

INDEPENDENT AUDITOR'S REPORT

**Association for protection of workers rights
GLASEN TEKSTILEC Shtip**

**Project:
"Institutional and economic empowerment of women
and girls from the eastern region 3"**

February 2026

knowing you.

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INDEPENDENT AUDITOR'S REPORT – FINANCIAL AUDIT

KVINNA TILL KVINNA FOUNDATION

***Non-governmental organization,
Sweden***

Auditor's Opinion

We have audited the expenditure and revenue as stated in the Financial Report of the project entitled "Institutional and economic empowerment of women and girls from the eastern region 3" with reference number MK01SID46-18604, the 'Project', for the period from 15 April 2025 – 31 December 2025, based on a Cooperation Agreement signed on 02 July 2025 between the Kvinna till Kvinna Foundation "Contracting Authority" and Association for protection of workers' rights GLASEN TEKSTILEC-Shtip, "the Entity".

In our opinion:

- The Annual Financial Report of the project for the period from 15 April 2025 to 31 December 2025 have been prepared in accordance with the requirements for financial reporting provided for in the annexes of the Cooperation Agreement, and presents fairly, in all material respects, the expenditure incurred and the revenue received for the Project, and
- The funds of the project have, in all material respects, been used in conformity with the agreed Project budget and applicable PIA.

Basis for Opinion

We conducted our audit in accordance with International Standards on Auditing 800/805 and the Terms of Reference for Annual Audit of the Program SID 46.

Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statement section of our report. We are independent of the Entity in accordance with the ethical requirements that are relevant to our audit of the financial statement in the Republic of North Macedonia, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We have taken into account all the available evidence presented to us during our fieldwork which we finalized on 09 February 2026, including the subsequent comments and information of the Entity. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Responsibilities of the Entity's management for the Financial Statements

Management is responsible for preparation and fair presentation of the financial statement in accordance with the cash receipts and disbursements basis of accounting described in the Notes to the financial statement; this includes determining that the cash receipts and disbursements basis of accounting is an acceptable basis for the preparation of the financial statement in the circumstances, and for such internal control as management determines is necessary to enable the preparation of a financial statement that is free from material misstatement, whether due to fraud or error. In preparing the financial statement, management is responsible for assessing the ability of the Entity to continue as a going concern, disclosing, as applicable, matters relating to going concern and using the going concern basis of accounting unless management either intends to liquidate the Entity or to cease operations, or has no realistic alternative but to do so.

In accordance with the agreed conditions the Entity's management is responsible for the preparation of the Financial Report and for being satisfied that it presents fairly the actual expenditure incurred and revenue received for the Project in conformity with the applicable agreed conditions.

Auditor's Responsibilities for the Audit of the Financial Report

Our objectives are to obtain reasonable assurance about whether the financial statement as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial statement.

As part of an audit in accordance with ISAs, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statement, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Association's internal control.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Association's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statement or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Entity to cease to continue as a going concern.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates, if any, and related disclosures made by management.
- Evaluate the overall presentation, structure and content of the financial statements including the disclosures and whether the financial statement represents the underlying transactions and events in a manner that achieves fair presentation.

We communicate with management regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Distribution and use

The Kvinna till Kvinna Foundation has requested this report and it is intended solely for the information and use of the Kvinna till Kvinna Foundation and the Entity.

Date of the auditor's report: February 10, 2026

Auditors' address: Kreston Macedonia,
str. Pandil Siskov, no. 5/1-45, Skopje

Name of Auditor signing: Zvonko Kocovski, Certified Auditor



Agreed-Upon Procedures Report

KVINNA TILL KVINNA FOUNDATION

***Non-governmental organization,
Sweden***

In accordance with the engagement letter dated 01 December 2025, that we agreed with Kvinna till Kvinna Foundation, we provide our Agreed-Upon Procedures Report ("the Report") with respect to the accompanying Financial Report of the project entitled "Institutional and economic empowerment of women and girls from the eastern region 3" with reference number MK01SID46-18604, the 'Project', for the period from 15 April 2025 – 31 December 2025, based on a Cooperation Agreement signed on 02 July 2025 between the Kvinna till Kvinna Foundation "Contracting Authority" and Association for protection of workers' rights GLASEN TEKSTILEC-Shtip, "the Entity".

Objective

Our engagement was an expenditure verification which is an engagement to perform certain agreed-upon procedures with respect to the accompanying Financial Report of the project entitled "Institutional and economic empowerment of women and girls from the eastern region 3" based on a Cooperation Agreement between the Kvinna till Kvinna Foundation "Contracting Authority" and Association for protection of workers' rights GLASEN TEKSTILEC - Shtip, "the Entity".

The objective of this Report of factual findings is for us to carry out certain procedures to which we have agreed and to submit to you a report of factual findings with regard to the procedures performed.

Standards and Ethics

Our engagement was undertaken in accordance with:

- International Standard on Related Services ('ISRS') 4400 Engagements to perform Agreed-upon Procedures regarding Financial Information as promulgated by the International Federation of Accountants ('IFAC');
- the Code of Ethics for Professional Accountants issued by the IFAC. Although ISRS 4400 provides that independence is not a requirement for agreed-upon procedures engagements, the Contracting Authority requires that the auditor also complies with the independence requirements of the Code of Ethics for Professional Accountants.

Procedures performed

As requested, we have performed the procedures listed below.

These procedures have been performed in order to provide the Contracting Authority with a clear insight into the eligibility of the costs.

Because the procedures performed by us did not constitute either an audit or a review made in accordance with International Standards on Auditing or International Standards on Review Engagements, we do not express any assurance on the accompanying Financial Report.

Had we performed additional procedures or had we performed an audit or review of the financial statements of the Entity in accordance with International Standards on Auditing, other matters might have come to our attention that would have been reported to you.

Sources of Information

The Report sets out information provided to us by you in response to specific questions or obtained and extracted from your accounts and records.

Factual Findings

The total expenditures that are the subject of this expenditures verification amounts to 29.658 EUR. The Expenditure Coverage Ratio is 100 %. This ratio represents the total amount of expenditures verified by us expressed as a percentage of total expenditures which has been subject to this expenditures verification. This amount is equal to the total amount of expenditures reported by you in the Financial Report.

We report the details of our factual findings which result from the procedures that we performed in Chapter 2 of this Report.

Use of this report

This Report is solely for the purpose set forth in the above objective.

This Report is prepared solely for your confidential use and solely for the purpose of submission by you. This report may not be relied upon by you for any other purpose, nor may it be distributed to any other parties. This report is solely on the accounts and items which are mentioned above and it does not refer to the financial statements of the Association for protection of workers' rights GLASEN TEKSTILEC - Shtip, taken as a whole.

Date of the auditor's report: February 10, 2026

Auditors' address: Kreston Macedonia,
str. Pandil Siskov, no. 5/1-45, Skopje

Name of Auditor signing: Zvonko Kocovski, Certified Auditor

A handwritten signature in blue ink, appearing to be "ZK", representing Zvonko Kocovski.

1. The Engagement Context

1.1. Contractual Conditions

The Project was financed through an Cooperation Agreement signed on 02 July 2025 between the Kvinna till Kvinna Foundation and the Association for protection of workers' rights GLASEN TEKSTILEC-Shtip, for providing financial support for the action entitled "Institutional and economic empowerment of women and girls from the eastern region 3". The total cost of the Action, estimated for financing by the Contracting Authority for the entire project period amounts to SEK 1.400.000, whereby the Contracting Authority undertakes to finance a 100% of the estimated total eligible costs. The total cost of the Action, estimated for financing by the Contracting Authority for this project period amounts to SEK 375.000 (EUR 34.459). According to approved Reallocation, total cost of the Action estimated for financing by the Contracting Authority is SEK 375.000 (EUR 33.049).

The following Annexes (attachments) form an integral part of the present Agreement:

- Project documents;
- Kvinna till Kvinna's Anticorruption policy for partner organizations and third parties;
- Kvinna till Kvinna's Procurement guidelines for partner organisations;
- Kvinna till Kvinna's Guidelines for financial reports;
- Kvinna till Kvinna's Policy for sustainable partnership;
- Kvinna till Kvinna's Visibility Guidelines
- Financial Report (template)
- Disbursement Request (template)
- Reallocation request (template)
- Translation

The total duration of the Project is from 15 April 2025 to 31 March 2028. The implementation period of the project subject to this audit is from 15 April 2025 to 31 December 2025.

1.2. Project subject to Audit

The Project subject to audit is "Institutional and economic empowerment of women and girls from the eastern region 3".

Glase Tekstilec continues its essential work to support women workers, promote gender equality, strengthen labor rights, and foster a culture of solidarity and social dialogue. Maintaining an open, constructive relationship with institutions, partners and stakeholders is vital to ensure a just and inclusive society where the rights and interests of workers and vulnerable groups are protected.

Outcomes:

Outcome 1: Enhanced institutional response to labor rights violations, workplace mobbing, and discrimination, ensuring greater accountability and protection for workers;

Outcome 2: Improved economic empowerment of women textile workers through sustained social dialogue, leading to better wages and working conditions;

Outcome 3: Increased organizational capacity and visibility of Glase Tekstilec, positioning it as a key advocate for workers' rights.

1.3. Entity subject to Audit

The Association Glasen Tekstilec Shtip is a voluntary, association of citizen workers in the garment industry established in 2017. The association implements activities that promote human and labor rights. The vision of the association is: citizens working in the garment industry with high awareness, educated and informed in order to enjoy their rights. Glasen Tekstilec mission is to be a leading organization for the rights of workers in the textile, shoe and leather industries.

2. Procedures Performed and Factual Findings

The procedures that we have performed are:

1. We observe whether the financial report is structured in a way that allows for direct comparison with the latest approved budget.
2. We observe and inspect whether the financial report provides information regarding:
 - a) All incomes from Kvinna till Kvinna for the reporting period and financial outcome per budget line for the reporting period.
 - b) When applicable, we compare if the open fund balance for the reporting period matches with what was stated as the closing balance in the previous reporting period.
 - c) A disclosure of exchange gains/losses. Inquire and confirm whether the disclosure includes the entire chain of currency exchange from Kvinna till Kvinna's disbursement to the handling of the project within the organization in local currency.
 - d) Accounting principles applied for the financial report.
3.
 - a) We inquire and inspect with what frequency salary costs during the reporting period are debited to the project
 - b) We inquire and inspect whether there is supporting documentation for debited salary costs.
 - c) We inquire and inspect whether the actual time worked is documented and verified by a manager. Inquire and inspect within which frequency reconciliations between debited time and actual worked time is performed.
 - d) We inspect whether the Partner Organizations comply with applicable tax legislation with regard to personal income taxes and social security fees.
4. We reviewed whether Partner Organization screens suppliers to ensure that such parties are not subject to European Union's financial sanctions list of persons, groups and organizations (EU Sanctions list). We inquire whether there has been any reported findings from the screening process and if so, report on such findings.
5.
 - a) We inspect and confirm that the unspent fund balance (according to the financial report) at the end of the financial year is in line with the information provided in the accounting system and bank account.
 - b) We inspect whether the Partner Organization has adhered to the procurement guidelines annexed to the agreement.
 - c) We inspect and confirm the unspent balance (including exchange gains) in the financial report and confirm the amount that shall be repaid to Kvinna till Kvinna.
6. We inspect whether the expenditure was incurred by and pertains to the Partner Organization.
7. We inspect whether the expenditure incurred during the contractual eligibility period.

8. We inspect whether the expenditure is identifiable and verifiable.

We report our factual findings resulting from these procedures below:

1. We confirm that the financial report is structured in a way that allows for direct comparison with the latest approved budget.
2.
 - a) We confirm that the financial report provides information regarding all incomes from Kvinna till Kvinna for the reporting period and financial outcome per budget line for the reporting period.
 - b) We confirm that there is no open fund balance as this is the initial reporting period.
 - c) We confirm that the disclosure includes the entire chain of currency exchange from Kvinna till Kvinna's disbursement to the handling of the project within the organization in local currency.
We confirm that disclosure of exchange rate gains/losses is included in the Financial Report.
 - d) We confirm that the Financial Report provides information regarding the accounting principles applied to the Financial Report.
3.
 - a) We inspected with what frequency the salary costs are debited to the project. The salary costs are debited to the project monthly.
 - b) We confirm that there is supporting documentation for debited salary costs.
 - c) We confirm that actual time worked is documented and verified by a manager monthly.
 - d) We confirm that Partner Organizations comply with applicable tax legislation with regard to personal income taxes and social security fees.
4. We confirm that Partner Organization screens suppliers to ensure that such parties are not subject to European Union's financial sanctions list of persons, groups and organizations (EU Sanctions list). There are no findings from the screening process.
5.
 - a) We confirmed that unspent fund balance (according to the financial report) at the end of the financial year is in line with information provided in the accounting system and bank account.
 - b) We confirm that the Partner Organisation has adhered to the procurement guidelines annexed to the agreement.
 - c) There is unspent fund balance at the end of this project period at the amount of EUR 3.391.
6. We verify that the actual expenditure for a selected item was incurred by and pertains to the Partner Organization. We take into consideration the detailed conditions for actual costs incurred. For this purpose, we examined supporting documents (e.g. invoices, contracts) and proof of payment. We also examined proof of work done, goods received, or services rendered and we verified the existence of assets. We verify that the costs incurred during the implementation period have effectively been paid at the moment of the verification;
7. We verify that the expenditure for a selected item was incurred during the implementation period of the Action.
8. We verify that the expenditure was identifiable and verifiable. The expenditure is substantiated by evidence and notably the supporting documents. The expenditures are backed up by sufficient supporting documentation and proof of payment. Where expenditure was apportioned, the applied allocation key was based on sufficient, appropriate and verifiable underlying information. The expenditure is backed up by evidence of works done, goods received, or services rendered. The existence of assets is verifiable;

The total expenditure verified by us amounts to 29.658 EUR, and is summarized in the table below. The overall Expenditure Coverage Ratio is 100%.

Budget heading	Expenditures incurred (EUR)	Expenditures verified (EUR)	Expenditure verified (in relative %)
1. Staff costs	9.172	9.172	100%
2. Office costs	3.838	3.838	100%
3. Technical equipment	673	673	100%
4. Activities	15.975	15.975	100%
Total expenditures	29.658	29.658	100%

We did not find any findings or weaknesses during the audit of the project "Institutional and economic empowerment of women and girls from the eastern region 3" implemented by the Association for protection of workers` rights GLASEN TEKSTILEC-Shtip that would result in a Management Letter.

* * *



Fill in information in the coloured cells ONLY

Organisational information

Organisation:	Association for protection of workers rights "Glasen Tekstilec" - Shtip
Project name:	Institutional and economic empowerment of women and girls from the eastern region 3
Project ref. no.:	MK01SID46-18604
Project period:	15.04.2025-31.03.2028
Report period:	15.04.2025-31.12.2025

		Income				
		SEK	EUR	EUR	EUR	
Disbursements						
	Date received	Agreement payment schedule SEK	Agreement payment schedule	Actual amount received	Exchange rate SEK/EUR, USD	Difference between budgeted amount and actual amount received
1st payment	08.07.2025	375,000	34,459	33,049	11.35	-1,410
Total and average exchange rate		375,000	34,459	33,049	11.35	-1410

Earned interest from the project funding

		Costs		
		EUR	EUR	EUR
		Last approved budget	Total costs	Deviation %
Date of the approved budget	9/3/2025			
1. Staff costs	9,368	9,172	565,275	2%
2. Office costs	5,635	3,838	236,540	32%
3. Technical equipment	830	673	41,500	19%
4. Activities	17,216	15,975	984,513	7%
Subtotal	33,049	29,658	1,827,828	10%

Result

	SEK	EUR
Total amount received	375,000	33,049
Total costs	336,520	29,658
Outgoing Balance	38,480	3,391
Amount transferred to next year	38,480	3,391
Amount to be paid back to Kvinna till Kvinna	0	

0

Exchange rate on Dec 31 on xe.com 10.82

Exchange rate gain/loss -1,774

Accounting principle Accrual based principle

Signatures

Place, date: 15.01.2026

Authorised Signatory

Blagojche Dishoski



Project Contact Person

Kristina Ampeva

DETAILED FINANCIAL REPORT

		Last approved budget	Supplement agreement budget	Total costs	Total costs	Deviation	Comments
Date on the approved budget		7/3/2025					
		EUR	EUR	EUR	MKD		
1. Staff costs							
1.1	Net Salary - Project Manager 34.82% x 8.5 months (15 April-Dec 2025)	4,155		4,138	255,000	0%	
1.1.1.	Benefits - social, health, pension insurance and personal income tax for Project Manager x 8.5 months (15 April-Dec 2025)	765		761	46,928	0%	
1.2.	Net Salary - Financial Manager, 33.31 % x 8.5 months (15 April-Dec 2025)	3,463		3,448	212,500	0%	
1.2.1.	Benefits - social, health, pension insurance and personal income tax for Financial Manager x 8.5 months (15 April-Dec 2025)	829		825	50,847	0%	
1.3	Non Salary cost, basic medical check-ups (Law on Safety and Health at Work)	157		0		100%	We will implement it in 2026.
Subtotal		9,368	0	9,172	565,275	2%	
2. Office costs							
2.1.	Office renting (6 months x 250 EUR =1500 EUR)	1,500		658	40,553	56%	Part of the funds will be transferred to 2026.
2.2.	Utilities (Electricity, water, post cost etc.) (4 months x 200 EUR = 800 EUR)	800		69	4,235	91%	Part of the funds will be transferred to 2026.
2.3.	Communication cost (telephone and internet) (3 months x 85.33 EUR = 256 EUR)	256		325	20,044	-27%	Telephone services were increased for 2026.
2.4.	Office supplies (colours, pappers, materials) (8 months x 60 EUR = 480 EUR)	480		307	18,890	36%	The savings were achieved through cost-sharing with other donor
2.5.	Accounting services and final bills (8 months x 60 EUR = 480 EUR) + 57 EUR f.b	537		510	31,450	5%	
2.6.	Bank fees for separates bank account (8 months x 20 EUR = 160 EUR)	160		129	7,948	19%	
2.7.	Office refresments, hygiene materials, and cleaner person (8 months x 20 EUR = 160 EUR)	160		198	12,212	-24%	Since some of the products we procured had increased prices (global inflation), we also used eco-friendly hygiene products, which are more expensive than the regular ones.
2.8.	Local travel for the office, advocacy and lobbying meetings and KTK events Network Meeting, Femdefenders days (8 months x 70 EUR = 560 EUR)	560		360	22,166	36%	The savings were achieved through cost-sharing with other donor
2.9.	Maintenance of Technical equipment (printers, laptops, small electric materials) (2 lumpsum x 100 EUR = 200 EUR)	200		350	21,548	-75%	These funds are intended for minor technical equipment and reinstallation of computers and laptops, as well as printers.
2.10.	Buy cloud and web storage for 2024 (1 x 190 EUR = 190 EUR)	190		195	12,000	-2%	
2.11.	IT Services (Google Drive, One drive, Canva, Telekom Certificate (1 X 600 EUR = 600EUR)	600		547	33,694	9%	
2.12.	Indirect cost 0.7% of total budget	193		191	11,800	1%	
Subtotal		5,635	0	3,838	236,540	32%	
3. Technical equipment							
3.1	Closet (2 x 325 EUR = 600 EUR)	650		479	29,500	26%	
3.2	Fire hydrant (2 x 90 EUR = 180 EUR)	180		195	12,000	-8%	
Subtotal		830	0	673	41,500	19%	
4. Activities							

4.1 Provision of Legal Support Services						
4.1.1.	Lawyers fee, expenses for court costs, notary fees, attorney fees and legal advisors support (8 months x 350 EUR = 2800 EUR)	2,800		2,800	172,560	0%
4.1.2.	Transportation fees (6 months x 30 EUR = 180 EUR)	180		24	1,500	86%
4.1 Subtotal		2,980	0	2,824	174,060	5%
4.2 Monitoring Inspections and Court Proceedings						
4.2.1.	Transportation fees (6 months x 30 EUR = 180 EUR)	180		24	1,500	86%
4.2.2.	Refresments and food for the operational team (6 months x 20 EUR = 120 EUR)	120		34	2,110	71%
4.2.3.	Administrative cost (notary, CRM etc.2 lumpsums x 60 EUR = 120 EUR)	120		5	305	96%
4.2 Subtotal		420	0	64	3,915	
4.3 Conference at Tekstiljada: "From the Margins to the Center: Economic Rights of Women in the Private Sector"						
4.3.1.	Venue Costs: Rent for conference hall or space (3 h x 25 EUR = 75 EUR)	75		114	7,000	-51%
4.3.2.	Equipment: Technical Audio-visual equipment (microphones, projectors, screens) / 1 lumpsum x 1000 EUR = 1000 EUR	1,000		900	55,460	10%
4.3.3.	Honorary for 1 Moderator, net (1 x 200 EUR = 200 EUR) + 1 week for preparation	200		252	15,500	-26%
4.3.3.	TAX, 1 Moderator 11.11% (1 x 22.22 EUR = 22 1. EUR)	22		28	1,722	-26%
4.3.4.	Event helpers (3 event helpers x 50 EUR, net = 150 EUR net)	150		97	6,000	35%
4.3.4.	TAX, 3 Event Helpers (3 x 5.66 EUR = 17 EUR)	17		11	666	35%
4.3.5.	Marketing and materials, printed materials- brochures, programs and promotional materials- banners, posters (1 lumpsum x 1304 EUR = 1304 EUR)	1,304		615	37,893	53%
4.3.6.	Catering for lunch, coffee breaks (50 participants x 15 EUR = 750 EUR)	750		902	55,620	-20%
4.3.7.	Travel (for speakers or attendees coming from out of town) / 25 part. x 15 EUR = 375 EUR	375		184	11,310	51%
4.3.8.	Design cost, fee (1.5 month x 450 EUR = 675 EUR), Edited R1: 4.3.8.Design cost, fee (1.5 month x 429 EUR = 429 EUR).	429		372	22,926	13%
4.3 Subtotal		4,321	0	3,474	214,097	20%
4.4 Internal Staff Capacity-Building three days Workshop						
4.4.1.	Honorary for one expert (1 expert x 1 month x 500 EUR, net = 500 EUR)	500		596	36,760	-19%
4.4.1.	Personal income tax for expert, 11.11% (1 x 40 1. EUR = 50 EUR)	50		66	4,084	-33%
4.4.2.	Accommodation (2 night x 20 participants x 80 EUR = 3200 EUR)	3,200		3,239	199,640	-1%
4.4.3.	Transport for participants (1 lump sum x 400 EUR = 400 EUR)	800		532	32,780	34%
4.4.4.	Refresments, water and coffe breaks (20 part x 4 coffe breaks x 2 EUR = 160 EUR)	160		369	22,770	-131%
4.4.5.	Extra meals (20 part x 1 meal x 16 EUR = 320 EUR)	320		591	36,450	-85%
4.4.6.	Health & Wellness Support (related to staff) fees (6 months x 3 staff x 50 EUR = 900 EUR)	900		830	51,162	8%
4.4 Subtotal		5,930	0	6,225	383,646	-5%

4.5 Update and Development of Internal Documents (Communication Strategy and HR Guide)

4.5.1. Trainer/Mentor Fees (2 trainers x 400 EUR = 800 EUR)	0		0		#DIV/0!
4.5.2. Meals (for one live meeting in Shtip (8 part x 18 EUR = 144 EUR)	0		0		#DIV/0!
4.5.3. Transportations services for part. (2 x 50 EUR = 100 EUR)	0		0		#DIV/0!
4.5 Subtotal	0	0	0	0	#DIV/0!

4.6 Social Media and Public Outreach Campaigns on the topics: "Solidarity and Equality: Women Workers in Economic Development"

4.6.1. Fees for video editors, cameramen, etc (1 month x 2 persons x 600 EUR = 1200 EUR)	1,200		1,201	74,000	0%	
4.6.2. Marketing Costs for regional TV (2 months x 400 EUR = 800 EUR)	800		892	55,000	-12%	
4.6.3. Transportation cost for the team (3 months x 20 EUR = 60 EUR)	60		0	0	100%	Transportation for the team was not required, since in the submitted offer from M NET this was not requested. It is a local television company.
4.6.4. Boosting post on SM (8 months x 30 EUR = 240 EUR)	240		237	14,595	1%	
4.6.5. Printing of ECO materials (promotional and educational-posters, flyers, etc) 2 lumpsum x 482.5 EUR = 965 EUR	965		766	47,200	21%	
4.6.6. Fee for Designer (2 months x 150 EUR = 300 EUR)	300		292	18,000	3%	
4.6 Subtotal	3,565	0	3,388	208,795	5%	

4.7 Partnership with Goce Delchev University (Faculty of Law)

4.7.1. Meetings materials (2 x 30 EUR = 60 EUR)	0		0		#DIV/0!
4.7.2. Resfresments for the meeting (2 x 30 = 60 EUR)	0		0		#DIV/0!
4.6 Subtotal	0	0	0	0	#DIV/0!

Subtotal	17,216	0	15,975	984,513	7%
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Total expenditures	33,049	0	29,658	1,827,828	10%
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List of equipment >1000 EUR/1000 USD funded by KTK

	Date of purchase	Price EUR/USD
1.		
2.		
3.		

List of other sources of income	Period	Amount /Currency
1 Organized citizens for an organized future 2025	2025/01/01-2025/12/31	600.000,00 SEK
2 Core grant. Donor: SMART Balkans Project 2024-2025	2024/01/01-2025/30/06	408.000,00 NOK
3 Institutional support for strengthening the capacities of Glasen Tekstile. Donor: The European Endowment for Democracy (EED)	2024/01/01-2025/30/06	40.000,00 EUR
4 Partners Project: Through women's activism and initiatives to gender inclusive and responsible municipalities, with ECHO and INI	01/07/2024-31/10/2026	5,558,286 MKD
5 Municipality of Shtip, Tekstilijada 2025	15/08/2024-15/12/2025	300.000,00 MKD

Place, date: 15.01.2026

 Authorised Signatory
 Blagojche Dishoski

 Project Contact Person
 Kristina Ampeva

Date of the exchange	Currency exchanged from	Amount exchanged	Local currency	Amount received in local currency	Exchange rate
8/7/2025	EUR	33,049.41	MKD	2,036,835.00	61.63

33,049.41

2,036,835.00

61.63



Проектот е имплементиран од Гласен
Текстилец.



Проектот е финансиски поддржан од Фондацијата Kvinna till
Kvinna и Шведска.

11.3.2026 09:18 | Shtip

Subject/Предмет: **Management Letter**

MANAGEMENT LETTER

TO THE INDIPENDENT AUDITOR'S REPORT



Проектот е имплементиран од Гласен
Текстилец.



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11.3.2026 09:18 | Shtip

Type of document: **Management Letter to the independent Auditor's report**

Organisation: **Association for protection of workers' rights Glasen Tekstilec – Shtip**

Project name: **Institutional and economic empowerment of women and girls from the
eastern region 3**

Project reference number: **MK01SID46-18604**

Project period: **15.04.2025-31.03.2028**

Reporting period: **15.04.2025-31.12.2025**

Management Response

Association for protection of workers' rights Glasen Tekstilec – Shtip accept and agrees with the Audit report provided by the audit firm KRESTON Macedonia - Skopje concerning the project Institutional and economic empowerment of women and girls from the eastern Region 3, Project Reference number MK01SID46-18604, funded by the Kvinna till Kvinna Foundation.

Digitally signed by Blagojche Dishoski
DN: c=MK, 2.5.4.97=VATMK-4029017519525,
o=ZZRP GLASEN TEKSTILEC Shtip, ou=ZZRP
GLASEN TEKSTILEC Shtip:4029017519525,
sn=Dishoski, givenName=Blagojche,
serialNumber=CRT3737310, cn=Blagojche
Dishoski
Date: 2026.03.11 09:48:23 +01'00'
Adobe Acrobat version: 2025.001.20577

Signature/Потпис: **Blagojche Dishoski | Благојче Дишошки**

Financial Coordinator/Координатор на финансии

Reference number: N/A