

Management Plan 2025

Directorate-General for
Justice and Consumers

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PART 1. Introduction and strategic outlook

Mission statement and operating context

The mission of the Directorate-General for Justice and Consumers (DG JUST) is to promote justice, democracy, the rule of law, equality and non-discrimination, and uphold and strengthen the rights of people, whether they are acting as individuals, entrepreneurs, consumers or workers, wherever they are in the European Union.

As part of DG JUST's portfolio, the Commission acts to defend and promote the common values of the European Union, namely: 'human dignity, freedom, democracy, equality and non-discrimination, the rule of law and respect for human rights, including the rights of persons belonging to minorities' (Art. 2 of the Treaty on European Union (TEU)); judicial independence and effective judicial protection under EU law (Art. 19 TEU); and a high level of consumer protection (Art. 38 of the Charter of Fundamental Rights). These values are essential cornerstones of democracies based on the rule of law and fundamental rights. They are indispensable to the trust between Member States and their judicial systems, and to the proper functioning of all EU policies.

Justice policies contribute to attaining 'an area of freedom, security and justice without internal frontiers, in which the free movement of persons is ensured in conjunction with appropriate measures with respect to external border controls, asylum, immigration and the prevention and combating of crime' (Art. 3.2 TEU), and to promoting equality between women and men, and protecting the rights of the child (Art. 3.3 TEU, Arts. 23 and 24 of the Charter).

DG JUST's company law and corporate governance policies aim to create an environment that enables companies to set up, attract investment and grow sustainably in the Single Market. These policies are directly relevant to the Commission's competitiveness agenda. DG JUST also develops policies that help protect the health, safety and economic interests of consumers.

The TEU on the Functioning of the European Union (TFEU) set outs EU action in many policy areas that fall under the responsibility of DG JUST:

- the approximation of criminal law and judicial cooperation on the investigation and prosecution of serious cross-border crimes, including terrorism and organised crime, facilitated by Eurojust;
- the protection of the EU's financial interests by way of criminal law, including through the activities of the European Public Prosecutor's Office (EPPO) at EU level;
- gender equality; anti-discrimination on grounds of sex, racial or ethnic origin, religion or belief, disability, age or sexual orientation; consumer protection; and protection of personal data (TFEU Title II);
- the rights of EU citizens, including free movement of persons and electoral rights (Part Three of the TFEU, Title V of the Charter);

- company law (Title IV);
- the principle of mutual recognition of judgments and decisions in civil and criminal justice, as well as the approximation of national laws where necessary (Title V);
- the right to act to improve the working of the single market - this is the basis for EU action in areas such as insolvency law and consumer protection (Title VII);
- equal pay, and the health and safety of workers, including maternity and parental leave (Title X);
- aiming for a high level of consumer protection in its policies (Title XV, Art. 38 of the Charter).

DG JUST uses a wide range of tools to achieve the EU's objectives in these areas, such as targeted legislative actions, non-legislative actions, policy initiatives, dedicated funding programmes and implementation and enforcement tools that aim to ensure the effective application of the relevant EU laws.

Communication activities are integrated into the policymaking cycle, so that messages are developed hand in hand with policy and aimed at target audiences across the EU in a timely, clear and comprehensive manner. To this end, communication activities are designed to reflect the EU's political priorities and accompany DG JUST's strategic policy initiatives.

The Treaty commits the EU to upholding and promoting its values and interests within the EU, as well as in its relations with the wider world. The EU is also required to ensure consistency between internal (EU) and external (international) policies. DG JUST uses international forums and bilateral contacts to promote fundamental rights (including data protection) and to ensure that eliminating barriers to international trade does not conflict with DG JUST's policy objectives for the EU (e.g. product safety requirements). DG JUST helps prepare countries that are candidates for EU membership to meet rule of law criteria and to implement and enforce EU law.

Since the start of Russia's war of aggression against Ukraine in 2022, DG JUST has played a key role in taking forward initiatives to ensure accountability for the atrocity crimes committed in and against Ukraine. This includes ensuring the EU's crucial contribution to preparing the legal instruments necessary to set up the Special Tribunal for the Crime of Aggression against Ukraine within the Council of Europe, as well as the EU's participation in the Register of Damage for Ukraine and in the ongoing negotiations on the establishment of the Claims Commission for Ukraine. DG JUST has also contributed to the EU's efforts to step up the enforcement of its restrictive measures ('sanctions') against Russia and to fight against violations of these sanctions, notably in the context of the Freeze and Seize Task Force.

Under the current multiannual financial framework (2021-2027), DG JUST is responsible for three funding programmes: the Justice Programme, the Citizenship, Equality, Rights and Values (CERV) Programme and the part of the Single Market Programme dealing with consumer policies and company and contract law. The Justice Programme is managed directly by DG JUST and the CERV programme is implemented partly by DG JUST and partly

by the Education, Audiovisual and Culture Executive Agency (EACEA). The main part of the Single Market Programme related to the consumers specific objective is managed by the European Innovation Council and SME Executive Agency (EISMEA), while DG JUST directly carries out activities related to company and contract law. DG JUST is fully contributing to the ongoing preparation at Commission level of the next multiannual financial framework.

DG JUST maintains contacts with a wide range of stakeholders, such as legal professionals, civil society, businesses, consumer organisations and national human rights and equality bodies, as well as with public authorities and international organisations.

These contacts occur, in particular, in dedicated expert groups, networks and other forums, such as the process to engage with stakeholders as part of the annual rule of law cycle, which help to implement and enforce EU policies, strengthen cooperation between Member States, enhance mutual trust, and provide feedback on the impacts of our activities.

DG JUST is the partner Directorate-General to three decentralised agencies (the Fundamental Rights Agency, the European Union Agency for Criminal Justice Cooperation (Eurojust) and the European Institute for Gender Equality) and two executive agencies, EISMEA and EACEA. DG JUST took the lead in setting up the EPPO, an independent EU body that began work on 1 June 2021, and remains its partner Directorate-General. The DG also contributes, on a continuous basis, to the work of the European Data Protection Board.

Strategic outlook 2025 - 2029

General objective 1:	A new plan for Europe's sustainable prosperity and competitiveness
Specific Objective 1.1:	Improved conditions for companies, including SMEs, through EU company law and corporate governance rules, to set up, attract investment and grow sustainably in the Single Market
Specific objective 1.2:	The justice system is adapted to digitalisation
General objective 2:	A new era for European defence and security
Specific Objective 2.1:	Accountability ensured for Russia's war of aggression against Ukraine and a more effective fight against violations of EU restrictive measures
General objective 3:	Supporting people, and strengthening our societies and our social models
Specific Objective 3.1:	Fighting discrimination and promoting equality for all
Specific Objectives 3.2:	Consumers are empowered and better protected
General objective 5:	Protecting our democracy, upholding our values
Specific Objective 5.1:	Strengthened rule of law in the EU
Specific Objectives 5.2:	Strengthened application of fundamental rights
Specific objective 5.3:	An improved framework to protect democracy in the EU
Specific Objective 5.4:	A more developed European area of justice with enhanced judicial cooperation in civil and criminal matters

General Objective 1: A new plan for Europe's sustainable prosperity and competitiveness

The Commission is committed to leveraging **EU company law and corporate governance policies** to foster an enabling environment for businesses – in particular SMEs and small mid-caps – to grow sustainably in the Single Market. The focus during the current mandate will be on **simplification and burden reduction**, reducing fragmentation in the Single Market and facilitating share investments, in particular across borders, as well as ensuring the effective transposition and application of EU rules.

To address the patchwork of national company law rules that makes it difficult to do business across several EU countries, in particular for startups, scaleups and innovative companies, in 2026 DG JUST will propose the **'28th regime' as an EU-wide legal status** to allow companies to benefit from a harmonised set of rules. To reduce burdens and enable the

efficient implementation of corporate sustainability due diligence, within the simplification Omnibus package on sustainable finance reporting and sustainability due diligence the Commission has made a proposal to simplify **Directive (EU) 2024/1760** and will develop practical guidelines and measures to support its implementation. DG JUST will also evaluate and consider a possible revision of the **Shareholder Rights Directive**, with a view to harmonising and simplifying processes and practices, and reducing costs and burdens on investors, shareholders, issuer companies and intermediaries.

DG JUST will put forward and implement the **Digital Justice@2030** vision, including a **Strategy on the digitalisation of justice** and the **European judicial training Strategy**, with the objective to improve the efficiency and resilience of justice systems, which are a pre-condition for economic growth.

General Objective 2: A new era for European defence and security

DG JUST, together with the Commission Legal Service and the European External Action Service (EEAS), has been actively shaping the discussions on the creation of the **Special Tribunal for the Crime of Aggression against Ukraine**. It will be important to ensure that the Special Tribunal is fully efficient, operates according to international law, and is supported by as many countries as possible. The work of the International Centre for the Prosecution of the Crime of Aggression will be integrated into the Special Tribunal. Until then, DG JUST will ensure, in coordination with the Service for Foreign Policy Instruments (FPI) and the Directorate-General for Enlargement and Eastern Neighbourhood (DG ENEST), that it receives the necessary funding.

To ensure a compensation mechanism for Ukraine and its citizens, DG JUST participates, with the EEAS, in the negotiations on the instrument setting up the **Claims Commission**. It will be important to ensure that the Claims Commission is fully efficient and operates according to international law.

DG JUST will continue to contribute to the EU's efforts to step up the **implementation of EU sanctions against Russia**, notably asset freezes, and the fight against their violations, in particular by spearheading the activities of the **Freeze and Seize Task Force**.

DG JUST is also contributing, through **criminal justice policies and instruments to enhanced European security**: these are mentioned under the general objective 5 on protecting our democracy.

General Objective 3: Supporting people, and strengthening our societies and our social models

DG JUST will continue to promote diversity, inclusion and equality through the Commission's Union of Equality strategies: a new **LGBTIQ Equality Strategy**, the first **Anti-racism Strategy** and the next **Gender Equality Strategy**: by monitoring the implementation of the **EU Roma strategic framework for equality, inclusion and participation**: and by

promoting **age equality** and fostering collaboration through the **Diversity Charters** and the **EU Platform of Diversity Charters**.

The Commission will continue to promote and uphold the **rights of persons with disabilities** in the context of the 2021-2030 **Strategy for the Rights of Persons with Disabilities**. Special efforts will go into implementing the strategy's flagship initiatives, including the **Directive establishing the European Disability Card** and the **European Parking Card**, the Commission Guidance on independent living and inclusion in the community of persons with disabilities in the context of EU funds, as well as into providing support for the implementation of the **European Accessibility Act** and the **AccessibleEU resource centre**.

DG JUST will work with the Member States to ensure that products sold in the EU, including via online marketplaces, are safe for consumers. This effort will be strengthened by working with other countries such as China and Canada. Through **Safety Gate**, the rapid alert system for dangerous non-food products, it will ensure that information on unsafe products is rapidly shared between authorities so that appropriate action can be taken on the entire Single Market as a whole.

DG JUST will work on the Impact Assessment for the future **Digital Fairness Act**, whose adoption is planned for 2026. The Digital Fairness Act will address the problems identified in the Fitness Check completed in 2024, such as **dark patterns** that can unfairly influence consumer decisions, **addictive designs** that incentivise consumers to keep using a service or spend more money, problematic commercial practices of social media **influencers**, and **unfair personalisation practices**. **The protection of minors** will be a key priority. The Act will also clarify and simplify the existing rules where possible, without compromising the high level of consumer protection.

DG JUST will continue to lead discussions on the need to **strengthen the enforcement of consumer law** and to prepare the possible **revision of the Consumer Protection Cooperation Regulation**.

General Objective 5: Protecting our democracy, upholding our values

The Commission will deepen and intensify its work to address the challenges to our democratic systems. DG JUST will prepare and present the **European Democracy Shield**, a cross-cutting strategic framework to better protect and promote democracy in the EU. Democracy is also undermined by corruption, which DG JUST will continue to address. **Strengthening EU citizenship**, by encouraging people to self-identify as EU citizens and by protecting and reinforcing the rights that come with citizenship, will also contribute to the success of this general objective.

DG JUST will continue to apply all the instruments in the rule of law toolbox to prevent challenges from emerging and address concerns where they arise. DG JUST will consolidate

the **Annual Rule of Law Report**, expanding it to incorporate a single market dimension and tracking the actions taken to follow-up on recommendations. More enlargement countries will be added to the Report when they are ready. To ensure that respect for the rule of law is a prerequisite to receiving EU funds, DG JUST will contribute to the work on creating a closer link between the recommendations in the Rule of Law Report and financial support in the context of the next Multiannual Financial Framework. DG JUST will continue to adapt its **EU Justice Scoreboard** to the evolving challenges faced by Member States with regard to the independence, quality and efficiency of their justice systems.

DG JUST will continue to strengthen the application of the **EU Charter of Fundamental Rights**, ensuring a high level of data protection throughout the EU, combating hate speech and hate crime, and promoting the protection and mainstreaming of children's rights across all relevant policies within the EU and internationally.

DG JUST will continue its work to strengthen **judicial cooperation in criminal matters** through the effective application of judicial cooperation instruments, and various other means, including the 'digital by default' approach. It will also explore how to improve the effectiveness and efficiency of **Eurojust** and the **EPPO**, in particular in the context of the forthcoming evaluation and possible revision of their respective founding Regulations. These policies contribute to general objective 5 on protecting our democracy, but are also key to fighting crime effectively and to ensuring the security of people in the EU, and they also contribute to general objective 2 on 'a new era for European defence and security'.

DG JUST will also continue contributing to strengthening **judicial cooperation in civil matters**, with a focus on: finalising pending proposals (such as those on insolvency, the protection of adults in cross-border situations, and recognition of parenthood); the correct and timely transposition of recently adopted acts (such as the 2024 Anti-SLAPP Directive) and, possibly, reviewing and modernising the body of civil justice laws where necessary.

Cross-cutting efforts – implementation and simplification agenda

DG JUST is committed to pursuing the simplification and implementation efforts in this mandate to reach the overall goal of reducing the administrative burden by 25% (and by at least 35% for small and medium-sized enterprises) and to achieve a better implementation of EU law and policies. On **simplification and reduction of administrative burden** the key activities in the next five years will be concentrated around the following:

- **Contributions to corporate simplification exercises ('omnibuses')**, with the first proposals tabled in February 2025 as part of the simplification omnibus package on sustainable finance reporting and **sustainability due diligence**. DG JUST is also reflecting on future simplification proposals and assessing the potential for simplification in the different policy areas of its portfolio, by taking a strategic and holistic approach to the stress-testing of the body of laws (acquis) within its responsibility. As for the simplification packages planned in 2025, DG JUST also contributed to the fourth omnibus on small mid-caps adopted in May 2025, focusing on a **targeted amendment on the record-keeping obligation under the General Data Protection Regulation**. By contributing with concrete measures to the omnibus proposals, DG JUST will deliver on concrete and measurable burden reduction goals.
- Greater attention will be paid to the **simplification and burden reduction aspects in the impact assessments** for future initiatives, in particular for initiatives linked to competitiveness, company law and consumer policy.
- **Stress-testing the legislation under DG JUST's remit** by 1) preparing a comprehensive and tailored **overview tool to manage DG JUST's acquis**, which will help identify evaluation needs and possible areas for simplification; and (2) preparing **targeted evaluations of individual laws or of whole policy areas (fitness checks)**, and coordinating with other DGs where necessary, for example to evaluate the legal framework applying to a specific sector when it falls within the remit of several DGs. These evaluations will be the starting point for impact assessments and concrete simplification measures.

On **activities to better implement EU policies**, DG JUST is committed to **strengthening its cooperation with Member States and stakeholders** to facilitate and streamline the implementation of EU laws.

- Twice a year, DG JUST will organise **implementation dialogues** linked on key policy areas. The topics will be selected by examining the data in DG JUST's acquis tool, stakeholders' positions and enforcement issues. In 2025, the two implementation dialogues will focus on the **General Data Protection and on consumer law in the digital environment**.

- DG JUST will also support its Commissioners in the preparation of annual progress report on enforcement and implementation to be submitted to the European Parliament and Council.
- DG JUST will develop its **implementation and enforcement strategy** for the next five years, covering the different aspects of its implementation and enforcement activities.
- As a matter of priority, DG JUST will pursue possible infringements related to recently adopted EU measures that increase the competitiveness of the EU Single Market.

DG JUST is currently making extensive use of implementation tools in the context of the transposition of several directives, such as **transposition workshops** for Directives 2023/2225 on credit agreements for consumers and 2023/2673 on financial services contracts concluded at a distance; **transposition templates** for Directives 2025/25 on digital tools and processes in company law and 2024/1203 on environmental crime; **transposition roadmap** for Directive 2024/2810 on multiple vote share structures in companies.

PART 2. Delivering on the Commission's priorities in 2025

General Objective 1: A new plan for Europe's sustainable prosperity and competitiveness

The adoption of targeted amendments to Directive (EU) 2024/1760 in February 2025 is one of the key initiatives from DG JUST that will contribute to the EU's objective of sustainable prosperity and competitiveness objective. This adoption was part of the **first simplification omnibus package on sustainability reporting and due diligence**, and aims to reduce the regulatory burden while preserving the underlying policy objective of promoting the transition towards a sustainable economic model. The proposed changes simplify and streamline the due diligence duties, reduce the number and frequency of resource-intensive assessments, and strengthen the protection for smaller business partners (SMEs and small mid-caps) that may be indirectly impacted by the due diligence requirements of large companies in the scope of the Directive. At the same time, it is proposed to postpone by one year the application of the rules to the first set of companies and to issue the main Commission guidelines ahead of schedule, to give companies enough time to learn from best practice and prepare for implementation. It is estimated that the proposed changes will reduce costs by EUR-€320 million per year (in addition to a one-off saving of EUR-€60 million). In 2025 DG JUST will support the legislative negotiations on this simplification initiative, aiming for swift adoption of the full package by the end of the year.

As part of the **fourth omnibus package** adopted on 21 May 2025, **including small mid-caps requirements**, DG JUST proposed a **targeted amendment on the GDPR record-keeping obligation**. The proposed amendment would extend the scope of the derogation from the obligation so that, in addition to SMEs and organisations with less than 250 employees, it would cover also small mid-caps (SMCs) and organisations with less than 750 employees. It would also raise the threshold and simplify the rules for maintaining records of processing so that it would be mandatory for SMEs, SMCs and organisations with less than 750 employees to maintain records only when their processing activities are likely to result in a 'high risk' to data subjects' rights and freedoms. DG JUST will also organise an implementation dialogue with Commissioner McGrath on the GDPR.

The Commission's **strategy on the use of digital tools in justice**, including AI, announced in the mission letter to Commissioner McGrath, is planned to be adopted by the fourth quarter of 2025. The Strategy will set out the Commission's work on digitalisation of justice until 2030. It may include: (i) a mapping exercise on the state of play of digitalisation in the Member States which could lead, among other things, to an exchange of best practices, the creation of an IT toolbox for use by national judicial authorities and promoting the use of AI systems in justice; (ii) the creation of a European Legal Data Space that would give all justice professionals access to EU and national law and case law and promoting the use of judicial data for the training and development of justice related AI tools; and (iii) improved access

by Member States to EU funding for the digitalisation of justice and to promote the digitalisation of court proceedings, including with respect to the use of videoconferencing.

As part of the package implementing the vision for Digital Justice@2030 and in order to facilitate the implementation of the Digitalisation of Justice Strategy and make its impact more sustainable, the **new European Judicial Training Strategy** will have a strong focus on the digitalisation of justice. It should, therefore, support training on digitalised tools and infrastructure in judicial procedures, substantive EU law adapted to the needs of the digital economy and society, and raise awareness among justice professionals of the need to digitalise justice.

DG JUST is also preparing a Commission Recommendation, envisaged by the Data Act by September 2025, with **model contract terms** enabling market players to properly apply the Data Act's rules on data sharing as well as standard clauses for cloud computing contracts. It is planned to monitor the take-up of the model contractual terms and development of market practices in voluntary data sharing.

As announced in the Competitiveness Compass, DG JUST has also started working on the preparation of the proposal for the 28th regime to be adopted in 2026 **as an EU-wide legal status** to allow companies to benefit from a harmonised set of rules to make investing and operating in the single market easier.

DG JUST will also focus on the timely and correct transposition of recently adopted acts (such as the 2025/25 Upgrading Digital Company Law Directive) that help to achieve the objective of Europe's sustainable prosperity and competitiveness.

General Objective 2: A new era for European defence and security

DG JUST will continue to work this year on ensuring accountability for Russia's war of aggression against Ukraine, notably by participating in the discussions on the creation of the Special tribunal, and fighting violations of the EU's restrictive measures. DG JUST is committed to taking forward the work of the **Freeze and Seize Task Force**. In 2025, the Task Force will meet to explore further initiatives to: (i) support Member States in implementing and enforcing EU sanctions, in particular asset freezes;(ii) step up the fight against sanctions violations by means of criminal law; and, ultimately (iii) boost the support provided by the EU's for Ukraine's recovery and reconstruction.

Eurojust, together with the Commission, will continue to support the Ukraine Joint Investigation Team and the International Centre for Prosecution for the Crime of Aggression against Ukraine. The Commission will continue supporting the Register of Damage as a participant. The EU provides an annual financial contribution to the Register which is funded via the Ukraine Facility.

DG JUST will also focus on the timely and correct transposition of **Directive 2024/1226** on the criminalisation of sanctions violations, which entered into force in May 2024. It will

support the Member States in its implementation and has organised a second transposition workshop in the context of the Freeze and Seize Task Force on 13 February 2025.

Moreover, DG JUST will seek, together with the Directorate-General for Migration and Home Affairs (DG HOME), to finalise negotiations on an Additional Protocol to the Council of Europe Convention on Laundering, Search, Seizure and Confiscation of the Proceeds from Crime and on the Financing of Terrorism (CETS No. 198).

In the context of the implementation of Regulation (EU) 2023/2131 (Digital information exchange on terrorism cases), DG JUST proceeds with the adoption of implementing acts to establish secure digital communication channels to exchange counter-terrorism data between Member States and Eurojust.

General Objective 3: Supporting people, and strengthening our societies and our social models

Equality policies

The **Roadmap for Women's Rights** was announced in the Political Guidelines as one of the initiatives of the first 100 days of the current Commission. It was adopted on 7 March 2025. The Roadmap reaffirms and strengthens the Commission's commitment to gender equality. It outlines a long-term vision for a gender-equal society and sets out eight principles for women's rights that cover all areas of life. The roadmap will guide the preparations of the specific measures to be included in the post-2025 Gender Equality Strategy.

The new **LGBTIQ Equality Strategy** will provide a comprehensive framework to guide the EU's efforts to promote LGBTIQ equality until 2030. In Commissioner Lahbib's mission letter, the President highlighted the need for the post-2025 strategy to focus, in particular, on addressing persistent hate-motivated harassment and violence, both offline and online, as well as on banning conversion practices. The Strategy will emphasise the promotion of equality as a means to strengthen the foundations of a just, democratic, and safe society, while also leveraging a diverse range of talents to create a more competitive economy. Building on the progress made under the previous LGBTIQ Equality Strategy, this updated approach will seek to address remaining gaps, identified through a call for evidence, an open public consultation and targeted stakeholder consultations, Eurobarometer data and the data from the European Union Agency for Fundamental Rights (FRA), ensuring a comprehensive and effective path to equality. As we move towards adopting this strategy, it will be essential to consider the current global context. The rights of women and LGBTIQ individuals, alongside broader diversity and equality issues, are increasingly under scrutiny. Through these efforts, the strategy will aim to build a more inclusive and equitable society for all.

The **first EU Anti-Racism Strategy** will build on the first EU anti-racism action plan (2020-2025), ensuring complementarity between targeted measures and better mainstreaming of anti-racism into all EU policies, and focusing on structural challenges. Concentrating on policy areas that expose racialised people to structural forms of racism and discrimination, it will

build on a wide consultation with civil society actors and other stakeholders. The targeted stakeholder consultations, accompanied by a call for evidence and an open public consultation, were published on 15 April. The strategy will also be informed by an OECD report on indicators to measure structural racism and an independent study on the impact of the anti-racism action plan scheduled for summer 2025. In 2025 DG JUST will continue to implement the EU Roma Strategic Framework for Equality, Inclusion and Participation in close cooperation with the national Roma contact points and civil society organisations.

In 2025 DG JUST will continue to implement the **2021-2030 Strategy for the Rights of Persons with Disabilities 2021-2030**. In particular, DG JUST will support the implementation of the Directive establishing the European Disability Card and European Parking Card for persons with disabilities, including by developing through the elaboration of delegated and implementing acts and supporting the transposition of the European Accessibility Act. DG JUST will also present a quality framework for services of excellence for persons with disabilities and continue work on the European resource centre AccessibleEU. In the course of 2025, DG JUST will also carry out preparatory work for the progress report on the Strategy, including new measures to support its continued implementation up to 2030.

Diversity is a core value of the EU. DG JUST will strengthen its cooperation on **Diversity Charters**, supporting EU private and public organisations that maintain a commitment to diversity and inclusion. This effort will be supported by awareness initiatives such as the **European Diversity Month** and the **European Capitals of Inclusion and Diversity Award**, the **European Day of Persons with Disabilities**, the **Access City Award**, and meetings of the **Disability Platform**.

In parallel to these actions that directly aim to combat discrimination and foster equality and in line with **DG JUST equality mainstreaming work plan** adopted in 2024, DG JUST will ensure that equality considerations are integrated in all DG JUST policies from the start of the policy-making process.

The **Task Force on Equality** supports the Commissioner for Equality and consists of a network of representatives – equality coordinators – from all services of the Commission and the European External Action Service. In 2025, the Task Force will strive to implement effective equality mainstreaming in the Commission so that equality considerations are integrated in EU policies, legislation and funding programmes. The Secretariat-General and DG JUST will support the network.

Consumer policies

The **2030 Agenda and Action Plan on consumers in the Single Market** will serve as the Commission's strategy for consumer policy over the next five years, setting out the policy priorities and concrete actions to achieve them. The Consumer Agenda will be presented in the fourth quarter of 2025, following an open public launched on 19 May. The Consumer

Agenda aims to strengthen consumer protection and contribute to broader EU objectives, including a fair transition to a green and digital economy, increased competitiveness, and sustainable economic growth. The main priorities are expected to include completing the Single Market for consumers, improving online protection, promoting sustainable consumption, protecting vulnerable consumers, especially children, and reinforcing governance and cooperation. Alongside the Agenda, the Commission will present an Action Plan on Consumers in the Single Market, identifying remaining barriers and proposing measures to ensure consumers do not face unfair discrimination and are fully protected when buying goods and services across borders, thereby allowing them to fully benefit from all the Single Market has to offer.

Following the comprehensive Fitness Check of EU consumer law completed in 2024, DG JUST will prepare the proposal for a **Digital Fairness Act** whose adoption is planned in 2026. As part of the evidence-gathering and consultations for the impact assessment, a public consultation and a call for evidence will take place in 2025. An external study will be commissioned to support the impact assessment. DG JUST will also organise an implementation dialogue with Commissioner McGrath on consumers law in the digital environment.

In the field of product safety, the **General Product Safety Regulation** (GPSR), which entered into application on 13 December 2024, provides a modernised EU framework for general product safety. In 2025, DG JUST will work closely with Member States, businesses and other stakeholders, including consumer organisations, to ensure that the new regulation is correctly and smoothly implemented and enforced, and to raise awareness of the new framework including through two communication campaigns, an ongoing one targeting businesses and one planned for consumers. This work will include: (i) promoting the **Consumer Safety Gateway**; (ii) working with Member States to implement the new risk assessment methodology introduced by the Safety Gate delegated act; (iii) raising awareness on the compulsory use of the revised **Safety Business Gateway**; (iv) continuous improvements to the eSurveillance webcrawler; (v) enhancing the use of the Safety Gate Interoperability Gateway (SGIG); and (vi) coordinating the first-ever sweep exercise of the Consumer Safety Network. As announced in the Communication on e-commerce, adopted by the Commission on 5 February 2025, DG JUST will also carry out various actions, in coordination with national authorities, to address the increase in unsafe products sold on e-commerce platforms, such as organising the first product safety sweep under the new General Product Safety Regulation and launching joint testing activities.

DG JUST will also continue to manage the **Safety Gate**, the rapid alert system for dangerous non-food products, and the online Safety Gate Portal, to inform the public about the alerts circulated. The Safety Gate now circulates well over 4400 notifications per year. It is interoperable with other systems so that targeted data can be exchanged with international partners such as Canada and China, based on international agreements.

DG JUST will continue working with online platforms on implementing the extended **Consumer Protection Pledge**, which consists of their voluntary commitments on product safety (Product Safety Pledge +, signed in March 2023) and on selected digital consumer rights (signed in November 2023, applicable from July 2024).

DG JUST will also continue its work on fostering **international cooperation** to improve product safety globally, especially as regards products sold online.

The next edition of the EU Product Safety Award will take place in 2025 to promote business initiatives and research that go the extra mile to better protect the safety of consumers.

In the area of enforcement of EU consumer law, DG JUST will support and coordinate the enforcement actions of the Consumer Protection Cooperation (CPC) Network to address widespread EU-wide breaches of consumer law in various market sectors, with a particular focus on digital, e-commerce and the green economy.

DG JUST will also fund capacity-building initiatives for the authorities in the Member States, which include trainings on e-enforcement, investigative tools, exchanges of best practices and behavioural studies to assess the impact of business practices on consumers.

DG JUST will continue to prepare for the possible **revision of the Consumer Protection Cooperation Regulation**.

DG JUST will continue a wide range of activities to support the effective implementation of the Representative Actions Directive (EU) 2020/1828, by increasing the operational capacity of qualified entities that are enabled to bring the representative actions and by strengthening cooperation among EU Member States' national contact points and members of the judiciary. EC-REACT, a restricted internet platform run by DG JUST, will continue to facilitate the cross-border cooperation among these actors.

General Objective 5: Protecting our democracy, upholding our values

Democracies in the European Union and around the world are under attack from rising extremism, threats against journalists, election interference, the spread of information manipulation, corruption and various forms of hybrid threats. This is further exacerbated by digitalisation, which allows for misinformation to be spread at an unprecedented speed.

In 2025, DG JUST will prepare and present the **European Democracy Shield** as announced in the Commission Work Programme. It will constitute a cross-cutting strategic framework to better protect and promote democracy in the EU. Several initiatives will be announced under its umbrella. The Shield will aim to improve the EU's capacity to detect, analyse and respond to foreign information manipulation and interference and disinformation. The Shield will also aim to further support the fairness and integrity of electoral processes. The Commission will also put forward measures to protect the safety of political candidates and elected representatives. Another aim of the Shield will be to strengthen societal resilience and preparedness, with support for key democratic checks and balances from civil society

organisations to free, plural and independent media. Under the Shield, the Commission will also look at ways to better empower individuals with the right skills to navigate the new information environment and to encourage their active participation in elections, democratic debates and policymaking.

As stated in the Political Guidelines, the Commission will step up its engagement with civil society organisations that have expertise and an important role to play in campaigning on specific societal issues and upholding human rights, democracy and the rule of law. The Commission will also ensure that civil society is better protected in its work. In 2025, DG JUST will therefore present the **first-ever EU Civil Society Strategy** as announced in the Commission Work Programme. It will include actions to provide a coordinated approach to promoting and protecting the work of civil society organisations across the EU, fostering the creation and maintenance of an enabling environment for civil society organisations and human rights defenders. The Strategy will focus on dialogue, prevention and protection, and provide support for the infrastructure that is necessary for civil society to thrive, including through engagement via a Civil Society Platform at EU level.

In 2025, DG JUST will add a **single market dimension to the Rule of Law Report** in line with the Political Guidelines. The Commission will also include other enlargement countries in the Rule of Law cycle if and when they are ready. The Justice Scoreboard will continue to evolve to provide relevant comparative data on Member States' justice systems, which allows them to adapt their systems if needed, including in line with good practices identified in other Member States. The Justice Scoreboard will thus also adapt to the data needed in the country-specific assessments carried out as part of the European Semester process, as well as in the evaluation of how Member States have implemented their Recovery and Resilience Plans.

As regards the enlargement, based on the principle of “fundamentals first” DG JUST will continue to support the development of the administrative and institutional capacity needed to implement effectively the rule of law, fundamental values and the body of justice and consumer laws.

In 2025, the Commission will conduct a mid-term review to evaluate the effectiveness of the measures taken under the Strategy to strengthen the application of the **EU Charter of Fundamental Rights**. 2025 also marks the 25th anniversary of the Charter's proclamation. DG JUST will organise a high-level conference in December 2025, which will be an opportunity to present the mid-term review of the Charter strategy.

DG JUST will also continue to work on promoting and protecting children's rights and will organise the 16th European Forum on the rights of the child.

As part of its continuous efforts to tackle illegal hate speech and hate crime, in 2025 DG JUST will support the implementation of the Code of conduct+ on countering illegal hate speech online under the Digital Services Act. DG JUST will also ensure an effective response to the recommendations adopted by the 2024 European Citizens Panel on Tackling Hatred in

Society. DG JUST will continue to provide policy support to national authorities under the High Level Group on combating hate speech and hate crime.

DG JUST will launch an evaluation of the Whistleblower Protection Directive (EU) 2019/1937 in 2025, including a thorough consultation of the relevant stakeholders. It is planned to finalise the evaluation by the end of 2026.

In 2025, DG JUST will steer the discussions on the future of EU criminal justice in the context of the **High-Level Forum on the Future of EU Criminal Justice**, launched by the Commission together with the Council Presidency on 4-5 March 2025. The High-Level Forum is composed of high-level representatives from the European Parliament, Member States, the relevant EU agencies and bodies and civil society organisations, academics, and practitioners. It aims to set out a common vision for the future of EU criminal justice in four main areas: (i) substantive criminal law; (ii) procedural criminal law (judicial cooperation and procedural safeguards); (iii) digitalisation of judicial cooperation; (iv) EU agencies and bodies.

DG JUST is also currently evaluating **Eurojust**, with the Staff Working Document for the evaluation expected to be adopted in the second half of 2025. Based on its findings, the Commission is likely to propose a revision of the Eurojust Regulation. Therefore, the Commission may carry out an impact assessment or prepare an in-depth analysis to identify the best means to improve the functioning of the Agency. A proposal to revise the Eurojust Regulation might be made in 2026.

In 2025, DG JUST will continue its activities to support the **European Public Prosecutor's Office (EPPO)**, in particular by launching the process to evaluate the EPPO Regulation; organising the procedures to replace seven European Prosecutors by July 2026 and the European Chief Prosecutor by October 2026, and continuing to engage with Member States on issues stemming from the adaptation of national legislation to the EPPO Regulation. Initial steps to prepare for the possible revision of the EPPO Regulation will also be taken in 2025. Furthermore, DG JUST will contribute to the discussions on the review of the EU's anti-fraud architecture.

With a view to improving the exchange of criminal records information between the EU Member States, DG JUST will continue to monitor the implementation of the **European Criminal Records Information System (ECRIS)** through its statistical indicators, and will adopt the third Statistical Report on the functioning of ECRIS in 2025. DG JUST is also finalising the implementing acts regarding technical implementation of the future ECRIS-Third Country Nationals system. DG JUST will also finalise the implementing act pertaining to Regulation (EU) 2023/969 establishing a collaboration platform to support the functioning of Joint Investigation Teams (JITs).

DG JUST will also ensure that the implementing act setting out the technical specifications for the **e-evidence decentralised IT system** in accordance with Regulation (EU) 2023/1543 on European Production Orders and European Preservation Orders for electronic evidence in criminal proceedings is adopted in 2025.

DG JUST will continue to strengthen judicial cooperation in civil and commercial matters with the aim of enhancing the functioning of the single market and promoting rule of law and access to justice by ensuring a stable and predictable framework for businesses and consumers in cross-border situations. In 2025, DG JUST will support the co-legislators to achieve the adoption of the proposal on harmonising certain aspects of **substantive law on insolvency proceedings** and to achieve maximum progress in the ongoing negotiations on the proposals on the **protection of adults** in cross-border situations and on **recognition of parenthood**. Work will also continue on the correct and timely transposition of the 2024 **Anti-SLAPP Directive**.

Cooperation on civil judicial matters continues to develop in international forums, in particular in the context of the **Hague Conference on Private International Law (HCCH)**, the **United Nations Commission on International Trade Law (UNCITRAL)** and the **International Institute for the Unification of Private Law (UNIDROIT)**.

To continue to promote safe and free data flows with international partners, DG JUST should use all the available tools adapted to different situations and legal frameworks. To this end, **adequacy talks with Brazil and Kenya** should be completed, and the review, renewal, or extension of **existing adequacy decisions with Japan, Korea and the UK** should be completed. In addition, exploratory adequacy talks should be held with other key partner countries and international organisations.

PART 3. A modern and sustainable public administration: outputs in 2025

A. Human resource management

To ensure the effective management of human resources and to optimise our capacity to deliver on priorities in this strategic plan and tackle emerging challenges, in 2025 DG JUST will continue to implement the priorities set out in the new HR Well Being Charter (former local HR Strategy) and the HR-relevant actions under the JUST Action Plan adopted in 2024. At the same time, DG JUST will strengthen its commitment to a resilient, motivated and high-performing workforce.

Strategic workforce planning: DG JUST will continue to assess and anticipate staffing needs, ensuring the right skills and expertise are available to support its ambitious agenda. This includes adapting recruitment strategies, optimising internal mobility and/or making strategic use of temporary reinforcements.

Capacity building and skills development: Investing in continuous learning and development remains a priority. DG JUST strives to participate in all corporate training initiatives (the Management Development Programme, the Junior Professionals Programme, certification etc.) to equip staff with the necessary skills to address complex and evolving policy challenges.

Well-being and a supportive work environment: DG JUST remains committed to creating a work environment that promotes staff well-being and engagement. The new **JUST Wellbeing Charter** (adopted in 2024) will serve as a guiding framework to ensure and develop a healthy, inclusive, and compassionate workplace where staff can thrive. This will encompass different actions under the JUST Action Plan (e.g. welcoming of newcomers to the DG, various conferences/training sessions or online well-being sessions (Wellbeing Online Sessions Sharing Our Passions)), and efforts to improve efficiency and effectiveness.

Gender equality, diversity and inclusion: DG JUST will continue efforts to ensure a diverse, equitable, and inclusive workforce that reflects European values. It remains committed to **gender equality** and to contributing to corporate objectives, including in the context of recruitment to middle and senior management positions as they become open for selection.

At the end of 2024, 50% of middle managers in DG JUST were female and the staff engagement index was 71% (2023 Staff survey).

B. Digital transformation and data management

In 2025, DG JUST will continue to pursue the strategic objectives of the Commission's Digital Strategy. This work will cover internal processes in the DG as well as the cross-border judicial cooperation in Europe.

DG JUST is committed to digital ready policy making. The IT dimension of DG JUST's policies is becoming more and more prominent. The digital aspects of legislation will continue to be analysed and addressed at the early stages. Legislation with a digital component will be flagged to the IT Planning Committee, in order to be followed up from the drafting stage to the actual IT implementation (if it is the case). The legislative coordinating unit and the IT units in DG JUST are building capacity for screening and analysing the digital aspects in the legislation proposed by DG JUST. In the context of the Digitalisation of Justice legislative package, DG JUST will continue to elaborate the aspects of IT architecture, data exchange formats and inter-operability with existing national systems, together with Member States and the Directorate-General for Digital Services (DIGIT).

To ensure a customer-centred approach, end-users will continue to be involved from the design phase of IT systems, as in the case of the Justice Digital Exchange system (JUDEX formerly known as eEDES), where expert groups of Member States representatives steer development activities. This decentralised system will gradually support the entire cross-border judicial cooperation in the EU. It is based on reusable building blocks like e-Delivery and e-CODEX.

DG JUST will continue to follow the Dual Pillar Approach of the Commission's Digital Strategy and will continue to have a 'cloud first' policy, while applying the necessary safeguards for data protection and security that are laid down by the competent departments in the Commission.

As part of this approach DG JUST investments are focused on the latest cloud solutions brokered by DIGIT, benefiting from new technologies such as AI. In this direction, the e-Surveillance is the first system of DG JUST to leverage AI for classifying and comparing information in the Safety Gate alerts with information available on the online marketplaces.

Regarding cybersecurity, 100% of the IT Systems owned by DG JUST have valid security plans. This is monitored by the DG JUST IT team in collaboration with the DIGIT's c-LISO service. Regular sessions for sharing best practices and updates are held within the team. To ensure implementation of all security controls and security plans for new systems and the continuous monitoring and update of the existing systems, DG JUST created documentation and guidelines along with specific processes for creating and updating security plans.

In line with the EC Cybersecurity Strategy for 2025-2026, DG JUST will reinforce its staff's cybersecurity culture by promoting attendance of corporate cybersecurity awareness and training activities in order to achieve a participation of 35% of DG JUST staff in one or

more cybersecurity awareness and training activities in order to, among others, maintain a phishing email click, rate in the periodic staff exercises, below 10%.

DG JUST is actively pursuing the use of AI for policy support both and to enhance the internal processes. The eSurveillance webcrawler is a tool that comes to help Member States to monitor whether dangerous products notified via Safety Gate (and in principle not available for sale in the European market anymore) are still available for sale in web shops or any other online markets. AI is used as part of classifying if a specific web page, as returned by the web crawling component, is about the item which is listed in the Safety Gate alert and thus must be marked as "to be taken down". The AI system considers textual as well as visual information from the alert and compares it to the image(s) of the candidate product and its description in the web site to provide its classification.

To ensure that DG JUST staff can effectively and responsibly utilize AI tools and navigate the ever-evolving technological landscape, we actively encourage taking specialized AI corporate training sessions course. Furthermore, DG JUST has a longstanding programme of upskilling courses on the efficient use of M365 tools. These, contain AI enhancements that simplify note-taking, drawing up attendance lists, sharing knowledge and project work, among other use cases. DG JUST organised tailored, unit-specific training sessions on Teams, which were attended by over 420 colleagues. Our current focus is on providing targeted trainings e.g. how to set up permissions in Teams/Sharepoint.

As of June 2025, JUST is engaged at operational level in an experimentation to support the integration into THEMIS of the CHAI complaints-handling prototype. A group of around 20 volunteers will be trained by GROW and they will act as multipliers.

The second half of 2025 will provide more opportunities for further AI literacy and preparedness events based on the activities of JUST AI champions and other digitally prepared colleagues ready to lend a helping hand. JUST colleagues are also involved in the AI@EC TEAMS channel, the GPT@EC TEAMS channel and in training courses offered centrally in the EU LEARN catalogue. JUST can also encourage colleagues to use the AI@EC one-stop-shop as the entry point for their learning needs, including the three learning packages (generalists, managers, developers).

As regards compliance with data protection rules, DG JUST will continue to monitor processing operations and update the corresponding records in the Data Protection Management System, in line with the objective set by the Data Protection Officer for biannual revisions. On the rights of data subjects, the DG will continue to apply the established administrative practices with the support of the Data Protection Coordinator (DPC), who will also organise local training sessions to help raise awareness. Staff will also be encouraged to participate in the data protection trainings organised by the office of the Data Protection Officer and other courses available through the EU Learn platform.

DG JUST baseline for the KPI on digital culture is that 38.27% of statutory staff have completed at least one IT training course in 2024.

The baseline for the seamless digital environment is 31% ⁽¹⁾of IT systems using cloud infrastructure services compared to the total number of IT systems in 2024.

The baseline for the percentage of staff trained on data protection compliance, combined with the percentage of public records of processing operations that have been reviewed within the last two years, is 58.8%.

DG JUST will further **revise its Data Quality Framework and Guidelines** to include the additional guidance on data maturity. Data governance processes will continue to be monitored and enhanced accordingly.

When it comes to the four dimensions of data maturity, the 2024 baseline value is considered to be ‘established’ in relation to data management, and ‘developing’ in relation to ownership and responsibilities, data quality and data skills. In 2025 DG JUST aims at keeping up to date the existing data assets and improving data maturity by assigning data owners and data stewards to data assets where missing, fixing broken links, and improving attendance of DG JUST staff at data management training.

C. Sound financial management

The internal control framework supports sound management and decision-making. In particular, it ensures that risks to the achievement of objectives are addressed and reduced to acceptable levels through cost-effective controls. DG JUST has established an internal control system tailored to its particular characteristics and circumstances. The effective functioning of this internal control system will be assessed throughout the year and will be the subject of an annual assessment covering all internal control principles.

To ensure the legality and regularity of transactions, DG JUST implements control activities as set out in its financial guide and ensures that budgetary needs are assessed carefully and that resources allocated effectively during the year. These control activities encompass:

- the performance of *ex-ante* financial controls,
- the deployment of an audit strategy for *ex post* audits,
- the timely application of financial corrections, when needed,
- a regular follow-up of the state of implementation of all outstanding audit recommendations issued by the Internal Audit Service (IAS) and European Court of Auditors (ECA).

These control activities will cover all operations related to DG JUST’s expenditure.

⁽¹⁾ This value is lower than the one reported in the previous year due to a change in the methodology to calculate it.

DG JUST will continue to carry out corrective actions to address weaknesses in the error rate in the non-audited population, such as the lump sum type funding scheme; close monitoring of on-going projects by checking if the deliverables have been submitted on time; reinforced monitoring (e.g. for lack of operational/financial capacity; risk of double funding, risk of plagiarism etc.).

DG JUST acts as partner DG for three agencies and one Union body which received budget implementation tasks from the legislative authorities: the Institute for Gender Equality (IGE), the Fundamental Rights Agency (FRA), the European Agency for Judicial Co-operation (EUROJUST) and the European Public Prosecutor's Office (EPPO).

The overall control objective is to ensure that DG JUST is timely and fully informed of any relevant management issues encountered by the agencies, in order to possibly mitigate any potential financial and/or reputational impacts.

The agencies and the union body EPPO have full responsibility for the implementation of their budget, DG Justice and Consumers being responsible for the regular payment of the contributions established by the Budgetary Authority

The 2024 baseline for the estimated risk at payment for cost-based expenditure is 0.89%.

D. Fraud risk management

DG JUST has developed and implemented its own anti-fraud strategy since 2012, based on the methodology provided by OLAF. It was last updated on 22 May 2024 following a fraud risk assessment. Its implementation is being monitored and reported on annually.

To minimise the risk of fraud, as identified following both the fraud risk assessment and the evaluation of the previous anti-fraud strategy (and detailed in the updated 2024 anti-fraud strategy), DG JUST will continue to carry out targeted anti-fraud actions will in 2025. These include: increasing fraud awareness among members of staff; discussions at management level on how to further strengthen the culture of trust and zero tolerance of fraud in DG JUST, as well as the professional integrity of its staff members; and regular attendance at meetings of the Fraud Prevention and Detection Network, to optimise cooperation with OLAF.

In 2025, DG JUST will continue to actively contribute to the **implementation of the Commission Anti-Fraud Strategy** ⁽²⁾, and in particular the revised CAFS action plan adopted in 2023 ⁽³⁾. Specifically, DG JUST is leading in the implementation of action 30c on the transposition and implementation of the PIF Directive on the protection of the EU's

⁽²⁾ Communication from the Commission 'Commission Anti-Fraud Strategy: enhanced action to protect the EU budget', COM(2019) 176 of 29 April 2019 – 'the CAFS Communication'

⁽³⁾ COM(2023) 405 final: Commission Anti-Fraud Strategy Action Plan - 2023 revision and SWD(2023) 245 final

financial interests. It will co-lead with the Directorate-General for Communications Networks, Content and Technology (DG CNECT) on the implementation of action 32 on protecting and empowering investigative journalists as an important source of information on suspected fraud, ensuring also that Member States take appropriate measures to put in practice the Commission Recommendation on SLAPP.

Baseline for 2024: all actions included in the anti-fraud strategy were implemented, with the exception of the update DG JUST's red flags register, which will be done in 2025.

E. Sound environmental management

In its Communication on the European Green Deal the Commission committed itself to lead by example also in this field. The Commission is working to reduce the direct environmental impact of its own activities through EMAS, the Eco-Management and Audit Scheme. DG JUST aims to contribute by following the Building Energy Savings Together (BEST) actions for both its buildings to the greatest extent possible. It will also follow the **EC Guidelines for sustainable events**.

In 2024 DG JUST emitted a total of 249.79 tCO₂eq, with a 60.6% decrease compared to 2019.

ANNEX 1: Specific objectives and result indicators 2025-2029

General objective 1: A new plan for Europe's sustainable prosperity and competitiveness

Specific Objective 1.1: Improved conditions for companies, including SMEs, through EU company law and corporate governance rules, to set up, attract investment and grow sustainably in the Single Market

Related to spending programme(s): Digital Europe Programme, Single Market Programme

Result indicator 1.1.1 Number of searches in BRIS

Explanation: The indicator counts the number of searches for company information in BRIS (this refers to searches through the public interface, not those done through APIs)

Source of data: EU Business Registers Interconnection System

This result indicator is selected as a KPI

Baseline (2024)	Interim milestone (2027)	Target (2029)
565 316	750 000	1 000 000

Result indicator 1.1.2 Number of cross-border operations of companies

Explanation: The indicator counts cumulatively the cross-border mergers, conversions and divisions reported through BRIS

Source of data: EU Business Registers Interconnection System

Baseline (2024)	Interim milestone (2027)	Target (2029)
451 ⁽⁴⁾	Increase	Increase

Result indicator 1.1.3 Companies identifying human rights risks in their supply chains

Explanation: The indicator measures the proportion of EU and non-EU companies (out of 2000 surveyed across business sectors) that maintain processes to identify human rights risks in their supply chains

Source of data: World Benchmarking Alliance – Social Benchmark

Baseline (2024)	Interim milestone (2026)	Target (2029)
13%	18%	25%

⁽⁴⁾ As of 2024 all EU Member States were reporting through BRIS the cross-border mergers, but only 5 and 2 Member States were reporting, respectively, cross-border conversions and divisions.

General objective 1: A new plan for Europe's sustainable prosperity and competitiveness

Specific Objective 1.2: Justice system adapted to digitalisation

Result indicator 1.2.1 Progress in state of digitalisation of national justice systems according to the EU Justice Scoreboard by measuring the availability of digital solutions to initiate and follow proceedings

Explanation: The ability to carry out specific steps in a judicial procedure electronically is an important aspect of the quality of justice systems. The electronic submission of claims, the possibility to monitor and advance a proceeding online or serve documents electronically can tangibly facilitate access to justice for citizens and businesses (or their legal representatives) and reduce delays and costs. The availability of such digital public services would help bring courts one step closer to citizens and businesses, and by extension increase public trust in the justice system.

Source of data: Justice Scoreboard

This result indicator is selected as a KPI

Baseline (2024) (previous Justice Scoreboard)	Interim milestone (2026)	Target (2029)
3 Member States have all 9 digital solutions in both civil/commercial and administrative cases.	Increase in the majority of Member States	Increase of the overall state of play of digitalisation in each Member State

Result indicator 1.2.2 Number of EU supported judicial training projects

Explanation: Number of judicial training projects co-funded from EU budget for the purpose of supporting implementation of the DG JUST policies

Source of data: Data from European judicial training providers and European networks on national judicial training providers

Baseline (2024)	Interim milestone (2026)	Target (2029)
9	9	10

Result indicator 1.2.3 Annual number of visitors to the European e-Justice Portal

Explanation: The indicator measures the total number of visitors to the European e-Justice Portal

Source of data: e-Justice portal Statistics

Baseline (2024)	Interim milestone (2026)	Target (2029)
6 million	10% increase on an annual basis	10% increase on an annual basis

General objective 2: A new era for European defence and security

Specific Objective 2.1: Accountability ensured for Russia's war of aggression against Ukraine and more effective fight against violation of Union restrictive measures

Result indicator 2.1.1 Number of criminal offences registered and adjudicated in relation to the violation of Union restrictive measures

Explanation: This indicator measures the number of criminal offences registered and adjudicated in the EU Member States

Source of data: The data displayed below was collected in the context of the Task Force Freeze and Seize in May 2023. However, in accordance with Article 17 of Directive (EU) 2024/1226, Member States will have to share with the Commission, on an annual basis, further statistical data on national criminal cases concerning violations of Union restrictive measures, in line with the requirements set out in the above-mentioned Article 17. Please see: Directive - EU - 2024/1226 - EN - EUR-Lex (Transposition deadline: 20 May 2025)

This result indicator is selected as a KPI

Baseline (2023)	Interim milestone (2025)	Target (2029)
304 pending investigations/criminal trials 16 criminal court judgments	Increase of the number of registered and adjudicated national criminal cases related to violations of Union restrictive measures	Further increase of the number of registered and adjudicated national criminal cases related to violations of Union restrictive measures

General objective 3: Supporting people, and strengthening our societies and our social models

Specific Objective 3.1: Fighting discrimination and promoting equality for all
Related to spending programme(s): CERV

Result indicator 3.1.1 Execution of funding for equality projects

Explanation: Grants awarded/signed/paid in year X with year X budget on the budget line *Promote equality and rights* and managed by DG JUST

Source of data: Internal data

This result indicator is selected as a KPI

Baseline (2024)	Interim milestone (2026)	Target (2029)
17 342 245.63 EUR	At least stable	At least stable

Result indicator 3.1.2. EU citizens felt discriminated

Explanation: Percentage of EU citizens reporting having personally felt discriminated against or harassed within the previous 12 months in DG JUST area of competence

Source of data: Eurobarometer

Baseline (2023)	Interim milestone (2027)	Target (2029)
21% of the general population	Decrease	Decrease

General objective 3: Supporting people, and strengthening our societies and our social models

Specific Objective 3.2: Consumers are empowered and better protected

Result indicator 3.2.1 Consumer knowledge and trust index

Explanation: The index is a composite indicator for the EU, based on: i) consumer knowledge of their rights; ii) trust in organisations to respect/protect their rights (public authorities, traders and NGOs/Consumer organisations); redress mechanisms (courts and out-of-court bodies); product safety; environmental claims. It is measured on a scale out of 100.

Source of data: Consumer Conditions Scoreboard (based on a consumer survey with biennial frequency)

This result indicator is selected as a KPI

Baseline (2024)	Interim milestone (2026)	Target (2029)
50.2	Increase	Increase

General objective 5: Protecting our democracy, upholding our values
Specific Objective 5.1: Strengthened rule of law in the Union

Result indicator 5.1.1 Consolidation and further strengthening of the Rule of Law Cycle, with annual adoption of the Rule of Law Report

Explanation: Indicator that monitors whether the Rule of Law Report continued to be adopted every year, and has been developed in line with the Political Guidelines of 2024, as well any additional new political orientations given in the period 2025 - 2028.

Source of data: Commission adoption

This result indicator is selected as a KPI

Baseline (2024)	Interim milestone (2027)	Target (2029)
1 adoption per year	1 adoption per year;	1 adoption per year; Rule of Law report includes Single Market dimension, remained open to enlargement countries that are ready, and has developed further in line with additional new political orientations given in the period 2025 - 2028.

Result indicator 5.1.2 Higher awareness of the general public about the rule of law

Explanation: Indicator that shows the percentage of persons who feel well-informed about the rule of law

Source of data: Eurobarometer

Baseline (2024)	Interim milestone	Target (2029)
Percentage of respondents who feel well-informed about the rule of law (53%)	n/a	Increase

Result indicator 5.1.3 Percentage of citizens that consider corruption to be widespread

Explanation: Indicator used to measure the performance of Member States in their anti-corruption efforts

Source of data: Rule of Law Reports, Eurobarometer

Baseline (2024)	Interim milestone (2027)	Target (2029)
Percentage of citizens that consider corruption to be widespread (68%)	Decrease	Decrease

General objective 5: Protecting our democracy, upholding our values
Specific Objective 5.2: Strengthened application of fundamental rights

Result indicator 5.2.1. Higher awareness of people's rights enshrined in the EU Charter of Fundamental Rights and where to turn in case of violation

Explanation: The indicator measures awareness of the general population about the Charter and the rights contained therein; percentage of respondents

Source of data: Eurobarometer

This result indicator is selected as a KPI

Baseline (2019)	Interim milestone (2025)	Target (2029)
12% know what the EU Charter of Fundamental Rights is.	20% of citizens know what the EU Charter of Fundamental Rights is.	25% of citizens know what the EU Charter of Fundamental Rights is.

Result indicator 5.2.2 Strengthened protection of the right to freedom of expression by reducing cases of illegal hate speech and hate crime, including online.

Explanation: In absence of systematic data collection at national level of hate speech or hate crime cases, this indicator provides for comparable information about exposure of users of ICT tools to hateful content. Reduced exposure implies lower prevalence of hate and a safer space for freedom of expression online.

Source of data: ESTAT

Baseline (2024)	Interim milestone (2025)	Target (2029)
Nearly 50% of young people between 16 and 29 encountered hostile/hateful content online in the previous 3 months across the EU.	Decrease	Decrease

General objective 5: Protecting our democracy, upholding our values
Specific Objective 5.3: Improved framework to protect democracy in the European Union

Result indicator 5.3.1: Citizens satisfied with how democracy works in the EU

Explanation: This indicator gives feedback on the extent to which citizens are satisfied with the way democracy works in the EU.

Source of data: Standard Spring Eurobarometer

This result indicator is selected as a KPI

Baseline (2024)	Interim milestone (2026)	Target (2029)
57%	increase	Increase

Result indicator 5.3.2. Citizens' perception on democratic participation 'my voice counts' in the EU

Explanation: This indicator gives feedback on how citizens feel they can participate in the democratic process at EU level.

Source of data: EU Post-electoral survey

Baseline (2024)	Interim milestone It will only be available again in 2029	Target (2029)
56%	NA	Increase

Result indicator 5.3.3. Citizens' perception on democratic participation 'my voice counts' in my country

Explanation: This indicator gives feedback on how citizens feel they can participate in the democratic process at national level

Source of data: EU Post-electoral survey

Baseline (2024)	Interim milestone It will only be available again in 2029	Target (2029)
65%	NA	Increase

Result indicator 5.3.4 Percentage of Europeans that feel that they are EU citizens

Explanation: This indicator gives feedback on the percentage of Europeans who feel that they are EU citizens

Source of data: Standard Spring Eurobarometer

Baseline (2024)	Interim milestone (2026)	Target (2029)
74%	increase	Increase

Result indicator 5.3.5. Awareness of the rights conferred by EU citizenship
Explanation: This indicator gives feedback on the percentage of Europeans who indicate that they know what their rights are as EU citizens
Source of data: Standard Spring Eurobarometer

Baseline (2024)	Interim milestone (2026)	Target (2029)
60%	increase	Increase

General objective 5: Protecting our democracy, upholding our values
Specific Objective 5.4: A more developed European area of justice with enhanced judicial cooperation in civil and criminal matters

...

Result indicator 5.4.1 Number of cooperative exchanges between contact points of the European Judicial Network in criminal matters

Source of data: EJM biannual Report

This result indicator is selected as a KPI

Baseline (2021-2022 ⁽⁵⁾)	Interim milestone (2025-2026)	Target (2027-2028)
12 564	increased	increased

Result indicator 5.4.2: Number of messages exchanged through ECRIS

Explanation: Number of messages exchanged between the Member States through the European Criminal Records Information System (ECRIS) (in millions)

Source of data: ECRIS statistics

Baseline (2024)	Interim milestone (2026)	Target (2029)
5M	increase	increase

Result indicator 5.4.3 Number of adopted measures enhancing the digitalisation of justice and judicial cooperation in civil and criminal matters

Explanation: Number of adopted legislative and non-legislative measures, which address or otherwise support the digitalisation of justice and judicial cooperation in civil and criminal matters

Source of data: Commission

Baseline (2024)	Interim milestone (2026)	Target (2029)
1	Increase	Increase

⁽⁵⁾ 2021-2022 edition is the most recent one available currently, 2023-2024 is expected in the fall of 2025.

Result indicator 5.4.4 Average time of the surrender procedure under EAW



Explanation: The average time of the surrender procedure (number of days between the arrest and the decision on the surrender of the person sought) under the European Arrest Warrant in cases where the person consents to the surrender

Source of data: EAW annual statistics

Baseline (2022 ⁽⁶⁾)	Interim milestone (2026)	Target (2029)
20.48	decrease	15

⁽⁶⁾ 2022 is the most recent data available

ANNEX 2: Performance tables – delivering on Commission priorities in 2025

General objective 1: A new plan for Europe's sustainable prosperity and competitiveness		
<i>Specific Objective 1.1: Improved conditions for companies, including SMEs, through EU company law and corporate governance rules, to set up, attract investment and grow sustainably in the Single Market</i>		
Main outputs in 2025:		
Initiatives linked to regulatory simplification and burden reduction		
Output	Indicator	Target
 (7) First simplification Omnibus package on sustainability	Adoption by the Commission	Q1 2025
	Adoption	Q4 2025
 Fourth simplification Omnibus package on SMCs, including simplification of the GDPR record-keeping obligation	Adoption by the Commission	Q2 2025
Implementation dialogues and reality checks		
Output	Indicator	Target
Stakeholder event (reality check) and roundtable in the context of the simplification Omnibus on sustainability	Roundtable and reality check held	Q1 2025
Major public consultations		
Output	Indicator	Target
Open public consultation to prepare Commission guidelines on sustainability due diligence	OPC launched	Q2 2025
Call for evidence and open public consultation on 28 th regime for companies	OPC launched	Q2 2025
Other major outputs		
Output	Indicator	Target
Communication campaign on the Business Registers Interconnection System (BRIS)	Launch date	Q2 2025
	No. of countries covered	10
	Outreach among legal practitioners	2.5 million

(7) Initiatives that are part of the 2025 Commission Work Programme are marked with the following icon 

General objective 1: A new plan for Europe's sustainable prosperity and competitiveness

Specific Objective 1.2: Justice system adapted to digitalisation

Main outputs in 2025:

New policy initiatives

Output	Indicator	Target
Strategy on the digitalisation of justice	Adoption by the Commission	Q4 2025
Judicial Training Strategy	Adoption by the Commission	Q4 2025

Other major outputs

Output	Indicator	Target
Action grants in the area of judicial training	Results of the call for proposals	Q 2025
Recommendation on Model Contractual Terms for data sharing and Standard Contractual Clauses on cloud computing	Adoption by the Commission	Q3 2025
Promotion of the European e-Justice Portal Objective: increase the traffic to the European e-Justice Portal (especially with a focus on BRIS and EJNI). Target audience: SMEs and legal practitioners. Research ongoing on focus countries.	Traffic (number of visits to the webpage)	Target values will be defined in Q2 – Q3 2025 for dedicated promotional activities on BRIS and EJNI

General objective 2: A new era for European defence and security

Specific Objective 2.1: Accountability ensured for Russia's war of aggression against Ukraine and more effective fight against violation of Union restrictive measures

Main outputs in 2025:

Major implementation activities and enforcement actions




Output	Indicator	Target
Timely and correct transposition of Directive (EU) 2024/1226	Transposition workshops held	Q1 2025

General objective 3: Supporting people, and strengthening our societies and our social models

Specific Objective 3.1: Fighting discrimination and promoting equality for all Related to spending programme(s): CERV

Main outputs in 2025:

New policy initiatives

Output	Indicator	Target
 Roadmap for Women's Rights	Adoption	Q1 2025
 New equality strategy for LGBTIQ	Adoption	Q4 2025
 The Anti-racism Strategy beyond 2025	Adoption	Q4 2025

Implementation dialogues and reality checks

Output	Indicator	Target
Implementation dialogue of Commissioner Lahbib on the Roma Strategic Framework for Roma Equality, Inclusion and Participation	Implementation dialogue held	Q3 2025

Major public consultations

Output	Indicator	Target
Public consultation on EU LGBTIQ equality strategy for 2026-2030	Publication	Q2 2025
Public consultation on the new anti-racism strategy	Publication	Q2 2025
Public consultation on next Gender Equality Strategy	Publication	Q2 2025

Major implementation activities and enforcement actions

Output	Indicator	Target
Transposition of Directive 2022/2381 on Gender Balance on Company Boards	Closures of ongoing non-communication infringements or initiation of court proceedings against non-compliant Member States	End 2025

Other major outputs

Output	Indicator	Target
Delegated act under Directive (EU) 2024/2841	Adoption	Q4 2025


Output	Indicator	Target
EU Diversity Month	Awareness raising campaign completed	By May 2025
	Number of organisations participating	250 initiatives by the participating organisations on the European Diversity Month
	Number of applications received	45 eligible applications
European Capitals of Inclusion and Diversity Award		
Access City Award	Number of participating cities	40
European Day of Persons with Disabilities Conference	Number of participants	400
EU Roma platform	Number of participants	200
National Roma Contact points	Number of events	2
High-level group on Non-discrimination	Number of meetings	2
Action grants awarded in the area of anti-discrimination and equality as well as in the area of fighting against violence	Number of action grants awarded under CERV-2025-EQUAL	DG JUST 40
	Number of action grants awarded under CERV-2025-DAPHNE	DG JUST 28
Operating grants awarded to promote equality and preventing and combating inequalities and discrimination.	Number of operational grants awarded under CERV-2025-EQUINET	DG JUST 1
Operating grants awarded in the area of anti-discrimination and gender equality as well as in the area of fighting against violence	Number of operational grants awarded under CERV-2025-OG-SGA	EACEA 27

General objective 3: Supporting people, and strengthening our societies and our social models

Specific Objective 3.2: Consumers are empowered and better protected

Main outputs in 2025:

New policy initiatives:

Output	Indicator	Target
 2030 Consumer Agenda and Action Plan for consumers in the Single Market	Adoption	Q4 2025

Initiatives linked to regulatory simplification and burden reduction		
Output	Indicator	Target
General Product Safety Regulation Guidelines -providing specific guidelines for economic operators on how to fulfil their obligations laid down in the General Product Safety Regulation	Publication of the guidelines	Q3 2025
Guidelines on the arbitration mechanism (Article 29 of the GPSR)		
Guidelines on the Safety Business Gateway		
Implementation dialogues and reality checks		
Output	Indicator	Target
Implementation dialogue of Commissioner McGrath on consumer law in the digital environment	Implementation dialogue held	Q3 2025
Major public consultations		
Output	Indicator	Target
Public consultation on the 2030 Consumer Agenda	Publication	19 May 2025
Public consultation on the Digital Fairness Act	Publication	June-2025
Major implementation activities and enforcement actions		
Output	Indicator	Target
CPC coordinated actions	Number of actions started	4 by the end of 2025 and one sweep
Transposition of the Representative Actions Directive (EU) 2020/1828	Closures of ongoing non-communication infringements procedures, EU Pilot dialogues and infringement proceedings on non-conformity of the national transposing measures with the Directive	Pending non-communication cases closed EU Pilot dialogues started Depending on the result of dialogues, possible opening of infringement procedures on non-conformity
Other major outputs		
Output	Indicator	Target
Coordinated Activities on the safety of products (CASP) 2025	Final report	Activities will be carried out in 2025 and in 2026 with final project results expected in Q3 2026 Q3 2026

Output	Indicator	Target
European Product Safety Awards	Award ceremony organised	Q4 2025
Capacity building of national authorities (events, trainings, behavioural experiments)	Number of behavioural experiments done to support enforcement actions (national/EU level)	At least 5 by Q4 2026
Delegated Act updating Annex II of Directive (EU) 2024/1799 promoting the repair of goods regarding local space heaters	Adoption	Q3 2025
Representative Actions Directive (EU) 2020/1828 capacity building projects for qualified entities designated to bring representative actions and members of the judiciary across the EU	<p>EU funded actions grants for QEs (call for proposals published in March 2025)</p> <p>Support of cooperation among QEs and their training on Communication Strategies towards consumers</p> <p>Support of cooperation among members of the judiciary on the effective management of actions</p>	<p>Evaluation of proposals done</p> <p>2 Webinars, 4 Interactive trainings, community building and sharing supportive materials within EC-REACT</p> <p>2 Webinars, community building and sharing supportive materials within EC-REACT</p>

General objective 5: Protecting our democracy, upholding our values

Specific Objective 5.1: Strengthened rule of law in the Union

Main outputs in 2025:


New policy initiatives

Output	Indicator	Target
2025 Rule of Law Report (co-CF with SG)	Adoption of the Report, including the single market dimension	July 2025
2025 EU Justice Scoreboard	Adoption	June 2025

Major public consultations

Output	Indicator	Target
EU strategy against corruption, preceded by public consultation	Public consultation launched	Q3 2025

Other major outputs		
Output	Indicator	Target
Agreement on the Directive on combating corruption	Political agreement on COM(2023)234	Q3 2025
REC and EFC Programmes – ex-post evaluation of the 2014-2020 programmes ⁽⁸⁾ and interim evaluation of the CERV 2021-2027 programme ⁽⁹⁾	Publication of the evaluation	Q2 2025

General objective 5: Protecting our democracy, upholding our values		
<i>Specific Objective 5.2: Strengthened application of fundamental rights</i>		
Main outputs in 2025:		
New policy initiatives		
Output	Indicator	Target
 Civil Society Strategy	Adoption	Q3 2025
Implementation dialogues and reality checks		
Output	Indicator	Target
Implementation dialogue on the GDPR	Implementation dialogue held	Q3 2025
Major public consultations		
Output	Indicator	Target
Consultation for the Civil Society Strategy	Launch of the public and targeted consultations	Q2 2025
Consultations for the evaluation of Directive 2019/1937 on the protection of persons reporting breaches of Union law	Launch of the public and targeted consultations	Q4 2025
Consultation for the updated action plan under the EU Strategy on the rights of the child	Launch of the public and targeted consultations	Q4 2025

⁽⁸⁾ Regulation (EU) No 1381/2013 of the European Parliament and of the Council of 17 December 2013 establishing a Rights, Equality and Citizenship Programme for the period 2014 to 2020 Text with EEA relevance **and** Council Regulation (EU) No 390/2014 of 14 April 2014 establishing the 'Europe for Citizens' programme for the period 2014-2020.

⁽⁹⁾ Regulation (EU) 2021/692 of the European Parliament and of the Council of 28 April 2021 establishing the Citizens, Equality, Rights and Values Programme and repealing Regulation (EU) No 1381/2013 of the European Parliament and of the Council and Council Regulation (EU) No 390/2014.

Output	Indicator	Target
Child Consultation under the EU Children's Participation Platform on the European Child guarantee implementation.	Launch of the consultation	Q4 2025
Major implementation activities and enforcement actions		
Output	Indicator	Target
Infringement proceedings on Framework Decision 2008/913 on combating racism and xenophobia	Number of reasoned opinions /referrals/closures	Throughout 2025
Infringement proceedings on Directive 2019/1937 on the protection of persons reporting breaches of Union law	Number of closures of infringement proceedings for non-communication and opening of non- conformity cases	Throughout 2025
Enforcement of European Court of Justice rulings	Letters calling Member States referred to Court to pay the sanctions imposed on them.	Q1-Q3 2025
Other major outputs		
Output	Indicator	Target
13th Meeting of the High Level Group on combating hate speech and hate crime with Danish Presidency of the EU	Event organised	Q4 2025
Expert Group on Directive (EU) 2019/1937 (on whistleblower protection)	Meetings held	Q4 2025
Feedback event with citizens of the European Citizens Panel on tackling hatred in society	Event organised (jointly with DG COMM)	Q2-Q3 2025
Launch of knowledge hub and exchange platform on countering hate speech online	Platforms launched	Q3 2025
16th European Forum on the rights of the child	Event organised	Q2 2025
2 nd General Assembly of the EU Children's Participation Platform	Event organised	Q2 2025
Meetings of the European Network on the rights of the child	Meetings organised	Q2 2025 (in the context of the Forum), Q4 2025 (online)
Action grants awarded to promote capacity building and awareness on the EU Charter of fundamental rights	Number of action grants awarded CERV-2025-CHAR-LITI – Charter	EACEA 32
Action grants awarded to promote the rights of the child	Number of action grants awarded CERV-2025-CHILD – Rights of the child and child participation	EACEA 23


Output	Indicator	Target
Operating grants awarded in the area of promoting and protecting Union Values	Number of operating grants CERV-2025-OG-SGA	EACEA 2

General objective 5: Protecting our democracy, upholding our values

Specific Objective 5.3: Improved framework to protect democracy in the European Union

Main outputs in 2025:

New policy initiatives

Output	Indicator	Target
 European Democracy Shield	Adoption	Q3 2025

Major public consultations

Output	Indicator	Target
European Democracy Shield public consultation	Consultation carried out	Q2 2025
Consultation supporting the full entry into application of the Regulation on transparency and targeting of political advertising	Consultation carried out	Q1-2 2025

Major implementation activities and enforcement actions

Output	Indicator	Target
Implementing act on the labels and transparency notices Regulation on transparency and targeting of political advertising	Adoption	Q3 2025

Other major outputs

Output	Indicator	Target
Proposal for a Directive establishing harmonised requirements in the internal market on transparency of interest representation carried out on behalf of third countries and amending Directive (EU) 2019/193	Continued progress in the (technical) negotiations	throughout 2025 /
Commission Report on the conduct of the 2024 elections to the European Parliament	Adoption	Q2 2025

Output	Indicator	Target
Proposal for a Council Regulation on strengthening the security of identity cards of Union citizens and of residence documents issued to Union citizens and their family members exercising their right of free movement	Adoption	Q2 2025
Proposal for a Council Directive amending Directive (EU) 2015/637 on the coordination and cooperation measures to facilitate consular protection for unrepresented citizens of the Union in third countries and Directive (EU) 2019/997 establishing an EU Emergency Travel Document	Adoption	Q3 2025
Action grants awarded in the area of citizens engagement and participation	Number of action grants awarded under the calls: CERV-2025-CITIZENS-CIV CERV-2025-CITIZENS-REM CERV-2025-CITIZENS-TOWN-TT CERV-2025-CITIZENS-TOWN-NT	 EACEA 88 EACEA 53 EACEA 145 EACEA 28
Operating grants awarded in the area of citizens participation and European Remembrance	Number of operating grants awarded under the call CERV-2025-OG-SGA	EACEA 43

General objective 5: Protecting our democracy, upholding our values

Specific Objective 5.4: A more developed European area of justice with enhanced judicial cooperation in civil and criminal matters

Main outputs in 2025:

Evaluations and fitness checks – part of the stress testing of the EU acquis

Output	Indicator	Target
Evaluation of the Eurojust Regulation	Adoption of SWD	Q2 2025
Evaluation of the European Enforcement Order	Adoption of the Staff Working Document	Q2 2025

Major public consultations

Output	Indicator	Target
Public consultation on the revision of the Eurojust Regulation	Publication	Q2 2025
Public consultation on the possible review of the Rome II Regulation	Launching open public consultation	Q2 2025

Major implementation activities and enforcement actions		
Output	Indicator	Target
Third Statistical Report on the functioning of ECRIS	Adoption	Q3 2025
First report on the application of Regulation (EU) 2018/1805 of the European Parliament and of the Council of 14 November 2018 on the mutual recognition of freezing orders and confiscation orders	Adoption by the Commission	Q4 2025
Report to the European Parliament and to the Council on the implementation of Commission Recommendation (EU) 2023/681 of 8 December 2022 on procedural rights of suspects and accused persons subject to pre-trial detention and on material detention conditions	Adoption by the Commission	Q3/4 2025
Quantitative information on the practical operation of the European Arrest Warrant 2023	Adoption by the Commission	Q3/4 2025
Application report on Brussels Ia Regulation	Adoption	Q2 2025
Compendium of EU legislation on judicial cooperation in civil and commercial matters	Publication	Q3 2025
European Judicial Network in civil and commercial matters (EJN civil)	Number of meetings and active working groups	6 meetings in 2025; 5 active working groups
	Increasing visibility of the Network: welcome package to members of the network, newsletters and videos finalised	Until Q4 2025
Other major outputs		

Output	Indicator	Target
Implementation of ECRIS-TCN and ECRIS - adoption of implementing acts referred to in Regulation 2019/816 and Directive 2019/884	Adoption	Q2/Q3 2025
Adoption of the implementing act on the decentralised IT system under the e-evidence Regulation (Regulation (EU) 2023/1543)	Adoption	18 August 2025
Technical amendment of the Eurojust Regulation	Adoption of proposal	Q1 2025
Implementing acts under Regulation (EU) 2023/2131	Adoption	Q3 2025
Implementation of the JITs collaboration platform – adoption of implementing act(s) referred to in Regulation 2023/969	Adoption	Q2 2025
Proposed Directive on harmonising certain aspects of substantive law on insolvency proceedings	General approach (partial general approach reached in Q4 2024) Adoption by the co-legislators	Q2 2025 Q4 2025
Proposed Regulation on protection of adults in cross-border situations	Partial general approach General approach	Q2 2025 Q4 2025
Proposal for a Council Decision on the conclusion of UN Convention on the Judicial Sale of Ship	Adoption	Q2 2025
Proposal to amend the annexes of the European Insolvency Regulation	Adoption of the proposal	Adopted 12.2.2025
Two implementing decisions establishing Service of Documents and Taking of Evidence Steering Committees	Adoption	Q2 2025
Insolvency Implementing Regulation (for data collection)	Adoption	Q4 2025
Amendment of Annex X of the Maintenance Regulation	Adoption	Q4 2025
Action grants awarded in the area of judicial cooperation as well as judicial training	Number of action grants awarded under the calls: JUST-2025-JC00 JUST-2025-JTRA	DG JUST 13 DG JUST 8

Operating grants awarded in the area of judicial cooperation as well as judicial training	Number of operating grants awarded under the calls JUST-2025-JCOO-JACC-OG-SGA JUST-2025- EJTN-OG-SGA	DG JUST 10 DG JUST 1
Justice Programme – ex post evaluation of the 2014-2020 programme (10) and interim evaluation of the 2021-2027 programme (11)	Publication of the evaluation	Q2 2025

(¹⁰) Regulation (EU) No 1382/2013 of the European Parliament and of the Council of 17 December 2013 establishing a Justice Programme for the period 2014 to 2020.

(11) Regulation (EU) 2021/693 of the European Parliament and of the Council of 28 April 2021 establishing the Justice Programme and repealing Regulation (EU) No 1382/2013.

ANNEX 3: Performance tables – A modern and sustainable public administration

A. Human resource management

Objective: DG JUST employs a skilled, diverse and motivated workforce to deliver on the Commission's priorities		
Main outputs in 2025:		
Output	Indicator	Target
Targeted actions under the DG JUST HR policy oriented towards staff well-being and L&D efforts	Number of activities	3 welcome sessions 2 “chats around a cup of coffee” with the Chair of the Wellbeing board (newcomers after 2-3 months in the DG) 4 wellbeing activities by the end of the year
Actions to strengthen relationship between staff and senior management	Number of activities	2 Townhall events with the DG 5 Directorate specific gatherings with staff (e.g. café d'actualité, Directorate breakfast etc.)
Maintained gender balance in DG JUST management positions as they become open for selection.	Percentage of female middle managers	50%

B. Digital transformation and data management

Objective: DG JUST is using innovative, trusted digital solutions for better policymaking, data management and administrative processes to create a digitally transformed, user-focused and data-driven Commission		
Main outputs in 2025:		
Output	Indicator	Target
Digital Transformation		
Digital Culture Use of online collaborative tools	Number of trained staff on M365	150 staff

Output	Indicator	Target
DG JUST staff is aware of cybersecurity threats	Percentage of DG JUST staff participating in at least one cybersecurity training and/or awareness	35%
Digital-Ready EU policymaking Ensure outputs related to digital consideration that are taken into account in the early stages of the design of policy initiatives.	Percentage of new DG JUST legislative proposals that include an LFDS identifying at least one requirement of digital relevance, relative to the total number of DG JUST legislative proposals within scope of the LFDS	25%
Seamless Digital Environment Ensure outputs related to the Information Systems that are streamlined, fit for purpose and running on supported technologies. Promote outputs related to a cloud first approach with Information Systems owned by the department.	Number of new DG JUST IT systems complying with the Solution design guidelines	100%
Green, Resilient and Secure Digital Infrastructure Ensure outputs related to the continuous improvement of the department's performance as captured in the risk maturity quadrant (RMQ).	<p>Number of DG JUST IT systems moved to the cloud brokered by DIGIT</p> <p>Status of implementation of the actions identified by the Security Strategy 2024 – 2025 that concern DG JUST</p> <p>Adherence of DG JUST to the objective for 100% of CIS having an ITSP less than 2 years old by the end of 2025</p> <p>Adherence of DG JUST to the objective for 100% attestation of compliance for the IT priority controls for all CIS until the end of 2025</p>	<p>40%</p> <p>100%</p> <p>100%</p> <p>100%</p>
List of key actions on information management and data protection	<p>Promote key use cases of M365 and Teams</p> <p>Data protection awareness activities</p>	<p>4 use cases</p> <p>100 staff participating in at least one of these activities</p>
Data Protection		
Data Protection	Percentage of staff attending awareness raising activities on data protection compliance	100 staff

C. Sound financial management

Objective: The authorising officer by delegation has reasonable assurance that resources have been used in accordance with the principles of sound financial management and that cost-effective controls are in place which give the necessary guarantees concerning the legality and regularity of underlying transactions

Main outputs in 2025

Output	Indicator	Target
Effective controls: legal and regular transactions	Estimated risk at payment	remains < 2% of relevant expenditure ⁽¹²⁾
	Estimated risk at closure	remains < 2 % of relevant expenditure
Effective controls: legal and regular transactions	Estimated risk at payment for cost-based expenditure	remains < 2% of relevant expenditure ⁽¹³⁾
Effective controls: Safeguarded assets Safeguarded information	% of transactions of the cost-centre and applications entered the Production Phase are correctly encoded	100%
Efficient controls	Budget execution and timely payments	becomes 98% of payment appropriations and remains 99% of payments (in value) made on time
Economy of controls	Overall estimated cost of controls	remains < 5%] of funds managed

⁽¹²⁾ For the Research, industry, space, energy and transport family of departments, it is necessary to make a distinction between Horizon 2020 and Horizon Europe since they have different materiality criteria. The relevant departments should use a common approach.

⁽¹³⁾ For the Research, industry, space, energy and transport family of departments, it is necessary to make a distinction between Horizon 2020 and Horizon Europe since they have different materiality criteria. The relevant departments should use a common approach.

D. Fraud risk management

Objective: The risk of fraud is minimised through the application of effective anti-fraud measures and the implementation of the Commission anti-fraud strategy ⁽¹⁴⁾ aimed at the prevention, detection and correction ⁽¹⁵⁾ of fraud

Main outputs in 2025:

Output	Indicator	Target
Implementation of DG JUST Anti-fraud strategy	Percentage of implementation of actions planned for 2025 in the anti-fraud strategy	100%
Member states' compliance with transposition and implementation of the PIF directive (CAFS action 30c) is assessed.	Letters of Formal Notice/Reasoned Opinion sent and next steps decided by COM	Continuous
Continue cooperating with Member States to ensure the implementation of the anti-SLAPP Directive and monitoring of the implementation of the anti-SLAPP Recommendation. (CAFS action 32)	i) Letters of Formal Notice/Reasoned Opinion sent and next steps decided by COM Member States report to the COM on the implementation of the Recommendation ii) Consolidation of the data collection exercise related to the implementation of the Recommendation by Member States	Continuous Yearly

E. Sound environmental management

Objective: Reaching climate neutrality by 2030 and a reduced environmental footprint for the Commission.

Main outputs in 2025

Output	Indicator	Target
Maintain DG JUST's staff emissions from professional travel at 2024-levels ⁽¹⁶⁾	Yearly average of DG JUST emissions from staff missions	249.79 tCO2eq
Energy saving actions	% of Department buildings participating in the annual BEST energy saving actions	100% i.e. both buildings.

⁽¹⁴⁾ Communication from the Commission 'Commission Anti-Fraud Strategy: enhanced action to protect the EU budget', COM(2019) 176 of 29 April 2019 – 'the CAFS Communication' – and the accompanying action plan, SWD(2019) 170 – 'the CAFS Action Plan'.

⁽¹⁵⁾ Correction of fraud' is an umbrella term, which notably refers to the recovery of amounts unduly spent and to administrative sanctions.

⁽¹⁶⁾ Data provided by PMO/MiPs.

Output	Indicator	Target
Sustainable events	% Department's events, incorporating the EC Guidelines for sustainable events	DG JUST is following the EC Guidelines for sustainable events