

# **COMMUNICATION ON ENGAGEMENT**

**31 DECEMBER 2024**

# COMMUNICATION ON ENGAGEMENT

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# PART I

## STATEMENT OF CONTINUED SUPPORT BY THE CHIEF EXECUTIVE

June, 2025  
Bratislava

I am pleased to confirm that Bratislava University of Economics and Business (BRATISLAVA UNIVERSITY OF ECONOMICS AND BUSINESS ) continues to fully support the United Nations Global Compact and its Ten Principles in the areas of Human Rights, Labor, Environment and Anti-Corruption. This Communication on Engagement outlines our efforts and achievements in supporting these principles over the period 2022 to 2024. We remain firmly committed to the values of sustainable development, responsible governance, academic integrity, and social responsibility.

Despite the challenges of a dynamically changing global environment, including economic pressures and the lingering impact of the pandemic, our University has consistently integrated the principles of the UN Global Compact into education, research, internal governance, and stakeholder cooperation. Through the advancement of ESG practices, support for inclusivity, ethics-based decision-making, and implementation of sustainable strategies, Bratislava University of Economics and Business has reinforced its role as a leading academic and socially engaged institution in the Central European region.

We take pride in the international AACSB accreditation, the implementation of quality assurance systems aligned with national and European standards, and in deepening our involvement in community engagement and global educational networks. As we reflect on the last three years, our focus has remained on developing responsible leaders, fostering ethical and inclusive academic culture, and promoting the UN Sustainable Development Goals.

We welcome feedback on the contents of this Communication on Engagement and look forward to continued collaboration with our stakeholders in the years ahead.

Sincerely yours,

prof. Ing. Ferdinand Daňo, PhD.  
Rector  
Bratislava University of Economics and Business

# PART II

## DESCRIPTION OF ACTIONS

### 1) GENERAL INFORMATION

Bratislava University of Economics and Business is an integral part of the European Higher Education Area and the European Research Area. As such, its mission is to deliver high-quality higher education across all three cycles of study, primarily in economics and management, as well as selected disciplines in the humanities and information sciences. BRATISLAVA UNIVERSITY OF ECONOMICS AND BUSINESS is committed to advancing knowledge through independent scientific research and contributing to the development of a knowledge-based society both in Slovakia and throughout Europe.

#### VISION OF THE UNIVERSITY

Bratislava University of Economics and Business aspires to be recognized as a high-quality, modern research university with a strong international orientation. It aims to act responsibly toward society and to prepare graduates who are capable of meeting the challenges of globalization.

#### CORE VALUES

BRATISLAVA UNIVERSITY OF ECONOMICS AND BUSINESS aligns itself with the values and principles of the **Magna Charta Universitatum**. In line with this foundational charter, the University:

- Upholds the principles of autonomy and moral and scientific independence from political influence, while safeguarding academic freedom.
- Ensures the inseparability of education, research, and creative scholarship.
- Fosters critical thinking among academic staff and students.
- Opposes intolerance and promotes inclusive dialogue across all areas of university life.
- Cultivates and advances the traditions of democracy and European humanism.
- Encourages intercultural exchange and supports the values of European cooperation and dialogue.
- Applies and promotes the principle of equal opportunities.

In accordance with these principles, BRATISLAVA UNIVERSITY OF ECONOMICS AND BUSINESS is committed to nurturing graduates who are not only professionally competent but who also act ethically and responsibly in their professional and civic lives.

#### STRATEGIC OBJECTIVES OF THE UNIVERSITY (2019 – 2027)

To fulfill its mission and achieve its long-term vision, the leadership of BRATISLAVA UNIVERSITY OF ECONOMICS AND BUSINESS has identified the following strategic goals:

- To position the University as a research-oriented institution.
- To align all areas of activity with national and international quality standards.

## FUNDAMENTAL PRINCIPLES GUIDING UNIVERSITY ACTIVITIES

Throughout its operations—past, present, and future—BRATISLAVA UNIVERSITY OF ECONOMICS AND BUSINESS applies a consistent set of core principles:

- **Commitment to Social Responsibility:** Demonstrating responsibility in teaching, research, and knowledge transfer both within Slovakia and internationally.
- **Academic Excellence and Quality:** Strengthening and continuously developing academic excellence across all areas.
- **Internationalization:** Embedding internationalization throughout all aspects of university life.

## STRUCTURE OF THE UNIVERSITY

### I. Faculties



Faculty of Economics and  
Finance



Faculty of Commerce



Faculty of Economic  
Informatics



Faculty of Business  
Management



Faculty of International  
Relations



Faculty of Applied  
Languages



Faculty of Business  
Economics with seat in  
Košice

### II. University Departments and Institutes

Units directly governed by the Rector:

- Rector's Secretariat
- Legal Services and Internal Control Department
- Department for Personnel and Social Questions
- Archive

Units directly governed by the Bursar:

- Department for Public Procurement
- Department of Financial Accounting
- Department of Economy Work and Wage Department
- Department for Planning and Budget
- Department of Process and Investment
- Health, Section Safety and Security at Work
- Section of Civil Defence

Units governed by the Vice-Rector for Education:

- Pedagogical Department
- Centre of Information Technologies
- Lifelong Learning Center
- Kindergarten of the Bratislava University of Economics and Business – Ecovčielka

Units governed by the Vice-Rector for Development:

- Administrative Department
- University Business Activity and Service Centre
- Physical Education and Sports Centre

- Expert Institute
- Centre of Drugs Prevention and Counselling

Units governed by the Vice-Rector for Research and Doctoral Studies:

- Research-Exhibitory and Information Bio-Energy Centre
- Project Centre
- Economic Review
- Department for Research and Doctoral Studies

Units governed by the Vice-Rector for International Relations:

- Center for International Relations
- Centre of Communication and Public Relations

Units governed by the Vice-Rector for Management of Academic Projects:

- Centre of Quality Assurance and Support
- Slovak Economic Library

## 2) POTENTIAL OF THE BRATISLAVA UNIVERSITY OF ECONOMICS AND BUSINESS FOR ITS QUALITY ETHICAL CONDUCT AND ITS SUCCESSFUL SUSTAINABLE DEVELOPMENT

### Institutional Attributes Supporting Ethics and Quality

**Focus on Excellence and Quality:** BRATISLAVA UNIVERSITY OF ECONOMICS AND BUSINESS 's strategic vision is to be internationally recognized for meeting high standards in all areas of activity. To achieve this, the University integrates a Total Quality Management (TQM) approach encompassing three key systems:

#### I. Compliance Management System

Adapts and incorporates national legislative frameworks into internal BRATISLAVA UNIVERSITY OF ECONOMICS AND BUSINESS policies and operations

#### II. Internal Quality Assurance System

Provides ongoing monitoring, evaluation, and continuous improvement in academic and organizational performance.

#### III. Ethical Management

Implements ethics programmes that foster responsible behaviour among all stakeholders.

*Scheme 1: Institutional Attributes Supporting Ethics and Quality*



Source: Bratislava University of Economics and Business

These systems operate synergistically with BRATISLAVA UNIVERSITY OF ECONOMICS AND BUSINESS 's commitment to the **AACSB International** accreditation standards, ensuring goal-oriented quality and excellence for all internal and external partners.



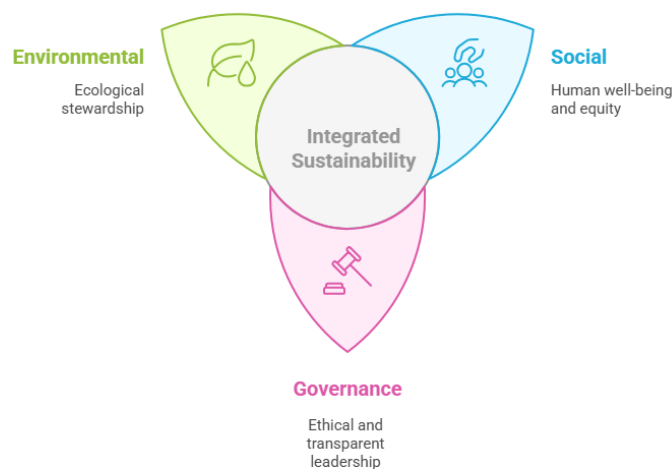
### Sustainability and ESG Integration

BRATISLAVA UNIVERSITY OF ECONOMICS AND BUSINESS 's sustainable development efforts are grounded in the ongoing development of Environmental, Social, and Governance (ESG) policies. The University aims to:

- Strengthen the application of sustainable principles.
- Promote responsible stakeholder engagement.
- Implement TQM as a driver of ESG impact.
- Support the 10 Principles of the UN Global Compact in daily operations.

This commitment positions BRATISLAVA UNIVERSITY OF ECONOMICS AND BUSINESS as a natural leader among Slovak and V4-region universities in sustainability and ethical conduct.

***Scheme 2: The Synergy of ESG Pillars***



Source: Bratislava University of Economics and Business



All ESG-related initiatives and ethical management processes are coordinated by the BRATISLAVA UNIVERSITY OF ECONOMICS AND BUSINESS Ethics Committee, in collaboration with the RI4SK Platform (<https://Bratislava University of Economics and Business .sk/en/university/ethical-management#memberships-and-initiatives-supporting-our-responsible-conduct>), as part of the implementation of the National Declaration on Strengthening Research Integrity in the Slovak Republic. BRATISLAVA UNIVERSITY OF ECONOMICS AND BUSINESS became a signatory of this declaration on 12 October 2021, joining 36 other Slovak universities in endorsing the national framework for research ethics and responsible conduct

**Scheme 3: External acceptance of ethics conduct of the BRATISLAVA UNIVERSITY OF ECONOMICS AND BUSINESS**



Source: Bratislava University of Economics and Business

# PART III

## MEASUREMENT OF OUTCOMES

### I. STUDENTS

The section dedicated to students focuses primarily on how students prepare for future careers. The number of students responds to the demographic curve. In the long term, the share of registered students at the EUBA is 7% of the number of children born who have completed secondary education. The structure of registered students as of 31 December 2024 is as follows:

#### A) STRUCTURE OF STUDENTS

As of 31 December 2024 the structure is as follows:

*Tab. 1 Structure of students*

Study Faculty	Faculty of Economics and Finance	Faculty of Commerce	Faculty of Economic Informatics	Faculty of Business Management	Faculty of International Relations	Faculty of Applied Languages	Faculty of Business Economy
Daily study	1142	1650	1103	1301	530	201	492
External study	167	38	3	16	7	0	95

Source: Bratislava University of Economics and Business

#### B) OVERVIEW OF ACCREDITED STUDY PROGRAMS

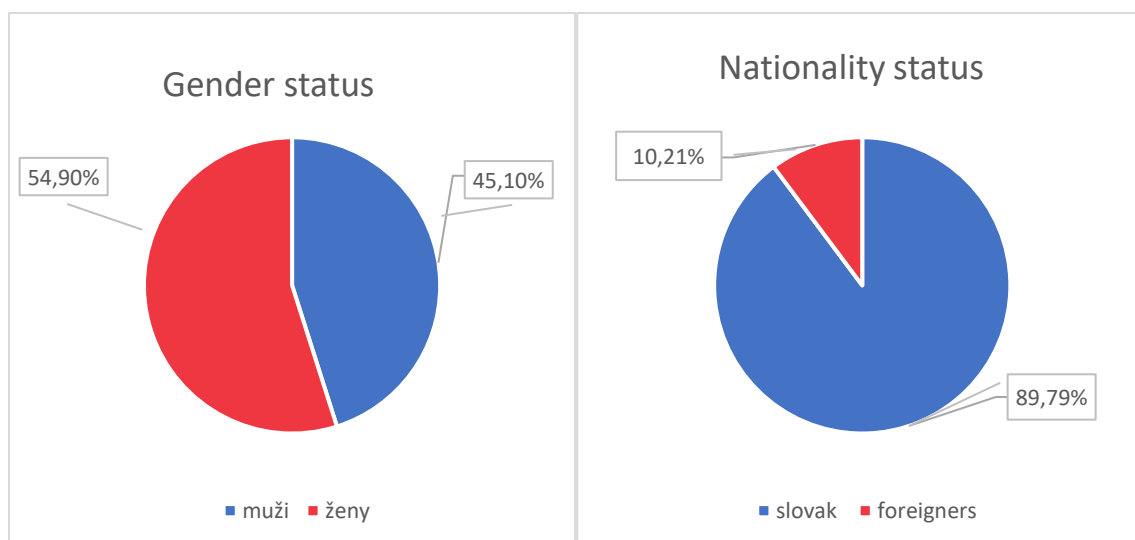
*Tab. 2 Overview of accredited study programs*

Faculty	1st level	2nd level	3rd level	Total
Faculty of Economics and Finance	9	8	3	20
Faculty of Commerce	4	6	5	15
Faculty of Economic Informatics	4	4	3	11
Faculty of Business Management	2	3	4	9
Faculty of International Relations	2	2	4	8
Faculty of International Relations	1	1	0	2
Faculty of Business Economy	7	6	2	15
<b>BRATISLAVA UNIVERSITY OF ECONOMICS AND BUSINESS</b>	<b>29</b>	<b>30</b>	<b>21</b>	<b>80</b>

Source: Bratislava University of Economics and Business

Responsible Inclusive and diverse behaviour of BRATISLAVA UNIVERSITY OF ECONOMICS AND BUSINESS can also be very visibly recognized in the structure of students according to gender and nationality statuses. As of 31 December 2024, the structure is as follows:

*Fig. 1 Gender and nationality status*



Source: Bratislava University of Economics and Business

Another form of successfully enabling inclusive and diverse education is lifelong learning. The EU Lifelong Learning Center in Bratislava provides:

- deepening and supplementing education for those interested in higher education: teaching the Slovak language in Language and Vocational Training for Foreigners (73 participants), secondary school mathematics (57 participants), basics of economics and business (75 participants), English language course (29 participants);
- acquiring and expanding skills for work within the framework of working in European institutions for students and other interested parties (20 participants);
- professional education in the field of economics and management for the professional public (control in public administration, actuaries, auditors) (15 participants);
- education for seniors within the University of the Third Age in 24 study programs (physical education activities, development of social skills, education in the field of history, digital skills, computer science (1300 participants)).

Almost 1600 participants were educated in educational programs within the Center for Lifelong Learning

### C) INTEGRATION OF ESG IN THE EDUCATIONAL PROCESS

Within the educational process in all forms, BRATISLAVA UNIVERSITY OF ECONOMICS AND BUSINESS actively teaches and promotes education in the field of responsible behavior (CSR), sustainable development (SDG) and, above all, theoretical foundations of ESG (current urgent social and economic requirement) – specifically by teaching subjects at the 1st level - Corporate Governance, Business Ethics, Accounting Ethics, Corporate Social Responsibility. Responsible behavior is also addressed in subjects such as Accounting Fundamentals, Consumer Protection, Business Economics, Marketing, Sales Strategy, Entrepreneurship in Construction, Corporate Controlling, Management, etc. The above-mentioned issues are also processed within seminar papers, but also in final theses, which are focused on various topics and areas of Corporate Governance, Business Ethics, ESG principle, implementation and authenticity of SDG, practicality and safety.

The educational process in the field of economics and management education using ethics allows for creative and effective approach to even the most complicated challenges of current economic development. The result is the solution of current problems in the field of Corporate Governance, Business Ethics, ESG, SDG, CSR.

The process of implementing the National Declaration on Strengthening the Integrity of Research in Slovakia generates a targeted system of education, training and advisory and consulting activities on ethics and CSR topics (as a form of prevention of problems of this type) and participation in volunteer

activities, Sustainability, Festival. Cooperative in Slovakia, etc., with the aim of intensifying practical cooperation between students and business practice within entities with a declared ESG and SDG concept.

#### D) SOCIAL

BRATISLAVA UNIVERSITY OF ECONOMICS AND BUSINESS pays attention to student support, which is manifested in the social sphere (including counseling and advisory activities for students). The university provides incentive scholarships from funds allocated for this purpose. In 2024, 163 students received a social scholarship, which represented 3.74% of the total number of 6,289 full-time students at BRATISLAVA UNIVERSITY OF ECONOMICS AND BUSINESS in the first and second stages of study (in 2023 it was 235 students, i.e. 3.66%). During 2024, 19 students received a pregnancy scholarship (in 2023 it was 16 students). The number of students receiving various forms of scholarships in 2024:

**Tab. 3 Number of students receiving scholarship as of 31st Dec 2024**

Faculty Scholarship	Faculty of Economics and Finance	Faculty of Commerce	Faculty of Economic Informatics	Faculty of Business Managemen t	Faculty of International Relations	Faculty of Applied Languages	Faculty of Business Economy	Σ Number of students
Social	31	29	44	26	15	3	15	<b>163</b>
Pregnancy	4	3	5	3	0	0	4	<b>19</b>

**Source: Bratislava University of Economics and Business**

Services for students with special needs are provided at the relevant faculties by faculty coordinators for students with special needs, who usually focus on direct work with students, which is primarily the assessment of the student's specific needs, the provision of consulting services, assistance in the use of assistive technologies, support for active work tools in terms of creating an accessible academic environment for students with special needs at the faculty, and more. The activities and work of the university coordinator for students with special needs is of a developmental nature and is oriented towards methodological guidance of the activities of faculty coordinators, support and development of a universal academic environment for the benefit of all faculties at the university. One of the important tasks of the university coordinator is the comprehensive care of existing forms of support for the academic environment, efforts to ensure their sustainability and the subsequent development of new services in accordance with the principles of a universal approach to supporting students with special needs.

A total of 50 students with special needs studied at the EU in Bratislava in 2024. The university provided all students with special needs with appropriate adjustments and support services depending on the type of health disability.

The following services were provided to students with special needs at the EU in Bratislava in 2024:

- an individual schedule for fulfilling study obligations under predetermined conditions with the possibility of alternative forms of fulfilling study obligations,
- the possibility of using assistive technologies,
- making audio or video recordings of lectures or seminars after prior agreement with the teacher and his/her written consent, or materials for lectures/lecture notes in written form based on an agreement on the mediation of study materials between the teacher and the student,
- support in securing study literature, materials from lectures and assignments from seminars and at the same time documenting and processing them in written form in sufficient advance,
- borrowing literature from the academic library for an extended period according to the established rules,
- the possibility of reading mandatory literature in digital form,
- the possibility of dividing the exam into several parts,
- a separate room for written exams,
- spelling correction on a PC during exams,

- combined testing (preferring oral form over written or vice versa),
- extension of time for written exams in the range of 30% to 50%,
- provision of test assignments in a sufficiently readable and understandable form, including verification of whether the student understands and comprehends the assignment,
- the possibility of a greater number of absences during the academic year due to immunological insufficiency of a student with special needs,
- adjustment of the safety of the environment for students with limited motor skills of the upper and lower extremities,
- counseling services,
- accommodation in a student dormitory taking into account specific needs,
- provision of transportation to school and to the student dormitory,
- use of a special classroom with technologies for students with special needs, for study purposes,
- reserved parking space,
- allowing a guide when walking in the faculty premises (parents, relatives or other accompanying person).

#### **E) INTERNATIONAL DIMENSION OF OUR EDUCATION SYSTEM:**

In 2024 the Bratislava University of Economics and Business (BRATISLAVA UNIVERSITY OF ECONOMICS AND BUSINESS ) actively strengthened its global position. The strategic objective was to enhance internationalization in accordance with BRATISLAVA UNIVERSITY OF ECONOMICS AND BUSINESS 's mission, vision, and strategic objectives, ensuring compatibility with AACSB accreditation standards. BRATISLAVA UNIVERSITY OF ECONOMICS AND BUSINESS remains the first and only AACSB-accredited university in Slovakia. The BRATISLAVA UNIVERSITY OF ECONOMICS AND BUSINESS also cooperated with organizations and cooperation networks such as CIDD, HERMES, EDAMBA, and EUA.

The BRATISLAVA UNIVERSITY OF ECONOMICS AND BUSINESS participated in international conferences hosted by the APAIE, NAFSA, and EAIE. This enabled the BRATISLAVA UNIVERSITY OF ECONOMICS AND BUSINESS to strengthen its partnerships with partners worldwide. The Erasmus+ program has played a crucial role in promoting internationalization at BRATISLAVA UNIVERSITY OF ECONOMICS AND BUSINESS . Moreover, summer and winter schools have been organized, including the BRATISLAVA UNIVERSITY OF ECONOMICS AND BUSINESS Summer School focusing on Leadership in Central Europe. The development project “Promoting internationalization at BRATISLAVA UNIVERSITY OF ECONOMICS AND BUSINESS ” further supported internationalization activities at both the university and faculty levels.

In 2024, BRATISLAVA UNIVERSITY OF ECONOMICS AND BUSINESS 's strategic approach to internationalization in the relevant areas of the educational process is as follows:

**17 study programs in foreign languages, including 5 bachelor's programs, 8 master's programs, and 4 doctoral programs**

#### **Bachelor programs**

Bachelor in Applied Economics  
Bachelor in Business Economics and Management  
Bachelor in Business Economics and Management (Michalovce)  
Bachelor in Commercial Entrepreneurship  
Bachelor in Finance, Banking and Insurance

#### **Master programs**

Master in Applied Economics  
Master in Corporate Business and Marketing  
Master in Corporate Financial Management  
Master in Economic Diplomacy  
Master in Finance and Taxes  
Master in General Management  
Master in Marketing and Trade Management  
Master in Tourism Management

#### **PhD. programs**

Business economics and management  
Economics  
International Economic Relations  
Management of International Business

**From the academic year 2021/2022 to the academic year 2023/2024, BRATISLAVA UNIVERSITY OF ECONOMICS AND BUSINESS offered a total of 319 English-language courses:**

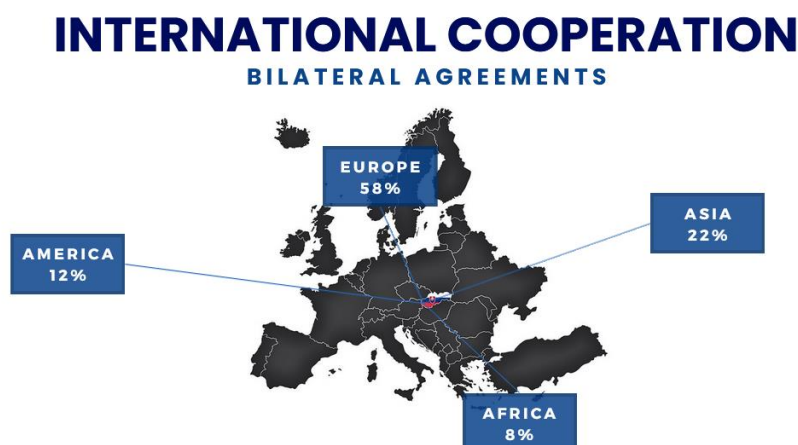
- **91** professional courses in foreign languages (English) were offered in academic year 2021/2022:
  - in the winter semester 2021/2022: 49 courses
  - in the summer semester 2021/2022: 42 courses
- **98** professional courses in foreign languages (English) were offered in academic year 2022/2023:
  - in the winter semester 2022/2023: 60 courses
  - in the summer semester 2022/2023: 38 courses
- **130** professional courses in foreign languages (English) were offered in academic year 2023/2024:
  - in the winter semester 2023/2024: 65 courses
  - in the summer semester 2023/2024: 65 courses

**In 2024, the BRATISLAVA UNIVERSITY OF ECONOMICS AND BUSINESS concluded 15 international double and joint degree programmes with 14 foreign universities in 11 countries in Europe and Asia:**



### Bilateral agreements

Currently, the BRATISLAVA UNIVERSITY OF ECONOMICS AND BUSINESS has 349 bilateral agreements, including 223 Erasmus+ bilateral partnerships in 33 countries participating in the programme and 126 framework cooperation agreements in 49 countries worldwide. In total, the EU in Bratislava has concluded cooperation agreements with university institutions in 64 countries worldwide:



### Student exchanges

In the calendar year 2024, a total of 453 students were sent abroad, of whom 425 were on study stays and 28 on practical placements. In terms of structure, 64% are female (291) and 36% are male (162). The total number of outgoing students increased by 12,7% compared to 2023.

Of the 453 students sent abroad, 26% took advantage of the green travel option (bus, train) and 7% of students were supported with additional financial grants, the so-called Top-up above the basic financial support. Moreover, BRATISLAVA UNIVERSITY OF ECONOMICS AND BUSINESS implemented 35% of short-term mobilities within Blended Intensive Programme (BIP) funded by the Erasmus+ programme.

**Tab. 4 Students exchange**

Year	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Outcoming students	468	515	297	292	320	293	223	276	374	402	453
Incoming students	408	440	399	342	337	287	152	158	237	219	202

Source: Bratislava University of Economics and Business

A total of 202 incoming exchange students were admitted from abroad during the reported period. In terms of structure, 42% are female (84) and 58% are male (118). The total number of incoming exchange students increased by 7,8 % compared to 2023.

## II. EMPLOYEES

CSR in relation to employees and other categories of human capital has been sustainably implemented at BRATISLAVA UNIVERSITY OF ECONOMICS AND BUSINESS in the long term on the basis of mutually beneficial use of their expertise and creative potential with adequate remuneration, fairness, correctness, objectivity of evaluation of results in pedagogical, scientific research, publishing and creative-sustainable activities.

### A) STAFF STRUCTURE

The total number of registered employees in physical persons in all categories (university teacher, researcher, administrative, technical-economic and manual staff) at the BRATISLAVA UNIVERSITY OF ECONOMICS AND BUSINESS as of 31 December 2024 was 839 persons:

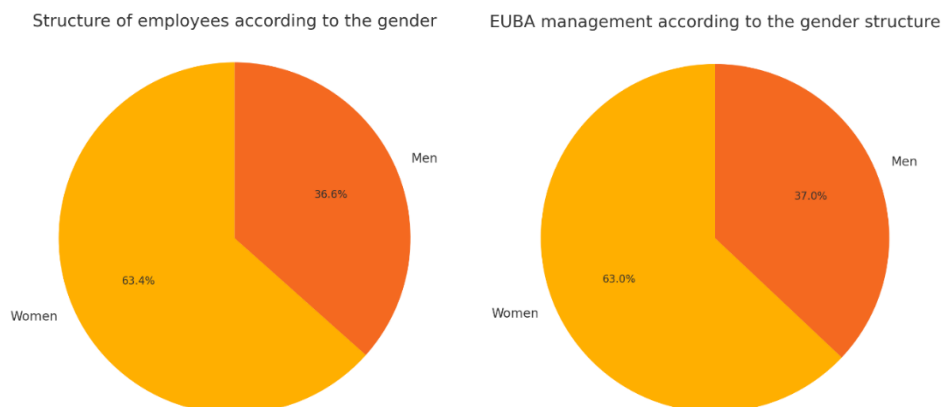
**Tab. 5 Staff structure**

Teaching Staff				
Full Professors	Visiting Professors	Associate Professors	Assistant Professors	Lecturers
40	0	129	204	30
Age Structure				
Under 35 years	From 36 - to 40 years	From 41 - to 50 years	From 51 - to 60 years	More than 60 years
52	51	141	89	71
Employment Age				
	Under 5 years	From 5 - to 10 years	From 10 - to 15 years	More than 15 years
	82	55	77	190

Source: Bratislava University of Economics and Business

We can also declare the implemented diversity and inclusion parameter on the following structure: 63,41 % of female employees and 63 % of women in management:

**Fig. 2 – Structure of employees**



Source: Bratislava University of Economics and Business



## **B) COLLECTIVE AGREEMENT**

Evidence of responsible behaviour and respect for the principles of the Diversity Charter is provided by the current collective agreement, in force since 16 May 2023, as amended by two addenda.

The Collective Agreement and the possibilities of using the Social Fund are a great help in improving and strengthening the relations of the EUBA with its employees. Its aim is to secure the rights, legitimate interests and needs of employees and to improve their living and working conditions. This collective agreement is concluded in accordance with Article 2 of the International Labour Organisation Convention No. 154 of 1981 concerning the Promotion of Collective Bargaining and Article 2(3)(b) of Act No. 2/1991 Coll. on Collective Bargaining. A collective agreement shall also be concluded on behalf of non-unionised employees.

The Bratislava University of Economics and Business provides catering for employees in several catering establishments. The employer contributes 55 %

of the value of the meal + a contribution from the social fund of EUR 0,40 per hot meal per day.

In 2024, the EU in Bratislava provided direct social assistance for various reasons

to 33 employees (birth of an employee's child, death of an employee or his/her life partner, purchase of medicines in case of a particularly serious illness of an employee, in case of an accident, in case of extraordinary serious events) in the amount of EUR 350,00.

The workforce regeneration allowance has been set at EUR 95.00 in 2024. In the November 2024 accounts, 797 employees were receiving this allowance.

The staff recreation allowance has been set at a maximum of EUR 275,00 per calendar year as from 1 January 2019. In 2024, 325 employees of the Bratislava University of Economics and Business claimed this recreation allowance in various amounts, totalling EUR 62 559,90.

The Bratislava University of Economics and Business provides employees with an allowance for a children's camp or a Children's Economic University, an allowance for a language course, an allowance on the occasion of life or work anniversaries.

The contribution to supplementary pension savings per person per month was set at EUR 30,00 until 31 August 2024, from 1 September 2024 to 31 December 2024 it was set at EUR 32,00, from 1 January 2025 to 31 December 2025 it was set at EUR 35,00 and from 1 January 2026 it will be set at EUR 37,00.

In 2024, the Bratislava University of Economics and Business employed 67 employees with disabilities, for whom the following conditions were created:

- marked outdoor paths
- a pull-out platform for wheelchair users
- covered seating for wheelchair users on the university campus

The Bratislava University of Economics and Business provides recreational stays for employees and their family members

in 3 facilities (Accommodation Facility in Horný Smokovec - 21 beds, Educational Facility in Virta - 80 beds, Accommodation Facility in Jarabá - 18 beds) with extremely favourable conditions for accommodation and recreation.

### III. STAKEHOLDERS IN THE AREA OF ACCREDITATION

The basis for accreditation and quality management at Bratislava University of Economics and Business is the university's vision: the aim of Bratislava University of Economics and Business is to be perceived and recognised as a high quality, modern research university with an international orientation that reflects social responsibility and prepares graduates capable of responding to the challenges of globalisation. At the same time, one of the main objectives of Bratislava University of Economics and Business is "the continuous assurance of high quality in all areas of the University and its individual organisational components, as well as quality improvement in accordance with the requirements arising from the international accreditation standards of AACSB International, from the Standards and Guidelines (ESG) and from other internationally recognised quality standards".

#### A/Award of AACSB International Accreditation to the EUBA

Sustainable development and responsible behaviour within EUBA is supported by AACSB - Association to Advance Collegiate Schools of Business. Synonymous with the highest standards of excellence since 1916, AACSB provides quality assurance, business education intelligence and professional development services to more than 1,600 member organizations and more than 800 accredited business schools worldwide. AACSB connects, shares and inspires innovation and quality among its members.

Bratislava University of Economics and Business successfully completed the international accreditation process and received international accreditation under the AACSB system. This achievement marks the culmination of a challenging multi-year process in which the AACSB Accreditation Commission continuously assessed all areas of the University's activities. It focused its attention in particular on the content and quality of the study programmes and the results of the scientific research activities of the staff, as well as the success of students and the application of graduates in practice. By obtaining this accreditation, the EUBA has joined the group of universities from all over the world that provide high quality and internationally comparable education in business programmes. At the same time, it has become a member of a club that comprises 6% of the schools in the world focusing on business degree programmes that have received this AACSB accreditation. The EUBA is the first Slovak university, the first in the former Czechoslovakia and the third university in the V4 countries to receive the prestigious AACSB international accreditation.

*AACSB accredits institutions that have demonstrated a clear focus on excellence in education, research, curriculum content, and student outreach.* AACSB accreditation ensures continuous quality improvement at schools and guides them in fulfilling their mission, innovating, and achieving impact. Schools that are accredited through the AACSB have successfully passed a rigorous accreditation process that ensures that the educational institutions have the necessary resources, a reputation, and are prepared to make a commitment to providing students with an excellent, future-focused economics education.

B/Accreditation in accordance with the standards of the Slovak Accreditation Agency for Higher Education (SAAVŠ), in 2021, is involved in the alignment of study programmes with the Standards for the Internal Quality Assurance System for Higher Education and the Standards for the Study Programme.

To carry out this process, EUBA has a tool "Rules for the Internal Quality Assurance System for Higher Education at EUBA", which defines the system and rules for quality assurance and internal quality assessment of educational, creative and related activities. The internal system is governed by the Act, Act No. 269/2018 Coll. on Quality Assurance in Higher Education and on Amendment and Supplementation of Act No. 343/2015 Coll. on Public Procurement and on Amendment and

Supplementation of Certain Acts, as amended (hereinafter referred to as the "Act on Quality Assurance"), the Bratislava University of Economics and Business Statute and other internal regulations of Bratislava University of Economics and Business.

The general binding regulations of this system include: in particular the Quality Assurance Act, Act No 131/2002 Coll. on Higher Education Institutions and on Amendments and Additions to Certain Acts, as amended (hereinafter referred to as the 'Higher Education Act'), Decree of the Ministry of Education No 614/2002 Coll. on the credit system of studies, Decree of the Ministry of Education No. 246/2019 Coll. on the procedure for obtaining scientific-pedagogical titles and artistic-pedagogical titles of associate professor (hereinafter referred to as the "Decree on Habilitations and Inaugurations"), Decree of the Ministry of Education and Science of the Slovak Republic No. 244/2019 Coll. on the system of fields of study in the Slovak Republic, Decree of the Ministry of Education and Science of the Slovak Republic No. 16/2016 Coll. on the system of fields of study in Slovakia, No. 296/2010 Z. z. on the professional competence for the exercise of the health profession, the method of further education of health professionals, the system of specialisation fields and the system of certified work activities, as amended.

In preparation for the process of institutional accreditation of SAAVS, the above Rules were approved by the EUBA Rector's College at its meeting and further forwarded to the EUBA Academic Senate for discussion and were approved by the EUBA Scientific Council. New study programmes (18 programmes) were discussed by the Quality Council and submitted for accreditation under Section 30 of Act No. 296/2018 Coll. of the SAAVŠ, as well as proposals for the assessment regarding the adaptation of continuing study programmes of 4 faculties were discussed. From the organisational and administrative point of view, the implementation of the quality monitoring and evaluation process is ensured at University level, as well as at the level of faculties and study programmes.

Bratislava University of Economics and Business Quality Council, which is the decision-making body for internal accreditation, operates at University level. The decisions of the Quality Council are binding for all Bratislava University of Economics and Business components where study programmes, habilitation and inauguration procedures are carried out. At the level of individual study programmes, there are Programme Councils, which consist of at least 5 programme teachers, a representative of the practice and a student representative. The members of the Programme Board are appointed by the Dean of the Faculty and the Programme Board is responsible for the creation and development of the respective study programme. In the case of a proposal for a new programme or a change to an existing programme, the Dean of the Faculty submits the application developed by the Programme Board to the Bratislava University of Economics and Business Quality Council for consideration.

#### C/Quality management

Quality management at Bratislava University of Economics and Business (as mentioned above) is institutionalised by the Quality Assurance and Support Centre, which is managed by the Vice-Rector for Academic Project Management. The quality assurance and improvement system at UEBA is regulated by the Institutional Quality Manual, which deals with the monitoring and evaluation of quality in the activities of Bratislava University of Economics and Business in the form of the following tools:

- a survey of the views of relevant target groups,
- control of the pedagogical process in the form of hospitalizations,
- evaluation of subjects,
- evaluation of study programmes.

Bratislava University of Economics and Business regularly pays attention to the evaluation of the course and quality of educational activities, in accordance with Section 70(1)(h) of the Higher

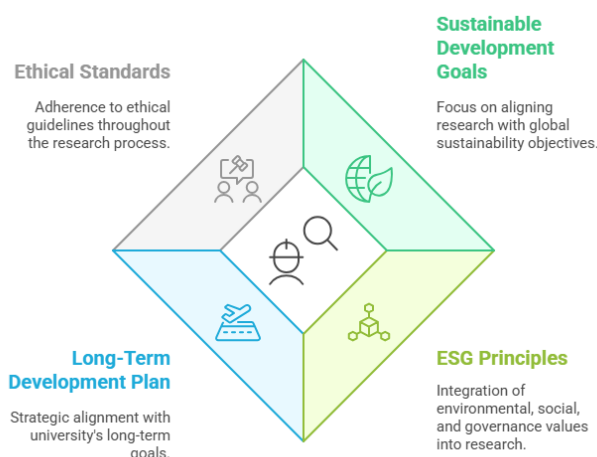
Education Act, it allows students to express their opinions on the quality of teaching and the performance of individual teachers in the pedagogical process twice in an academic year. The opinion survey is carried out by the Bratislava University of Economics and Business Centre for Quality Assurance and Quality Promotion in close cooperation with individual faculties and student parliaments. In the context of the continuous improvement of the quality of study programmes (especially business-oriented programmes), the Assurance of Learning process is implemented and evaluated in compliance with the demanding AACSB standards. The results of surveys and evaluations are an important basis for decision-making and taking measures to improve the quality of teaching of individual courses and programmes, as well as to improve performance in other areas of the University's activities.

This university-wide workplace, the Centre for Quality Assurance and Support, provides relevant administrative, organisational and technical support to EUBA management, faculties, institutes and other Bratislava University of Economics and Business departments in the implementation and improvement of the internal quality system, and organises development and training activities for Bratislava University of Economics and Business staff. The quality of the educational system is also declared by an attractive example when Ing. Vuong Dinh Hue, PhD graduate of Bratislava University of Economics and Business, was successfully elected as the Speaker of the Vietnamese Parliament.

## IV. RESEARCH STAKEHOLDER

In 2024, the research activities of the Bratislava University of Economics and Business actively involved creative academic staff and doctoral students from all faculties and departments. Their research was closely linked to project activities, the professional focus of their respective workplaces, and the university's strategic documents. Particular emphasis was placed on areas aligned with the **Sustainable Development Goals (SDGs)** and the principles of **Environmental, Social and Governance (ESG)**, which have become an integral part of research and project planning.

*Scheme 4 Research Framework of the University*



Source: Bratislava University of Economics and Business

Between 2022 and 2024, BRATISLAVA UNIVERSITY OF ECONOMICS AND BUSINESS 's research efforts were also strategically directed toward fulfilling the objectives set out in the university's **Long-Term Development Plan for 2019 – 2027**, with a focus on the systematic integration of ESG principles into research topics and methodologies.

The research participants primarily conducted their work within the framework of domestic and international projects, including programmes such as Horizon Europe, Interreg, ERASMUS+, APVV, VEGA, and the Recovery and Resilience Plan. Research themes encompassed environmental sustainability, social responsibility, research ethics, migration, digital transformation, and the promotion of innovation in both the business and public sectors.

The table below presents the number of research and other (non-research) projects implemented as of 31 December 2024.

**Tab. 6 Number of research and other projects**

Faculty	Faculty of Economics and Finance	Faculty of Commerce	Faculty of Economic Informatics	Faculty of Business Management	Faculty of International Relations	Faculty of Applied Languages	Faculty of Business Economy	The Rectorate
research projects	57	28	19	29	10	7	20	0
non-research projects	3	5	2	0	0	3	0	4

Source: Bratislava University of Economics and Business

All research was carried out in accordance with ethical standards applied by the university before, during, and after the research process. The societal, human, and environmental impacts of the research were fully respected. This framework ensured that research at BRATISLAVA UNIVERSITY OF ECONOMICS AND BUSINESS not only strengthens the university's scientific potential in the field of economic sciences but also responds to pressing societal challenges and fosters development in line with ESG values.

## V. BUSINESS STAKEHOLDERS

BRATISLAVA UNIVERSITY OF ECONOMICS AND BUSINESS in Bratislava, with the intentions of leadership in ethical management and increasing demands within the established accreditation processes, strategically implements the ethical principles of ESG also in everyday cooperation with entities from the field of macroeconomics, business, management, social sphere and others on the basis of relevant topics related to the educational and scientific activities of individual faculties. The primary emphasis, whether in formalised or informalised relationships, is on responsible and quality corporate/institutional behaviour. On this basis, we carry out a wide range of activities with our practice partners over a long period of time.

### a) Forms of business cooperation

- accredited educational subjects/courses: subjects implemented by a company, e.g. Management Accounting of Companies - ESET; subjects on one topic implemented by several companies, e.g. Corporate Social Responsibility - with BLF companies; selected one-off lectures for students
- in order to deepen the practical skills of graduates, the EU in Bratislava offers students a wide range of elective courses, which are provided by representatives of economic practice
- cooperation in the provision of a project in the field of social innovation support
- cooperation in the preparation of final theses (bachelor, engineering and doctoral theses)
- the Sustainable Development Goals in diplomatic practice: regular lectures by diplomats
- multiple stakeholders (practitioners and students) are involved in curriculum development
- selected lectures and discussion forums with top representatives of EU, state, private and public institutions in the Slovak Republic
- summer schools and winter schools focused on international strategic management, entrepreneurship in Central Europe, development of academic-business cooperation with local and international companies operating on the Slovak market, etc.
- cooperation in the organization of the Children's Economic University, the University of the Third Age - lectures by experienced teachers as well as renowned experts from practice
- consulting projects, e.g. International Business Consulting Programme
- cooperation on joint solutions in scientific research and other projects, both domestic and foreign
- cooperation with publishers and printers on the basis of preparation and publication of articles, papers, monographs and textbooks
- competitions, e.g. Sustainability Festival
- cooperation with entities in associations, societies and chambers of which the EU in Bratislava is/is interested in being a member
- cooperation in the implementation of audit examinations
- joint volunteer project with the Salesian Youth Association, Centre Bratislava - Mamateyova
- workshops and excursions
- activities with alumni

### b) Memorandums of business cooperation in 2022 - 2024

The list of the active business cooperation memoranda in the reporting period is as follows: Českomoravská asociace podnikateľek a manažerek, z. s.; Región Horehronie; Klaster cestovného ruchu Šariš; JandL, marketing a reklama, s. r. o. ; Dokument Logistik; Hydrotour; AmRest Coffee SK s. r. o.; Public Procurement Office; Prosight Slovensko, a. s.; Ministry of Economy of the Slovak Republic; Slovak Telekom, a. s.; VIBA.AIR spol. s. r. o.; ČSOB Leasing, a. s.; Golden Apple Cinema s. r. o. ; NETO, s. r. o. ; Circular Slovakia; Trnava Self-Governing Region; Institute of Economics of the Slovak Academy of

Sciences; SAV; CSPV of the Slovak Academy of Sciences; Prognostic Institute of the Slovak Academy of Sciences; City of Partizánske; Atlas Copco, s. r. o. ; Union poisťovňa; Ringier; Gymnasium Malacky; Ministry of Investment, Regional Development and Informatization of the Slovak Republic; Municipality of Vajnory; Ministry of Transport and Construction of the Slovak Republic; Vysoká škola finanční a správní, a. s.; SCIO; Supreme Audit Office of the Slovak Republic; OpenMusE - Ministry of Culture of the Slovak Republic; SOZA; Sinus and Reprex; Procter & Gamble, spol. s r. o.; Slevomat.sz., s. r. o.; SPP; o. z. Aj ty v IT; ČSOB, a. s.; SOLVED, s. r. o.; Budiš; the city of Levice; Accenture Slovakia; Doceo Slovakia; JAVYS; TREXiMA Bratislava, spol. s r. o.; Úrad pre dohľad nad výkonom auditu (UDVA); Deutsche Telecom; Akadémia sociálnej ekonomiky, o. z.; Slovenská komora daňových poradcov (SKDP); Slovenská komora audítorov (SKAU); GS1 Slovakia; Slovenská sporiteľňa a. s.; Inštitút pre rozvoj medzinárodných vzťahov; Štatistický úrad SR; Ministerstvo práce, sociálnych vecí a rodiny SR; 26HOUSE, s. r. o.; TPA Slovakia; Slovenská banková asociácia; Instore consulting EU, s. r. o.; Spojená škola, Masarykova, Prešov; Hotelová akadémia, Južná trieda, Košice; Obchodná akadémia, Watsonova, Košice; Obchodná akadémia, Draxnerova, Vranov nad Topľou; Obchodná akadémia, Kapušianska, Michalovce; Obchodná akadémia, Komenského, Humenné; Súkromná SOŠ ekonomická KOŠICKÁ AKADÉMIA, Košice; Kodys Slovensko, s. r. o.; Slovak Business Agency; McCarter; RenaCo s. r. o.; AirExplore, s. r. o.; H.R. Omada spol. s r. o.; Eximbanka; ZMOS; Life in LAG o. z.; Slovenská produkčná, a. s.; Kompetenčné a certifikačné centrum kybernetickej bezpečnosti; BioHive o. z.; NISPACE; UniCredit Bank Czech Republic and Slovakia, a. s.; 365.bank, a. s.; Sigma Services Ltd; DOCEO; pro bono zmluvy o spolupráci: DOMKA, Nadácia Pontis, Fórum života; Gymnázium Kysucké Nové mesto; Henkel Slovensko; Allianz – Slovenská poisťovňa; Zurich Insurance Company; Finančné riaditeľstvo SR; mesto Galanta; Tesco Stores; Slovak Compliance Circle; Človek v ohrození, n. o.; Agentúra práce BBSK, n. o. Lučenec; DM Drogerie Markt, s. r. o.; Ministerstvo cestovného ruchu a športu SR; Insignia Lifestyle Services, s. r. o; AGEL; Úrad pre Slovákov žijúcich v zahraničí; KPMG Slovensko.

In 2024, BRATISLAVA UNIVERSITY OF ECONOMICS AND BUSINESS significantly surpassed the target for measurable indicator 16 – cooperation with non-academic external actors. The total achieved amount was 109 542 EUR, while the target was 78 973 EUR, representing a performance exceeding the goal by over 38 %. Collaborations covered diverse sectors such as healthcare, IT, investment, labor markets, and retail. The Faculty of Business Management and Faculty of Business Economics in Košice contributed the most in terms of both volume and value. This result confirms the university's strong engagement with external partners and effective goal fulfillment (Tab 7).

**Tab. 7 Cooperation with non-academic external actors**

Faculty	Name of the research activity	The institution providing the support	Sum (€)
Faculty of Economics and Finance	Analysis of the impact of supercomputing on research and development	Government Office	6 510
Faculty of Economics and Finance	Economic indicators of the automotive industry in Slovakia 2022 - 2023	Association of the Automotive Industry of the Slovak Republic Lamačská cesta 3/C, 84104, Bratislava	2 126
Faculty of Economic Informatics	The use of data science in analyses of labour market trends	SmarTech Solutions SK, s.r.o., BA	4 200
Faculty of Business Management	Financing and management of cash flow in companies operating in the healthcare sector	ZAFADO s.r.o.	6 144
Faculty of Business Management	Paradigmatic Shift in Organizational Management: Holacracy as a New Model of	PIZZA EXTRA, s.r.o.	6144



	Organizational Arrangement and Its Impact on Organizational Structure and Business Performance		
Faculty of Business Management	Corporate Culture as a Factor of Sustainable Human Resource Management	NanoDesign, s. r.o.	18 595
Faculty of Business Management	Insights and strategies to enhance workforce capabilities and productivity through digital tools and technologies	Labhdayak, s.r.o.	6 144
Faculty of Business Management	Optimization of the Process of Service Provision of Brokerage Companies	PREMIUM Insurance Company Limited	7 985
Faculty of International Relations	Analysis of Economic and Legal Risks of Doing Business in Brazil with Consideration of the Specifics for Foreign Entities	FINSERVIS BILLING, a. s.	500
Faculty of International Relations	Analysis of Economic and Legal Risks of Doing Business in Colombia with Consideration of the Specifics for Foreign Entities	FINSERVIS BILLING, a. s.	500
Faculty of Business Economics with seat in Košice	Financial Literacy of Employees of Tauris a. s.	Tauris a.s.	10 000
Faculty of Business Economics with seat in Košice	Prices of selected commodities and their development	Czechoslovak Society of Trolleybus Retrovers, z.s., Prague	2 000
Faculty of Business Economics with seat in Košice	Analysis and determination of the value of the investment project of the Čižatice Aquapark	GeoSurvey, s.r.o.	15 000
Faculty of Business Economics with seat in Košice	Elaboration of the calculation and determination of measurable indicators of the project and other data for investment actions	Road Administration of the Košice Self-Governing Region	2 700
Faculty of Business Economics with seat in Košice	Analysis of the bond program of VVS, a.s.	East Slovak Water Company/Východoslovenská vodárenská spoločnosť, a.s.	18 000
Faculty of Commerce	Retail Academy	LIDL Slovak Republic/LIDL Slovenská republika, v.o.s.	3 000
Total			109 548

Source: Bratislava University of Economics and Business

In 2024, BRATISLAVA UNIVERSITY OF ECONOMICS AND BUSINESS achieved strong performance in measurable indicator 17 – cooperation with non-academic external actors within 50 km. The total value of activities reached 93 348 EUR, exceeding the set target of 43 928 EUR by more than 100 %. Faculties contributed through various research and consulting projects in areas like healthcare finance, digitalization, investment analysis, and international risk assessment. The Faculty of Business Management and Faculty of Business Economics in Košice were the largest contributors. The indicator's goal was successfully and significantly fulfilled (Tab 8).

**Tab. 8 Cooperation with non-academic external actors within 50 km from the seat of the university**

Faculty	Name of the research activity	Contract/order	Sum (€)
Faculty of Economics and Finance	Analysis of the impact of supercomputing on research and development		6 510
Faculty of Economics and Finance	Economic indicators of the automotive industry in Slovakia 2022 - 2023	contract of work	2 126
Faculty of Business Management	Financing and cash flow management in companies operating in the healthcare sector	order	6 144
Faculty of Business Management	Paradigmatic Shift in Organizational Management: Holacracy as a New Model of Organizational Arrangement and Its Impact on Organizational Structure and Business Performance	order	6 144
Faculty of Business Management	Corporate Culture as a Factor of Sustainable Human Resource Management	order	18 595
Faculty of Business Management	Insights and strategies to enhance workforce capabilities and productivity through digital tools and technologies	order	6 144
Faculty of Business Management	Optimization of the Process of Service Provision of Intermediary Companies	order	7 985
Faculty of International Relations	Analysis of Economic and Legal risks of doing business in Brazil taking into account the specifics for foreign entities	contract	500
Faculty of International Relations	Analysis of economic and legal risks of doing business in Colombia taking into account the specifics for foreign entities	contract	500
Faculty of Business Economics with seat in Košice	Analysis and determination of the value of the investment project of the Čižatice Aquapark		15 000
Faculty of Business Economics with seat in Košice	Elaboration of the calculation and determination of measurable indicators of the project and other data for investment actions		2 700

Faculty of Business Economics with seat in Košice	Analysis of the VVS bond programme, a. s.		18 000
Faculty of Commerce	Retail Academy		3 000
Total			93 348

Source: Bratislava University of Economics and Business

### c) Lecturing cooperation in the field of entrepreneurship at EUBA faculties

#### FACULTY OF ECONOMICS AND FINANCE

Teaching related to the issue of small and medium-sized enterprises is mainly carried out within the following courses:

- Within the Social Economics and Economics course, students prepared a comprehensive business plan for a social enterprise that is considered to be an SME. At the end of the semester, they defended their business plans in the presence of practitioners.
- Lectures were given by practitioners on project finance and socially responsible entrepreneurship as part of the Entrepreneurial Finance course.
- The Introduction to Business Finance course focuses on small and medium-sized enterprises and included a lecture by practitioners on 'Corporate Social Responsibility'.

Teachers of the faculty are supervisors or opponents of final theses, which are solved in cooperation with economic practice (students develop the application part of the final thesis on the basis of data obtained in a specific SME).

Students carry out professional practice directly in specific enterprises, while practice is part of the completion of study programmes (e.g. study programme Finance and Taxation, study programme Finance, Banking and Insurance and study programme Financial Markets and Investments). Students take part in a professional internship as part of the compulsory internship course of the professionally oriented study programme Social Management and Human Resources.

Teachers of the Faculty of Economics and Finance have been invited to give lectures and seminars to a wide range of professionals, e.g. the Faculty offers a Master of Metrics course for graduates and practitioners, aimed at learning analytical skills in econometrics for evaluating the effects of policies and decisions.

As part of Science and Technology Week, we held a lecture entitled "CSRD: Bureaucratic Burden or Opportunity for (Real) Green Transformation?" and with the title "The needs of generations operating/entering the labour market and their multi-generational interactions in the workplace". The presentations provided an overview of current issues in these 2 areas, which are also important topics and challenges for SMEs.

The faculty is represented within the unique international project of Junior Achievement Slovakia "Social Innovation Relay" by conducting a webinar for high school students on the topic of social entrepreneurship and participating in the jury of the national finals.

Accreditation and implementation of the professionally oriented study programme Social Management and Human Resources, within the framework of which Memoranda of Cooperation are gradually concluded with selected SMEs.

The ESO AWARD OF THE YEAR is a prize awarded for the economic and social dimension of solidarity, which highlights individuals and organisations contributing to positive social change through their activities. It is organised by the Department of Social Development and Labour in cooperation with the Faculty of Economics and Finance of the Bratislava University of Economics and Business. For MSPs, ESO of the year is an opportunity to receive public recognition for their work in the field of social responsibility and solidarity, which can positively influence their reputation and motivate them to further development.

ESO HUB is an interdisciplinary community created under the auspices of the Department of Social Development and Labour at the Faculty of Economics and Finance at EUBA. It brings together students, educators, alumni and practitioners to work together to address current social, economic and managerial challenges.

The Faculty, through the Department of Social Development and Labour and the Department of Finance, joined the international Danube Cup network in December 2024. This initiative was established in 2016 in Hungary as a platform to promote student entrepreneurship and today brings together universities from countries along the Danube River, including Hungary, Austria, Germany, Serbia and Slovakia. The Danube Cup is aimed at developing the entrepreneurial potential of university students through student startup competitions, mentoring programmes and collaboration with practitioners. Participation in this network provides BRATISLAVA UNIVERSITY OF ECONOMICS AND BUSINESS students with access to an international environment where they can present innovative business ideas, receive feedback, develop their skills and make professional contacts. BRATISLAVA UNIVERSITY OF ECONOMICS AND BUSINESS's inclusion in the Danube Cup network also confirms the University's commitment to fostering entrepreneurship, interdisciplinary collaboration and building students' innovative potential in the context of current social and economic challenges.

## **FACULTY OF COMMERCE**

The following courses deal with the issues of small and medium-sized enterprises in the pedagogical process:

- Marketing - a basic subject in the first year, which deals with entrepreneurship, including small and medium-sized enterprises.
- Business and marketing - specifics of marketing related to small and medium-sized business.
- Law in Business - discusses the basics of law as it relates to the regulation of business, especially in small and medium-sized businesses.
- Labour Law - teaches the legal regulation of labour law, also relevant to small and medium-sized businesses; focuses on the basic institutes of labour law.
- Consumer law - introduces the supplier (trader) - consumer relationship, with a special focus on small and medium-sized enterprises at Level 1.
- Commercial and economic law - the course covers the legal regulation of business, with a focus on small and medium-sized enterprises at Level 1.
- Intellectual property law - the subject also covers small and medium-sized businesses in the field of protection of intellectual property - trademarks, copyright, design.
- Law in marketing - specificity is marketing communication of small and medium-sized enterprises.
- Insolvency law - discusses how to recover debts from debtors, the issue also applies to small and medium-sized enterprises.
- Insurance law - the conclusion of insurance contracts, also applies to SMEs.

- Commercial activity - focuses on entities that carry out commercial activity, also applies to SMEs.
- Family business in tourism - discusses aspects of family business, specifically concerns SMEs.
- Controlling in tourism enterprises - educates specialists in the tourism segment, including controlling, also applies to small and medium-sized enterprises.
- Technology in tourism services - the subject focuses on the use of ICT, also applies to SMEs.
- Management and operations of travel agencies - management is seen as a complex issue in the field of management and is particularly relevant to SMEs.
- The client in CR - the subject is oriented towards consumer protection in services and tourism, and is also relevant to small and medium-sized enterprises.
- Technique in CR - the subject deals with product development in tourism and is particularly relevant to SMEs.
- Business Entrepreneurship - the course offers the basics of business economics and finance, also relevant for SMEs.

Lectures of representatives of economic practice related to small and medium-sized business were provided by Atlas Copco, Createc, Mercedes, Budiš, Lidl, RK klúčik, JLL, CK Hydrotour, Air Explore, Airport Bratislava, ČSOB, SPP, Siemens, Unilever, Creative Pro, SBA, Telekom, several business entities from the HoReCa area, SARIO, Dobrý život, McCarter, xBionic.

Every year, the faculty produces final theses oriented on the issues of small and medium-sized enterprises. In 2024, there were 43 engineering theses and 95 bachelor theses.

A total of 82 students undertook work experience in SMEs in 2024.

## **FACULTY OF ECONOMIC INFORMATICS**

In 2024, compulsory elective courses and elective courses were implemented: Blockchain and Cryptocurrencies, in cooperation with Blockchain Slovakia; Internet and Mobile Applications I, in cooperation with POSAM; Internet and Mobile Applications II, in cooperation with RPC (a subsidiary of Raiffeisen); Official Statistics, in cooperation with the Slovak Statistical Office; Data Analysis in Digital Marketing, in cooperation with IAB Slovakia - Association for Internet Advertising; Data Analysis for Decision Support, in cooperation with VoxWise; Reinsurance in Practice, in cooperation with SwissRe.

Individual lectures were provided by companies and institutions: Allianz, KIA Slovakia, KPMG Slovakia, PwC, Siemens Healthcare, Swiss Re, SAS Slovakia, ŠÚ SR, DXC Slovakia, Trexima, UNIQA 4WARD, ZURICH Insurance, TPA, PwC, Siemens Healthcare, Swiss Re.

In August 2024, a Scholarship Programme Agreement was signed between the EU in Bratislava and Allianz Slovak Insurance Company, based on which selected 2-3 first-year students of the second cycle of the Actuarial Science and Data Science in Economics study programmes will receive a scholarship in the total amount of EUR 3,000 for 10 months.

Individual departments have been cooperating for several years with institutions of the decision-making sphere, for which they solve specific tasks in the field of the use of model-based approaches in the management of economic processes. The outputs of this cooperation were in the form of analytical and forecasting studies in which specific tasks of economic practice were addressed:

- Department of Operational Research and Econometrics with INFOSTAT Bratislava, Department of Socio-economic Analyses and Forecasts (Ing. Ján Haluška, PhD., Ing. Tibor Papp) - consulting activity;
- Department of Operational Research and Econometrics with Trexima, Bratislava (Ing. Géza Mihály, Ing. Ľubomír Kadlečík, Ing. Ivan Láska, Ing. František Foltán) - data provision, consulting activity;
- Department of Statistics with the Statistical Office of the Slovak Republic (PhDr. Ľudmila Ivančíková, PhD., Director General of the Social Statistics and Demography Section of the Statistical Office of the Slovak Republic; Ing. Róbert Vlačuha, Director of the Department of Statistics of the Living Standard of Population, Section of Social Statistics and Demography of the Slovak Statistical Office; Ing. Helena Glaser-Opitzová, PhD., Director General of the General Methodology, Registers and Coordination of the National Statistical System Section of the Slovak Statistical Office) - provision of data, cooperation in publishing activities, consulting activities, consultations and technical assistance to graduates;
- Department of Statistics with the Slovak Statistical and Demographic Society (doc. Ing. Iveta Stankovičová, PhD., doc. PhDr. Martin Boďa, PhD.) - consultations, provision of data, cooperation in pedagogical and scientific research (doc. Vojtková, doc. Sipková);
- Department of Statistics with NBS (Ing. Tomáš Eder, Director of the Department of Statistics) - cooperation in pedagogical and scientific research;
- Department of Statistics with SAS Institute Software GmbH (Mgr. Katarína Krausová) - technical support in software administration and maintenance, cooperation in the field of publishing, training, methodological assistance for teachers, consultation and technical assistance to graduates, cooperation in the field of presentation of results of R&D;
- Department of Statistics with DXC Technology Slovakia s. r. o. (Ing. Peter Hanzlík, Mgr. Marian Možucha, PhD.) - cooperation in pedagogical and scientific research;
- Department of Accounting and Auditing in cooperation with SKAU and SKDP participate in the implementation of the National Accounting Council, through which they contribute to a better and more transparent legislative environment in the field of accounting and taxation, based on the professional and practical knowledge of the parties and their members.

FHI teachers are supervisors or opponents of final theses, which are solved in cooperation with economic practice (students develop the application part of the final thesis on the basis of data obtained in a specific SME). Teachers working at the Faculty of Economic Informatics in cooperation with the Faculty of Business Administration of the Bratislava University of Economics and Business, based in Košice, cooperate in the implementation of a national competition in accounting - the Young Accountant Olympiad 2022 (organized by the Slovak Chamber of Certified Accountants and the company KROS a. s.) for students of secondary schools and business academies.

Students of the Accounting and Auditing study programme carry out professional practice directly in specific SMEs.

## **FACULTY OF BUSINESS MANAGEMENT**

The content of the courses is constantly updated and focuses on solving practical problems from business practice. These are mainly the following subjects:

- Entrepreneurship in small and medium-sized enterprises is a compulsory elective subject, where students of the 3rd / 1st cycle of studies are acquainted in detail with the system of entrepreneurship of small and medium-sized enterprises, family businesses, SME typology and

the SME life cycle. The content is primarily focused on the organisational, economic and financial aspects of SME entrepreneurship and the instruments and forms of SME support. Students are interested mainly because of the practical orientation applicable in real conditions of normal business activity.

- Current Trends in Environmental and Social Entrepreneurship in the Slovak Republic is a subject implemented as a compulsory elective for the 3rd year/I. degree studies with the function of practice. Its concept is very attractive and recommended by the students for the following periods, as each lecture is presented by a different leader from excellent companies (mostly SMEs) in the field of innovative environmental and social entrepreneurship in Slovakia and Europe. Each year, representatives of successful companies, mainly from the SME category, from both the commercial and non-commercial sectors, present the latest results of their business practice in the field of social innovation, sustainability and environmental protection, thus ensuring constant updating and innovation of the course content.
- The Business Planning course is designed to reflect the specificities of this category of enterprises. The course also includes a practically oriented activity - the preparation of a detailed business plan, which develops the ability to apply theoretical knowledge in business practice.
- The compulsory elective course Entrepreneurship is designed to provide students with an understanding of the meaning and social significance of sustainable and responsible entrepreneurship, as well as the conditions for its creation and operation. Entrepreneurship is presented in the course as a distinctive profession, requiring a synergistic combination of entrepreneurial talent, individual personality, training and best business practices.
- Business Informatics students gain practical skills in the advanced use of MS Excel while solving tasks inspired by real business practice. They also learn the basics of data analysis with an emphasis on its use in an SME environment.
- Economic Applications in MS Office builds on the compulsory subject Business Informatics, is a compulsory elective subject where students expand their knowledge of statistical and financial functions, forecasting tools and the basics of creating macros.
- Enterprise Information System students learn to work with the most commonly used software solutions in SMEs. They acquire skills in business process modelling (e.g. in ARIS), working with CRM systems and data analysis through business intelligence (BI) tools, including the creation of insightful dashboards.
- Business economic software - the course focuses on solving practical tasks using the software of KROS, a. s., which is used by sole traders and SMEs accounting in simple or double-entry bookkeeping. Students are familiarized with the registration of business processes and the creation of legally required reports (e.g. VAT control statement, tax returns).
- E-business - the course focuses on the use of information and communication technologies in the promotion of the company. Students learn how to create a corporate identity, manage a company website and set up their own e-shop with an emphasis on its use in SMEs.
- Database processing - students acquire the skills to design and implement enterprise databases tailored to the needs of SMEs, create effective database queries and use them in decision making.
- Presentation and Graphic Applications - instruction focuses on creating presentations and promotional materials that reflect the needs of SMEs.

In addition to the above courses, other courses dealing with SME issues include Cooperative Business, Entrepreneurship in Construction, Business Ethics and Corporate Controlling.

Final theses, both bachelor and diploma, whose consultants are teachers from individual departments, are solved in cooperation with business practice; final theses at the I. and II. level include an application part, which the student solves directly in the enterprise, most often SMEs. Students are also allowed

to choose the topics of the final thesis based on a specific requirement from practice in order to find a common solution to a business problem.

Entrepreneurs, representatives of SMEs and experts from practice are invited to dissertation defences as well as to school rounds of the ŠVOČ to ensure the connection between theory and practice in the intent of the knowledge economy.

The research focused on the areas listed below:

- Exploring business models in terms of their compatibility with circular economy criteria,
- Identifying published business models for analysis and assessment through criteria and success indicators from a circular economy perspective using an appropriate multi-criteria decision-making method,
- conducting a survey on the use of circular economy business models, including eco-innovations, in business practice in the Slovak Republic. At the same time, the survey was aimed at quantifying the effects and identifying barriers to the use of circular economy business models,
- compiling new questionnaires for natural persons in the music industry, for legal persons in the music industry and for residents of selected countries,
- conducting a survey of generic, convergence and model-based approaches to environmental production and logistics in the environment of Slovak business units, with an emphasis on sustainable development,
- analysis of key drivers and indicators of growth in environmental manufacturing and logistics,
- research on the dimensions of intersectoral entrepreneurship of cultural and creative industry entities in the context of sustainable development participation in the update of the strategy of the Ministry of Culture of the Slovak Republic for the field of culture and creative entrepreneurship 2030 in the framework of the research solution.

Defining adequate target results of the projects as well as their outputs have a real link to the practical sphere, especially SMEs.

In the period 2022-2024, the research team at the Department of Management also worked on another project entitled “Accelerating the Growth of Innovative Enterprises - Scaling-up Scale-ups and New Technology-Based Enterprises”. Its subject was building an innovative enterprise and identifying the inhibitors and accelerators of its growth, which is generally slow and does not correspond to the innovation potential of the enterprise and the quality of the technology developed. Within the project, consultations with venture capital representatives were carried out in order to provide professional support and guarantee for the implementation of field research by the research team.

Attention to SMEs is also being paid to the new project “Data-driven Green Transformation: Strategic pathways to sustainable business models and green innovation”, which is focused on exploring how businesses can use big data to adapt to changing environmental and social conditions and to transform their strategies and business models towards green innovation.

The Department of Information Management has two scientific research projects focused on SMEs and digitalization of business processes: digital transformation of enterprises and their readiness to integrate the elements of Industry 5.0., Building an ambient ecosystem of the enterprise.

The Department of Corporate Finance is dealing with projects entitled Research on the Economic Performance of Family Businesses with an Emphasis on the Implementation of Technical Efficiency Measurement Tools, which is currently in its second year of solution and focuses on family businesses,



which are predominantly categorized as SMEs, and the project entitled Research on Accelerated Digitalization in Small Businesses with an Emphasis on Sustainable Development of Customer Relationships focuses on research in small businesses. The project is in its second year.

At the same time, the following projects are being addressed at the Department:

- Interreg CE entitled Digi-B-Well - Enhancement of capacities of SMEs, public authorities and academia for digitalisation, digital era-fit management and achievement of digital wellbeing is also in the second year of solution.
- Interreg CE entitled Futurepreneurs and SMEs for a sustainable Central Europe Certification Scheme is currently in its third year of implementation.

The faculty holds lectures by representatives of economic practice. Lectures are held in various subjects, students attend them either within compulsory subjects or within compulsory elective subjects:

Kinekus, s.r.o, Taylor Wessing, Ceramel, s.r.o., Hrhovské služby, s.p, COOP Jednota Slovensko, Profi MVO, NOSENE, s.r.o., Ernst & Young Slovakia, spol. s. r. o., Sensoneo, s.r.o., PD Mestečko, JLL ZPD and OS SR, OC Humené, n.o., ARES, s.r.o., GG development, a.s., HSH, s.r.o., Tajna s.r.o., YIT Slovakia a.s., Slovak Association of Housing Cooperatives, Havel & Partners s.r.o., law firm, JTRE, a.s., COMM-PASS, s.r.o., Fit Nation, Maxmann Consultants, Techband, StartuPeak, SOLVED, s.r.o., 26HOUSE, UNIQA 4WARD, Growni.

At the faculty, within the Department of Business Economics, expert and consulting activities are carried out for state and public authorities within the Expert Institute of the EUBA. The expert team of the members of the Department of Business Economics regularly prepares expert opinions also for SMEs according to their needs.

## **FACULTY OF BUSINESS ADMINISTRATION with SEAT in KOŠICE**

The Faculty of Business Administration with seat in Košice has implemented continuous teaching in cooperation with SMEs as part of its pedagogical and educational programme. SMEs were involved in the teaching of various subjects at the first and second level of study, namely Information and Communication Technologies, Managerial Informatics, Human Resources Management, Production Management, Internal Controlling, Internet Communication, Marketing Communication, Market Research, Purchase 4.0, Fundamentals of Management, Innovation Management, Tax Systems, Accounting, Entrepreneurship in SMEs, International Business and Business Planning. The students also had the opportunity to take the HONORIS elective course, where the teaching was conducted exclusively by practitioners, which contributed, in addition to the direct link between theory and practice, mainly to the development of their professional and managerial skills and abilities.

All students of the Faculty in Košice undertook professional practice in small and medium-sized enterprises, where they spent a minimum of four weeks, during which they were directly involved in the primary and secondary processes of SMEs. The faculty systematically monitored and evaluated its educational programmes in order to respond effectively to the requirements of students and employers for the needs of the market environment, while emphasising cooperation and compliance with all stakeholders.

The final theses also focused on a variety of issues with application to the conditions of SMEs as the object of study.

During 2024, the Faculty of Business Administration with seat in Košice, was intensively engaged in scientific research and publication activities that focused on cooperation with SMEs. These activities have been supported by various grant schemes, including projects for young scientists, as well as national VEGA, KEGA and international APVV grants. Within the framework of the support of these projects, a number of scientific and research activities were carried out at the Faculty with the intention of developing new knowledge within the field of economics and management, which were also subsequently published.

As part of the scientific agenda, the Faculty organised a number of workshops, which were held in person at the Faculty, or in University accommodation, or online via digital platforms, which enabled more effective collaboration with both domestic and international academic and corporate partners. These events created a space for discussion and exchange of ideas between principal investigators, project representatives, researchers, departmental members and practitioners. Notable events include, for example, the Erasmus+-funded MachineLearnAthon educational research project, which aims to introduce a new teaching format focused on machine learning competitions, where the international and interdisciplinary set-up of the project consortium serves to foster collaboration between both students and teachers. Then there is the Experienced Purchasers Education Research Transfer for Industry 4.0 Skills Expertise project, which looked at the development of purchasing skills in the context of the Fourth Industrial Revolution, where offering flexible vocational education and training opportunities streamlines the learning process for silver workers. The most striking research activities were those that directly linked theoretical knowledge with practical application in an economic setting.

In the context of higher education, the faculty continued to implement the HONORIS elective course, which is aimed at linking theoretical education with practice. This course is carried out in cooperation with Holcim European Business Services, s. r. o. It is designed especially for gifted students with academic interests and extra-curricular activities. The HONORIS programme is designed to provide more intensive academic and practical training while supporting students' professional and personal development.

The research, publishing and educational activities of the Faculty of Business Administration of the Bratislava University of Economics and Business, based in Košice, illustrate its commitment to integrating academic knowledge with the real needs and challenges of economic practice. Extensive cooperation with various institutions and individuals enables students to participate in selected lectures and practical activities, thereby enhancing the quality and relevance of their education and preparing them for future professional challenges.

## **VI. SUPPLIERS**

The basic goals of the University's development were defined in the strategic document Long-term Development Plan of the Bratislava University of Economics and Business for the period 2019 - 2027, which also forms the basis for the long-term goals of the individual faculties of the University. The University management has elaborated the Plan of Main Tasks for 2024 according to individual areas of activity. These tasks were implemented both at the level of the faculties and at the level of the university management.

One of the priorities in the area of university development is to invest in the completion of the university in its individual localities. In this context, the University's investment plan was updated, which was also the basis for the preparation of the Ministry of Education's Investment Plan for a multiannual period. In 2024, the University continued the construction or reconstruction of six investment actions (University Sports Centre of the EU in Bratislava; Reconstruction of the Horský park-Hroboňova School; Reconstruction of the insulation of the facade and balconies of the Ekonóm School; Removal of the disrepair of the J. L. Bella School in Košice; Reconstruction of the Vlčie hrdlo School in Bratislava).

The Bratislava University of Economics and Business actively participated in project calls within the framework of the Recovery and Resilience Plan, Component 8 Improving the Performance of Slovak Universities; Investment 1 Investment Support for the Strategic Development of Universities, and was awarded 5 projects in total. These are:

- 1) Insulation of the roof and facade with replacement of windows of the building Školička - challenge 4,
- 2) Reconstruction of the School of Education Starohájska 4, Bratislava - challenge 4,
- 3) Comprehensive reconstruction of the EU building in Bratislava and the national cultural monument Konventná - challenge 4,
- 4) Consortium of STU Universities - BRATISLAVA UNIVERSITY OF ECONOMICS AND BUSINESS - Call 5,
- 5) Reconstruction of ŠD Dolnozemska 1 and Student Canteen, Bratislava - Call 7.

The contracting authority EUBA (hereinafter referred to as the “contracting authority”) uses procedures for awarding contracts in accordance with the applicable Public Procurement Act, depending on the estimated value of the contract. The contracting authority uses IS EPVO, namely EKS and EVO, for the award of sub-limit contracts. For the award of above-limit contracts, the contracting authority shall use the EPVO-EVO IS. The award of contracts through the EPVO IS and the subsequent publication of the contract notice/invitation to tender in the relevant gazettes allows for the involvement of the largest possible number of candidates/candidates in the procurement process and thus the selection of the most advantageous tender for the contracting authority. **Overview of public procurements carried out in accordance with Act No.343/2015 Coll. on Public Procurement and on Amendments and Additions to Certain Acts, as amended (hereinafter referred to as “PPA”)**

**Tab. 9 Contracts**

Year	2022	2023	2024
low-value contracts only until 31 July 2024	87	91	75
under-limit contracts	11	8	16
over-limit contracts	58	68	70

\*from 1 August.2024 the FVO has been amended and low-value contracts are no longer defined in the law, the financial limits have changed

**Source: Bratislava University of Economics and Business**

## VII. COMMUNITY

BRATISLAVA UNIVERSITY OF ECONOMICS AND BUSINESS has continued to nurture its inspiring and inclusive relationship with the local community in Bratislava and Košice, building on the principles of equal access to education, humanized learning, and support for inclusive diversity. Between 2022 and 2024, the university further advanced its commitment to ethical and responsible engagement by strengthening partnerships across academia, public institutions, and private enterprises.

A key element of this commitment is the consistent integration of ESG, CSR, and SDG principles into academic and applied practice. These efforts are implemented through the university's cooperation under the Business Leaders Forum Memorandum and the Diversity Charter. BRATISLAVA UNIVERSITY OF ECONOMICS AND BUSINESS's active engagement includes joint research, internships, final theses, and experiential learning projects focused on sustainability and ethical governance. These activities are often carried out in cooperation with outstanding companies, providing students and academic staff with real-world platforms for applying their knowledge while fostering sustainable, mutually beneficial relationships.

The most successful BRATISLAVA UNIVERSITY OF ECONOMICS AND BUSINESS community-focused activities in 2022–2024 include:

- Active and sustained participation in Our Town volunteering events each year.
- Organization of the Sustainability Festival to raise public awareness and promote the dissemination of ESG/CSR practices.
- Continuation of the Children's University of Economics with high participation.
- Expansion and enrichment of the University of the Third Age, including regional outreach.
- Ongoing engagement of BRATISLAVA UNIVERSITY OF ECONOMICS AND BUSINESS experts in public institutions and forums promoting ethical, transparent management.

Community involvement has remained a central part of the university's identity. A hallmark example is the annual **Our Town** (Naše Mesto) event, in which BRATISLAVA UNIVERSITY OF ECONOMICS AND BUSINESS students and staff participated in 2022, 2023, and 2024. These activities included environmental cleanups, support for social institutions, and hands-on volunteering in cooperation with the Pontis Foundation. The continuity of this event after the pandemic reaffirmed the university's standing as an institution grounded in civic responsibility.

The university has also significantly contributed to public dissemination and popularization of knowledge, notably through the **Sustainability Festival** (Festival udržateľnosti) in 2023, where students and faculty presented practical applications of ESG, CSR, and SDG principles to the public. Involvement in public bodies, professional organizations, and advisory boards further illustrates BRATISLAVA UNIVERSITY OF ECONOMICS AND BUSINESS's role in shaping discourse around ethical and responsible management.

Several long-standing initiatives have also flourished during this period. **The Children's University of Economics** (Detská ekonomická univerzita) was held annually from 2022 to 2024, offering fun and accessible economic education to children through themed weeks.

Additionally, the **University of the Third Age** (Univerzita tretieho veku) experienced remarkable growth. In 2023/2024, over 1,300 senior students were enrolled in 27 programs across 47 groups, including programs outside Bratislava. The graduation of more than 200 senior students in June 2024 marked a celebration of lifelong learning and intergenerational inclusion.

**BRATISLAVA UNIVERSITY OF ECONOMICS AND BUSINESS's responsible, externally oriented management** is not only visible in its educational outputs but also in its ethical approach to public resources. As a public institution, it upholds the high ethical standards embedded in the Higher Education Act, emphasizing transparency, accountability, and social contribution. The university's proactive involvement in public consultations on the amendment of higher education legislation, along with its adherence to the UN Global Compact principles, further testifies to its sustainable trajectory.

## VIII. ENVIRONMENT

The Bratislava University of Economics and Business sees environmental protection as one of the fundamental pillars of sustainable development and responsible management in accordance with ESG principles. The relationship of employees, students and all stakeholders of the University to living and non-living components of the environment is systematically built and developed on the basis of the Long-Term Development Plan and ethical management, with an emphasis on the implementation of ESG principles in all areas of the University's activities - from teaching, through research, to day-to-day operations. BRATISLAVA UNIVERSITY OF ECONOMICS AND BUSINESS educational, research and practical-operational activities integrate environmental responsibility as an integral part of its mission. The curricula emphasize the development of environmental awareness and the cultivation of a value framework in students that links environmental sustainability with economic efficiency and social utility. This philosophy also supports the University's long-term vision as a leading institution in the field of sustainable development.

On a practical level, environmental values are translated into the day-to-day functioning of the University through responsible management of material and financial resources, efficient use of recycling and optimization processes, as well as continuous improvement of internal resource conservation mechanisms. The aim is to minimise the University's environmental footprint and to set a positive example for the academic and wider community.

In 2024, BRATISLAVA UNIVERSITY OF ECONOMICS AND BUSINESS declared its commitment to ESG principles and their application in practice. The structure of the University's activities reflecting environmental responsibility and an ethical approach to nature is shown in Scheme 5:

**Scheme 5: Activities of environmental sustainability**



Source: Bratislava University of Economics and Business

The following activities were carried out in the spirit of environmental responsibility and in accordance with ESG principles, based on the three key environmental principles of the UN Global Compact aimed at promoting sustainability:

**Tab. 10 Activities promoting environmental sustainability**

<b>ACTIVITIES PROMOTING ENVIRONMENTAL SUSTAINABILITY</b>	
<b>ACTIVITY</b>	<b>CHARACTERISTICS</b>
<b>Energy efficiency</b>	BRATISLAVA UNIVERSITY OF ECONOMICS AND BUSINESS focuses on reducing the energy performance of its buildings. As part of renovations and upgrades, measures to improve energy efficiency are implemented, such as insulating buildings and replacing old heating systems with modern and efficient technologies.
<b>Recycling and waste minimization</b>	The University has implemented waste segregation systems and promotes the recycling of waste materials within BRATISLAVA UNIVERSITY OF ECONOMICS AND BUSINESS premises.
<b>Projects</b>	<p>The Bratislava University of Economics and Business actively participates in environmentally oriented projects that reflect its commitment to sustainable development and environmental protection. The University's projects are based on a multidisciplinary approach and implemented in cooperation with domestic and foreign partners from the academic, public and private sectors. The main objective of these initiatives is to reduce the negative impacts of human activities on the environment and to create effective solutions based on scientific knowledge.</p> <p>Key environmental projects include the University's involvement in the Water4All Partnership - Water Security for the Planet, which is dedicated to freshwater research. Co-funded by the European Union through the Horizon Europe programme, the project (No 101060874) aims to address water challenges in the context of climate change, supporting the UN Sustainable Development Goals and enhancing EU competitiveness.</p> <p>The University is also a member of the DUT Partnership, which is implementing the project (No 101069506) Driving Urban Transitions supported by Horizon 2020. The project links research, innovation and capacity building to support local governments and urban infrastructure actors in translating global strategies into local practice. The aim is to support the necessary transformation of cities towards greater sustainability and improved quality of life.</p> <p>Projects funded by the Scientific Grant Agency of the Ministry of Education and Science of the Slovak Republic (VEGA) focus on the development of environmental models as a tool for green economic decision-making as well as on the assessment of markets for green products. Examples are the projects "Generic, convergence and model-based approaches to environmental production and logistics", "Status and market perspectives for healthy, green and carbon-neutral products", "The importance of spatial spillover effects in the context of the EU priority A greener and carbon-free Europe".</p>

	<p>In 2024, the University completed the implementation of the UNIVNET project (No. SR 0201/007/20), funded by the Cultural and Educational Grant Agency of the Ministry of Education and Science of the Slovak Republic (KEGA). The project focused on research and development in the field of efficient waste recovery, primarily in the automotive industry, with the aim of minimising environmental impacts and optimising the use of primary energy and raw materials.</p> <p>Another important project dealt with within the KEGA framework (No. KEGA-030EU-4/2022) is research on integrated environmental quality management in the automotive supplier network. The project analyses the possibilities of implementation and certification of an integrated management system (IMS) based on international standards with an emphasis on environmental management according to STN EN ISO 14001 and EMAS III. The result is a proposal of an IMS model for supporting sustainable development within automotive supply chains.</p>
<b>UNIVNET Association</b>	<p>Implementation of activities within the framework of this association - It was established when the highest representatives of five research universities (Bratislava University of Economics and Business, Slovak University of Technology, Technical University in Košice, University of Žilina and Technical University of Zvolen) together with the Association of the Automotive Industry of the Slovak Republic created a new association UNIVNET with the aim to implement R&amp;D activities in the field of recycling and low-waste technologies and also to significantly adapt the current situation in Slovakia towards less landfilling and more recycling.</p>
<b>Education and research</b>	<p>BRATISLAVA UNIVERSITY OF ECONOMICS AND BUSINESS offers study programmes on sustainable development, environmental economics and green business. Students have the opportunity to get involved in research projects and initiatives that address current environmental challenges. Education on ethical sustainable behaviour towards the environment based on ESG principles has been implemented at all 3 levels in courses directly dedicated to the environment (e.g. Environmental Management) or integral courses (e.g. Current Trends in Environmental and Social Entrepreneurship).</p>
<b>Reconstruction</b>	<p>The Bratislava University of Economics and Business is currently carrying out the largest ever modernisation of its infrastructure, which includes the reconstruction of several key university buildings, the library, as well as student houses. The aim is to significantly improve conditions for students and staff and to raise the level of education to a higher standard. For this project, the university was able to obtain funding from the Renewal and Resilience Plan under a consortium of universities with the Slovak University of Technology in Bratislava and under the call "Comprehensive modernisation of buildings and dormitories of public and state universities."</p>

	<p>As part of the modernisation of the University's main buildings, extensive renovation work is underway on teaching buildings V1 and V2, which are the heart of the University. In these buildings, work is being carried out to increase energy efficiency by replacing windows, insulating the facade and renovating the roof. At the same time, the reconstruction of the Slovak Economic Library, which is an integral part of the University and provides invaluable resources for study and research, is also starting. Another of the main elements of this modernisation is the construction of an innovative Business Lab in the former premises of the Ekonóm Publishing House.</p> <p>The Nursery building, which houses the BRATISLAVA UNIVERSITY OF ECONOMICS AND BUSINESS Kindergarten "Ecovčielka", is also undergoing renovation. As part of the modernisation, the energy efficiency of the building is being significantly improved.</p> <p>The infrastructure of the student houses is also being renewed (reconstruction of the Student House Starohájska 4 and the Student House and Canteen Dolnozemska). The dormitories will undergo a complete renovation, which includes modernisation of the rooms, common areas and improvement of the energy efficiency of the buildings. Currently, work is also being carried out on the Student House Ekonóm, where the reconstruction of the facade and balconies is being carried out. The Bellova Student House in Košice is also in the phase of preparation of a reconstruction project.</p> <p>Reconstruction works on the infrastructure of the university and student houses will be completed in 2026.</p> <p>The BRATISLAVA UNIVERSITY OF ECONOMICS AND BUSINESS building and the national cultural monument Konventná 1 in Bratislava are also undergoing comprehensive reconstruction. The University has received funding from the Recovery and Resilience Plan for this renovation.</p>
<b>Paper collection</b>	<p>At the end of the academic year, a jointly organised BRATISLAVA UNIVERSITY OF ECONOMICS AND BUSINESS -wide paper collection is carried out at the University, combined with shredding (secure disposal of documents). This is a regular activity that contributes to the sustainable management of natural resources.</p>
<b>Our city 2024</b>	<p>As the only university member of the BLF, under the auspices of the BRATISLAVA UNIVERSITY OF ECONOMICS AND BUSINESS Ethics Committee, the BRATISLAVA UNIVERSITY OF ECONOMICS AND BUSINESS is very actively involved in the volunteer activity "Our City 2024", precisely on the basis of the effective implementation of the ESG strategy carried out in regular activities of an educational and motivational nature. This regular volunteer activity is always synergistically aimed at helping the community and, above all, at improving at least a small area of the environment, inspiring and motivating also children and young people to love the greenery and nature around them and to take care of it with optimism.</p>



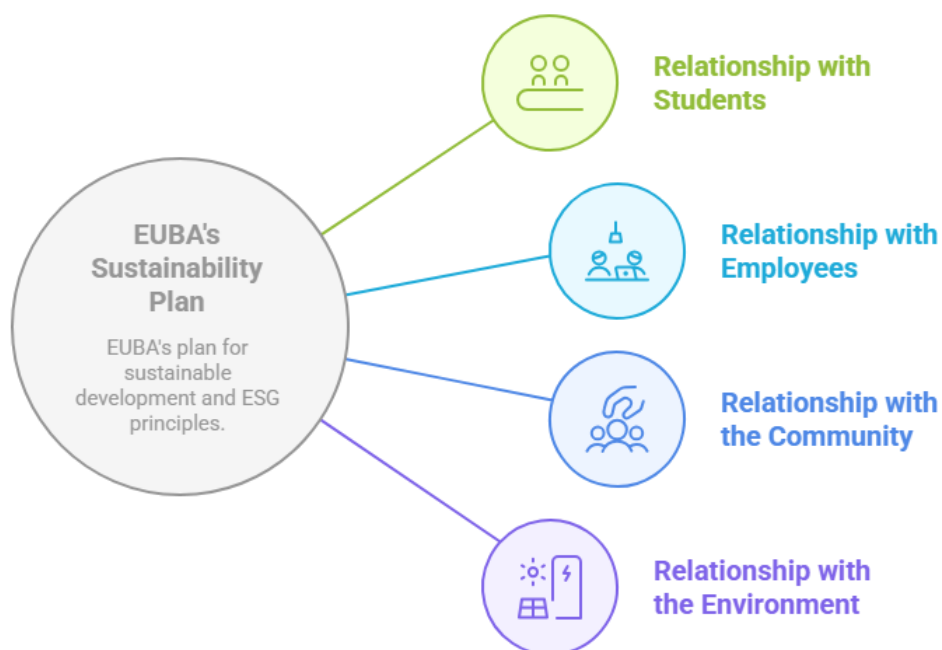
<b>Publication of works</b>	<p>Creative BRATISLAVA UNIVERSITY OF ECONOMICS AND BUSINESS employees publish the results of their research in the field of environmental sciences in different forms, in different author teams and in different publications, e.g. in the form of scientific papers in peer-reviewed journals (Increasing the Efficiency of Recovery and Finalization of Plastic Waste in a Company / Peter Malega, Naqibullah Daneshjo, Peter Drábik, Monika Hudáková. - KEGA 030EU-4/2022, VEGA 1/0064/23, KEGA 019TUK-4/2022. In: Polish Journal of Environmental Studies, 2024, ISSN 2083-5906, pp. 1299-1307), in journals registered in the Web of Science or SCOPUS databases (Relationship Between CO2 Emissions and Trade: The Case of the EU / Dušan Steinhauser, Zuzana Kittová, Lucia Khúlová. - VEGA 1/0398/22, VEGA 1/0270/22, VEGA 1/0689/23. In: Intereconomics: Review of European Economic Policy, 2024, ISSN 0020-5346, pp. 41-47), at scientific conferences (Strategy for the Development of Electromobility and its Impact on the National Economy of the Slovak Republic / Naqibullah Daneshjo, Peter Drábik, Ferdinand Daňo, Renáta Ševčíková. - KEGA 030EU-4/2022, VEGA 1/0392/23. In: Odyssey Conference, 2024; Dubrovnik, Croatia &amp; Online, 2024, ISSN 2671-132X, pp. 158-170), or in university textbooks (Economy and Trade Policy of Developing Countries / Ľubica Zubaľová, Kristína Drieniková, Paula Puškárová; 1st ed. - Prague: Leges, 2022. - 188 p.), etc.</p>
<b>Tree planting</b>	<p>"Plant your Career Tree" - the EU in Bratislava offers graduates the opportunity to plant their own Career Tree - the Alumni Tree - as a memento. Every year they can meet, reminisce and sit with their former classmates. The planting of Career Trees is a continuation of a tradition that leads to the materialization of memories and achievements of students at the Bratislava University of Economics and Business. In doing so, the students will also contribute to the beautification of the University campus for future generations.</p>

Source: Bratislava University of Economics and Business

## SUSTAINABLE DEVELOPMENT GOALS FOR YEAR 2025

The Plan of Sustainable Development Activities of the BRATISLAVA UNIVERSITY OF ECONOMICS AND BUSINESS (changed the institution name in 2025) is based on the update of ESG (Environmental, Social, and Corporate Governance) and is aimed at deepening the principles of sustainable development and responsible behaviour in the area of relevant stakeholders in 2025.

**Scheme 6: Multifaceted Approach to Sustainability**



Source: Bratislava University of Economics and Business

## **I. RELATIONSHIP WITH STUDENTS**

- Teaching of accredited courses at all levels of study at BRATISLAVA UNIVERSITY OF ECONOMICS AND BUSINESS focused on key themes such as sustainable development, ESG, social responsibility, ethics, competitiveness, the integration of digitalisation into study programme content, and the return to full-time in-person instruction.
- The alignment of study programmes with the Standards for the Internal Quality Assurance System for Higher Education and the Study Programme Standards continued. Subsequently, the accreditation of SAAVS programmes and institutionalisation of measures in accordance with AACSB standards progressed, aiming at the continuous improvement of study programme quality.
- Established processes for quality monitoring and evaluation across BRATISLAVA UNIVERSITY OF ECONOMICS AND BUSINESS 's activities were maintained and further embedded into accreditation practices.
- New course modules were developed and the portfolio of double/joint degree programmes was expanded, particularly in cooperation with partner universities within the European Higher Education Area.
- Efforts to promote culturally responsible behaviour among students during mobility programmes were reinforced, along with education on pressing social topics such as consumer protection, environmental stewardship, responsible business practices, business ethics, diplomacy in practice, and gender equality.
- Support for linguistic diversity was reflected in both the promotion of Slovak-language instruction and the extensive offering of courses taught in foreign languages—namely English, Spanish, French, German, and Russian (BRATISLAVA UNIVERSITY OF ECONOMICS AND BUSINESS offers more than 60 such courses per semester).
- Lifelong learning continued to be a strong pillar through the Bratislava Business School, offering accredited education for top management and local government auditors, University

of the Third Age programmes, Children's University initiatives, and tailored training for experts, auditors, mayors, and municipal administrators.

- Domestic and international research initiatives and grant projects with ESG and SDG components were actively initiated and supported.
- Broad international scientific and research activities were carried out, with a strong and targeted focus on sustainable development and ESG themes—under grant schemes such as Horizon 2020, INTERREG, COST, 5C Cross, and the GLOBE 2020 Global Project.
- Students, particularly those in doctoral programmes, were involved in research and problem-solving activities through multidisciplinary research platforms of national and transnational scope.
- Diversity among students was broadly supported, aligned with commitments under the Diversity Charter and the United Nations Global Compact.

## **II. RELATIONSHIP WITH EMPLOYEES**

- Emphasis on fostering a diverse and inclusive workplace culture, ensuring employment stability, and providing targeted support for young educators and their families.
- Specific support measures for employees raising children alone, including the provision of additional leave for single parents with children under the age of 10.
- Organization of events for employees' children, such as celebrations for International Children's Day and the arrangement of a summer camp.
- A comprehensive human resources policy encompassing a wide range of employee benefits: contributions toward workforce recovery (e.g. wellness), supplementary pension savings, social support, language education, children's camps and Children's University activities, as well as commemorative gifts and awards marking work anniversaries.
- Opportunities for recreational stays for employees and their family members at university-owned and partner facilities.
- Facilitation of sports and social days, as well as cultural, educational, and physical activity-focused events aimed at fostering community and well-being among staff.
- Strong institutional support for employee diversity, grounded in the principles of the Diversity Charter and the United Nations Global Compact.

## **III. RELATIONSHIP WITH THE COMMUNITY**

- Encouragement of active participation in the *Our City* project, including both the preparatory and implementation stages.
- Organisation of blood donation drives involving students and faculty members twice a year.
- Pre-Christmas and ad hoc clothing collections—charitable initiatives organised by students and staff in support of socially disadvantaged groups.
- Engagement in environmental volunteering activities aimed at improving and sustaining local ecosystems.
- Active membership and participation in organisations that promote sustainable development and ESG principles (e.g. UN Global Compact, European University Association – EUA, EFMD, AACSB International). Continued collaboration with business entities, including employers' associations, the Slovak Chamber of Commerce and Industry, and support for family-owned enterprises. Involvement in the Business Leaders Forum and cooperation with municipalities committed to sustainability and responsible governance (e.g. Association of Chief Controllers of Slovak Cities and Municipalities, Bratislava City Hall, and the Petržalka Borough).
- Strong support for diversity and inclusion among community partners—based on the principles of the Diversity Charter and the UN Global Compact, with BRATISLAVA UNIVERSITY

OF ECONOMICS AND BUSINESS actively contributing to coordination efforts through participation in the Diversity Charter team.

#### **IV. RELATIONSHIP WITH THE ENVIRONMENT**

- Reducing energy consumption in university buildings – as part of reconstructions and modernizations, measures are being implemented to improve energy efficiency, such as insulating buildings and replacing old heating systems with modern and energy-saving technologies,
- using a multi-purpose sports hall intended for volleyball, basketball, football, handball, badminton, floorball, for the needs of teaching and developing sports and physical activities of BRATISLAVA UNIVERSITY OF ECONOMICS AND BUSINESS students, for the activities of the Slávia Kooperatíva University of Economics volleyball club, for the needs of the sports representation and the organization of major national and international sports events in indoor sports.
- waste separation and support for recycling on university premises,
- optimization of material consumption in various university departments – such as paper and toner – with a focus on operational sustainability,
- Active involvement of faculty and university research teams in research questions and projects aimed at reducing the negative impacts of human activity on the environment and creating effective solutions based on scientific knowledge.