

Transparency report 2025

Grant Thornton Audit, s.r.o.



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Transparency report 2025

This transparency report has been produced to enable our stakeholders - businesses, investors, regulators and communities - to better understand our business. It explains how the firm is run, how we ensure that we perform audits of the highest quality, and describes the expertise and leadership of our firm and of Grant Thornton International Ltd. Transparency of audit firms is a key element underpinning the confidence of the world's capital markets in the audit process and Grant Thornton will continue to play its part in creating a more accountable and robust accounting profession.

This transparency report has been prepared in line with requirements of the Regulation (EU) No 537/2014 of the European Parliament and of the Council on specific requirements regarding statutory audit of public-interest entities and repealing Commission Decision 2005/909/EC, as well as in line with internal regulation of Auditing Oversight Authority valid for transparency reports

Statutory auditors and audit firms providing audit services to public interest entities are obliged to publish the transparency report on their websites within 4 months after the year-end. Preparation of transparency report in accordance with the new Regulation (EU) No 537/2014 of the European Parliament and of the Council on specific requirements regarding statutory audit of public-interest entities and repealing Commission Decision 2005/909/EC is obligatory for the first time for the fiscal period which is starting June 17, 2016 or later. In case of the company Grant Thornton Audit, s.r.o., this obligation was hence valid for the first time for the prior year 2017.

This transparency report is in respect of the year ended December 31, 2025 on behalf of the Managing Directors: Ing. Filip Tichý, MSc and Ing. Martina Runčáková.

Report was approved January 31, 2026.

Foreword from the Managing Directors

The transparency report was prepared in order to comply with the requirement determined by the Regulation (EU) No 537/2014 of the European Parliament and of the Council on specific requirements regarding statutory audit of public-interest entities and repealing Commission Decision 2005/909/EC (hereinafter the “Regulation”).

This report shall give the clear view about:

- legal structure and ownership of the Company,
- Grant Thornton International network:
 - description of the legal and structural arrangements in the network,
 - the name of each audit firm that is a member of the network,
 - the countries in which each audit firm that is a member of the network is qualified as a statutory auditor or has its registered office, central administration or principal place of business,
 - the total turnover achieved by the audit firms that are members of the network, resulting from the statutory audit of annual and consolidated financial statements,
- description of the governance structure of the audit firm,
- description of the internal quality control system,
- the last quality assurance review,
- list of public-interest entities for which we carried out statutory audit services,
- procedures concerning the independence practices of our audit firm,
- procedures concerning the continuing professional education of statutory auditors,
- partners remuneration,
- the policy of our audit firm concerning the rotation of key audit partners and staff,
- the finance information.



Ing. Filip Tichý MSc.
Managing director

Legal structure and ownership

Grant Thornton Audit, s.r.o. was established on September 14, 1993.

Legal form: Limited Liability Company

Grant Thornton Audit, s.r.o. (the “Company”)

Hodžovo námestie 1A

Bratislava 811 06

company ID number: 31 359 523

tax ID number: 2020301679

company ID VAT number: SK2020301679

In Commercial register of City Court of Bratislava III, Section Sro, Nr. 5861/B

Audit licence Nr. 28

Ownership (since December 19, 2025):

- | | | |
|----|---|----------|
| 1. | CEE Holding s. r. o.
Hodžovo námestie 1/A, Bratislava 811 06 | (97,18%) |
| 2. | Ing. Filip Tichý, MSc | (2,82%) |

Statutory body of the Company (Managing Directors) as of December 31, 2025:

- Ing. Filip Tichý, MSc
- Ing. Martina Runčáková

Grant Thornton International – the legal and structural arrangements (Description of the network according to Article 13 (2) of the Regulation)

Grant Thornton Audit, s.r.o. is a member firm of Grant Thornton International Ltd (“GTIL”).

Grant Thornton International is one of the world's leading organisations of independently owned and managed accounting and consulting firms. These firms provide assurance, tax and specialist business advice to privately held businesses and public interest entities. More than 2,500 partners provide clients with distinctive, high quality and personalised service in 156 countries.

GTIL is a not-for-profit, non-practising, international umbrella membership entity organised as a private company limited by guarantee, not having a share capital, incorporated in England and Wales.

Each member firm within Grant Thornton International is a separate national firm. These firms are not members of one international partnership or otherwise legal partners with each other, nor does membership within Grant Thornton International thereby make any firm responsible for the services or activities of any other.

Each firm governs itself and handles its administrative matters on a local basis. Although many of the member firms carry the Grant Thornton name, either exclusively or in their national practice names, there is no ownership among the firms or by Grant Thornton International.

At September 30, 2025, GTIL had independent member firms in 156 countries (2024: 156) with aggregate revenues of US\$8.5 billion (2024: US\$8 billion), and more than 80,000 (2024: 75,000) people.

A full list of Grant Thornton member audit firms in European Union (EU)/European Economic Area (EEA) member states, and the countries in which they are registered or have their principal place of business, is shown below.

The total turnover achieved by statutory auditors and audit firms that are members of the GTIL network in EU or EEA member states from the statutory audit of annual and consolidated financial statements, calculated to the best extent possible, is approximately US\$829.4 million (2024: US\$731 million, i.e. approximately 22% (2024: 21%) of total global assurance revenues of US\$3.80 billion (2024: US\$3.50 billion).

Country	Legal entity	Country	Legal entity
Austria	Grant Thornton Austria GmbH Wirtschaftsprüfungs und Steuerberatungsgesellschaft	Iceland	Grant Thornton endurskoðun ehf
Austria	Grant Thornton ALPEN-ADRIA Wirtschaftsprüfung GmbH	Ireland	Grant Thornton
Belgium	Grant Thornton Bedrijfsrevisoren BV	Ireland	Grant Thornton (NI) LLP
Bulgaria	Grant Thornton OOD	Italy	Ria Grant Thornton S.p.A.
Croatia	Grant Thornton revizija d.o.o.	Latvia	Grant Thornton Baltic Audit SIA
Cyprus	Grant Thornton (Cyprus) Ltd	Liechtenstein	Grant Thornton AG, Schaan
Czech Republic	Grant Thornton Audit s.r.o.	Lithuania	Grant Thornton Baltic UAB
Denmark	Grant Thornton, Godkendt Revisionspartnerselskab	Luxembourg	Grant Thornton Audit & Assurance
Estonia	Grant Thornton Baltic OÜ	Malta	Grant Thornton Malta
Finland	Grant Thorton Oy	Netherlands	Grant Thornton Accountants en Adviseurs BV
Finland	Advico Finland Oy	Norway	Grant Thornton Revisjon AS
France	Grant Thornton SAS	Poland	Grant Thornton Polska PSA
France	AEG Finances Audit Expertise Gestion SAS	Portugal	Grant Thornton & Associados, SROC,Lda
France	Institut de gestion et d'expertise- comptable - IGEC SAS	Romania	Grant Thornton Audit SRL
France	Tuillet Audit SAS	Slovak Republic	Grant Thornton Audit, s.r.o.
France	Grant Thornton Audit SAS	Slovenia	Grant Thornton Audit d.o.o.
France	Carib Audit & Conseil SAS	Spain	Grant Thornton, S.L.P.
France	Finexsi-Audit SAS	Sweden	Grant Thornton Sweden AB
Germany	Grant Thornton AG Wirtschaftsprüfungsgesellschaft	Greece	Grant Thornton SA
Hungary	Grant Thornton Audit Kft.		

Governance structure and management

The company Grant Thornton Audit, s.r.o. was established by the foundation deed in the form of a notarial deed of July 28, 1992 and was registered in the Commercial Register on September 14, 1993. The company met requirements set in § 5, Article 1 point b of the Act no 423/2015 Coll on statutory audit and on amendments of Act No. 431/2002 Coll. On Accounting as

amended (hereinafter as “Act on Statutory Audit”).

In 2025, the company had 2 managing directors: Ing. Filip Tichý, MSc. and Ing. Martina Runčáková

The company Grant Thornton Audit as well as managing directors meet requirements

set in §5 article 1 and 3 of the Act on statutory audit.

On behalf of the company, they act and sign alone.

As at December 31, 2025, our Company employed 6 statutory auditors and 18 audit assistants who met the conditions for the activity of statutory audit assistant (whereas 13 of them were registered in the List of statutory audit assistants).

Internal Quality Control System

Our system of quality management is designed in accordance with international quality management standards (ISQM 1), national legislation, and the internal policies of the Grant Thornton group. Its objective is to ensure a high level of quality in the performance of audits, assurance, and related engagements, to support independence and professional integrity, and to ensure consistent results at all levels of the organization. The system consists of eight key components, complemented by ongoing monitoring and an annual evaluation of the quality management system.

Risk Assessment Process

Within our system of quality management, we have established a formalized process for the identification, assessment, and management of quality risks. For this purpose, an internal “Quality Management Manual” has been developed, which is available to all staff and serves as the methodological foundation for engagement work. New employees are thoroughly familiarized with its content as part of the onboarding process. At the management level, a Quality and Risk Management Committee operates, regularly assessing the nature of engagements, internal processes, and potential risks. Risks are further managed within individual service lines to ensure an effective response to the specific circumstances of different types of engagements.

Governance and Leadership

Our firm’s culture is one of the fundamental pillars of our success. It is built on the CARE values — Collaboration, Agility, Respect and Excellence — which form the framework for our approach to work, communication, and client relationships. The firm’s leadership actively ensures that these principles are clearly communicated and embedded in practice through personal interactions, internal training, meetings, and internal communication channels.

Relevant Ethical Requirements

The company complies with ethical requirements arising from the International Code of Ethics for Professional Accountants issued by IESBA, as well as the requirements of Slovak legislation. Our employees act in accordance with the principles of integrity, objectivity, professional competence and due care, confidentiality, and professional behavior. Particular emphasis is placed on maintaining independence in the provision of audit services. The company ensures regular training sessions and internal communications aimed at maintaining a high level of awareness of ethical requirements and their practical application.

Acceptance and Continuance of Client Relationships

The process of accepting new engagements and deciding on the continuance of existing client relationships represents a key element of our system of quality management. In line with the

requirements of ISQM 1 and the internal policies of the Grant Thornton group, this process is designed to ensure a thorough and objective assessment of each client and each engagement before the audit team begins its work. Emphasis is placed in particular on professional judgment, compliance with ethical requirements, adherence to independence rules, and the assessment of capacity and professional competence necessary for the high-quality performance of the work.

Engagement Performance

The execution of engagements is based on a comprehensive group methodology, which is elaborated in detail in working procedures and regularly updated materials. Teams are led by experienced professionals responsible for planning, ongoing supervision, and quality control of the work. During engagements, emphasis is placed on professional skepticism, consistent documentation, and consultation with specialists where necessary.

Resources

The quality of our work depends on people, technology, and methodologies. In terms of human resources, we emphasize professional development, continuous education, and clearly defined expectations for individual team levels. Annual performance evaluations, goal setting, and career development planning are conducted.

Technological support is another important element of quality. The LEAP electronic audit file enables us to work in compliance with ISA and the Grant Thornton methodology and ensures the integrity of documentation during archiving. Particular attention is paid to cybersecurity, regular IT environment testing, and data protection.

Information and Communication

Communication is a key element of effective management. Within the organization, we ensure clear and up-to-

date communication regarding changes in legislation, methodology, internal processes, and inspection results. Information is delivered through the intranet, internal meetings, training sessions, and regular discussions.

Monitoring and Remediation Process

Quality monitoring is an integral part of the system. We regularly review the quality of our work not only internally but are also subject to inspections within the Grant Thornton International network. Internal quality reviews (IQR) are carried out in cooperation with international colleagues, while GTIL also performs its own reviews under the GTAR program. Monitoring covers all areas defined by ISQM 1, from risk assessment to communication and remediation processes. Identified deficiencies are always subject to root cause analysis. Based on this, action plans are developed with clear deadlines and defined follow-up evaluations.

Evaluation of the Quality Management System Grant Thornton Slovakia

During 2025, in accordance with the requirements of ISQM 1, we performed an evaluation of our system of quality management. The objective of our system is to provide reasonable assurance that:

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

According to the annual evaluation of the firm's quality management system dated 10

December 2025, the system of quality management provides reasonable

assurance that its objectives are being achieved.

The last quality assurance review

GTIL Audit Quality Review

Every member firm is obliged to submit to an inspection of its audit practice by GTIL, referred to as the Grant Thornton Assessment and Review (GTAR).

GTAR is a systematic check of the quality of member firms' audit procedures carried out at least once every three years by independent and suitably qualified partners and managers from other member firms under the overall direction of GTIL.

The inspection process is designed to monitor member firms' compliance with professional standards and GTIL's audit quality control policies and procedures. The last GTAR took place in June 2023.

External quality review

The last quality assurance review by UDVA (Auditing Oversight Authority) was performed during the course of 2023.

The results of the audit quality reviews and the performance of oversight for the previous year are published on the website of the Auditing Oversight Authority.

Public interest entities

Our Company has not carried out any statutory audit of financial statements for public interest entity during the year ended December 31, 2025.

Our Company has carried out one statutory audit of the financial statements of an entity of special significance by course of §2 Article 15 point f of the Act on Statutory Audit during the year ended December 31, 2025.

Statement concerning the audit firm's independence practices

The company Grant Thornton Audit, s.r.o. through its engagement partner forms a conclusion on compliance with independence requirements that apply to the audit engagement, obtains relevant information from the firm and, where applicable, network firms, to identify and evaluate circumstances and relationships that create threats to independence, evaluates information on identified breaches, if any, of the firm's independence policies and procedures to determine

whether they create a threat to independence for the audit engagement, takes appropriate action to eliminate such threats or reduce them to an acceptable level by applying safeguards. The engagement partner should promptly report to the firm any failure to resolve the matter for appropriate action and document conclusions on independence and any relevant discussions with the firm that support these conclusions.

In addition to our own independence practices, GTIL requires member firms to adopt policies and procedures to safeguard the independence of all member firms. These policies and procedures include a requirement for member firms to maintain a listing of companies considered 'restricted' as a result of an audit relationship. These restricted companies are required to be maintained on a global restricted list through a system maintained by GTIL. Professional personnel in member firms have access to this global restricted list via the GTIL intranet.

The global restricted list serves as a point of reference for member firms considering providing non-audit services to public companies. When the prospective client appears on the global restricted list, consultation is required with the audit partner to ensure that any threats to independence created by the proposed non-audit service can be adequately safeguarded and that the proposed non-audit service is permitted.

GTIL has also adopted an automated independence tracking system, the Global Independence System (GIS). Partners and client-facing managers in member firms are required to maintain a portfolio in GIS of those publicly traded securities in which they have a financial interest. The GIS monitors these financial interests against the global restricted list and is designed to alert the member firm or the individual professional and a national compliance officer in the event that a security held also appears on the global restricted list. The GIS provides a mechanism to assist the

individual and the national compliance officer in determining whether the security may continue to be held, based upon the facts and circumstances.

Conducting reviews for potential conflicts of interest and/or threats to independence (jointly referred to as "relationship checks") prior to proposing on an engagement are important safeguards against threats to objectivity. GTIL has instituted a policy that establishes a standardised approach to conducting these checks for potential relationships where the client or prospective client has international operations.

GTIL client acceptance procedures

The executive director - risk and regulatory matters chairs a global client acceptance advisory committee. The client acceptance advisory committee is comprised of the worldwide director - quality control and partners, nominated by their managing partners, selected from a geographically dispersed set of member firms. The associate general counsel assists with the coordination of the activities of this committee. The committee reviews submissions from member firms for acceptance and re-acceptance of assurance engagements meeting certain risk criteria.

Statement of the managing body concerning the audit firm's independence practices

The Company Grant Thornton Audit, s.r.o. confirms the implementation of procedures to ensure independence as well as their effectiveness. The company's management also confirms that an internal review of independence compliance has been conducted.

Statement on the policy followed by the audit firm concerning the continuing education of statutory auditors

While the majority of technical training takes place within member firms, GTIL makes a significant investment to train auditors in all member firms in the global audit methodology.

The audit methodology is supported by state-of-the-art technology. Significant effort and resource has been committed to make the training programme technically rigorous to support implementation throughout member firms so that the audit needs of both public interest and privately held companies can be met appropriately, regardless of their size or complexity.

Partners' remuneration

Audit licensed managing partners and head of the audit department are remunerated on the basis of a combination of fixed salaries and a variable component of income

Our auditors and audit assistants attend annually courses organized by Slovak Chamber of Auditors and also internal seminars concerning Slovak legislation and its changes (audit, accounting, taxes, commercial code). E-learning is also available from GTIL. We organize also language courses for employees.

Statement on the policy followed by the audit firm concerning the continuing education of statutory auditors

Grant Thornton Audit, s.r.o. confirms the implementation of procedures to ensure continued professional education of statutory auditors.

depending on the results of internal and external engagement quality control reviews.

The policy concerning the rotation of key audit partners and staff

For Public Interest Entities (PIE) audits, a key audit partner is required to be replaced within seven years (or more frequently if required by local law) within the meaning of the Regulation and not be a member of the audit team for at least three following years (or longer if required by local regulations).

In Slovakia, rotation is, in line with §33, para 4 of the Act on Statutory Audit, mandatory after five years and this obligation also applies to commercial companies within the meaning of § 2, para 15, letter f of the Act on Statutory Audit (large commercial

companies that are supervised by the the Auditing Oversight Authority).

The description of the policy concerning the rotation of key audit partners and staff

The Company's management ensures that statutory auditors are appropriately assigned to audit engagements and performs an annual assessment of the length of the period during which the statutory auditor audited the client.

Financial information

Our audit firm performs audit services for companies located in Slovakia, mainly for subsidiaries of foreign entities.

Our Company has carried out no statutory audit for public interest entity in the financial

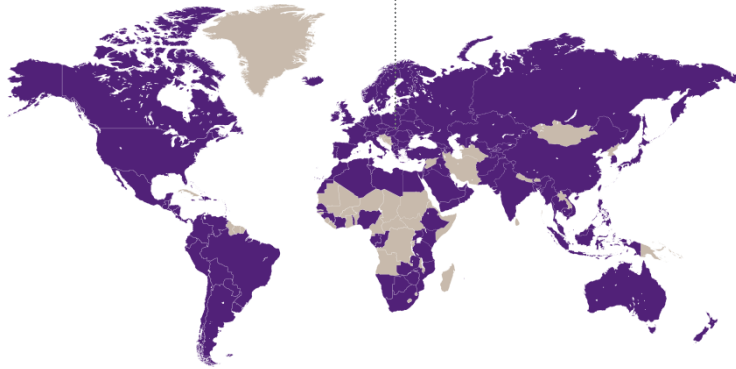
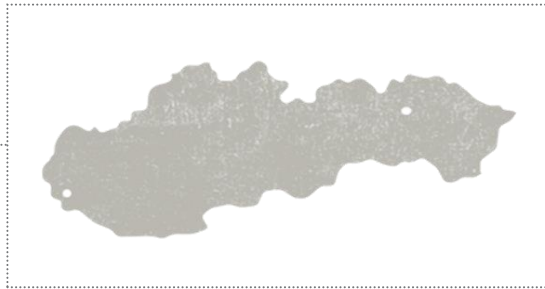
year ending December 31, 2025. Audit fees for audit of public interest entities amounted hence EUR 0.

The total revenues of EUR 2,148 thousand earned by the company in the year 2025 (2024: EUR 1,820 thousand) consist of the following:

⇒ Revenues from:	
1. Statutory audit services	71,30%
2. Other assurance services	16,30%
3. Other services	12,40%

Our offices

Grant Thornton Audit, s.r.o.
Hodžovo námestie 1A
SK- 811 06 Bratislava



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