

HUN-REN INSTITUTE OF NUCLEAR RESEARCH ORGANISATIONAL AND OPERATING REGULATIONS

CHAPTER I

LEGAL STATUS, ACTIVITIES AND OPERATION OF THE RESEARCH INSTITUTE

Section 1: Legal Status of the Research Institute

1. The HUN-REN Nuclear Research Institute (hereinafter: HUN-REN ATOMKI or Research Institute) is a legal entity with special legal status within the meaning of Act XCI of 2024 on the HUN-REN Hungarian Research Network (hereinafter: HUN-REN Act) is a legal entity with special legal status, an organisational unit of the HUN-REN Hungarian Research Network (hereinafter: HUN-REN) carrying out scientific research and innovation activities, possessing independent legal personality, and acting as a research and knowledge-transfer institution performing public tasks on a non-profit basis.
2. HUN-REN ATOMKI is, pursuant to the provisions of the HUN-REN Act, the legal successor in respect of all rights and obligations to the HUN-REN Institute of Nuclear Research, a budgetary body (registration number (PIR): 300344, date of establishment: 1 July 1954).
3. HUN-REN ATOMKI, which forms part of the HUN-REN Hungarian Research Network, has its own articles of association, separate assets, a separate bank account and tax number, and operates as an organisation and with a budget distinct from HUN-REN; within the framework determined by the Governing Board, it is entitled to manage its own finances in accordance with applicable legislation and internal regulations; it applies for funding in its own name, receives grant funding, enters into civil and other contracts, and disposes of the income derived therefrom in accordance with HUN-REN's internal regulations; the Director-General exercises employer's rights over HUN-REN ATOMKI employees.
4. HUN-REN ATOMKI, as a research institute with independent legal personality, is an organisational unit governed by the HUN-REN Act, the HUN-REN Deed of Foundation, the Research Institute's Deed of Foundation, the HUN-REN Organisational and Operational Regulations (hereinafter: HUN-REN OOR), these Organisational and Operational Rules (hereinafter: HUN-REN ATOMKI Rules), as well as the internal rules of HUN-REN and its own internal rules and other relevant legislation, operates independently, functions in accordance with the organisational structure set out in its founding charter and the HUN-REN ATOMKI Rules, and performs its tasks.

Section 2: The institutional history and legal predecessors of HUN-REN ATOMKI

1. The Research Institute was established on 1 July 1954 by the Hungarian Academy of Sciences as the Debrecen Institute of Physics, pursuant to Council of Ministers Resolution No. MT 540.126/1/1954.

2. Since 1 September 2019, the Research Institute has operated as an independent legal entity and budgetary body within the Eötvös Loránd Research Network, under the Secretariat of the Eötvös Loránd Research Network,
3. From 1 September 2023, the Research Institute operated as part of the Hungarian Research Network, under the Secretariat of the Hungarian Research Network, and from 1 January 2024, under the management of the HUN-REN Centre.
4. The legal predecessor of HUN-REN ATOMKI: HUN-REN Institute for Nuclear Research, a budgetary body [registration number (PIR): 300344], date of establishment: 1 July 1954.
5. HUN-REN ATOMKI is an organisational unit of HUN-REN, a legal entity with special legal status and independent legal personality, which was registered by the Budapest Metropolitan Court on 27 October 2025, and the publication of which in the national register of civil organisations, the decision becoming final and the tax number being obtained took place on 29 October 2025.

Section 3: Details of HUN-REN ATOMKI

1. The basic details of HUN-REN ATOMKI are set out in the memorandum of association.
2. The main identification details of HUN-REN ATOMKI:
 - a) HUN-REN ATOMKI statistical number: 19426158-7210-599-09
 - b) HUN-REN ATOMKI tax number: 19426158-2-09
 - c) HUN-REN ATOMKI account-holding financial institution: Hungarian State Treasury
 - d) HUN-REN ATOMKI account number: 10034002-00008117-01010010
 - e) HUN-REN ATOMKI (court) Network registration number: 01-08-0000006
 - f) Date of the Budapest Metropolitan Court's decision on the registration of HUN-REN ATOMKI: 27 October 2025 (date on which the decision became final: 29 October 2025)
 - g) Date of current memorandum of association: 29 September 2025
 - h) The current memorandum of association is Annex 2 to the memorandum of association of the HUN-REN Hungarian Research Network
3. Registered office of HUN-REN ATOMKI pursuant to Section 2.3 of its Articles of Association: 4026 Debrecen, Bem tér 18/C.
4. The Research Institute's official website: <https://atomki.hu>
5. The Research Institute's email address: titkarsag@atomki.hu

Section 4: Activities of HUN-REN ATOMKI

1. HUN-REN ATOMKI is a research and knowledge-transfer organisation – as defined in Section 3(16a) of Act LXXVI of 2014 on scientific research, development and innovation (hereinafter: the KFI Act) – which carries out its activities as a non-profit organisation performing a public service.

2. HUN-REN ATOMKI carries out its activities independently in accordance with the HUN-REN Act, the HUN-REN Memorandum of Association and the HUN-REN ATOMKI Memorandum of Association, with the HUN-REN Governing Body, the President of HUN-REN, the Chief Executive Officer and the Vice-President for Scientific Affairs of HUN-REN participating in its scientific and administrative management as set out in the HUN-REN Articles of Association and internal regulations. The legality and compliance of HUN-REN ATOMKI's financial management are monitored by the HUN-REN Supervisory Board, HUN-REN's central organisational unit responsible for internal audit, and other organisations and authorities as required by law.

3. HUN-REN ATOMKI is managed by the Director-General. In accordance with the law and points 5.2(a) and (d) of HUN-REN ATOMKI's Articles of Association, the Director-General is the head of HUN-REN ATOMKI authorised to manage and represent the organisation; his or her power of representation is general and independent.

4. In accordance with clause 4.1 of its founding charter, HUN-REN ATOMKI performs the following tasks as its core activities:

- a) conducting basic and applied research in nuclear physics, atomic and in molecular physics and particle physics;
- b) the application of physical knowledge and methods in other disciplines (materials science and materials testing, earth sciences and environmental research, space research, medical and biological research, heritage science) and in practice;
- c) the development of methods and tools necessary for basic and applied research.

5. Other tasks related to the core activities of HUN-REN ATOMKI – as set out in Section 4.2 of its founding charter:

- a) it carries out scientific outreach activities in connection with its core research activities and publishes scientific, specialist and popular science publications;
- b) it promotes the pursuit of science in the Hungarian language;
- c) cooperates with domestic research institutions and conducts joint research with them; maintains and establishes relations with scientific institutions in other countries and with international scientific societies;
- d) supports the presence of Hungarian research in international scientific life;
- e) organises domestic and international scientific programmes and conferences;
- f) promotes and facilitates the social and economic application of the results of scientific research;
- g) in cooperation with higher education institutions, participates in teaching activities and carries out joint research, training and further training tasks;
- h) operates specialist libraries;
- i) supports the development of international scientific relations;
- j) keeps a register of the properties in its use and carries out their operational and maintenance tasks;
- k) operates and maintains research infrastructure, and procures research equipment and materials.

6. Classification of HUN-REN ATOMKI's activities under TEÁOR'25, based on Section 4.3 of its founding charter:

	TEÁOR number	Description of main activity
	7210	Natural sciences, technical research, experimental development

Activities related to the performance of public duties:

	TEÁOR number	Description of other activities
1.	2011	Manufacture of industrial gases
2.	2551	Metal surface treatment
3.	2651	Manufacture of measuring instruments
4.	2660	Manufacture of electronic medical equipment
5.	2790	Manufacture of other electrical equipment
6.	5520	Holiday and other short-stay accommodation services
7.	5590	Other accommodation services
8.	5811	Book publishing
9.	5813	Publication of journals and periodicals
10.	6220	IT consultancy and operation of computer equipment and systems
11.	6820	Letting and management of owned or leased property
12.	7112	Engineering activities, technical consultancy
13.	7120	Technical testing and analysis
14.	7499	Other professional, scientific and technical activities n.e.c.
15.	8559	Other education n.e.c.
16.	8569	Other activities supplementary to education
17.	9111	Library activities
18.	9130	Activities supporting the preservation and restoration of cultural heritage
19.	9499	Other community and social activities not elsewhere classified

7. HUN-REN ATOMKI participates autonomously in the performance of HUN-REN's public duties within the framework set out in its founding charter.

8. HUN-REN ATOMKI may provide public services in connection with its research activities, in particular the operation of the radiation protection monitoring system, as specified in Annex 3 to Government Decree No. 489/2015. (XII. 30.) on the monitoring regime for environmental radiation conditions determining the radiation exposure of the population from natural and artificial sources and the scope of mandatory measurements.

9. HUN-REN ATOMKI may utilise its existing capacities and infrastructure in the field of scientific research within the framework of business activities, in accordance with the relevant legislation, the founding documents of HUN-REN and HUN-REN ATOMKI, and the provisions of HUN-REN's internal regulations.

10. HUN-REN ATOMKI shall prepare an annual business plan and budget for its operations, and an annual report on their implementation, which shall be adopted by the HUN-REN Governing Body upon the proposal of the President of HUN-REN, taking into account the opinion of the HUN-REN Supervisory Board.

5.§ The management of HUN-REN ATOMKI

1. HUN-REN ATOMKI shall manage the funds, other assets, its own property or assets entrusted to it independently, in accordance with the provisions set out in the HUN-REN Act, the KFI Act and internal regulations, without prejudice to the requirement of responsible management.

2. HUN-REN ATOMKI has independent assets and may use its assets exclusively for the performance of activities related to its public duties as defined in Section 1(2) of the HUN-REN Act. In doing so, HUN-REN ATOMKI may carry out economic activities in accordance with the principle of a private market investor, provided that this does not jeopardise the performance of its public duties. It may not distribute the profits arising from its economic activities; it may use them exclusively in connection with its public duties. It shall keep separate accounts for the costs and revenues of these economic activities.

3. Pursuant to HUN-REN's founding charter, the HUN-REN Governing Body shall decide on the establishment, reorganisation, dissolution or sale of a business entity, other organisation or legal person involving HUN-REN ATOMKI, or with the participation of HUN-REN ATOMKI, provided that HUN-REN ATOMKI, or HUN-REN and HUN-REN ATOMKI, make a capital contribution to the business entity, other organisation or legal entity, the combined capital contribution of HUN-REN ATOMKI, or of HUN-REN and HUN-REN ATOMKI, exceeds HUF 250,000,000. The Director-General shall be obliged to submit a proposal to this effect to the Chairman of HUN-REN, who shall request a decision from the HUN-REN Governing Board. In other respects, the HUN-REN Governing Board may, pursuant to the HUN-REN Act, lay down further rules concerning the asset management of HUN-REN ATOMKI.

Section 6. Rules relating to assets

1. Pursuant to the HUN-REN Act, the assets of HUN-REN ATOMKI, over which it exercises ownership rights, comprise all movable and immovable assets, as well as rights of pecuniary value (including rights relating to intellectual works, ownership rights in enterprises, and other rights) (hereinafter: own assets), which were transferred to HUN-REN ATOMKI from its legal predecessor on 29 October 2025 by way of universal succession pursuant to the provisions of the HUN-REN Act, or to which it is entitled.

2. Assets and rights of pecuniary value (including rights relating to intellectual property) acquired by HUN-REN ATOMKI as property, either for consideration or free of charge, after 29 October 2025, as well as shares held in operating and other enterprises that do not fall within the scope of state ownership, shall form part of HUN-REN ATOMKI's own assets.

3. Unless otherwise provided by law, the ownership rights over state-owned assets managed or used by HUN-REN ATOMKI shall be exercised by Magyar Nemzeti Vagyonkezelő Zrt. or the body or organisation designated for that purpose.

4. The use of movable and immovable property owned by the Hungarian Academy of Sciences (MTA), and the conditions for the disposal of such assets, shall be governed by the provisions of the bilateral – or, where the contract had multiple contracting parties, multilateral – agreements in force between HUN-REN ATOMKI and the MTA.

5. In addition to the provisions of points 3 and 4, the totality of all assets which HUN-REN ATOMKI, in order to perform its public duties under the HUN-REN Act and its founding charter, as well as other related tasks – in accordance with the provisions of the HUN-REN Act and to ensure that the conditions set out therein are met, and, where necessary, in accordance with the rules set out in the resolutions of the HUN-REN Governing Board – uses or manages on a temporary basis pursuant to an agreement concluded with a third party. The use of these assets shall be governed by the provisions set out in the relevant contracts.

6. In accordance with the provisions of the HUN-REN Act, HUN-REN may use the assets of ATOMKI, including its immovable property, as well as the immovable property designated in its memorandum of association as its registered office or premises, for the purpose of carrying out the activities specified in the memorandum of association.

Section 7. The Research Institute’s founders’ and owners’ rights in business organisations

1. Business entities in which the Research Institute holds ownership rights:

- a) Vákuum Tömörség és Mérés Technika Szolgáltató és Kereskedelmi Kft.
 - Registered office: 4026 Debrecen, Bem tér 18, Building C
 - company registration number: Cg. 09-09-012436
 - Tax number: 13699208-2-09

- b) PHARMATOM HUNGÁRIA Ltd.
 - Registered office: 4026 Debrecen, Bem tér 18/C.
 - Company registration number: Cg. 09-09-017416
 - Tax number: 14864667-2-09

Section 8: Provisions relating to the employment relationship

1. The President of HUN-REN exercises the employer’s rights over the Director General of the Research Institute.

2. The salary and other allowances of the Director-General of the Research Institute shall be provided for and secured in the Research Institute’s business plan and budget; furthermore, all reporting, declaration, payroll and other administrative obligations relating to the Director-General’s employment shall be borne by the Research Institute.

3. The Director-General shall exercise the employer’s rights over the employees of HUN-REN ATOMKI.

4. HUN-REN ATOMKI shall exercise all employer’s rights relating to the employment of HUN-REN ATOMKI employees and shall fulfil all obligations, including the payment of all

sums arising from the employment relationship, and the fulfilment of statutory record-keeping, reporting and data provision obligations to the authorities.

5. HUN-REN ATOMKI shall participate on behalf of HUN-REN ATOMKI employees in any legal disputes, litigious or non-litigious proceedings, and is responsible for fulfilling and facilitating the legal consequences arising from or related to such proceedings, and is entitled to enforce the rights and claims arising from such proceedings, provided that it also arranges for its own legal representation. The provisions of this clause shall apply regardless of whether HUN-REN's standing or participation in the legal dispute is necessary or expedient for any reason. HUN-REN and the Research Institute may deviate from the provisions of this clause if expressly provided otherwise in a separate agreement.

6. The Director-General of HUN-REN ATOMKI shall be obliged to inform the Chief Executive Officer of HUN-REN immediately and on an ongoing basis of any litigation or non-litigation proceedings relating to labour matters in which the Research Institute is involved and which may substantially damage the reputation of HUN-REN or HUN-REN ATOMKI, or is likely to attract significant media interest.

7. The Director-General of HUN-REN ATOMKI may delegate his or her individual employer's rights – subject to the exceptions set out in this paragraph – to another manager of the Research Institute, provided that, with regard to the Deputy Director-General, the Head of the Centre, the Directors, and the heads of independent organisational units, research groups, research programmes, and employees under the direct management and supervision of the Director General.

8. The Director-General shall lay down in writing the rules governing the delegation of specific employer's powers – taking into account the provisions of HUN-REN's internal regulations and this chapter – which shall form Appendix 2 to the HUN-REN ATOMKI Rules of Procedure and which, in the event of any amendment, the Director-General shall send to the Chief Executive Officer of HUN-REN for information.

9. The Director-General may, at any time, by means of an individual decision, revoke the delegated employer's powers in respect of a given employee, provided that he informs the employee concerned and the person who had previously exercised the employer's powers of his decision in writing in advance or, in urgent cases, immediately afterwards.

10. Individual employer's powers delegated by the Director-General may not be further delegated.

11. The Director-General shall directly manage and supervise the Deputy Director-General (who is also the Scientific Director), the Head of the Centre, the Directors and, unless otherwise provided for in the HUN-REN ATOMKI Rules of Procedure, the heads of independent organisational units or research groups operating as independent organisational units under the direct management and supervision of the Director-General, as well as employees. In addition, the Director-General may – whilst informing the supervising line manager – decide on direct supervision in the case of any other employee, or may assign tasks directly to any other employee.

12. The Director-General is obliged, in accordance with HUN-REN's internal regulations, to ensure the performance of certain key roles or tasks within the Research Institute, in particular: tasks relating to the exploitation of research, tasks ensuring the application of state-of-the-art technologies, IT security officer duties, research data management duties, grant application and project management tasks, data protection liaison duties, tasks related to the monitoring of public service funding contracts, communication and public relations tasks, and tasks related to the establishment and operation of the internal control system.

13. At HUN-REN ATOMKI, newly created or vacant academic posts must be filled through a competitive selection process. The specific academic job categories covered by the application system, the principles of the application process, and the general requirements for filling academic posts are set out in HUN-REN's framework regulations on applications and employment, whilst the detailed provisions are contained in the Research Institute's regulations on applications and employment. Under the recruitment framework regulations, certain academic posts may be exempted from the requirement to be filled through a competitive selection process – in accordance with the provisions of the HUN-REN recruitment regulations – provided that this is justified by the nature of the post or other objective circumstances. The framework regulations on recruitment may also allow the Director-General to decide on an exemption from the competitive selection process under certain objective circumstances, in which case he is obliged to inform the President of HUN-REN. Vacancies must be advertised simultaneously on the websites of HUN-REN ATOMKI and HUN-REN.

14. Further requirements relating to the employment relationship may be set out in HUN-REN's framework employment regulations and the Research Institute's employment regulations.

15. The Director-General shall cooperate with collective labour organisations in the field of labour relations and shall fulfil his or her obligations to consult and seek opinions in accordance with the relevant legislation.

Section 9: Use of Official and Publication Names

1. In all legal relationships and dealings of HUN-REN ATOMKI – whether official or unofficial – as well as in its public appearances, the designations specified in paragraph 2 shall be used.

2. Employees of HUN-REN ATOMKI engaged in scientific activities shall refer to the Research Institute in their publications, scientific activities and public appearances as follows:

- a) in Hungarian:
 - HUN-REN Institute for Nuclear Research,
 - HUN-REN ATOMKI (abbreviated name),
- b) in English:
 - HUN-REN Institute for Nuclear Research,
 - HUN-REN ATOMKI (abbreviated name).

3. Employees of the Research Institute engaged in scientific activities may also indicate in their publications the scientific research group in which they work.

CHAPTER II

MAIN RULES GOVERNING THE MANAGEMENT, ORGANISATION AND BODIES OF THE RESEARCH INSTITUTE

THE DIRECTOR GENERAL AND OTHER MANAGERS OF THE RESEARCH INSTITUTE

Section 1 The Director-General

1. The head of the Research Institute is the Director General.
2. The Director General shall decide independently and on his own responsibility on matters concerning the activities and operation of the Research Institute. The Director General shall act as the general and full representative of the Research Institute. In order to fulfil the objectives set out in Sections 1(1) and (2) of the HUN-REN Act and the mission of , the Director General shall act in accordance with the HUN-REN Act, the provisions of the HUN-REN Articles of Association and the Research Institute’s Articles of Association, as well as the HUN-REN Rules of Procedure and the HUN-REN ATOMKI Rules of Procedure, and HUN-REN’s internal regulations.
3. The Director-General’s duties shall include, in particular:
 - 3.1. to oversee the development of the Research Institute’s scientific strategy, research objectives and key thematic priorities, in line with the public task funding agreement (hereinafter: KFSZ), and to make proposals regarding the Research Institute’s scientific fields for HUN-REN’s network-level strategy and objectives, as well as to ensure the implementation of all these;
 - 3.2. is responsible for ensuring and developing the conditions necessary for scientific research;
 - 3.3. promotes the Research Institute’s access to external funding through participation in calls for proposals, the strengthening of industrial links and market activities;
 - 3.4. encourages the application of state-of-the-art technologies in line with the latest methodological and technological principles;
 - 3.5. promotes the utilisation of the Research Institute’s scientific research results, ensures the necessary conditions and the performance of tasks for this purpose, and – in accordance with the internal regulations of HUN-REN and the Research Institute – decides on the acceptance of the Research Institute’s intellectual creations and the social or economic utilisation of its intellectual property, bearing in mind that the employer’s rights and obligations relating to intellectual creations belong to the Research Institute pursuant to a decision by the President of HUN-REN;
 - 3.6. promotes the professional development of the Research Institute’s researchers in accordance with the provisions of the HUN-REN researcher career model, and is responsible for the application and promotion of the researcher career model within the Research Institute;
 - 3.7. is responsible for the annual setting of the Research Institute’s commitments relating to KFSZ performance indicators and for facilitating their fulfilment, and participates in the KFSZ monitoring process;

- 3.8. operates the performance measurement and evaluation system;
- 3.9. manages, develops and expands the Research Institute's international relations and international collaborations; encourages and assists the participation of the Research Institute's scientific staff in international scientific projects, programmes and and calls for proposals; concludes international research and cooperation agreements on behalf of the Research Institute; and encourages and directs the organisation of the Research Institute's own international events;
- 3.10. encourages and decides on the Research Institute's participation in calls for proposals;
- 3.11. coordinates the formulation of positions on scientific issues falling within the Research Institute's core activities;
- 3.12. directs the Research Institute's participation in domestic scientific collaborations;
- 3.13. promotes the importance of science and research, and is responsible for communication regarding the Research Institute's activities in accordance with HUN-REN's internal regulations;
- 3.14. ensures the provision of public services related to the Research Institute's research activities;
- 3.15. is responsible for the management of the Research Institute – in accordance with legislation, the decisions of the HUN-REN Governing Board, and the internal regulations of HUN-REN and the Research Institute – and for the preparation of its business plan and budget (including, in detail, the allocation of resources, such as developments, staffing and wage management) – or for the preparation and implementation of amendments thereto, as well as for the preparation of the Research Institute's report and its content, and for the issuance of related internal regulations;
- 3.16. exercises the right to enter into commitments and authorise expenditure, and decides in internal regulations on the delegation and procedure of these powers;
- 3.17. is responsible for the asset management of the Research Institute, ensures the protection of movable, immovable and intellectual property, exercises ownership rights in respect of the Research Institute's assets, and decides in internal regulations on the delegation of these powers;
- 3.18. is responsible for the Research Institute's commercial activities and exercises ownership rights over the commercial companies owned by the Research Institute; this right may not be delegated to any other manager of the Research Institute;
- 3.19. establishes and operates the quality control system;
- 3.20. ensures and monitors the proper operation of the Research Institute in accordance with the provisions of legislation, the resolutions of the HUN-REN Governing Board, and the internal regulations of HUN-REN and the Research Institute; in this context, ensures the establishment and operation of the internal control system, and cooperates with HUN-REN's organisational unit responsible for internal audit, the Supervisory Board and other authorities during their audits;
- 3.21. is responsible for ensuring that the Research Institute fulfils the obligations set out in the Act on the Right to Self-Determination in Information and Freedom of Information;
- 3.22. is responsible for strengthening synergies between HUN-REN research institutions and for the introduction, operation and application of network-level systems, procedures, practices

and tools that serve efficiency and cost-effectiveness in terms of the operation of the network as a whole;

3.23. chairs the Board of Directors at the Research Institute and, taking into account the provisions of legislation, the resolutions of the HUN-REN Governing Board and HUN-REN's internal regulations, decides on the establishment of other bodies and committees supporting the Research Institute's activities and ensures their operation;

3.24. issues the Research Institute's internal regulations, taking into account the provisions of legislation, the decisions of the HUN-REN Governing Board and HUN-REN's internal regulations;

3.25. is responsible for maintaining ongoing contact with HUN-REN's leaders and bodies; provides information on scientific and operational matters and cooperates with the President, Vice-Presidents and Chief Executive Officer of HUN-REN;

3.26. ensures the development of HUN-REN's objectives, mission, tasks and operations, and, for the purpose of monitoring its activities, fulfils data reporting requests made by the President and Chief Executive Officer of HUN-REN or by the central organisational units; ensures that the Research Institute's organisational units cooperate continuously with the President and Chief Executive Officer of HUN-REN and with the central organisational units of HUN-REN, and that they follow the professional guidelines relating to operations;

3.27. exercises the rights of ownership, founder, supervision and participation, in accordance with legislation or agreements, over the business associations falling under the ownership rights of HUN-REN ATOMKI, a right which may not be delegated to another manager of HUN-REN ATOMKI;

3.28. is responsible for all matters assigned to his remit by law, internal regulations, or the Chairman of HUN-REN in his capacity as employer.

4. In the event of any circumstances that may preclude the Director-General from performing his duties due to his absence, incapacity or conflict of interest – unless otherwise provided for by law, HUN-REN's internal regulations, the HUN-REN ATOMKI Rules of Procedure, or a specific written decision by the Director-General provide otherwise – the Deputy Director-General shall act as a general substitute with full authority in all matters (scientific management and organisational management) and in representing the Research Institute. The Director General may also be deputised in certain matters by the Director or another senior manager of the Research Institute, in accordance with their respective duties and powers, within the scope defined by legislation, HUN-REN's internal regulations, the HUN-REN ATOMKI Rules of Procedure, or as determined by the Director General.

5. The Director-General may delegate his or her management powers, or part thereof – unless otherwise provided for by law, HUN-REN's internal regulations, or the HUN-REN ATOMKI Rules of Procedure – to another senior manager of the Research Institute; however, this shall not affect the Director-General's responsibility for the performance of the task.

6. The Director-General may delegate his or her powers of representation in writing, either generally or in specific cases, in accordance with the provisions of the HUN-REN ATOMKI Rules of Procedure, specifying precisely the scope of authority and the tasks to be performed.

Section 2. Other senior managers of the Research Institute

1. Other (organisational) managers of HUN-REN ATOMKI: the Deputy Director-General, the Directors, and the Heads of Scientific Centres. It is the Director-General's decision to which posts he assigns managerial positions in accordance with Section 208(2) of Act I of 2012 on the Labour Code (hereinafter: Mt.).
2. Within the HUN-REN ATOMKI organisation, independent scientific organisational units (e.g. research centres, etc.) (hereinafter: scientific organisational units), as well as independent organisational units performing technical and operational functions that assist and support scientific work (e.g. departments, groups, etc.) (hereinafter: operational organisational units).
3. The head of the research groups, independent projects and centres operating under the scientific centres shall uniformly be the group leader.

3.§ The Deputy Director-General

1. The Deputy Director-General is the Director-General's general deputy in all matters (scientific management and organisational management) and in representing the Research Institute.
2. In matters falling within his or her remit – unless the Director-General has issued a written instruction to the contrary – the Deputy Director-General may represent the Research Institute before authorities, other institutions, economic operators and private individuals. In such matters, he or she shall have the right to issue official documents. The Deputy Director-General shall keep the Director-General continuously informed of his or her actions.
3. In accordance with the provisions of the HUN-REN ATOMKI Organisational and Operational Regulations, the Deputy Director-General may head and manage independent organisational units and may exercise employer's rights over the employees of these organisational units in accordance with the provisions of the HUN-REN ATOMKI Organisational and Operational Regulations and Appendix 2 thereto.
4. In the performance of his duties, the Deputy Director-General shall cooperate on an ongoing basis with the directors, heads of departments and heads of independent organisational units.
5. The Deputy Director-General shall assist the Director-General in the performance of his duties, in particular in the coordination between organisational units, and shall coordinate activities and ensure the effective performance of public duties in accordance with the HUN-REN Act. The detailed duties of the Deputy Director-General are set out in the Annex to the HUN-REN ATOMKI Rules of Procedure.

Section 4. Directors

1. Directors responsible for operational areas shall serve at the Research Institute. HUN-REN ATOMKI has the following directors: the Technical Director and the Financial Director (hereinafter: Director).

2. The director – subject to the decision of the Director-General and unless otherwise provided for in the HUN-REN AOTMKI Organisational and Operational Regulations – shall perform their duties under the direction and supervision of the Director-General. The director may independently represent the Research Institute within the scope determined by the Director-General.
3. Directors are obliged to cooperate continuously with one another and with the Deputy Director-General, and to keep the Director-General informed.
4. The Director shall exercise employer’s rights over the heads and employees of the organisational units under his or her management and supervision in accordance with the provisions set out in the HUN-REN ATOMKI Rules of Procedure and Appendix 2 thereto.
5. The Director shall manage and supervise the work of the organisational units under his or her authority and their heads.
6. The Technical Director is responsible for ensuring, developing and maintaining the technical and infrastructural conditions necessary for the Research Institute’s research and other activities, as well as for the operation of technical safety, operations and services in accordance with legislation and internal regulations. The Technical Director may independently represent the Research Institute within the scope determined by the Director-General,
7. The Financial Director is responsible for managing and supervising the financial and administrative activities of HUN-REN ATOMKI, in particular tasks relating to financial and administrative planning, implementation, reporting, procurement, public procurement, bookkeeping, auditing, asset management, public service provision and business activities – in accordance with legislation and HUN-REN’s internal regulations. The Financial Director may independently represent the Research Institute within the scope determined by the Director-General.
8. The Financial Director – in accordance with legislation and HUN-REN’s internal regulations – is responsible for defining and ensuring the conditions for effective and economical management within the limits of the Research Institute’s resources. To this end, he or she shall propose measures to facilitate this and the issuance of internal regulations by the Director-General, and shall take measures or call for measures to be taken within the Research Institute.
9. Unless otherwise provided for in the detailed rules concerning the management and organisational units of the Research Institute, as set out in the Annex to the HUN-REN ATOMKI Rules of Procedure, the Financial Director shall direct and supervise the Research Institute’s tasks relating to legal and personnel matters.
10. With regard to the Financial Director’s rights and responsibilities not mentioned in the HUN-REN ATOMKI Rules of Procedure, the provisions of the relevant legislation shall apply.
11. The work of the Financial Director and the Technical Director may be directed and supervised by the Deputy Director-General, as decided by the Director-General, in accordance with the detailed provisions set out in the Annex to the HUN-REN ATOMKI Rules of Procedure. The Financial Director shall act in accordance with the professional guidance of the

manager responsible for HUN-REN's financial management in matters affecting the HUN-REN network as a whole.

12. The financial director, or an employee designated by him in writing, must countersign all documents, contracts, commitments, legal declarations, etc. (hereinafter: document), in particular where such documents relate to the bearing of costs for tasks not included in the Research Institute's approved plans, or to the transfer or sale of the Research Institute's tangible assets.

13. The employment of the Research Institute's staff, the amendment of employment contracts and the termination of employment are subject to the financial countersignature of the Financial Director.

14. The detailed duties and powers of the directors, as well as the rules applicable to the organisational units they manage and supervise, are set out in the Annex to the HUN-REN ATOMKI Rules of Procedure.

Section 5. The Head of the Scientific Centre

1. The core research unit of HUN-REN ATOMKI is the scientific centre, which is headed by the head of the scientific centre, the centre director. The Head of the Centre shall carry out his or her duties under the direction and supervision of the Director-General or – in accordance with the provisions of the HUN-REN ATOMKI Rules of Procedure, provided that the Director-General delegates this authority – the Deputy Director-General.

2. The centre director's duties, in accordance with the Research Institute's objectives and tasks, include planning and coordinating the scientific centre's strategy, priorities and research activities; ensuring the research infrastructure and research effectiveness of ; promoting the utilisation of research results; supporting researchers' career development and the professional development of staff; monitoring and evaluating performance, developing international relations, managing the resources entrusted to them in a lawful and economical manner, and ensuring discipline in the workplace.

3. The detailed rules governing the duties and powers of the Head of Centre are set out in the Annex to the HUN-REN ATOMKI Rules of Procedure.

CHAPTER III

PROFESSIONAL AND FUNCTIONAL RELATIONSHIPS AND MANAGEMENT

1.§ Liaison and cooperation

1. As a general rule, the Director-General shall maintain relations with the heads of HUN-REN, its central organisational units, other research institutions, other institutions, authorities, business and other organisations, and partners (hereinafter collectively referred to as 'partners' for the purposes of this chapter) on behalf of and in representation of the Research Institute.

2. On behalf of and in representation of the Research Institute – as specified in the HUN-REN ATOMKI Rules of Procedure or on the basis of authorisation from the Director-General – the

Deputy Director-General, the Head of the Centre, the Directors, as well as the heads of other independent organisational units and designated employees. Should they consult with partners on this matter, they shall inform the Director-General.

3. The Director-General shall ensure that the organisational units of the Research Institute maintain continuous professional contact with the management and central organisational units of HUN-REN, and that in the course of their activities they fully comply with the professional guidelines governing operations, meet deadlines, fulfil data reporting requests, and participate actively and as valuable contributors in joint work during coordination meetings in the various professional fields, in order to promote best practices and the principle of networking.

4. The Director-General may lay down the detailed procedures for the Research Institute's liaison with partners, including – in accordance with HUN-REN's internal regulations – the procedures for press and communications relations, in an internal regulation.

Section 2: The Research Institute's internal regulations

1. The Director-General's internal regulations are normative and specific provisions setting out the detailed rules governing the Research Institute's operations, internal processes, working procedures, consultation and procedural rules, as well as matters of procedure.

2. Internal regulations are issued by the Director-General, in particular for the purposes of financial management, finance, records management, and the performance of tasks prescribed in HUN-REN's internal regulations. The head of any independent organisational unit may propose the issuance of an internal regulation by the Director-General by submitting the objective and a draft text.

3. Internal regulations may take the form of

a) a Director-General's decision: a regulation issued by the Director-General which, on the basis of an authorisation granted by a decision of the Governing Body and exclusively in accordance with the provisions thereof, contains an amendment or addition to the decision of the Governing Body;

b) a regulation, which is a regulatory or management instrument issued by the Director-General or the Director, establishing, inter alia, generally applicable, binding rules concerning the operation, activities, conduct or procedures of HUN-REN ATOMKI, and which is binding on the entire staff or – depending on the subject matter of the regulation – on a specific group of organisations or individuals;

c) a guideline, which is a management tool issued by the Director-General or the Director, designed to facilitate the interpretation, uniform application and consistent or harmonised practical implementation of binding rules and institutional procedures;

d) an instruction, which is a regulatory act issued by the Director-General or the Director, constituting a specific measure or decision issued in a particular matter or on an ad hoc basis, directed at a specific person, organisational unit or the performance of a specific task or activity, particularly within the scope of the exercise of the employer's powers, and which applies to the performance of work, work organisation, the fulfilment of duties, management, the chain of command or other obligations arising from the employment relationship.

4. The internal regulations are binding on all organisational units and employees of HUN-REN ATOMKI, unless otherwise provided.

5. The rules binding on HUN-REN ATOMKI employees must be published on the Research Institute's internal website, or employees must be informed of them by other customary means.

Section 3: Initiation of the Director-General's decision; procedure for preparing proposals

1. The preparation of a given internal regulation or decision shall be the responsibility of the organisational unit competent according to its remit and powers, or of the organisational unit designated by the Director-General. During the preparation process, the organisational unit shall consult with other organisational units, managers and professional staff affected in accordance with their respective duties and powers, and shall take into account any comments received when formulating the proposal. Proposals must be prepared in accordance with the provisions of legislation, HUN-REN's internal regulations and other relevant internal regulations currently in force.

2. The draft must be submitted to the Director-General for approval in accordance with the official chain of command. If the proposal has economic, financial or resource-management implications, the involvement of the Director of Finance is mandatory; if it involves direct payment, the Director of Finance's countersignature confirming the availability of funds is mandatory.

3. The Director General may delegate his decision-making and approval powers to another manager of the Research Institute in accordance with the provisions of the HUN-REN AOTMKI Rules of Procedure. In such cases, the Director General must be informed of any measures taken within the delegated scope of authority.

CHAPTER IV

ORGANISATION OF THE RESEARCH INSTITUTE

Section 1. The organisational structure of HUN-REN ATOMKI

1. The organisational units of the Research Institute shall operate within the framework of the applicable legislation, the internal regulations of HUN-REN and the Research Institute, in accordance with their tasks and powers as defined in the HUN-REN ATOMKI Rules of Procedure. The scientific organisational units shall carry out their research activities whilst respecting the freedom of research.

2. The Research Institute's organisation may be divided into scientific centres, and within these, into research groups or centres (scientific organisational units), as well as into independent organisational units performing technical and operational functions that assist and support scientific work (e.g. departments, secretariats, etc.) (operational organisational units). Scientific research groups or centres operating within scientific centres are not independent organisational units.

3. A scientific research group is a scientific professional community established for the purpose of implementing a successful grant application, a specific research topic or programme; its members may be persons in an employment relationship with the Research Institute, as well as students, doctoral candidates, researchers holding a PhD, visiting researchers or other contributors participating in higher education on the basis of a separate agreement. Its operations are directed by the research group leader. The task of the research group is to carry out the relevant research activities effectively, including the preparation and implementation of research projects, participation in calls for proposals, the production of scientific publications and other research results and intellectual works, and the promotion and implementation of research utilisation. The research group may not make independent legal declarations or assume rights and obligations; legal declarations relating to its activities shall be made by the Director-General or, upon his or her decision, by another senior manager of the Research Institute. Members of the research group shall participate in the fulfilment of the research institution's objectives, mission and strategy, and shall strive for scientific excellence and results.

4. Ad hoc research groups or project groups may be established for the duration of successful domestic and international calls for proposals or grants, or for the implementation of other projects or initiatives. A project group is a research group established for a specific period of time to achieve specific research objectives set out in a domestic and/or international call for proposals, or in the grant agreement, sponsorship agreement, agreement with a donor, or other agreement or initiative. The project group shall consist of persons meeting the eligibility criteria and shall carry out its activities in accordance with the provisions of the call for proposals, the grant agreement and the institution's internal regulations, with particular regard to the fulfilment of professional and scientific tasks, the proper and economical use of the resources made available to it, the protection of assets, and the fulfilment of administrative and reporting obligations related to research activities.

Section 2: Organisational units of HUN-REN ATOMKI

1. The scientific centres of HUN-REN ATOMKI:

- 1) Centre for Nuclear Physics and Technology
- 2) Centre for Quantum Physics and Technology
- 3) Centre for Environmental Sciences

2. The division of research groups within the scientific centres of HUN-REN ATOMKI, as well as its operational organisational units, are set out in the Annex to the HUN-REN ATOMKI Rules of Procedure.

3. The detailed responsibilities of the scientific and operational organisational units of HUN-REN ATOMKI, as well as the rules governing their management and supervision, are set out in the annex to the ATOMKI Rules of Procedure, whilst the organisational chart is contained in Appendix 1 of HUN-REN ATOMKI.

3.§ General rules concerning the governing bodies, committees and consultative forums of HUN-REN ATOMKI

1. The Director-General shall be assisted by bodies or committees with the power to give opinions and make recommendations on matters relating to the activities, operation and management of the Research Institute. The establishment of bodies and committees may be prescribed by legislation or HUN-REN's internal regulations, or may be decided upon by the Director-General himself.
2. The opinions and recommendations of the bodies and committees shall not be binding on the Director-General, unless otherwise provided for by law.
3. The governing bodies and committees of HUN-REN ATOMKI, in particular the Board of Directors (abbreviation: IgT), the Scientific Council of the Research Institute (abbreviation: KUTTA), the Intellectual Property Committee, and other bodies and committees as set out in the annex to the HUN-REN ATOMKI Rules of Procedure.
4. The Director-General or another senior manager of HUN-REN ATOMKI may convene a consultation for the purpose of preparing, discussing and implementing complex professional issues affecting multiple organisational units, or – where regular meetings are justified – may propose to the Director-General the establishment of a standing or ad hoc committee.

CHAPTER V INTERPRETATIVE PROVISIONS

In the application of the HUN-REN ATOMKI Rules of Procedure

1. HUN-REN's internal regulations: the HUN-REN founding document, the founding document of the relevant research institution, the HUN-REN Rules of Organisation and Operation, the Rules of Organisation and Operation of the research institution, the resolution of the HUN-REN Governing Body, and regulations issued by the President or Chief Executive Officer of HUN-REN.
2. The central organisational units are those professional and functional organisational units which operate under the management and supervision of the President and the Chief Executive, and supervision of the President and the Chief Executive Officer, and which perform network-level professional, strategic, management, coordination, planning, financial management, operational and support tasks serving the objectives and mission of HUN-REN as a research network, in accordance with the HUN-REN Act, the HUN-REN Articles of Association, the decisions of the Governing Board, and HUN-REN's internal regulations and other legislation, but are research institutions with independent legal personality that do not operate as organisational units under the HUN-REN Act.
3. The HUN-REN ATOMKI Rules of Procedure: refers to the main text, annex and appendices of the HUN-REN ATOMKI Rules of Procedure. The annex and appendices to the HUN-REN ATOMKI Rules of Procedure must not contain provisions that conflict with the main text of the HUN-REN ATOMKI Rules of Procedure. In the event of any conflict, the provisions of the main text of the HUN-REN ATOMKI Rules of Procedure shall prevail.

VI. FINAL PROVISIONS

1. Amendments to the HUN-REN ATOMKI Rules of Procedure shall be submitted by the President of HUN-REN to the HUN-REN Governing Body for approval, as necessary, following consultation with the Director-General. The Director-General may also initiate an amendment by submitting a proposal to the President of HUN-REN.
2. Pursuant to Section 11(3) of the HUN-REN Act, the HUN-REN Governing Board authorises the Director-General of HUN-REN ATOMKI to amend, with the written consent of the President and Chief Executive Officer of HUN-REN – in order to ensure the efficiency of the operation and management of HUN-REN ATOMKI, and to ensure organisational suitability for new tasks and challenges – to amend the annexes and/or appendices to the HUN-REN ATOMKI Rules of Procedure as necessary. Such amendments to the annexes and appendices of the HUN-REN ATOMKI Rules of Procedure shall be issued by the Director-General in the form of a resolution. The powers delegated to the Director-General shall not affect the Governing Board’s right to amend the annexes or appendices to the HUN-REN ATOMKI Rules of Procedure itself by means of a resolution, by temporarily reclaiming such powers. The Director-General shall ensure that the HUN-REN ATOMKI Rules of Procedure, as currently in force, are published in a consolidated form on the HUN-REN ATOMKI website and that a copy is sent to the Chief Executive of HUN-REN.
3. The Annex to the HUN-REN ATOMKI Rules of Procedure contains detailed rules concerning the organisation and organisational units of HUN-REN ATOMKI, as well as its governing bodies and committees.
4. The Director-General may lay down rules of procedure—containing further detailed provisions relating to the individual organisational units, as well as the governing bodies and committees of HUN-REN—in a set of regulations, taking into account the relevant legislation and HUN-REN’s internal regulations. Where, in the case of bodies, the adoption of the rules of procedure falls within the remit of the body in accordance with the research institute’s internal regulations, the Director-General’s consent is required for the rules of procedure to be issued.
5. Upon the adoption of the HUN-REN ATOMKI Rules of Procedure, the Rules of Procedure of HUN-REN ATOMKI adopted on 18 April 2024 shall cease to have effect.
6. Upon the adoption of the HUN-REN ATOMKI Rules of Procedure, internal regulations issued on the basis of the HUN-REN ATOMKI Rules of Procedure adopted on or before 18 April 2024 shall remain in force and applicable, irrespective of their type, until they are amended or repealed. Should it be necessary to amend them due to the current regulatory framework, the Director-General shall ensure this is done.
7. These Rules of Procedure of HUN-REN ATOMKI shall enter into force on 1 April 2026, with the exception of Section 8(13) of Chapter I of the Rules of Procedure, which shall enter into force on 1 January 2027.

Budapest, 25 March 2026

Annex to the Organisational and Operational Regulations of HUN-REN ATOMKI:

Annex to the Rules of Organisation and Operation of HUN-REN ATOMKI containing detailed rules on the organisation of HUN-REN ATOMKI, its organisational units, its governing bodies and its committees (abbreviated as: Annex to the Rules of Organisation and Operation of HUN-REN ATOMKI)

Appendices to the HUN-REN ATOMKI Rules of Organisation and Operation:

Appendix 1: Organisational chart of HUN-REN ATOMKI

Appendix 2: Procedure for the delegation of certain employer's powers by the Director-General of HUN-REN ATOMKI

ANNEX
**to the Organisational and Operational Regulations of the HUN-REN Institute for
Nuclear Research**

**on the organisation of the HUN-REN Nuclear Research Institute,
its organisational units, bodies and committees
detailed rules**

CHAPTER I

THE ORGANISATIONAL STRUCTURE OF HUN-REN ATOMKI

1.§ Organisational units OF HUN-REN ATOMKI

1. HUN-REN ATOMKI consists of scientific centres, and within these, scientific organisational units and operational organisational units.

2. The scientific centres of HUN-REN ATOMKI are managed by centre directors under the direction and supervision of the Deputy Director-General:

1. Centre for Nuclear Physics and Technology
 1. Nuclear Structure Research Group
 2. Nuclear Reaction Research Group
 3. High-Energy Nuclear Physics Research Group
2. Centre for Quantum Physics and Technology
 1. Surface Physics Research Group
 2. Molecular Physics Research Group
 3. Quantum Physics Research Group
3. Centre for Environmental Sciences
 1. Isotope Climatology and Environment Research Group
 2. Radiocarbon Competence Centre
 3. Geochronology Research Group
 4. Heritage Science Research Group

3. Operational organisational units of HUN-REN ATOMKI:

- a) Operational organisational units operating under the direction and supervision of the Director-General:
 1. Radiation Protection Group
 2. Computing Centre
- b) Operational organisational units operating under the management and supervision of the Deputy Director-General:
 1. Scientific Secretariat
 2. Library
 3. DE-HUN-REN ATOMKI Department of Environmental Physics
- c) The operational unit operating under the management and supervision of the Financial Director is the Finance Department

- d) Operational units operating under the management and supervision of the Technical Director:
1. Particle Accelerator Centre
 2. Electronics Workshop
 3. Operations Department

4. The organisational chart of HUN-REN ATOMKI is contained in Appendix 1 to the HUN-REN ATOMKI Rules of Procedure.

CHAPTER II

DUTIES OF THE DEPUTY DIRECTOR-GENERAL

1. The Deputy Director General assists the Director General in the performance of his duties and, in doing so, his duties include in particular:
- a) coordinating work within the Research Institute and preparing the Director General's decisions; and, in support of the Director General's duties, contributing to matters concerning scientific strategy, the definition of research priorities, the utilisation of research, and researchers' career paths, and ensuring their implementation;
 - b) coordinates and, where necessary, monitors the research work of the research units and the implementation of research plans;
 - c) coordinates the Research Institute's relations with domestic and international partners, including the organisation of events;
 - d) coordinates the performance measurement and evaluation system, the academic promotion system and academic quality assurance activities within the Research Institute, and continuously assesses the development of researchers' careers;
 - e) facilitates and monitors the meetings and outcomes of the bodies and committees operating within the Research Institute;
 - f) participates in public relations, and in the promotion and communication of science and research.

CHAPTER III

THE DUTIES OF THE SCIENTIFIC ORGANISATIONAL UNITS AND THEIR HEADS AT HUN-REN ATOMKI

THE DUTIES, OPERATION AND MANAGEMENT OF THE SCIENTIFIC ORGANISATIONAL UNITS OF HUN-REN ATOMKI

Section 1: General rules for scientific centres

1. Within HUN-REN ATOMKI, the scientific centre conducts basic and applied research, as well as development activities, in the main thematic areas of the scientific field. The tasks of the research centre and the research groups operating within it are, taking into account the objectives and mission set out in the HUN-REN Act, to organise and carry out scientific research in their field of science, to record, utilise and disseminate the results of research, to

contribute to ensuring the next generation of researchers, to participate in securing and the proper use of research funding, and to account for such use.

2. The research centre is headed by the centre director. The research centre director carries out their work under the direction and supervision of the Deputy Director-General. The individual research centres are on an equal footing with one another.

3. The research centre is composed of research units (research groups, centres). Within the research centre, the research units are on an equal footing with one another.

4. The task of the research centres is, in accordance with the objectives and mission of HUN-REN, to carry out the scientific tasks of HUN-REN ATOMKI at the research centre level and, within this framework, in particular

- a) the preparation, scheduling and implementation of the scientific centre's scientific strategy, research objectives, key thematic priorities and research plans, as well as making proposals regarding strategy and conceptual issues relating to its field of science;
- b) conducting scientific research in the main research areas defined in the HUN-REN ATOMKI charter, in accordance with research plans approved under the HUN-REN Act and HUN-REN's internal regulations, and fulfilling the requirements set out in the KFSZ;
- c) the application of state-of-the-art technologies in accordance with the latest methodological and technological principles;
- d) promoting and encouraging the utilisation of scientific research results;
- e) maintaining contact with international scientific institutions, strengthening international visibility, organising and participating in international events;
- f) preparing research and cooperation agreements;
- g) taking advantage of funding opportunities, professional participation in grant applications, and the contractual organisation, monitoring and implementation of obligations arising from the use of grant funds;
- h) operating the quality assurance system for scientific research, and ensuring compliance with professional control requirements;
- i) the production of scientific publications and other research results, as well as encouraging and facilitating their publication in professional forums, prestigious domestic and international journals, and books;
- j) disseminating research results, popularising science, informing the public, and organising and initiating programmes to this end;
- k) participating in the training of the next generation of Hungarian researchers, and in higher education and doctoral programmes;
- l) creating the economic conditions necessary for research work;
- m) protecting the assets provided for use by HUN-REN ATOMKI and the Institute's own assets;
- n) the efficient operation and, where possible, development of the research infrastructure belonging to the institute;
- o) maintaining and utilising tangible assets;
- p) participating in the institute's communication processes, and to this end, preparing professional content for communication purposes.

5. The Head of the Centre exercises employer's rights over employees working at the scientific centre in accordance with Appendix 2 of the HUN-REN ATOMKI Rules of Procedure.
6. The Head of the Centre shall direct and supervise the activities of the scientific centre; in particular, his or her duties shall include
 - a) in accordance with the objectives and tasks of the Research Institute, defining the objectives, strategy and priorities of the scientific centre, as well as planning and directing the scientific centre's research activities; organising, directing and supervising their practical, effective and economical implementation;
 - b) prepares the research plans of the research centre, encourages and monitors their implementation, and ensures the proper and efficient operation of the research infrastructure;
 - c) assists and encourages the achievement of the performance targets set out in the KFSZ at institute level, the effectiveness of research and the utilisation of research results;
 - d) maintains contact with domestic and foreign researchers and organisations, deepens and expands international relations in the Institute's field of science, encourages international activities, and participation in events, and authorises professional travel abroad for the Institute's researchers, subject to the prior approval of the Director-General where the Research Institute's financial resources are utilised;
 - e) supports researchers' career development and the professional development of staff, monitors and evaluates performance, and enforces quality assurance requirements;
 - f) supervises and holds to account the staff under his or her direct management; makes proposals regarding the establishment, amendment or termination of the employment of staff within the scientific unit;
 - g) promotes the professional development of the scientific centre's staff, with particular regard to the attainment of academic degrees and the improvement of language skills;
 - h) participates in ensuring the next generation of researchers, particularly in supporting young researchers and scholarship holders, as well as in doctoral and higher education programmes;
 - i) contributes to the public presentation of the research centre's professional work and to providing information to the print and electronic media in accordance with HUN-REN's communication guidelines;
 - j) ensures the organisation and performance of research-related and other administrative tasks;
 - k) reports regularly to the Director-General and the Deputy Director-General on the scientific work of the research centre and the implementation of its research programme, and prepares work plans and provides data;
 - l) the execution of ad hoc tasks assigned by the Director-General, ensuring they are carried out professionally and in full.

Section 2: Centre for Nuclear Physics and Technology

1. The task of the Centre for Nuclear Physics and Technology is to continue basic research in the field of nuclear physics in line with HUN-REN ATOMKI's traditional, eponymous research direction, and to explore new nuclear physics phenomena, primarily based on the opportunities offered by large-scale international facilities.
2. The organisational units of the Centre for Nuclear Physics and Technology:

2.1. Nuclear Structure Research Group, whose task is

- a) to conduct nuclear structure research in strongly neutron-rich and neutron-deficient nuclear regions, to investigate high-spin states in stable and radioactive isotopes, to detect new nuclear structure effects,
- b) operating the Hungarian segments of the AGATA, NEULAND and SUNFLOWER detector systems, as well as the DIAMANT and LABDA LaBr detector systems;
- c) investigating the correlation properties of nuclear physics models using quantum computational methods, with the application of approximations based on symmetries and correlation patterns, and field theory methods;
- d) further development of the models they have developed.

2.2. Nuclear Reaction Research Group, whose task is

- a) to understand the formation of chemical elements, the energy production of stars, and the isotopic abundances characteristic of our universe,
- b) high-precision experimental and theoretical investigation of nuclear reactions and decays relevant to the determination of the nuclear physics parameters of nucleosynthesis processes, utilising domestic and international research infrastructures,
- c) Operation of a target preparation laboratory, germanium and silicon detectors, and astrophysical beam ends,
- d) application of radioactive tracer techniques to wear and corrosion studies, isotope production, preparation of tracer compounds for medical purposes, conducting radiation tolerance tests, determining nuclear reaction data, and maintaining nuclear databases,
- e) strengthening international cooperation, primarily with the International Atomic Energy Agency,
- f) operating the cyclotron's nuclear technology and isotope production beamlines, gamma spectrometers and the radiochemistry laboratory.

2.3. High-energy nuclear physics research group, whose tasks include

- a) the development, simulation and complex monitoring of detectors used in international high-energy physics laboratories (CERN, BNL) and in gravitational wave research (VIRGO, LIGO, Einstein Telescope), the development of digital electronics,
- b) operating the CMS position monitoring system.
- c) refining the electron-positron angular correlation anomaly detected by them, detecting it in various reactions, and confirming the existence of the X17 boson hypothesised to explain it,
- d) operation of the detector system equipped with COPE DSSD detectors, as well as the tandemron nuclear physics beamline;
- e) carrying out theoretical calculations in high-energy physics

Section 3: Centre for Quantum Physics and Technology

1. The task of the Centre for Quantum Physics and Technology is the application of nuclear physics methods in the fields of surface physics, molecular physics and quantum physics research, with particular regard to radiation-induced structural changes and the production of new materials.
2. Organisational units of the Centre for Quantum Physics and Technology:

- 2.1. The Surface Physics Research Group's remit:
 - a) the preparation of two-dimensional layer structures in line with practical requirements, the study of their properties, the preparation of thin-film structures at the atomic layer thickness, the analysis of their optical and thermal behaviour, developments in vacuum technology and low-temperature physics, and the exploration of links to space technology,
 - b) operating the materials science laboratory;
- 2.2. Tasks of the Molecular Physics Research Group
 - a) investigating molecule-ion, molecule-electron and molecule-photon collisions, identifying the resulting fragments, and applying the results in space research, technological processes (ion implantation, radiation modification of materials) and medicine (radiotherapy),
 - b) investigating atomic and molecular processes induced by ultrashort light and electron pulses,
 - c) operation of atomic physics beamlines;
- 2.3. Tasks of the Quantum Physics Research Group
 - a) theoretical treatment of ionisation, recombination, excitation and fragmentation processes occurring in atoms, molecules and molecular ions induced by electrons, ions and photons, using quantum mechanical multi-channel methods, taking into account correlations between particles,
 - b) development of controlled reaction dynamics procedures for ultracold atomic and molecular quantum gases required for quantum technology applications,
 - c) the main task of quantum information science research is to extend the problem of quantum verification to entirely new and unknown domains, such as networked quantum particles, multidimensional and many-body systems, and to this end, to develop mathematical and information-theoretical methods and efficient optimisation procedures.

4.§ Centre for Environmental Sciences

1. Its remit is the application of isotope technology methods in the fields of the water cycle, the carbon cycle, air and water pollution, and research into the climate and geological history of Central Europe. A further task of the centre is to support the social sciences, primarily archaeology, through the application of isotopic, elemental and other analytical methods, and to act as a national infrastructure capable of supporting research in its field throughout the country.
2. Its organisational units:
 - 2.1. Isotope Climatology and Environmental Research Group, whose task is to understand the processes occurring in our environment that are related to the Earth's water cycle: research into the isotope-geochemical processes and temporal patterns of atmospheric moisture, precipitation, and surface and subsurface waters, and the analysis of carbonate rocks precipitated from water. Its task is to seek analogies between Quaternary climate history events in the Carpathian-Pannonian region and the rapid climate change currently underway,

to determine the rate of change, and to explore the dynamics of transformation processes; field drilling sampling, and the geochemical, radiocarbon, and biotic, plant micro- and macrofossil analysis of sediments. Its further tasks include the operation of stable isotope mass spectrometry laboratories. For sampling, it operates precision drilling equipment ; for the preparation of various environmental indicators, a microtome; and for their identification, a fluorescence microscope.

2.2. Radiocarbon Competence Centre, whose remit is to analyse changes in the terrestrial carbon cycle, with particular regard to greenhouse gases, the various forms of atmospheric carbon, and their relationship with environmental systems; the preparation of samples and the analysis of the chemical composition of their carbon-containing components; the application of radiocarbon dating in archaeology and landscape archaeology, the development of the method, and the expansion of its scope of application; the operation of an observation station monitoring greenhouse gases as part of the European ICOS and US NOAA networks, as well as the operation of a centre of excellence.

2.3. Geochronology research group tasked with the geological application of K/Ar, $^{39}\text{Ar}/^{40}\text{Ar}$, U-Th/He and fission track methods, and the application of noble gas analytical methods in raw material exploration projects; further development of geochronological methods, including the automation of methods, the analysis of minerals that are difficult to measure, geochronological and noble gas analytical investigations of industrially important mineral deposits using novel approaches, and the operation of the geochronological laboratory's instruments.

2.4. A heritage science research group tasked with identifying elements, isotopes, compounds and mineral phases within archaeological finds and artefacts, and conducting imaging at the micro- and nanoscale; optimising analytical techniques, mapping the limits of their safe application, and applying them to the examination of our heritage artefacts. Using the same analytical methods, the group is tasked with the complex physical and chemical characterisation of atmospheric aerosol pollution, as well as the identification of pollution sources; the operation of the heritage science laboratory, the aerosol container, a laser ablation unit for the instrumental measurement of elemental composition and isotope ratios, and the operation of ion beam analytical beam ends.

CHAPTER IV THE TASKS, OPERATION AND MANAGEMENT OF THE RESEARCH INSTITUTE'S OPERATIONAL ORGANISATIONAL UNITS

OPERATIONAL ORGANISATIONAL UNITS OPERATING UNDER THE DIRECTION AND SUPERVISION OF THE DIRECTOR-GENERAL

Section 1 Radiation Protection Group

1. The Radiation Protection Group is an organisational unit under the direct management and supervision of the Director General, whose task is to support and monitor the implementation of protection against ionising radiation at the Research Institute in accordance with the relevant

legislation. It ensures the performance of OSJER tasks. It carries out its activities in accordance with legislation and internal regulations relating to radiation protection.

2. It has the right to immediately halt any activity that contravenes radiation protection regulations.

2.§ Computer Centre

1. The Computer Centre is managed by its Head. The Head of the Computer Centre carries out his or her duties under the direction and supervision of the Director-General.
2. The specific responsibilities of the Computer Centre are:
 - a) the operation of the Data Centre and the associated central IT infrastructure: network, printing and the related software systems.
 - b) monitoring the IT infrastructure;
 - c) ensuring compliance with IT security policies;
 - d) procurement and maintenance of central IT equipment;
 - e) preparation of related reports;
 - f) Performing IT security officer duties, in particular the cyber defence of the Research Institute's critical physical and IT infrastructure.
3. The Computing Centre carries out IT security tasks under the professional guidance of HUN-REN's Chief Information Security Officer.

OPERATIONAL ORGANISATIONAL UNITS OPERATING UNDER THE MANAGEMENT AND SUPERVISION OF THE DEPUTY DIRECTOR-GENERAL

Section 3: Scientific Secretariat

1. The tasks of the Scientific Secretariat include the preparation of central operations, protocol, communication, press and international relations, the coordination of performance measurement, the evaluation of facility operations, the management of public affairs, dissemination of information, website content, coordinating education, organising further training, intellectual property, data assets, innovation management, data protection liaison, and performing tasks related to the coordination of the integration of state-of-the-art technologies, including artificial intelligence, into research.
2. Under the leadership of the Deputy Director-General, the Scientific Secretariat is responsible for matters relating to institutional planning, the implementation of plans and the evaluation of the institution.
3. The Scientific Secretariat
 - a) assists the Director General and the Deputy Director General in their work, consultations and public appearances, and contributes to ensuring the smooth operation of the Research Institute;
 - b) is responsible for the secretarial preparation of decisions by the Director-General and Deputy Director-General, and for coordinating the administrative activities of the Research Institute;

- c) is responsible for the Research Institute's document management and for establishing the relevant rules;
- d) performs general institutional coordination tasks, promotes cooperation between organisational units and initiates consultation;
- e) ensures the preparation and conduct of meetings of the Research Institute's bodies and management meetings, and performs the secretarial duties of the Board of Directors;
- f) is responsible for managing matters relating to the Research Institute's guests and the use of the Research Institute's guest rooms and staff accommodation;
- g) in accordance with HUN-REN's preliminary written guidelines, is responsible for coordinating the adaptation and integration of corporate management systems to be introduced across the entire HUN-REN network at the research centre, and for reporting any issues;
- h) maintains ongoing contact with the Economic Directorate and scientific institutes, as well as scientific centres, the HUN-REN management and central organisational units;
- i) maintains ongoing contact and cooperates with HUN-REN management and central organisational units;
- j) coordinates the harmonisation of information, data provision and reports to be prepared for HUN-REN and other organisations;
- k) assists with tender processes and the coordination of information, data provision and reports to be prepared for HUN-REN and other organisations;
- l) manages and participates in the preparation of information and reports required by HUN-REN and other organisations, and contributes to the scientific relations of the Research Centre and its institutes;
- m) coordinates the preparation of the Research Centre's annual, medium-term and long-term scientific concepts;
- n) manages and develops the Research Centre's internal and external communications in line with HUN-REN's communication strategy and principles;
- o) manages and coordinates tasks relating to research organisation, the publication repository and academic administration;
- p) performs coordination tasks relating to the management of research data and ensures the preparation of regulations governing the management of research data;
- q) prepares the Research Centre's information publications;
- r) records data on the Research Centre's academic publications and citations, and ensures the preparation of the relevant reports.

4.§ Library

1. The purpose of the Library is to support the work of the Research Institute's academic staff through its collections and services; it ensures the collection, professional processing, recording, preservation and protection of domestic and foreign specialist literature and other documents that facilitate research at the Research Institute, as well as the provision of library services.

2. The Library is responsible for ordering books and journals, recording publications and references in the bibliographic database (Magyar Tudományos Művek Tára), and providing scientometric data for performance evaluation using the MTMT and other key databases (WOS, SCOPUS).

3. The Library is managed by the Head Librarian, whose work is overseen by the Deputy Director-General.

Section 5: DE-HUN-REN ATOMKI Department of Environmental Physics

1. The research tasks of the DE-HUN-REN ATOMKI Department of Environmental Physics
 - a) to conduct research on radon, to coordinate this research with public health needs, and to participate in the National Radon Action Plan;
 - b) promoting the involvement of students in scientific work and ensuring the conditions for student research groups;
 - c) organising the Research Institute's participation in the University of Debrecen's grant application activities;
 - d) promotes the widest possible exploitation of opportunities for cooperation between the University of Debrecen and the Research Institute.

6.§ The following responsibilities are of key importance to the HUN-REN Network and the Research Institute as a whole

1. The Director-General is obliged to ensure that key positions and tasks within the organisation are filled and carried out, either as independent roles or as designated duties assigned to specific employees. The CEO of HUN-REN is authorised to designate further roles and tasks beyond those listed in this section by way of a decision. In view of the network-wide significance of the individual tasks, the CEO of HUN-REN may lay down the detailed rules, conditions, expectations and procedures for maintaining contact relating to their performance by way of a decision.

- a) The Innovation Manager is responsible for the management of intellectual creations produced at the Research Institute and for the protection of intellectual property; they perform the tasks specified in the regulations governing the management of HUN-REN's intellectual property, and receive professional guidance on their activities from the head of HUN-REN's network of Innovation Managers.
- b) The IT Security Officer is responsible for the security of the electronic information systems operating at the Research Institute and for carrying out tasks related to the protection of all electronic information systems operating there; the professional supervisor of their activities is HUN-REN's Chief IT Security Officer.
- c) The data manager's role is to support research data management, in particular by liaising with, advising and being available to researchers at the research institute on research data management issues, sharing knowledge of research data management, and participating in the HUN-REN data manager network. The professional supervisor of the data manager's activities is the head of the HUN-REN data manager network.
- d) Communication and public relations tasks involve the planning, organisation and implementation of the Research Institute's internal and external professional communication; the clear and credible presentation of the Research Institute's professional activities and results; and the maintenance of press and media relations. This includes ensuring the use of the uniform brand identity developed by HUN-REN,

managing the content of the Research Institute's website and social media platforms, providing communication support for events and public functions, and fulfilling communication obligations related to domestic and international projects in accordance with HUN-REN's internal communication regulations or based on their guidelines. The role involves participating in the network working group of HUN-REN's communication managers/staff and following the guidelines of its leader.

- e) The tasks of the AI Ambassador include performing duties that encourage and assist the application of state-of-the-art AI technologies in research, promoting the tools provided under the HUN-REN AI4Impact programme and assisting with their implementation, organising internal training sessions, and supporting research projects requiring AI. Participation in the HUN-REN AI Ambassador Network and adherence to the professional guidelines of its leader.
- f) The role of grant and project manager encompasses the overall institutional coordination of grant and project activities, maintaining contact with HUN-REN's central organisational units to facilitate knowledge sharing, and preparing, submitting, implementing, and managing the financial and technical aspects of the research institution's successful grant applications. Participation in the HUN-REN grant and project management network and adherence to the professional guidelines of its leader.
- g) General tasks related to the establishment and operation of the internal control system involve the development and operation of the control environment, risk management system, control activities, information and communication system, and monitoring system applicable at all levels of the Research Institute, taking into account legislation and HUN-REN's internal regulations.
- h) Tasks relating to the public service funding agreement encompass its implementation and review, the network-level elements of the science strategy, as well as the entirety of internal and external data reporting and communication tasks related to scientific reporting and coordination within the network, and ensuring the associated processes at the research institution, in accordance with the guidelines of HUN-REN's central organisational units and in cooperation with them.
- i) The Data Protection Liaison Officer's role is to liaise with the Data Protection Officer jointly appointed by HUN-REN and the research institution – in accordance with HUN-REN's relevant internal regulations – in particular, collecting and forwarding information regarding the research institution's data processing activities, immediately reporting data protection incidents, and promoting the application of and compliance with internal data protection rules and procedures, in the course of which the Director-General is obliged to ensure that all necessary information is provided to the employees of the research institution. Note: the research institution's data protection liaison officer does not qualify as a data protection officer under the GDPR.

OPERATIONAL UNITS OPERATING UNDER THE DIRECT MANAGEMENT AND SUPERVISION OF THE FINANCE DIRECTOR

Section 7: Finance Department

1. The staff of the Finance Department carry out their work under the management and supervision of the Finance Director.
2. The duties of the Finance Department
 - 2.1. enforcing the provisions set out in legislation relating to economic, financial and operational matters, as well as in internal regulations, and monitoring their implementation;
 - 2.2. preparing the Research Institute's annual business plan, budget and financial statements;
 - 2.3. ensuring compliance with financial discipline and enforcing such compliance, fulfilling financial obligations and enforcing claims, in order to implement the business plan and budget;
 - 2.4. financial and economic planning of the Research Institute's investment and renovation plans;
 - 2.5. safeguarding assets owned or used by the Research Institute;
 - 2.6. coordinating economic tasks relating to financial and tangible assets;
 - 2.7. preparing draft internal regulations of the Research Institute on financial and economic matters for decision;
 - 2.8. preparing internal regulations for decision-making regarding the procedure for issuing documents forming the basis of the Research Institute's accounting and the related administrative procedures;
 - 2.9. developing and implementing the accounting system and related accounting policies in accordance with the internal regulations;
 - 2.10. organising the document management system and ensuring compliance with document management procedures within the framework of the options set out in HUN-REN's internal regulations;
 - 2.11. financial countersigning in accordance with the provisions of the relevant internal regulations;
 - 2.12. conducting procurement and public procurement procedures in accordance with legislation and HUN-REN's internal regulations;
 - 2.13. other economic data reporting required by legislation, internal regulations or external bodies (KSH, MNB, NAV, etc.) (e.g. for budgets, applications for additional funding, statistical reports, etc.); participation in the Research Institute's business planning and budget preparation tasks; compilation of reports;
 - 2.14. participating in the compilation of the financial sections of research plans and grant applications;
 - 2.15. providing regular reports to the Research Institute's organisational units on the use of the financial resources at their disposal;
 - 2.16. taking action based on findings from audits, in consultation with the Director-General;
 - 2.17. supporting audits conducted by external bodies, HUN-REN's internal audit function and the HUN-REN Supervisory Board, and preparing and making available the necessary supporting documents and records;
 - 2.18. ensuring the full and timely fulfilment of the Research Institute's obligations towards the Hungarian State, its creditors, other bodies and credit institutions, and securing the necessary funds to meet such obligations;
 - 2.19. performing the Research Institute's human resources and labour-related tasks, calculating employees' wages, and ensuring that payments are made accurately and on time;

2.20. performing vehicle operation, courier (postal and other consignment delivery) and central warehousing tasks, as well as stock management

2.21. ensuring up-to-date cooperation and liaison with the manager and organisational unit responsible for economic tasks at HUN-REN, as well as with other authorities, offices and partners.

3. The rules of procedure of the Finance Department set out in detail the tasks to be performed, as well as the duties, powers and responsibilities of the head(s) and staff.

4. The head of the Finance Department is responsible in particular for:

- a) organising, managing and supervising the practical, effective and cost-efficient performance of tasks;
- b) managing, supervising and holding the department's staff to account for their work;
- c) assisting in the organisation and performance of research-related and other administrative tasks;
- d) providing regular reports and data on the work of the organisational unit;
- e) ensuring full compliance with and enforcement of work discipline;
- f) performing any other duties assigned to the Financial Director in the job description.

5. Further detailed rules governing the operation of the Finance Department, and in particular the rules on deputisation, shall be laid down by the Director-General in the rules of procedure, where necessary, upon the recommendation of the Finance Director.

OPERATIONAL ORGANISATIONAL UNITS OPERATING UNDER THE MANAGEMENT AND SUPERVISION OF THE TECHNICAL DIRECTOR

Section 8: Particle Accelerator Centre

1. The Particle Accelerator Centre shall be headed by a Director. The Director of the Particle Accelerator Centre shall carry out his or her duties under the direction and supervision of the Technical Director.

2. The tasks of the Particle Accelerator Centre shall include, in particular:

- a) ensuring that the Research Institute's accelerator facilities are maintained to a high standard and operated optimally;
- b) supervising and coordinating the operation of the accelerators;
- c) cooperating with the leaders and participants of scientific research projects wishing to use the accelerators in achieving the objectives of those research projects;
- d) coordinates the operation and maintenance of the machines, instruments, research and basic infrastructure used by the Centre, and ensures their optimal utilisation;
- e) ensures radiation protection;
- f) prepares a comprehensive summary report on the Centre's activities at the beginning of each year;
- g) represents the Research Institute as an accelerator centre at domestic and international events;
- h) coordinates the operating times and electricity consumption of individual accelerators (primarily high-power users);
- i) monitors infrastructure-related funding opportunities;

- j) applies for funding for the maintenance and refurbishment of machinery, equipment and premises managed by the laboratory;
- k) monitors compliance with occupational health and safety, radiation protection and fire safety regulations at the Centre, including the duties of the local radiation, fire and accident prevention officers.

Section 9: Electronics Workshop

1. The Electronics Workshop is managed by its head. The head of the Electronics Workshop carries out their duties under the direction and supervision of the Technical Director.
2. The specific tasks of the Electronics Workshop are:
 - a) the design and manufacture of small, bespoke components required for research tasks,
 - b) repairing custom equipment,
 - c) the supervision and maintenance of the Institute's electrical systems.
3. The Electronics Workshop is entitled to immediately halt any activity relating to the basic electrical supply that contravenes health and safety regulations.

Section 10: Operations Department

1. The Head of the Operations Department shall perform his or her duties under the direction and supervision of the Technical Director.
2. The duties of the Operations Department include, in particular
 - a) carrying out minor maintenance work on the properties;
 - b) organising and participating in the refurbishment of the properties;
 - c) ensuring the regular and periodic maintenance of machinery and equipment;
 - d) assisting with procurement and public procurement;
 - e) the systematic operation, maintenance and development of the Research Institute's basic infrastructure, in accordance with the technical requirements of research and the principles of transparency, economy and efficiency;
 - f) keeping operational regulations up to date and ensuring compliance with them;
 - g) preparing, administering, planning and tendering for the Research Institute's major capital projects, supervising their implementation and taking delivery of the projects;
 - h) ensuring the protection of assets;
 - i) ensuring the proper and professional repair and maintenance of buildings and central facilities;
 - j) formulates proposals for the Research Institute's management by drawing up an annual renovation and maintenance plan;
 - k) maintains contact with utility providers and monitors the Research Institute's energy consumption.
3. Organisational units of the Operations Department:
 - a) Maintenance Team,
 - b) Security Service
 - c) Cleaning Service

CHAPTER V

DETAILED RULES GOVERNING THE BODIES, COMMITTEES AND OTHER CONSULTATIVE FORUMS OF THE RESEARCH INSTITUTE

DETAILED RULES GOVERNING THE BODIES OF THE RESEARCH INSTITUTE

Section 1: Board of Directors

1. The Board of Directors (hereinafter: BOD) is a body comprising the heads of the Research Institute, which assists the Director-General in matters relating to the operation and activities of the Research Institute and has the right to express opinions and make recommendations. The opinions and recommendations of the BOD are not binding on the Director-General.
2. The role of the IgT is to support, through its proposals and opinions, the Research Institute's effective activities and efficient operation in fulfilling the objectives and mission set out in the HUN-REN Act and the founding documents, and in carrying out the tasks specified in the HUN-REN ATOMKI Rules of Procedure, with a view to promoting scientific research, and innovation, and the promotion of their social and economic benefits, and to assist the Director-General in matters relating to the operation and management of the Research Institute. His/her duties include participating in the development of the Research Institute's objectives, research strategy and research priorities; in the formulation of plans for meeting the Research Institute's committed values for research performance indicators and in creating the conditions for their fulfilment; in promoting research excellence; in facilitating scientific results; in attracting and encouraging research funding, in achieving innovation objectives, in strengthening international relations, and in promoting the application of modern technologies – such as artificial intelligence – in research. Any matter relating to the Research Institute's activities and operations may be discussed at the IgT.
3. The permanent members of the IgT are: the Director-General, the Deputy Director-General, the heads of departments, the Financial Director, the Technical Director, and the Chair of the Scientific Council. Depending on the agenda item, other employees or persons invited by the Director-General may participate in the IgT with the right to consult.
4. The Director-General shall convene a meeting of the IgT, specifying the agenda. The IgT shall meet as necessary, but at least four times a year. The Director-General shall convene a meeting of the IgT upon the initiative of a majority of the permanent members specifying the agenda. The agenda for the IgT meeting shall be determined by the Director-General. Issues proposed by a majority of the permanent members of the IgT must be placed on the agenda by the Director-General. Meetings of the IgT shall be chaired by the Director-General or, in his absence, by the Deputy Director-General, or by a permanent member of the IgT designated by him.
5. The Director-General shall appoint a member of staff to perform the duties of the IgT Secretary. The Director-General shall send the materials relating to the IgT's agenda and the minutes of the IgT meeting to the permanent members electronically via the IgT Secretary. The

general rules of document management shall apply to documents relating to the IgT meeting, insofar as the IgT Secretary is responsible for their proper application.

6. The Director-General shall, as necessary, inform the Research Institute's staff and the management of HUN-REN of the agenda and conclusions of the IgT meeting.

Section 2: Scientific Council of the Research Institute

1. The Director-General shall be supported by the Research Institute Scientific Council (hereinafter: KUTTA) in strategic matters relating to the Research Institute's scientific, research and innovation activities, with the authority to make proposals and provide opinions.

2. Through its proposals and opinions, KUTTA assists in the formulation of the Research Institute's scientific and research strategy and plans, and in enhancing research effectiveness; it may propose the expansion or narrowing of scientific fields; it may initiate new research projects; reviews comprehensive reports on the Research Institute's scientific work, plans relating to cooperation and consortium agreements, intentions regarding company formation and asset acquisition; plans for strategic-level investments; the effectiveness of the senior research fellow qualification procedure in accordance with the regulations on habilitation at the Research Institute (); the definition of requirements for employees of the Research Institute in scientific positions; and, at the request of the Director-General, makes a recommendation for the recipient of the Research Institute's Szalay Prize. KUTTA shall express an opinion on any matter submitted by the Director-General.

3. The permanent members of KUTTA are: the Director-General, the Deputy Director-General, the heads of departments, research professors and scientific advisers employed by the Research Institute; its members with advisory rights are the Research Institute's emeritus professors, the Financial Director, the Technical Director, the Head of the Particle Accelerator Centre, the Chair of the Technical Council, two representatives appointed by the Council of the University of Debrecen, and the Head of the DE-HUN-REN ATOMKI Department of Environmental Physics. Members of KUTTA are obliged to represent the institutional interests of the Research Institute to the best of their knowledge in the course of their work.

4. KUTTA shall propose candidates for the positions of Chair and Deputy Chair to the Director-General from among its permanent members following an election. The Secretary of KUTTA shall be an employee appointed by the Chair.

5. The Chair of KUTTA may invite, in an advisory capacity, additional employees or experts whose expertise is decisive in the discussion of a particular issue.

6. The Chair shall convene meetings of KUTTA as necessary, but at least twice a year. KUTTA must be convened if at least five of its permanent members request it in writing, specifying the agenda.

Section 3: Technical Council

1. In order to support the Director-General's management and decision-making powers, the Technical Council shall express its opinion and make recommendations on significant matters

relating to the Research Institute's technical and infrastructural situation, as well as its development and operational plans.

2. The permanent members of the Technical Council are: the Director-General, the Deputy Director-General, the Technical Director, the Head of the Particle Accelerator Centre, staff members representing the research groups in technical matters, the Head of the Operations Department and the Head of the Computing Centre. Members with advisory rights: the Financial Director, the Chair of the Research Institute's Scientific Council, the Radiation Protection Group, the fire safety, occupational safety and environmental protection officers, and the Head of the Electronics Workshop.

3. The Technical Council shall propose candidates for the posts of Chair and Deputy Chair of the Technical Council to the Director-General, selected from among its permanent members. The Secretary of the Technical Council shall be an employee appointed by the Chair.

5. The Chair of the Technical Council may invite employees and experts to attend meetings in an advisory capacity where their expertise is crucial to the discussion of a particular issue.

6. The Chairman shall convene meetings of the Technical Council as necessary, but at least twice a year. The Technical Council must be convened if at least five of its permanent members request it in writing, specifying the agenda.

Section 4: External Advisory Board

1. The work of the Research Institute may be assisted by an External Advisory Board (hereinafter: EAB), which shall have the power to make recommendations and give opinions. The Director-General shall decide on the tasks, composition and operating conditions of the EAB.

5.§ Intellectual Property Committee

1. The Intellectual Property Committee (IPC) is the Research Institute's advisory body on matters relating to intellectual property. The rules governing the operation, tasks and appointment of members of the IPC are set out in the regulations of HUN-REN and the Research Institute concerning the management of intellectual property. The members of the SZTB are engineers and researchers selected by the Technical Director and the Director General who possess the appropriate professional expertise and industry contacts. The CEO of HUN-REN participates in the SZTB either in person or through a representative.

Section 6: Consultative forums of the Research Institute

1. The Director-General shall convene the Research Institute's staff at least once a year for a staff meeting (Research Institute Meeting, RIM) to evaluate the work and results of the past period and to inform them of the priorities for the coming period. Attendance at the RIM is compulsory for staff members. Employees may also initiate the convening of the RI meeting by specifying the agenda. In the case of issues affecting the Research Institute as a whole, the Director-General is obliged to convene the RI meeting at the initiative of more than half of the

employees; in the case of scientific issues, at the initiative of more than half of those employed in scientific roles.

2. Management meeting: a management meeting convened by the Director-General as required, which discusses the Research Institute's current tasks, the results achieved in their implementation, current challenges and problems, and plans for the coming period. Participants in the management meeting include the Director-General, the Deputy Director-General, the heads of departments, the Financial Director, the Technical Director, the heads of research groups, the Head of the Particle Accelerator Centre, the Head of the Electronics Workshop, the heads of the Computing Centre, the Radiation Protection Group and the Operations Department, and other staff invited by the Director-General.

3. The Scientific Centres' Meeting is a working forum for the researchers of the scientific centre, which is convened by the centre head as required. If the agenda concerns matters relating to the overall operation of the Research Institute, the Director-General and the Deputy Director-General must also be invited to the meeting.

Appendices to the HUN-REN ATOMKI Rules of Organisation and Procedure:

Appendix 1: Organisational chart of HUN-REN ATOMKI

Appendix 2: Procedure for the delegation of certain employer's powers by the Director-General of HUN-REN ATOMKI