Invest in AI and data-centric skills**
- **Focus learning and development on technical expertise, professional acumen and leadership skill**
- **Recognize quality**

Our people make the real difference and are instrumental in shaping the future of audit and assurance at KPMG. We put quality and integrity at the core of our practice. Our auditors have diverse skills and capabilities to address complex problems.

5.1 Recruit appropriately qualified individuals who bring diverse skills, perspectives, and experiences.

One of the key drivers of quality is ensuring that KPMG professionals have the appropriate skills and experience, motivation and purpose to deliver high-quality audit and assurance services. This requires the right recruitment, development, reward, promotion, retention and assignment of professionals.

5.1.1 Recruitment

We have invested in understanding how we can attract the talent we need now and in the future across our firm.

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Our recruitment strategy is focused on drawing entry-level talent from a broad talent base, including working with established universities, colleges and business schools, but also working with secondary schools, helping build relationships with a younger, inclusive talent pool at an early age. We also recruit significant numbers at an experienced hire and partner level.

All candidates apply and are employed following a variety of selection processes, which may include application screening, competency-based interviews, psychometric and ability testing, and qualification/reference checks. These leverage fair and job-related criteria to ensure that candidates possess the appropriate skills and experience to perform competently, are suitable and best placed for their roles.

We recruited over 42 new graduates in the year ended 30 September 2025 (2024: approximately 76).

Where individuals are recruited for senior grades, a formal independence discussion is conducted with them by the Ethics and Independence Leader or a delegate.
We do not accept any confidential information belonging to the candidate's former firm/ employer.

5.1.2 Inclusion and access to equal opportunity

KPMG is committed to fostering a culture that welcomes everyone. This commitment has been core to our culture for many years and aligns with Our Values and business strategy. We will continue to reflect the diverse communities we work within, while fostering a sense of belonging, and harnessing the collective power of our different perspectives and experiences to better serve our people, clients and society.

Learn more about the KPMG commitment to have an inclusive culture built on trust in the KPMG International: Our Impact Plan.

5.1.3 Health and well-being

In our firm, we are committed to protecting the health of our people, both physically and mentally, and providing an environment of empathy and support that allows our people to thrive and deliver high-quality work to our clients. Professional services can be a fast-paced and demanding environment, so we are creating a culture where people can be open about their well-being — and reach out for support when they need it.

5.1.4 Reward and promotion

Reward

We have compensation and promotion policies that are informed by market data and are clear, simple, fair and linked to the performance review process. This helps our partners and employees understand what is expected of them, including audit quality accountabilities outlined in role profiles and the audit quality goal issued globally by KPMG International. The connection between performance and reward is achieved by assessing performance across a peer group to inform reward decisions.

Reward decisions are based on consideration of both personal and individual firm performance.

The extent to which our people feel their performance has been reflected in their reward is measured through the annual Global People Survey, with action plans developed as required.

Promotion

The results of performance evaluations directly affect the promotion and remuneration of partners and employees and, in some cases, their continued association with KPMG.

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5.2 Assign an appropriately qualified team

A critical driver of quality management is the selection of the engagement team to deliver effective and high-quality audit and assurance services. At KPMG, we have policies, procedures and controls in place to assign engagement partners and other professionals to a specific engagement on the basis of their skill sets, relevant professional and industry experience, and the nature of the assignment or engagement.

Function leaders are responsible for the engagement partner assignment process. Key considerations include engagement partner experience and capacity – based on an annual engagement partner portfolio review – to perform the engagement considering the size, complexity and risk profile of the engagement and the type of support to be provided (i.e. the engagement team composition and specialist involvement).

Audit and assurance engagement partners are responsible for determining that sufficient and appropriate resources to perform the engagement are assigned or made available to the engagement team in a timely manner, taking into account the nature and circumstances of the audit or assurance engagement, KPMG policies and procedures, professional standards and applicable legal and regulatory requirements and any changes that may arise during the engagement. This may include involving specialists from our own firm, other KPMG firms or external experts.

Where the right resource is not available in our firm, we have access to a network of highly skilled KPMG professionals in other KPMG firms. At the same time, policies require all KPMG audit and assurance professionals to have the appropriate knowledge and experience for their assigned engagements.

When considering the appropriate competence and capabilities expected of the engagement team as a whole, the engagement partner's considerations may include the following:

- Understanding of, and practical experience with, audit and assurance engagements of a similar nature and complexity through appropriate training and participation;
- Understanding of professional standards and legal and regulatory requirements;
- Appropriate technical skills, including those related to relevant information technology and specialized areas of accounting, auditing or assurance;
- Knowledge of relevant industries in which the client operates;
- Ability to apply professional skepticism;
- Understanding of KPMG's quality control policies and procedures; Quality Performance Review (QPR) results and results of regulatory inspections.

5.3 Role profiles to drive quality

Driving a consistent approach to accountability for quality, we have a set of role profiles, issued by KPMG International, articulating the technical and behavioral competencies, and individual levels of accountability for contributing to audit quality and the SoQM. Reviewed annually to support the focus on continuous improvement, the role profiles offer KPMG personnel involved in audit delivery a clear articulation of their role and responsibilities. To connect the role profiles to goal setting, a mandatory audit quality goal is in place for those covered by the role profiles.

5.4 Investing in AI and data-centric skills

The KPMG organization is strategically investing in prospective talent by partnering with world-class learning institutions, while investing in building a future-ready workforce equipped with the skills needed to thrive in a data-driven, AI-enabled audit environment.

In our firm, we are recruiting and training professionals who specialize in software, cloud capabilities and AI and who can bring leading technology capabilities to the smart audit and assurance platform that we use. We provide training on a wide range of technologies to help ensure that field professionals not only meet the highest professional standards but are also educated in new technology.

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With this approach we are bringing together the right people with the right skills and the right technology to perform exceptional audits.

5.5 Focused learning and development on technical expertise, professional acumen, and leadership skills

5.5.1 Commitment to technical excellence and quality service delivery

All our professionals are provided with the technical training and support they need to perform their roles. This includes access to internal specialists and the professional practice department for consultation.

5.5.2 Lifetime learning strategy

In our firm, we are committed to developing a culture of continuous learning in line with our desire to provide access to learning for a lifetime — where KPMG partners and employees can continually enhance their competencies and skills through functional, ethical and accelerated learning. With a focus on enabling excellence, our continuous learning culture helps our people make the difference for both clients and themselves.

Formal training

Rapid advances in technology have made education and reskilling more important than ever. Providing our people with opportunities to learn and develop their careers is a key pillar of KPMG's Global People strategy.

Annual training priorities for development and delivery are identified by the Audit Learning and Development groups at global, regional and, where applicable, KPMG firm level.

Minimum learning requirements for audit and assurance professionals across the KPMG organization are established annually. Training is delivered using a blend of learning approaches and performance support.

Mentoring and on-the-job coaching

Learning is not confined to a single approach — rich learning experiences are available when needed through coaching and just-in-time learning and aligned with job-specific role profiles and learning paths.

Mentoring and on-the-job experience play key roles in developing the personal qualities important for successful careers in audit and assurance, including professional judgment, technical excellence and instinct.

We support a continuous learning environment where KPMG partners and employees contribute to building the team capacity, coaching other team members and sharing experiences.

5.6 Recognize quality

5.6.1 Personal development

Our approach to performance development, 'Open Performance Development', is built around the 'Everyone a Leader' performance principles, which are supplemented by the 'global audit technical core competencies' to provide a holistic view of expectations for those involved in audit and assurance engagements. The performance development approach includes:

— Audit quality role profiles (including audit quality accountabilities and responsibilities);

— A goal library (including a mandatory audit quality goal applicable to everyone covered by the audit role profiles and additional optional audit quality content);

— Standardized review forms (with provision for audit quality ratings).

Open Performance Development is linked to the KPMG Values and designed to articulate what is required for success — both individually and collectively. We know that by being clear and consistent about the behaviors and competencies we expect and rewarding those who demonstrate them, we will continue to drive a relentless focus on quality.

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At the same time, we are driving a shift in our performance-driven culture, supported by and enacted through leading technology made available by KPMG International that allows us to embed audit quality into the assessment of performance and the decisions around reward, as well as drive consistency across the global organization.

We consider quality and compliance metrics in the overall performance assessment, promotion and remuneration of partners [and directors and managers]. These evaluations are conducted by performance managers and partners who are able to assess performance.

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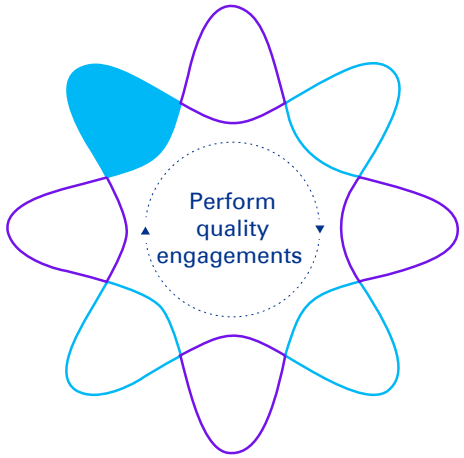

6. Associate with the right clients and engagements

- **Global client and engagement acceptance and continuance policies**
- **Accept appropriate clients and engagements**
- **Manage portfolio of clients**

Rigorous global client and engagement acceptance and continuance policies are vital to being able to provide high-quality professional services.

6.1 Global client and engagement acceptance and continuance policies

KPMG International's global client and engagement acceptance and continuance policies and processes are designed to help our firm and all other KPMG firms identify and evaluate potential risks prior to accepting or continuing a client relationship or performing a specific engagement.

Each KPMG firm evaluates whether to accept or continue a client relationship or perform a specific engagement. KPMG's client and engagement principles, ACCEPT, aid in the decision-making process as to which clients we accept and what work we will do for them.

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The ACCEPT principles are available to KPMG firms and can support them in identifying, assessing, and managing client and engagement-related risks. ACCEPT enables ethical decision-making and complements our global CARE ethical decision-making framework. Where client/engagement acceptance (or continuance) decisions pose significant risks, additional approvals are required.

6.2 Accept appropriate clients and engagements

6.2.1 Client evaluation

Our evaluation of a prospective client includes an assessment of the client's risk profile and background information on the client, its key management, directors and owners.

If necessary, the evaluation includes obtaining and assessing additional information required to satisfy applicable legal/ regulatory requirements.

6.2.2 Engagement evaluation

We consider a range of factors when we are evaluating each prospective engagement including:

- Potential independence and conflict of interest issues,
- Intended purpose and use of engagement deliverables,
- Public perception,
- Whether the services would be unethical or inconsistent with our Values.

In addition, the evaluation of an audit and assurance engagement includes an assessment of the competence of the client's financial management team and the skills, experience and capacity of KPMG professionals. Where we are providing audit services for the first time, additional independence evaluation procedures are performed, including a review of any non-audit services provided to the client and of other relevant business, financial and personal relationships.

Each letter of ACCEPT guides us to consider:

A — All stakeholder are important:
Could the client (or entity) and/or engagement erode stakeholder trust?

C — Conflicts of interest and objectivity:
Are there any objectivity or Independence concerns or any potential conflicts?

C — Client (or entity) considerations:
Do we want to work with them?

E — Engagement considerations:
Can we successfully deliver the product or service?

P — Public interest:
Is the client (or entity) and/or engagement consistent with protecting the public interest?

T — Terms & commercial considerations:
Can we comply with contractual obligations and manage financial outcomes?

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Similar independence evaluations are performed when an existing audit and assurance client becomes a public interest entity or additional independence restrictions apply following a change in the circumstances of the client.

Any potential independence or conflict of interest issues are required to be documented and resolved prior to acceptance.

A prospective client or engagement will be declined if a potential independence or conflict issue cannot be resolved satisfactorily in accordance with professional standards and our policies, or if there are other quality and risk issues that cannot be appropriately mitigated.

6.2.3 Continuance process

We undertake regular re-evaluations of all audit and assurance clients to identify risks in relation to continuing our association and mitigating procedures that need to be put in place.

In addition, clients and engagements are required to be re-evaluated when there is an indication that there may be a change to the risk profile.

6.2.4 Withdrawal process

When we come to a preliminary conclusion that indicates we should withdraw from an engagement or client relationship, we must consult internally and identify any required legal, professional and regulatory responsibilities with respect to that relationship.

We also consider further communications with those charged with governance and any other appropriate authority as required under its professional obligations.

6.3 Manage portfolio of clients

We have policies and procedures to enable our firm to monitor the workload and availability of engagement partners, managers and staff and personnel to provide sufficient time to complete their responsibilities.

Our firm's engagement partners are responsible for determining that members of the engagement team collectively have the appropriate competence and capabilities, including sufficient time, to successfully perform the engagement in accordance with professional standards and regulatory and legal requirements. See section 5.2 - *Assigning an appropriately qualified team* for more information.

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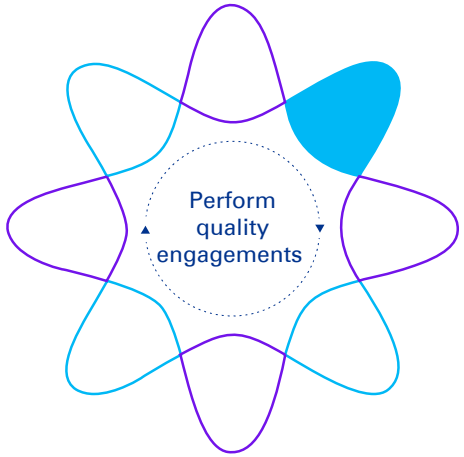

7. Be independent and ethical

- **Act with integrity and live our Values**
- **Maintain objectivity, independence and ethical behavior, in line with our code of conduct and policies**
- **Have zero tolerance of bribery and corruption**

Auditor independence is a cornerstone of international professional standards and regulatory requirements.

7.1 Act with integrity and live our Values

We know that trust is earned by doing the right thing. We are committed to the highest standards of professional behavior throughout our firm in everything we do. Ethics and integrity are core to who we are. Within our Global Code of Conduct, we outline the responsibilities KPMG people have to each other, our clients and the public. It shows how our Values inspire our greatest aspirations and guide all of our behaviors and actions. At our firm, we provide annual training to all partners and employees on the Global Code of Conduct, anti-bribery and corruption, and compliance with laws, regulations and professional standards.

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7.1.1 Driving an ethical culture

A culture based on integrity, accountability, quality, objectivity, independence and ethics is essential in a firm that carries out audit, assurance and other professional services on which stakeholders rely. Consistent foundational elements of ethical behavior at KPMG support an ethical culture and strengthen trust. Our firm has agreed to establish and maintain a foundation for ethical behavior, including monitoring training assessments and adopting and maintaining an ethical decision-making framework.

Our ethical decision-making framework, CARE (Consider, Assess, Respond, Evolve), is centered on building and reinforcing trust, and supports our Purpose, Values and Code of Conduct. A model shared across the organization, CARE helps our people to make ethical decisions, especially when faced with a challenging situation or ethical dilemma, and it also reminds them that they do not have to make these decisions alone.

CARE

Ethical decision-making framework

Source: KPMG International OIP

7.2 Maintain objectivity, independence and ethical behavior

KPMG International's independence policies and procedures incorporate the IESBA Code of Ethics, covering areas such as firm and personal independence, firm financial relationships, employment relationships, partner rotation and approval of audit and non-audit services.

Policies are supplemented to help ensure compliance with the standards issued by local applicable regulatory bodies in the Republic of Serbia.

Our Ethics and Independence Leader (the "EIL") is responsible for communicating and implementing KPMG policies and procedures and ensuring that any additional local independence policies and procedures, including relevant controls, are established and effectively implemented.

Automated tools identify potential independence and conflict of interest issues and facilitate compliance with these requirements. KPMG firm compliance with independence requirements is part of the KPMG Quality & Compliance Evaluation (KQCE) program.

7.2.1 Personal financial independence

KPMG firms and KPMG personnel are required to be free from prohibited financial interests in, and prohibited financial relationships with, KPMG firm audit and assurance clients (by definition, 'audit client' includes its related entities or affiliates), their management, directors and, where required, significant owners. All KPMG partners — irrespective of their firm or function — are generally prohibited from owning securities of any audit client of any KPMG firm.

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KPMG firms use a web-based independence compliance system to assist KPMG professionals in complying with personal independence investment policies. The system facilitates monitoring by identifying and reporting impermissible investments and other non-compliant activity (i.e. late reporting of an investment acquisition).

We monitor partner and manager compliance with this requirement as part of our program of independence compliance audits of professionals. KPMG International provides guidance and required procedures relating to the audit and inspection by KPMG firms of personal compliance with KPMG independence policies. This includes sample criteria including the minimum number of professionals to be audited annually.

In 2025, nine of our partners and employees were subject to these audits (this included approximately 44.4% of our partners).

7.2.2 Employment relationships

Any KPMG professional providing services to an audit or assurance client irrespective of function is required to notify the firm EIL if they intend to enter into employment negotiations with that client. For partners, this extends to any audit client of any KPMG firm that is a public interest entity. Specific prohibitions and, in some instances, cooling off periods apply to accepting certain roles at audit and assurance clients.

7.2.3 Firm financial independence

KPMG firms are also required to be free from prohibited interests in, and prohibited relationships with, audit clients, their management, directors and, where required, significant owners. KPMG's independence compliance system records direct and material indirect investments in publicly traded entities and funds (or similar investment vehicles) as well as in non-publicly traded entities and funds. This includes investments held in associated pension and employee benefit plans.

KPMG firms' borrowing and capital financing relationships, as well as custodial, trust and brokerage accounts that hold member firm assets must also be recorded.

On an annual basis, we confirm compliance with independence requirements as part of the KQCE program.

7.2.4 Business relationships/suppliers

We have policies and procedures in place to ensure our business relationships with audit and assurance clients are maintained in accordance with the IESBA Code of Ethics and other applicable independence requirements, such as those promulgated by the SEC.

7.2.5 Business acquisitions, admissions and investments

Any acquisition of, or investment in, a business requires sufficient due diligence procedures to identify and address any potential independence and risk management issues prior to closing the transaction. Specific consultations with KPMG International are required to enable independence and other issues to be addressed when integrating the business into a KPMG firm and the wider global organization.

7.2.6 Independence training and confirmations

All KPMG partners and client-facing professionals, as well as certain other individuals, are required to complete independence training upon joining KPMG and on an annual basis thereafter and must sign a confirmation of compliance annually.

7.2.7 Non-audit services

All KPMG firms have agreed, at a minimum, to comply with the IESBA Code of Ethics and applicable laws and regulations related to the scope of services that can be provided to audit clients.

KPMG's mandatory conflicts and independence checking system supports our compliance with independence requirements.

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Certain information on all prospective engagements, including detailed service descriptions, deliverables and estimated fees, are required to be entered into the system as part of the engagement acceptance process. When the engagement is for an audit client, an evaluation of potential independence threats and safeguards is also required to be included in the submission.

Lead audit engagement partners are required to maintain group structures for their public interest entity and certain other audit clients including their related entities/affiliates. They are also responsible for identifying and evaluating any independence threats that may arise from the provision of a proposed non-audit service and the safeguards available to address those threats.

KPMG firms are prohibited from evaluating or compensating audit partners on selling non-audit services to their audit clients.

7.2.8 Fee dependency

KPMG firms are required to monitor total fees from public interest entity audit clients and follow consultation, communication and disclosure requirements should such fees exceed established thresholds.

7.2.9 Avoiding conflicts of interest

All KPMG firms and personnel are responsible for identifying and managing conflicts of interest, which are circumstances or situations that may have, or may be perceived to have, an impact on a firm's and/or its partners' or employees' ability to be objective or otherwise act without bias.

KPMG firms use the mandatory conflicts and independence checking system for potential conflict identification so that these can be addressed in accordance with legal and professional requirements.

KPMG personnel and KPMG firms are prohibited from offering or accepting inducements, including gifts and hospitality, to or from audit and assurance clients, unless the value is trivial and inconsequential.

7.2.10 Independence breaches

KPMG personnel are required to report an independence breach to our firm's EIL as soon as they become aware of it. Breaches of independence requirements of the IESBA Code of Ethics or other external independence requirements are required to be reported to those charged with governance as soon as possible, except where alternative timing for less significant breaches has been agreed with those charged with governance.

We have a disciplinary policy in relation to breaches of independence policies, incorporating incremental sanctions reflecting the seriousness of any violations.

7.2.11 Partner and firm rotation

Partner rotation

Our partners are subject to periodic rotation of their responsibilities for audit clients. Requirements place limits on the number of cumulative years that partners in certain roles may provide audit services to a client, followed by a 'time-out' period during which time these partners are restricted in the roles they can perform.

Firm rotation

In certain jurisdictions, KPMG firms are only permitted to act as an auditor for a specific audit client for a defined period of time and then are required to end service as the client's external auditor for a specified period. KPMG firms in these jurisdictions are required to have processes in place to track and manage compliance with audit firm rotation requirements.

The Serbian Audit legislation implemented in 2020 introduces additional rotation requirements for public interest entities including mandatory firm rotation (MFR).

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Under local applicable regulations, KPMG d.o.o. Beograd may audit the same public interest entity for a maximum of ten consecutive years starting from the first year of engagement, unless otherwise provided by a separate law. After the expiry of the maximum "time on" period, the audit firm cannot audit the same public interest entity for the next four consecutive years. KPMG d.o.o. Beograd has processes in place to track and manage audit firm rotation.

7.3 Have zero tolerance of bribery and corruption

We have zero tolerance of bribery and corruption.

Our people are required to take training covering compliance with laws, regulations and professional standards relating to anti-bribery and corruption, including the reporting of suspected or actual non-compliance.

Further information on KPMG International's anti-bribery and corruption policies can be found on the anti-bribery and corruption site.

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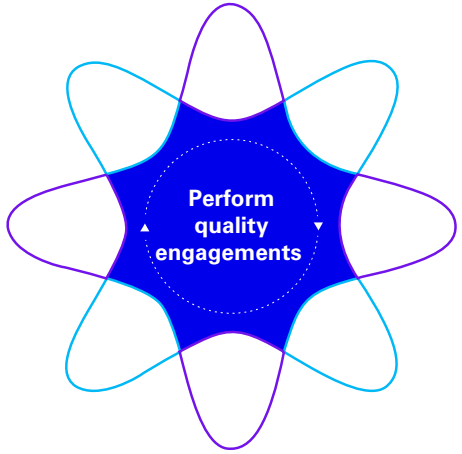

8. Perform quality engagements

- **Consult when appropriate**
- **Critically assess audit evidence, using professional judgment and skepticism**
- **Direct, coach, supervise and review**
- **Appropriately support and document conclusions**

How an audit is conducted is as important as the result. Everyone at KPMG is expected to demonstrate behaviors consistent with our Values and follow all policies and procedures in the performance of effective and efficient audits.

8.1 Consult when appropriate

8.1.1 Encouraging a culture of consultation

KPMG encourages a culture of consultation that supports engagement teams in KPMG firms throughout their decision-making processes and is a fundamental contributor to audit and assurance quality. In our firm, engagement teams are required to consult when difficult or contentious matters arise on an engagement.

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To help with this, our firm has established protocols for consultation and documentation of significant matters, including procedures to facilitate resolution of differences of opinion on engagement issues. In addition, KPMG audit, assurance, reporting and risk management manuals also include specific consultation requirements on certain matters.

8.1.2 Technical consultation and global resources

Technical accounting, auditing and assurance support is available to all KPMG firms through a number of subject matter expert global teams.

Global Audit Methodology Group (GAMG)

Develops the KPMG organisation's audit and assurance methodology based on the requirements of the applicable audit and assurance standards of the IAASB, PCAOB, and AICPA.

KPMG Global Solutions Group (KGSG)

Develops and deploys global audit and assurance solutions, including new technology and automation innovations.

The GAMG and KGSG teams bring diverse experience and innovative ways of thinking to further evolve KPMG firms' audit and assurance capabilities.

More information about KPMG's global audit and assurance methodology and technology-based tools is included in the Embrace Digital Technology section of this report.

International Standards Group (ISG)

Develops global guidance to promote consistency of interpretation and application of IFRS Accounting Standards, IFRS Sustainability Disclosure Standards and European Sustainability Reporting Standards by KPMG firms, and to promote a consistent response to emerging accounting and audit issues.

PCAOB Standards Group (PSG)

Promotes consistency in the interpretation of PCAOB auditing standards in KPMG firms' audits of non-US SEC issuers and non-US components of SEC issuers, as defined by SEC regulations.

The PSG also provides input into the development of training for auditors who work on PCAOB audit engagements and, where practicable, facilitates delivery of such training.

KPMG CEE professional practice resources

KPMG firms provide consultation support on auditing, assurance and technical accounting matters to their audit professionals through professional practice resources (referred to as Department of Professional Practice or DPP) involving regional or global teams when required.

This resource also assists engagement teams where there are differences of opinion either within teams or with the Engagement Quality Control reviewer. Unresolved differences are required to follow a prescribed escalation protocol for final resolution. KPMG's ISG and PSG are also available for consultation support when required. The Role of DPP is crucial in terms of the support that it provides to the Audit Function.

As from 1 October 2025 DPP is operated in an integrated way for CEE. CEE DPP is led by a partner supported by a group of professionals and provides technical guidance to client service professionals on specific engagement related matters, develops and disseminates specific topic related guidance on emerging technical and professional issues and disseminates international guidance on IFRS Accounting and Sustainability Standards and International Standards on Audit, Assurance and other Related Services.

For each country within CEE, CEE DPP has a dedicated DPP Country Expert to be involved in consultations and other DPP activities relating to local financial or sustainability reporting and/or audit and assurance frameworks. The DPP Country Expert is a member of the Audit Quality Committee.

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8.2 Critically assess audit evidence using professional judgment and skepticism

On all KPMG audits, we design and perform audit procedures whose nature, timing and extent are based on and responsive to the assessed risks. We consider all relevant audit evidence obtained during the course of the audit, including contradictory or inconsistent audit evidence.

Each team member needs to exercise professional judgement and maintain professional skepticism throughout the audit engagement. Professional skepticism involves a questioning mind and remaining alert to contradictory, or inconsistencies in, audit evidence. Professional judgment encompasses the need to be aware of and alert to biases that may pose threats to sound judgments.

8.3 Direct, coach, supervise and review

8.3.1 Embedding ongoing coaching, supervision and review

We promote a coaching culture as part of enabling our professionals to achieve their full potential.

Coaching fundamentals are embedded in the audit training curriculum, and we support a continuous learning environment where KPMG partners and professionals contribute to building the capacity of the team, coaching other team members and sharing experiences while directing, supervising and reviewing their work.

8.3.2 Engagement quality control (EQC)

The EQC review is an important part of our approach to quality management. We have agreed to appoint an EQC reviewer for each audit engagement, including any related review(s) of interim financial information, of all listed entities, non-listed entities with a high public profile, engagements that require an EQC review under applicable laws or regulations, and other engagements, including certain assurance engagements, as designated by our CRL or our Audit Leader.

An EQC review is an objective evaluation of the significant judgments made by the engagement team and its related conclusions, performed by the EQC reviewer, and completed on or before the date of the report. The EQC reviewer's evaluation of significant judgements includes an evaluation of the engagement team's assessment of significant risks, including fraud risks, the related responses and whether the related conclusions are appropriate. The EQC review is completed only after the EQC reviewer is satisfied that all significant matters they raised have been resolved.

8.4 Appropriately support and document conclusions

8.4.1 Reporting

Engagement partners form all opinions and conclusions for audit, assurance and review engagements based on the work performed and evidence obtained.

In preparing auditors' and assurance reports, engagement partners have access to reporting guidance and technical support through consultations with our Department of Professional Practice.

8.4.2 Engagement documentation

Our firm's documentation is completed and assembled in accordance with KPMG International policy and applicable auditing and assurance standards. We have implemented safeguards to protect the confidentiality and integrity of client and firm information, and we have reduced the time period permitted to assemble documentation.

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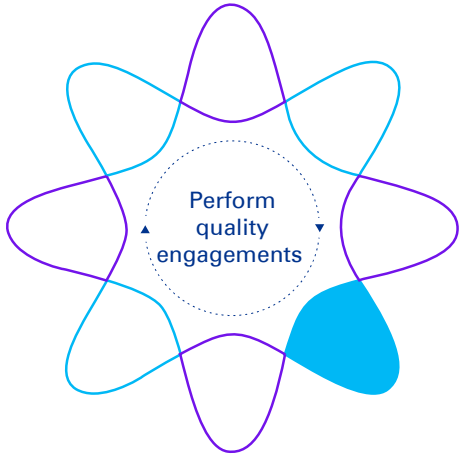

9. Assess risks to quality

— **Identify and understand risks to quality and implement effective responses**

The quality of KPMG audit and assurance services rests on our foundational SoQM. Our approach to SoQM, including ISQM1, emphasizes global consistency and robustness of controls to respond to risks within our processes

9.1 Identifying risks to quality and implement effective responses

KPMG International performs an annual iterative risk assessment process (I-RAP) to determine the baseline expected quality objectives, quality risks, process risk points (responses to those risks, including controls) that all KPMG firms agree to implement and operate. In recognition that we are responsible for our SoQM being in compliance with ISQM 1, and any locally applicable standards or regulations. We also perform our own annual I-RAP, taking into account our firm's facts and circumstances in determining whether there are any incremental quality objectives, quality risks, process risk points or responses to those risks, including controls.

This consistent global approach:

— Sets the minimum controls to be implemented within all KPMG firms' SoQM processes in response to globally identified risks to achieving SoQM quality objectives.

— Defines the SoQM methodology used by KPMG firms in their annual SoQM evaluation to evaluate whether the SoQM controls are operating effectively in response to the related risks and in support of achieving the SoQM quality objectives.

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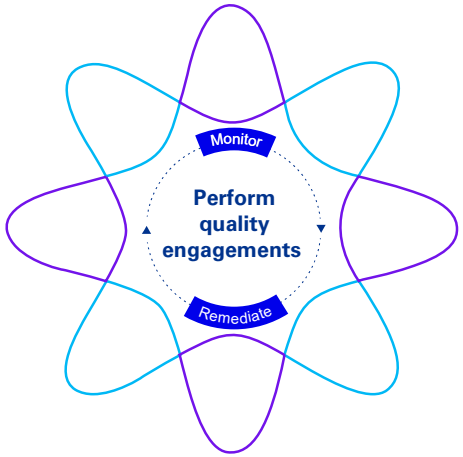

10. Monitor and remediate

- **Rigorously monitor and measure quality**
- **Obtain evaluations and act on stakeholder feedback**
- **Perform root cause analysis and design and implement remedial action plans**

Integrated quality monitoring and compliance programs enable KPMG firms to identify quality deficiencies, perform root cause analysis and develop, implement, and report remedial action plans, both in respect of individual audit engagements and the overall SoQM.

10.1 Rigorously monitor and measure quality

10.1.1 Commitment to continuous improvement

KPMG firms have committed to continually improving the quality, consistency and efficiency of their audits. The quality monitoring and compliance programs are globally consistent in their approach across all KPMG firms, including the nature and extent of testing and reporting. In our firm, we compare the results of our internal monitoring programs with the results of any external inspection programs and take appropriate action.

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10.1.2 Internal monitoring and compliance programs

KPMG firms have agreed to use quality monitoring and compliance programs that are developed by KPMG International to identify quality issues, perform root cause analysis and develop remedial action plans, both for individual audits and for their overall SoQM.

The programs evaluate:

— Engagement performance in compliance with the applicable professional standards, applicable laws and regulations and key KPMG International policies and procedures.

— Our firm's compliance with KPMG International key policies and procedures and the relevance, adequacy and effective operation of key quality control policies and procedures.

The internal monitoring and compliance programs also contribute to the evaluation of our SoQM operating effectiveness.These programs include:

- Audit Quality Performance Review (QPR)
- KPMG Quality & Compliance Evaluation (KQCE)
- Global Quality & Compliance Review (GQCR)

Audit Quality Performance Reviews (QPR) program

The Audit QPR program assesses engagement-level performance and identifies opportunities to improve engagement quality.

Risk-based approach

Each engagement partner is reviewed at least once in a four-year cycle (three years for engagement partners involved in PCAOB engagements). A risk-based approach is used to select engagements.

The Audit QPR Program is designed by Global Quality & Risk Management. We conduct the annual QPR program in accordance with KPMG International QPR instructions, which promote consistency across the KPMG organization. Reviews are overseen by an independent experienced lead reviewer from another KPMG firm. QPR results are reported to KPMG International.

Evaluations from Audit QPR

Across the global organization, consistent criteria are used to determine engagement ratings and KPMG firm Audit practice evaluations.

Audit engagements selected for review are rated as 'Compliant', 'Compliant-Improvement Needed' or 'Not Compliant'.

KPMG Quality & Compliance Evaluation (KQCE) program

The KQCE program encompasses the testing and evaluation requirements of a KPMG firm's SoQM, which are necessary to provide a basis for each KPMG firm's conclusion as to the effectiveness of its SoQM under ISQM 1, and compliance with quality and risk management policies. KQCE program requirements are to be completed by all KPMG firms.

The annual KQCE program covers the period from 1 October to 30 September and helps support our conclusion on the operating effectiveness of our SoQM as of 30 September and compliance with quality and risk management policies.

Global Quality & Compliance Review (GQCR) program

The GQCR program is a KPMG International monitoring program. The objective of the GQCR program is to assess a firm's compliance with selected KPMG International policies, including those related to governance and SoQM.

Firms are selected for review using a risk-based approach, which considers a number of factors, including financial conditions, country risks, results of monitoring programs and people surveys, with each firm subject to a GQCR at least once in a four-year cycle.

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The GQCR team comprises partners and managers who are independent of the firm subject to review.

Internal monitoring and compliance program reporting

Results from the monitoring and compliance programs are disseminated to our professionals through written communications, internal training tools, and periodic meetings with leadership.

Issues identified are also emphasized in subsequent monitoring and compliance programs to gauge the extent of continuous improvement.

Lead audit engagement partners are notified of Audit QPR not compliant ratings if relevant to their respective cross-border engagements.

Remediation and monitoring

In our firm, we develop remedial action plans to respond to issues identified through our monitoring and compliance programs. Progress on action plans is tracked and results are reported, as appropriate, to regional and global leadership.

10.2 Obtain, evaluate and act on stakeholder feedback

10.2.1 Regulators

In 2025 KPMG d.o.o. Beograd has not been a subject of a regulatory control to be performed by the Republic of Serbia Securities Commission.

KPMG International has regular two-way communication with the International Forum of Independent Audit Regulators (IFIAR), principally through IFIAR's Global Audit Quality Working Group (GAQWG), to discuss thematic audit quality issues along with targeted strategies for improvement. We value the open, honest and transparent dialogue that IFIAR facilitates on global audit quality issues.

Every KPMG firm is expected to maintain professional and respectful relationships with applicable regulators, including proactively engaging, responding to questions in a timely manner and taking appropriate remedial actions.

10.2.2 Client feedback

Client feedback is also important. We proactively seek feedback from clients through in-person conversations and third-party surveys.

10.2.3 Monitoring of complaints

We have procedures in place for monitoring and addressing complaints received relating to the quality of our work. These procedures are detailed in our general terms of business.

10.3 Perform root cause analysis and design and implement effective remedial actions

In our firm, our SoQM provides the foundation for consistent delivery of quality engagements. A key element of our firm's SoQM is the Root Cause Analysis (RCA) program that supports our firm to effectively remediate quality issues by enabling the issue identification and addressing of the underlying causes of these issues. Leveraging inputs from internal monitoring programs, external inspections and other relevant activities, we identify audit quality issues and undertake RCA corresponding to the nature and severity of the issues.

We continue to strengthen our root cause analysis program, leveraging globally developed RCA methodology, training, guidance and tools from KPMG International.

We design and implement remedial actions that respond to the identified root causes of the audit quality issues and subsequently monitor the effectiveness of such actions.

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Our RCA projects, status of the projects and remedial actions are reported to KPMG International.

Our Audit Leader is responsible for audit quality, including supporting the effective remediation of audit quality issues. Our firm's CRL monitors the remediation plans' implementation and completion.

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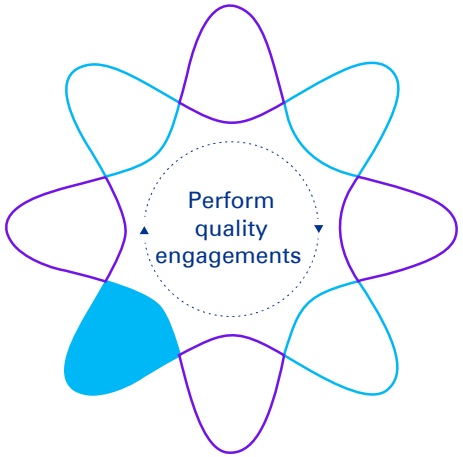

11. Communicate effectively

- **Provide insights, and maintain open and honest two-way communications**
- **Conduct and follow up on the Global People Survey**

We recognize that another important contributor to upholding audit and assurance quality is to obtain and promptly act upon feedback from key stakeholders.

11.1 Provide insights, and maintain open and honest two-way communication

11.1.1 Communicate with those charged with governance

We stress the importance of keeping those charged with governance informed of issues arising throughout the audit through guidance and supporting resources. We achieve this through a combination of reports and presentations, attendance at audit committee or board meetings, and ongoing discussions with management and members of the audit committee.

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The role of audit committees is key in supporting quality auditing by overseeing the relationship between company and auditor and challenging what auditors do and how they do it.

Global Corporate Reporting Institute

The KPMG Global IFRS Institute provides information and resources to help board and audit committee members, executives, management, stakeholders and government representatives gain insight and access thought leadership about the evolving global financial and sustainability reporting frameworks.

11.2 Conduct and follow up on the Global People Survey (GPS)

Only with engaged, talented people can we deliver audit and assurance engagements in line with our audit quality expectations from the foundation of an effective SoQM. As we strive to continually improve, our personnel are invited annually to participate in KPMG's Global People Survey (GPS) to share their perception on their experience of working at KPMG. Results can be analyzed by several factors, including functional or geographic area, grade and demographics to provide additional focus for action.

Through the GPS, our firm measures our people's engagement and gains additional insight about what drives engagement for KPMG people. The GPS includes specific audit quality questions for those individuals who participated in an audit, assurance, review or attestation engagement in the previous 12 months, giving us a particular data set for audit quality-related matters.

The survey also provides our leadership and KPMG International leadership with key insights into how KPMG Values are being lived. It also provides valuable information on the attitudes of employees and partners regarding quality, leadership and tone at the top.

We participate in the GPS, monitor results and take appropriate actions to communicate and respond to the findings of the survey. The results of the GPS, and the appropriate follow-up actions, are also aggregated for the entire global organization and are presented to the Global Board each year.

Audit-specific analysis of GPS results is also undertaken, with a particular focus on audit quality. Results and key themes are presented to the Global Audit Steering Group on an annual basis for discussion of appropriate remedial action, if needed. A global GPS action plan for audit is also communicated annually.

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12. Financial Information

	RSD
Total revenues for 2025	**2,423,287,591.53**
Total revenues from:	
Statutory audits of public interest entities and entities which belong to the group of entities whose parent entity is public interest entity	294,503,182.53
Statutory audits of auditees which are not public interest entities	83,562,921.40
Additional services provided to the auditees which were the subject of mandatory statutory audits*	35,575,219.00
Additional services provided to the other auditees*	93,983,532.88
Total revenues from other audit services	114,776,420.30

** Consulting (non-audit) services - tax and advisory*

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13. Partner remuneration

Partners' profit share

At the beginning of each financial year the key audit partners receive allocations of income and the level of internal competences they have to take care of, which is also formalized in the Open Performance Development system (KPMG's global appraisal system).

Based on these objectives, the expected profitability of the entire audit firm as well as the years of experience as a partner and/or director in the audit firm, the key audit partner is given the "target level of annual income".

The key audit partners receive a major part of this "target level of annual income" in the form of regular fixed monthly salary, while a variable element is determined at the end of financial year, taking into account the actual level of income, the quality of performed work, excellence in client service, growth in revenue and profitability, leadership and living the KPMG Values. Audit partners are not permitted to have objectives related to, or receive remuneration form, selling non-audit services to their audit clients. In addition, a part of their performance related component is based on their ability to deliver audit quality.

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14. Network arrangements

- Legal structure
- Responsibilities of KPMG firms
- Professional Indemnity Insurance
- Governance structure

14.1 Legal structure

In many parts of the world, regulated businesses (such as audit and legal firms) are required by law to be locally owned and independent. KPMG member firms do not, and cannot, operate as a corporate multinational. KPMG member firms are generally locally owned and managed. Each KPMG member firm is responsible for its own obligations and liabilities. KPMG International and other member firms are not responsible for a member firm's obligations or liabilities.

Member firms may consist of more than one separate legal entity. If this is the case, each separate legal entity will be responsible only for its own obligations and liabilities, unless it has expressly agreed otherwise.

Our firm and all other KPMG firms are party to membership and associated documents, the key impact of which is that all KPMG member firms in the KPMG global organization are members in, or have other legal connections to, KPMG International Limited, an English private company limited by guarantee.

KPMG International Limited acts as the coordinating entity for the overall benefit of the KPMG member firms. It does not provide professional services to clients, directly or indirectly. Professional services to clients are exclusively provided by member firms who remain solely responsible and liable in respect of these services.

Each firm is part of one of three regions (the Americas, ASPAC and EMA). Each region has a Regional Board comprising a regional chairman, regional chief operating officer, representation from any sub-regions, and other members as appropriate. Each Regional Board focuses specifically on the needs of member firms within their region and assists in the implementation of KPMG International's policies and processes within the region.

KPMG is the registered trademark of KPMG International and is the name by which the member firms are commonly known. The rights of member firms to use the KPMG name and marks are contained within agreements with KPMG International. KPMG International and the KPMG member firms are not a global partnership, single firm, multinational corporation, joint venture, or in a principal or agent relationship or partnership with each other.

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No member firm has any authority to obligate or bind KPMG International, any of its related entities or any other member firm vis-à-vis third parties, nor does KPMG International or any of its related entities have any such authority to obligate or bind any member firm.

Further detail on the revised legal and governance arrangements for the KPMG global organization can be found on the About Us page of kpmg.com.

The name of each audit firm that is a member of the organization and the EU/EEA countries in which each firm is qualified as a statutory auditor or has its registered office, central administration or principal place of business are available on KPMG EU/EEA Audit Firms.

Total turnover achieved by EU/EEA audit firms resulting from the statutory audit of annual and consolidated financial statements*

Aggregated revenues generated by KPMG firms, from EU and EEA Member States resulting from the statutory audit of annual and consolidated financial statements was EUR 2.7 billion during the year ending 30 September 2025. The EU/EEA aggregated statutory audit revenue figures are presented to the best extent currently calculable and translated at the average exchange rate prevailing in the 12 months ended 30 September 2025.

14.2 Responsibilities of KPMG firms

Member firms have agreed with KPMG International to comply with KPMG International's policies, including quality standards governing how they operate and how they provide services to clients to compete effectively. This includes being professionally and financially stable, having an ownership, governance and management structure that ensures continuity, stability and long-term success, and being able to comply with policies issued by KPMG International, adopt global strategies, share resources (incoming and outgoing), service multinational clients, manage risk, and deploy global methodologies and tools.

Each KPMG firm takes responsibility for its management and the quality of its work. Member firms commit to a common set of KPMG Values.

A firm's status as a KPMG member firm and its participation in the KPMG global organization may be terminated if, among other things, it has not complied with the policies set by KPMG International or any of its agreements with KPMG International.

14.3 Professional Indemnity Insurance

Insurance cover is maintained in respect of professional negligence claims. The cover provides a territorial coverage on a worldwide basis.

14.4 Governance structure

The key governance and management bodies of KPMG International are the Global Council, the Global Board and the Global Management Team. Further details on KPMG International's governance structure can be found in the KPMG International KPMG International Transparency Report.

*The financial information set forth represents combined information of the separate KPMG firms from EU and EEA Member States that perform professional services for clients. The information is combined here solely for presentation purposes. KPMG International performs no services for clients nor, concomitantly, generates any client revenue.

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Appendix 1. Key legal entities and areas of operation

Name of Entity	Legal Structure	Regulatory Status	Nature of Business	Area of Operation
KPMG d.o.o. Beograd	Limited Liability Company	Active business entity	Audit, Tax and Advisory	Serbia
KPMG A.A.S. d.o.o. Beograd	Limited Liability Company, 100% owned by KPMG d.o.o. Beograd	Active business entity	Accounting	Serbia
KPMG d.o.o. Podgorica	Limited Liability Company, 49% owned by KPMG d.o.o. Beograd	Active business entity	Accounting and Advisory	Montenegro

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Appendix 2. Details of those charged with governance at KPMG d.o.o. Beograd

Uroš Ačanski, Country Managing Partner

Uroš is a Country Managing Partner and Country Advisory Leader. He has 21 years of professional experience with KPMG in Serbia and Montenegro. Uroš holds international and domestic professional qualifications (member of ACCA and Serbian KOR).

Nikola Đenić, Partner

Nikola is a Partner and Country Audit Leader. He has 18 years of professional experience with KPMG in Serbia, Montenegro and USA, gained through diverse financial advisory and assurance engagements. Nikola holds international and domestic professional qualifications (member of ACCA and Serbian KOR).

Aleksandar Bućić, Partner

Aleksandar is an Advisory Partner with 22 years of professional experience. He is the Head of Public Sector & Development Cooperation in Serbia and Montenegro, Coordination with the EU funded engagements in CEE region.

Ivana Manigodić, Partner

Ivana is an Audit Partner. She has 29 years of professional experience with KPMG in Serbia and Montenegro. Ivana holds international and domestic professional qualifications (member of ACCA and Serbian KOR).

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Vladimir Savković, Partner

Vladimir is an Audit Partner and Audit Quality Leader with 25 years of professional experience. He holds international and domestic professional qualifications (member of IIA and Serbian KOR).

Igor Lončarević, Partner

Igor is a Partner and Country Tax & Legal Leader. He has 23 years of professional experience with KPMG in Serbia and Montenegro. Igor is a member of International Fiscal Association and Serbian Fiscal Society.

Biljana Bujić, Partner

Biljana is a Partner in the Tax & Legal department. She has 28 years of professional experience including 22 years with KPMG in Serbia and Montenegro. Bijana is a member of International Fiscal Association and a founding member of Serbian Fiscal Society.

Sanja Kočović, Partner

Sanja is an Audit Partner. She is a Country Risk Leader and Country Ethics and Independence Leader. Sanja has 24 years of professional experience. Sanja holds domestic professional qualifications (Serbian KOR, Licensed Certified Accountant - SRRS and Licensed Public Accountant - SRRS).

Uroš Milosavljević, Partner

Uroš is a Consulting Partner. He brings over 16 years of experience in professional services across CEE and holds international professional qualifications (Financial Risk Manager (FRM) and Climate Risk (SCR®) Certificate – GARP).

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Appendix 3. Public Interest Entities

The list of public interest entity audit clients for which KPMG d.o.o. Beograd has signed an audit opinion on financial statements for the year 2024 during the fiscal year ended 31 December 2025 is given below. The definition of public interest for this purpose is that given under the provisions of the Law on Auditing, issued by the National Assembly of the Republic of Serbia, where a public interest entity is defined as the large-sized legal entities in accordance with classification by the criteria included in the Law on Accounting, legal entities that are considered public companies in accordance with the law governing the capital market and all legal entities declared legal entities of public interest for the Republic of Serbia by the Government, at the proposal of the competent Ministry, irrespective of their size.

PLEs	ERB Leasing a.d. Beograd - u likvidaciji	NLB Komercijalna banka a.d. Beograd
Dunav-Re a.d.o. Beograd	Generali osiguranje Srbija a.d.o. Beograd	NLB Lease&Go Leasing d.o.o. Beograd
Kompanija Dunav osiguranje a.d.o. Beograd	Generali reosiguranje Srbija a.d.o. Beograd	Norma Grupa Jugoistočna Evropa d.o.o. Subotica
	Granexport d.o.o. Pančevo	OMV Srbija d.o.o. Beograd
PIEs	Grawe osiguranje a.d.o. Beograd	Opšta bolnica "Medigroup", Beograd
3 Banka a.d. Novi Sad	Greiner i JP packaging d.o.o. Nova Pazova	Peštan d.o.o. Bukovik
Addiko Bank a.d. Beograd	Halkbank a.d. Beograd	Pfizer SRB d.o.o. Beograd
Apotekarska ustanova Lilly Drogerie, Beograd	HBIS Group Serbia Iron & Steel d.o.o. Beograd	Roche d.o.o. Beograd
Balkan Commodities International d.o.o. Novi Sad (Group)	IKEA Srbija d.o.o. Beograd	RWA Srbija d.o.o. Beograd
Bechtel ENKA UK Limited Ogranak Beograd	Imlek a.d. Beograd	Sarantis d.o.o. Beograd (Group)
British American Tobacco Vranje a.d. Vranje	Ingram Micro d.o.o. Beograd	Sika Srbija d.o.o. Šimanovci
Brose d.o.o. Pančevo	Inpharm Co d.o.o. Beograd	Smurfit Westrock Avala Ada d.o.o. Beograd
C.I.A.K. Auto d.o.o. Novi Sad	Io BidCo d.o.o. Beograd (Group)	Smurfit Westrock d.o.o. Beograd
Conceria Pasubio S.p.A.-Ogranak Šabac	Kansai Helios Srbija a.d. Gornji Milanovac	Tarkett d.o.o. Bačka Palanka
CTP Invest d.o.o. Beograd	Knjaz Miloš a.d. Aranđelovac	Tiki d.o.o. Stara Pazova
DAD Dräxlmaier Automotive d.o.o. Zrenjanin	Kuhne+Nagel Shared Service Center d.o.o. Beograd-Zemun	Toyo Tire Serbia d.o.o. Inđija
Delhaize Serbia d.o.o. Beograd	Lilly Drogerie d.o.o. Beograd	UniCredit Bank Srbija a.d. Beograd
Dom zdravlja "Medigroup Dr Ristić", Beograd	Lukoil Srbija d.o.o. Beograd	UniCredit Leasing Srbija d.o.o. Beograd
Dunav auto d.o.o. Beograd	Marbo Product d.o.o. Beograd	Valjaonica bakra Sevojno a.d. Sevojno
Dunav DUDPF a.d. Beograd and related voluntary pension fund	Medigroup SEE d.o.o. Beograd (Group)	Victoriaoil d.o.o. Šid
Dunav Stockbroker a.d. Beograd	Meter&Control d.o.o. Beograd (Group)	Wagen-International d.o.o. Beograd
Elektromreža Srbije a.d. Beograd	Merkur osiguranje a.d.o. Beograd	Wiener RE a.d.o. Beograd
Elixir Group d.o.o. Šabac	Metro Cash & Carry d.o.o. Beograd	Wiener Stadtische osiguranje a.d.o. Beograd
Elixir Prahovo d.o.o. Prahovo	New Yorker Srbija d.o.o. Beograd	
Elixir Zorka - Mineralna đubriva d.o.o. Šabac	NLB Fondovi a.d. Beograd and related UCITS funds	

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