KINIT

2025 Report

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Why partner with KInIT?

- Help Slovakia to concentrate and circulate talents
- Discover solutions for your problems using Artificial Intelligence (AI)
- Get a new perspective on your Research & Development & Innovation
- Collaborate in excellent research
- Improve knowledge of your employees on selected topics of AI

We also offer several opportunities

- for collaboration with innovative companies and academic institutions,
- to match basic and applied research with the needs of the intelligent technology industry,
- with particular focus in artificial intelligence and several domains of computer science with overreach into other disciplines.

Get in touch!

Help us to concentrate talents in Slovakia, achieve excellent basic and applied research based on responsibility, ethics and economic sustainability.

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Dear Partners and Friends,


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It is my great pleasure to present the results of our efforts, activities and successes during the 2025 year. Establishing a recognized research institute in the Central European Region is a fascinating adventure. Each year brings us new challenges, as we grow and become more recognized in Slovakia and in the wider European region.

The year 2025 was the year we launched our largest project to date – lorAI – Low Resource AI. KInIT has been successful in the prestigious Horizon Europe widening scheme Teaming for Excellence with the proposal focusing on upgrading the Institute to a leading research institution. The scale and the length of the project (6 years) offers a one-time opportunity to boost our activities across all units.

In 2025 KInIT celebrated its fifth birthday. Last year we experienced significant growth, reaching over 120 KInITers by the end of year. A great time to pause and reflect. We dedicated time to discuss the core values KInIT has embraced throughout its five-year journey – values that are stable and define us – higher purpose, collaboration, courage, respect, and quality.

The growth has been primarily driven by success in the European grants, and industry research partnerships. Private sector support through donations remains essential for advancing basic research. Last year marked the completion of our first Horizon Europe grants, strengthening industry connections via European Digital Innovation Hub Hopero supporting over 100 companies and connecting with the Slovak diaspora through slovaks.ai project. Our presence increased at top scientific forums, including A* ranked conferences.

The key driver to become a great research organisation or any great organisation in the social sector is brand reputation and talent. We understand this and are continuously improving to involve more KInITers in communication and cultivate our talent.

In the name of the KInIT, I would like to personally thank our partners, donors, and supporters. In 2025, we were supported by 16 private companies contributing to our activities in basic research, with the major share coming from our partners ESET, Tatra banka, Innovatrics, Sesame and Softec. Thanks to the donations we are able to deliver excellent research and increase our impact on society (nurturing young talents or taking part in AI discourse in society).

Maria Bielikova, *Director General*

People and Culture

Human Resources Projects and Activities in 2025

In 2025, as the first private research institute in Slovakia, we have obtained the HR Excellence in Research Award (HRS4R). This quality framework aligns us with the European Charter for Researchers and the Code of Conduct for Recruitment, evaluating how we attract, develop and support research talent, ensure fair recruitment, and create conditions for high-quality, ethical research.

KInIT focused in 2025 intensively on developing internal HR processes, strengthening the employee experience, and supporting organizational growth. It was a year where preparatory work and key enabling activities were carried out to support the rollout of several strategic HR initiatives planned for implementation in 2026.

A first comprehensive Employee Engagement Survey was designed and prepared, establishing the framework for gathering structured employee feedback and enabling future improvements to the working environment.

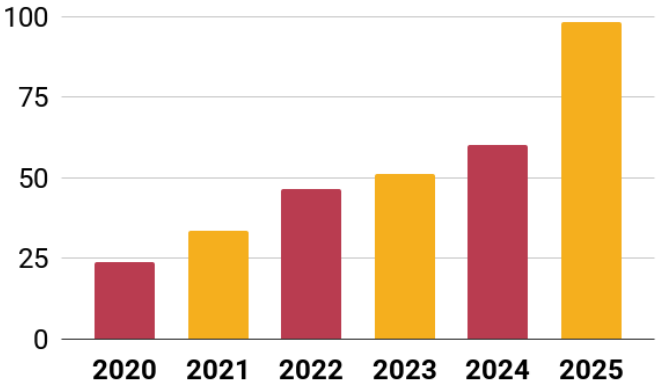
In 2025, we focused intensively on developing our internal HR processes, while also significantly growing our team.

Significant groundwork was also completed for the development of a Skill Matrix for the key roles of "Researcher" and "Research Engineer." This included defining required skills and competencies creating the foundation for a systematic approach to talent development and performance evaluation.

In the area of leadership development, the Leadership program framework was designed as part of the broader leadership capability-building strategy, strengthening managerial competencies across the organization.

The setup of Czech payroll processes was initiated and implemented, supporting the expansion of international employment structures and laying the basis for further organizational growth.

This year, KInIT experienced significant growth in the number of employees, reflecting the hard work and exceptional dedication of our entire team. At the end of 2025, the personnel capacity was 59.3 FTE researchers and research engineers, 7.1



Full time equivalent evolution

FTE R&I development, 6 doctoral students, 22,6 FTE operations and 3,2 FTE R&I management. In addition in December 2025 we hosted 12 interns and collaborated with 5 volunteers.

Events and Community Building

The year 2025 was also rich in internal and external events that contributed to employer branding and community building. Among internal activities, highlights included the lorAI kick-off party and regular community gatherings such as B-day, which foster collaboration and strengthen company culture across teams.

From an external perspective, participation in technology conferences OpenSlava and CODECON played a significant role, as it provided an opportunity to present KInIT to a broad audience and showcase the wide range of collaboration opportunities. Participation in career-focused events such as the NextStep Science Conference at the Faculty of Natural Sciences of Comenius University and Night of Chances was equally important in reaching young talent.

Cooperation with secondary schools was expanded through ongoing partnerships and new initiatives, including a student internship program with Delta Pardubice and emerging collaborations with Skyro and C.S. Lewis Lyceum. Additional outreach activities included hosting students from Handlová and the mentoring project with Tatranská akadémia in Poprad.

As part of its commitment to diversity and inclusion, KInIT took part in the Girl's Day initiative, organizing a program for 12 high school girls. Participants had the opportunity to explore the research environment, meet female researchers, and gain inspiration for their future careers.

Two editions of the KInIT Natural Language Processing (NLP) School — a one-day Winter Edition and a three-day Summer School — engaged primarily university students in both foundational and advanced topics in natural language processing. By combining theory with hands-on experience, the initiative strengthened practical skills, fostered peer connections, and contributed to the growth of the Slovak NLP community.

The international dimension of activities was further strengthened through 19 events engaging more than 800 participants, including leading scientists, experts and professionals from Slovak diaspora. Key initiatives such as the Better AI Meetup series and a dedicated Slovak NLP forum fostered knowledge transfer and community building. Participation in the Slovak PRO Summit in New York further deepened ties with the Slovak diaspora in the U.S. These activities significantly contributed to relationship building and increasing awareness of KInIT abroad.

Initiatives such as the Better AI Meetup and a dedicated Slovak NLP forum fostered knowledge transfer and community building.

Together, these activities reinforced KInIT's position as an attractive employer and a key player in research and innovation in Slovakia.

Research & Innovations

Excellent and responsible research

The year 2025 marked the first year of implementing the lorAI project under the "Teaming for Excellence" program of the Horizon Europe scheme. This initiative represents an unprecedented investment into strengthening the institute's capacities, processes, and competencies. The research agenda further developed KInIT's established strengths while elevating the low-resource topic into a cross-team, overarching focus.

Throughout 2025, we focused on mapping existing processes and identifying gaps for improvement, guided by the advanced partners of the lorAI project: the German Research Centre for Artificial Intelligence (DFKI), the Centre for Research & Technology Hellas (CERTH), and the ADAPT Centre at Trinity College Dublin. We also launched the mobility programme, offering our researchers, research management, and operations staff a unique opportunity to acquire new skills, exchange knowledge, and receive feedback on KInIT's research approach.

> **In 2025 we started implementing the lorAI project under the "Teaming for Excellence" program of the Horizon Europe scheme.**

Close collaboration with our advanced partners has already resulted in joint grant proposals, shared research activities, and co-authored scientific publications. As in previous years, our researchers targeted top-tier venues, publishing at conferences such as SIGIR, ACL, or EMNLP, and in journals including ACM Transactions on Intelligent Systems and Technology or the International Journal of Law and Information Technology. Overall, we successfully increased the number of publications co-authored with researchers from institutions across the EU, as well as the volume of multidisciplinary outputs.

At KInIT, we believe that research must be conducted responsibly and with a clear societal impact. To reinforce this commitment, we joined COARA – the Coalition for Advancing Research Assessment – and committed to recognise diverse research outputs and prioritise impact over traditional scientometric indicators.

The year 2025 was also exceptional in another regard: we welcomed Konstantine Arkoudas, our very first visiting principal researcher, further strengthening our scientific staff, diversity and curiosity. His experience from MIT AI Lab, Bloomberg AI or Alexa AI and Amazon Search was beneficial for several research projects we are involved in. KInIT has increasingly become a relevant and attractive research institution for leading experts in the field nationwide.

Grants implementation

During the year, KInIT researchers implemented a total of 30 research grants, including 11 projects funded under the Horizon Europe or Digital Europe programmes and 11 projects supported by the Slovak Recovery and Resilience Plan. These grants enabled the realisation of 8 outgoing secondments to partner institutions, while our teams hosted 6 inbound visits.

> **The year 2025 marked the official end of multiple large European projects we were solving in KInIT.**

A particularly important milestone in 2025 was the successful completion of seven projects – four Horizon Europe grants (AI4Europe, Vigillant, Vera.AI and DisAI), and three other European grants (Nslant, ExU, and DanubeEnergy).

Among these, the DisAI project, which we have coordinated, under the WIDERA Twinning scheme stands out for its strategic focus on strengthening our NLP research team. Through collaboration with advanced partners: DFKI, CERTH, and the University of Copenhagen, this project significantly enhanced our research capabilities, skills development, and research management processes. These improvements translated directly into increased research excellence and higher-quality scientific outputs.

New grants at a glance

lorAI

Low resource AI

The lorAI project focuses on developing efficient low-resource AI to make advanced AI technologies more accessible. It aims to elevate KInIT into a leading European centre for Low Resource AI, supported by advanced partners such as ADAPT, DFKI and CERTH. By nurturing talent, driving research excellence, and exploring applications in language technologies, lorAI strengthens Slovakia's and the EU's strategic capabilities. It also ensures KInIT long-term impact through strong governance and diversified funding.

EUDHIT

The European Digital Humanism Initiative

The EUDHIT project seeks to strengthen a resilient, inclusive, and democratic digital society grounded in the principles of Digital Humanism. It unites key actors across Europe, builds on existing EU policies, and supports the emergence of an EU-level Digital Humanism industry. Through a series of training sessions, working groups, and the identification of best practices and standards, it develops indicators, investment frameworks, and policy roadmaps to guide human-centric research and technology innovations.

EMA

Explainable Malware Analysis

EMA project addresses the growing use of AI and machine learning in malware analysis, which excel at detecting and classifying malware but lack transpa- rent, human-under-standable explanations. Explainable AI (XAI) offers methods to make these systems more interpretable. The project's goal is to improve XAI methods so they can be more effectively applied in real-world malware analysis.

DIG4Health

Digitalization of Personalised Health Risk Management in At-Risk Groups

The project brings together academic and industry partners to develop a scalable, cost-effective personalised digital health programme for people with (pre)obesity. It integrates adaptive, ethically designed AI to tailor interventions and manage costs, with the overarching goal of enabling lasting behavio-ural change and supporting the adoption of healthier lifestyles.

Dissemination of scientific knowledge

Hand in hand with our ongoing research projects, our network and collaborations with international partners continued to grow stronger. This concentration of talent and creativity led to 56 accepted scientific papers in 2025, with more than 55% co-authored together with colleagues abroad.

Aligned with our research vision and strategy, we focus on presenting our results at leading international venues. In 2025, this commitment translated into 7 papers at A* venues, 7 at A venues, and 3 journal publications ranked Q1 according to the CORE classification.

"In 2025 KInIT has significantly strengthened its presence at leading international scientific venues, expanding our global network and visibility."

In line with our dedication to Open Science, all publications were made openly accessible. This transparent approach reflects our commitment to sharing knowledge and fostering collaboration both within the scientific community and with society at large.

Selected publications at a glance

Revisiting Algorithmic Audits of TikTok: Poor Reproducibility and Short-term Validity of Findings

Social media platforms are constantly shifting towards algorithmically curated content based on implicit or explicit user feedback. Regulators, as well as researchers, are calling for systematic social media algorithmic audits as this shift leads to enclosing users in filter bubbles and leading them to more problematic content. An important aspect of such audits is the reproducibility and generalisability of their findings, as it allows to draw verifiable conclusions and audit potential changes in algorithms over time.

In this work, we study the reproducibility of the existing sockpuppeting audits of TikTok recommender systems, and the generalizability of their findings. In our efforts to reproduce the previous works, we find multiple challenges stemming from social media platform changes and content evolution, but also the research works themselves. These drawbacks limit the audit reproducibility and require an extensive effort altogether with inevitable adjustments to the auditing methodology. Our experiments also reveal that these one-shot audit findings often hold only in the short term, implying that the reproducibility and generalizability of the audits heavily depend on the methodological choices and the state of algorithms and content on the platform. This highlights the importance of reproducible audits that allow us to determine how the situation changes in time.

>> Read more about publication

RecGaze: The First Eye Tracking and User Interaction Dataset for Carousel Interfaces

Carousel interfaces are widely used in e-commerce and streaming services, but little research has been devoted to them. Previous studies of interfaces for presenting search and recommendation results have focused on single ranked lists, but it appears their results cannot be extrapolated to carousels due to the added complexity. Eye tracking is a highly informative approach to understanding how users click, yet there are no eye tracking studies concerning carousels. There are very few interaction datasets on recommenders with carousel interfaces and none that contain gaze data. We introduce the RecGaze dataset: the first comprehensive feedback dataset on carousels that includes eye tracking results, clicks, cursor movements, and selection explanations. The dataset comprises interactions from 3 movie selection tasks with 40 different carousel interfaces per user. In total, 87 users and 3,477 interactions are logged. In addition to the dataset, its description and possible use cases, we provide results of a survey on carousel design and the first analysis of gaze data on carousels, which reveals a golden triangle or F-pattern browsing behavior. Our work seeks to advance the field of carousel interfaces by providing the first dataset with eye tracking results on carousels. In this manner, we provide and encourage an empirical understanding of interactions with carousel interfaces, for building better recommender systems through gaze information, and also encourage the development of gaze-based recommenders.

>> Read more about publication

Evaluation of LLM Vulnerabilities to Being Misused for Personalized Disinformation Generation

The capabilities of recent large language models (LLMs) to generate high-quality content indistinguishable by humans from human-written texts raises many concerns regarding their misuse. Previous research has shown that LLMs can be effectively misused for generating disinformation news articles following predefined narratives. Their capabilities to generate personalized (in various aspects) content have also been evaluated and mostly found usable. However, a combination of personalization and disinformation abilities of LLMs has not been comprehensively studied yet. Such a dangerous combination should trigger integrated safety filters of the LLMs, if there are some. This study fills this

gap by evaluating vulnerabilities of recent open and closed LLMs, and their willingness to generate personalized disinformation news articles in English. We further explore whether the LLMs can reliably meta-evaluate the personalization quality and whether the personalization affects the generated-texts detectability. Our results demonstrate the need for stronger safety-filters and disclaimers, as those are not properly functioning in most of the evaluated LLMs. Additionally, our study revealed that the personalization actually reduces the safety-filter activations; thus effectively functioning as a jailbreak. Such behavior must be urgently addressed by LLM developers and service providers.

>> Read more about publication

MultiSocial: Multilingual Benchmark of Machine-Generated Text Detection of Social-Media Texts

Recent LLMs are able to generate high-quality multilingual texts, indistinguishable for humans from authentic human-written ones. Research in machine-generated text detection is however mostly focused on the English language and longer texts, such as news articles, scientific papers or student essays. Social-media texts are usually much shorter and often feature informal language, grammatical errors, or distinct linguistic items (e.g., emoticons, hashtags). There is a gap in studying the ability of existing methods in detection of such texts, reflected also in the lack of existing multilingual benchmark datasets. To fill this gap we propose the first multilingual (22 languages) and multi-platform (5 social media platforms) dataset for benchmarking machine-generated text detection in the social-media domain, called MultiSocial. It contains 472,097 texts, of which about 58k are human-written and approximately the same amount is generated by each of 7 multilingual LLMs. We use this benchmark to compare existing detection methods in zero-shot as well as fine-tuned form. Our results indicate that the fine-tuned detectors have no problem to be trained on social-media texts and that the platform selection for training matters.

>> Read more about publication

Multilingual vs Crosslingual Retrieval of Fact-checked Claims: A Tale of Two Approaches

Retrieval of previously fact-checked claims is a well-established task, whose automation can assist professional fact-checkers in the initial steps of information verification. Previous works have mostly tackled the task monolingually, i.e., having both the input and the retrieved claims in the same language. However, especially for languages with a limited availability of fact-checks and in case of global narratives, such as pandemics, wars, or international politics, it is crucial to be able to retrieve claims across languages. In this work, we examine strategies to improve the multilingual and crosslingual performance, namely selection of negative examples (in the supervised) and re-ranking (in the unsupervised setting). We evaluate all approaches on a dataset containing posts and claims in 47 languages (283 language combinations). We observe that the best results are obtained by using LLM-based re-ranking, followed by fine-tuning with negative examples sampled using a sentence

similarity-based strategy. Most importantly, we show that crosslinguality is a setup with its own unique characteristics compared to the multilingual setup.

>> Read more about publication

A Rigorous Evaluation of LLM Data Generation Strategies for Low-Resource Languages

Large Language Models (LLMs) are increasingly used to generate synthetic textual data for training smaller specialized models. However, a comparison of various generation strategies for low-resource language settings is lacking. While various prompting strategies have been proposed, such as demonstrations, label-based summaries, and self-revision, their comparative effectiveness remains unclear, especially for low-resource languages. In this paper, we systematically evaluate the performance of these generation strategies and their combinations across 11 typologically diverse languages, including several extremely low-resource ones. Using three NLP tasks and four open-source LLMs, we assess downstream model performance on generated versus gold-standard data. Our results show that strategic combinations of generation methods, particularly target-language demonstrations with LLM-based revisions, yield strong performance, narrowing the gap with real data to as little as 5% in some settings. We also find that smart prompting techniques can reduce the advantage of larger LLMs, highlighting efficient generation strategies for synthetic data generation in low-resource scenarios with smaller models.

>> Read more about publication

Comparing Specialised Small and General Large Language Models on Text Classification: 100 Labelled Samples to Achieve Break-Even Performance

When solving NLP tasks with limited labelled data, researchers typically either use a general large language model without further update, or use a small number of labelled samples to tune a specialised smaller model. In this work, we answer an important question — how many labelled samples are required for the specialised small models to outperform general large models, while taking the performance variance into consideration. By observing the behaviour of fine-tuning, instruction-tuning, prompting and in-context learning on 8 language models, we identify such performance break-even points across 8 representative text classification tasks of varying characteristics. We show that the specialised models often need only a few samples (on average 100) to be on par or better than the general ones. At the same time, the number of required labels strongly depends on the dataset or task characteristics, with fine-tuning on binary datasets requiring significantly more samples. When performance variance is taken into consideration, the number of required labels increases on average by 100-200%. Finally, larger models do not consistently lead to better performance and lower variance, with 4-bit quantisation having negligible impact.

>> Read more about publication

Research community support

Our employees are committed to support the research community and contribute to the global research area by actively participating as steering, program, or organising committee members at esteemed conferences. In 2025 we were active in established venues such as The Web Conf, UMAP, WSDM, AAAI, LowResNLP, SIGIR, RecSys, ECAI, SMAP, ADBIS, ETRA or SemEval.

Furthermore, KInIT's researchers have served as reviewers for distinguished international journals, such as User Modeling and User-Adapted Interaction, ACM Transactions of Recommender Systems, Philosophical Psychology, International Journal of Law and Information Technology, Information Processing & Management, or New Review of Hypermedia and Multimedia.

Boosting innovation in industry through excellent science

In 2025 we were engaged in 45 industry collaborations - 39 proof of concept/expert consultations, most of them under Hopero European Digital Innovation Hub project and 6 long term collaborations. We also provided training on various AI topics to 86 individuals under Hopero European Digital Innovation Hub.

KInIT researchers and research engineers were engaged in 45 industry collaborations, most of them were proof of concept/expert consultations.

With five years of experience collaborating with various industries, we have gained valuable insights into working with businesses, deepening and refining our expertise in artificial intelligence across different sectors. Throughout these partnerships, we emphasize technology transfer, bringing advanced AI technologies, knowledge, tools, and methods closer to our industry partners. This enables them to explore new possibilities for applying AI solutions independently. Our approach is not only about delivering AI solutions but also about fostering Slovak innovation and guiding partners toward research opportunities.

Our collaboration with companies (and state administration) takes several forms:

- consultations were we provide our expertise and guide towards AI solution and the solution is being developed on company side
- short term pilots were we work together on delivering relevant AI solutions of the subject matter
- long term collaboration where there is usually more space and time to explore and elaborate on AI solutions and new possibilities might open on the way down to research. For example Energetika Slovensko, SFÉRA are AI Dental are companies where we collaborate towards AI solutions based on long term research development.

In all of the above forms of collaboration, technology transfer knowledge also via dedicated workshops can be running and/or talent development can be present for example by involving PhD students to participate in.

In 2025 we continued implementation of the EDIH project Hopero. We provided services and brought the innovative potential of AI to Slovak SMEs and public institutions. Hopero is built on the "Test before invest" concept meaning providing proofs of concept, expert consultations or AI workshops to transfer the knowledge. We succeeded in introducing AI solutions to several companies including Kros, Švec Group, AI Dental, Inspirago (former Zľava dňa), Titans, Allit, or Bencont Finance. We helped to grasp the concept of AI and introduce it in the public institutions like cities of Bratislava and Nitra, The State Geological Institute of Dionýz Štúr, The Ministry of Education, Research, Development and Youth, Council for Media Services or Všeobecná zdravotná poisťovňa.

KInIT developed a self-assessment tool called the AI Maturity Assessment.

As part of the Hopero project, KInIT developed a self-assessment tool called the AI Maturity Assessment (AIMA), designed to evaluate organizations across five key areas: strategy, focus, talent, AI ethics, and infrastructure. We have received 95 assessments from a diverse range of organizations, including SMEs (88%), large companies (3%), and the public sector (9%). Our findings show that over 60% of organizations have invested or are actively investing in AI. While the public sector is currently in the early stages of AI adoption, it is increasingly considering investments in AI software and solutions.

Most organizations report using AI to streamline processes and simplify administrative workflows. Across all participants, AI strategy and focus are significantly more developed than AI ethics and infrastructure, highlighting areas for future growth and support.

At KInIT, trustworthy AI is one of our long-term goals that is why continuing in AI Awards makes sense. In 2025 KInIT organized AI Awards together with Hopero and the Permanent Commission on Ethics and Regulation in Artificial Intelligence (CERAI). AI Awards recognize companies that develop and deploy artificial intelligence systems responsibly — not only in compliance with applicable regulations, but also in accordance with ethical principles and values. 2025 finalists demonstrate how AI systems developed in Slovakia can be truly trustworthy among them the winner: TrollWall AI – development of tools for detecting and mitigating harmful content, promoting a safer digital environment.

Hopero Success Stories

Council for Media Services

Consulting on digital regulation and AI oversight

We reviewed a regulator's proposed methodology for assessing the severity of online platforms, to support coherent over- sight prioritization. Drawing on best practices from comparable regulatory frameworks, we provided targeted comments and recommendations, and discussed findings directly with the regulator. Additionally, we delivered three full-day workshops for employees and Council members covering the intersection of EU digital regulations, the Digital Services Act, and AI regulation.

Voltia

Forecasting energy use for smarter EV fleet management

We developed predictive models for estimating aggregate energy consumption and charging flexibility of electric vehicle fleets using real-world operational data. The proof of concept covers forecasting at 15-minute and daily resolutions for key indicators including connected vehicles, fleet energy consumption, and available charging capacity. Random Forest models delivered the best performance across all variables, providing a reliable foundation for operational planning and grid integration.

Kros

Churn prediction model for proactive customer retention

We developed a churn prediction prototype for KROS services to identify customers at risk of ending their subscription. The solution covers the full pipeline, from database export and data preparation to feature engineering, model training, and prediction output. A Random Forest classifier was trained on historical transaction and product usage data, with strict leakage-aware feature design. The model achieved a ROC AUC of 0.80, delivering customer-level churn probabilities usable for retention prioritization.

ŠVEC Group

Consulting on AI adoption for internal process improvement

We collaborated with ŠVEC Group on exploring practical opportunities for using AI to improve the company internal processes. The work focused on assessing several possible use cases and ultimately tackling the challenge of making the analytical work, focused on technical documentation, more efficient. We designed an AI-based solution concept to support the processing of technical drawings and generate structured outputs that can be further used in the company's internal workflows.

Brand, Media and Visibility

In 2025, we continued strengthening the visibility and recognisability of the KInIT brand across our communication channels. We further refined our visual identity and the way we present our work, bringing greater consistency to our website, social media, and other communication platforms.

Over the past year, our communication also began to better reflect how closely KInIT's research projects are connected. Rather than presenting projects only as standalone initiatives, we increasingly highlighted the links between them, showing shared themes, overlapping topics and their combined impact. This approach helps place individual projects into a broader context and shows how they contribute to KInIT's long-term vision.

Social media remains an important tool for connecting with our audiences. LinkedIn continued to serve as our primary channel for professional communication and engagement with the research and industry community. At the same time, we expanded our activity on platforms that reach younger audiences, especially Instagram, allowing us to connect more closely with students and the wider public. Our social media community continued to grow and by the end of 2025 includes more than 8,200 followers across platforms.

> **In our communication, we maintained a strong focus on the people behind the research.**

We also maintained a strong focus on the people behind the research. By highlighting the expertise, achievements and stories of individual researchers and team members, we aimed to show the human side of KInIT and the diverse group of people who shape the institute.

KInIT experts were increasingly present in the media. In 2025, our researchers, research engineers and specialists appeared 159 times in respected Slovak media, providing expert commentary, interviews and insights on developments in artificial intelligence and its impact on society. These appearances helped strengthen KInIT's position as a credible voice in discussions related to artificial intelligence, technology, ethics and related disciplines.

Finances

KInIT's funding is built up along three main sources:

I. basic funding, which mainly support application driven basic research, people development and partially also operations, currently it consists mainly of donations,

II. grants, which support KInIT's core activities including interdisciplinary and cross-sectorial research and international networking, and
III. industrial research collaborations, which focus mainly on applied research and transfer aimed at innovations.

The most substantial part of KInIT costs in 2025 was personnel expenses (85.7%) of which 59.8% is Research & Innovation (R&I) personnel, 11.8% R&I development personnel and 14.1% operations personnel.. Part of the operational costs were financed by services provided at discount or pro bono, i.e., non-financial contributions.

On the income side, the share of basic funding continued its decrease compared to previous years, while the share of the income from grants significantly increased. The following table shows the share of revenue according to the three main sources of funding, taking into account only financial contributions.

Income	2021	2022	2023	2024	2025
Basic Funding	91.6%	75.8%	49.2%	40.5%	24.4%
Grants	0.6%	11.8%	33.8%	41.2%	58.7%
Industry	7.8%	12.4%	17.0%	18.3%	16.9%

As the institute continued to grow year over year, the share of donations constituting basic funding dropped to 24.4% in 2025. Nevertheless, funding remains a vital pillar of the institute's financial stability. It provides an important foundation for cofinancing grants when needed and helps bridge the gap between the submission of payment requests and the receipt of reimbursements, which can often take several months. .

In 2025, the share of the income from grants significantly increased.

In 2025 KInIT maintained a 16.9% share of income from industry collaboration. This figure also includes services carried out under the "test-before-invest" activity within the Hopero European Digital Innovation Hub.

Research Grants accounted for 58.7 % of income in 2025 and remained the institute's primary source of revenue. During the year 2025 we successfully concluded the Horizon Europe projects veraAI, Vigilant, DisAI and AI4Europe, while also launching the large-scale Teaming for excellence project lorAI. The lorAI project is expected to generate a strong economic multiplier effect by enhancing productivity and strengthening cooperation with other European and global research and innovation institutions.

Concluding remarks

The year 2025 represented a significant step forward for KInIT across all dimensions of its mission: research excellence, societal impact, organizational development, and international visibility. The launch of the lorAI project marked a transformative moment, strengthening our long-term ambition to become a leading European center in low-resource artificial intelligence while deepening collaboration with top-tier international partners. This momentum was reflected not only in the growing number and quality of scientific outputs, but also in the increasing share of co-authored publications and multidisciplinary research contributions.

KInIT focused on advancing low-resource AI as a cross-cutting priority while improving internal practices with guidance from leading partners such as DFKI, CERTH, and ADAPT. New mobility programmes enabled knowledge exchange and skill development, resulting in joint grant proposals, co-authored publications, and stronger multidisciplinary output. The institute maintained a strong presence in top-tier venues and reinforced its commitment to responsible research by joining COARA, emphasizing societal impact over traditional metrics.

> **2025 was a year of building strong foundations for sustainable growth. Investments in people, leadership development and talent management have prepared us for future expansion.**

The year also saw growth in talent and reputation, including the arrival of its first visiting principal researcher and the successful implementation of 30 grants, alongside the completion of several major international projects.

Our research in areas such as trustworthy AI, disinformation, and human-centric technologies demonstrates that excellence and responsibility go hand in hand. The institute produced 56 scientific publications, most in collaboration with international partners, and ensured all outputs were openly accessible in line with Open Science principles. Its research contributions addressed critical challenges such as algorithmic transparency, AI misuse, multilingual data processing, and human-centered technology design.

Beyond research, KInIT actively supported the global scientific community through conference organization and peer review activities, further solidifying its role as an emerging European leader in AI research and innovation.

Internally, 2025 was a year of building strong foundations for sustainable growth. Investments in people, leadership development, and structured talent management have enhanced our organizational resilience and prepared us for future expansion. At the same time, a rich portfolio of community-building activities and outreach initiatives strengthened our culture,

reinforced our employer brand, and expanded our engagement with diverse audiences, from students to international stakeholders.

Our collaboration with industry and the public sector continued to translate cutting-edge research into practical impact. Through projects, consultations, and the HOPERO project, we supported organizations in adopting AI responsibly and effectively, contributing to innovation across Slovakia. These efforts underline our role not only as a research institution, but also as a bridge between science, industry, and society.

Financially, the institute has evolved towards a more mature and sustainable model, with research grants becoming the dominant source of income while maintaining a stable base of core funding. This shift reflects both our growing competitiveness in international funding schemes and the increasing trust of partners and stakeholders.

Looking ahead, KInIT is well-positioned to build on the achievements of 2025. With strengthened partnerships, a clear research focus, and a committed team, we will continue to push the boundaries of artificial intelligence research while ensuring that its development remains aligned with human values and societal needs.

KInIT

Key Achievements 2025

1. The Teaming for Excellence project lorAI has successfully started

The lorAI project represents a once-in-a-lifetime opportunity for KInIT to strengthen its research capacities and establish itself as a Centre of Excellence for Artificial Intelligence in our region. Supported by the European Union and Programme Slovakia, the project focuses on advancing low-resource AI to address pressing global challenges. In the past year, we successfully launched this six-year initiative and, together with our advanced partners ADAPT Centre, DFKI, and CERTH, we have taken important steps toward our mission of building an innovative ecosystem in intelligent technologies based on excellent science.

Basic Research | Applied Research | Transfer | Culture

2. International recognition of our work and researchers increased

Over the past year, KInIT has significantly strengthened its presence at leading international scientific venues, expanding our global network and visibility. We are proud to report that the number of top-tier publications (A*/A papers in the CORE ranking and Q1/Q2 journal articles) has nearly doubled compared to the previous year. By contributing at prestigious conferences such as EMNLP, NAACL, SIGIR, and ACL, we bring world-class research to Slovakia. This not only ensures that topics of regional and national importance are addressed with cutting-edge science, but also positions KInIT at the forefront of advancing the state-of-the-art in selected topics.

Basic Research | Applied Research

3. HRS4R - the recognition of European Commission

As the first private research institute in Slovakia, we have obtained the HR Excellence in Research Award (HRS4R). This quality framework aligns us with the European Charter for Researchers and the Code of Conduct for Recruitment, evaluating how we attract, develop and support research talent, ensure fair recruitment, and create conditions for high-quality ethical research. It positions us among leading European research organisations with internationally recognised HR standards. HRS4R strengthens our credibility in collaborations with academia, industry and international partners, increases our competitiveness in attracting top researchers from abroad, and ensures a stronger position in international grant schemes like Horizon Europe. HRS4R demonstrates our commitment to excellent research and people practices essential for the institute's long-term impact.

Culture

4. We have our first three PhD alumni, all with awards

Back when KInIT was founded, we created its doctoral study programme. In collaboration with the Brno University of Technology, first students were enrolled in September 2021 and embarked on solving theses in various KInIT's research areas including low-resource AI, recommender systems, natural language processing, predictive modeling and anomaly detection fenvironment, or security. Since then, our PhD students have been in the forefront of our research and scientific publishing, gaining international recognition and raising KInIT's visibility. In 2025, we are happy to announce that the first three PhD students (Branislav Pecher, Matej Čief, Ján Čegiň) have successfully defended their theses. What's more, all three were nominated for the Faculty of Information Technologies Brno University of Technology Dean's award.

Basic Research | Applied Research | Culture

KInIT

5. Boosting knowledge transfer through realization of Hopero

KInIT aims to strengthen the innovation potential of Slovakia through several initiatives, including the European Digital Innovation Hub Hopero. Using the "Test before Invest" concept, Hopero supports companies in implementing AI solutions while also involving industrial partners in the research process to increase their understanding of AI and its applications. In 2025, we continued Hopero activities with 27 individual consultations. We also organized workshops and courses, which have been attended not only by companies but also by employees from the public sector. These educational activities have received positive feedback and have proven to be an effective way to build an innovative ecosystem in Slovakia and support public institutions in adopting digital technologies.

Transfer | Science Popularization

6. Several European projects successfully concluded

In 2025 several large European projects undertaken by KInIT officially concluded. The projects veraAI, VIGILANT, DisAI, AI4Europe all started in 2022 and were part of the "first wave" of grants that KInIT obtained from the prime research grant programme of Horizon Europe. While obtaining the projects taught us many skills and boosted our capacities, solving the projects and delivering meaningful outcomes of them was even more challenging. At the end of 2025, with official reviews ongoing, we are proudly looking at our achievements: new research methods, findings, papers, datasets, services and tools that these projects produced. These fall especially under the areas of natural language processing and disinformation countering, but also contribute to European AI resources and infrastructure.

Basic Research | Applied Research | Transfer

7. We actively cultivate relations with the Slovak diaspora

Our initiatives focused on fostering the Slovak diaspora – Slovaks abroad engaged in artificial intelligence – have led to the identification of over 100 individuals on the slovaks.ai map, as well as the organization of 19 events designed to strengthen connections within this community. Notable examples include the Slovaks AI Forum 2025, which convened more than eighty Slovak AI professionals from 20 countries and was graced by the attendance of President Zuzana Čaputová. KInIT contributed to and took part in the Slovak PRO summit in New York, coordinated the Better_AI meetups in Brno and Prague in collaboration with prg.ai and Innovatrics, and facilitated ten knowledge transfer events.

Culture | Policies | Science Popularization

8. Strengthening Our Role as a Regional AI Community Hub

Community and network building is essential to fulfilling KInIT's mission. In 2025, we further expanded and deepened our community activities, strengthening our position as regional leaders. We organized two thematic schools focused on natural language processing (NLP), bringing together students, researchers, and industry professionals and creating space for intensive knowledge transfer and networking. We hosted two meetings of the academic NLP community, dedicated to current research challenges, potential collaborations, and better coordination of NLP research in Slovakia and the broader region. We also continued organizing the Better_AI meetup, surpassing 15 events and expanding it to new cities beyond Slovakia.

Basic Research | Applied Research | Transfer

KInIT

9. First principal visiting researcher @KInIT

This year, we welcomed our first Principal Visiting Researcher, marking an important milestone for KInIT. His arrival brought deep external expertise from a highly senior scientist and signalled that we are growing not only in size, but also in credibility and research impact. Attracting talent at this career stage shows that our mission resonates beyond Slovakia and that KInIT is recognised as a relevant international partner. It is also a strong source of motivation for our team, demonstrating that the institute is becoming a place where leading researchers want to collaborate. This collaboration directly builds on our successful engagement in international research projects, which continue to expand our network and visibility.

Basic Research | Applied Research | Transfer | Culture

10. Institute growth driven by strong performance and mission fulfilment

This year, the institute experienced significant growth in the number of employees, reflecting the hard work and exceptional dedication of our entire team. Our success in securing competitive project funding, writing strong proposals and delivering high-quality research has directly contributed to this expansion. Growing in numbers is not only an operational achievement, it is a clear sign that we are fulfilling our mission: building a thriving community of excellent AI researchers and the professionals who support them.

Culture

KInIT key achievements 2025

39	45	76%	14	120+
scientific outputs made publicly available	proofs of concept/expert consultations	revenue from grants & industry collaboration	international projects in progress	partners in our international network
Our scientific outputs were presented in 39 accepted papers in scientific journals and international conferences proceedings. We are especially proud of the 20 papers accepted at top venues (A*/A/Q1 level) as ACM Transactions, AAAI, SIGIR, EMNLP or ACL.	We were engaged in 45 industry collaborations - 39 proof of concept/expert consultations, most of them under Hopero European Digital Innovation Hub project and 6 long term collaborations. We also provided training on various AI topics to 86 individuals under Hopero.	We increased the share of revenue from grants and industry collaboration from 58% in 2024 to 76% in 2025. This indicates that KInIT is effectively leveraging external sources of funding through strong partnerships and the ability to secure support from grant programmes.	We were involved in and worked on 14 international projects: nine in Horizon Europe scheme, two in Digital Europe, one in EMIF, two in Interreg. We also continued and started 11 research and innovation grants funded by the Slovak Recovery and Resilience plan.	KInIT in 2025 collaborated on grants with 120+ international partners from 30 countries. Across Slovak universities and the Slovak Academy of Science, we participated in joint research projects, tech transfer and grant proposal preparations with 13 Slovak research groups.

3 739	11	36%	41	5 900+
sum of citations of individual researchers	basic research supporters and donors	increase in KInITers compared to 2024	early stage researchers nurtured	followers on LinkedIn
Our researchers gained a total of 3 739 citations on their papers (as listed in our Google Scholar profiles); the citations were present in papers published worldwide throughout 2025.	Basic research activities were supported by 11 subjects in 2025 (26% of our income); all of them were private companies, including seven large enterprises and nine small and medium enterprises.	We have grown from 24 FTE at the establishment of KInIT to 96.75 FTE, with our average age decreasing by one year to 33. This represents a 36% increase in the number of KInITers compared to 2024.	We continued in PhD studies in collaboration with Brno University of Technology with 13 doctoral students out of which we have first three alumni. We also supervised 32 interns.	Our social media presence is continually growing, we reached 5900+ followers on Linkedin. We maintained a strong media presence with 159 appearances in a rich mix of respected media.

KInIT Board of Trustees

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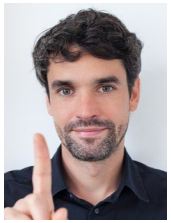

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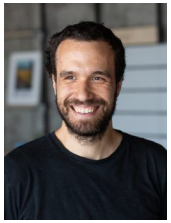

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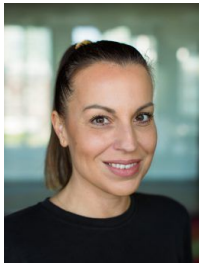
Chief Finance Officer, since 07/25



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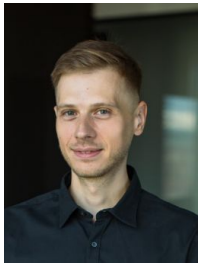

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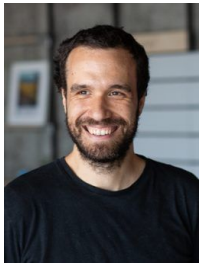

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KInIT


KInIT & lorAI
retrospective
in numbers


5 years of
KInIT


We develop and circulate

KInIT

We work closely with corporate partners to put ideas to work

Our supporters help us to grow

KINIT

KInIT business solutions partners

KInIT

KINIT

Kempelen Institute
of Intelligent Technologies