



Evro-sredozemska univerza | Università Euro-Mediterranea
Euro-Mediterranean University | Université Euro-Méditerranéenne
الجامعة الأورومتوسطية

EURO-MEDITERRANEAN UNIVERSITY (EMUNI)

Work Report 2024

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Piran, February 25, 2025

Information on EMUNI

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1 EMUNI Development Strategy 2024-2029

1.1 Vision

By means of the powerful tools of Higher Education, Research and Innovation, Euro-Mediterranean University (EMUNI), headquartered in Slovenia, aspires to contribute to sustainable development, peace and prosperity of the Euro-Mediterranean region.

1.2 Mission

Established as an of international association of universities, EMUNI acts as a powerful force to bridge the shores of the Mediterranean. As such, EMUNI seeks to become:

- A reference university conducting quality study programmes and state-of-the-art research in fields of high relevance, serving the Euro-Mediterranean interests and challenges,
- A Committed and dynamic network of diverse Euro-Med HE and research institutions,
- An Inclusive platform for inter-cultural dialogue and science diplomacy in the Euro-Med region.

1.3 Institutional Goals

The EMUNI Strategy for 2024–2029 focuses on six key priorities, including the development of quality educational programmes, based upon basic and applied research in related fields, strengthening the EMUNI network, fundraising, communication and promotion, enhancing project acquisition capacity, and promoting EMUNI’s role as a platform for intercultural dialogue and science diplomacy.

1. **Development of Quality Educational Programmes and Activities:** EMUNI aims to expand its offerings with new Master’s, PhD, and professional training programmes, including an interactive online learning platform and partnerships for dual and joint degrees.
2. **Strengthening the EMUNI Network with full members:** The network will support collaborative research and educational projects, create scientific and innovation communities, and build institutional cooperation, especially with Southern Mediterranean countries.
3. **Fundraising:** The goal is to increase EMUNI’s annual budget, establish a scholarship fund for students from the Southern Mediterranean, and attract a higher number of students and paying members.
4. **Communication and Promotion:** EMUNI will develop and implement a communication and marketing strategy to enhance its visibility in both social and traditional media, aiming to increase student demand and foster collaboration with other stakeholders.
5. **Enhancing Research Project Acquisition Capacity:** This involves improving staff skills in project proposal writing and attending partnership-building events regularly.
6. **Promoting Intercultural Dialogue and Science Diplomacy:** EMUNI plans to organise annual conferences and other events to foster dialogue and cooperation in science and technological innovation between the EU and Southern Mediterranean countries.

1.4 Objectives (2024-2029)

In March 2024, the EMUNI General Assembly endorsed the new strategy 2024-2029. These goals and objectives are designed to guide EMUNI's strategic direction, enhance its impact, and ensure its sustainability over the next five years.

1. **Enhancing Communication:** Improve communication and outreach with network members, partners, and stakeholders.
1. **Quality Educational Programmes:** Develop high-quality educational programmes and activities.
2. **Fundraising Initiatives:** Implement effective fundraising strategies.
3. **Promoting Educational Programmes:** Increase awareness and promotion of EMUNI's educational offerings among target groups.
4. **EMUNI Status:** Propose the establishment of EMUNI's status as an international organization. **Strengthening Partnerships:** Reinforce connections with the EMUNI network.
5. **Rectifying Status:** Clarify and rectify EMUNI's status as an international organisation.
6. **Intercultural Dialogue:** Foster EMUNI's role as a platform for intercultural dialogue and science diplomacy.
7. **Improving Working Environment:** Enhance the working environment to foster staff ownership and attract qualified international staff.
8. **Promoting Sustainable Development:** Advance sustainable development initiatives in the Euro-Mediterranean region.

2 Introduction

Full name of the University:	Evro-sredozemska univerza
Abbreviated name:	EMUNI univerza
Name in English language:	Euro-Mediterranean University
Abbreviated name in English language:	EMUNI University
Name in French language:	Université Euro-Méditerranéenne
Abbreviated name in French language:	Université EMUNI
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Fax:	+386 59 25 00 54
Website:	www.emuni.si
Legal act:	Statute of EMUNI, 26 November 2008 (amendments of the Statute on 27 November 2010, on 25 November 2011, on 11 February 2015, on 9 December 2016, on 1 December 2018 and on 25 October 2024).

The Euro-Mediterranean University (EMUNI) was established in 2008 as an international university and a network of universities by Mediterranean universities, under the auspices of the Government of the Republic of Slovenia, the European Union, and the Union for the Mediterranean. Its founding was supported by 32 founding members and 228 signatories to the agreement on cooperation with EMUNI.

Since its establishment in 2008 as a flagship initiative of the Union for the Mediterranean, EMUNI has evolved into a prominent international institution. It harnesses the expertise and knowledge of Euro-Mediterranean countries, significantly advancing the development of a cohesive and integrated higher education and research area across the region.

EMUNI is equipped to conduct academic activities across all study fields recognized by the international ISCED classification (UNESCO, 1997). In terms of educational offerings, EMUNI organises accredited programmes in collaboration with partner universities in Slovenia and other member countries, alongside its own degree programmes and courses, including PhD and master's degrees, summer schools, and postgraduate training.

Research at EMUNI spans all areas outlined in the Frascati classification (UNESCO, 2002). Additionally, EMUNI hosts a variety of interactive policy, scientific, and networking events—such as an annual conference, General Assembly meetings, and project-based initiatives—that

foster intercultural dialogue in the Mediterranean and promote science diplomacy. These efforts also address the priority areas identified by the Union for the Mediterranean through its educational and research initiatives.

2.1 University Bodies

EMUNI is a university and an international association of universities, which is constituted of the following bodies:

- General Assembly (GA),
- Management Board (MB),
- President of the University,
- Students' Council (SC),
- Senate.

EMUNI's President was appointed for term during the 64th Management Board session in January 2024. This term runs from April 2, 2024, until April 1, 2029.

2.1.1 General Assembly

The EMUNI General Assembly is convened, when necessary, in general once a year to discuss general policies and operational guidelines for the University. Each signatory of the Foundation Charter, who is full member, has one representative at the General Assembly.

Table 1 Chairing of the General Assembly

Year	No. of Partners	No. of Countries	Vice Chair 1	Vice Chair 2
2009	114	32	Prof. Hassan Nadir Kheirallah	Prof. Maurits Van Rooijen
2010	141	37	Prof. Giuseppe Giliberti	Prof. Ahmed Nouredine Helal
2011	206	42	x	x
2013	212	47	Prof. Hassan Nadir Kheirallah	Prof. Marko Pavliha
2013	206	41	Prof. Hassan Nadir Kheirallah	Prof. Marko Pavliha
2015	121	33	Prof. Hassan Nadir Kheirallah	Prof. Lučka Lorber
2016	128	32	Prof. Giuseppe Giliberti	x
2017	128	33	Prof. Hassan Nadir Kheirallah	Prof. Giuseppe Giliberti
2018	133	33	Prof. Giuseppe Giliberti	Prof. Hassan Nadir Kheirallah
2019	137	34	Prof. Dr. Dušan Lesjak	Prof. Dr. Alaa Abdelwahed Hassan Abdelbary
2020	135	34	x	x
2021	137	34	Prof. Dr. Ludvik Toplak	Prof. Dr. Abdelaziz Hassanein Mohamed Saad Konsowa
2022	141	34	Prof. Dr. Rouchdy Zahran	Prof. Dr. Giuseppe Cataldi
2023	149	34	Prof. Dr. Michele Gendreau-Massaloux	Prof. Dr. Hassan Nadir Kheirallah
2024	150	35	Prof. Dr. Rouchdy Zahran	Prof. Dr. Nada Rožmanec Matičič

The responsibilities of the General Assembly are stipulated in Articles 14, 15 and 16 of the EMUNI Statute.

According to the Statute, the General Assembly shall be convened by the President, as the need arises, either face to face or by correspondence, by taking into consideration every partner approved by the Management Board. The list of EMUNI members is kept by EMUNI and published on its website.

Sessions of the EMUNI the General Assembly per years:

- In February 2013 the General Assembly was convened instead of in November 2012.
- In 2014, there was no General Assembly; instead, the General Assembly was organised on 11 February 2015.
- In 2016 the General Assembly was organised on 11 May 2016.
- In 2017 the General Assembly was organised on 5 April 2017.
- In 2018 the General Assembly was organised on 20 Jun 2018.
- In 2019 the General Assembly was organised on 11 April 2019. In 2020 the General Assembly was postponed due to COVID-19.
- In 2021 the General Assembly was organised on 14 September 2021.
- In 2022 the General Assembly was organised on 15 September 2022.
- In 2023 the General Assembly was organised on 8 June 2023.
- In 2024 the General Assembly was organised on 11 October 2024.

2.1.2 The Management Board

The management board is the University management body and operates in accordance with the provisions of the Statute of EMUNI, Articles 17, 18, 19. It is composed of 13 members.

Currently the MB of EMUNI is composed of:

1. Prof. Dr. Mouïñ Hamzé, Lebanon (Chairperson)
2. Prof. Dr. Maria Cristina Pedicchio, Italy (Co-Chairperson)
3. Prof. Dr. Rado Pišot, Slovenia
4. Ambassador Hatem Atallah, Tunisia
5. Prof. Dr. Hassan Nadir Kheirallah, Egypt
6. Prof. Dr. Maria Dolores Bañon Castellon, Spain
7. Her Royal Highness Princess Rym Ali, Jordan (Member of the international public figures of repute)
8. Prof. Dr. Augusto Santos Silva, Portugal
9. Prof. Dr. Mostapha Bousmina, Morocco (President of Euro-Med University of Fes)
10. Petra Kežman (representative of the Union for the Mediterranean)
11. Mr. Jernej Širok, Slovenia (representative of Slovenian Government)
12. Ms. Lina Kaldana, Slovenia (representative of EMUNI employees)
13. Mr. Ioannis Panagiotopoulos, Greece (representative of EMUNI students) until 19 November 2024, Ibraheem Saleh (Palestine) from 19 December 2024.

The Management Board appointed Prof. Dr. Mouïñ Hamzé, Lebanon, as Chairperson at its 68th session on 15 April 2024 online via zoom.

2.1.3 President

Prof. Dr. Rado Bohinc was appointed President during the 64th Management Board session in January 2024. His term begins on April 2, 2024, and runs until April 1, 2029. The President serves as both, the representative and the legal representative of EMUNI.

2.1.4 The Senate

The Senate is the academic body, which is responsible for considering all the academic areas of work, study, and research of the EMUNI University.

Therefore, it should predominantly consist of higher education teachers responsible for current and future study programs.

Members of the Senate, nominated on 5 April 2017 and 21 May 2019, Management Board's representatives in the Senate, nominated on 22 November 2019, and students' representatives in the Senate, nominated on 19 December 2023 are the following:

1. Prof. Dr. Rado Bohinc, Slovenia – President of EMUNI University and Chair of EMUNI Senate
2. Prof. Dr. Rouchdy Zahran, Alexandria University, Egypt
3. Prof. Dr. Lotfi Ben Romdhane, University of Sousse, Tunisia
4. Prof. Dr. Claudio Cressati, Italy
5. Prof. Dr. Rosario Sinatra, Italy
6. Prof. Dr. Dušan Lesjak, Slovenia
7. Prof. Dr. Luigia Melillo, Italy
8. Prof. Dr. Alaa Abdelbary, Egypt
9. Prof. Dr. Aleksandra Porjazoska Kujundziski, North Macedonia
10. Prof. Dr. Jaka Vadnjak, Slovenia
11. Assoc. Prof. Dr. Karim Moustaghfir, Morocco
12. Prof. Dr. Rony Darazi, Lebanon
13. Saleh Saleh (student), Palestine
14. Elizaveta Byasova (student), Russia
15. Yara El-Turk (student), Lebanon
16. Emna Jbara (student), Tunisia

The Senate operates in accordance with the provisions of the Statute of EMUNI, Articles 20, 21, 22 and 23.

2.1.5 Student Council

On 19 November 2023, in compliance with the EMUNI Statute, all students enrolled in study programmes at EMUNI University elected five representatives to serve on the EMUNI Student Council for a term of one year or until the expiry of the student status.

The members of the Student Council in Academic year 2023/2024 are:

1. Yara El-Turk Marwen (Chair of the Student Council), Lebanon
2. Elizaveta Byasova (Vice-Chair of the Student Council), Russia

3. Moses Chikuse, Italy
4. Saleh Saleh, Palestine
5. Saeed Hussien, Egypt

The Students' Council voted for new representatives on 19 December 2024, the members of the Council in the academic year 2024/2025 are:

1. Moses Stanley Chikuse (Chair), Italy
2. Saleh A. S. Saleh (Co-chair), Palestine
3. Moataz Samir Abdelhamid Elissawy, Egypt
4. Nicholas Okongo'o, Kenya
5. Ibraheem Saleh, Palestine

The Students' Council representatives for the Management Board and the Senate, and its Commissions in the Academic Year 2023/2024 were as follows:

- Management Board: Ioannis Panagiotopoulos Greece). His term ended on 19 November 2024.
- Senate: Saleh Saleh (Palestine), Elizaveta Byasova (Russia), Yara El-Turk (Lebanon), Emna Jbara (Tunisia). Their term ended on 19 November 2024.
- Commission for Student and Study Affairs: Saleh Saleh (Palestine). His term ended on 19 November 2024.
- Quality Assurance Commission: Saleh Saleh (Palestine). His term ended on 19 November 2024.

The student representatives for the Academic Year 2024/2025 as of 19 December 2024 are as follows:

- Management Board: Ibraheem Saleh (Palestine).
- Senate: Moataz Samir Abdelhamid Elissawy (Egypt), Saleh A. Saleh (Palestine), Nicholas Okongo'o (Kenya), Ibraheem Saleh (Palestine)
- Commission for Student and Study Affairs: Moses Stanley Chikuse (Italy).
- Quality Assurance Commission: Moataz Samir Abdelhamid Elissawy (Egypt)

2.1.6 Sessions of EMUNI bodies in 2024

In 2024, we organised ten (10) sessions of the Management Board (in January, February, two (2) in March, April, two (2) in June, September, October and December) and four (4) sessions of the Senate (in February, June, September and October).

The General Assembly sessions were organised in March and October 2024. The next session is planned for mid-June 2025.

2.2 Senate's Commissions

2.2.1 Commission for Student and Study Affairs (CSSA)

In line with Articles 22 of the Statute of EMUNI University, the EMUNI University Commission for Student and Study Affairs is appointed by the Senate of EMUNI University.

The tasks and competences of the Commission for Student and Study Affairs are the following:

- Discussing the 2nd and 3rd cycle study programmes and professional upgrading study programmes and their changes,
- Providing the Senate of EMUNI University with proposals on the changes of the existing rules and proposals new rules in the field of education,
- Discussing the proposals by the Students Council of EMUNI University,
- Dealing with issues relating to the enrolment in EMUNI University, adopting decisions on the recognition of foreign education and recognition of previously acquired knowledge and skills,
- Dealing with other tasks in accordance with the Statute, Rules of Procedure of the Senate, and other documents of EMUNI University.

Members of the CSSA, nominated on 19 October 2023, are:

1. Prof. Dr. Karim Moustaghfir, Morocco
2. Prof. Dr. Jaka Vadnjak, Slovenia
3. Prof. Dr. Rony Darazi, Lebanon
4. Prof. Dr. Rosario Sinatra, Italy
5. Moses Stanley Chikuse (Italy), Representative of EMUNI Students

The students' representative was nominated by the Students Council on 19 December 2024.

2.2.2 Habilitation Commission

In line with Article 22 of the Statute of EMUNI University, the EMUNI University Habilitation Commission is appointed by the Senate of EMUNI University. The Habilitation Commission proposes to the Senate of EMUNI University the candidates for the first appointment into a title, for the re-appointment into a title or for the appointment into a higher title of research associates and higher education teachers and associates. The Habilitation Commission bases its decision on the Criteria for the Appointment to the Titles of Researchers and Higher Education Teachers and Associates at the EMUNI University in all the disciplines that form part of the study, research, or artistic activity at EMUNI University and its partner institutions.

Members of the Habilitation Commission, nominated on 15 September 2022, are:

1. Prof. Dr. Dušan Lesjak, Slovenia
2. Prof. Dr. Claudio Cressati, Italy
3. Prof. Dr. Lotfi Ben Romdhane, Tunisia

2.2.3 Quality Assurance Commission

In line with Article 22 of the Statute of EMUNI University, the EMUNI University Quality Assurance Commission must be appointed by the Senate of EMUNI University. As defined in the Quality Manual at Euro-Mediterranean University the tasks and competences of the Quality Assurance Commission are the following:

- Examination and evaluation of the EMUNI University Report on the monitoring, assessing, and assuring the quality of EMUNI University as a whole and of its study programmes and research, art and professional activities,

- Examination and evaluation of the proposals of the indicators, criteria, and procedures for the monitoring of the efficiency in the EMUNI University activity areas,
- Tasks in accordance with the provisions of the Statute and general acts of EMUNI University.

The Quality Assurance Commission bases its decisions on the Quality Manual at Euro-Mediterranean University. Members of the Quality Assurance Commission, nominated on 15 September 2022, are:

1. Prof. Dr. Hassan Nadir Kheirallah, Egypt
2. Prof. Dr. Joseph Shevel, Israel
3. Prof. Dr. Nada Trunk Širca, Slovenia
4. Karen Gladović, Representative of EMUNI employees, Slovenia
5. Moataz Samir Abdelhamid Elissawy, Representative of EMUNI Students

The students' representative was nominated by the Students Council on 19 December 2024.

3 Legal Basis

3.1 Legislation

EMUNI is an international university and association of universities, established by means of EMUNI Memorandum of Association in conformity with the Foundation Charter of EMUNI University and pursuant to the Act Amending the Higher Education Act (Official Gazette of RS, no. 64/08).

EMUNI is a Slovenian legal entity, registered as a higher education private institution. Being registered in Slovenia, it is primarily governed by Slovenian law. Signatories of the Founding agreement who are full members, may exercise the founders' rights in the University in accordance with the Statute of the University.

3.2 Basic Legal Basis of The Operation

3.2.1 National:

- Higher Education Act (Official Gazette of the Republic of Slovenia, No. 32/12 - official consolidated text, 40/12 - ZUJF, 57/12 - ZPCP-2D, 109/12, 85/14, 75/16, 61/17 - ZUPŠ, 65/17, 175/20 - ZIUOPDVE, 57/21 - Constitutional Court Decision, 54/22 - ZUPŠ-1, 100/22 - ZSZUN, and 102/23).
- Act on Scientific Research and Innovation Activities (Official Gazette of the Republic of Slovenia, No. 186/21 and 40/23).
- Resolution on the National Higher Education Programme up to 2030 (Official Gazette of the Republic of Slovenia, No. 49/22).
- Act on Professional, Scientific, and Artistic Titles (Official Gazette of the Republic of Slovenia, No. 100/22 and 16/23).
- Regulation on Public Financing of Higher Education Institutions and Other Institutions (Official Gazette of the Republic of Slovenia, No. 35/17, 24/19, 65/22, and 61/23).
- Rules on Tuition Fees and Other Contributions in Higher Education (Official Gazette of the Republic of Slovenia, No. 157/22).
- Rules on the Diploma Supplement (Official Gazette of the Republic of Slovenia, No. 56/07, 39/12, 38/16, 68/20, 2/23, and 74/23).
- Rules on the Admission Call and Implementation of Admissions in Higher Education (Official Gazette of the Republic of Slovenia, No. 6/22 and 4/23).
- Rules on Tuition Fees and Accommodation in Public Student Dormitories for Slovenians Without Slovenian Citizenship and Foreigners in the Republic of Slovenia (Official Gazette of the Republic of Slovenia, No. 77/16, 25/19, and 56/22).

3.2.2 International Acts:

- "Towards a Euro-Mediterranean Higher Education and Research Area: First Euro-Mediterranean Ministerial Conference on Higher Education and Scientific Research (Cairo Declaration)", 18 June 2007,
- Joint Declaration of the Paris Summit for the Mediterranean, Paris, 13 July 2008,

- European Convention on the Recognition of the Legal Personality of International Non-Governmental Organisations, Strasbourg, 24.IV.1986; Official Gazette of RS, No. 44/1993 (Slovenia, 1 January 1994),
- Vienna Convention on the Law of Treaties between States and International Organisations or between International Organisations (1986), 1155 UNTS 331,
- Agreement concerning the Central European Exchange Programme for University Studies (CEEPUS III) (Official Gazette of RS, No. 104/10),
- Declaration adopted by the Speakers of Parliaments of the Union for the Mediterranean, Marseille, 7 April 2013.

3.2.3 General Acts of the EMUNI University:

- The EMUNI University Memorandum of Association, adopted on 26 November 2008
- Foundation Charter of the EMUNI University, adopted on 30 November 2008
- Rules of Graduation Annex 3: Basic Instructions on Use of Scientific Apparatus at EMUNI, adopted on 1 March 2016
- Graduation Rules for Master's Degree Study Programmes at the Euro-Mediterranean University, adopted on 20 June 2018
- Graduation Rules Annex 1: Structure of the Proposal of the Master's Thesis at EMUNI University, adopted on 20 June 2018
- Rules on the Content and Format of Diplomas and Certificates of Education at the Euro-Mediterranean University, adopted on 20 June 2018
- Guidelines for the Appointment of the Habilitation Commission, Its Role and Function at the Euro-Mediterranean University, adopted on 20 June 2018
- Guidelines for the Appointment of the Quality Assurance Commission, Its Role and Function at the Euro-Mediterranean University, adopted on 20 June 2018
- Guidelines for the Appointment of the Commission for Student and Study Affairs, Its Role and Function at the Euro-Mediterranean University, adopted on 21 April 2020
- Quality Manual at Euro-Mediterranean University, adopted on 25 March 2021
- Criteria for the Appointment to the Titles of Researchers and Higher Education Teachers and Associates at the Euro-Mediterranean University, adopted on 25 March 2021
- Rules on the Assessment of Knowledge at the EMUNI University, updated on 14 September 2021
- Rules on the Monitoring of the Actual Student Workload at EMUNI, updated on 14 September 2021
- Rules of Graduation Annex 2: Basic Instructions for Written Assignments at EMUNI, adopted on 15 October 2021
- Rules on Students with Special Needs and Talents at the EMUNI University, adopted on 2 March 2022
- Non-discriminatory Policy at the EMUNI University, adopted on 2 March 2022
- EMUNI University Gender Equality Action Plan, adopted on 15 September 2022

Since April 2024, the following legal acts (rules) were enacted:

- Act on systematization, adopted on 17 April 2024
- Rules on working hours, adopted on 17 April 2024
- Rules on signing and labelling documents at the Euro-mediterranean university – EMUNI, adopted on 22 May 2024
- Rules of procedure for the appointment of the staff representative to the management board of EMUNI university, adopted on 28 May 2024
- Rules on the establishment and operation of the Euro-mediterranean university knowledge and innovation centres, adopted on 6 June 2024
- Rules of procedure for the selection and appointment of EMUNI Ambassadors, adopted on 28 August 2024 (to be confirmed by MB)
- Rules of the scholarship fund of the Euro-mediterranean university EMUNI, adopted on 28 August 2024
- Rules for rewarding exceptional work at EMUNI university, adopted on 22 October 2024
- Rules on the right to disconnect, adopted on 22 October 2024
- Amendments to the Statute of the Euro-Mediterranean University, adopted on 10. October 2024
- Rules on research and development activities at the Euro-Mediterranean University, adopted 22 November 2024

4 Organisation and Personnel in 2024

4.1 New Organisation Chart

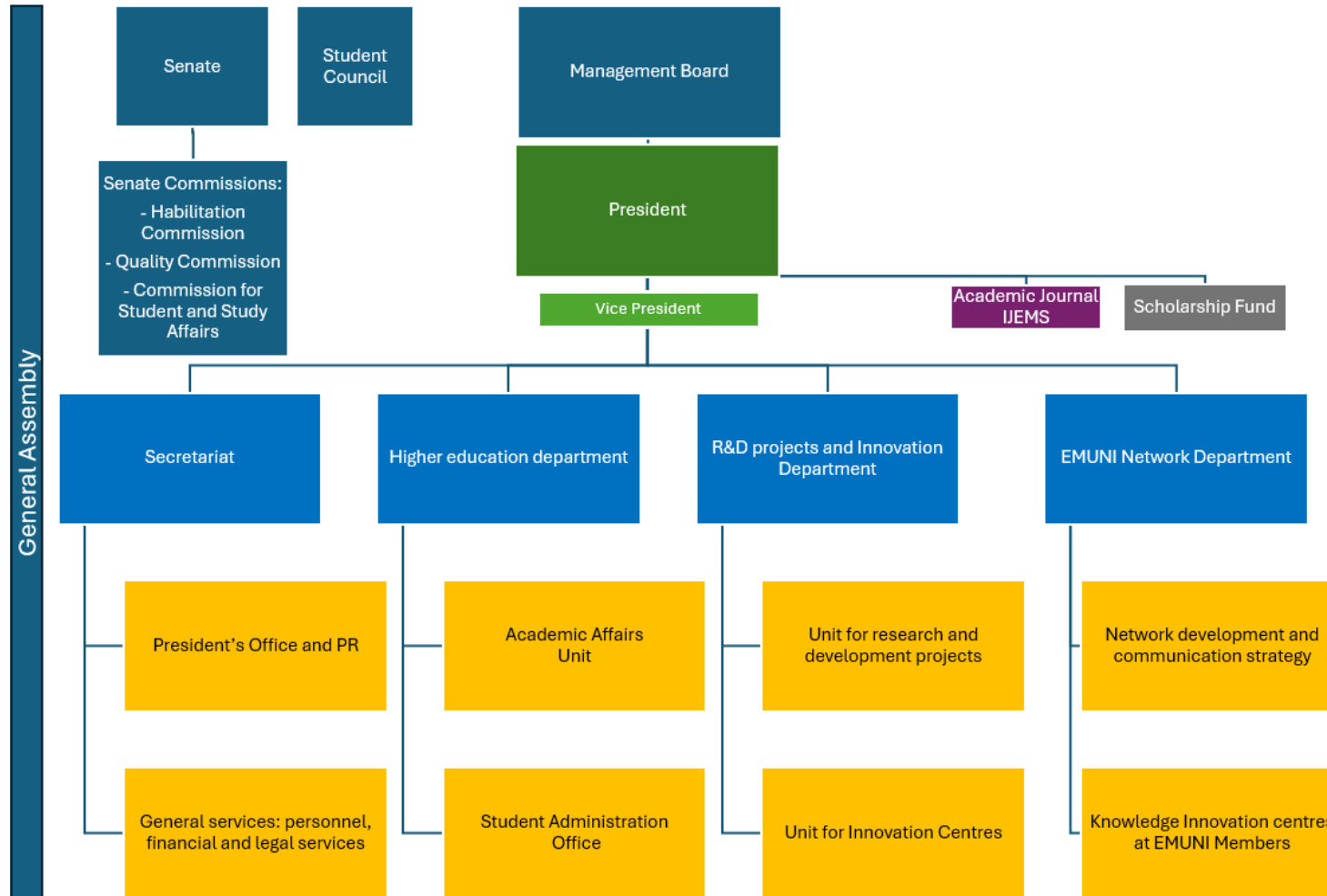


Figure 1 EMUNI Organigram

Upon the leadership change at EMUNI in April 2024, the institution underwent a reorganisation. EMUNI's operations are now divided into four key pillars—departments:

- Secretariat,
- Department of Higher Education,
- Department for Research, Development Projects, and Innovation,
- Department for the EMUNI Network.

In addition to departments, we have two specialized units: the unit for the academic journal IJEMS and the unit scholarship fund.

4.2 Full-Time Equivalent (FTE) Staff Overview

University Leadership:

1. President: Prof. Dr. Rado Bohinc – 100%, employed since April 2, 2024,
2. Vice President: Prof. Dr. Roberto Biloslavo – 100%, employed since May 1, 2024,

Department Heads:

3. Mag. Lina Kaldana (Secretary General/Secretariat) – 100%, full year 2024,
4. Prof. Dr. Mounir Ghribi (Department for Research, Development Projects, and Innovation) – 20%, full year 2024,
5. Karen Gladović, doctoral candidate (Department of Higher Education) – 60%, full year 2024,
6. Mag. Polona Oblak, doctoral candidate (Department for the EMUNI Network) – 70%, full year 2024,
7. Prof. Dr. Jaka Vadnjaj (Scientific Journal IJEMS editor, Director of Scholarship Fund foundation) – 20%, full year 2024,

Administration:

8. Nika Bartole (HR) – 100%, full year 2024
9. Mag. Tatjana Trebec (Education) – 100%, from September 2024
10. Daša Zvonar, Spec. (Education) – 100%, from October 1, 2024
11. Alenka Breznik (Education) – 100%, full year 2024
12. Emna Jbara (Marketing) – 100%, from October 1, 2024

Employed (and Planned) Researchers/Higher Education Teachers, December 2024:

13. Diana-Lorena Rico Velez – 60%, full year 2024
14. Assist. Prof. Dr. Petra Verdnik – 100%, from October 14, 2024
15. Assist. Prof. Ddr. Maja Pucelj – 100%, from November 1, 2024
16. Mag. Rade Trivunčević – 20%, from November 11, 2024

4.3 Personnel

As of December 31, 2023, EMUNI employed 10 staff members, equivalent to 6.6 full-time equivalents (FTEs). The 2024 staffing plan projected an increase in the number of employees and contractual collaborators to support the implementation and expansion of EMUNI's

educational activities. The purpose of this increase was to enable the institute to achieve its strategic objectives.

By December 31, 2024, EMUNI had 16 employees, corresponding to 12.5 FTEs.

Table 2 List of Employees by Departments

Departments	31 DEC 2024 (FTE)	Financed by
University Leadership	2.0	MHESI (MVZI)
Secretariat	3.0	MHESI (MVZI)
Department for Research, Development Projects, and Innovation	3.2	R&D Funds
Department of Higher Education	3.6	MHESI (MVZI)/Tuition fees
Department for the EMUNI Network	0.7	MHESI (MVZI)/Network fees

- FTE (Full-Time Equivalent) reflects the total working hours of employees in each department.
- Changes in employee status (part-time to full-time or contracted) are reflected in the FTE adjustments.

Table 3 List of Other Contractors

Category	Name	Service/Role	Financed by
Higher Education Teachers	Assist. Prof. Dr. David Bizjak	IBC	MHESI
Higher Education Teachers	Assist. Prof. Dr. Neva Čebtron	IBC	MHESI
Higher Education Teachers	Prof. Dr. Michael Byram	IBC	MHESI
Higher Education Teachers	Lecturer Dorsaf Ben Malek Ep Louati	IBC	MHESI
Higher Education Teachers	Lecturer Darja Premrl	IBC	MHESI
Higher Education Teachers	Lecturer Luca de Ceretto	IBC	MHESI
Higher Education Teachers	Assist. Prof. Dr. Martina Paradiž	IBC	MHESI
Higher Education Teachers	Assist. Prof. Dr. Tanja Sedej	IBC	MHESI
Higher Education Teachers	Prof. Dr. Dušan Lesjak	IBC	MHESI
Higher Education Teachers	Assist. Prof. Dr. Plamen V. Mirazchiyski	IBC	MHESI
Higher Education Teachers	Prof. Dr. Rado Pišot	KHP	MHESI
Higher Education Teachers	Prof. Dr. Boštjan Šimunič	KHP	MHESI
Higher Education Teachers	Assist. Prof. Dr. Luka Šlosar	KHP	MHESI
Higher Education Teachers	Assist. Prof. Dr. Uroš Marušič	KHP	MHESI
Higher Education Teachers	Assist. Prof. Dr. Miloš Kalc	KHP	MHESI
Higher Education Teachers	Assist. Prof. Dr. Damir Zubac	KHP	MHESI
Higher Education Teachers	Assist. Prof. Dr. Cecil Meulenberg	KHP	MHESI
Higher Education Teachers	Assist. Prof. Dr. Mitja Gerževič	KHP	MHESI
Researchers	Prof. Dr. Cagri Bulut	Projects	R&D Funds
Researchers	Prof. Dr. Nada Trunk Širca	MORHEL	R&D Funds
Researchers	Dr. Jihene Nouari	CoeSube	R&D Funds
Researchers	Gideon Capie	MORHEL	R&D Funds
Experts	Špela Marušič	Network	MHESI
Technical Staff	Denis Čurčić, s. p.	IT Support	MHESI

Technical Staff	Veronika Potočnik, s. p.	Library Services	R&D Funds/MHESI
Technical Staff	Konto Obala, d.o.o.	Accounting	MHESI
Technical Staff	Željana Djurić, s. p.	Cleaning Services	MHESI

5 Marketing and PR

Marketing and PR department at EMUNI University has focused on enhancing the university's visibility, increasing student engagement, and strengthening partnerships within the Mediterranean region and beyond. Key initiatives and achievements include:

5.1 Social media growth

Expanded social media presence, resulting in increased engagement and visibility:

- Facebook had an overall reach with 306.8% engagement, 84.5% interaction with content.
- Instagram had an overall reach with 33% engagement, 100% interaction with content and an increase of 29.3% of number of visitors during the year.
- LinkedIn had an overall reach of 1086 engagement during the year.
- EMUNI have joined a new social media platform TikTok that would be major part of marketing strategy.
- Engagement rates improved due to strategic use of interactive content with an increase of 3.9% compared to previous year.

5.2 Student Recruitment Campaigns

In 2024, EMUNI's student recruitment efforts were shown through targeted campaigns, leveraging both in-person and digital platforms to attract diverse talent:

- Fairs and Events:
 - A delegation of EMUNI was present at student fairs in Istanbul, Cyprus, Tunisia, Morocco and Egypt, distributing tailored brochures for the programmes and showcasing the benefits of studying at EMUNI.
 - These resulted in immediate follow-ups: 34 students-initiated pre-enrolment processes shortly after each fair.
- Tailored Messaging: Addressed diverse student interests by explaining EMUNI's multidisciplinary approach and collected feedback on desired programmes
- Digital Integration: Promotion of fairs and programmes on social media, resulting in 104% more website visits during campaign periods, and emphasized interactive content to engage prospective students and drive inquiries.

5.3 Outreach and Networking

EMUNI strengthened its regional and international connections to foster collaboration and expand its reach:

- Agency Partnerships: Formalized a partnership with agencies in Tunis and Turkey enhancing EMUNI's visibility and recruitment efforts in the Mediterranean region.
- Introduction of a new section in the International Journal of Euro-Mediterranean Studies (IJEMS) to highlight EMUNI's outreach activities, providing updates on student recruitment, networking events, and collaborations.

- Collaboration with local and international entities to co-organize the 16th Annual Conference, highlighting Mediterranean cooperation and attracting attention to EMUNI's academic and outreach activities.

5.4 University Collaborations

Initiated discussions with universities to explore joint short-term programs, training, and new enrolments.

Supported staff mobility visits to diverse campuses facilitating dialogue with institutional representatives and prospective partners.

5.5 Strategic Initiatives

In line with EMUNI's long-term goals, several strategic initiatives were implemented to enhance student engagement and institutional visibility:

- Website Enhancements: Added a pre-enrolment button to the university's website, simplifying the application process and improving the user experience.
- Promotional Materials: Development of a comprehensive brochure consolidating all EMUNI programmes, addressing feedback from prospective students about the need for clarity on the university's diverse offerings, Brochure for the research and development department and dedicated brochure for the network.

6 Higher Education Department

To achieve the goal of becoming a multidisciplinary research university recognized for excellence in knowledge transfer and fostering intercultural connections, EMUNI has outlined primary steps that will shape its development. These include:

- **Expanding and enhancing academic offerings through new study programmes** and new double and joint-degree collaborations with universities from the network.
- **Improving quality and excellence in higher education**, based quality assessment and on research in related fields
- **Adopting and developing a blended learning model** tailored to student needs.
- **Establishing chairs** based on key research areas and study programmes, fostering interdisciplinary teaching and research.

These initiatives are explained in detail in the following sections, highlighting EMUNI's commitment to academic innovation, international collaboration, and its role as a leading Euro-Mediterranean institution.

6.1 Current study programmes

In the academic year 2024/2025 the master's in Intercultural Business Communication (IBC) programme has 4 students enrolled in the 1st year and 3 students in the second year of studies, one student is enrolled in the graduation year. The master's in Kinesiology of Human Performance (KHP) programme has 3 students enrolled in the 1st year.

In the academic year 2024/2025 the IBC programme is delivered in full online divided equally between synchronous and asynchronous sessions for 1st and 2nd year students where some of the courses are offered for students of both cohorts (Internet Marketing, Intercultural Negotiations and History of Global Socio-Economic Processes (elective course)).

The KHP programme is delivered in Blended Learning mode for 1-year courses where due to the low number of students the number of lectures and seminars is reduced by half, while the number of tutorials' hours remain at the level of the accredited hours.

In the academic year 2024/2025 there are no F2F periods planned for the Intercultural Business Communication (IBC) programme, two F2F periods are planned for the Kinesiology of Human Performance (KHP) programme, one in November - December 2024 and one in May - June 2025.

6.2 New higher education programmes and education activities

6.2.1 Programmes in accreditation process

EMUNI submitted accreditation applications for three new master's and two PhD study programmes in August and September 2024. The accreditation process is, according to NAKVIS, planned to be concluded in March 2025. If the programmes will be accredited by the

end of March 2025 the programmes will be included in the call for application in spring 2025 and offered to students starting in the academic year 2025/2026. The following programmes are in the process of accreditation:

- Master's in Digitalisation and human rights
- Master's in Sport management
- Master's in Comparative Business Law
- PhD in Comparative Corporate Governance
- PhD in Kinesiology for quality of life

6.2.2 New planned programmes

EMUNI has put a lot of effort in activities for development of new programmes with different partners in Slovenia and abroad (Italy, Tunisia, Egypt, Morocco) to expand the educational offer and attract more students from the region. We are also committed to integrate the principles of sustainable development and the digital transition into the development of our study programmes and into the competences that students acquire during their education. After careful consideration of demand and needs of the EMUNI network, EMUNI is planning new accreditation submissions in the year 2025 for accreditation of 6 new master's, 3 PhD programmes and 1 joint master's degree to be accredited by 2026 and offered to students in the academic year 2026/2027.

Accreditation applications planned to be submitted by July 2025:

- Master's in Sustainable interior and open space design, joint programme with Faculty of design,
- Master's in Marine policy and governance,
- Master's in Leadership in higher education,
- Master's in Management in education,
- Master's in Science diplomacy,
- Master's in Sustainable port management,
- Joint master's programme in Social and Solidary Economy,
- PhD Management in education,
- PhD Intercultural and Resilience Studies,
- PhD in Creative industries

In addition, the EMUNI staff, together with universities from the network, is preparing proposals for study programs in collaboration with the University of Sousse, Tunisia, Al Akhawayn University in Ifrane, the University of FES, Morocco, Heliópolis University in Egypt and Roma Tre University in Italy.

6.3 Non-degree programmes

Two Summer Schools were organised at EMUNI in 2024.

The Summer School **Transformative pathways to sustainability in the Blue Economy in the Mediterranean: learning across emerging tools and technologies** was jointly organised in June by the Centre of Excellence on Sustainable Blue Economy (CoE-SUBE) – EMUNI University and the Istituto Nazionale di Oceanografia e di Geofisica Sperimentale (OGS) in Trieste, Italy. 16 participants from Algeria, France, Italy, Morocco, Portugal, Romania, Spain, Tunisia and Ukraine attended and successfully accomplished the training.

The Summer School **Healthy and Active Lifestyle (HALS) 2024** was jointly organised in September by EMUNI and The Science and Research Center Koper. 19 participants from Heliopolis University (Egypt) attended and successfully finished the programme. This was the third edition of the HALS summer school organised.

6.4 International collaboration activities

EMUNI hosted 2 incoming Erasmus+ students in the 2023/2024 academic year attending lectures in the IBC programme and working on the master's thesis from February until June 2024.

Three EMUNI students participated in Erasmus+ internships in the academic year 2023/2024, one in November 2023 thru February 2024 and two in June thru September 2024.

EMUNI hosted one incoming Erasmus+ teaching staff mobility from Osijek, and two Erasmus+ staff training mobilities from Egypt.

Six outgoing Erasmus staff training mobilities were realised in 2024 to Egypt, Turkey and Cyprus and Tunisia.

EMUNI issued a call in November for traineeship mobility and outgoing staff and teaching mobilities for the 2024/2025 academic year. These opportunities include placements in EU countries and six Mediterranean partner countries.

For 2025, EMUNI plans to facilitate two Erasmus+ outgoing student traineeships and 13 outgoing staff and teaching mobilities. The Erasmus+ programme promotes international collaboration, knowledge exchange, and professional development through training and teaching abroad.

The mobility aims to enhance staff skills, encourage knowledge sharing, and strengthen connections between institutions while fostering cultural awareness and supporting EMUNI's strategic goals. Eligible applicants must have a contractual relationship with EMUNI and submit the required documentation by the deadline.

The mobility period must be completed by 31 July 2027, with a minimum duration of five days (excluding travel). Grants are available for daily support (up to EUR 190/day) and travel costs, calculated using the European Commission's distance calculator. Additional funding is available for participants with special needs.

7 R&D Projects and Innovation Department

To achieve the goals of excellence in higher education and successful knowledge transfer and collaboration with other Euro-Mediterranean universities, EMUNI will establish the concept of a research university by promoting transdisciplinary and interdisciplinary activities. These efforts will focus on highly interconnected research areas and departments that serve as the academic and organisational foundation for fostering interdisciplinary research and higher education activities. The aim is to support sustainable development and digitisation, as well as to teach the impact of technological development on humans and social relations in the global society, particularly in the Mediterranean.

The research areas (and corresponding chairs) are outlined as follows:

- Marine and Blue Economy Studies,
- Science diplomacy for sustainable development,
- Intercultural, Political, and Social Studies,
- Leadership, Governance, and Entrepreneurship,
- Comparative, International, and Business Law,
- Sport and Health.

These research areas will act as key drivers for EMUNI's mission, integrating academic expertise across disciplines to address the challenges of the Euro-Mediterranean region. By fostering synergies among these areas, the university aims to position itself as a leading hub for research, innovation, and education.

In alignment with its strategic goals and commitment to excellence in research and development, EMUNI adopted the *Rules on Research and Development Activities* in November 2024. These rules establish clear procedures and responsibilities for the proposal, approval, management, and completion of research projects.

Key provisions include:

- A structured framework for project preparation and approval, ensuring alignment with EMUNI's strategic priorities.
- Guidelines for effective project management, emphasizing planning, monitoring, and risk assessment.
- Transparent financial reporting and allocation of resources to support research objectives.
- Provisions for ethical research practices, data protection, intellectual property management, and conflict of interest resolution.
- Support for professional development and collaboration through research centres at EMUNI.

These rules represent a critical step in strengthening EMUNI's capacity for impactful research, enhancing its role as a leading Euro-Mediterranean institution, and fostering interdisciplinary

collaboration across its network. It will guide the university’s efforts in 2025 and beyond to advance its mission of knowledge transfer, academic excellence, and regional integration. The Rules on Research and Development Activities also mandates adherence to the EMUNI Code of Ethics and the European Code of Conduct for Research Integrity. Ethical approval is required for research involving sensitive topics, and research misconduct, such as falsification, fabrication, or plagiarism, is prohibited.

7.1 Current Research Projects

Table 4 Current Research Projects

Nr.	Project title	Project duration
1	CHESS - Change Hubs for Ecosystemic Social Solutions	2023-2025
2	MORHEL - The Moroccan Higher Education Leadership	2023-2025
3	OER-CODEX (Open Educational Resources for Collaborative Online & Distance Education and Exchange)	2022-2025
4	EUNICoast	2024-2028
5	CoE-SUBE - Jean Monnet Centre of Excellence on Sustainable Blue Economy	2022-2025
6	TrueBlue - CEI support to Training and Research to Unlock and Enhance the potential of sustainable BLUE Economy for regional cooperation and EU integration	2024-2025
7	Skillbridge - Skills Validation for Borderless Labor Integration into European Markets	2024-2027

7.1.1 HORIZON-EIE-2022-CONNECT-01, Title: “Change Hubs for Ecosystemic Social Solutions” (CHESS)

It is now widely accepted in Europe that we need new approaches if we are to tackle the systemic and urgent societal challenges we face – traditional technological or business innovation alone are not sufficient. ‘Social’ must be part of the bigger innovation picture. With significant support from the European Commission, social innovation is currently well embedded in several policy agendas and funding streams. There are hundreds of social innovation centres, university research teams, accelerators and educational courses, labs, accelerators and incubators of all kinds, as well as a great number of toolkits presenting the various innovation approaches and methodologies that can be applied by students and established practitioners alike. Despite this success, the full potential of social innovation remains untapped. Different project reports and academic papers published in the past five years have pointed to several interconnected barriers hindering social innovation initiatives. The Project ‘Change Hubs for Ecosystemic Social Solutions’ (CHESS) has highlighted the following challenges that merit critical attention: Social innovation lacks access to finance, scaling models, and qualified personnel and is not applied enough. Social innovators act in silos and are not integrated into the wider innovation ecosystems. Social innovation toolkits

are plentiful, but there is a lack of record about the tools' effectiveness and pertinence. The CHES project tackles the above challenges with the following objectives: Integrate social innovation conceptual and practice models to address concrete and locally palpable societal challenges. Ensure the interlinking and connection of SI actors with broader innovation ecosystems at local and European levels. Test and further develop existing innovation approaches and toolkits, focusing on lessons learned from their applications in tackling societal challenges and achieving financial sustainability.

The CHES project hosted its final event on December 11, 2024, in Vilnius, Lithuania, to present the Social Innovation in Action Manual. The guide highlights insights from ecosystem-building tools in Slovenia, Italy, Lithuania, and Greece. Funded by Horizon Europe, CHES focuses on enhancing social innovation to address issues like the blue economy, unemployment, refugee integration, and climate change.

7.1.2 ERASMUS-EDU-2022-CBHE-STRAND-3, Title: MORHEL

The Moroccan Higher Education (HE) sector is facing significant change as it moves to enhance accessibility and quality for students, and impact for its economy and society. The reform and restructuring of the HE system in Morocco needed to deliver on these objectives is being slowed by a lack of leadership capacity. Universities in Morocco need to build the capacity of their leaders for governance, strategic planning and management to deliver these reforms. The project addresses the need for development for university leaders in Morocco through the creation and implementation of a National Centre for Leadership Development (NLDC) and an associated certificated national leadership development programme (NLDP). When creating the NLDC and its NLDP, it will create the constitution and operating procedures for the centre; structures and materials to support the programme; and identify and equip dedicated facilities where the development activities will take place. Learning will take place through networking meetings, lectures from visiting speakers, action learning sets, and promote immediate improvements through national change projects. The project will develop and execute staff training workshops for Moroccan university staff responsible for establishing the new centre and implementing the programme. During the life of the project, 132 Moroccan HE leaders and managers will engage with the NLDC and benefit from the NLDP with a demonstrable impact on their capacity to operate the governance, strategic plans and management of HEIs. In the year following the project, it is expected that additional leaders will benefit from taking the NLDP and that at least 10 additional Moroccan HEIs will have adopted it for leadership development. All HEIs in Morocco will engage with the NLDC for leadership development through activities including a leadership conference. Together these actions will enhance the capacity for reform nationally.

7.1.3 OER-CODEX (Open Educational Resources for Collaborative Online & Distance Education and Exchange)

OER-CODEX is an Erasmus+ project with the mission to develop OER course modules, conveying digital teaching and learning methods of online collaborative learning in a blended learning context for educators in higher education (HE).

OER-CODEX aims to increase the capacity and readiness of HE institutions to manage an effective shift towards digital education using the OER paradigm. Therefore, a methodology for educators to create their own OER course modules involving online collaborative learning for their own learning content will be developed. Based on this methodology, several modules of OER course modules regarding digital resources and collaborative learning in HE will be designed and piloted.

7.1.4 ERASMUS-EDU-2024-EUR-UNIV, Title: “EUNICoast”

EUNICoast is a pioneering European University Alliance focused on the unique challenges and opportunities of European ports, islands and coastal regions, blending sustainability, education, research and innovation, and community engagement. EUNICoast aims to nurture the human dimension of ports and islands, two distinct yet intertwined elements, by creating an educational environment that merges the dynamism of ports with the interconnectedness of islands. We envision a world where ports not only facilitate trade but also cultivate cultural exchange, where islands are not isolated outposts but crossroads for the transmission of innovations. With 12 member universities and 88 associated partners, the project offers a broad perspective to effectively tackle the complexities of Europe’s Blue Economy. Project partner countries ports and islands connect Europe to the world: South to Africa through Sardinia and the Balearic Islands, West to the Americas through the Azores and French Antilles, North to the Baltic, East towards Asia through Burgas and Patras. By working together to advance our educational, research, innovation and engagement missions, project partners aim to (1) Help build strong foundations for the next generation of European and global students and citizens who are engaged, aware and willing to contribute to meeting sustainability; (2) Foster a multicultural, multilingual and inclusive European education, research, and innovation environment which is open to the world; and (3) Enhance the joint capacity of the partner universities to better respond to the societal and environmental challenges faced by island and coastal communities. By enhancing project partner’s collaboration across all these dimensions, and by engaging with external stakeholders, EUNICoast can make an unmatched contribution towards the sustainability of ports, islands and coastal communities across Europe and the world – and help put universities at its centre.

7.1.5 CoE-SUBE - Jean Monnet Centre of Excellence on Sustainable Blue Economy

Jean Monnet Centre of Excellence on Sustainable Blue Economy fosters interactions in the knowledge triangle (academia-policy-society) related to the theme of blue economy, both in how this plays out in the EU, and in its relationship with the Mediterranean region. The Centre pools knowledge and competence about the EU’s blue economy. The Centre was planned at

a time when the need for a transformation of marine and maritime sectors towards sustainable development has never been more urgent, and the EU's commitment to doing so has never been stronger. In 2021 the EU has, through a Communication, acknowledged the seas and oceans as central to the accomplishment of objectives of the EU's strategic agenda – European Green Deal. At the same time, a green transition was made one of key pillars of the EU's strategy vis-a-vis its Mediterranean neighbours. The seal of Jean Monnet Centre of Excellence was awarded to the Euro-Mediterranean University (EMUNI) by the European Commission for a period of 2022-2025 with the support of the Erasmus+ programme, grant number 101048038. For more information, please visit the official webpage of the project: <https://coe-sube.eu/>.

The Jean Monnet Centre of Excellence on Sustainable Blue Economy (CoE-SUBE) presented the Into the Blue exhibition, featuring underwater photography by Borut Furlan and the Piran Sea Oasis conservation project by the YouSea Institute. The event ran from December 9-13, 2024, at EMUNI University in Piran, Slovenia, with free daily access from 8:00 to 17:00 and an opening ceremony on December 9.

The project aims to validate skills for migrant integration into European labor markets. It will create a service framework, IT tools for skill assessment, a MOOC-based training course, and qualifications for tutors and assessors. A digital platform will connect job profiles with databases and AI. The project includes a pilot test and policy paper, running from November 1, 2024, to April 30, 2027, with the kick-off meeting on December 20, 2024.

7.1.6 TrueBlue - CEI support to Training and Research to Unlock and Enhance the potential of sustainable BLUE Economy for regional cooperation and EU integration

Boosting EU integration in Bosnia and Herzegovina, Montenegro, and Albania by furthering science diplomacy through training and capacity building activities for public administrations' officials focusing on sustainable blue economy

Enhancing regional cooperation by strengthening joint efforts to ensure the delivery of sustainable blue economy policies at national and regional level in the perspective of EU integration

7.1.7 Skillbridge - Skills Validation for Borderless Labor Integration into European Markets

The SKILLBRIDGE project aims to bridge the gap between skills acquired outside Europe and those recognized within its borders, addressing the challenges migrants face in securing employment due to unverified qualifications. By innovating validation tools and services, the project empowers individuals to identify, certify, and present their competencies to potential employers before migration, promoting greater inclusion and diversity in the labor market. A key focus is assessing the feasibility of Certification Hubs aligned with European standards, positioning the European Skills Certification as a tool for labor market integration and social cohesion.

Recognizing the growing importance of soft skills in recruitment, SKILLBRIDGE is developing standardized assessment criteria for non-cognitive competencies. Through meta-analysis and field testing, the project aims to establish objective metrics and methodologies for evaluating and comparing these essential skills, ensuring fair and transparent recognition across industries.

Objectives are:

- Develop procedures and tools for skills assessment and validation to ensure equal access to the labor market for migrants.
- Create a virtual Skills Validation model for large-scale application.
- Facilitate organizational integration through soft skills recognition.
- Train professionals and organizations to collaborate with public services and job agencies.
- Provide validated policy recommendations on migrant integration and skills validation at national and EU levels.

7.2 Future projects

Table 5 Proposals in 2024

Nr.	Project title	Submitted/Will be submitted	Status
1	BluePortLab - Multi-use Spatial Concepts for the Blue Economy: Leveraging on Sustainable Port Ecosystems through Living Labs.	November 2024	Submitted
2	SKILL-UP4INO – Empowering researchers and strengthening R&I capacities for sustainable innovation through bridging sectors	September 2024	Submitted
3	Disruptive Innovation and Exponential HRM: Crafting Next-Gen Employee Experience, Workplace, Job Market (Proposal OC-2024-1-28170)	October, 2024	Submitted
4	Interreg SLO-Italia Flowing for Future	December, 2024	Submitted
5	CreaTech project - Innovation and entrepreneurship capacity building at HEIs	December, 2024	Submitted

7.3 Other Activities of R&D Department

7.3.1 *Mobility Weeks in Egypt and Tunisia*

Mobility weeks with the University of Tunis and Heliopolis University aim to enhance collaboration on blue economy topics, including marine resource management and climate resilience. Activities include workshops, lectures, and discussions on joint projects and student exchanges.

7.3.2 *Summer School in Sustainable Blue Economy*

Held from 9-13 June in Piran and Trieste, the summer school offers multidisciplinary training in marine and maritime sectors. It promotes science diplomacy and networking under the Western Mediterranean Forum, engaging young researchers from EU and Maghreb countries.

7.3.3 The Euro-Mediterranean Innovation Camp (EMIC)

EMUNI successfully concluded the second season of the Euro-Mediterranean Innovation Camp (EMIC) on June 7, 2024. Supported by Slovenia's Ministry of Higher Education, Science and Innovation, this event provided a vital platform for young innovators aged 18 to 35 from the Mediterranean region to present their innovative solutions in Health, Renewable Energy, and Environment and Climate Change. The competition received 122 applications, resulting in 12 shortlisted candidates and six finalists who participated in a bootcamp. The Grand Finale, held via Zoom, attracted over 220 participants and culminated in the recognition of outstanding projects, with Muhammad Mounir from Egypt winning first place for his biodegradable wound care solution, "SugarHeal."

7.4 International Journal

The International Journal of Euro-Mediterranean Studies (IJEMS) is an open-access, peer-reviewed journal dedicated to fostering scholarship on the Euro-Mediterranean region. Its mission is to encourage critical engagement with the region's realities and ideas, thereby enhancing academic discourse and promoting intercultural understanding among scholars. IJEMS publishes articles addressing contemporary issues or historical perspectives, utilizing diverse methodologies and approaches, and reflecting the full geographical scope of the Euro-Mediterranean area.

In 2024, as planned, an expansion of IJEMS from 10 to 12 published articles took place. Two issues were published both online in an open-access mode and hard-copy version which is printed in 200 copies and distributed to different EMUNI partners, libraries, authors etc. From the second issue of the 2024 (volume 17), IJEMES is also introducing the DOI number (Digital Objective Identifier) which enables direct access to published papers via unique DOI code which will improve the visibility of the journal and increase the possibility of articles published in IJEMS to be referred to by other academic authors in their research publications.

8 EMUNI Network Department

Our mission is to promote scientific diplomacy in the Euro-Mediterranean region by fostering collaboration between universities and research institutions. Through joint research and intercultural dialogue, we address common challenges such as climate change and social inequality. By aligning educational policies and supporting sustainable development, EMUNI strives to strengthen higher education cooperation in the Mediterranean and to enhance regional partnerships for peace and stability.

8.1 EMUNI Network Partners

EMUNI's institutional members comprise a diverse mix of universities, research centres, and other educational organizations. This diversity enriches the network, bringing varied perspectives and expertise to collaborative projects in education, research, and regional development.

The diversity of membership also stems from the various legal acts that have been signed by EMUNI's partners from its establishment to the present day.

As of 2024, the EMUNI network consists of 179 partners:

- 4 Founding Signatories of Memorandum
- 32 Subsequent Signatories of Charter
- 97 Letters of Intent for Cooperation
- 96 Partners of Consortium/Network (Members of EMUNI, Memorandum of Understanding, Letters of Intent for Cooperation, and Special Agreements)

Note: Several institutions have signed multiple types of agreements.

Regional Distribution of Partners:

- South Mediterranean (40): Algeria, Egypt, Israel, Morocco, Jordan, Palestine, Syria, Tunisia, Lebanon
- North Mediterranean (87): Albania, Bosnia and Herzegovina, Croatia, Cyprus, France, Greece, Italy, Slovenia, Spain, Portugal, North Macedonia, Turkey
- Other EU Members (35): Belgium, Bulgaria, Denmark, Finland, Germany, Hungary, Ireland, Lithuania, Luxembourg, Poland, Romania, Slovakia
- Other Countries (17): Armenia, Iraq, Kosovo, Thailand, Switzerland, Russia, UK, USA

With this year's amendments to the EMUNI Statutes, the status of full membership, associated membership, and other forms of partnership have been introduced. We are establishing clear foundational and status-based relationships, as well as governance structures, between the participants and EMUNI.

After the amended EMUNI Statute, EMUNI Full Membership:

- Voting rights and ability to nominate candidates for EMUNI Management Board and Senate.
- Enhanced prospects for project partnerships and participation in EU projects.
- Opportunity for mobility within Erasmus+ projects for students, academic, and administrative staff.
- Opportunity for faculty to publish in the International Journal of Euro-Mediterranean Studies (indexed in SCOPUS) and receive hard copies for libraries upon request.
- Increased international visibility through EMUNI's website, social media, and newsletter.
- Preferential networking opportunities.
- Advanced collaboration in educational activities, including master's programs, summer and winter schools, and other initiatives.

Only members who pay the EMUNI membership fee can be full members. The annual membership fee for full members is EUR 1,500.

EMUNI Associate Membership:

- Invitation to participate in the General Assembly without voting rights at own cost.
- Access to information on EMUNI intended projects and joint actions in higher education and research.
- Information about Erasmus exchange opportunities and EMUNI foundation support.

Other EMUNI Partners:

- Updates on initiatives in higher education, research, and innovation.
- Ability to propose student/professor exchanges and study program cooperation.
- Invitation to become Associate or Full Members through a Letter of Agreement.

8.2 Network expansion

To strategically strengthen and broaden the reach of the EMUNI Network, foster increased collaborative opportunities, and promote ongoing knowledge exchange across Euro-Mediterranean institutions

In 2024, EMUNI signed memoranda of cooperation with Slovenian universities and institutions, which it will continue in 2025. We are convinced that strengthening our position in the domestic environment and collaborating with local institutions is key to the development and success of new study programmes.

8.3 EMUNI Representations in the Southern Mediterranean, Knowledge and Innovation Centres (EKIC)

As part of our commitment to fostering innovation and knowledge exchange, EMUNI has signed agreements for the establishment of three new EMUNI Knowledge and Innovation Centres (EKICs) in Algeria, Egypt, and Tunisia. These centres will serve as hubs for

collaboration, research, and development, further enhancing EMUNI's reach and impact across the Mediterranean.

According to the EMUNI Regulation on the operation of EKIC, which was adopted in the autumn of 2024, EKICs are divided into three types:

1. *Lighthouse*: Focused on brand promotion and recruiting at least 10 students annually.
2. *Knowledge Hub*: Conducting joint study programs and promotional activities.
3. *Knowledge and Innovation Hub*: Engaging in advanced research, joint programs, and promotional efforts.

The core activity of the EKIC will be focused on implementing the study activities of EMUNI; in addition to organising promotional activities for student recruitment, also involve assisting students in obtaining visas, as well as providing advice and information on application procedures, study conditions, and legal entry requirements for studying in Slovenia, following the principle: from migration to student mobility.

For 2025, EMUNI plans to expand and solidify its Knowledge and Innovation Centres (EKICs) as strategic hubs for fostering academic, research, and promotional activities. EKICs will operate in partnership with institutions across the Euro-Mediterranean region, under clearly defined agreements to support EMUNI's strategic goals.

Operational Framework

- Each EKIC will be managed by an academic coordinator, partially funded by EMUNI, based on performance metrics such as student enrolments and project participation.
- Partner institutions will provide necessary infrastructure and visibility for EKIC operations, ensuring alignment with EMUNI's overall strategy.

Through these efforts, EMUNI aims to leverage EKICs as transformative platforms to enhance its academic offerings, international reputation, and impact across the Euro-Mediterranean region.

EKICs receive funding for equipping the EMUNI space once we sign the contract and confirm their work program, which includes a commitment to ensure at least 10 students enrolled in our study programs.

8.4 EMUNI Academic Community

In 2024, the Euro-Mediterranean University (EMUNI) established *a community of academic partners*, comprising higher education teachers and researchers who are already involved in EMUNI programmes or projects, or who are willing to collaborate in the future. This initiative aims to encourage collaboration and knowledge exchange among scholars, researchers, and educators across the entire Euro-Mediterranean region. The programme reflects EMUNI's commitment to supporting academic excellence through collaboration and shared expertise.

The Academic Friends community will serve as a platform for members to collaborate on joint publications, apply for international scholarships, and engage in discussions focused on addressing contemporary academic and social challenges. The initiative's goal is to establish a solid network where experts can connect, collaborate, and explore synergies in research, teaching, and project development.

EMUNI invites existing and new members to join, leveraging its extensive network of multidisciplinary professionals. The initiative aims to provide members with access to valuable resources, support their academic work, and facilitate partnerships in research and funding.

This initiative is a significant step in EMUNI's mission to strengthen academic ties and expand shared knowledge in the Euro-Mediterranean region. To date, approximately 40 members have already joined the academic community.

8.5 EMUNI Ambassadors

The EMUNI Ambassadors are appointed to represent the university and promote its mission of enhancing academic collaboration, intercultural dialogue, peace, and prosperity.

These rules outline the procedure for selecting and appointing these honorary titles to individuals—academics, researchers, artists, and sportsmen and women—who have demonstrated exceptional achievements in their fields. By recognizing their contributions, we aim to strengthen EMUNI's international presence and influence in the areas of scientific research, arts, sports, and higher education.

The development of the EMUNI Ambassadors programme will not only celebrate individual excellence but also reinforce our commitment to cooperation and dialogue across the region.

8.6 Other Network Development Activities

8.6.1 Annual Conference

The 16th Annual EMUNI Conference, held on October 10-11, 2024, in Piran, Slovenia, focused on ancient hydrologic systems and water management in the Mediterranean.

Co-organized by RIPAM, OGS, and the Union for the Mediterranean, the event featured keynote speakers and discussions on water scarcity, diplomacy, and sustainability. A total of 56 institutions were represented from 12 countries and 3 continents around the Mediterranean Sea, including 35 universities (17 from the South shore and 18 from the North shore), plus 11 other public (2 from the South shore) and 10 private entities (2 from the South shore), with 150 researchers and professionals.

Attendees also visited Piran and the Sečovlje Salt Pans to explore traditional water management techniques.

8.6.2 High-level panel: “Higher Education as a Bridge between the Two Shores of the Mediterranean.”

Alongside the 16th Annual EMUNI Conference, the panel "Higher Education as a Bridge Between the Two Shores of the Mediterranean," moderated by Prof. Dr. Mouin Hamze, included speakers like HE Nasser Kamel, Prof. Maria Cristina Pedicchio, Prof. Alaa Abdelbary and Prof. Luigia Melillo, took place. The discussion emphasized education's role in promoting regional collaboration and cultural exchange across the Mediterranean.

8.6.3 Annual General Assembly Meeting and Management Board Meetings

The Annual General Assembly Meeting and Management Board Meetings were held in person alongside the 16th Annual EMUNI Conference. These gatherings provided an opportunity for members to discuss key developments, approve strategic plans, and review the university's progress. The alignment with the conference facilitated synergies between administrative deliberations and academic discussions, strengthening EMUNI's collaborative efforts.

8.6.4 UfM Higher Education Stakeholders’ Meeting in Lisbon

EMUNI President, Prof. Dr. Rado Bohinc, participated in the UfM Higher Education Stakeholders’ Meeting hosted by Universidad NOVA de Lisboa. The event brought together university rectors and key stakeholders to discuss benchmarking and regional cooperation to enhance higher education governance in the Euro-Mediterranean area. Prof. Dr. Bohinc highlighted the importance of collaboration in driving positive change and improving governance structures.

8.6.5 President Bohinc’s Visit to Cyprus: Empowering Youth for Sustainable Futures

In June, President, Prof. Dr. Bohinc, undertook a significant visit to Cyprus, where he participated in two pivotal events highlighting the university's dedication to education for sustainable development (ESD) and the promotion of youth innovation and entrepreneurship. From June 27-28, 2024, President, Prof. Dr. Bohinc, attended the UNECE Forum on Education for Sustainable Development themed “Empowering Youth for Sustainable Futures.” This forum addressed critical challenges within higher education, particularly focusing on empowering youth from marginalized backgrounds across the Mediterranean region. President, Prof. Dr. Bohinc, proposed the establishment of the Eu Med Students Empowerment Fund, aimed at providing scholarships for master’s and PhD candidates from underserved communities. This initiative seeks to cultivate a new generation of leaders and entrepreneurs equipped with the requisite skills for inclusive and sustainable development. Visit to Cyprus University During his visit to Cyprus University, President, Prof. Dr. Bohinc, explored potential collaborations in study programs and admired the campus and library facilities. This visit served to strengthen the partnership between EMUNI University and Cyprus University, underscoring their mutual commitment to educational excellence and sustainable development.

8.6.6 Strategic Alliance between UEMF and EMUNI

On July 19, 2024, EMUNI University and the Euromed University of Fes (UEMF) formalized a strategic alliance in Fes. Signed by Presidents Mostapha Bousmina of UEMF and President, Prof. Dr. Bohinc of EMUNI, the partnership aims to foster collaboration in higher education, research, and the development of new degree programs, student exchanges, and joint research initiatives. The alliance emphasizes both institutions' commitment to promoting intercultural dialogue in the Euro-Mediterranean academic community.

8.6.7 Advancing Science Diplomacy and Collaboration in the Euro-Mediterranean

EMUNI President Prof. Dr. Rado Bohinc spoke at the Science Diplomacy event organized by the UfM and European Commission at the League of Arab States in Cairo, focusing on advancing Euro-Mediterranean cooperation. The delegation also met with former European Commission President Romano Prodi to discuss future collaborations and had an agreement to strengthen partnerships in education and research.

8.6.8 The Day of the Mediterranean 2024

Prof. Dr. Mounir Ghribi highlighted the Mediterranean's significance and EMUNI's collaborative role in a Radio Capodistria interview. He also discussed the Day of the Mediterranean 2024 concert in Ljubljana, featuring the Rami Basisah Quartet and a roundtable on music and journalism as tools for dialogue.

8.6.9 Euro-Mediterranean Student Empowerment Fund (EMSEF)

In December, President Prof. Dr. Bohinc, met with Dr. Igor Papič, Minister of Higher Education, to discuss the Euro-Mediterranean Student Empowerment Fund (EMSEF), focusing on empowering Southern Mediterranean students and fostering unity.

8.6.10 EMUNI at the Greek Rectors' Conference

At the Greek Rectors' Conference, EMUNI President Prof. Dr. Rado Bohinc presented the university's growing network of 179 partner institutions.

8.6.11 Collaboration with Latin America and Caribbean countries

On behalf of the EMUNI President, Prof. Dr. Mounir Ghribi, participated in the Latin America and Caribbean (LAC) Days in Ljubljana organized by the Ministry of Foreign and European Affairs, Slovenia. He met the Secretary General of the Association of Caribbean States, Rodolfo Sabonge, with whom he had a conversation on how to strengthen collaboration between EMUNI and Caribbean countries to promote the attraction of students, the exchange of professors and circulation of talents including early career scientists. They both spoke about ways to jointly participate in project calls particularly in topics related to ocean diplomacy and sustainable blue economy.

9 Scholarship fund and payment of study costs for students who are exempt from tuition fees

In 2024, EMUNI established its scholarship fund as an accounting unit of EMUNI, aimed at financially supporting and encouraging students from the southern Mediterranean at the beginning of their studies at EMUNI. The goal of the fund is to promote better access to education for students from areas with limited opportunities, to foster inclusion, and to support regional development.

This scholarship fund is a testament to EMUNI's commitment to addressing educational disparities and enabling talented individuals from the Euro-Mediterranean region to receive education and contribute to their communities.

The founding session of the Scholarship Administrative Body was held on 19 December 2024, members are as follows:

- Prof. dr. Rado Bohinc, Chairperson, as foreseen in the Rules of EMUNI Scholarship Fund foundation,
- Prof. Dr. Hassan Nadir Kheirallah, appointed by the Management Board,
- Tatjana Trebec, Representative of EMUNI employees.

Two positions in this administrative body are reserved for the representative of donors and representative of partners which are not yet occupied.

10 Financial Report

10.1 Accounting policies

The EMUNI University Accounting Report 2024 is prepared in accordance with the Accounting Act and the Slovenian Accounting Standard No 36 - Accounting Solutions in Non-Profit Organisations - Legal Entities governed by Private Law and the Regulation on Public Financing of Higher Education Institutions and other Institutions.

EMUNI University follows the general valuation rules in the preparation of its financial statements:

- unlimited duration,
- consistent steadfastness and
- the occurrence of a business event.

The financial statements and notes give a true and fair view of the business.

10.2 Balance balance sheet - general rules

The balance balance sheet is drawn up for a financial year equal to the calendar year. The balance balance sheet as at 31.12.2024 shall also include a column on the data from the balance balance sheet as at 31.12.2023.

In explaining the items in the balance balance sheet, EMUNI University complies with the provisions of the Regulations on the Content, Breakdown and Presentation of Financial Statements.

Assets and liabilities are broken down by type and maturity.

Intangible fixed assets and property, plant and equipment:

The types of intangible fixed assets are determined in accordance with SRS 2 and the types of property, plant and equipment are determined in accordance with SRS 1. Cost comprises the purchase price, import and non-refundable purchase duties and the cost of qualifying for the intended use. The purchase price is reduced by any trade and other discounts.

The unamortised cost of intangible fixed assets and property, plant and equipment under SRS 1.17 and SRS 2.20 is recognised in the balance balance sheet as the difference between the cost and the accumulated valuation allowance. For property, plant and equipment and intangible fixed assets, the cost and the accumulated valuation allowances are shown separately in the balance balance sheet.

Depreciation of property, plant and equipment and intangible fixed assets is provided on a regular and individual basis using the proportionate method, which is applied consistently from one accounting period to the next. EMUNI University independently determines the

annual depreciation rates. The residual value of a tangible fixed asset is the difference between the acquisition cost and the depreciated cost.

Tangible fixed assets whose individual cost, according to the supplier's invoice, does not exceed EUR 500 are recorded as small inventories.

Items of small inventories with an individual acquisition value of less than EUR 500 shall be allocated to materials.

Inventories of materials are carried at cost.

Table 6 Balance sheet

**in EUR
with cents**

Account	Item	Tag for AOP	Amount	
			Current year	Last year
1	2	3	4	5
00, 01, 02, 03, 04, 05, 06, 07, 08, 09, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 30, 31, 32, 60, 61, 63, 65, 66, 67	RESOURCES (002+032+053)	001	310,056.84	305,680.85
00, 01, 02, 03, 04, 05, 06, part 07, part 08, part 09, part 13	A. NON-CURRENT ASSETS (003+010+018+019+027+031)	002	4,495.74	5,602.93
Part 00, Part 08, Part 13	I. Intangible assets and non-current asset accruals (004+009)	003	0.00	0.00
Part 00, Part 08, Part 13	1. Intangible assets	004	0.00	0.00
Part 00	2. Long-term accrued income	009	0.00	0.00
Part 00, 02, 03, 04, 05, Part 08, Part 13	II. Tangible fixed assets (011 to 017)	010	4,495.74	5,602.93
Part 00, Part 02, Part 03	1. Land	011	0.00	0.00
Part 00, Part 02, Part 03	2. Buildings	012	0.00	0.00
Part 04, Part 05	3. Production plant and machinery	013	0.00	0.00
Part 04, Part 05	4. Other plant and equipment, small inventories and other tangible fixed assets	014	4,495.74	5,602.93
Part 04, Part 05	5. Biological agents	015	0.00	0.00

Part 02, Part 04	6. Tangible fixed assets under construction and construction in progress	016	0.00	0.00
Part 08, Part 13	7. Advances for the acquisition of property, plant and equipment	017	0.00	0.00
01	III. Investment property	018	0.00	0.00
06, Part 07	IV. Long-term investments (020+024)	019	0.00	0.00
06	1. Long-term financial investments other than loans	020	0.00	0.00
Part 07	2. Long-term loans	024	0.00	0.00
Part 08	V. Long-term trade receivables	027	0.00	0.00
09	VI. Deferred tax assets	031	0.00	0.00
Part 07, Part 08, 10, 11, 12, Part 13, 14, 15, 16, 17, 18, 30, 31, 32, 60, 61, 63, 65, 66, 67	B. CURRENT ASSETS (033+034+040+048+052)	032	305,519.45	300,077.92
67	I. Assets (disposal groups) held for sale	033	0.00	0.00
Part 13, 30, 31, 32, 60, 61, 63, 65, 66	II. Stocks (035 to 039)	034	50,000.00	50,000.00
30, 31, 32	1. Material	035	50,000.00	50,000.00
60	2. Work in progress	036	0.00	0.00
61, 63	3. Products	037	0.00	0.00
65, 66	4. Merchandise	038	0.00	0.00
Part 13	5. Advances on stocks	039	0.00	0.00
Part 07, 17, 18	III. Short-term investments (041+045)	040	0.00	87.21
17	1. Short-term investments other than loans	041	0.00	0.00
Part 07, 18	2. Short-term loans	045	0.00	87.21
Part 08, 12, Part 13, 14, 15, 16	IV. Short-term trade receivables	048	115,011.52	100,214.80
10, 11	V. Cash	052	140,507.93	149,775.91
19	C. SHORT-TERM ACCRUED CHARGES	053	41.65	0.00
Part 99	Off-balance sheet assets	054	0.00	0.00
21, 22, 23, 24, 25, 26, 27, 28, 29, 90, 92, 93, 95, 96, 97, 98	LIABILITIES TO SOURCES OF FUNDS (056+072+075+085+095)	055	310,056.84	305,680.85
'90, 92, 93, 95	A. OWN RESOURCES (056a+301+068-069+070-071)	056	118,606.44	-25,346.38
Part 90	I. Foundation contribution	056a	0.00	0.00
95	II. Fair value reserves	301	0.00	0.00
92, Part 93	III. Unallocated net revenue surplus	068	0.00	48,208.78

Part 93	IV. Unallocated net excess expenditure	069	25,346.38	0.00
Part 93	V. Net revenue surplus for the financial year	070	143,952.82	0.00
Part 93	VI. Net excess of expenditure for the financial year	071	0.00	73,555.16
96	B. PROVISIONS AND LONG-TERM ACCRUED LIABILITIES (073+074)	072	127,007.85	255,841.90
Part 96	1. Reservations	073	0.00	0.00
Part 96	2. Long-term accrued liabilities	074	127,007.85	255,841.90
Part 97, Part 98	C. LONG-TERM LIABILITIES (076+080+084)	075	0.00	0.00
Part 97	I. Long-term financial liabilities	076	0.00	0.00
Part 98	II. Long-term payables	080	0.00	0.00
Part 98	III. Deferred tax liabilities	084	0.00	0.00
21, 22, 23, 24, 25, 26, 27, 28, part 97, part 98	Č. SHORT-TERM LIABILITIES (086+087+091)	085	64,442.55	66,185.33
21	I. Liabilities included in disposal groups	086	0.00	0.00
27, part 97	II. Short-term financial liabilities	087	0.00	0.00
22, 23, 24, 25, 26, 28, part 98	III. Short-term payables	091	64,442.55	66,185.33
29	D. SHORT-TERM ACCRUED LIABILITIES	095	0.00	9,000.00
Part 99	Off-balance sheet commitments	096	0.00	0.00

10.3 Notes to the balance balance sheet

Intangible fixed assets

EMUNI does not have intangible assets in 2024.

Tangible fixed assets

The cost of the equipment at 31.12.2024 is EUR 25,697.20 and its depreciated value is EUR 21,201.46. The present value of the equipment at 31.12.2024 is EUR 4,495.74

In 2024, the obsolete and non-operational fixed assets shown in the table below were written off in accordance with the Inventory Committee's proposal.

Table 7 Written down fixed assets

No.	Title	Date Acquired.	Purchasing Value	Total Accrued correction of value	Current Value	Type	Depreciation Group
1	LTE APPLE IPHONE 7 128GB	03.11.2016	718.80	718.80	0,00	EQUIPME NT	2.4 Computers and computer equipment

2	LTE APPLE IPHONE SE 64GB SPACE	03.11.2016	540.00	540.00	0,00	EQUIPME NT	2.4 Computers and computer equipment
		TOTAL	1,258.80				

The cost of fixed assets written down was EUR 1,258.80 and the value of the write-down was EUR 1,258.80.

Long-term financial investments

EMUNI does not have long-term financial investments in 2024.

Long-term trade receivables

EMUNI does not have long-term trade receivables in 2024.

Stocks

EMUNI University has a stock of professional literature amounting to EUR 50,000.00 as of 31.12.2024, which has been fully supplied by the German supplier SPRINGER Customer Service Center GmbH.

Short-term trade receivables

As at 31.12.2024, EMUNI University has short-term trade receivables amounting to EUR 115,011.52 from:

- short-term trade receivables of EUR 63,105.95;
- short-term receivables from customers abroad amounting to EUR 25,446.45;
- short-term advances of EUR 22,182.91, which is an advance to Epsilon engineering s.a.r.l.;
- short-term receivables from security deposits of EUR 2,100.00, being a security deposit for rent paid to Generali d.d. and
- short-term receivables for salary reimbursements amounting to EUR 2,176.21.

In 2024, uncollectible trade receivables from previous years amounting to EUR 4,075.44 were written off. The list of written off receivables is shown in the table below.

Table 8 **Written down receivables**

No	Merchant	Amount	Date of the invoice	Date Currencies	Date payments	Note
Otv-00037 UE3G	ABDELHAK BELLAHSENE	160.00	09.05.2019	23.05.2019		IBC-05-2019
Otv-00083 UE3G	ABDESSALAM KHEDROUGUI	60.00	03.12.2019	17.12.2019		IBC-19-2019
Otv-00075 UE3G	AHMED ZAITON	50.00	29.10.2019	28.11.2019		EMED-1-2019
Otv-00029 UE3K	ALAA ALMIR	32.90	21.07.2023	11.08.2023		9-IR-2023
Otv-00037 UE3F	ALAA EZZ	25.00	10.07.2018	10.08.2018		MSH-2018-7
Otv-00048-2018 UE3F	CARMEN MORENO	29.84	27.08.2018	27.09.2018		MSH-2018-11

Otv-00042-2022 UE3J	DANA JAZIRI	160.00	30.09.2022	30.10.2022		IBC-14-2022
Otv-00013-2020 UE3H	DAOUDI RACHID	50.00	10.02.2020	11.03.2020		EMED-3-2020
Otv-00065-2018 UE3F	DINA AYMAN MOHAMED EL-ZOHIRY	68.26	13.11.2018	13.12.2018		20-IR-2018
Otv-00028 UE3B	EUROPEAN COMMISSION	608.96	29.12.2014	13.01.2015		EC-008-2014
Otv-00050 UE3F	GHADEER DAJANI	29.84	07.09.2018	07.10.2018		MSH-2018-13
Otv-00046 UE3F	HASAN VALID AL-ZAZA	20.00	20.07.2018	20.08.2018		SA-2018-03
Otv-00041 UE3G	HAYTHEM SENDI	160.00	09.05.2019	23.05.2019		IBC-09-2019
Otv-00027 UE3K	HUTHAYFA R.O. ASSI	65.80	21.07.2023	11.08.2023		7-IR-2023
Otv-00047 UE3F	IRINA ZARETCAIA COTRUTA	29.84	01.08.2018	01.09.2018		MSH-2018-10
Otv-00032 UE3F	JANEZ DAMJAN	25.00	10.07.2018	10.08.2018		MSH-2018-2/A
Otv-00034 UE3F	JOSEPH SHEVEL	25.00	10.07.2018	10.08.2018		MSH-2018-4
Otv-00033 UE3F	KAREN HOLST	25.00	10.07.2018	10.08.2018		MSH-2018-3
Otv-00044-2022 UE3J	MARWEN AYED	160.00	30.09.2022	30.10.2022		IBC-16-2022
Otv-00045 UE3F	MOHAMED BOUAGINA	20.00	20.07.2018	20.08.2018		SA-2018-02
Otv-00006-2020 UE3H	MONA BEBAWY	50.00	21.01.2020	20.02.2020		EMED-1-2020
Otv-00001 UE3C	NAHEDH ABDELWAHED	18.00	21.01.2015	29.01.2015		001-2015
Otv-00003 UE3D	NAHEDH ABDELWAHED	1,500.00	25.02.2016	01.03.2016		001-2016
Otv-00034-2021 UE3I	NEHAL NABIL NASEF	10.00	02.07.2021	02.08.2021		9-IR-2021
Otv-00036 UE3F	Rome Ayadi	25.00	10.07.2018	10.08.2018		MSH-2018-6
Otv-00038 UE3F	RULE ATWEH	25.00	10.07.2018	10.08.2018		MSH-2018-8
Otv-00010-2020 UE3H	SAIFEDDINE BEN MAATI	50.00	03.02.2020	10.02.2020		EMED-2-2020
Otv-00042 UE3K	SALEH	160.00	27.09.2023	27.10.2023		IBC-17-2023
Otv-00038 UE3G	TAHAR FAROUK	160.00	09.05.2019	23.05.2019		IBC-06-2019
Otv-00045 UE3G	TAHAR FAROUK	272.00	09.05.2019	23.05.2019		IBC-12-2019
	TOTAL	4,075.44				

Short-term loans

EMUNI University does not have short-term borrowings recorded at 31.12.2024.

Cash in cash desk

EMUNI University did not operate in cash or pay material expenses through the cash desk in 2024.

Cash on accounts

The total amount of funds in transaction accounts with OTP bank and UniCredit Bank as at 31.12.2024 was EUR 140,507.93.

Active accruals

EMUNI University has an accrued liability of EUR 41,65 at 31.12.2024. This is for insurance costs relating to the year 2025.

Short-term payables to employees

In 2024, the average number of employees, based on hours worked, was 8.21. As at 31.12.2024, EMUNI University had a payable to employees for accrued salaries, reimbursements of employment expenses and a payable for accrued travel orders of EUR 51,951.15.

Short-term payables to suppliers

EMUNI University's current payables to suppliers at 31.12.2024 amounting to EUR 8,291.27 represent payables:

- to domestic suppliers of EUR 8,011.57 and
- due to foreign suppliers amounting to EUR 279.70.

In 2024, trade payables from previous years were written down for an amount of EUR 314.36. A list of the written off receivables is shown in the table below.

Table 9 **Written down payables**

No.	Supplier	The purpose of payments	Amount	Date of invoice	Currency	Date payments
Otv-153 UE3F	NOVA KREDITNA BANKA MARIBOR D.D.	Payment of invoice No: PR140/2018	-8.18	31.05.2018	31.05.2018	
Otv-234 UE3F	PRODUCTIV Peter Godler s.p.	Payment of invoice No: 132	395.00	26.06.2018	28.06.2018	
Otv-283 UE3E	RC RIKLI, d.o.o., Bled	Payment of invoice No: APA1-BLAG1-170076	2.54	05.09.2017	05.09.2017	
Otv-204 UE3G	ROBIN VOGRIČ S.P.	Invoice payment 1-10-91	-75.00	18.07.2019	02.08.2019	
		TOTAL	314.36			

Current royalty payable

As at 31.12.2024, EMUNI University has a liability for author's royalties amounting to EUR 3,723.28 which were paid in January 2025.

In 2024, the following unpaid author's royalty liability was written off:

- net author's royalty of EUR 6,454.29;
- pension and sickness insurance contributions of EUR 1,397.89; and
- income tax of EUR 1,819.13.

Short-term liabilities under management contract

As at 31.12.2024, EMUNI University has a liability under the management contract of EUR 332.85, which was paid in January 2025.

Other short-term payables

Among other current payables at 31.12.2024, EMUNI University has recorded a VAT payable for the period October - December 2024 of EUR 144.00 due on 31.1.2025.

Long-term payables

EMUNI University had no long-term payables throughout 2024.

Short-term financial liabilities

EMUNI University does not have current financial liabilities as at 31 December 2024.

Long-term financial liabilities

EMUNI University does not have long-term financial commitments in 2024.

Short-term accrued liabilities

EMUNI University does not have short-term accruals recorded at 31 December 2023.

Long-term accrued liabilities

EMUNI University has recorded a liability accrual of EUR 127,007.85 in 2024. The accruals relate to two different projects, namely:

- Morhel project for an amount of EUR 32,342.56 and a duration of March 2023 to March 2026 and
- Erasmus 2023 KA171 for a commitment amount of EUR 94,654,018 and a duration from August 2024 to July 2027.

Operating result - surplus of revenue over expenditure

In 2024, EMUNI University generated a surplus of EUR 143,952.82 in revenue over expenditure. From previous periods, EMUNI University has a surplus of expenditure over revenue of EUR 25,346.38, resulting in a surplus of revenue over expenditure of EUR 118,606.44 at 31.12.2024.

10.4 Income and expenditure account

In determining the income and expenditure for the period, EMUNI University followed the accrual basis of accounting in accordance with the Slovenian Accounting Standards.

Table 10 **Income and expenditure table**

in EUR with
cents

Account	Item	Tag for AOP	Amount	
			Current year	Last year
1	2	3	4,00	5,00
Part 76	A. NET TURNOVER	110	1,173,828.39	814,826.68
60, part 61, 63	B. INCREASE IN THE VALUE OF STOCKS OF PRODUCTS AND WORK IN PROGRESS	121	0.00	0.00
60, part 61, 63	C. A DECREASE IN THE VALUE OF INVENTORIES OF PRODUCTS AND WORK IN PROGRESS	122	0.00	0.00
79	NO. CAPITALISED OWN PRODUCTS AND OWN SERVICES	123	0.00	0.00
Part 76	D. SUBSIDIES, GRANTS, RECOURSES, OFFSETS AND OTHER INCOME RELATED TO OPERATING EFFECTS	124	0.00	0.00
Part 76	E. OTHER OPERATING INCOME	125	10,438.66	0.00
60, 61, 63, 76, 79	F. GROSS OPERATING INCOME (110+121-122+123+124+125)	126	1,184,267.05	814,826.68
40, 41, 43, 44, 47, 48, part 70, 72	G. OPERATING EXPENDITURE (128+139+144+148)	127	1,040,476.82	888,233.30
40, 41, part 70	I. Cost of goods, materials and services (129+130+134)	128	467,217.76	534,130.28
Part 70	1. Cost of goods and materials sold	129	0.00	0.00
40	2. Cost of consumables	130	20,067.82	9,772.77
41	3. Cost of services	134	447,149.94	524,357.51
47	II. Labour costs (140 to 143)	139	553,539.45	347,716.02
Part 47	1. Payroll costs	140	423,496.14	277,184.36
Part 47	2. Pension insurance costs	141	35,637.46	21,996.20
Part 47	3. Other social security costs	142	32,627.43	20,392.68
Part 47	4. Other labour costs	143	61,778.42	28,142.78
43, 72	III. Write-downs (145 to 147)	144	9,222.66	4,817.19
43	1. Depreciation	145	5,147.22	4,397.20
Part 72	2. Revaluation expenses on intangible assets and property, plant and equipment	146	4,075.44	419.99
Part 72	3. Revaluation operating expenses on working capital	147	0.00	0.00

44, 48	IV. Other operating expenditure (149+150)	148	10,496.95	1,569.81
44	1. Reservations	149	0.00	0.00
48	2. Other costs	150	10,496.95	1,569.81
60, 61, 63, 76, 79, 40, 41, 43, 44, 47, 48, part 70, 72	H. OPERATING REVENUE SURPLUS (126-127)	151	143,790.23	0.00
60, 61, 63, 76, 79, 40, 41, 43, 44, 47, 48, part 70, 72	I. SURPLUS ON OPERATING EXPENDITURE (127-126)	152	0.00	73,406.62
77	J. FINANCIAL REVENUE (155+160+163)	153	1.22	2.91
Part 77	I. Financial income from participating interests	155	0.00	0.00
Part 77	II. Financial income from loans granted	160	0.00	0.00
Part 77	III. Financial income from trade receivables	163	1.22	2.91
74	K. FINANCIAL EXPENDITURE (168+169+174)	166	9.71	28.90
Part 74	I. Financial expenses from impairment and write- downs of investments	168	0.00	0.00
Part 74	II. Financial expenditure on financial liabilities	169	0.00	0.00
Part 74	III. Commitment expenditure	174	9.71	28.90
78	L. OTHER REVENUE	178	201.83	57.79
75	M. OTHER EXPENDITURE	181	30.75	180.34
80	N. REVENUE SURPLUS (151-152+153-166+178-181)	182	143,952.82	0.00
80	O. SURPLUS OF EXPENDITURE (152-151-153+166-178+181)	183	0.00	73,555.16
Part 81	P. INCOME TAX	184	0.00	0.00
Part 81	R. DEFERRED TAXES	185	0.00	0.00
Part 81	S. NET REVENUE SURPLUS FOR THE PERIOD (182-184-185)	186	143,952.82	0.00
89	Š. NET EXCESS EXPENDITURE FOR THE PERIOD (183+184+185 or 184-182+185)	187	0.00	73,555.16
	*INDEX TOTAL NUMBER OF EMPLOYEES BASED ON HOURS WORKED DURING THE ACCOUNTING PERIOD (to two decimal places)	188	8.21	7.24
	NUMBER OF MONTHS IN BUSINESS	189	12.00	12.00

Notes to the Income and Expenditure Account:

Operating revenue from non-economic public activities

In 2024, EMUNI University will derive revenue from non-economic public service activities totalling EUR 1,173,828.39 from the following sources:

- funds from the budget of the Republic of Slovenia (MVZT) amounting to EUR 733,333.33 or 62.47% of total revenue;
- income from miscellaneous projects of EUR 365,287.01, or 31.12% of total income;
- Membership fees received of EUR 37,500.00 or 3.19% of total revenue;
- revenue from tuition fees, registration fees, etc. of EUR 24,052.63 or 2.05% of total revenue; and
- revenue from subsidies from the Social Security Fund, salary reimbursements and other revenue, amounting to EUR 13,655.42, or 1.17%.

Financial revenue

EMUNI University does not have financial income in 2024.

Other revenue

In 2024, EMUNI University had other income of EUR 10,438.66, representing revaluation expenses from the write-down of payables to suppliers and royalties.

Cost of material

EMUNI University has incurred material costs of EUR 20,067.82 in 2024, or 1.92% of total expenditure, which are mainly operating costs. The rest is made up of office supplies, costs of newspapers and professional literature and other supplies.

Cost of services

In 2024, EMUNI University incurred service costs of EUR 447,149.94, or 42.98% of total expenditure, as follows:

- costs of tolls, parking charges and transport services amounting to EUR 42,138.79;
- maintenance service costs of EUR 783.24;
- rental costs of EUR 36,279.61;
- mission services (hotel, transport, parking, subsistence) amounting to EUR 18,515.49;
- payment and insurance premium costs amounting to EUR 2,509.92;
- costs of intellectual services (audit, accounting, consultancy, computer, printing, proofreading) amounting to EUR 118,115.26;
- advertising, representation, publicity and hotel expenses of EUR 42,727.12;
- fees of EUR 36,383.62; and
- other costs of EUR 149,696.89, representing the cost of other services such as: utilities, services provided by others, fees and membership subscriptions, postal and telephone charges, medical examinations and similar costs.

Labour costs

Personnel costs were recorded at EUR 553,539.45 in 2024, representing 53.20% of total expenditure. They consist of:

- wages and salaries and wage indemnities amounting to EUR 423,496.14;
- pension costs amounting to EUR 35,637.46;
- other social security charges of EUR 32 627,43; and
- other staff costs of EUR 61,778.42.

Salary costs in 2024 have increased significantly compared to the previous year, although the number of employees has not changed significantly. The average number of employees in 2023 was 7.24 and in 2024 it was 8.21. The increase in salary costs is due to the replacement of the outgoing President, who was paid a severance package and a bonus.

Write-downs - depreciation, amortisation and revaluation charges

In 2024, EMUNI University incurred depreciation and amortisation expenses of EUR 5,147.22 and revaluation expenses due to write-downs of trade receivables of EUR 4,075.44, representing 0.89% of total expenses.

Other operating expenses

In 2024, EMUNI University incurred other costs totalling EUR 10,496.95 in fees, membership fees and the cost of paying student awards, representing 1.01% of total costs.

Financial expenditure

In 2024, EMUNI University recorded financial expenses of EUR 9.71, representing the cost of reminders and interest on late payments.

Other expenditure

EMUNI University had a EUR 30.75 charge in 2024 for the 100th offsetting and negative exchange rate differences.

Surplus of expenditure over revenue

As can be seen from the profit and loss account, EMUNI University generated a surplus of EUR 143,952.82 in revenue over expenditure in 2024. Together with the surplus of EUR 25,346.38 of expenditure over revenue from previous years, EMUNI University thus has a surplus of EUR 118,606.44 of revenue over expenditure at 31.12.2024.

Piran, 14 February 2025

For the accounting report:

Matjaž Jurčan
Konto obala d.o.o.

EMUNI University

Prof. Dr. Rado Bohinc
President

11 Attachment: Financial report for the year 2024 in table

Table 11: Revenue and expenditure report by cash flow principle for the year 2024 (By cost category and source of financing, in EUR)

No.	Category	Total	MHESI	R&D Funds	Tuition Fees	Other
	TOTAL INCOMES	1,014,347.26	700,000.00	242,891.29	9,120.00	62,335.97
	TOTAL COSTS	1,029,353.51	700,000.00	258,409.12	9,029.48	61,914.91
1.2	COST OF MATERIAL	11,849.76	11,786.35	63.41	-	-
1.2.1.	Utilities (electricity, elevator, heating, trash)	7,709.70	7,709.70	-	-	-
1.2.4.	Cost of professional and other literature	956.64	956.64	-	-	-
1.2.5.	Office supplies	236.00	172.59	63.41	-	-
1.2.6.	Other supplies / consumables	2,947.42	2,947.42	-	-	-
1.3.	COST OF SERVICES	438,326.45	158,042.75	215,671.88	3,001.79	61,610.03
1.3.1.	Activity costs	3,753.44	3,753.44	-	-	-
1.3.1.1.	Postal services, postage	558.12	558.12	-	-	-
1.3.1.2.	Phone costs	3,195.32	3,195.32	-	-	-
1.3.1.3.	Other activity costs	-	-	-	-	-
1.3.2.	Investments and rents	47,207.87	33,062.07	4,763.85	385.45	8,996.50
1.3.2.1.	Regular maintenance	-	-	-	-	-
1.3.2.2.	Rental costs	47,207.87	33,062.07	4,763.85	385.45	8,996.50
1.3.3.	Bank account costs and insurance	4,582.64	3,709.12	777.50	-	96.02
1.3.3.1.	Costs of Insurance premiums	2,343.84	2,343.84	-	-	-
1.3.3.2.	Bank account costs	2,238.80	1,365.28	777.50	-	96.02
1.3.4.	Communality and transportation	15,279.74	3,027.07	3,286.53	-	8,966.14
1.3.4.1.	Communality costs (trash)	-	-	-	-	-
1.3.4.2.	Transportation services costs	15,279.74	3,027.07	3,286.53	-	8,966.14
1.3.5.	Intellectual services	40,197.97	38,679.02	1,346.95	-	172.00
1.3.5.1.	Registration fees for events	3,515.00	3,515.00	-	-	-
1.3.5.2.	Staff trainings	-	-	-	-	-

1.3.5.3.	Health services	324.43	324.43	-	-	-
1.3.5.4.	IT services (computer services)	18,193.40	18,064.59	128.81	-	-
1.3.5.5.	Proofreading and translations	1,390.14	-	1,218.14	-	172.00
1.3.5.6.	Accounting company costs	16,775.00	16,775.00	-	-	-
1.3.6.	Business travel	55,537.83	7,534.53	19,492.29	16.34	28,494.67
1.3.6.1.	Daily allowances	7,629.21	1,410.71	3,860.07	-	2,358.43
1.3.6.2.	Mileage	4,882.16	2,369.33	1,131.80	16.34	1,364.69
1.3.6.3.	Accommodation (Overnight expenses)	15,063.36	164.00	7,183.51	-	7,715.85
1.3.6.4.	Costs of parking, tolls and business trips	2,196.42	38.25	1,125.32	-	1,032.85
1.3.6.5.	Other business trip costs	25,766.68	3,552.24	6,191.59	-	16,022.85
1.3.7.	Authorial work and single task contracts	205,193.00	27,879.35	173,184.65	2,600.00	1,529.00
1.3.7.1.	Authorial work contracts (IBC and other contracts)	8,325.74	2,950.09	5,375.65	-	-
1.3.7.2.	Single task contracts and partner payments	196,867.26	24,929.26	167,809.00	2,600.00	1,529.00
1.3.8.	Other services	66,573.96	40,398.15	12,820.11	-	13,355.70
1.3.8.1.	Conferences and big / major events	2,561.83	2,261.83	-	-	300.00
1.3.8.2.	Food and conferences and big events	12,579.00	206.00	2,412.00	-	9,961.00
1.3.8.3.	Printing costs and postage	4,433.30	2,066.50	2,280.79	-	86.01
1.3.8.4.	Promotional expenditures / advertising	9,224.30	9,172.54	-	-	51.76
1.3.8.5.	Administrative and other adds	-	-	-	-	-
1.3.8.6.	Student work	16,265.11	16,265.11	-	-	-
1.3.8.7.	Cleaning	7,428.62	7,428.62	-	-	-
1.3.8.8.	Other services	9,027.24	487.00	7,795.33	-	744.91
1.3.8.9.	Representative costs	4,810.56	2,266.55	331.99	-	2,212.02
1.3.8.10.	Work security costs	244.00	244.00	-	-	-
2	AMORTISATION	-	-	-	-	-
3	RESERVATIONS	-	-	-	-	-
4	LABOUR COSTS	544,591.94	521,812.94	20,279.01	2,500.00	-
4.1.	Salaries	256,180.80	237,233.58	18,947.22	-	-

4.2.	Salary substitution	12,461.02	12,461.02	-	-	-
4.3.	Food and transportation to work	24,935.19	23,603.41	1,331.79	-	-
4.4.	Holiday allowance	10,172.07	10,172.07	-	-	-
4.5.	Employer contribution (2nd gross)	240,842.86	238,342.86	-	2,500.00	-
5	OTHER COSTS	34,585.36	8,357.97	22,394.82	3,527.69	304.88
5.1.	Profit tax	-	-	-	-	-
5.2.	Taxes (like Notary, etc.)	1,162.85	857.97	-	-	304.88
5.3.	Construction land taxes	-	-	-	-	-
5.4.	Memberships	-	-	-	-	-
5.5.	Scholarships	21,980.69	-	18,453.00	3,527.69	-
5.6.	Bonuses to students on work practice	11,441.82	7,500.00	3,941.82	-	-
5.7.	Costs of Study programmes	-	-	-	-	-
Total		-15,006.25	0.00	-15,517.83	90.52	421.06