



Foreign Investors Council

A Partner for GROWTH



ANNUAL REPORT

2020

December 2020

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FOREWORD



Mike Michel

FIC President and Telenor CEO

Dear reader,

We're proud to present the FIC Annual Report, which focuses on our key activities and achievements in 2020. The past eleven months have proven to be anything but businesses as usual. It's been a tough year and the pandemic has forced us to adapt to a new reality, quickly, responsibly and efficiently.

If I were to describe how the FIC responded to the crisis, I would use those words, adding solidarity and compassion. Our work has been done with the active and unselfish engagement of expert FIC members, and I would like to use this opportunity to thank you once more for your incredible effort.

The way we do business has been adjusted, modified and aligned with the new situation. In the new form of eight restructured working committees, we have been giving concrete proposals

for regulatory improvements in times of crisis. Various working groups have been identifying issues which impede the business operations of FIC members and initiating ways to resolve them, with public consultations, or proactive outreach. At the same time we have continued developing a dialogue with all relevant stakeholders, including the Government, the European Union, international financial organizations, the diplomatic corps, and other similar associations.

All meetings and presentations were held online. Our flagship project, the White Book, dropped the score card system, instead reflecting the impact of COVID-19 on all relevant regulatory areas, together with proposed priorities for adoption of the White Book recommendations. The publication was successfully presented just few weeks ago at an event gathering key stakeholders – the Prime Minister and Deputy Prime Minister (Minister for Mining and Energy) along with the EU Ambassador to Serbia. An audience of almost 400 participants, who were able to follow the conference online. In the course of the year, we have been rolling out as many online activities as possible in order to enable interaction between our members and important stakeholders. Let me mention just a few: high-level conferences on the Digitization and Data Protection Law, special online expert meetings of FIC committees, and various regulatory presentations.

The White Book Task Force, which we formed with the Government on their initiative, has achieved limited results this year because of the COVID-19 pandemic, although there has been moderate but steady progress in improving the business climate. Fully aware of the challenges, we do welcome this achievement but our expectations remain the same - further acceleration of reforms.

Last, but not least, in order to fully embrace the era of digitalization, as well as being environment-friendly, we again opted against printing the White Book.

We invite you to browse through the Report, hoping it will inspire you and motivate you to take an even more active role in our work, attract other companies to join our community, and encourage our stakeholders to build synergies and together make Serbia a better place to do business. There has never been a greater need for a properly functioning and predictable business climate.

Stay safe and healthy.

PARTNER FOR GROWTH

FIC turned 18 in a difficult year when the pandemic struck, with impact on the societies and economies worldwide. FIC role proved to be equally important in the years of crisis as in the years of flourishing. In 2020 our first priority was to protect the health and safety of our members, employees and society as a whole.

We are proud to say that a high level of solidarity between FIC and members, and between members themselves, helped us all overcome the very difficult circumstances. FIC provided selfless support to members to maintain business and employment as much as possible, and members showed both gratitude and high level of engagement. FIC is an independent business association of foreign investors dedicated to the promotion of predictable and competitive business climate and better regulatory framework, which provides equal opportunities for all that do business in Serbia.

FIC is also firmly devoted to the solid business ethics and high corporate governance principles, which it promotes equally within the organization and towards local companies, Government, and other external stakeholders. FIC strongly supports the economic integration of Serbia with the EU and meeting of economic accession criteria to make Serbia a functional open market economy that is able to sustain competitive pressure.

FIC distinguishes itself by being a unified voice of more than

100 entities - within its committees, FIC defines its standpoints through active debate between the members so that to promote reforms which are in the interest of the wider business

community, rather than specific company or a business group. FIC is also proud to be among organizations whose opinions and proposals are fully public and easily accessible, notably via the annual White Book project.

Since its establishment in 2002 by 14 foreign com-

panies that operated in Serbia, FIC grew significantly both in terms of number of member companies and their size of investments and workforce. This led to creation of large base of knowledge and experience, which FIC has been using to provide concrete recommendations on how to improve business climate.

FINANCES

FIC holds on to its financial independence, which it preserves by financing operations and activities through membership fees, without sponsorships. Minor part of finances comes from the interests on deposited funds. Financial Report is agreed in principle by membership at the Annual Assembly, and is adopted by the Board of Directors. Financial report can be accessed at the Business Registry Agency, more specifically at the link <http://pretraga3.apr.gov.rs/pretragaObveznikaFI>, by entering FIC tax number (PIB) 102443513 in the appropriate field.

*Partner for growth, even more
in difficult times.*

KEY FIGURES



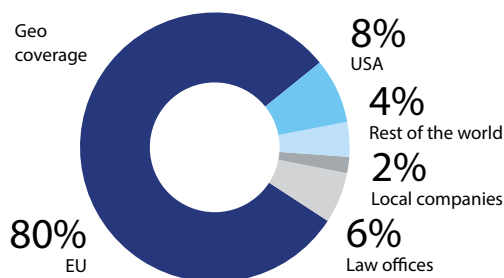
18
years since
establishment



124 members
from **23** sectors



Geo
coverage



> €36 bil.
of investments
by FIC members in Serbia



> 100,000
directly employed
by FIC members in Serbia

ORGANIZATION & MANAGEMENT

The FIC is established as a non-profit business association of foreign investors. The bodies of the Council are the Assembly of the Council, the Board of Directors, the President of the Board of Directors and the Executive Director.

As the highest body of the Council, the Assembly gathers all FIC members and has regular yearly meetings to decide on questions on strategic importance and shape broadly FIC future involvement. The Assembly elects the Board of Directors on a two years mandate. Board of Directors holds monthly meetings to discuss and decide on issues related to the FIC further development, as well as on current advocacy efforts and stakeholders' initiatives relevant to the membership. Starting from April 2020, BoD switched to online sessions due to the epidemiological situation.

On March 10th, Board of Directors held a strategic session to discuss FIC Strategy 2020, past and future activities. The overall plan and timeline of activities was agreed in principle. Due to the COVID-19 pandemic, all FIC activities planned for 2020 were adjusted to the new circumstances. Our committees started organizing virtual meetings very quickly, and other useful and engaging events were held online, including conferences, webinar and White Book Launch.

The BoD President acts as FIC President, providing leadership of the Council and legally representing FIC. Elections for the BoD are held every two years at the Annual Assembly in December. Elections for the Board of Directors were held in December 2019. In 2020 there was one change in the Board: CEO of Telenor Serbia Mike Michel was elected as FIC President to replace the ex CEO of Nestlé Yana Mikhailova who left Serbia to pursue her international career at another position. Nestlé remained in the BoD, represented by CFO Nestlé South East Market and ad interim the Country Manager of Nestlé Serbia Marian Marinov. It is expected that as of January 2021 he is replaced by newly appointed Nestle Country Manager Adriatic South Hub Marjana Davidovic. In addition, BoD elected Vice Presidents: VIP mobile CEO Dejan Turk as FIC vice

President acting as substitute to President, and Roche General Manager Ana Govedarica as FIC Vice President spokesperson. For info on the current BoD after the elections in December 2019 and following changes, see at the FIC website.

Committees are the very cornerstone of FIC. They gather representatives of member companies to discuss specific regulatory fields and formulate joint proposals to improve the current framework

– tackling both the regulations and their implementation. In 2020 the committees were reorganized in order to align Committees topics with White Book Task Force established in cooperation with the Government, as well as to increase efficiency. As a result, their number was reduced to 8, however scope of certain committees was extended. The decision to reorganize them was taken in 2019. It was also an election year for FIC committees.

The Executive Director is appointed by the Board of Directors and is responsible

for the organisation of the daily activities of the Council, its bodies, committees and documentation. Aleksandar Ljubic holds this position of high importance for FIC since June 2019.

The Executive Director directs the work of the Executive Office, in charge of the implementation of the BoD and committee decisions, creating dynamic network within FIC and taking care of the needs of the members. In terms of the rules of operations, besides the Statute, FIC has in place a series of statutory acts determining the rights and obligations of FIC members and officials in more detail, promoting competition rules, and defining guidelines for engagement in and on behalf of FIC. All this aims at making FIC an association that ensures a level playing field within itself and which communicates and cooperates with its stakeholders in a transparent, consistent, and reliable way. In 2020, amid COVID-19 pandemic, the Executive Office proved once more the high level of flexibility and commitment. While the work was very swiftly organized from distance, efficiency and high level of service and support to members were maintained.

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ASSEMBLY OF THE COUNCIL



BOARD OF DIRECTORS

Mike Michel	<i>Telenor d.o.o.</i>	<i>FIC President</i>
Dejan Turk	<i>Vip mobile d.o.o.</i>	<i>FIC Vice President Substitute</i>
Ana Govedarica	<i>Roche d.o.o.</i>	<i>FIC Vice President Spokesperson</i>
Francois Berisot	<i>Belgrade airport d.o.o.</i>	<i>Board Member</i>
Ivan Rakic	<i>Ernst & Young d.o.o.</i>	<i>Board Member</i>
Zsuzsanna Hargitai	<i>European Bank for Reconstruction and Development (EBRD)</i>	<i>Board Member</i>
Dubravka Nègre	<i>European Investment Bank (EIB)</i>	<i>Board Member</i>
Silvia Vernetti-Blina	<i>FCA Srbija d.o.o.</i>	<i>Board Member</i>
Dawid Sold	<i>G4S Secure Solutions d.o.o.</i>	<i>Board Member</i>
Goran Pekez	<i>JT International a.d.</i>	<i>Board Member</i>
Marian Marinov	<i>Nestlé Adriatic S d.o.o.</i>	<i>Board Member</i>
Zoran Petrovic	<i>Raiffeisen banka a.d.</i>	<i>Board Member</i>
Marinko Ukropina	<i>SGS Beograd d.o.o.</i>	<i>Board Member</i>



COMMITTEES

Anti-Illicit Trade & Food	Dragan Penezic	<i>Co-President for Anti-Illicit Trade</i>	<i>British American Tobacco SEE d.o.o.</i>
	Dragana Stikic	<i>Co-President for Food</i>	<i>Nestlé Adriatic S d.o.o.</i>
	Nenad Radenkovic	<i>Vice President</i>	<i>NIS a.d. (Naftna industrija Srbije)</i>
Financial Services	Dusan Lalic	<i>President</i>	<i>Generali Osiguranje Srbija a.d.o.</i>
	Slavko Dukic	<i>Vice President</i>	<i>Intesa Leasing d.o.o.</i>
Human Resources	Milena Jaksic Papac	<i>President</i>	<i>Karanović & Partners o.a.d.</i>
	Milos Andrejevic	<i>Vice President</i>	<i>Bojović Drašković Popović & Partners</i>
Infrastructure & Real Estate	Ivan Gazdic	<i>President</i>	<i>Petrikić & Partneri a.o.d. in cooperation with CMS Reich-Rohrwig Hainz</i>
	Mario Kijanovic	<i>Vice President</i>	<i>Bojović Drašković Popović & Partners</i>
Legal	Igor Zivkovski	<i>President</i>	<i>Živković Samardžić a.o.d.</i>
	Jelena Vukic-Suljagic	<i>Vice President</i>	<i>OTP banka Srbija a.d.</i>
Pharmaceutical Industry	Radomir Cerovic	<i>President</i>	<i>Roche d.o.o.</i>
	Semir Attar	<i>Vice President</i>	<i>Sanofi-Aventis d.o.o.</i>
Taxation	Dragan Draca	<i>President</i>	<i>PricewaterhouseCoopers d.o.o.</i>
	Vanja Korac	<i>Vice President</i>	<i>Philip Morris Services d.o.o.</i>
Telecommunications & Digital Economy	Daniel Susnjar	<i>President</i>	<i>Telenor d.o.o.</i>
	Veljko Smiljanic	<i>Vice President</i>	<i>Karanović & Partners o.a.d.</i>



EXECUTIVE OFFICE

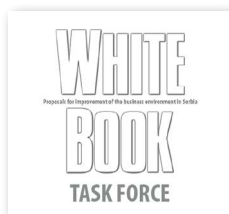
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Tanja Jovanovic	<i>FIC Regulatory Officer</i>	<i>tanja.jovanovic@fic.org.rs</i>
Koviljka Nikolic	<i>FIC Office Manager</i>	<i>koviljka.nikolic@fic.org.rs</i>

KEY PROJECTS & COMMUNICATION TOOLS



WHITE BOOK

Comprehensive overview of business climate in Serbia and proposals for its improvement. FIC transparent platform for dialogue with the stakeholders. Annual publication, first issued in 2003.



WHITE BOOK TASK FORCE

Working Group for Implementation of the FIC White Book recommendations formed by the Government (Official Gazette RS 8/2017, 80/2017, 92/2017, 59/2018 and 68/2019). Members of the Task Force, chaired by the

Prime Minister, are relevant ministers, members of the FIC Board of Directors and FIC Executive Director. The goal of the Task Force is improvement of overall business climate with priority topics: tax, labour, digitalization & e-commerce, real estate, inspections, food safety, pharma industry, overall legal framework with focus on bankruptcy and foreign exchange regulations.



FIC GUIDE

Collection of standpoints by FIC officials and important stakeholders. Special edition for wider audience, published jointly with the alliance international media since 2007. Printed edition in Serbian and digital edition in English distributed to large number of stakeholders.



FIC NEWS

Monthly electronic bulletin, specially designed to provide members comprehensive information on FIC activities, plans and achievements.



FIC INSIGHT

A presentation of selected important new legislation to the interested FIC members. It is delivered by a professional in a tackled area. First event was held on January 29. Later in the year, it was held online.

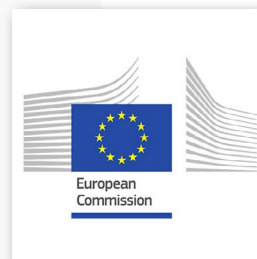


DIALOGUE FOR CHANGE

High level event dedicated to specific regulatory field, aimed to foster communication. Held for the first time in 2017, with the format changed in the following two years. It is envisaged in two versions: Dialogue for Change

- off-the-record, high level smaller-scale event dedicated to specific regulatory field and Reality Check Conference - high level conference on specific topic.

In 2020 it wasn't held due to the COVID-19 epidemic, as it is by nature an in-person event. Online events dedicated to the topics of high importance for FIC were organized instead.



ANNUAL VISIT TO EU COMMISSION

Organized annually since 2014 in order to encourage EU to provide more support to Serbia, and offer FIC assistance in the process of the Serbia's economic integration to the EU. It was not organized in 2020 due to pandemic. Close cooperation between FIC and EU Commission was maintained through regular communication.

MAIN ACTIVITIES

WHITE BOOK

White Book is published annually since 2003 as FIC platform for dialogue with stakeholders, providing an overview of business climate and set of recommendations on how to improve it. It also promotes EU economic integration and open market economy.

It is written by FIC members and adopted within the competent committees and by Board of Directors. As such, it is a mechanism to create consensus among members. In regular years White Book also gives the overview of progress in the period since the previous edition: each topic has a score card tracking response to the recommendations, and the grade is given to each topic based on the scorecard, with 1 being the lowest and 3 the highest score. The topics are also ranked by progress within the FIC Index, in which the topic with strongest progress is marked with 1, and the topic 67 is the one that saw the least progress. In 2019, waiting times for reforms was added as a supplementary criterion for ranking if recommendations have the same score.

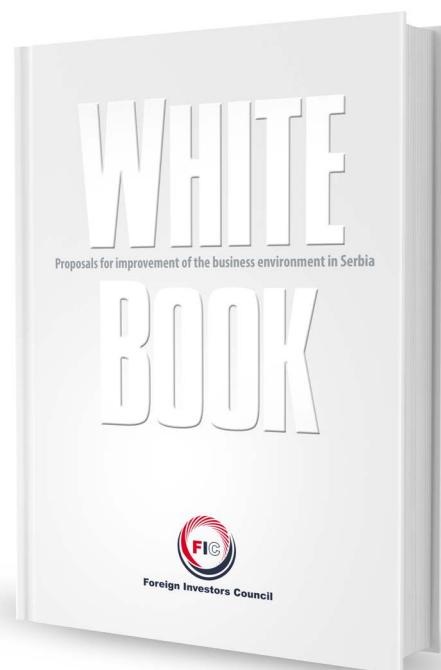
In 2020, this was changed as the fight against pandemic since mid-March disrupted the usual activity of the Government and other state institutions on improving the economic environment. Instead of ranking the improvement, in the 2020 edition the committees ranked the priority of implementing recommendations. Main motives of such changes were to keep focus on the need to improve the business environment, but also to assess which institutional changes are most needed to stimulate the recovery of the economy. Following areas were identified as those where most urgent changes are needed: personal data protection, trade, central records of beneficial owners, mortgages and public procurement. In addition chapter COVID-19 was introduced, as well as COVID-19 section in the texts on the assessed areas. White Book has an independent Editor-in-Chief who also prepares the macroeconomic input and ranking data. In 2020 this responsibility is again conferred to the professor Miroljub Labus, after the successful cooperation in 2018 and 2019.

Work on the White Book lasts for months and includes two rounds of editing, review of the texts based on the membership input, but also checking the regulatory changes in order to keep the project as up to date as possible. Three key expectations

from the Government are also clearly defined. Despite the challenging situation in 2020 they remained the same: to continue and accelerate membership negotiations with the EU, along with work on sustainable fiscal consolidation and improvement in implementing laws

FIC continued with the modern and environmentally friendly practice not to distribute White Book in print to the wider audience, and the edition is primarily for online use.

White Book is published annually since 2003 as FIC platform for dialogue with stakeholders, providing an overview of business climate and set of recommendations on how to improve it.



STRUCTURE OF THE WHITE BOOK 2020 TEXT

White Book structure was modified in 2020 to provide assessment of the impact by the COVID-19 pandemic.

Current Situation
COVID-19
Positive Developments
Remaining Issues
Recommendations

WHITE BOOK PRODUCTION TIMELINE

APRIL / MAY	Outreach to members and defining the topics
MAY / JUNE	Drafting texts and score cards
JUNE	Approval by committees
JUNE / JULY	Editing
SEPTEMBER / OCTOBER	Membership consultations
AUGUST / OCTOBER	Updating and preparing FIC Priority Index
OCTOBER	Approval by Board of Directors

WHITE BOOK 2019 IN NUMBERS



WHITE BOOK 2020 RESULTS

RECOMMENDATIONS

In this edition of the White Book, FIC's Index of Institutional Progress in 2020 is not provided, although it has gained the trust of the professional public. It is planned to be re-introduced in 2021. The reason for this decision is straightforward and justified. The COVID19 pandemic in mid-March disrupted the usual activity of the Government and other state institutions on improving the economic environment and switched to fighting the virus disease and providing support to businesses, entrepreneurs and citizens to more easily withstand the impact of the recession. The stalemate in reforms being caused by the external factors, it makes no sense to compare the levels of institutional change in this and previous years.

PRIORITY INDEX

Recommendations that should be adopted immediately received weight 3; weight 2 carries recommendations whose urgency is average and recommendations whose priority is not high carry weight 1. We called the average value of the estimated priority of implementing the recommendations the Priority Index (PI).

Recommendations	Priority index: PI 2020
Sectors	
Law on personal data protection	3.00
Trade	3.00
Real estate: Mortgages and real estate financial leasing	3.00
Public procurement	3.00
Central registry of beneficial owners	3.00
Labour legislation: Staff leasing	2.70
Food&Agriculture: Sanitary and phytosanitary inspections	2.67
Energy sector	2.63

WHITE BOOK LAUNCH AMID COVID-19 CRISIS

FIC organized a successful White Book Launch on November 19 despite the challenging circumstances of COVID-19 crisis. The event was in a hybrid form: live introductory speeches and panel, with audience via on-line platform. FIC gathered high-level speakers and panelists: Prime Minister Ana Brnabic, Deputy Prime Minister and Minister of Mining and Energy Zorana Mihajlovic and Head of the EU Delegation Sem Fabrizi. FIC views were promoted by its president Mike Michel, who also moderated the event, while the methodology was presented by the White Book Editor-in-Chief Mirosljub Labus. The recording of the event can be seen at the [FIC YouTube channel](#).

FIC President Mike Michel drew attention to the high level of uncertainty and challenges in 2020. "I'm proud and inspired by the way our organization has faced the crisis, with flexibility, courage and solidarity", Mike Michel added. He explained the changes of the White Book structure and methodology this year, in order to adapt the assessment and recommendations to the circumstances of the COVID-19 crisis. FIC is aware of the challenges the epidemic brought, but the expectations remained unchanged: to further accelerate the reforms; to continue and accelerate membership negotiations with the EU; as well as to work on sustainable fiscal consolidation and improvement in implementing laws, FIC President said.

FIC Editor-in-Chief Mirosljub Labus provided information on the way WB was adapted to reflect the current situation. It was probably the first serious analysis of how COVID-19 affected the business climate, with concrete proposals on how to overcome the problems, he said. Analysis was provided for the 59 sectors, with 327 concrete proposals.

Head of the EU Delegation in Serbia Sem Fabrizi welcomed White Book Launch being held. "Despite the challenges we are able to stay on this podium for the important annual event about what the business community thinks about the business climate and outlook", he said. There is a "strong and encouraging convergence" between the priorities identified by the European Commission in the Progress Report on Serbia and FIC White Book.

Serbian Prime Minister Ana Brnabic thanked FIC members for significant contribution during the crisis, which includes donations in money and equipment for the health system, but also efforts to maintain the level of operations, to keep employees, and sometimes even to hire new employees. She welcomed the FIC decision to outline digitalization as a key priority.

In a panel discussion that followed, several important issues were tackled: business climate and proposals for its improvement; EU view on the current situation in Serbia and ways to accelerate the EU accession process; plans for the energy sector,

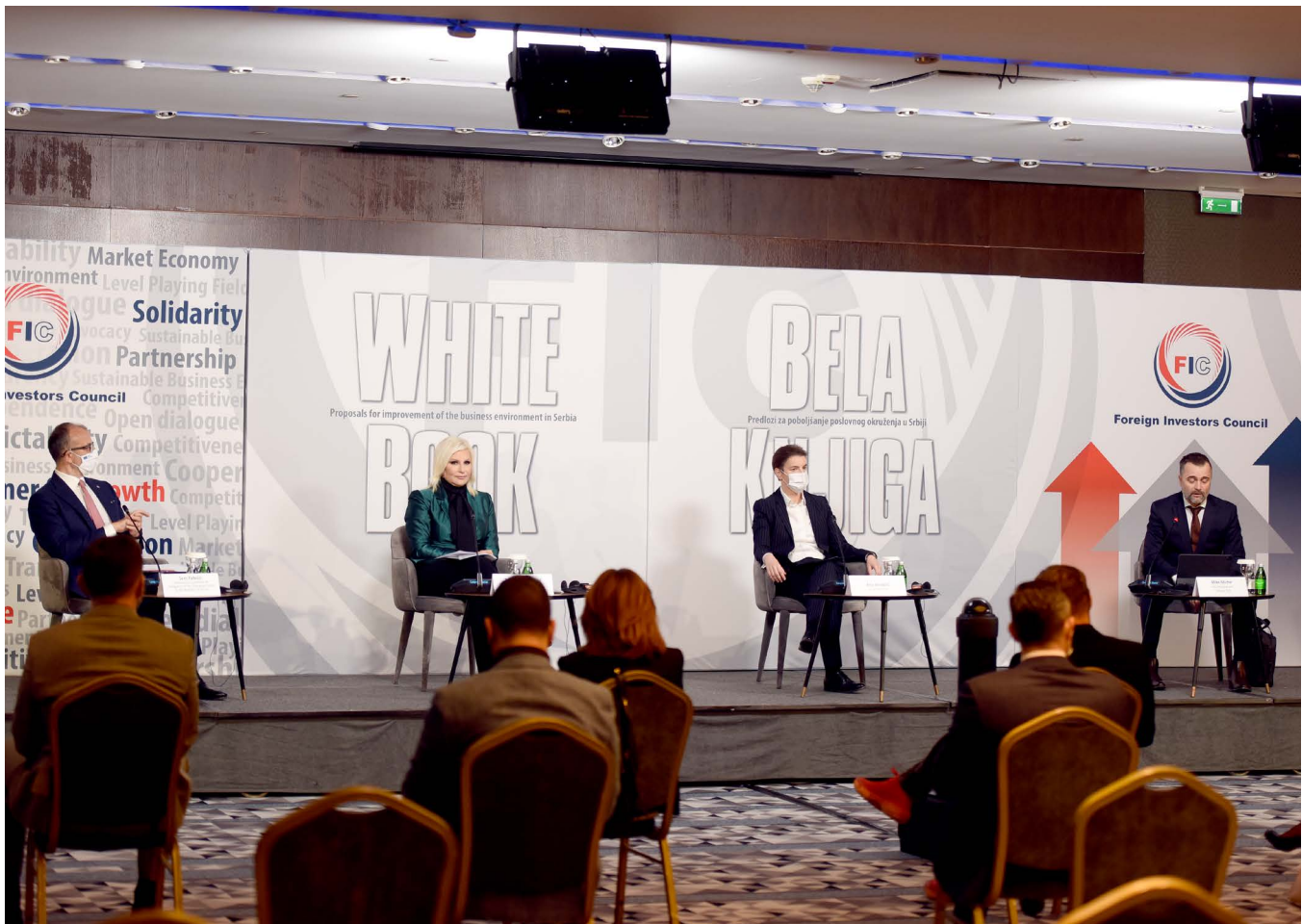
as well as for establishment of the e-mining and e-energy systems; reforms expected by the EU for pursuing the investment plan in the region; and White Book Task Force.



Mike Michel, FIC President

Sem Fabrizi, EU Ambassador





White Book panel (from the left to the right): EU Ambassador Sem Fabrizi, Deputy Prime Minister and Minister of Mining and Energy Zorana Mihajlovic, Prime Minister Ana Brnabic and FIC President Mike Michel, November 2020

Ana Brnabic, Prime Minister of the Republic of Serbia

Zorana Mihajlovic, Deputy Prime Minister and Minister of Mining and Energy



WHITE BOOK TASK FORCE

In 2020 White Book Task Force with the Government remained active. Two meetings were held dedicated to the telecommunication infrastructure, in particular barriers for development of 5G network and base stations construction.

At the meeting on February 27, FIC discussed with the Government the way to remove barriers for development of telecommunication infrastructure, in particular 5G network. FIC outlined main issues, and proposed concrete proposals to overcome them. Following steps for tackling that issue were agreed. FIC was presented by the Telecommunications Committee chairpersons Daniel Susnjar and Nada Teslic, and by Regulatory Officer Jelena Lazarevic. Trade and Telco Ministry was presented by the Assistant Minister Irini Reljin, Environment Ministry by Slavisa Simic, head of Sector for monitoring and precautions in the environment, and Ministry for State Administration by the Assistant Minister Sasa Mobic. Prime Minister's consultant Mihajlo Zivkovic chaired the meeting.

On August 11, another meeting of a WBTF subgroup was held to define concrete steps in order to eliminate barriers of base stations constructions. Participants included Government's legal advisor Mihajlo Zivkovic, Assistant Minister of Trade, Tourism and Telco Irini Reljin and City Architect Marko Stojicic. FIC delegation consisted of: Telco Committee chairpersons Daniel Susnjar and Neda Teslic, as well as representatives of Telenor and Vip Mobile Vladimir Boljanovic and Marko Jovic respectively, and Regulatory Officer Tanja Jovanovic. FIC provided concrete recommendations. The Ministry expressed the view that the best solution would be to align the Law on Protection of Non-Ionizing Radiation with the EU rules and to amend the Rules on limits of exposure to the non-ionizing radiation.

As it was agreed at the meeting, on August 19 FIC sent to the authorities the proposal for the change of the Plan of General Regulation of the Construction Area of Belgrade. Main change is that the metric distance of the base stations from other objects is excluded from the Plan. The letter was sent to the Prime Minister, Telco, Trade and Tourism Ministry, Urbanism and Construction Operation Secretariat and Environment Protection Secretariat of Belgrade.

White Book Task Force comprises the Prime Minister, Ministers, FIC BoD and Executive Director. Task Force has 7 subgroups to tackle 9 priority areas: tax, labour, digitalization & e-commerce, real-estate, inspections, food safety, pharma industry, overall legal framework with focus on bankruptcy and foreign exchange regulations. Subgroups consist of relevant FIC committee chairpersons and state administration representatives on the level of state secretaries or assistant ministers.

As agreed at the White Book Launch held in November, Task Force will continue its work in upcoming period.

COVID 19 - FIC SUPPORT IN DIFFICULT TIMES

In the COVID-19 pandemic, FIC proved to be a precious partner to members. We are also proud of the high level of solidarity and commitment members showed by selflessly providing information, support and ideas on how to overcome the difficulties, protect staff and society, but also keep operations going. Various activities were pursued depending on the circumstances and needs, from providing practical information to members on the new conditions of operations (such as information on border crossings, requirements by the Interior Ministry in the staff that need to be outside in the hours of complete restriction of movement, but also on the initiatives which could serve as platforms for technology companies in the fight against coronaviruses), to sharing ideas, information and experiences and providing practical support. Members proved mutual solidarity by sharing with other members information on the corporate activities and measures taken in order to protect the health of their employees, partners and community as a whole. They also used the opportunity to promote on the FIC website their offer of assistance to companies in implementation of regulations in the state of emergency.

By a proactive approach, FIC engaged very early in the crisis in shaping measures to be taken to protect both business and continuous supply of necessary merchandise and services to the customers. Members were invited in March to share urgent measures Serbian Government could take in order to mitigate the negative impact of the State of Emergency due to the coronavirus to the private sector. First document of a comprehensive set of measures was submitted to the Government on March 25. FIC also joined forces with other associations and partners and prepared the joint document on the measures to be taken. On March 19, FIC also drew attention to the problem of transportation of employees, especially in night shifts. Significant attention was paid to ensuring trade within CEFTA. On March 20, FIC sent to the authorities the list of the products to be considered as priority for the free movement of goods within CEFTA. That initiative was pursued in close communication with the Serbian Chamber of Commerce (PKS) which was the part of the Government's Crisis Staff on economy. On March 17, FIC also drew attention to the potential problems of flow of goods at the border with Bosnia due to the quarantine of 14 days introduced for the entries in the country.

Since the very beginning of pandemic FIC proved to be socially responsible towards staff and members, by temporarily closing the office and organizing remote work for home. Staff proved a high level of engagement and efficiency in the online work. FIC events were also cancelled, and later held online.

In April, FIC had several initiatives related to the economic measures by the Government, alone and with other associations. On

April 3, FIC sent to the Council for Implementation of Economic Measures under the Government of Serbia comments on the measures taken to alleviate the consequences of the crisis. On the same day, joint proposal was also sent with the AmCham, Digital Serbia and NALÉD. In addition to the Council for Implementation of Measures, that initiative was also sent to the President, Prime Minister and Minister of Finance. On April 13, FIC sent to the Government members' questions related to the Decree of support measures to the economy. Clarifications were requested in order to ensure the smooth implementation of measures. Later in the year, FIC asked for clarifications on a new package of economic measures, and got an answer on August 13.

Several more specific initiatives on alleviation of crisis were also submitted. On April 21, provided to the Construction Ministry the proposals for measures to be taken for recovery of the construction and infrastructure areas during the state of emergency, and also for preventing the negative consequences in the period after the COVID-19 epidemic and the end of the state of emergency. In May two initiatives tackled HR and labour issues. On May 4, FIC asked the Government to resolve key HR related issues companies face during the emergency state. On May 12, FIC sent to the Labour Ministry the comments on Draft regulation for prevention of spreading the COVID-19 at work.

In addition, on March 31 FIC, AmCham and NALÉD sent to the Environment Ministry the proposal for delaying the payment of several fees in the area of environment protection. The aim of such initiative was to ensure liquidity of the private sector during the crisis caused by the COVID-19 outbreak.

Our committees, which are the cornerstone of FIC activities, quickly adapted to the new circumstances and started successfully organizing virtual meetings. Such practice helped FIC remain proactive and deal with the priorities in this moment. In April, four committees held virtual meetings: Taxation, Real Estate, I&I and HR. Interest of members was high and meetings productive. It was also a valuable experience in terms of overcoming the technical and other challenges when organizing virtual meetings. Such practice of online meetings was valuable in the months to come.

As one of the measures in times of crisis, FIC organized White Book Survey on Economic Activity. The aim was to collect information on the impact of the COVID-19 crisis and preparing information for the WB 2020.

During the summer FIC was approached by the Deputy Prime Minister Zorana Mihajlovic to forward to members Recommendations for Implementation of the Women Empowerment Principles (WEP) as a response to COVID-19 pandemic. On August 25 Zorana Mihajlovic, who is also a President of Coordination Body for Gender Equality, thanked FIC Executive Director for sharing the Recommendations with members and outlined the importance of FIC as a reliable partner of the Coordination Body.

FIC INSIGHT - NEW EVENT

In 2020, FIC launched a new event FIC Insight, a presentation of selected important new legislation to interested FIC members. This is an additional service to members and a platform for exchanging knowledge, delivered by a professional in a tackled area.

First event was held on January 29 and dedicated to the Company Law and Law on the Central Register of Beneficial Owners. Those are two Laws of high importance for members, both amended in December 2019, two months before the event. Around 40 members attended the event. Valuable information to members was presented by the FIC Legal Committee President Igor Živkovski. Members had an opportunity to engage in discussion and ask for additional information.

On February 27, another FIC Insight event was organized on Staff Leasing Law, adopted in December 2019. The aim of the event was to assist members to prepare for the start of its implementation. Agency Employment Law was presented by the HR Committee President Milena Jaksic Papac and FIC Member Adecco representative Sinisa Simic. More than 50 members attended the event, and had an opportunity to engage in discussion.



FIC Insight, Igor Živkovski, January 2020

Pandemic and state of emergency in March only delayed the third event, as FIC and its members had to focus on a way to better cope with the crisis. In June, FIC Insight series of events continued, in line with members' needs. It started being organized online in order to minimize risks. On June 25, author of the FIC White Book text on AML Nenad Kovacevic, Attorney at Law at CMS Beograd, presented the Anti-Money Laundering Law. He provided a brief retrospective of all the amendments to the Law so far and tried to clarify whether the amendments have made the Law easier or more difficult and what burden on liable burden they brought. Around 40 members attended the event.

ONLINE CONFERENCE ON DIGITALIZATION

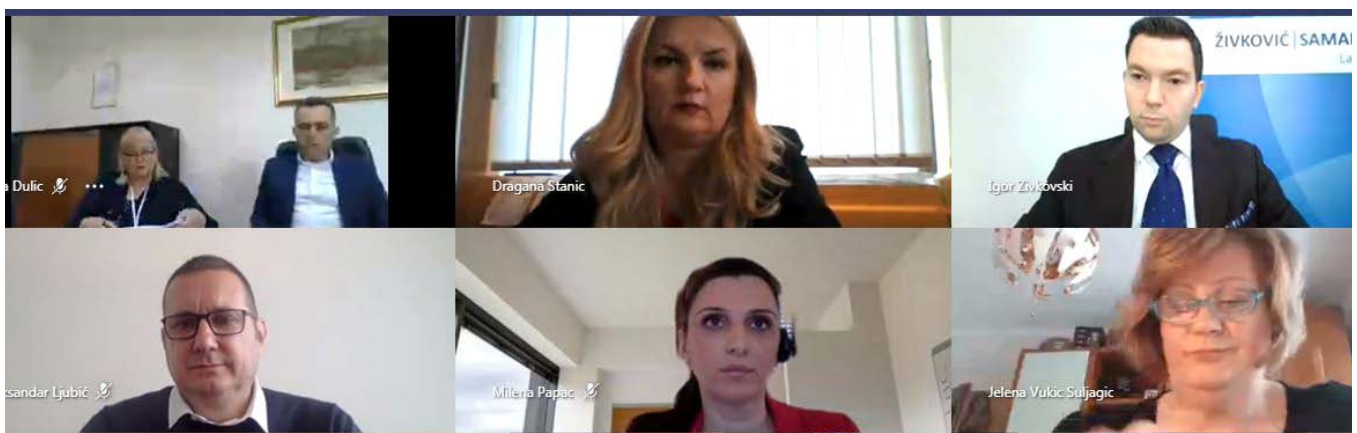
On June 2, FIC organized an online Conference on Digitalization titled: "Digitalization in Serbian Regulations: Possibilities and Limitations". As it was outlined in the welcoming address by the FIC Executive Director Aleksandar Ljubic, the idea to organize a conference came as a result of discussion with FIC members, who said the focus should be put on digitalization in the new edition of the White Book. It also emerged as an issue of key importance during the COVID-19 pandemic. This is a good example of how FIC and its members adapted activities to the changed circumstances and invested efforts in order to achieve the best results possible. Interest of both members and state institutions was high. The event attracted around 100 FIC members and gathered 15 representatives of the 7 state and Government institutions to discuss with FIC Committee chairpersons challenges and benefits of digitalization in various areas. It was clearly stated that the conference was just the initial dialogue to be followed by concrete initiatives for regulatory changes. The discussion was very constructive and resulted in identification of several aspects of digitalization to work on. Participants included Vice-Governor of the NBS Dragana Stanic, State Secretary in the Health Ministry Vicko Ferenc, Assistant Directors of the Tax Administration Sasa Dulic and Sladjana Bacevic Nuhbegovic, Independent Advisor in the Labour Ministry Ivana Nikolic, Assistant Director in the Customs Administration Ljubica Barbulj with associates Ljiljana Jovanovic and Marija Ercegovic, Assistant Minister of Justice Jelena Deretic, Advisors in the Finance Ministry Zoran Sandic and Maja Cvejic, Legal Committee President Igor Zivkovski and Vice President Jelena Vukic-Suljagic, Taxation Committee President Dragan Draca, HR Committee President Milena Jaksic Papac, Pharma Industry Committee President Radomir Cerovic. Digital and E-Commerce Committee President Nebojsa Jovanovic moderated the event.

ONLINE CONFERENCE ON DATA PROTECTION

On October 7, FIC organized online conference "A Year of Application of the Personal Data Protection Law". The event attracted high interest from members, enabled clarification of several important issues and paved the way for further cooperation on resolving the open issues. FIC representative Ivan Milosevic from Law Office Jankovic, Popovic, Mitic discussed the priority topics for members with Commissioner for Personal Data Protection Milan Marinovic. Panel, moderated by FIC Regulatory Officer Jelena Lazarevic, attracted 100 members representatives. Panelists agreed that the progress was achieved in the previous period in development of data protection practices, but that there are still open issues to be addressed. Data protection was one of the issues that became only more important during the COVID-19 pandemic, as it brought new topics on the table due to the change of various practices in everyday operations.

SERBIAN BLOCKCHAIN INITIATIVE - PRESENTATION FOR FIC

President of the Serbian Blockchain Initiative Ivan Bjelajac held exclusive presentation "Digital Identity Registry via Blockchain" for FIC members on July 22. This was an event of great interest, especially having in mind the importance of digitalisation in the context of the COVID-19 epidemic which changed the way of lives and operations for individuals, businesses and public entities. FIC members took opportunity to hear about the technology and its potentials. Presentation was attended by around 40 members who had the opportunity to engage in discussion and were invited to seek assistance in case they would need the implementation of the blockchain technology in their businesses.



Online Conference on Digitalization: "Digitalization in Serbian Regulations: Possibilities and Limitations", June 2020

COOPERATION WITH STAKEHOLDERS - STRONGER TOGETHER

In 2020, which was a year of crisis, we all needed to join forces to resolve the problems that were arising and overcome the crisis. FIC network of well established relations with various stakeholders proved to be valuable and enabled fruitful consultations and several important initiatives. FIC attaches much importance to the cooperation with all the influential stakeholders in improving the business climate in Serbia: international organizations, the diplomatic corps, development agencies, business associations, civil society organizations and universities.

EUROPEAN UNION

Regular and intense dialogue with the EU is mainly dedicated to promotion of the European values and standards in Serbia and helping create the functional open market economy able to cope with the competitive pressure of the unique EU market. FIC also actively supports the EU accession process. FIC is very well placed to do so, having in mind the high percentage of members from the EU, and with developed operations in the Union.

In 2020, FIC pursued regular exchange with the EU representatives on important topics for business. On February 14, a meeting of business associations in Serbia was held with the European Commission fact-finding mission on Serbia's 2020-2022 Economic Reform Programme. FIC used that opportunity to provide views on business climate and obstacles for doing business with the EU and within the region. Other associations present at the meeting were NALED, AmCham and Serbian Chamber of Commerce. FIC views were presented by BoD member Goran Pekez and Executive Director Aleksandar Ljubic.

On February 28, FIC held a video conference with the European Commission representatives, and two days later provided the European Commission an overview of the engagement regarding the Foreign Exchange Law. Overview of activities outlines the main FIC attitudes on Forex, which is the need of full liberalization and simplification of international transactions through the adoption of the new Forex Law.



Sem Fabrizi, EU Ambassador

Later during the year, after the COVID-19 epidemic began, regular communications with the EU proved to be very important, as the crisis is global and requires global response. In addition, the crisis led to disruption of the trade flows, and Serbia has the most important trade relations with the EU and the region.

On November 23, FIC along with other business associations AmCham, NALED and Serbian Chamber of Commerce participated at the video conference with EU representatives on Serbia's Economic Reform Programme, as well as other priority topics for improvement of business environment. The opportunity was used to share main findings of the White Book 2020 as well as to highlight the need for changes of Forex Law. EU Commission was represented by Stefan Bohner, Economic Analyst, Econ. & Financial Desk Officer for Serbia (DG ECFIN), Policy Officers Vasyly Zubaka, Ivan Breskovic, Susanne Navara, Chloe Berger and Ingrid Sager (DG NEAR) and Bernd Wild, Policy Officer (DG EMPL). FIC was represented by Executive Director Aleksandar Ljubic and Regulatory Officer Jelena Lazarevic.

Last but not least, Head of the EU Delegation in Serbia Sem Fabrizi was one of the speakers at the White Book Launch and the author of the "Foreword - EU" text in the WB. This is the result of a really tight relationship FIC has with the EU representatives in Serbia.

BUSINESS ASSOCIATIONS

In 2020, FIC continued fruitful cooperation with other associations in tackling significant issues for the business environment, but also joined forces for the initiatives aimed at reducing the impact of the crisis caused by the COVID-19 epidemic.

On January 28, FIC hosted a meeting of the participants of joint initiative by 18 business associations for simplification of Forex regulations. The meeting was aimed at defining further steps after the National Bank of Serbia gave a negative response on the initiative. At the meeting it was decided that USAID experts will prepare analysis of NBS response and the initiative. As a reminder, in November last year 18 business associations sent to the Finance Ministry and NBS Governor initiative on Forex requesting full liberalization and simplification of international transactions and adoption of new Forex Law. It was a continuation of the initiative from June when 11 business associations appealed to the Finance Ministry and NBS Governor with the same goal.

Another initiative related to Forex was launched later in the year. On August 28, FIC, AmCham and Digital Serbia sent to the NBS joint initiative for changes on the Guidelines for implementing the Decision on Terms and Conditions of Performing Foreign Payment Transactions. The associations drew attention that the document also introduces additional obligations to the banks and users, which is contrary to the modern regulation and way of operations. Unfortunately, NBS responded negatively to the similar initiative of the Association of Serbian Banks (UBS) saying that the Guidelines refers to the instructions that are in implementation since 2017-2018.

Business associations also cooperated in tackling the crisis and the Government's response to it. It was a precious cooperation, in order to present business needs through unified voice, and increase leverage. On April 3, FIC, AmCham, Digital Serbia and Naled launched joint initiative on Government's measures for overcoming the crisis. A letter to the President, Prime Minister, Minister of Finance and Council for Implementation of Economic Measures aimed to ensure efficient implementation of the measures of support to the economy.

On March 31, FIC, AmCham and NALED sent to the Environment Ministry the proposal for delaying the payment of several fees in the area of environment protection. The aim was to protect the liquidity of the private sector during the crisis caused by the COVID-19 outbreak.

On January 23, FIC met the British-Serbian Chamber of Commerce (BSCC). Meeting was held to discuss the potentials for closer cooperation after Brexit. BSCC Delegation included BSCC President David Landsman, Executive Director Jadranka Derwisevic-Kitaric, and Board of Directors representatives Petar Orlic, Richard Robinson and Igor Orlic. FIC was represented by

the Executive Director Aleksandar Ljubic and Communication Officer Milica Djordjevic.

FEFA - LONG TERM PARTNER

FIC long term cooperation with FEFA on the WB Project continued in 2020. FIC welcomed FEFA interns during preparation of the White Book Launch from Sep 15 -Oct 2.

This long-term successful cooperation with FEFA provided FIC a precious assistance during the preparation of our key project, while at the same time giving interns the opportunity to improve and acquire new skills important for the personal and professional development.

INTERNATIONAL FINANCIAL INSTITUTIONS

International financial institutions (IMF, World Bank, EIB and EBRD) are natural partner of FIC, having the same common goal to instigate stronger economy and growth. They have significant impact in the country as they provide both financial and technical support for reforms. In 2020 active cooperation was maintained with them.

EMBASSIES

FIC has well developed relations with the embassies, holding regular meetings in order to promote views, strengthen advocacy, facilitate attracting new members and exchanging the information on the developments regarding the legislative framework. Very large response of embassies to the online White Book Launch came also as a result of a really close cooperation between FIC and embassies.

PUBLIC POLICY SECRETARIAT

On July 31, Public Policy Secretariat formed a working group to prepare a Public Policy Management and Regulatory Reform Program of which FIC is a member.

Main task of FIC is active participation in providing suggestions and comments on draft document. Close cooperation and collaboration with both state administration and other business associations members, will lead to the adoption of the document, whose provisions and implementation will contribute to legal certainty, transparency and harmonization of regulations. FIC representatives in this Working Group are Regulatory Officers Jelena Lazarevic and Tanja Jovanovic.

PUBLIC PROMOTION

Participation at the conferences is the occasion to build and strengthen networks, reach shareholders and the wider audience, promote views and engage in discussions. COVID-19 pandemic had important impact on the planned conferences and events, especially in the first months. After the initial period of adaptation, many events successfully switched online, enabling exchange of opinions without taking unnecessary risks.

FIC AT KOPAONIK BUSINESS FORUM

FIC was present at Kopaonik Business Forum held from March 1 to 4. Several FIC BoD representatives participated at the different panels, speaking as representatives of their companies and organizations, but also promoting FIC: Mike Michel from Telenor, Dejan Turk from Vip mobile, Ana Govedarica from Roche, Ivan Rakic from Ernst & Young, Zsuzsanna Hargitai from EBRD and Dubravka Negre from EIB.



Mike Michel, FIC President, March 2020

FIC AT TGI ONLINE DISCUSSION

On May 8, FIC Executive Director Aleksandar Ljubic discussed the experiences with the COVID-19 crisis and its influence on the economy with the leaders of other key business associations at the online TGI event. The webinar was attended by 83 persons.

FIC AT CEP DISCUSSION ON COVID-19 CRISIS

On the webinar of the Center of European Policy and EU Delegation on June 12, FIC Executive Director Aleksandar Ljubic said that demand will be of key importance for economic recovery and added that it is of key importance to track the health and social situation. The webinar "Serbia's economic recovery after the COVID-19 pandemic - What is the best use of EU assistance?"

was opened by the Head of the EU Delegation in Serbia Sem Fabrizi and SCC President Marko Cadez.



FIC Executive Director Aleksandar Ljubic, June 2020

FIC VICE PRESIDENT AT THE BSD CONFERENCE

FIC Vice President Dejan Turk participated at the high-level conference "World After Coronavirus" organized on May 29 by the Belgrade Strategic Dialogue. There are no announcements that the foreign investors will abandon investments in Serbia due to the coronavirus pandemic, he said. The event was opened by Serbian President Aleksandar Vucic. Dejan Turk participated at the second panel "Economy after the Pandemic".

IVAN GAZDIC AT RE CONFERENCE

FIC Infrastructure and Real Estate Committee President Ivan Gazdic promoted FIC at the joint conference of Royal Institution of Chartered Surveyors – RICS and National Association of Valuers of Serbia – NAVS on September 9. At the conference "Current trends and opportunities in the SEE markets and the role of professionalism in further developing our markets" he presented his company CMS Beograd but also promoted FIC views, in particular the proposal that FIC provided to the authorities for the quick recovery of the real-estate market.

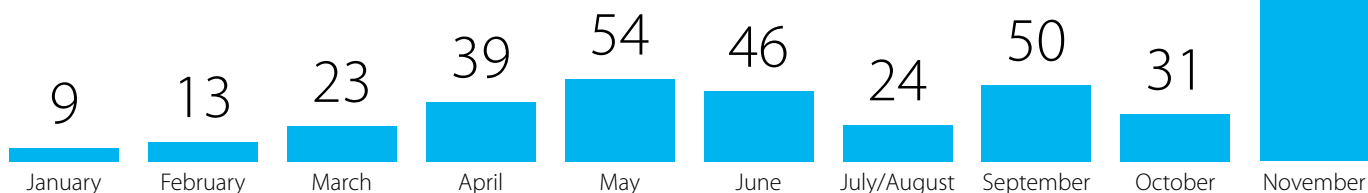
FIC VICE PRESIDENT AT TGI FORUM

FIC Vice President Dejan Turk spoke at the 20th Online TGI Economic Forum held on November 23-24. He participated at the second day of the Forum at the session "FDI in Pandemic". Dejan Turk promoted the White Book launch event that attracted high level guests including Serbian Prime Minister, as well as around 400 participants on live streaming.

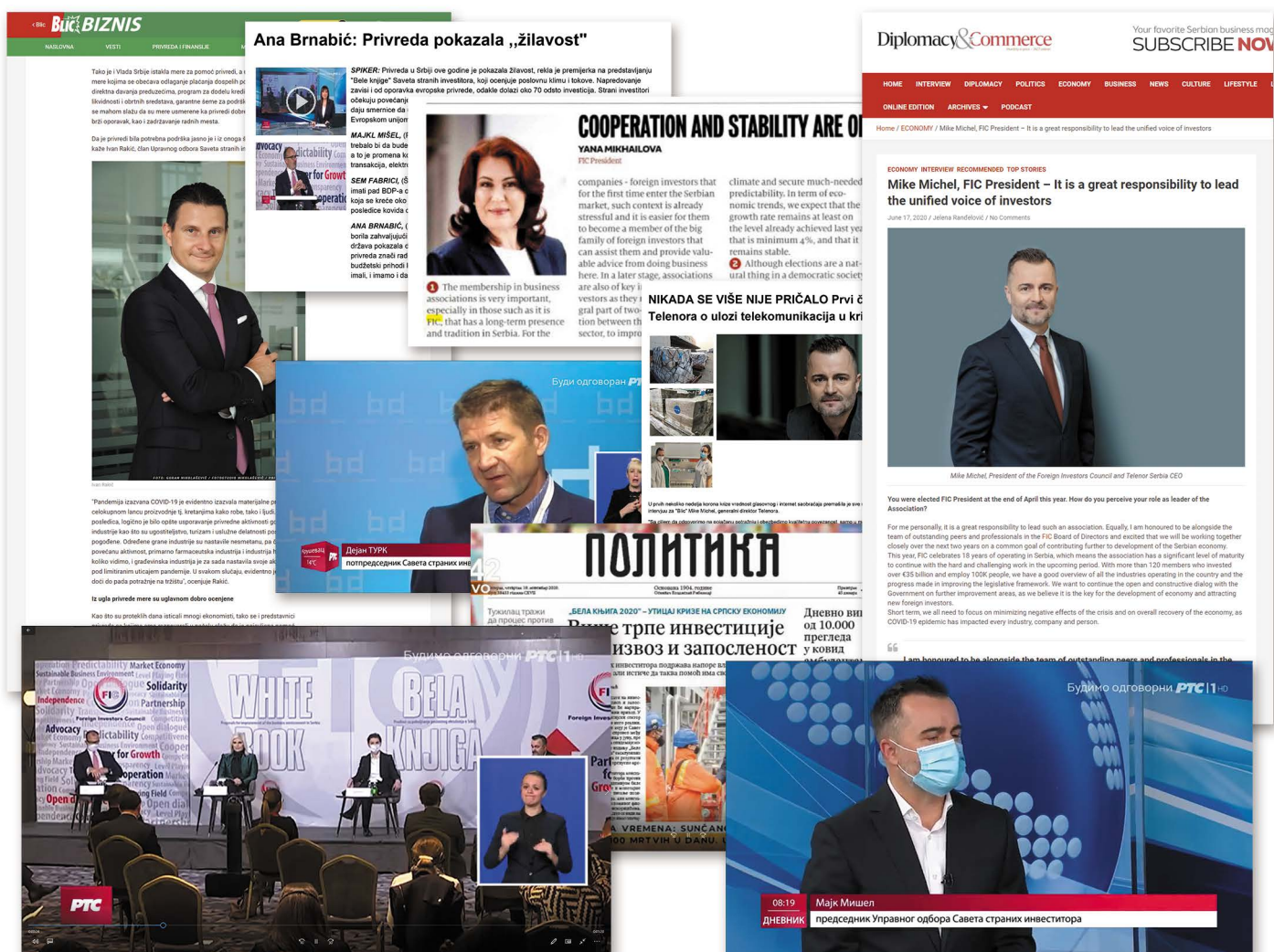
MEDIA

MEDIA & PR ACTIVITIES IN 2020

307



MEDIA CLIPPING IN 2020



COMMITTEES

In 2020, FIC committees underwent reorganization in order to align Committees topics with White Book Task Force established in cooperation with the Government, as well as to increase efficiency. Their number was reduced to 8, but the scope of certain committees was extended.

In addition to the regular advocacy topics tackled within the committees, members engaged in the numerous FIC initiatives related to the COVID-19 pandemic and crisis it brought.

ANTI ILLICIT TRADE & FOOD

Anti-Illicit Trade and Food Committee was established in June 2020, when the Anti-Illicit Trade Committee and Food and Agriculture (F&A) Committee were merged. The newly established committee continued to cover the areas tackled previously by the two committees, and included their members. In 2020 main activities concerned participation in the WG for Inspections and initiatives on the Law on Packaging and Packaging Waste, Food Labelling and Coffee Quality Rulebook. Committee provided texts for the White Book.

On January 15, F&A Committee President Dragana Stikic and FIC Regulatory Officer attended a meeting of the Food Working Group of the Inspection Coordination Commission. It was dedicated to the presentation of the UNDP project with inspectorates of the Ministry of Agriculture, Forestry and Water Management, which aims to provide expert and administrative-technical support to inspections in the Ministry in the implementation of e-inspector software.

On January 27, discussion was continued on the Rulebook of acrylamide levels. It's an issue already tackled at the meeting with the Ministry in December 2019. The main issue is that the Ministry adopted Rulebook on acrylamide levels harmonized with EU rules but interpret them in more restrictive manner.

In February and March, advocacy was organized on Disposable Packaging. On February 24, FIC invited members of Food & Agriculture and Infrastructure & Industrialization committees as well as selected contacts within FIC database, to send comments to the Draft Law on Amendments to the Law on Packaging and Packaging Waste. This is the legislation of high importance for business, as it envisaged mandatory deposits scheme for disposable packaging. As a reminder, FIC is a member of a Working Group for that Law thanks to the proactive approach in December 2019. The Position

Paper was sent on March 6. Main aim was to plead for adequate preparation and analysis ahead of the adoption of the system of disposable packaging. FIC pleads for conducting comprehensive analysis of effects and feasibility study ahead of the introduction of a mandatory depository system, as it brings systemic change of high importance for business. FIC outlined that the relevant EU recommendations should be followed. Some concrete proposals were provided. FIC also joined the initiative of several business associations for abolishing the text of the law. It was a joint initiative of Serbian Chamber of Commerce, AmCham, SEPEN and Association of Serbian Brewery (Udruzenje pivara Srbije).

On June 5, the Position Paper on the Draft Law on Food Labelling was sent to the Agriculture Ministry. The PP focuses on the main ingredient and its origin. It was outlined that the statement that the main ingredient doesn't come from the main country of origin as the product wouldn't enhance the precision of the information provided but could instead cause mistrust or confusion of the consumers. Ministry provided a response related to some of the key FIC proposals on June 18. In its answer, the Ministry explained that the obligation for indication of the country of origin of the main food ingredient applies only to products on which the country of origin is indicated, and if the country of origin of the product is not the same as the country of origin of the main ingredient. Ministry also provided answer related to the transitional period.

On June 10, FIC sent to the Agriculture Ministry the PP on the Coffee Quality Rulebook and got the feedback from the Ministry on June 12. While outlining the need to harmonize the rule with the EU, FIC drew attention that some specific dispositions in the Rulebook could present a barrier in the free trade and limitations for the domestic products in terms of the application of the innovative processes and products.

AIT & Food Committee was the third committee created as part of the reorganization of FIC working committees in 2020. Leadership was elected in electronic voting from June 18 to June 23. As none of the candidates received a majority of votes, BoD allowed this Committee to have 2 Co-Presidents for the following term: Dragan Penezic, Head of LEX Serbia & Montenegro in British American Tobacco SEE – Co-President for Anti Illicit Trade and Dragana Stikic Regulatory and Scientific Affairs Manager for Adriatic Region at Nestlé Adriatic S – Co-President for Food. At the same time, Nenad Radenkovic, Director of Sector for Coordination of Projects, Directorate for External Affairs and Government Relations in Serbia at NIS a.d. was elected as Vice President on a two-year mandate.

Two-year program was adopted at the virtual Committee meeting on June 24. Priorities in the programme are: Full implementation on Law on Inspection Supervision, as well the further improvement of the National Programme for Fighting the Grey Economy Improvement of regulatory framework related to food industry by implementing full harmonization of Serbian regulation with EU and ensuring uniform interpretation of the regulations of all sectors within the Ministries and unique treatment by the various inspection bodies; Trade facilitation with simplified import and export procedures; Establishment and implementation of a system of risk assessment in terms of food safety; Modernization of the market control institutions and mechanisms; Efficient cooperation with main GoV stakeholders and raising awareness and significance of AIT and food related topics – national and regional approach.

AIT & Food Committee contributed to the WB with following texts: Illicit Trade and Inspection Control; Food Safety Law; Sanitary and Phytosanitary Inspection; Quality Assurance, Declarations on Food, Nutrition and Health Claims; and Livestock Production.

Committee main activities in 2020:

1. Meeting of the F&A Working Group in Inspections
2. Meeting with Ministry of Agriculture in order to present FIC position
3. Position Paper on the Law on Packaging and Packaging Waste
4. Position Paper on Food Labelling regulation
5. Position Paper on the Coffee Quality Rulebook

FINANCIAL SERVICES

Financial Services Committee was established in June as part of reorganization of FIC committees. It included members of the Leasing and Insurance Committee, but its scope was enlarged in terms of the issues tackled and industries included in its work. In 2020, the committee pursued initiatives on operative leasing, and Law on Anti-Money Laundering and Financing of Terrorism. The committee worked on launching an initiative on digitalization of financial services in Serbia. Committee participated in the joined initiative on the NBS Instructions on International Payment Transactions. It also contributed to the organization of two important events - FIC Conference on Digitalization and webinar Digital Identity via Blockchain, and provided texts for the White Book.

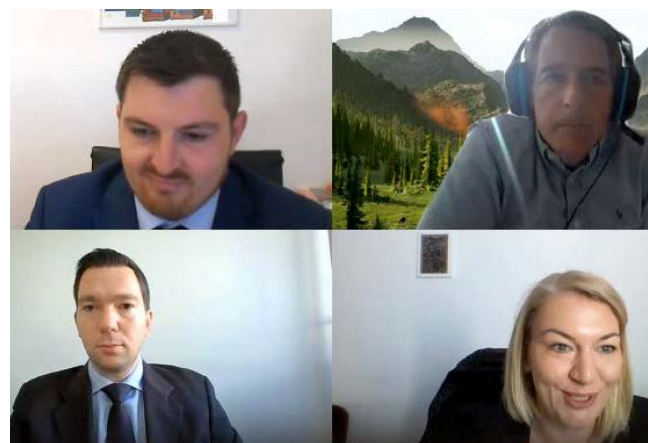
On February 25, FIC approached NBS and the Finance Ministry to plead to regulate operative leasing. More concretely,

FIC proposed to amend Law on Financial Leasing to enable financial leasing companies to offer long term lease of newly acquired objects. A letter provided more arguments, as well as brief information on regulatory framework and comparative practice. Meeting with the NBS on that issue was held on June 30. NBS General Director in the Sector for Control of Bank Operations Darko Stamenkovic and Chief of the Leasing Department Kornelija Novakovic expressed readiness to continue discussion on this issue and announced that consultations will be pursued with the management. FIC delegation included Financial Services Committee Vice President Slavko Dukic, representatives of FIC members from leasing industry and Regulatory Officer.

Financial Services Committee was the first to be established as part of the reorganization of the working committees. At the electronic voting on June 4-5 Head of Legal & Compliance Department at Generali Osiguranje Srbija a.d.o. Dusan Lalic was elected as President while Head of Finance, Planning and Operations at Intesa Leasing d.o.o. Beograd Slavko Dukic was elected as Vice President on a two-year mandate.

Two-year program was adopted at the virtual Committee meeting on June 9. Priorities of the program are: Digitalization of Financial Services (digital identity scheme; digitalisation of business activities / paperless business; digitalisation of compulsory MTPL insurance); Changes to the Personal Income Tax; Organisation of annual financial sector conference.

Committee participated in a joint Initiative with AmCham and Digital Serbia for the changes of the Guidelines for implementing the Decision on Terms and Conditions of Performing Foreign Payment Transactions. Initiative was sent to the NBS on August 28.



Joint Financial Services & Legal committees mtg on AML Law, October 2020

In October, the Committee engaged in launching FIC significant initiative on digitalization of financial Services. "Overview of reg-

ulatory measures to speed up further digitalization of Financial Services in Serbia” was prepared with expert and technical support of member PwC, and went to the adoption process within FIC. It was drafted based on a set of interviews with Board Members and Heads of Digital Banking of participating banks.

On November 23, the initiative was sent to the AML Administration and Finance Ministry for changes of the Law on Anti-Money Laundering and Financing of Terrorism. It was launched at the joint meeting of Legal and Financial Services Committee on October 14. It was outlined that there is the need to improve the legislation in this important area, and concrete problems were cited.

Committee engaged in the organization of FIC online conference on digitalization titled: “Digitalization in Serbian Regulations: Possibilities and Limitations” on June 2 and in organization of a special presentation for FIC on blockchain technology by the president of the Serbian Blockchain Initiative Ivan Bjelajac on July 22.

Financial Services Committee provided the following texts for the White Book: Capital market trends, Insurance sector, Leasing and Payment Services. In addition, following texts were prepared together with Legal Committee: NPLs, Foreign Exchange Operations, Prevention of Money Laundering and Financing of Terrorism.

Committee main activities in 2020:

1. Initiative on regulation of Operative Leasing
2. Meeting with National Bank of Serbia on regulation of Operative Leasing
3. Initiative on NBS Instructions on International Payment Transactions
4. Webinar “Digital Identity via Blockchain Platform”
5. Initiative on Amendments to the Law on Prevention of Money Laundering and Financing of Terrorism
6. Initiative on Digitalization of Financial Services
7. Initiative on modernizing the process of registration of real estate rights in the Cadastre (ongoing)

HUMAN RESOURCES

In 2020, HR Committee was dedicated mostly to the Staff Leasing and problems that arose during the COVID-19 pandemic, including safety measures and prevention, but also practical issues related to the state of emergency that was introduced at the beginning of the pandemic in spring. Elections were held in

June. Committee contributed the White Book texts, in particular for the chapter Labour.



HR Committee meeting with the Labour Ministry on a Staff Leasing Law, February 2020

In February, two major events were organized on Staff Leasing - Special Meeting with the Labour Ministry and FIC Insight. On February 14, HR Committee held a special meeting with the Labour Ministry on the Staff Leasing Law. Interest of members was very high, as relevant issues were discussed with the State Secretary Bojana Stanic and other Ministry representatives. It was the opportunity to clarify significant issues on the implementation of the Law, such as: various situations and rights of the assigned employees in comparison to the comparable employees; specific questions regarding the 10% quota of employment of the leased staff; as well as some rules of operations of the Staff Leasing Agencies. Meeting was attended by more than 50 FIC members.

On February 27, FIC organized a FIC Insight on Staff Leasing. It was a second in a series of FIC Insight events, envisaged as a presentation of selected important new legislation to interested FIC members and additional service for them. Presentation was held by the HR Committee President Milena Jaksic Papac and FIC Member Adecco representative Sinisa Simic.

In April, the Committee started successfully organizing the virtual meetings, which enabled efficiency in work and protection of members safety and health. On April 16, HR Committee discussed ongoing problems and uncertainties related to the HR issues in the context of a state of emergency in the country. Government measures were discussed, with focus on obstacles for companies' operations in the HR area. Around 30 members attended.

Several initiatives followed related to the HR issues that arose during the state of emergency and pandemic.

On May 4, an initiative was launched to the Government to resolve key HR related issues companies faced during the emergency state. Letter sent to the Ministries of Health and Labour tackled important issues, such as self-isolation in the context of COVID-19, suspected contacts of the employees, absence of parents of kids under 12, situation of the elderly and those belonging to the high-risk categories who requested to stay at home, reimbursing after a month of absence, as well as the possibility to extend the deadline to use the old vacation that couldn't be used due to the extraordinary situation.

On May 12, Position Paper on Draft regulation for prevention of spreading the COVID-19 at work was sent. FIC provided five general comments, related to the lack of precision, harmonization with the Law on Protection and Health at Work and legal grounds of processing of specific categories of personal data, such as the body temperature and symptoms of the employees and their families. It also contains 43 more specific recommendations.

HR Committee President Milena Jaksic Papac took part at the FIC conference on digitalization on June 2. She outlined the problems raised by the companies after the experience of organization of work during COVID-19, and said there is the need for digitalization and simplification of the strictly formal way of communication between the employer and the employee, and also for recognizing many forms of working relations, such as virtual and online employers, digital employees, distance workers, e-nomads etc.

On June 11, Position Paper on Draft Regulation on Prevention of Spreading of COVID-19 was sent to the Labour Ministry and OHS Administration. General proposals are to provide more precise obligations to the employers and the employees for prevention of the infectious disease, and also to focus a regulation on prevention of spreading of the COVID-19 epidemic in order to increase the attention of the employers and the employees. FIC previously provided the comments on the initial Draft of the Regulation on Preventive Measures for Safe and Healthy Work for Prevention of Spreading the Infectious Disease Epidemic, and the text was amended.

Committee elected leadership in electronic voting on June 11-12. Attorney at Law/ Partner at Karanović & Partners o.a.d. Milena Jaksic-Papac was re-elected as Committee President, while senior associate at Bojović Drašković, Popović & Partners Milos Andrejevic was elected as Committee Vice President.

Two-year program was adopted at the virtual Committee meeting on June 16. Main priorities in the program are: Improvement of the Labour Law and further development of the employment-related framework; Digitalization and simplification in the employment relations of various procedures, records, data privacy, etc; Abuse of sick leave prevention; Improvement of the

Law on Agency Employment Regulations concerning safe and healthy work, especially in relation to COVID-19; Exchanging experiences and sharing best practices.

For the White Book, the Committee covered the chapter Labour, with following topics: Labour Law, Employment of Persons with Disabilities, Employment of Foreigners, Secondment of Employees Abroad, Staff Leasing, Human Capital and Dual education.

Committee main activities in 2020:

1. *Special Meeting with the Ministry of Labour on Staff Leasing*
2. *FIC Insight on Staff Leasing*
3. *FIC Proposals for Key HR Issues in state of emergency*
4. *Position Paper on COVID-19 Preventive Measures*
5. *Position Paper on COVID-19 Prevention at Work*

INFRASTRUCTURE & REAL ESTATE

Infrastructure and Real Estate Committee was created in June as part of the reorganization of FIC committees. It is created by merging Infrastructure and Industrialization and Real-Estate committees. In 2020, the Committee held a meeting with the Construction Ministry dedicated to the Conversion and Construction Laws, as well as with the Geodetic Authority. Initiatives were launched on the auctions for renewable energy. In the context of the COVID-19 crisis, the committee proposed measures for the recovery of the construction and infrastructure. Committee was active in contributing to the White Book texts.



Infrastructure & Real Estate Committee meeting, June 2020

On February 24, a meeting with the State Secretary of the Construction Ministry Aleksandra Damjanovic and Assistant Minister Djordje Milic was held in order to gain fresh info on a new package of regulatory changes. Focus was on the new amendments to the Law on Planning and Construction and Law on Conversion for a Fee. These laws are very important for FIC, and were tackled several times. Meeting attracted more than 20 FIC members.

Online work of the Committee was quickly established and enabled efficient work and significant initiatives. Real Estate and I&I committees held a joint meeting on April 16 to discuss proposals of measures for the recovery of the real estate and infrastructure industry. Such a step came after the invitation by the Construction Ministry to participate in preparation of the industry recovery plan. About 10 members participated in creating proposal. Proposals were agreed at the meeting, and later sent to the Ministry on April 21. FIC provided proposal of measures to be taken during the state of emergency, but also for preventing the negative consequences in the period after the COVID-19 epidemic and the end of the state of emergency. FIC also proposed to the Ministry to make public an invitation to the private sector for dialogue with the State on strategic partnership for the infrastructure project in order to employ their know-how and resources they are ready to invest.

The Infrastructure & RE Committee was established mid-June. Leadership was elected in electronic voting on June 11-12: Ivan Gazdic, Partner at Petrikić & Partneri was elected as a Committee President, while a senior associate at Bojović Drašković, Popović & Partners Mario Kijanovic was elected as Vice President on a two-year mandate.

Two-year program was adopted at the virtual Committee meeting on June 17. The programme includes following topics: Further improvements to the regulatory framework and better implementation of regulations; Implementation of core EU energy legislation; Monitoring the efficiency of the real estate cadastre; Infrastructure and Real Estate Sector stability regardless the impact of COVID-19; Affirmation of foreign investments in infrastructure projects; and Task force with Government/ White Book.

In June and July, a meeting was held with the Geodetic Authority on the digitalization activities, and members' questions transmitted to that body. At the meeting with the Real Estate and I&I Committees on June 26, Head of the Geospatial Data Management Centre of the Republic Geodetic Authority Darko Vucetic and Director of the Strategic Development Sector Sonja Rakic presented achieved results and future plans of RGA. Darko Vucetic in particular presented achievements in the cadastre information system and announced its implementation in Belgrade by the end of 2021 and in Serbia by the end of 2023.



Infrastructure & Real Estate Committee meeting, June 2020

On July 2nd, members' questions related to the issues companies face were sent to the Geodetic Authority, as agreed at the meeting.

In September and November, FIC approached the Government in order to be included in consultations on the regulatory process in view of the introduction of auctions for renewable energy. The initiative was launched for the first time in September 30, as the introduction of auctions was announced. It was repeated after the formation of the new Government, in order to address directly the newly appointed Energy Minister Zorana Mihajlovic. Companies from the sector can contribute to the quality of the upcoming consultation, and are interested to take active part when the process of creating the legal framework for auction is launched, the letter states.

RE Committee President promoted FIC at the joint conference of Royal Institution of Chartered Surveyors – RICS and National Association of Valuers of Serbia – NAVS on September 9, dedicated to real estate.

For the WB, the Committee covered following topics: Transport, Energy, Real Estate and Construction Chapter (Introduction, Construction Land and Development, Mortgage and Real Estate Leasing, Cadastral Procedure, Restitution), Together with Legal Committee it provided text on Public-Private Partnership, Law on Notaries, Environmental Regulations.

Committee main activities in 2020:

1. *Presentation of the Construction Ministry on Law on Planning and Construction and Law on Conversion for a Fee*
2. *Republic Geodetic Authority Presentation on Digitalization of Cadastre*
3. *Providing questions to Republic Geodetic Authority and gaining answers*
4. *Proposals for Recovery of Infrastructure and Construction Industry due to COVID-19 epidemic*
5. *PP regarding Deposits on Disposable Packaging*

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6. *Submitting letter to Ministry on New Legal Framework on Renewable Energy*

 7. *Providing Comments on Draft Law on Expropriation*

 8. *Initiative on modernizing the process of registration of real estate rights in the Cadastre (ongoing)*

LEGAL

In 2020, Legal Committee had several regulatory initiatives related to the Digitalization of Bills of Exchange, Company Law and the Anti-Money Laundering Law. The Committee organized two FIC Insights events, introduced in 2020 in order to offer information of new important legislation for members. Committee also participated in the Conference of Digitalization, and held meetings with the Competition Protection Commission and Securities Commission. As usual, Legal Committee provided numerous texts to the White Book. Legal Committee Elections were held in June.

The Committee remained active in tackling the Forex issues. On January 28, FIC hosted a meeting of the participants of joint initiative by 18 business associations for simplification of Forex regulations. The meeting was aimed at defining further steps after the National Bank of Serbia gave a negative response on the initiative.

Legal Committee engaged in organizing two FIC Insight events. FIC Insight is a presentation of selected important new legislation to interested FIC members, introduced in 2020. First event was held on January 29 and attracted 40 members. Legal Committee President Igor Živkovski presented the Company Law and Law on the Central Register of Beneficial Owners, two issues of high importance for members, both amended in December 2019. On June 25, Nenad Kovacevic, Attorney at Law at Petričić &



Legal Committee meeting

Partneri (CMS) presented the recent changes to the Anti-Money Laundering Law. It was an online event, gathering around 40 members. It was initially planned for March, and was delayed due to the epidemic.

The Committee contributed to the FIC meeting with the Securities Commission, held on February 29. Following topics were tackled: cooperation between FIC and the Commission; capital market (plans for Strategy on Capital Market, Law on Capital Market, its development and Conference on Capital Market); crypto-currencies; harmonization of legislation of the EU; Law on Alternative Investment Fund implementation. Issues were discussed with the President of the Securities Commission Marko Jankovic and two other representatives.

On February 6, the Legal Committee President and Vice President, as well as FIC representative in the Working Group on new Draft Competition Protection Law had the opportunity to exchange views with the Competition Protection Commission new President and Council members. Topics included the fruitful FIC engagement in the WG for the Competition Law amendments, as well as plans for the Law amendments. FIC expressed readiness to participate in drafting the by-laws.

On May 29, initiative was launched for digitalization of bills of exchange. Proposal was sent to the Finance Ministry and NBS. The main message was that it would facilitate regular business operations, especially having in mind measures of social distancing due to the COVID-19 pandemic. The legal framework for digitalization of the bills of exchange already exists, FIC letter stated, citing concrete laws. Concrete proposals were also provided on how to digitize bill of exchange. This initiative was pursued together with the Telecommunications and Digital Economy Committee.

Committee President and Vice President Igor Živkovski and Jelena Vukic-Suljagic participated at the FIC online conference on digitalization titled: "Digitalization in Serbian Regulations: Possibilities and Limitations". Conference on June 2nd gathered representatives of the NBS, Tax Administration, Labour ministry, Custom Administration, Justice Ministry, and Health Ministry. Topics that were tackled by Legal Committee Chairpersons were digitalization in judiciary and digitalization of bill of exchange.

Elections in the Committee were held on June 8-9. Partner at Živkovic Samardzic Law Office Igor Živkovski was re-elected as Committee President, while Legal Expert at OTP Bank Serbia Jelena Vukic-Suljagic was reelected as Committee Vice President.

Two-year program was adopted at the virtual Committee meeting on June 11. The program contains following topics: Strong cooperation with State representatives (White Book

Task Force, regular meetings, round tables, working groups) with final goal – to improve legal framework of business environment); Providing proposals and initiatives for changes and better implementation of regulations with focus on Foreign Exchange Operations, Law on Prevention of Money Laundering and Financing of Terrorism, digitalisation, better efficiency and judiciary and other regulations of FIC members' interest; Close cooperation and fruitful dialogue among members of the Legal Committee and cooperation with other FIC Committees in order to find the best possible solutions for various legal issues; and Legal support for the FIC members through presentation of relevant legislation and its application in practise – "FIC insight into the new legislation".

Committee participated in a joint Initiative with AmCham and Digital Serbia for the changes of the Guidelines for implementing the Decision on Terms and Conditions of Performing Foreign Payment Transactions. Initiative was sent to the NBS on August 28.

Proposals for the improvement of the Draft Amendments to the Company Law were sent to the Economy Minister on August 5. Main comments concern the need to organise large public discussion, to respect the legal certainty as the basic principle and to preserve the balance between the minority and majority shareholders.

On November 23, the initiative was sent to the AML Administration and Finance Ministry for changes of the Law on Anti-Money Laundering and Financing of Terrorism. It was launched at the joint meeting of Legal and Financial Services Committee on October 14. It was outlined that there is the need to improve the legislation in this important area, and concrete problems were cited.

Legal Committee provided most of the texts in the Legal Framework Chapter (Introduction to Legal Framework, Company Law, Court and Arbitration Proceedings, Law on Bankruptcy, Intellectual Property, Protection of Competition and State Aid, Consumer Protection and Protection of Users of Financial Services, Public Procurement, Trade Law, Law on the Centralised Records of Beneficial Owners, Law on Personal Data Protection, Law on the Central Register of Temporary Restriction of Rights of Subjects, as well as some texts with other committees - Public Private Partnership and Law on Notaries with I&RE Committee, Non Performing Loans, Foreign Exchange Operations and Prevention of Money Laundering and Financing of Terrorism with Financial Services Committee.

Committee main activities in 2020:

1. *Advocacy on Company Law*
2. *FIC Insight into Company Law and Law on the Central Register of Beneficial Owners*

3. Initiative on Digitalization of Bill of Exchange

4. Meeting with Securities Commission

5. Meeting with Competition Protection Commission

6. Conference on Data Protection with Commissioner of Personal Data Protection

7. FIC Insight into AML Law

8. Initiative on Amendments to the Law on Prevention of Money Laundering and Financing of Terrorism

9. Participation in FIC Conference "Digitalization in Serbian Legislation"

10. Initiative on NBS Instructions on International Payment Transactions

11. Initiative on modernizing the process of registration of real estate rights in the Cadastre (ongoing)

PHARMACEUTICAL INDUSTRY

In 2020, Pharma Industry Committee launched initiative regarding the fees for the expired medicines and on trainings for acquiring basic knowledge about personal hygiene and measures for protection against infectious diseases. The Committee participated in the FIC online conference on Digitalization and provided relevant text to the White Book. Elections were held in October.

On July 3, Pharma Industry Committee called the Finance and Health Ministries to abolish the current way of regulation of calculating fees for collection of the expired medicines from the citizens as it could have a significant impact on producers, importers and distribution license owners, and cause disruptions on the medicines market in the country. The fee is regulated by the Law on the Fees for Use of Public Goods, where medicines are defined as products that become special waste after expiry. FIC proposed to put the relevant Law articles out of force and regulate a fee differently. Before determining the fee there is the need to pursue the analysis of its impact on the pharmaceutical industry, PP said.

Another initiative launched in July concerns trainings for employees in the production, trade and dispensing of medicines and medical devices. PP provided to the Health Ministry aimed to amend the Rulebook on the training program for acquiring basic knowledge about personal hygiene and measures for protection against infectious diseases. The proposal is not to restrict the organisation of such trainings to the Health Ministry.

Elections in the Pharma Industry Committee were held on October 15-16. Market Access Manager at Roche Serbia Radomir Cer-

ovic was re-elected as President, while Public Affairs Country Head and Legal Representative for Serbia and Montenegro in Sanofi-Aventis d.o.o. Beograd Semir Attar was elected as Committee Vice President on a two year mandate.

The two-year program adopted at the meeting on October 21 contains following topics: Finding a systemic solution for financing the introduction of new drugs on the Drug List; Improving the transparency & predictability in the process of placing drugs on the NHIF (RFZO) Drug List; Improving timelines adherence in the administrative procedures and licensing of medicines (ALIMS); Change in the pricing system to enable better access of medicines; Existing drug price "Dualism"; Assessment & change of new regulations that are making business more difficult.

Committee President Radomir Cerovic participated at the FIC online conference on Digitalization on June 2. He said that digitalization could result in longer lifespan for patients and that the momentum gained during the crisis should be utilized for further improvement. He also explained the advantages of digital management.

The Committee submitted the text on Pharmaceutical Industry for the White Book.

Committee main activities in 2020:

1. *Position Paper re fee for drugs as a separate waste stream*
2. *Position Paper re trainings for for employees in the production, trade and dispensing of medicines and medical devices*

TAXATION

In 2020, Taxation Committee tackled the following topics: delays for FATCA Reporting Obligations, VAT, Fiscalization, Property, TA and Tax Procedure. Committee President Dragan Draca participated at the FIC online conference on digitalization. The Committee contributed to the White Book with a number of texts on taxation.

On March 30, FIC approached the Finance Ministry to ask for delaying application of FATCA Law provisions related to reporting. It was outlined that the initiative was unanimously supported by all financial institutions in Serbia, but also that there is the clear intention of all those entities to fully comply with FATCA Law. It was explained that the financial institutions in Serbia need more time to prepare for successfully implementing the reporting part of the regulation



Taxation Committee mtg, February 2020

After the onset of crisis, Taxation Committee was the first in a row to organize the virtual meetings, a practice that later in the year enabled efficient work for FIC. On April 7, the committee discussed the measures taken by the Government in order to overcome the crisis. The interest of members was high, and the discussion was fruitful.

Committee President Dragan Draca took part at the FIC online conference on June 2. He outlined that the experience from the COVID-19 crisis showed that the electronic services of the tax system function very well, and pointed out the needed improvements.

On the October 8, at the virtual meeting of the Taxation Committee presentation of novelties in the field of fiscalization in the countries of South East Europe was held. Committee Vice President Vanja Korac highlighted the trends and standards that should be expected to be regulated by upcoming Law on Fiscalization and its bylaws.

Elections in the Taxation Committee were organized on November 2-3. In the online voting, Director, Tax and Legal Services at PricewaterhouseCoopers Dragan Draca was re-elected as President, while Supervisor Tax SEE at Philip Morris Services Vanja Korac was re-elected as Committee Vice President on a two-year mandate.

Two years agenda was adopted at the virtual meeting on November 5. It includes following priorities: Continue advocacy against unpredictable and non-transparent changes of tax legislation; Uniform and consistent application of tax regulation; Follow up on key initiatives from 2020; Expert workgroups; Technical workshops with the Authorities; VAT Law; CIT Law; PIT Law; and Parafiscal charges.

On November 4, comments were provided to the Finance Ministry on the Working Draft Law on Amendments to the Law

on Property Tax and the Law on Tax Procedure and Administration. Having in mind the importance of the tax system, FIC pleaded for the detailed and meaningful analysis, as well as the reasonable delay for providing comments. Apart from this general comment, FIC provided specific comments on both of the regulations, in accordance with White Book 2019 Recommendations.

On November 23, FIC provided to the Finance Ministry comments on Draft Law on Fiscalization and proposals for the improvement of the VAT Law. Position Paper on the VAT Law was provided as part of a proactive approach, in order to stimulate the needed changes of that piece of legislation. When it comes to the Draft Law on Fiscalization, members didn't have significant proposals, but drew attention to the need for additional clarifications that the Ministry should put on the public debate with an adequate deadline for providing comments.

In addition, on November 23, members' comments were provided on the Draft Amendments of the PIT Law and Draft VAT Law. Due to the short delays, official comments couldn't be prepared. Having that in mind, FIC requested a proper public debate on those pieces of legislation. Comments were provided to the Public Policy Secretariat.

Taxation Committee contributed to the White Book with following texts: Corporate Income Tax; Personal Income Tax; Value Added Tax; Property Tax; Tax Procedure and Tax Administration; Latest Developments in Tax System (Parafiscals); and Customs.

Committee main activities in 2020:

1. *Appeal for Delaying FATCA Reporting Obligations*
2. *Presentation on novelties in the fiscalization field*
3. *Initiative on the Law on Property Tax*
4. *Initiative on the Law on Tax Procedure and Administration*
5. *Initiative on the Value Added Tax Law*
6. *Initiative on the Personal Income Tax Law*
7. *Initiative on the Fiscalization Law*
8. *Position Paper on Value Added Tax Law*

TELECOMMUNICATIONS & DIGITAL ECONOMY

Telecommunication & Digital Economy Committee was created as part of the reorganization of FIC committees by merging Telecommunications and Digital & E-Commerce Committees. In 2020,

Telecommunications committee was very much focused on tackling the barriers for building the telecommunications infrastructure, with proposals, but also meetings of the White Book Task Force. Together with Legal Committee Digital & E-Commerce prepared proposal for Digitalization of Bills of Exchange. Committee took part in preparations on the FIC initiative on Digitalization of Financial Services, as well as in FIC conference on digitalization. Committee also organized a presentation on digitalization for FIC members, and contributed to the WB.

On February 25, the Committee organized an event on Digitalization in Finances. Presentation "Digitalization - Challenges and Opportunities - Time for Change" was delivered by the Digital and E-Commerce Committee Chairpersons Nebojsa Jovanovic and Marija Djindjic. It focused on the digitization in financial services. The initiative for improving the situation in this area was discussed. Presentation was attended by 20 members, coming from several committees as well as selected contacts identified as interested parties

In January and February, the Committee actively tackled the restrictions for building and installing the telecommunications infrastructure, in particular 5G. On January 31, a letter was sent to the Ministry of Trade, Tourism and Telecommunication, Ministry of Environmental Protection and Ministry of Public Administration and Local Self Government as a reaction to two decisions by the Ministry of Environmental Protection in that area. Main issues were cited, and proposals given.

On February 27, Telecommunications Committee chairpersons Daniel Susnjar and Nada Teslic participated at the White Book Task Force Meeting dedicated to that issue. FIC outlined main problems, and proposed concrete proposals to overcome them. Concrete steps were agreed.

Later in the year, engagement on the conditions for development of telecommunications infrastructure continued. New WB



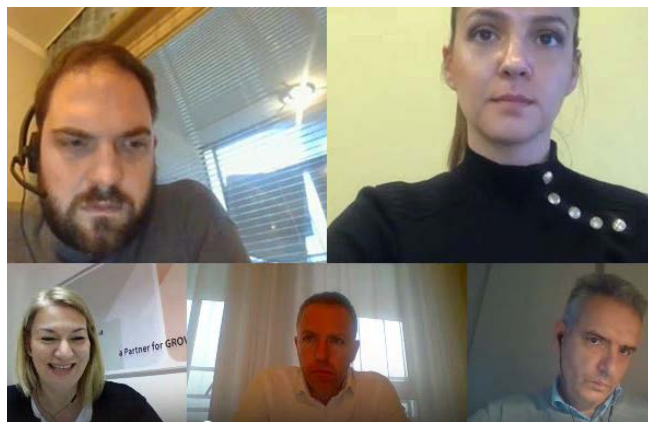
Presentation "Digitalization - Challenges and Opportunities - Time for Change", February 2020

TF meeting was held on August 11, dedicated to determining concrete steps in order to eliminate barriers of base stations constructions. Based on the conclusions from that meeting, FIC provided the proposals on the rules of Base stations in Belgrade. On August 19, proposal of the change of the Plan of General Regulation of the Construction Area of Belgrade was sent to the competent authorities, including the Prime Minister, Telco, Trade and Tourism Ministry, Urbanism and Construction Operation Secretariat and Environment Protection Secretariat of Belgrade.

On May 29, initiative was launched for digitalization of bills of exchange, together with the Legal Committee. Proposal was sent to the Finance Ministry and NBS. The main message was that it would facilitate regular business operations, especially having in mind measures of social distancing due to the COVID-19 pandemic. The legal framework for digitalization of the bills of exchange already exists, FIC letter stated, citing concrete laws. Concrete proposals were also provided on how to digitize bill of exchange.

Telecommunication & Digital Economy Committee was the last one to be established as part of the reorganization of FIC working committees in 2020. It is created in November by merging FIC Telecommunications and Digital & E-Commerce Committees.

In electronic voting on November 23-24, the Committee elected leadership. Daniel Susnjar, Public, Regulatory and Privacy Director at Corporate Affairs Division of Telenor d.o.o. was elected as Committee President, while Veljko Smiljanić, Senior Associate / Attorney at Law at Karanović & Partners was elected as a committee Vice-President on a two-year mandate.



Telecommunications & Digital Economy meeting, November 2020

Two-year program was discussed at the virtual Committee meeting on November 26 and will include in principle topics on digitalization of financial services, paperless business, 5G infrastructure etc. As agreed at the meeting, final Committee programme will be discussed once again with members and adopted afterwards.

In October, the Committee engaged in launching FIC significant initiative on digitalization of financial services. "Overview of regulatory measures to speed up further digitalization of Financial Services in Serbia" was prepared with expert and technical support of member PwC, and went to the adoption process within FIC. It was drafted based on the set of interviews with Board Members and/or Heads of Digital Banking of participating banks.

Committee engaged in the organization of FIC online conference on digitalization titled: "Digitalization in Serbian Regulations: Possibilities and Limitations" on June 2 with topic on digitalization of financial services, while Digital & E-Commerce Committee President Nebojsa Jovanovic from Raiffeisen Bank moderated discussion.

Committee participated in organization of a special presentation for FIC on digital identity via blockchain platform delivered by the President of the Serbian Blockchain Initiative Ivan Bjelajac on July 22.

Committee contributed to the White Book with texts on Telecommunications and Digitalization and E-Commerce.

Committee main activities in 2020:

1. *Advocacy on spatial restraints for the construction and installation of mobile telecommunications infrastructure*
2. *White Book Task Force meeting with Government and City of Belgrade representatives*
3. *Presentation „Digitalization – Challenges and Opportunities: How should we (be) changed?“*
4. *Initiative on Digitalization of Financial Services*
5. *Initiative on Digitalization of Bill of Exchange*
6. *Participation in FIC Conference "Digitalization in Serbian Legislation"*
7. *Webinar "Digital Identity via Blockchain Platform"*
8. *Initiative on modernizing the process of registration of real estate rights in the Cadastre (ongoing)*

FIC MEMBERS

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Adecco

ADECCO OUTSOURCING D.O.O.

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Adriatic Financial Solutions

ADRIATIC FINANCIAL
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IMPRESSUM

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