

Report on the Consolidated Project Financial Statements of
the

**SECOND EMPLOYMENT SUPPORT
PROJECT**

of the Ministry of Finance and Treasury of Bosnia and
Herzegovina

Financed by:

IBRD Loan No. 9381 – BA

For the year ended 31 december 2025

SECOND EMPLOYMENT SUPPORT PROJECT
of the Ministry of Finance and Treasury of Bosnia and Herzegovina

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1. Introduction

1.1 Objectives of the Project

The State of Bosnia and Herzegovina is borrower of the International Bank for Reconstruction and development (IBRD) Loan No. 9381-BA amounting to the EUR 39,000,000. Under the terms of a subsidiary finance agreement between B&H and FB&H, funds of the equivalent of EUR 25,000,000 have been lent to FB&H.

The project development objective is to increase formal private sector employment among targeted groups of registered job seekers. The project will achieve this by financing a menu of ALMPs, supporting strengthening of job intermediation, and modernizing monitoring and evaluation practices of the PES.

1.2 Components and activities of the Project

Part A. The Federation of Bosnia and Herzegovina

The Project is comprised of the following two components:

A.1 Component 1: Support for Employment Promotion

Implementation of the Federation's Active Labour Market Programs, including inter alia, by providing one of the job trainings, developing skills and providing grants to unemployed persons for Self-Employment.

Implementation by the Federation of a range of intermediation measures to promote employment including by providing:

- a) services for job seekers by improving in-take registration processes, offering counselling services, developing Individual Action Plans and monitoring progress on placement of jobseekers; and
- b) services for employers by promoting better outreach and communication and providing human resources and automated services.

A.2 Component 2: Support for Management Systems, Monitoring and Communications

The objective is to improve the capacity, support the efficiency improvements of Public Employment Services and make broader use of monitoring and evaluation data for policy design. Component 2 is financed through traditional investment lending. It will cover activities such as:

- a) technical support for evaluating the impact of selected Active Labor Market Programs (ALMPs)
- b) technical support for the development and pilot testing of new accompanying measures for job seekers
- c) analytical work on profiling women with higher employability potential at the margins of the labor market.

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1. Introduction (continued)

Part B. Republika Srpska

The Project consists of the following parts:

Part B.1 Support for Employment Promotion

This component encompasses support for the RS Employment Agency in:

- a) implementing short-term active and passive labour market programs
- b) continuously improving the cost-effectiveness of service delivery to job seekers through better design, outreach, and mediation.

This component is financed through results-based funding structured around five performance-based conditions (PBC), with cumulative targets for each year.

Part B.2 Support for Management systems; Monitoring and Communications

This component includes activities such as:

- a) technical support for evaluating the impact of selected Active Labor Market Programs (ALMPs)
- b) technical support for the development and pilot testing of new accompanying measures for job seekers
- c) analytical work on profiling women with higher employability potential at the margins of the labor market.

1.3 Financing of the Project

The State of Bosnia and Herzegovina ("B&H") is the recipient of trust funds made available by International Bank for Reconstruction and Development, in the form of a Loan No. 9381 - BA amounting to the equivalent of EUR 39,000,000.

Under the terms of a subsidiary finance agreement, funds of the equivalent of EUR 25,000,000 have been lent to Federation and EUR14,000,000 to RS.

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1.3. Financing of the Project (continued)

The following table specifies categories of Eligible Expenditures that may be financed out of the proceeds of the Loan ("Category"), the allocation of the amounts of the Loan to each Category, and the percentage of expenditures to be financed for Eligible Expenditures in each category.

Category	Amount of the Loan allocated (in EUR)	% of expenditure to be financed
Eligible Expenditure Programs under Parts (1) A. 1 (1) and A.1(2) of the Project Goods, non-consulting services, consultants' services, Training, and Incremental Operating	24,635,000	Up to 100% of Financing allocated to PBCs as set out in Schedule 4 of the Loan agreement
(2) Costs for Part A.2 of the Project	302,500	100%
Eligible Expenditure Programs under Parts (3) B. 1 (1) and B.1(2) of the Project* Goods, non-consulting services, consultants' services, Training, and Incremental Operating	13,700,000	100% of expenditures that are covered under Section III of Loan Agreement
(4) Costs for Part B.2 of the Project*	265,000	
5) Front – end fee	97,500	
Subtotal	39,000,000	

IBRD Loan No. 9381-BA for Federation of Bosnia and Herzegovina become effective on 30 September 2024. Planned closing date is 28 February 2026.

According to the World Bank letter and restructuring paper, the Project was extended and new closing date is August 31st 2027 with the new allocation of the loan funds

* As part of the Project restructuring, EUR 150,000 was reallocated from PBC 4, reducing its budget from EUR 500,000 to EUR 350,000, to finance activities under part B.2, whose budget increased from EUR 115,000 to EUR 265,000.

Independent Auditor's Report

To the State of Bosnia and Herzegovina,
Ministry of Finance and Treasury
Attn. of Minister of Finance and Treasury

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Report on the Project Financial Statements

Opinion

We have audited the accompanying consolidated project financial statements of the Second Employment Support Project (the "Project"), which comprise of Summary of sources and uses of funds, Balance sheet, Designated account, Statement of loan and grant withdrawals as of and for the year ended 31 December 2025, and a summary of significant accounting policies and other explanatory notes for the year then ended, financed under IBRD Loan No. 9381 - BA.

In our opinion, the accompanying consolidated project financial statements present fairly, in all material aspects, the financial position of the Project as 31 December 2025, and of the funds received and disbursed during the year then ended, in accordance with the cash basis of accounting based on International Public Sector Accounting Standard ("IPSAS"), as described in Note 4.1.

Basis for Opinion

We conducted our audit in accordance with International Standards on Auditing (ISAs). In conducting audit we were also guided by the Bank's financial reporting and auditing requirements, Disbursement Guidelines for Investment Project Financing, the Loan Handbook for World Bank Borrowers and the World Bank's Procurement Framework. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of our report. We are independent of the Ministry of Finance and Treasury in accordance with the International Ethics Standards Board for Accountants Code of Ethics for Professional Accountants (IESBA Code) together with the ethical requirements that are relevant to ethical responsibilities in accordance with these requirements and the IESBA Code. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Responsibilities of Management and Those Charged with Governance for the Project Financial Statements

The management of project coordination unit is responsible for the preparation of these project financial statements in accordance with the cash basis of accounting based on IPSAS, as described in Note 4.1., and for such internal control as management determines is necessary to enable the preparation of project financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Project's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Project or to cease operations or has no realistic alternative but to do so. Those charged with governance are responsible for overseeing the financial reporting process.

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Responsibilities for the Audit of Financial Statements

Our objectives are to obtain reasonable assurance about whether the project financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements. As part of an audit in accordance with ISAs, we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the project financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Project's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Project's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Project to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the project financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Report on other requirements

In addition, with respect to the Statement of Expenditure, adequate documentation supporting Disbursement Linked indicators or Performance Based Conditions and underlying expenditures have been maintained to support claims for reimbursements of expenditure occurred, and such expenditures were eligible and incurred for the purpose intended under the project. Also, respective reports issued during the period were in agreement with the underlying books of account.

Signed on behalf of Baker Tilly Re Opinion d.o.o. Sarajevo

Jasmina Oručević, Partner and Certified auditor

Sarajevo, Bosnia and Herzegovina

14 May 2026



Aldijana Gabela, Certified Auditor

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3. Consolidated Project financial statements for the period ended as of 31 December 2025

3.1 Summary of sources and uses of funds under the Loan No. 9381 - BA

	Ref.	Actual 2025	Cumulative 2025	Cumulative 2024	Cumulative budget	Cumulative variance
FINANCING						
Loan No. 9381 - BA						
Initial deposit		50,000	50,000	-		
Front-end fee		62,500	97,500	35,000		
Reimbursement		14,880,000	22,592,898	7,712,898		
SOE replenishments		66,557	66,557	-		
TOTAL FINANCING	3.2	15,059,057	22,806,955	7,747,898	39,000,000	16,193,045
PROJECT EXPENDITURE						
<i>By Category</i>						
Eligible expenditure programs under Parts A.1 (1) and A.1(2)		14,880,000	14,880,000			
Goods, non-consulting services, consultants' services, Training, and Incremental Operating Costs for Part A 2 of the Project		88,934	88,934			
Eligible expenditure programs under parts B.1 (1) and B.1(2) of the Project		-	7,656,000	7,656,000		
Goods, non-consulting services, consultants' services, Training, and Incremental Operating Costs for Part B of the Project		23,798	52,995	29,197		
Front - end fee		62,500	97,500	35,000		
TOTAL EXPENDITURE	3.2	15,055,232	22,775,429	7,720,197	39,000,000	16,224,571
PROJECT EXPENDITURE						
Support for Employment Promotion		14,880,000	22,536,000	7,656,000		
Support for Management System; Monitoring and Communications		112,732	141,929	29,197		
Front – end fee		62,500	97,500	35,000		
TOTAL EXPENDITURE	3.2	15,055,232	22,775,429	7,720,197	39,000,000	16,224,571

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3. Consolidated Project financial statements for the period ended 31 December 2025 (continued)

3.2 Balance sheet as of 31 December showing accumulated funds of the Project and bank balances concerning World Bank funding

Ref.	31 December 2025	31 December 2024
ASSETS		
Project expenditure under Loan No. 9381 – BA	22,775,429	7,720,197
Designated account FBIH	27,623	-
Designated account RS	3,903	27,701
Total assets	22,806,955	7,747,898
LIABILITIES		
IBRD Loan No. 9381 - BA	22,806,955	7,747,898
Total liabilities	22,806,955	7,747,898

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4. Notes to the project financial statements

4.1 Basis of preparation and accounting records

These project financial statements have been prepared in accordance with the International Public Sector Accounting Standard: "Financial Reporting under the Cash Basis of Accounting" issued by the Public Sector Committee of the International Federation of Accountants, and incorporate the accounting policies below, which have been consistently followed in all material respects and comply with the "Guidelines: Annual Financial Reporting and Auditing for World Bank – Financed Activities", issued by the Financial Management Sector Board.

4.2 Accounting policies

The Project's fiscal year is 1 January to 31 December for the recording of all transactions.

Cash basis of accounting

All receipts and expenses under IBRD Loan are recorded on actual receipt and payment basis of accounting as per approved categories.

Project expenditure is stated at original cost on the balance sheet.

Direct payments

Direct payments concern the amounts paid directly from the credit account of the World Bank.

Statement of Expenditure (SoE)

Statements of Expenditure are used to state the expenditure under IBRD Loan during a certain period. These statements are sent to the World Bank's disbursement specialist who authorises the payment of the expenditure through the Designated account.

Currency conversions

The reporting currency is EUR. Sources and use of funds (payments to suppliers and contractors) in currencies other than EUR have been converted to EUR using the currency rate at the moment of the transaction.

Bank balances, recorded on the balance sheet at year-end, have been converted at year-end rate.

Designated account

This is the total amount of the withdrawals from the Credit account for the Project. The Credit account is in EUR.

Interest on Designated account

Interest earned on the Designated account belongs to the Borrower.

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APPENDIX A.2

DESIGNATED ACCOUNT STATEMENT (RS)

Account owned by: Ministry of Finance and Treasury of Bosnia and Herzegovina

Account No.: 555-6900066842664

Depository Bank: Nova Banka AD

Related Credit: Loan No. 93810 – BA

Currency: EUR

	EUR
Opening balance 1 January 2025	27,701
Add:	
IBRD replenishments	-
Subtotal	-
Deduct:	
Payments to suppliers	23,798
Front end Fee*	-
Subtotal	23,798
Ending balance 31 December 2025	3,903

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APPENDIX B SoE Withdrawal Schedule of IBRD Loan No. 9381 – BA for year ended 31 December 2025

	Initial deposit	Eligible Expenditure Programs under Parts A.1 (1) and A.2	G, nCS, CS, TR, IOC Part B.1	G, nCS, CS, TR, IOC Part B.2	Front End Fee	Total application	Total disbursed
Previous years	-	-	7,656,000	29,197	35,000	7,720,197	7,747,898
Front end Fee	-	-	-	-	62,500	62,500	62,500
Total Direct payments 2025	-	-	-	-	-	-	-
Application No. F-03 (FBIH)	-	5,000,000	-	-	-	5,000,000	5,000,000
Application No. F-04 (FBIH)	-	9,880,000	-	-	-	9,880,000	9,880,000
Total Reimbursements 2025	-	14,880,000	-	-	-	14,880,000	14,880,000
Application No. F-01 (FBIH)	50,000	-	-	-	-	-	50,000
Application No. F-02 (FBIH)	-	-	32,914	-	-	32,914	32,914
Application No. F-05 (FBIH)	-	-	33,643	-	-	33,643	33,643
Application No. F-06* (FBIH)	-	-	22,376	-	-	22,376	-
Application P-176895 (RS)	-	-	-	23,798	-	23,798	-
Total SOE application 2025	50,000	-	88,934	23,798	-	112,732	116,548
Cumulative 2025	50,000	14,880,000	88,934	23,798	97,500	14,968,934	15,059,057
Cumulative 31 December 2025	50,000	14,880,000	88,934	52,995	97,500	22,775,429	22,806,955

* (FBIH) This amount refers to expenses made in 2025 – it will be replenished in 2026.

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**APPENDIX C Reconciliation between IBRD's Historic Transaction Report and
 IBRD Loan account in EUR according to the to the balance sheet as of
 31 December 2025; SoE Withdrawal Schedule of IBRD 9381 – BA**

	Changes in Loan (in EUR)
Original amount	39,000,000
Disbursed in previous years	7,747,898
Front End Fee	97,500
Withdrawal 1	50,000
Withdrawal 2	32,914
Withdrawal 3	5,000,000
Withdrawal 4	9,880,000
Withdrawal 5	33,643
Total disbursed in 2025	15,059,057
Cumulative disbursements	22,806,955
Calculated undisbursed balance as of 31 December 2025	16,193,045
Undisbursed balance as per IBRD's Historic Transaction Report	16,193,045
Difference	-