Commission assessment EUCA seat selection – Croatia (Zagreb)

'When selecting the location, the co-legislators have agreed that they will ensure that, given the nature of EUCA, the location enables the Authority to fully execute its tasks and powers, to recruit highly qualified and specialised staff and to offer adequate training opportunities.'		
	Member State answer	**Commission assessment**
Description	Zagreb, capital of the Republic of Croatia, is a perfect location for the EUCA to execute its tasks, attract specialised staff and ensure high-quality training opportunities. As Croatia's main administrative, academic and technological centre, Zagreb provides immediate access to a skilled labour pool and a fully EU-aligned institutional environment. The relocation of officials from other Member States can be supported through multilingual services covering housing, moving assistance, registrations, childcare and schooling. The designated SEECEL facility will accommodate all required offices, meeting and conference spaces. The building meets modern security, ICT and A+ energy-efficiency standards, ensuring full operational readiness. The location provides quick access to the renovated Advanced Training Centre Bregana, 15 km away, proposed as an EUCAB Centre of Excellence, offering specialised training for inspections of vehicles, electric vehicles, trucks, buses, containers and aircraft, K 9 training centre and poligon, as well as accommodation for 30 trainees and trainers. Real time training performance includes all didactical items (all type of vehicles, also containers, vessels and aircrafts) and detection equipment already present on the location. The facility is operational, enabling EUCA staff to begin work immediately after the 2026 headquarters agreement. Zagreb is located near the EU's longest external land border, with international airports and seaports within two hours. Zagreb's position at 10th EU corridor, so-called Balkan route, places EUCA at the heart of key EU customs risk profiles. All EU capitals are reachable within three hours, most via direct flights. Zagreb offers exceptional quality of life, strong healthcare, diverse international education options and safest urban environment in Europe. Croatia also provides one of the most cost-efficient hosting environments in the EU, ensuring long-term savings for the EU budget.	The application indicates that Zagreb is a well-suited location for EUCA, allowing it to attract specialised staff and ensure training opportunities. The application indicates that Zagreb provides access to a skilled labour pool, multilingual services supporting staff housing, relocation, registrations, childcare and schooling. It indicates that Zagreb is located near the EU's longest external land border, with international airports and seaports within two hours and all EU capitals reachable within three hours, most via direct flights. It further indicates that its location on the Balkan route is at the heart of key EU customs risk profiles. It also provides information about the quality of life, healthcare, international education options, and the safety of urban environment in Zagreb. The application indicates that the proposed premises are fully operational, enabling EUCA staff to begin work immediately after the 2026 Headquarters Agreement. It indicates that the facility will accommodate all required offices, meeting and conference spaces, and meets modern security, ICT, and A+ energy-efficiency standards, ensuring full operational readiness. The application provides information about the building's access to the renovated Advanced Training Centre Bregana, 15 km away offering specialised training for inspections of vehicles, electric vehicles, trucks, buses, containers, and aircraft, as well as a K9 training centre, with accommodation for 30 trainees and trainers.
Summary	**The application indicates that Zagreb's location enables the recruitment of specialised staff and offers training opportunities.** **It indicates that Zagreb provides access to a skilled labour pool and multilingual services supporting staff relocation and family needs. It further indicates that Zagreb is located near the EU's longest external land border and that its location on the Balkan route is at the heart of key EU customs risk profiles. It also provides information on quality of life, healthcare, international education and urban safety in Zagreb.** **The application indicates that the proposed premises are fully operational, enabling EUCA staff to begin work immediately after the 2026 Headquarters Agreement. It indicates that the premises meet the requirements for offices, meetings and conferences, as well as modern security, ICT and A+ energy-efficiency standards. It also indicates the availability of a nearby advanced training centre for specialised inspections and K9 training.**	

Criterion 1 – *'The date on which EUCA can become operational on site after the entry into force of the Regulation'*		
Sub criteria	**Member State answer**	**Commission assessment**
Building 1		
Availability of the premises		
1) Address of the proposed premises (Building 1)	Radoslava Cimermana 88, 10 000 Zagreb, Croatia	The application indicates that the address of the proposed premises is Radoslava Cimermana 88, 10 000 Zagreb, Croatia.
2) General description of the proposed premises	The SEECEL building is a multifunctional detached complex situated on a 13.054 m² state-owned plot and designed for administrative, educational and accommodation purposes. It consists of five units: the Office Section, the Knowledge Exchange Center, the Accommodation and Catering Unit, the Service Unit and the Garage. The building has five above-ground levels and a basement housing the garage and	The application indicates that the proposed premises, the SEECEL building, have a gross area of 17 369.78 m², 12 240.60 m² of usable space above and below ground, 8 424 m² of outdoor space and 157 parking spaces, including bicycle parking and that an innovation park surrounds the building.

	technical areas. The ground floor includes the main entrance, restaurant, cafeteria and multifunctional congress and meeting facilities. Levels 2–5 contain offices, meeting rooms, technical control units, archives and open-plan workspaces, including former accommodation units now converted into offices. The complex has a gross area of 17.369,78 m², with 12.240,60 m² of usable space above and below ground. The building footprint is 4.630 m², complemented by 8.424 m² of outdoor space and 157 parking spaces, including designated bicycle parking. An Innovation Park surrounds the building, providing outdoor areas for recreation and social use. Offices are located on the 2nd to 5th floors, totalling 1.012,80 m², with an additional 1.349,57 m² of open space suitable for office conversion. The 5th floor contains 45 former accommodation rooms with sanitary units, now functioning as office areas and offering additional flexibility. The facility can accommodate 275 persons without refitting, with capacity for 75 more after customization. The ground floor includes nine meeting, training and conference rooms, including a 678-seat conference hall divisible into two sections with 16 interpretation booths and eight additional multimodal rooms equipped for videoconferencing. Most conference rooms can be adapted into office space if needed. The building is connected to standard utility networks and uses a deep-well water system with heat pumps for heating and cooling. Autonomous solar and wind power systems ensure continuity of essential operations during outages. Constructed to EU institutional standards, the complex ensures high structural and safety compliance. The large plot also enables future on-site expansion, allowing construction of additional office, training or technical space as required.	The application indicates that the building has 5 above-ground levels and a basement housing the garage and technical areas. The application indicates that the ground floor includes the main entrance, restaurant, cafeteria, 9 meeting, training and conference rooms, including a 678-seat hall divisible into 2 sections with interpretation booths and several multimodal rooms; most can be converted into office space if required. The application indicates that the offices are located on the 2nd to 5th floors, totalling 1 012.80 m², with an additional 1 349.57 m² that can be converted into office space, suitable for 275 persons without refitting, with potential for 75 additional workstations. The application indicates that the building is connected to standard utilities, uses a deep-well water system and heat pumps, and has autonomous solar and wind systems. It also indicates that the complex was constructed in line with EU institutional standards and allows for future expansion.
3) Timeline of the availability of the premises (before fit-out and necessary adaptation works)	The premises are already available for the EUCA. The building, completed in 2019 and fully operational since 2021, is Government owned and managed by the Ministry of Economy. The Zagreb University Rectorate temporarily occupies part of the premises due to damage sustained during the 2020 earthquake, but only a limited section is in use. Administrative relocation procedures are prepared and can be executed immediately after the Headquarters Agreement is signed. Most of the office space will therefore be available at once, with full availability foreseen by the third quarter of 2026. No structural works are required, ensuring immediate preparatory access.	The application indicates that no fit-out or adaptation works are required, as the premises, completed in 2019 and fully operational since 2021, are already available for the EUCA and that the building is Government owned. The application indicates that a part of the premises is temporarily used by the Zagreb University Rectorate and that relocation procedures are prepared and can be implemented immediately after the Headquarters Agreement is signed. It indicates that most of the office space would be available at once, with full availability foreseen by the third quarter of 2026. The application further indicates that no structural works are required.
4) Estimated time needed for fit-out and adaptation works (expressed in months)	0	
Organisation of the premises		
The size of the EUCA's premises should be at least 6 000 m² gross floor area above ground. The Commission proposal provided for a EUCA staff of 250 Full Time Equivalents. The final number of staff will depend on the outcome of the negotiations and may increase.		
1) Total surface of the premises (expressed in m²)	10415	The application indicates that the total surface of the premises is 10 415 m².
2) Staff capacity (expressed in maximum number of staff)	350	The application indicates a maximum staff capacity of the premises of 350 staff.
3) Availability of a dedicated meeting room for the executive board (10-15 seats)	Yes	The application indicates the availability of a dedicated meeting room for the executive board of 10-15 seats.
4) Availability of a dedicated Management Board room in the secure zone (60-70 seats + at least 30-40 seats in the back)	Yes	The application indicates the availability of a dedicated Management Board room in the secure zone of 60-70 seats with at least 30-40 seats in the back.

5) Availability of 'secure room'	Yes	The application indicates that the facility includes a 56.55 m² 'secure room' compliant with Croatian and EU rules for handling classified information, and that additional rooms can be configured if required. It indicates that the room is located within a controlled and secured perimeter monitored by CCTV and uses an electronic access system restricting entry to authorised personnel. The application further describes restrictions on visitor access, procedures for monitoring all individuals entering or leaving the area, a prohibition of technical devices and protective measures against electromagnetic emissions.
5.1) Description of the security features of the 'secure room' (size and security measures applied)	The facility includes a 56.55 m² Secure Room compliant with Croatian and EU rules for handling classified information. Additional rooms can be configured if required. Key features: • Location: within a controlled, secure perimeter with monitored entry/exit. • Surveillance: full CCTV coverage of the perimeter. • Access Control: electronic access system allowing entry only to authorised and certified staff. • Visitor Policy: visitors prohibited unless expressly approved in writing by the competent authority. • Personnel Monitoring: strict control of all persons entering, remaining in, or leaving the secure area. • Equipment Restriction: personal technical devices are not allowed. • EM Protection: shielding against unwanted electromagnetic emissions.	
6) Availability of a medium-sized room (30-35 seats)	Yes	The application indicates the availability of a medium-sized room of 30-35 seats.
7) Availability of multiple small-sized rooms (10-15 seats)	Yes	The application indicates the availability of 11 small-sized rooms of 10-15 seats.
7.1) If yes, how many? (*)	11	
8) Availability of state-of-the-art meeting and videoconference facilities in the meeting rooms	Yes, in all of them	The application indicates that state-of-the-art meeting and videoconference facilities are available in all the meeting rooms.
9) Availability of a lounge area for lunch and/or dinner catering	Yes	The application indicates the availability of a lounge area for lunch and/or dinner catering.
Specific technical requirements for Data Hub, data analysis, risk management and crisis management activities.		
10) Availability of a dedicated, secured and restricted area for 'data management' task (for at least 115 staff)	Yes	The application indicates the availability of a dedicated, secured and restricted area for 'data management task' for at least 115 staff.
11) Availability of a 24/7 crisis response cell (situation room with capacity for 30 persons)	Yes	The application indicates the availability of a 24/7 crisis response cell.
12) Availability of at least two (and ideally three) operational facilities (secure and isolated operational rooms)	Yes	The application indicates the availability of more than 2 secure and isolated operational rooms serving as operational facilities.
12.1) If yes, how many operational analysis facilities are there? (*)	More	
13) Availability of a call centre, incident management and service desk facilities in the secured and restricted area	Yes	The application indicates the availability of call centre, incident management and service desk facilities in the secured and restricted area.
14) Description of the availability and capacity of EU sovereign and highly available telecommunications and networking infrastructure with operational redundancy	The telecommunications and networking infrastructure is fully located and operated within Croatia, with one data centre 20 km away, and back up centre located in Zagreb ensuring sovereignty, availability and redundancy consistent with EU regulatory and security standards. All telecommunication services and infrastructure comply with GDPR, NIS2, the EU Cybersecurity Act and relevant EU critical-infrastructure protection requirements. Its design emphasizes resiliency, performance, proximity to EU optical corridors and strong internet presence. Croatia's strategic position on pan-European fiber routes enables low latency links to major EU hubs. 1. Site Resiliency Each data center offers dual, physically diverse optical entry routes (DTK Entry 1 and 2), allowing leasing of one or more dark fibers within DTK channels to the internal telecommunication room (EF-A). Customers can connect active equipment via dedicated passive fibers without colocating active devices. Redundant power capacity includes dual UPS and generator backup. The proposed facility can also ensure dual	The application indicates that the telecommunication and networking infrastructure is located and operated within Croatia, with a primary data centre 20 km away and a back-up centre in Zagreb. It indicates that the system ensures sovereignty, availability and redundancy, and complies with GDPR, NIS2, the EU Cybersecurity Act and relevant EU critical-infrastructure standards. The application provides further information on: ● Site resiliency: the data centres have dual optical entry routes, redundant power supply and carrier-neutral connectivity allowing full operational independence. ● Performance: the infrastructure supports high-bandwidth, low-latency connections with scalable throughput. ● Proximity to optical fibre routes: the facilities are located near major backbone corridors and are already integrated with EU secure networks.

<table>
<tr><td></td><td>diverse optical routes and redundant power. Carrier-neutral design allows full operational independence.</td><td>
- Internet presence: the infrastructure is close to national and regional IXPs and can access multiple upstream providers.
- Operational redundancy and sovereignty: redundancy is ensured through continuous monitoring and dual connectivity paths, and all data processing remains within EU territory.
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2. Performance
The infrastructure supports low-latency, high-bandwidth services (>10 Gbps up to 100 Gbps depending on provider). On-demand data link services between operators and customers are available. Connections can be built using Cat5e UTP, OS2 single-mode fiber with LC/LC connectors, or OM3 multimode fiber. All links use structured cabling (panels and MTP cassettes) and provide scalable throughput. The design ensures flexibility, minimal latency and efficient intra-data-center communication. The proposed facility supports identical high-bandwidth performance.

3. Proximity to Optical Fiber Highways
Data Centres in Zagreb and Jastrebarsko, together with the proposed facility, are located near major regional and national optical fiber routes, allowing direct interconnection with scalable backbone networks. The dual-fiber entry system supports Tier-1 and Tier-2 carriers and local ISPs, ensuring optimized routing. Data centres are already connected to EU CCN/CCN2 secure networks. The existing integration with EU CCN/CCN2 enables immediate interoperability with TAXUD systems.

4. Internet Presence
The infrastructure benefits from proximity to national and regional IXPs, reducing latency and improving routing efficiency. Depending on the carrier, global upstream providers are available (Telekom Deutschland GmbH, Lumen Technologies Germany GmbH, Arelion, Cogent, Hurricane Electric, Telecom Italia Sparkle). Depending on the provider, direct peering is possible with cloud operators, while maintaining EU-sovereign routing boundaries.

5. Operational Redundancy and Sovereignty
Redundancy is achieved through dual fiber routes, redundant power systems, carrier-neutral connectivity, continuous monitoring and proactive maintenance. All infrastructure, management and operations are performed exclusively within EU territory, ensuring full sovereignty and compliance with European legal frameworks. The infrastructure is fully compatible with upcoming EU sovereign cloud frameworks. Altogether, the environment provides EUCA with a fully sovereign, highly available and operationally redundant infrastructure that meets and exceeds EU requirements.

15) Description of the available cloud-based data storage network solutions	The data storage infrastructure is based on a highly available Software Defined Storage (SDS) platform replicated between two geographically separated data centers. The solution supports standard access protocols including NFS, SMB, S3, and GPFS, ensuring compatibility with a wide range of applications and workloads. The architecture provides full redundancy, data protection, and scalability. Tiering is supported for efficient data placement across performance and capacity layers, while archival storage is available through tape-based tier archives in both data centers, ensuring long-term data preservation and compliance with retention requirements.	The application indicates that the data storage infrastructure is based on a Software Defined Storage (SDS) platform replicated between two geographically separated data centres and indicates that the architecture provides redundancy, data protection and scalability.
16) Internal archives capacity of the premises	Yes	The application indicates that the internal archives capacity of the premises is 250 m^3.
16.1) Archives volume (expressed in m^3) (*)	250	
17) Number of parking spaces (inside and outside) - available for EUCA	157	The application indicates that there are 157 car parking spaces and 128 bike parking spaces (inside and outside) available for EUCA.
18) Number of bike parking spaces (inside and outside) - available for EUCA	128	

19) Possibilities for extension of office space in its original premises or the nearby area	Yes	The application indicates that it is possible to extend office space in its original premises or the nearby area by 1 000 m².
19.1) Surface for possible extensions (expressed in m²) (*)	1000	
20) Are the premises EMAS verified?	No	The application indicates that the premises are not EMAS verified.
21) Description of the premises' sustainability. If not EMAS certified, description of additional national/international sustainability certifications	Although not EMAS-certified, the premises demonstrate high sustainability performance supported by national certification. The building holds an A+ energy efficiency rating for heating demand and an A rating for primary energy use. Following the installation of on-site renewable energy systems (solar and wind), 69% of the energy for technical systems and 50% for thermo-technical systems is generated from renewables. The facility incorporates modern insulation standards, energy-efficient HVAC systems, water-saving fixtures and regulated waste-management practices.

The building's technical design, operational model and renewable-energy integration meet the prerequisites for EMAS registration and align with international sustainability frameworks, ensuring long-term environmental performance. Its design and operational parameters meet key EMAS environmental-management principles, and Croatia is ready to initiate an EMAS verification procedure if required. | The application indicates that the premises demonstrate high sustainability performance supported by national certification and that design and operational parameters comply with key EMAS environmental-management principles, and that Croatia can initiate an EMAS verification procedure if required. |
| 22) Description of the general compliance with the Manual of Standard Building Specifications of the premises including for environmental, security and safety standards as well as for accessibility for people with disabilities | The SEECEL building demonstrates high compliance with the Manual (MSBS) and provides a modern, resilient and secure environment suitable for an EU agency. Constructed in 2019, it fulfils EU and national standards in sustainability, structural safety, ICT protection and accessibility.

1. Environmental Standards
The building holds A+ and A energy-performance ratings and includes efficient HVAC systems, strong insulation, LED lighting and smart energy controls. On-site solar and wind systems supply a significant share of the building's total energy demand. Water, waste and ventilation systems comply with EU environmental rules. The design meets prerequisites for EMAS registration and aligns with international sustainability frameworks.

2. Security and ICT Protection
A Secure Room compliant with EU and national rules for classified information is integrated into the facility. Security systems include CCTV surveillance, electronic access control, intrusion detection, electromagnetic protection and controlled zones. Redundant telecommunications routes and secure ICT rooms with structured cabling, climate control and UPS/generator-supported continuity follow EU institutional standards.

3. Safety and Operational Resilience
The facility incorporates certified fire compartments, smoke extraction, emergency lighting, marked evacuation routes and dual power supply with generator backup. Structural systems comply with Croatian and EU safety codes, including post-earthquake resilience requirements relevant for Zagreb.

4. Accessibility
The building is fully accessible for persons with disabilities, with step-free access, lifts serving all floors, adapted sanitary units, compliant corridor widths and tactile and visual signage to support safe and inclusive movement.

Overall, the SEECEL building meets the general requirements of the MSBS and | The application indicates that the SEECEL building complies with the requirements of the Manual of Standard Building Specifications and meets EU and national standards in sustainability, structural safety, ICT protection and accessibility.

The application also provides the following information:
• Environmental Standards: the building has A+ and A energy-performance ratings, efficient HVAC systems, insulation LED lighting and smart energy controls. It is partly powered by on-site solar and wind systems and its water, waste and ventilation systems comply with EU environmental rules.
• Security and ICT Protection: the facility includes a secure room compliant with EU rules for classified information, is equipped with CCTV surveillance, has electronic access control, intrusion detection, electromagnetic protection. Its telecommunications routes and secure ICT rooms follow EU standards.
• Safety and Operational Resilience: the facility includes certified fire-safety systems, marked evacuation routes, dual power supply with generator backup and it complies with EU safety codes, including post-earthquake resilience requirements relevant for Zagreb.
• Accessibility: the building is fully accessible for persons with disabilities, with step-free access, lifts to all floors, adapted sanitary units, compliant corridor widths and tactile and visual signage. |

	provides a modern, sustainable, secure and fully accessible environment suitable for hosting the EUCA.	
23) Description of the digital security and connectivity features with regard to physical and digital infrastructure, in particular those allowing EUCA to comply with relevant cybersecurity standards and legislation and for all core facilities to implement certified protocols for end-to-end encryption of data, enforce access controls and deploy advanced systems for continuous issue detection, timely reporting and affective response	The proposed digital and physical infrastructure fully meets the requirements set out in the call, ensuring EUCA's ability to comply with EU cybersecurity legislation, implement certified end-to-end encryption protocols, enforce strict access controls and maintain continuous monitoring, detection and rapid incident response. The environment is designed and operated in line with European cybersecurity frameworks, guaranteeing secure connectivity, data integrity and operational resilience.

Data Centres and digital-security infrastructure include the following key capabilities:

1. 24/7 Security Operations Centre (SOC):
Continuous monitoring of all systems, events and threat vectors, enabling real-time detection, triage and response. SOC operations follow EU best practices and are integrated with automated alerting and escalation chains.

2. Advanced cybersecurity toolsets:
Deployment of enterprise-grade systems including CTI (Cyber Threat Intelligence), SOAR (Security Orchestration, Automation and Response), PAM (Privileged Access Management), NDR (Network Detection and Response), endpoint protection, threat-intelligence feeds and structured incident-response workflows. These tools ensure full visibility over network activity, automated correlation, coordinated response actions and containment of security events.

3. Internationally certified infrastructure:
Data centres are fully aligned with and certified according to ISO 27001:2022 (information-security management) and ISO 22301 (business-continuity management), ensuring structured risk management, resilient operations, secure digital processes and documented disaster-recovery capabilities.

4. EU regulatory compliance:
All systems and operations comply with GDPR, NIS2 Directive, the EU Cybersecurity Act, and relevant national legislation. Data processing, storage and routing remain entirely within EU jurisdiction, supporting EU digital sovereignty and providing full regulatory assurance.

5. Encryption and access control:
The environment supports certified end-to-end encryption, secure VPN/IPsec connectivity, hardware-based cryptographic modules (HSM-ready), multi-factor authentication (MFA), centralised identity management and role-based access control (RBAC), ensuring strict enforcement of least-privilege principles.

6. Continuous issue detection and response:
Integrated monitoring platforms provide anomaly detection, behavioural analysis, log correlation, and automated alerting. Incident-response ensure timely reporting, containment, eradication and recovery, in line with EU-level security and reporting obligations.

Overall, the proposed infrastructure delivers a highly secure, EU-sovereign and fully compliant digital environment enabling EUCA to meet and exceed all cybersecurity, connectivity and operational-resilience requirements set out in the call. | The application indicates that the proposed digital and physical infrastructure ensures EUCA's ability to comply with EU cybersecurity legislation, and to implement certified encryption, strict access controls and continuous monitoring. It indicates that the infrastructure is designed and operated in line with European cybersecurity frameworks, ensuring secure connectivity, data integrity and operational resilience.

The application further indicates the following capabilities of the Data Centres and digital-security infrastructure:
- 24/7 Security Operations Centre (SOC): it provides continuous monitoring, real-time detection, triage and response, following EU best practices with automated alerting and escalation.
- Cybersecurity toolsets: enterprise-grade systems (CTI, SOAR, PAM, NDR), endpoint protection and threat-intelligence feeds ensure visibility, automated correlation, coordinated response and containment of security events.
- Internationally certified infrastructure: data centres are ISO certified, ensuring structured risk management, resilient operations, secure digital processes and documented disaster-recovery capabilities.
- EU regulatory compliance: all systems and operations comply with GDPR, NIS2, the EU Cybersecurity Act and relevant national legislation, with data processing, storage and routing entirely within EU jurisdiction.
- Encryption and access control: the environment supports certified end-to-end encryption, secure VPN/IPsec connectivity, hardware-based cryptography, multi-factor authentication, centralised identity management and role-based access control.
- Continuous issue detection and response: integrated monitoring platforms provide anomaly detection, log correlation and automated alerting, enabling timely incident reporting, containment, eradication and recovery in line with EU obligations. |

| 24) Other | The overall security environment of the Republic of Croatia represents a significant added value for hosting the EUCA. Croatia consistently ranks among the safest EU Member States, combining high public safety, institutional stability and a reliable rule-of-law system. This ensures a secure environment not only for EUCA operations but also for its staff and their families.

Croatia maintains one of the lowest rates of violent crime in the EU and enjoys a high level of public trust in police and civil protection authorities. Over the past two years, the national security situation has remained highly favourable: in the first six months of 2025 no terrorist, extremist or radicalised incidents were recorded, and the overall crime rate decreased while maintaining a resolution rate of around 70%. Even during the summer tourist season, when Croatia hosts over 20 million visitors annually, public order and safety remain stable, demonstrating strong operational resilience.

International indicators continuously place Croatia among the most secure countries in Europe, characterised by low levels of violence, minimal terrorism risk and high institutional reliability. According to Europol's TE-SAT 2025 report, Croatia belongs to the category of EU Member States with "minimal security risk". Croatia is also the only EU country with direct access to the US Terrorist Screening Center database, providing an additional layer of protection not available to other candidates.

In the field of cyber resilience, Croatia operates a National Cyber Resilience Centre, is fully aligned with the EU Cybersecurity Act and maintains active cooperation with ENISA and relevant EU CSIRT networks. The combination of low cyber-threat exposure and high digital readiness ensures a reliable and sovereign digital environment for EUCA operations.

As the guardian of the EU's longest external land border, Croatia has advanced operational, surveillance and information-exchange mechanisms fully aligned with EU standards.

Taken together, Croatia's exceptionally favourable physical, societal and cyber-security profile provides a uniquely safe, predictable and stable environment for the future EUCA, representing a competitive advantage compared to other candidate locations. | The application provides information about public safety, security and institutional stability and rule-of-law in Croatia.

It further indicates that according to Europol's TE-SAT 2025 report, Croatia belongs to the category of EU Member States with "minimal security risk" and that Croatia is the only EU country with direct access to the US Terrorist Screening Centre database.

The application indicates that Croatia operates a National Cyber Resilience Centre, is fully aligned with the EU Cybersecurity Act and maintains active cooperation with ENISA and EU CSIRT networks.

The application also indicates that Croatia, located on the EU's longest land border, maintains operational, surveillance and information-exchange mechanisms in line with EU standards. |
| **Financial terms** | | |
| 1) Description of the financial terms | The SEECEL building is owned by the Croatian Government and managed by the Ministry of Economy, allowing the premises to be offered to the EUCA fully cost and rent-free. Although the market rental value of the building is estimated at approximately €35,000 per month, Croatia commits to providing the premises free of charge for the full initial period of 9 years, with a contractual review clause enabling the same conditions to be extended beyond the initial term.

Maintenance costs, based on the operational data from the last four years, amount to approximately €30,000 per month. Croatia commits to covering these full maintenance costs for the same 9-year period. The building is already fully functional and capable of hosting EUCA without any delay. Any additional fit-out costs required to meet specific EUCA operational needs will be fully financed by the Croatian Administration and implemented in close coordination with EUCA technical specifications.

Croatia is also prepared to finance future upgrades or extensions of the facility, subject to the concrete needs expressed by the Agency. These arrangements would be | The application indicates that the building is owned by the Croatian Government and ready to host EUCA without delay. It indicates that the market rental value of the building is approximately EUR 35 000 per month and that Croatia commits to providing the premises free of charge for the first 9 years with the possibility of extension under the same conditions.

The application indicates that Croatia will cover the full maintenance costs of approximately EUR 30 000 per month for the same 9-year period and any additional fit-out costs required for operational needs, and that Croatia is prepared to fund future upgrades or extensions, subject to EUCA's needs. The application indicates that the arrangements will be formalised through amendments to the Headquarters Agreement.

The application indicates that the premises are offered with a 20-year lease, with the possibility of extension under the same conditions and that terms related to early termination are open for negotiation. |

	formalised through amendments to the Headquarters Agreement, ensuring financial clarity and predictability.	
	The premises are offered with a 20-year lease, with the possibility of extension under the same favourable conditions. Terms related to early termination can remain open for negotiation, ensuring full contractual flexibility for the Agency.	
	This financial package ensures that EUCA can operate in a purpose-built, fully equipped facility with minimal direct costs, providing long-term EU budgetary savings and a stable, risk-free hosting environment.	
2) Monthly rental cost (expressed in EUR)	35000	The application indicates that the monthly rental cost is EUR 35 000 and that Croatia intends to cover the rent indefinitely.
3) Does the applicant Member State intend to cover the rent?	Yes	
3.1) Will the applicant Member State cover the rent? (*)	Indefinitely	
4) Monthly maintenance costs (expressed in EUR/m^2)	1	The application indicates that the monthly maintenance costs are EUR 1/m^2 and that Croatia intends to cover the maintenance costs indefinitely.
5) Does the applicant Member State intend to cover the maintenance costs?	Yes	
5.1) Will the applicant Member State cover the maintenance costs? (*)	Indefinitely	
6) Fit-out costs (expressed in EUR/m^2)	130	The application indicates that the fit-out costs are EUR 130/m^2 and that Croatia intends to cover the fit-out costs.
7) Does the applicant Member State intend to cover the fit-out costs?	Yes	
8) Does the applicant Member State intend to cover the cost of future upgrade and extension?	Yes	The application indicates that Croatia will cover future upgrades and extensions depending on the needs as determined by EUCA and that the Headquarters Agreement would be amended accordingly.
8.1) Financial conditions of future upgrades and extensions	Headquarters Agreement would be amended accordingly, depending on the concrete needs determined by EUCA. Croatia will cover future upgrades and extensions led by the same principle explained in the financial offer, like covering fit-out costs.	
9) Duration of the lease (expressed in years)	20	The application indicates that the duration of the lease is 20 years.
10) Financial conditions of termination before the end of the lease	Financial conditions of an early termination of the lease would remain open for negotiations, with the possibility for the lease to be extended after the initial 20-year period under the same principles as those established in the main agreement. Any early termination would require a prior written notice of three years from either party. The specific financial obligations arising from an early termination would be determined through a bilateral agreement and formalised as an amendment (annex) to the Headquarters Agreement no later than one year before the effective termination date. This approach ensures that all relevant financial, operational and technical parameters are assessed based on the actual state of the premises and the Agency's needs at the relevant time.	The application indicates that early termination conditions would remain open for negotiation, with the lease potentially extendable after the initial 20-year period under the same principles. It indicates that any early termination would require 3 years' prior written notice. It further indicates that financial obligations from early termination would be formalised as an amendment to the Headquarters Agreement at least one year in advance, based on the condition of the premises and EUCA's needs.
11) Other	The SEECEL land parcel offers additional strategic advantages relevant to EUCA's long-term operational capacity. The building is situated on a large, state-owned parcel with sufficient free surface area to enable future expansion directly on the same site, allowing the construction of additional office, training or technical space if required. This option ensures that EUCA can scale its activities without relocating or fragmenting its infrastructure. Any future extension would be fully coordinated with the Agency.	The application indicates that the SEECEL state-owned land parcel allows for future expansion on-site, enabling additional office, training or technical space if required.
Summary criterion 1	**The application indicates the availability of the SEECEL building as premises for EUCA, located at Radoslava Cimermana 88 in Zagreb, which offers 10 415 m^2 over 5 floors and can host 350 persons. It indicates that the premises are immediately available.**	

| | The application indicates the availability of a dedicated meeting room for the executive board of 10-15 seats, a dedicated Management Board room in the secure zone of 60-70 seats + at least 30-40 seats in the back, a medium-sized room of 30-35 seats, 11 small-sized rooms of 10-15 seats. It indicates that state-of-the-art meeting and videoconference facilities are available in all of the meeting rooms. A lounge area for lunch and/or dinner catering is available as well as a dedicated, secured and restricted area for 'data management task' for at least 115 staff, a 24/7 crisis response cell, 3 secure and isolated operational rooms serving as operational facilities, a call centre, incident management and service desk facilities in the secured and restricted area. It indicates the availability of 250 m³ of internal archives capacity, 157 parking spaces and 128 bike parking spaces (inside and outside) available for EUCA. It also indicates the possibility for extension of office space by 1 000 m². The applications indicates that the premises are not EMAS verified, but that their design and operational parameters comply with key EMAS principles and that they comply with the Manual of Standard Building Specifications.

The application indicates the presence of a 57m² 'secure room' equipped to handle EU classified information. It indicates that the network infrastructure is operated within Croatia, with a primary and a backup centre close by. It indicates that the infrastructure ensures sovereignty, redundancy, and compliance with NIS2, the EU Cybersecurity Act and EU critical infrastructure standards. It indicates that the digital infrastructure will support secure VPN/IPsec connectivity and HSM-ready hardware security modules. Further, it indicates that data protection will include end-to-end encryption and access controls. It indicates that threat detection and response will be provided through a 24/7 SOC, SOAR, CTI, NDR, EDR, and automated incident response workflows.

The application indicates that the building is owned by the Croatian Government and will allow EUCA to start operating immediately with most office space available at once and full availability foreseen by the third quarter of 2026. It indicates that the monthly rental cost is EUR 35 000, and the maintenance costs are EUR 1/m² and the fit-out costs EUR 130/m² and that the premises will be provided free of charge for an initial 9-year period with a contractual review clause enabling the same conditions to be extended beyond the initial term. It indicates that the premises will be put at the disposal of EUCA with a 20-year lease and that early termination terms would be open for negotiation, subject to 3 years' prior notice. |

Criterion 2 – *'Accessibility of the location'*		
Sub criteria	**Member State answer**	**Commission assessment**
Public transportation		
1) Description of the access to air and rail transport linking the location with European capitals	The proposed EUCA seat has excellent access to international air transport and to national and international rail connections. Zagreb Airport, 16 km away, is directly connected to the location via a dedicated shuttle bus operating from the city's main bus terminal, with the EUCA building as the second stop. The shuttle runs every 30 minutes from 05:00 to 23:00 and reaches the airport in around 15 minutes, ensuring fast and predictable access.

Zagreb Airport offers direct flights to more than 60 destinations in Europe and beyond, operated by around 20 international airlines, including Aegean Airlines, Air France, Austrian Airlines, British Airways, Croatia Airlines, KLM, LOT, Lufthansa, Qatar Airways, Ryanair, Turkish Airlines and others. Through these carriers, all major European capitals are reachable either by direct or efficient one-stop connections.

Access to the main railway station is equally efficient. Five frequent public bus lines operate between the railway terminal and the Novi Zagreb area, with a combined frequency of about every 5 minutes and a travel time of approximately 10 minutes. These bus lines are easily reached via the tram stop located directly in front of the proposed EUCA building. Trams operate every 10 minutes and provide a 5-minute ride to the connecting bus stop, ensuring smooth multimodal access.

Zagreb's integrated public transport system enables seamless transfers between tram, bus, airport shuttle and rail services. The city's main railway station ensures reliable connections to Ljubljana, Vienna, Budapest, Munich and other major European destinations, offering EUCA staff and visitors a well-structured, fast and predictable travel network. | The application indicates that the proposed premises have access to international air transport and to national and international rail connections. Zagreb Airport, 16 km away, is connected via a shuttle bus from the city's main bus terminal. The shuttle runs every 30 minutes from 05:00 to 23:00 and reaches the airport in around 15 minutes. Zagreb Airport offers direct flights to over 60 destinations in Europe and beyond, operated by around 20 airlines, enabling access to major European capitals either directly or with one-stop connections.

The application indicates that the main railway station is accessible via five frequent public bus lines, which can be reached from a tram stop in front of the EUCA building. The city's main railway station ensures connections to Ljubljana, Vienna, Budapest, Munich and other major European destinations. |
| 2) Availability and types of public transport connections from the closest international airport to the premises | Bus | The application indicates that bus connections are available from the closest international/ airport. |

Frequency of bus connections (expressed in minutes) (*)	30	The application indicates that the frequency of bus connections is 30 minutes, and the duration is 15 minutes.
Duration of bus connections (expressed in minutes) (*)	15	
3) Availability and types of public transport connections from the closest international/national train station or other transport hub to the premises	Tram, Bus	The application indicates that tram and bus connections are available from the closest international/national train station or other transport hub to the premises.
Frequency of tram connections (expressed in minutes) (*)	10	The application indicates that the frequency of tram connections is 10 minutes, and the duration is 30 minutes.
Duration of tram connections (expressed in minutes) (*)	30	
Frequency of bus connections (expressed in minutes) (*)	5	The application indicates that the frequency of bus connections is 5 minutes, and the duration is 7 minutes.
Duration of bus connections (expressed in minutes) (*)	7	
Accommodation facilities in the vicinity of the premises (within 3 km)		
1) Number of 3 star hotels in the vicinity of the premises	33	The application indicates the presence of 33 three-star hotels in the vicinity of the premises.
2) Number of 4 star hotels in the vicinity of the premises	7	The application indicates the presence of 7 four-star hotels in the vicinity of the premises.
3) Number of 5 star hotels in the vicinity of the premises	5	The application indicates the presence of 5 five-star hotels in the vicinity of the premises.
4) Description of available facilities for events and conferences outside EUCA premises	Zagreb offers extensive conference and event infrastructure with three major congress centres and numerous additional venues across the city. Combined capacities across these large centres exceed 25,000 seats, enabling the organisation of high-level conferences, workshops and large institutional events outside EUCA premises. In addition to the main congress centres, many hotels provide fully equipped meeting and ballroom facilities of various sizes, supporting both small-scale and large-scale events. The city's diversified portfolio of professional venues ensures that EUCA can easily host international conferences, expert meetings and multi-day events requiring significant seating capacity, technical equipment and logistical support	The application indicates that Zagreb offers conference and event infrastructure, including 3 congress centres and additional venues, with a combined capacity exceeding 25 000 seats. It indicates that hotels also provide meeting and ballroom facilities of various sizes.
5) Other	Apart from the three large congress centres and hotel-based conference spaces, Zagreb provides extensive accommodation capacity with over 45 categorized three-, four- and five-star hotels and a rapidly growing short-term rental market. A new purpose-built Congress Centre, the largest and most technologically advanced in Croatia, is under construction in the immediate vicinity of the EUCA building, featuring a 2,500-seat main hall, a 600-seat hall and six modular halls of 150 seats each.	The application indicates that Zagreb offers over 45 categorized three-, four- and five-star hotels and a short-term rental market. It indicates that a new Congress Centre is under construction near the proposed premises, featuring a 2 500-seat main hall, a 600-seat hall and 6 modular halls of 150 seats each.
Summary criterion 2	**The application indicates the availability of bus connections (30 min frequency and 15 min duration) from the closest international airport and the availability of bus connections (5 min frequency and 7 min duration) and of tram connections (10 min frequency and 30 min duration) from the closest train station. It indicates that Zagreb Airport operates direct flights to over 60 destinations and that Zagreb is connected by direct train to major European cities (such as Ljubljana, Vienna, Budapest and Munich).** **The application indicates in the vicinity of the premises the presence of 33 three-star hotels, 7 four-star hotels and 5 five-star hotels. It provides information on the presence of conference and event infrastructures, including 3 congress centers with a combined capacity of over 25 seats and the construction of a new one near the proposed premises.**	

Criterion 3 – *'Existence of adequate education facilities for the children of EUCA's staff'*		
Sub criteria	**Member State answer**	**Commission assessment**
1) Number of nurseries	65	The application indicates the presence of 65 nurseries.
2) Language options offered by nurseries	Italian, French, German, English	The application indicates that English, French, German and Italian are the languages offered by the nurseries.

3) Additional information concerning nurseries (names, location, capacity, language options offered, etc.)	In Zagreb, several kindergartens offer early language education and bilingual programs: 1. The British International School of Zagreb (BISZ) has a preschool program Dedići 102, 10 000 Zagreb, https://www.kreativan-razvoj.hr - English 2. The American International School of Zagreb has Pre-K and Kindergarden Curriculum Ul. Damira Tomljanovića Gavrana 3, 10 000 Zagreb, https://www.aisz.hr - English 3. French Alliance Kindergarden Zagreb Ante Kovačića 4, 10 000 Zagreb, https://zagreb.alliance-francaise.hr - French 4. Kindergarden Tree of Knowledge, TLT enables children to study exclusively in English, Lovćenska 38, 10 000 Zagreb, https://tltkindergarten.com/hr - English 5. DISZ – Deutsche International Schule Zagreb has an international kindergarten in German, Fratrovac 36, 10 000 Zagreb, https://deutscheschule.hr - German 6. Kindergarden Horizons Kraljevečki ogranak 14, 10 000 Zagreb, https://kindergarten.hr - English The kindergardens listed are private kindergardens. However, in the City of Zagreb and in public kindergardens, there are early learning programs in English, German, French and Italian.	The application provides information on 6 private kindergartens offering early language education and bilingual programmes. It indicates that additionally, Zagreb and public kindergartens offer early learning programmes in English, French, German and Italian.
4.1) Availability and number of multilingual, European-oriented schooling (including European, European accredited and international schools)	The process of establishing an accredited European school in Zagreb has been initiated and it is expected that the European school will be opened in school year 2028/2029. The accredited school will offer minimum of English, French and German section, or any other EU language sections depending of the interest for those. Apart from that, Zagreb already offers nine schools (detailed in 4.3) which implement international curricula.	The application indicates that an accredited European school in Zagreb is being established and is expected to open in the 2028/2029 school year. It also indicates the availability of 9 schools with international curricula in Zagreb.
4.2) Language options offered by the European, European accredited and international schools (*)	French, German, English	The application indicates that English, French and German are the languages offered by the European accredited and international schools.
4.3) Additional information concerning European, European accredited and international schools (names, location, capacity, language options offered, etc.) (*)	International schools in Zagreb: Primary schools: • MATIJA GUBEC INTERNATIONAL SCHOOL, Davorina Bazjanca 2, 10 000 Zagreb Capacity: 149 students PROGRAMME: International Baccalaureate Language offered: English • PRIMARY SCHOOL KREATIVAN RAZVOJ, Dedići 102, 10 000 Zagreb Capacity: 200 students Language offered: English Primary and secondary schools: • DEUTSCHE INTERNATIONALE SCHULE IN ZAGREB, Radoslava Cimermana, 10 000 Zagreb, same street where the future EUCA building is.	The application provides information about 9 international schools in Zagreb, including 2 primary schools, 4 primary and secondary schools, and 3 secondary schools: names, language options offered, capacity and diplomas awarded.

Capacity: primary - 80 students, secondary – 160 students
PROGRAMME: Gymnasium (die Lehrpläne des Landes Thüringen)
Language offered: German

• BRITISH INTERNATIONAL SCHOOL VEDRI OBZORI, Sveti duh 122, Zagreb
Capacity: primary – 185 students, secondary - 88 students
PROGRAMME: Cambridge Assessment International Examinations
Language offered: English

• AMERICAN INTERNATIONAL SCHOOL OF ZAGREB, Damira Tomljanovića Gavrana 3, 10 000 Zagreb
Capacity: primary - 246 students, secondary – 160 students
Language offered: English

• FRENCH INTERNATIONAL SCHOOL OF ZAGREB, Radoslava Cimermana, 10 000 Zagreb, same street where the future EUCA building is.
Capacity: primary - 80 students, secondary – 80 students
Language offered: French

Secondary:

• 15th GYMNASIUM, Jordanovac 8, 10 000 Zagreb
Capacity: 160 students
PROGRAMME: International Baccalaureate Middle Years Programme and International Baccalaureate Diploma Programme)
Language offered: English

• PRIVATE DR. ČASL HIGH SCHOOL WITH PUBLIC RIGHTS, Dedići 102, 10 000 Zagreb
Capacity: 50 students
PROGRAMME: Cambridge Assessment International Examinations
Language offered: English

• PRIVATE HIGH SCHOOL "AMAC INTERNATIONAL SCHOOL", Radnička cesta 180, 10 000 Zagreb
Capacity: 80 students
PROGRAMME: American Academy (Middle States Assosciation Commissions on Elementary and Secondary Schools)
Language offered: English

5) Number of higher education facilities (university level or equal)	117	The application indicates the presence of 117 higher education facilities of university level or equal.
6) Language options offered by the higher education facilities	Croatian, Italian, German, Slovenian, English	The application indicates that Croatian, English, German, Italian and Slovenian are the languages offered by the higher education facilities.
7) Description of higher education facilities (Universities and academic disciplines)	Higher education institutions in the Republic of Croatia are established as universities or universities of applied sciences/polytechnics. Croatia has 9 universities, 5 universities of applied sciences and more than 60 polytechnics and higher education institutions, enrolling over 150,000 students, including a steadily increasing number of international students.

Universities are higher education institutions that carry out higher education, scientific or artistic activities and professional activities in at least two scientific areas or in scientific and artistic areas and in at least three fields. Universities deliver university study programmes but may also deliver professional study programmes. | The application indicates that Croatia has 9 universities, 5 universities of applied sciences and over 60 polytechnics and other institutions, enrolling over 150 000 students, including a growing number of international students, in a wide range of fields.

It indicates that the University of Zagreb, Croatia's largest academic centre, hosts over 70 000 students across more than 30 faculties and 3 academies. |

	Universities of applied sciences/polytechnics are higher education institutions that deliver professional study programmes. University study programmes include undergraduate, graduate and postgraduate programmes, whereas professional study programmes include undergraduate and graduate studies. University study programmes qualify students to work in science and higher education, private and public sectors, and society in general, as well as to develop and apply scientific, artistic and professional knowledge. Croatia's largest academic centre, the University of Zagreb, hosts more than 70,000 students across over 30 faculties and 3 academies, providing strong scientific, technical, economic and administrative disciplines relevant to EU-level institutions. Professional study programmes provide students with the level of knowledge and skills required to work in applied professions, as well as direct integration into the labour market, supported by close cooperation with industry and public institutions.	
Summary criterion 3	**The application indicates the availability of 65 nurseries in Zagreb offering education in English, French, German and Italian. It also indicates that an accredited European School in Zagreb is expected to open in school year 2028/2029. Furthermore, it indicates the presence of 9 international schools providing primary and secondary education in English, French and German. The application indicates the presence of 117 higher education facilities of university level or equal in Croatia, including 9 universities, 5 universities of applied sciences and over 60 polytechnics and other institutions. It indicates that the University of Zagreb hosts over 70 000 students across more than 30 faculties and 3 academies. The application indicates that Croatian, English, German, Italian and Slovenian are the languages offered by the higher education facilities.**	

Criterion 4 – *'Appropriate access to the labour market, social security and medical care for both children and spouses'*		
Sub criteria	**Member State answer**	**Commission assessment**
1) Number of hospitals available in the vicinity of the premises	22	The application indicates the presence of 22 hospitals in the vicinity of the premises.
2) Description of access to medical care (access to hospitals and other medical facilities, doctors, spoken languages, etc.)	Zagreb provides comprehensive access to medical care through an extensive network of healthcare institutions. The city has 22 hospitals, 4 health centres, 157 private outpatient clinics, 2 national institutes (Public Health and Emergency Medicine), and more than 400 additional public and private healthcare providers. EUCA staff will have full access to both public and private medical services. Persons employed in EU institutions who contribute to the Joint Sickness Insurance Scheme (JSIS) already have access to public healthcare services in Croatia under the refund system. A bilateral agreement between the Croatian Health Insurance Fund (CHIF) and the European Commission's Office for the Management and Payment of Individual Entitlements (PMO) is in the finalisation process. Once concluded, EUCA staff and their family members covered by JSIS will receive healthcare directly without upfront payment. Costs will be settled between insurance institutions, and CHIF will establish a dedicated contact point responsible for staff registration, visibility in the healthcare system, and issuing of ePrescriptions, eReferrals and other digital benefits. This system will be operational before EUCA becomes active. Access to Croatian public healthcare services for EUCA employees will therefore be aligned with EU rules on the coordination of social security systems. In addition, private healthcare facilities across Zagreb offer high-quality services with short waiting times. Although Croatian is the official language, healthcare workers routinely provide services to foreign nationals. As Croatia receives over 20 million international visitors	The application indicates that Zagreb has 22 hospitals, 4 health centres, 157 private outpatient clinics, 2 national institutes and over 400 additional healthcare providers and that EUCA staff will have full access to both public and private medical services. It states that EUCA staff covered by the Joint Sickness Insurance Scheme (JSIS) have access to public healthcare under the refund system, and that a bilateral agreement between the Croatian Health Insurance Fund and the European Commission should be finalised before EUCA becomes active to allow direct care without upfront payment. The application further indicates that healthcare staff commonly speak English, with many also speaking French or German.

	annually, medical staff commonly speak English, and many also speak German and French, ensuring smooth communication for foreign patients.	
3) Description of access to medical care and social security for EUCA children and spouses not covered by the EU Staff Regulations (benefits, conditions, assistance, etc.)	Regarding access to healthcare for children and family members who are not covered by the EU „Staff Regulations" or JSIS, we would like to point out that, in accordance with Croatian regulations, healthcare and health insurance in the Republic of Croatia is provided in accordance with the person`s established status in the Republic of Croatia. After their status in the Republic of Croatia is established, they exercise the right to health care and health insurance in accordance with the national legal regulations, i.e. the provisions of Regulations 883/2004 and IA 987/2009 (rules for the coordination of social security systems). Family members not covered by the JSIS exercise their right to benefits in the event of illness outside the competent member state while staying in Croatia on the basis of portable documents issued by their member state, which confirm that they have statutory health insurance and that the costs of treatment does not have to be borne by the person, but is reimbursed by that competent member state (e.g. on the basis of the European Health Insurance Card EHIC). Croatian Social Security also includes benefits such as maternity, paternity and parental benefits, pension insurance benefits, benefits in respect of accident at work and occupational diseases, unemployment benefits and family benefits. Access to these social security benefits also depends on the status of the person concerned and is provided in accordance with relevant national social security legislation in a non-discriminatory manner and, if applicable, in accordance with aforementioned EU regulations on the coordination of social security systems.	The application indicates that healthcare for children and family members not covered by EU Staff Regulations or JSIS is provided according to their established status in Croatia. Family members not covered by JSIS can access care using portable documents from their Member State, such as the European Health Insurance Card (EHIC). The application further indicates that the Croatian social security provides benefits including maternity, paternity, parental, pension, occupational accident and disease, unemployment and family benefits, with access determined by the person's status and provided in accordance with national law and EU regulations.
4) Situation of the national labour market and its capacity to offer international job opportunities (number and capacity of international companies acting in the region) for children and spouses of EUCA staff	Citizens of EU member states, the EEA, and the Swiss Confederation, along with their family members, have the same rights regarding labour market and job opportunities as Croatian citizens. This aligns with one of the key principles of the European Union: the free movement of workers. Consequently, the Croatian Employment Service (CES) provides its services to all individuals on the same basis as it does for Croatian citizens. The main services offered by CES include employment preparation and labor market mediation, which assist unemployed individuals in smoothly integrating into new job markets. Through the EURES network and the National Coordination Office for EURES, CES has established cooperation with other member states and international companies. The free movement of workers within the common European market creates new opportunities for finding candidates with the necessary skills and qualifications. EURES offers support to employers seeking to hire job seekers from different member states, while also serving as a direct link for job seekers to potential employers across the EU. Specialized EURES advisers at the CES provide targeted counseling to job seekers from other member states and promote employers within the EU labor market. Croatia can provide significant international job opportunities for family members of EUCA staff, particularly in Zagreb. Key factors contributing to this are a low national unemployment rate (20-64), which is 4,6% in 2Q/2025. There are also many active job vacancies and a substantial presence of foreign-controlled enterprises, with 11,878 such companies in 2023 employing approximately 285,000 people in the business sector. Additionally, there is a growing ICT and shared services sector that features multinational companies. In case of unemployment, provisions of EU regulations on the coordination of social security systems are applied, meaning unemployment benefits continues if moving from one EU member state to another.	The application indicates that the Croatian Employment Service (CES) provides employment preparation and labour market mediation services to citizens of EU member states, the EEA and the Swiss Confederation on the same basis as for Croatian citizens. Specialized EURES advisers at the CES provide targeted counselling to job seekers from other Member States and promote employers within the EU labour market. The application provides information about job opportunities for EUCA staff family members, about the national unemployment rate (4.6% in the second quarter of 2025), the presence of foreign-controlled enterprises (11 878 foreign-controlled enterprises in 2023 employing approximately 285 000 people) and the ICT and shared-services sector. The application also indicates that EU coordination rules ensure continuity of unemployment benefits for persons moving between EU Member States.

| 5) Availability of services assisting expatriates and foreign nationals in seeking jobs | Croatia provides comprehensive support services for expatriates and foreign nationals seeking employment and integration into the labour market. The Croatian Employment Service (CES) facilitates access to key information on rights, obligations and living and working conditions through the multilingual leaflet "Living and Working in Croatia", published in several EU and non-EU languages and available online. CES also provides personalised counselling, job-matching services and support for foreign nationals entering the Croatian labour market.

In addition to public services, Croatia has a well-developed private employment mediation sector. There are 735 licensed employment agencies registered with the Ministry of Labour, Pension System, Family and Social Policy. These agencies are legally required to provide mediation services free of charge to job seekers, with any fees borne exclusively by employers. Many of these agencies offer specialised services for expatriates, including CV preparation, interview support and guidance on labour regulations.

Foreign nationals also benefit from the national platform migracije.hr, which centralises essential services related to residence registration, employment opportunities, social security, taxation, education, childcare, language courses and legal guidance. The platform is designed as a one-stop information point and significantly simplifies administrative procedures for newcomers.

Overall, Zagreb offers a supportive environment for expatriates, with robust public and private services that facilitate labour market access, reduce administrative obstacles and provide multilingual assistance for smooth professional integration. | The application provides information about the availability of support services for expatriates and foreign nationals seeking employment and integration. It indicates that the Croatian Employment Service (CES) offers multilingual information, personalised counselling and job-matching services.

The application indicates that 735 licensed private employment agencies provide free mediation services for job seekers, with many of them providing additional support for expatriates on CV preparation, interviews and labour regulations.

It also states that the national platform migracije.hr centralises services related to residence, employment, social security, taxation, education, childcare, language courses and legal guidance. |
| **Summary criterion 4** | **The application indicates the availability of 22 hospitals as well as 4 health centres, 157 private outpatient clinics, 2 national institutes and over 400 additional healthcare providers. The application further indicates that healthcare staff commonly speak English, with many also speaking French or German.**

The application indicates that Croatia will offer healthcare and health insurance for EUCA staff and their family in accordance with their established status under national and EU law. The application also provides information about social security benefits, including maternity, parental, pension, unemployment and accident insurance, provided according to national law and EU rules.

The application indicates that the Croatian Employment Service provides employment preparation and labour market mediation services to EU citizens on the same basis as for Croatian citizens. It provides information about unemployment rates, international job opportunities and the ICT and shared-services sector. It highlights that the Croatian Employment Service offers multilingual counselling, job-matching services and EURES support to EU nationals, while 735 licensed private employment agencies provide free mediation and integration services. | |

'Geographical balance'		
	Member State answer	**Commission assessment**
Description	At present, Croatia does not host any European Union agency or body. Establishing the EUCA in Zagreb, Croatia, would make an important contribution to the EU's geographical balance, ensuring that the benefits of European integration are shared among all Member States. It would also demonstrate a strong commitment to inclusiveness, fairness, and unity, while representing a forward-looking step that reinforces the European Union's core values. Such a decision would be fully in line with the European Council Conclusions of December 2003 and June 2008, which emphasize the importance of prioritizing new Member States when determining the location of new agencies. It would also be consistent with the principles outlined in the 2012 Joint Statement by the European Parliament, the Council of the EU, and the European Commission on decentralised agencies, which underscores the value of a geographically balanced distribution.	The application indicates that Croatia does not host any European Union agency or body, and refers to the European Council Conclusions of December 2003 and June 2008 and the 2012 Joint Statement (Common Approach) The application indicates that Zagreb's location at the crossroads of central, Mediterranean and southeast Europe, near external EU borders, supports both geographical balance and the EUCA's mission of border surveillance for cross-border goods.

	In conclusion, having in mind also real geographical position of Zagreb, and taking into account core mission of customs work which is surveillance of borders in respect of crossborder traffic of goods, Zagreb is situated on the crossroads of central, mediterranean and southeast Europe, very near to the external EU borders, which would then also fullfill goal of, not only geographical balance in a political sense, but also of border protection, in respect of entry and exit of goods in the European Union.	
Summary	**The application indicates that Croatia does not host any European Union agency or body and refers to the European Council Conclusions of December 2003 and June 2008 and the 2012 Joint Statement (Common Approach).** **The application indicates that Zagreb's location at the crossroads of central, Mediterranean and southeast Europe, near external EU borders, supports both geographical balance and the EUCA's mission of border surveillance for cross-border goods.**	

Any benefits granted in addition to Protocol 7		
	Member State answer	**Commission assessment**
1) Does the applicant Member State offer additional privileges?	Yes	The application indicates that Croatia offers additional privileges, including exemption from import and export duties, prohibitions and restrictions on articles intended for official use, including publications. It indicates that EUCA staff may import furniture, personal effects and motor vehicles duty-free and without restrictions within 2 years and may export them under the same conditions and that they are exempt from the Special Tax on Motor Vehicles during their stay in Croatia.
1.1) If yes, which ones? (*)	The Authority shall be exempt from all import and export duties, prohibitions and restrictions (P/R) on imports and exports of articles intended for its official use, including its publications. In accordance with the provisions of Article 11 of the Protocol, the Executive Director and other staff members will have the right to import from their last country of residence or from the country of which they are nationals, free of duty and without P/R, in respect of initial establishment, within two years of taking up their appointment with the Authority, furniture and personal effects; this includes motor vehicles for their personal use. This will apply for export, during the period of 2 years as from the date of termination of their appointment with the Authority, without P/R. Executive Director and the staff of the EUCA will also have the exemption from the obligation to pay Special Tax on Motor Vehicles for the purchase and use of their motor vehicles during their stay in Croatia.	

Headquarters Agreement		
Applicant Member State's commitment to confirming the conditions included in the application in a future headquarters agreement with EUCA (!)	Yes	The application indicates that Croatia commits to confirm the conditions included in the application in a future headquarters agreement with EUCA.