

# ANNUAL CONFERENCE 2024

*"Audit: The Future is now"*

**16<sup>th</sup> - 17<sup>th</sup> SEPTEMBER**

HOTEL DRIM STRUGA

INSTITUTE  
OF CERTIFIED AUDITORS  
OF NORTH MACEDONIA

The Institute of  
Internal Auditors  
North Macedonia

AUDIT | CYBERSECURITY | AI | ESG | ETHICS | CULTURE AUDIT | SOFT SKILLS

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# THE AGENDA

**MONDAY - 16 SEPTEMBER**

**1 DAY CONFERENCE**



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- 10:00 – 10:15** Welcome Speech | **Biljana Sekulovska & Nenad Torteovski**
- 10:15 – 11:00** **Ramsés Gallego** | "Auditing 2048: Days of Future Past" | **ES**
- 11:30 – 12:15** **Srdjan Randjelovic** | "AI and auditing: Elevating Quality and Efficiency" | **MK**
- 12:20 – 13:00** **Sandro Boeri & Tanja M.Dimitrievska** | "Auditing Culture - The Theatre Production" | **UK**
- 14:15 – 15:00** **Sanja Suman** | "The Emperor's New Clothes" | **HR**
- 15:00 – 16:00** **Panel Discussion – Ethics**  
**Aleksandra Taseva** – moderator | **HR**  
**Dragan Davitkov** – panelist | **MK**  
**Ognjen Blazevski** – panelist | **MK**  
**Lena Andersson** – panelist | **EU**  
**Slavko Rakocevic** – panelist | **ME**

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# THE AGENDA

**TUESDAY – 17 SEPTEMBER**  
**2 DAY CONFERENCE**

**09:00 - 09:45 Gorazd Smilevski** | "Gen Z - How to motivate and keep new generation of workers" | **MK**

**09:45 - 10:30 Vesna Damjanovic** | "Self-branding of audit profession" | **RS**

**11:00 - 11:45 Boris Tusek** | "Internal Audit Strategy According Global Internal Audit Standards (GIAS)" | **HR**

**11:45 - 12:30 Evgenija Karkinska Lazarovska** | "Corporate Sustainability Reporting Directive (CSRD) – the auditor's perspective " | **MK**

**13:30 – 15:00 Panel Discussion – ESG**

**Boban Bragorski** – moderator | **MK**

**Danilo Jovanovic** – panelist | **MK**

**Dobrinka Stefanova Gjorgieva** – panelist | **MK**

**Hristina Jovanova Trajanova** – panelist | **MK**

**Simeon Shumanski** – panelist | **MK**

**Andrijana Altiparmak**-panelist | **MK**

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# MEET THE SPEAKERS

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### **RAMSÉS GALLEGO**

ISACA BARCELONA CHAPTER PRESIDENT  
"ISACA HALL OF FAME" - 2024

## "AUDITING 2048: DAYS OF FUTURE PAST"

If there is something constant in the universe, that's speed of light. And change. Change is a constant in today's world. We are living through times where the present is leaving us... Every single second. In an epoch where technology is pervasive and you can hardly find businesses that do not depend on technology, auditing must face change as one critical variable in the planning of enterprise strategy. Because we have something crystal clear: that the future...Is going to change. We have to capture the present realizing that it has already become past and that the next business iteration has already happened, whether we like it or not. By attending this session, the attendee will enhance her/his perception on the importance of time when designing, planning and executing a business strategy. The difference between strategy and tactics will be mentioned as well as the need of adapting to change in a world with no secrets, no barriers, no frontiers. The attendee will gain a deeper understanding on the issues of adaptability, trust ability and reliability and, more importantly, will discover that we are living in the future. Welcome to *"Auditing 2048: Days of Future Past"*.

Ramsés, with an MBA and law education, has over 25 years of experience in security, with expertise in risk management and governance. Recently the CTO at opentext cybersecurity, he previously served as strategist & evangelist at symantec's office of the CTO and held roles at dell security, CA technologies, surfcontrol, and entelgy. Active in ISACA, he served on the CISM and CGEIT certification committees, chaired the ISRM conference, and contributed to the first ISACA world congress. He is certified in CISM, CGEIT, CISSP, SCPM, CCSK, ITIL, and COBIT, and is a six sigma black belt. Ramsés is an award-winning international speaker and was recently inducted into the ISACA hall of fame. He teaches at IE business school and is the executive vice president of the quantum world association.

*"Yesterday is gone. Tomorrow has not yet arrived. We only have today. Today. Let us begin. (Mother Theresa)"*

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**SRDJAN RANDJELOVIC**

PARTNER, AUDIT & ADVISORY  
KPMG AUDIT DOO SKOPJE

## **"AI AND AUDITING: ELEVATING QUALITY AND EFFICIENCY"**

The integration of AI in auditing has significantly enhanced both the quality and efficiency of the audit process. AI tools can analyze large datasets quickly and accurately, identifying patterns and anomalies that might be missed by auditors. This helps in detecting potential fraud, errors, and compliance issues more effectively. Additionally, AI can automate routine tasks, allowing auditors to focus on more complex and judgment-based aspects of their work. The use of AI in auditing also facilitates real-time monitoring, providing timely information and improving decision-making process. Overall, AI is transforming the audit by improving accuracy, efficiency, and the ability to process vast amounts of data.

Srdjan has more than 20 years experience in the audit and financial advisory services, including audit of stand-alone and consolidated financial statements and financial reporting packages prepared in accordance with the local regulations and IFRS for local and international companies in a variety of sectors, including the banking sector and other financial institutions, industrial manufacturing, consumer markets, electricity, oil and gas, etc. Extensive knowledge of business practices, trends and regulations in the financial sector in North Macedonia, having played a key role in a range of advisory assignments for leading industry players for the purposes of transactions, mergers, business planning, privatizations, etc.

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**SANDRO BOERI**

**PRESIDENT OF CHARTERED  
INSTITUTE OF INTERNAL AUDITORS**

**"AUDITING CULTURE - THE THEATRE PRODUCTION "**

The role play using the Credit Suisse story to make the business case for auditing culture.

Sandro is currently President of the Chartered Institute of Internal Auditors. Sandro Boeri is also the founder of Risk Audit Professional Development with a career spanning over forty years in financial services corporate governance in the City of London and internationally.

His main area of specialism is in the field of internal audit where after serving his apprenticeship during six years at Kleinwort Benson he went on to run the audit functions at Amsterdam-Rotterdam Bank in London, Credit Agricole, Sumitomo and the Gerrard Group.

Sandro is a major thought leader on culture in financial services as well as regulation in the fields of wholesale financial services.

Sandro is a prominent speaker on subjects ranging from corporate governance to motivation in the workplace.

*"Better to live life with passion than a whimper! "*

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**TANJA M.  
DIMITRIEVSKA**

**GLOBAL AUDIT DIRECTOR  
IN INVESTMENT BANK**

## **"AUDITING CULTURE - THE THEATRE PRODUCTION "**

The role play using the Credit Suisse story to make the business case for auditing culture.

Tanja is a seasoned professional with over 20 years of international banking experience, specializing in audit and corporate governance roles as a Certified Internal Auditor. Throughout her career, Tanja has held senior positions and successfully led multi-discipline audit teams in various banking sectors including Corporate, Personal, Business, and Wealth Banking. Her expertise extends to areas such as Third Party Risk, Change Management, and Behavioral Risk within the banking industry. Noteworthy is Tanja's involvement in pioneering the establishment of the first Cultural Risk Audit team in London's banking sector, showcasing her innovative and forward-thinking approach to risk management. Her experience in setting up audit functions and methodologies, as well as managing global teams across the UK, US, and APAC regions, highlights her ability to navigate complex organizational structures and drive operational excellence.

As the Lead Ambassador of Women on Boards Adria for North Macedonia, Tanja champions gender diversity and plays a pivotal role in facilitating the implementation of the EU Directive for Women on Boards in the Adria region, driving positive change and promoting inclusivity in corporate governance.

*"It's not the circumstances that you see in life, but the way you approach them determines how you can go forward."*

*- Margaret Thatcher*



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**SANJA SUMAN**

HIIR - INSTITUTE OF INTERNAL  
AUDITORS,  
CROATIA

**"THE EMPEROR'S NEW CLOTHES "**

To provoke critical reflexions related to ethics and corporate culture within Domaine II requirements of the new Standards. Expect the unexpected!

M.sc Sanja Suman is a business consultant with over 50 years of life and almost 30 years of business experience, half of it on managerial positions.

Over 15 years of background in internal auditing, starting as junior up to the level of Chief Audit Executive and external consultant for internal audit performing external quality assessments, co-sourcing, advisory services in any region of internal auditing including complete set up of internal audit function. Apart from internal auditing, worked in risk management, business process improvement, organizational development and project management. Particularly experienced in financial industry (worked in 4 banks), but also provided advisory services in internal audit, risk, systems of internal controls and fraud area in pharmaceutical, retail and other business sectors.

As Certified Fraud Examiner also performs investigation of fraud and advisory services related to fraud prevention and early detection. She is certified in CIA, CFE, CRMA. Speaker at international conferences, life long learner and bridge player.

*"Each day a bit better version compared to yesterdays!"*

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## **"ETHICS: CHOICE OR MUST...BLESSING OR CURSE..."**



Panel discussion on the empirical experience related to ethics in the audit profession and business environment in general.

Aleksandra Taseva has reach experience in internal audit in the banking industry. She is holder of CIA, CRMA, CFE and FCCA certifications. Devoted to the internal audit profession and its continuous improvement and development, she was involved in the establishment of IIA North Macedonia chapter and is active presenter on conferences and trainings in the area of fraud and internal audit.

### **ALEKSANDRA TASEVA**

INTERNAL AUDIT DIVISION DEPUTY MANAGER,  
STOPANSKA BANKA AD SKOPJE

*"Always Be True to Your Self"*

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## **DRAGAN DAVITKOV**

**PARTNER, ASSURANCE LEADER FOR  
N. MACEDONIA, ALBANIA & KOSOVO  
PWC**

## **PANEL DISCUSSION – ETHICS**

### **Panelist**

Audit professional with a rich international coverage, working in the Balkans/Southeastern Europe, as well as in the Netherlands. He is an experienced financial consultant with almost twenty-five years of international experience, serving top players on the markets. Skilled in assurance, private sector consulting, accounting consulting, digital transformation and public sector projects implementation. Mr. Davitkov is also a member of the Board of Directors of the Institute of Certified Auditors of R.N.Macedonia.

*"Think differently: Adopt to a new world!"*

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**LENA ANDERSSON**

COMPONENT LEADER / IMPROVING  
THE PREVENTION & FIGHT AGAINST  
CORRUPTION  
EU SUPPORT FOR RULE OF LAW

**PANEL DISCUSSION – ETHICS**

**Panelist**

Lena Andersson is an experienced senior advisor and project manager with over twenty years' experience of international development cooperation on anti-corruption, good governance, and organizational capacity building. Lena has mainly worked in former Soviet Union states and in South-East Europe. Her first international assignment was leading a capacity building project in Bosnia Herzegovina setting up the country's first Supreme Audit Institutions in 1999. 2017-19 she was a Component Leader for an EU funded project in Albania where she was providing support to the National Coordinator against Corruption. She is currently leading an anti-corruption component in an EU funded Rule of Law project in North Macedonia. Lena also contributes to course development and lectures on corruption, gender responsive budgeting and co-governance in Malmo University's international courses, conducted in collaboration with the Swedish Institute. She has written several publications for example a guidebook on corruption risk assessment and is co-author to The Police Integrity Toolkit, a handbook on fighting corruption in police forces.

*"I am passionate about fighting corruption through collaboration between the public sector, civil society and the private sector. I believe that if it feels wrong it probably is."*

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**OGNJEN BLAZEVSKI**

DIRECTOR OF INTERNAL AUDIT  
DIRECTORATE -  
SPARKASSE BANK AD SKOPJE

**PANEL DISCUSSION – ETHICS**

**Panelist**

Ognjen has an over 25 years of work experience in the fields of Internal and External Audit, as well as Operations Management, specializing in Finance and IT. Over 15 years of progressive professional experience in conducting internal and external audits, in accordance with the Standards for the Professional Practice of Internal Auditing and International Standards on Auditing, of both international and local clients – financial organizations, World Bank projects and companies primarily in the telecommunications and utilities industries. Previous extensive work experience of over 8 years in the field of Banking Operations, optimization and management of work processes, project management for system and process implementations of advanced technological solutions and management of operational and other risks. Strong consulting professional with a Bachelor's degree focused in Economics, as well as extensive experience in external and internal auditing, banking operations and finance, as established through the FCCA, CIA and CA qualifications obtained. Member of the Management Board of the MK Institute of Certified Auditors.

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### SLAVKO RAKOCEVIC

CEO - HLB MONT AUDIT LLC-AUDITING  
COMPANY

## PANEL DISCUSSION – ETHICS

### Panelist

Holder of a Ph.D. in economics with a specialization in auditing, Slavko Rakočević is Executive Director of the auditing company HLB Mont Audit from Podgorica (a member of HLB International London), Head of Internal audit Department in RTV Cetinje, President of the Institute of internal auditors in Montenegro (IIRCG) and President of the Board of Directors of the Chamber of Appraisers and Court Experts of Montenegro.

He was a long-term member of the Global IIA Working Group for the formation of national IIA Institutes around the world; He is a previous member of the Audit Committee of the European Confederation of Institutes of Internal Auditors (ECIIA) Brussels.

Licensed state auditor; certified auditor; certified internal auditor; certified accountant by the Institute of Certified Accountants of Montenegro (member of IFAC), Certified external assessor of internal audit (IIRCG certificate in cooperation with Global IIA); Holds an international Certified Risk Management Assurance (CRMA) expert certificate. Has extensive experience as an internal auditor and head of the Compliance Department at Hipotekarna Bank AD Podgorica. He is the Head and lecturer of the Specialist Program "Accounting and Auditing" at the Faculty of Business Management "MBS" – University of the Mediterranean Podgorica.

He has organized and lectured at numerous national and international conferences and seminars on behalf of IIRCG and ECIIA Brussels (in Madrid, Vienna, Amsterdam, Zadar, Belgrade).

He is the author of several books and professional papers in the country and abroad.

After successfully completed training organized by the Ministry of Finance of Montenegro, in 2024, Slavko have become a licensed Tax Advisor.

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## **"GEN Z"**

How to motivate and keep new generation of workers

Gorazd Smilevski is an independent consultant for organizational development with a main focus on the phenomena of organizational culture and the formation and strengthening of effective teams. A key aspect of his consulting work is the use of the MBTI personality typology as a basis for building good relationships and forming effective organizational teams and building good relationships between team members.

**GORAZD SMILEVSKI**

CEO, BUSINESS ACADEMY SMILEVSKI –  
BAS

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**VESNA DAMJANOVIĆ**

FULL PROFESSOR AND PRESIDENT OF  
FACULTY COUNCIL FON (FACULTY OF  
ORGANISATIONAL SCIENCES)

## **"SELFBRANDING OF AUDIT"**

### Marketing positioning of the audit profession

The President of the FON Council and Full Professor Vesna Damjanović, Ph.D., graduated and received her doctorate from the Faculty of Organizational Sciences, Department of Management, where she is employed as a professor at the Department of Marketing Management and Public Relations.

She also completed a specialization in strategic marketing management in practice at the Chartered Institute of Marketing in Great Britain. She is the head of the Center for Business Case Studies at FON and the director of the Business Belgrade International Case Competition - [www.bbicc.org](http://www.bbicc.org), which is among the top 10 competitions in the world. She is certified in Counseling Skills, Train and Trainer and Career Transition by the British Association of Counseling and Psychotherapy from the UK. She has published over 60 professional and scientific papers, case studies at domestic and international conferences and journals. She mentored FON students who won local, national and international case study competitions.

She is the winner of the award for Development and promotion of leadership among young people from the Serbian Association of Managers and the Svetosava Award in 2018.

*"Find where you are the best and enjoy everything you do!"*



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## **BORIS TUŠEK**

**TENURED PROFESSOR AT UNIVERSITY  
OF ZAGREB, FACULTY OF ECONOMICS  
AND BUSINESS**

### **"INTERNAL AUDIT STRATEGY ACCORDING GLOBAL INTERNAL AUDIT STANDARDS (GIAS)"**

In the multi-year development project of the International Professional Action Framework (IPPF Evolution), which began in 2020, on January 9, 2024, the new Global Internal Audit Standards were published as the most significant binding element of the International framework of professional activity. The topic of Global Standards of Internal Auditing is the most topical topic today in the field of internal auditing. Content-wise, the new Global Internal Audit Standards include several completely new requirements that were not binding until now. With the entry into force of the new Global Internal Audit Standards, their implementation in the practical operation of the internal audit function becomes binding. One of these new requirements, or standards, is Standard 9.2. Internal audit strategy. According to this new Standard, the chief internal auditor must develop and implement a strategy for the internal audit function that supports the strategic goals and success of the organization and is consistent with the expectations of the audit committee, senior management and other key stakeholders. It is a written document - internal audit strategy, which is not identified with the internal audit strategic plan, that is, the internal audit strategy is not necessarily part of the internal audit strategic plan, but can be a separate document at the level of some internal audit function.

Prof. Tušek is a passionate researcher, writer, university professor, auditor, and business consultant with three decades of experience in the academic field and the business sector. Currently, he is the tenured professor of the Accounting Department at the Faculty of Economics and Business, University of Zagreb, Croatia.

He has authored and co-authored more than five hundred of scientific and professional papers in internal audit, audit of financial statements and accounting.

*"My favorite part about my job is working with students and professionals in practice.  
The best professional advice I ever received was – The only way to do great work is love what you do"*

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**EVGENIJA K.**  
**LAZAROVSKA**

SENIOR MANAGER,  
PWC

## **"CORPORATE SUSTAINABILITY REPORTING DIRECTIVE (CSRD) – THE AUDITOR'S PERSPECTIVE"**

What does the CSRD actually require from companies, what type of reports are requested, what companies are obliged to prepare them as well as how does an auditor review/audit those information.

Evgenija's professional career of more than 18 years generated valuable experience in international standards and their application. As an auditor and a consultant she is leading audit engagements for major clients in various industries, as well as consulting them into best practice implementation of current challenging events, dealing with complex transactions.

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## **BOBAN BRAGORSKI**

**POLICY MANAGER,  
AMERICAN CHAMBER OF COMMERCE IN  
NORTH MACEDONIA**

### **"ESG: REPORTING BEYOND THE NUMBERS"**

A presentation on key insights from the ESG Readiness and Maturity Assessment of the corporate sector, followed by a cross-industry panel discussion exploring ESG practical implementation.

In his current role, Boban defines and executes the strategic approach regarding public policies that company members advocate for. His expertise lies in public policy creation, with his work covering areas such as digital transformation, healthcare improvement, and integrating sustainable business practices. His career in public policy began at the Ministry of Finance, where he was responsible for policy development in payment services and accounting.

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**DANILO JOVANOVIC**

HEAD OF INTERNAL AUDIT,  
ALKALOID AD SKOPJE

**PANEL DISCUSSION – ESG**

**Panelist**

Danilo has over 17 years of professional experience in auditing (external and internal), with a notable 3-years working experience at Ernst & Young as external auditor and 14 years at the leading pharmaceutical company Alkaloid AD Skopje in internal audit. Currently Head of Internal audit department, member of the ESG Board at Alkaloid AD Skopje and member of the AmCham ESG Committee. In addition to regular audit engagements, took participation in a large number of consulting activities (corporate projects). Participant in the implementation of ESG reporting in Alkaloid AD Skopje, as well as the preparation of the ESG reports for 2022 and 2023.

*"The Health is above all!"*

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## PANEL DISCUSSION – ESG Panelist



**DOBRINKA S.  
GJORGIEVA**

HEAD OF ENVIRONMENTAL MANAGEMENT  
UNIT, PROCREDIT BANK AD SKOPJE

As the Head of Environmental management in a bank, Dobrinka has over 10 years of experience in the banking industry, coupled with a solid foundation in law from four years of practice in a law office. Her journey is driven by a passion for sustainable development and the sustainable economy transition. She is dedicated to helping companies to navigate and embrace sustainable practices, aiming to leave a better world for future generations.

*my expertise, I strive to foster a green and sustainable future, ensuring impactful and lasting changes in the business landscape."*

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### HRISTINA JOVANOVA

COORDINATOR OF THE DEPARTMENT FOR  
ANALYSIS AND DEVELOPMENT OF PROJECTS  
WVP PLUS CONSULTING

## PANEL DISCUSSION – ESG

### Panelist

Hristina Jovanova is the general director of the company WVP Accounting, part of the WVP Group, with more than 17 years of banking experience in the field of credit risks for corporate clients. In her career, she has worked on determining the credit risks of significant capital projects in the private sector in our country, where the projects stand out as particularly significant in terms of project financing (the first biogas plant, the first private wind farm, over 50 hydro and photovoltaic plants etc.), creation of a rating model, reservation policy, determination of early warning signals and credit risk management. Hristina Jovanova is an economist and educated financial professional with an MBA Management degree from the University of St. Cyril and Methodius (UKIM) Skopje. She continuously enhances her professional development with structured learning and education through seminars and trainings organized by eminent institutions and companies (ERSTE BANK, USAID, P4EG, IME, GIZ, AREA Sciens Park, EBRD, Sparkasse Bank, ProCredit Bank, ESG ADVISOR SEE and others ). Hristina has worked in high positions in international banks in the market such as Sparkase Bank and Procredit Bank AD Skopje.

Starting from 2022, Hristina 'sails' in the field of financial consulting as part of WVP Plus Consulting part of WVP Group with the aim of transferring financial experience from the banking sector to the business environment and enabling companies with financial consulting, access to alternative ways of financing, identifying, developing and implementing specific cooperative activities.

*"If somebody offers you an amazing opportunity but you are not sure you can do it, say yes – then learn how to do it later! "*

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**SIMEON SHUMANSKI**

ASEE GROUP INTERNAL AUDIT MANGER  
ASEE GROUP

## PANEL DISCUSSION – ESG

### Panelist

With over 20 years of experience in international and multicultural environments, Simeon is currently serving as the Group Internal Audit Manager at ASEE, the 6th largest IT Group in Europe. His journey begin in KPMG as external auditor where he has been engaged in the financial institutions audit team. He has a robust background in the banking industry for more then 15 years, holding various managerial roles in Internal Audit, Risk Management, and Lending. Additionally, his experience extends to the IT industry, where he have worked as a sustainability consultant, risk manager, and internal auditor. He possess deep expertise in processes and standards that are critical to business success. For the past four years, he has been responsible for preparing the ASEE Group's Non-Financial Report under the NFRD and CSRD, which are published in compliance with the Warsaw Stock Exchange requirements. Currently, he is engaged in developing ASEE Group's sustainability framework under CSRD and ESRS standards. He is certified CIA and CRMA.

*"Growth is not just about reaching new heights, but about continuously evolving and learning along the way."*

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