### LICENCE AGREEMENT No. Vol. 24, No 2 (65)

2025

#### Vilnius

The Author(s),

## <sup>1</sup>Ivan Mihajlovic

Faculty of Mechanical Engineering University of Belgrade Kraljice Marije 16 11120 Belgrade Serbia

Tel.: +381 6 4227 36 21

E-mail: imihajlovic@mas.bg.ac.rs

## <sup>4</sup>Isidora Milosevic

Technical Faculty in Bor University of Belgrade, Vojske Jugoslavije 12 19000 Bor Serbia

Tel.: +381 6 1173 3127 E-mail: imilosevic@tfbor.bg.ac.rs

## <sup>2</sup>Vesna Spasojevic Brkic

Faculty of Mechanical
Engineering
University of Belgrade
Kraljice Marije 16
11120 Belgrade
Serbia

Tel.: +381 6 3830 2465 E-mail: vspasojevic@mas.bg.ac.rs

## <sup>5</sup>Sanela Arsic

Technical Faculty in Bor University of Belgrade Vojske Jugoslavije 12 19000 Bor Serbia

Tel.: +381 6 1136 6439 E-mail: saarsic@tfbor.bg.ac.rs

## <sup>3</sup>Martina Perisic

Faculty of Mechanical Engineering University of Belgrade, Kraljice Marije 16 11120 Belgrade Serhia

Tel.: +381 6 4397 7969 E-mail: mperisic@mas.bg.ac.rs

(one of the Parties to the Agreement), hereinafter referred to as the LICENSOR, and the Editorial Board of the research magazine *Transformations in Business & Economics* of Vilnius University, represented by *Dalia Štreimikienė*, Deputy Editor-In-Chief, (the other Party to the Agreement), hereinafter referred to as the LICENSEE, hereby have concluded this Agreement concerning the publication of the article **EFFECTS OF EMPLOYEES' ATTITUDES TOWARDS DIGITAL TRANSFORMATION FACTORS ON SMES' SUSTAINABILITY AND FINANCIAL PERFORMANCE** (hereinafter referred to as the ARTICLE) in the research magazine *Transformations in Business & Economics*.

### 1. The LICENSOR undertakes to:

- 1.1. return one copy of the ARTICLE with corrections, if there are any, by 09 May, 2025. In the event no notice is received concerning the corrections in 3 working days from the day of signing this Agreement, the LICENSOR shall be considered to have consented to the publication of the ARTICLE with the corrections made by the editors;
  - 1.2. limit the amount of corrections to no more than 5% of the body of the text;
- 1.3. the author assumes responsibility for the compliance of cited authors with the list of references in the article.
- 1.4. compensate additional costs incurred by the LICENSEE due to major changes made in the ARTICLE by the LICENSOR.

## 2. The LICENSOR grants the LICENSEE the following property rights to the ARTICLE:

- 2.1. to publish the ARTICLE in the research magazine of Vilnius University *Transformations in Business & Economics*;
  - 2.2. to distribute copies of the issue of the magazine containing the ARTICLE;

2.3 to publish the ARTICLE in different databases. This right includes the LICENSLE's right to make the data of the ARTICLE (metadata, content, summary, annotation) public in the intranet and the LICENSEE's database portals, accessible through different search engines, namely, in

ISI Web of Science, IBSS, EBSCO (EconLit with Full Text), LeonLit, SCOPUS

(the editorial boards shall specify which databases will contain the ARTICLE)

### 3. Validity of the Licence:

- 3.1. The licence shall be effective on the territory of any State during the entire period of validity of the property rights as prescribed by law;
- 3.2. during the first three years of validity the licence shall be exclusive, while during the remaining period of validity it shall be non-exclusive. The LICENSEE shall be entitled to transfer the property rights or sub-licence part thereof to database developers or other holders of the rights to databases.

# 4. The LICENSOR represents and warrants that:

- 4.1. the ARTICLE has been created independently as a result of the LICENSOR's original creative activity and that no property rights of any third parties have been violated in its creation and transfer of the rights thereto, including copyright or other intellectual property rights held hereby;
  - 4.2. the LICENSOR guarantee that the article has been cross checked with references.
- 4.2. the attached manuscript of the ARTICLE is suitable for printing and publication subject to the corrections as instructed by the LICENSOR.
- 5. The LICENSOR shall be entitled to one free copy (a copy to each co-author) of the research magazine containing the ARTICLE to be obtained from the LICENSEE.
- 6. The Agreement has been executed in two counterparts of equal legal power each, one counterpart for each signing party.
- 7. Disputes concerning this Agreement shall be resolved by mutual consent of the parties or in judicial proceedings in accordance with the law of the Republic of Lithuania.

(signature)	
Deputy Editor-in-Chief (Full name)	Dalia Štreimikien
Transformations in Business	& Economics
Editorial Board of the magazi	
LICENSEE	
	Editorial Board of the magaz Transformations in Business B Deputy Editor-in-Chief

Residency address: Desanke Maksinovic 11, 11000 Belgrade, Serbia

LICENSOR 3-5

Name, surname Martina Perisić

Residence address: Avgista Cesarca 37b, 22400 Ruma, Serbia

LICENSOR 4-5 Name, surname Isidora Milišević

Residence address: Tomic Borivoje Ika 6, 19210 Bor, Serbia

la Reconsure Cut

LICENSOR 5-5 Name, surname Sanela Arsić

Residence address: Svetozara Čorbolokovića 7, 19210 Bor, Srrbia

(signature)