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# DRAFT GENERAL BUDGET OF THE EUROPEAN UNION

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Working Document Part III

#EUBudget

**2025**  
FINANCIAL  
YEAR

Bodies set up by the EU  
having legal personality

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Budget

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**DRAFT GENERAL BUDGET**  
**of the European Union**  
for the financial year 2025

Working Document  
**Part III**

**Draft General Budget  
of the European Union  
for the Financial Year 2025**

**Working Document Part III**

**Bodies set up by the European Union having legal personality**



## Draft Budget Working Documents

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The 2025 Draft Budget is accompanied by twelve ‘Working Documents’, as follows:

### **Part I: Programme Performance Statements of operational expenditure**

Working Document I contains, pursuant to Article 41(3)(h) of the Financial Regulation, the Programme Performance Statements, which provide for each spending programme comprehensive information on the financial implementation and progress in achieving the programme objectives as of the end 2023.

### **Part II: Human Resources of the EU institutions and executive agencies**

Working Document II presents information on the human resources of the EU institutions and executive agencies, and in particular for the Commission, both for the establishment plans and for external personnel and across all headings of the multiannual financial framework. Moreover, pursuant to Article 41(3)(b) of the Financial Regulation, it provides a summary table for the period 2022 – 2025 which shows the number of full-time equivalents for each category of staff and the related appropriations for all institutions and bodies referred to in Article 70 of the Financial Regulation.

### **Part III: Bodies set up by the European Union having legal personality**

Working Document III presents detailed information relating to all decentralised agencies and Joint Undertakings, with a transparent presentation of revenue, expenditure and staff levels of various Union bodies, pursuant to Article 41(3)(c) of the Financial Regulation.

### **Part IV: Pilot projects and preparatory actions**

Working Document IV presents information on all pilot projects and preparatory actions which have budget appropriations (commitments and/or payments) in the 2025 Draft Budget, pursuant to Article 41(3)(f) of the Financial Regulation.

### **Part V: Budget implementation and assigned revenue**

Working Document V presents the budget implementation forecast for 2024, information on assigned revenue (implementation in 2023 and estimation for 2025) and a progress report on outstanding commitments (RAL) pursuant to Articles 41(3)(d) and 41(8) of the Financial Regulation.

### **Part VI: Commission expenditure under the administrative heading of the multiannual financial framework**

Working Document VI encompasses administrative expenditure to be implemented by the Commission under the administrative heading of the multiannual financial framework (heading 7) in accordance with Article 317 of the Treaty on the Functioning of the European Union, as well as the budgets of the Offices (OP, OLAF, EPSO, OIB, OIL and PMO), pursuant to Article 41(3)(e) of the Financial Regulation.

### **Part VII: Commission buildings**

Working Document VII presents information on buildings under Section III - Commission, pursuant to Article 266(1) of the Financial Regulation.

### **Part VIII: Expenditure related to the external action of the European Union**

Working Document VIII presents information on human resources and expenditure related to the external action of the European Union, pursuant to Article 41(10) and (11) of the Financial Regulation.

### **Part IX: Funding to international organisations**

Working Document IX presents funding provided to international organisations, across all MFF headings, pursuant to Article 41(3)(g) of the Financial Regulation.

### **Part X: Financial Instruments**

Working Document X presents the use made of financial instruments, pursuant to Article 41(4) of the Financial Regulation.

### **Part XI: Budgetary Guarantees, Common Provisioning Fund and Contingent Liabilities**

Working Document XI presents the implementation of Budgetary Guarantees, the Common Provisioning Fund and the assessment of the sustainability of the contingent liabilities arising from budgetary guarantees and financial assistance pursuant to Article 41(5) of the Financial Regulation.

### **Part XII: Payment schedules**

Working Document XII presents summary statements of the schedule of payments due in subsequent years to meet budgetary commitments entered into in previous years, pursuant to Article 41(3)(i) of the Financial Regulation.

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# INTRODUCTION

## 1 GENERAL CONTEXT

This Draft Budget (DB) Working Document aims at presenting key budgetary information for Bodies set up under the TFEU and the Euratom Treaty to respond to the requirements laid down in Article 41.3 (c) of Regulation (EU, Euratom) 2018/1046.

Section 2 of this introduction presents the main types of EU bodies, as used throughout this document. Subsequently, Part I of the Working Document provides detailed information on ‘decentralised agencies’, Part II on executive agencies and Part III on bodies having legal personality created in the field of research and innovation, i.e. the EIT and joint undertakings (including the European Cybersecurity Competence Centre or ‘ECCC’). Each Part contains a description of the main budgetary trends for the main types of bodies, as well as detailed budgetary financial statements for each EU body individually.

## 2 TYPES OF EU BODIES

This section presents the main types of EU bodies<sup>1</sup>:

- Decentralised agencies (36 included in DB 2025);
- Executive agencies (6 in 2024)
- EIT and joint undertakings (11 in DB 2024, including the ECCC) under TFEU;
- ITER Joint Undertaking (F4E) under the Euratom Treaty.

### 2.1 Decentralised agencies

#### 2.1.1 Decentralised agencies: set-up

##### *Legal bases of decentralised agencies*

Most decentralised agencies are either created by the Council on the basis of Article 352 of the Treaty on the Functioning of the European Union, or by the Parliament and the Council (ordinary legislative procedure) on the basis of a specific Treaty provision. Currently, 36 decentralised agencies have been established on this basis, over a period of 40 years, and co-legislator negotiations are on-going on the set up of a European Union Centre to prevent and counter child sexual abuse (CSAM). Information on the latter is not yet included in Draft Budget 2025 as the negotiations on the proposal are taking longer than expected, even though the initial proposal for a Regulation of the European Parliament and of the Council laying down rules to prevent and combat child sexual abuse (COM(2022)209) assumed the implementation would start in 2025.

Furthermore, three decentralised agencies have been set up to carry out very specific technical, scientific and management tasks within the framework of the Common Foreign and Security Policy (CFSP). However, these three<sup>2</sup> agencies fall outside the scope of this Working Document, as these agencies (including their financing) are entirely inter-governmental.

##### *Tasks*

The tasks of decentralised agencies are diverse, inter alia:

- Some decentralised agencies have the power to adopt binding rules and/or individual decisions with direct effect (so-called 'regulatory' agencies, such as EUIPO, *European Union Intellectual Property Office*);
- Other decentralised agencies provide assistance to the Commission, and where necessary to the Member States, in the interest of the Union, in the form of technical or scientific opinions and/or inspection reports (e.g. EFSA, *European Food Safety Authority*); whereas
- Other decentralised agencies focus on networking between competent national authorities and on organising cooperation between them in the interest of the Union with a view to gathering, exchanging and comparing information and good practices (e.g. ENISA, *European Union Agency for Cybersecurity*).

<sup>1</sup> This Working Document does not include information on administrative Offices (OP, OLAF, EPSO, PMO, OIB and OIL), as these do not have their own legal personality. More information on the Offices is given in DB Working Document VI (Administrative expenditure under Heading 7).

<sup>2</sup> European Defence Agency (EDA), European Union Institute for Security Studies (ISS) and European Union Satellite Centre (EUSC).

## **Creation**

Decentralised agencies were created to meet specific needs on a case-by-case basis, starting from 1975, and mostly in two large 'waves', following the Brussels European Councils of October 1993 and December 2003. The locations ('seat') of the decentralised agencies are spread throughout the territory of the Union.

## **Governing structure**

The decentralised agencies are governed by an Administrative Board, which as a rule is composed of representatives of all Member States, and which has the following key roles: defining the agency's operating guidelines within the legal framework established by the legislator; in particular, the Administrative Board is responsible for the adoption of the agency work programme and rules of procedure. Furthermore, the Board plays a central role in the adoption of the agency's budget, which is independent from the EU budget. As the decentralised agencies have a separate legal personality, their budgets are published separately in the EU Official Journal, under their own responsibility.

### **2.1.2 Decentralised agencies: budgetary and financial arrangements**

#### **Decentralised agencies in the EU budget**

The EU budget includes the authorised EU contribution to the agencies and the agency establishment plans (except for fully self-financed agencies). These elements are thus approved by the European Parliament and Council with the adoption of the EU budget.

The EU contribution appears in the general budget, under the cluster concerned, on a dedicated budget line from operational appropriations. Accordingly, the amount of the EU contribution entered into the budget and the establishment plan are subject to the approval of the Budgetary Authority.

For decentralised agencies, since 2014, the dedicated agency budget line is no longer divided into two items, so as to reflect more clearly the unity of the EU contribution. Nonetheless, the structure of the agency budgets remains unchanged, in order to present the running costs of the agency (Titles 1 and 2) separately from the operational activities (Title 3).

#### **Financing structure**

Most decentralised agencies are funded entirely by contributions from the EU budget. Some agencies, however, depend fully or partially on other revenue, such as revenue received from industry (fees):

- Partially self-financed agencies: *European Aviation Safety Agency (EASA)*, *European Railway Agency (ERA)*; the *Agency for the Cooperation of Energy Regulators (ACER)*, *European Chemicals Agency (ECHA)*, *European Medicines Agency (EMA)* and the new proposed *Anti-Money Laundering Authority (AMLA)*;
- Fully self-financed agencies: *European Union Intellectual Property Office (EUIPO)*, *Community Plant Variety Office (CPVO)*, *Single Resolution Board (SRB)* and *Translation Centre for the Bodies of the European Union (CdT)*; and
- Agencies partially co-financed by national public authorities: *European Banking Authority (EBA)*, *European Insurance and Occupational Pensions Authority (EIOPA)* and *European Securities and Markets Authority (ESMA)*.

The financing structure as outlined above also has an impact on the annual budgetary procedure, in particular as regards three of the fully self-financed agencies: in the case of EUIPO, CPVO and SRB, the effective control over revenue, expenditure and staffing issues is exercised by their respective Boards, but not by Parliament and Council. As a consequence, this Working Document presents general information on EUIPO, CPVO and SRB in the overview tables for decentralised agencies; a less detailed budgetary financial statement is included for these self-financed bodies, reflecting the information received from these bodies.

#### **Framework Financial Regulation**

Article 70 of the General Financial Regulation<sup>3</sup> lays down that the "Commission is empowered to adopt delegated acts in accordance with Article 269 of this Regulation to supplement this Regulation with a framework financial regulation for bodies which are set up under the TFEU and the Euratom Treaty and which have legal personality and receive contributions charged to the budget. The framework financial regulation shall be based on the principles and rules set out in this Regulation, taking into account the specificities of the bodies referred to in paragraph 1. The financial rules of the

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<sup>3</sup> Regulation (EU, Euratom) No. 2018/1046 of 18 July 2018 on the financial rules applicable to the general budget of the Union.

bodies referred to in paragraph 1 shall not depart from the framework financial regulation except where their specific needs so require and subject to the Commission's prior consent".

The Commission has revised the Framework Financial Regulation<sup>4</sup>, notably with a view to aligning the text with the new General Financial Regulation and to respond to certain new developments surrounding decentralised agencies. The revised version of the Framework Financial Regulation has entered into force on 1 January 2019.

### ***Discharge procedure***

The financing structure of agencies (whether or not they actually receive contributions from the EU budget) also has an impact on the discharge procedure applicable, as laid down in Article 70(4) of the General Financial Regulation: with the exception of three fully self-financed agencies<sup>5</sup>, all decentralised agencies are subject to discharge for the implementation of their budgets by the European Parliament on the recommendation of the Council.

### ***Single Programming Documents***

Article 32 of the Framework Financial Regulation as revised in December 2018 requires agencies to prepare a 'programming document' containing multiannual and annual programming. This single programming document integrates previous documents such as annual work programmes, multiannual work programmes and the staff policy plan, with a view to providing a consolidated presentation of agency activities and resources needs. The Commission opinion on the single programming documents looks amongst others at the conformity of general staff policy with the Staff Regulations (including implementing rules), the Commission policy and the Commission guidelines, conformity with the multi-annual financial programming, justification of any additional posts on the basis of new tasks assigned by the legislative authority, workload indicators and past implementation, recruitment at basic grades and promotion rates.

### ***Evaluations***

In their joint statements of 13 July 2007, the European Parliament and the Council also requested the Commission to present information on ongoing and planned evaluations of decentralised agencies, each year at the October budgetary trilogue at the latest. The evaluation of decentralised agencies depends on the legal act applicable. Usually, the responsibility for these evaluations, which are often required every five years, lies with the agency's board. As a follow-up to the joint declaration of July 2007, information on agency evaluations has been included in the individual budgetary financial statements (Part I section 2.2.1).

### ***Application of IIA point 27***

Point 27 of the Inter-institutional Agreement of 16 December 2020 on budgetary discipline, cooperation in budgetary matters and on sound financial management foresees a procedure for the two arms of the budgetary authority (Parliament and Council) to assess the budgetary impact of the creation of new agencies and to arrive at a timely agreement on the financing of the agency, as proposed by the Commission. Before creating a new agency, the Commission shall present any proposal to the budgetary authority, including a legislative financial statement explaining the budget impact of the proposal. The Commission shall assist the legislator in assessing the proposal. Before the conclusion of the legislative proposal, the Commission shall present an updated legislative financial statement when necessary. Once an agreement has been reached during a trilogue, it shall be confirmed in a joint declaration and will be subject to approval by the European Parliament and the Council, each in accordance with its own rules of procedure.

The same procedure would be applied to any amendment to a legal act concerning an agency in question which would have an impact on the resources of the agency in question. Should the tasks of an agency be modified substantially without an amendment to the legal act setting up the agency in question, the Commission shall inform the European Parliament and the Council by means of a revised financial statement, so as to allow the European Parliament and the Council to arrive at a timely agreement on the financing of the agency.

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<sup>4</sup> Commission Delegated Regulation (EU) No 2019/715 of 18 December 2018, OJ L 122, 10.5.2019.

<sup>5</sup> European Union Intellectual Property Office (EUIPO), Community Plant Variety Office (CPVO) and the Single Resolution Board (SRB) are subject to discharge of their governing boards only.



## 2.2 Executive agencies

Firstly, this section recalls the reasons for the setting up of executive agencies, as part of the major Commission reform of 1999 / 2000. The section then provides an overview of the use of executive agencies under the 2021 -2027 multiannual financial framework, on the basis of the ‘delegation package’ adopted by the Commission in February 2021 after having received the positive opinion of the Council’s committee on executive agencies and after transmission to the Budgetary Authority for comments. This section then ends by providing an overview of the executive agencies in terms of budgetary arrangements, staffing and impact on the human resources of the Commission. Individual budgetary financial statements for all executive agencies are presented in Part II section 2.

### 2.2.1 Executive agencies: context of creation

In December 1999, the Commission undertook a major review of its externalisation policy<sup>6</sup>, in order to correct the shortcomings previously detected due to the poor control of some technical administrative support offices (TAOs, also known under the French acronym of BATs). Essentially, the guidelines aimed to re-focus the Commission's attention and staff on its core tasks, i.e. the development and monitoring of policies under the Treaty, and to define acceptable forms of externalisation, including a new type of implementing bodies: executive agencies.

The principle of executive agencies was already laid down in the recasting of the General Financial Regulation adopted by the Council on 25 June 2002 (Articles 54 and 55 of Regulation (EC, Euratom) No. 1605/2002). Council Regulation (EC) No. 58/2003 of 19 December 2002 ('the Framework Regulation') lays down the statute of executive agencies to which the Commission, under its own control and responsibility, may entrust certain tasks relating to the management of Union programmes' (Article 1 of the Framework Regulation). Furthermore, executive agencies have a 'Standard Financial Regulation' which applies to their own operating budget (Commission Regulation (EC) No. 1653/2004, as last amended by Commission Regulation (EC) No. 651/2008 of 9 July 2008).

The fundamental features of executive agencies are autonomy and dependence:

- Autonomy, as these bodies have their own legal personality and hence the ability to adopt legal acts (such as agreements, contracts and individual decisions) themselves when managing projects; they have their own operating budget and are subject to a separate discharge in respect of its implementation.
- Dependence, as these structures are set up only to perform the tasks entrusted by the Commission,
  - In accordance with strict rules determined by the Commission, laying down the tasks, the conditions and the arrangements for performing them in such a way as to comply with the objectives set by the Commission, and the institutional restrictions in the performance of the tasks, in particular the absence of any margin of discretion implying political choices;
  - With managing organs appointed by the Commission (steering committee and director), and administered, at least in part, by Commission staff, given that positions of responsibility are to be filled by EU officials on secondment; and
  - Under the control and responsibility of the Commission.

### 2.2.2 Executive agencies: set-up and impact on staffing

All six executive agencies are established for a limited time (the delegation package adopted in February 2021 extended the lifetime to 31 December 2028) and are fully operational as shown in the table below:

Acronym	Name	Fully operational as from
EACEA	European Education and Culture Executive Agency	01/01/2006
EISMEA	European Innovation Council and SMEs Executive Agency	01/01/2006
CINEA	European Climate, Infrastructure and Environment Executive Agency	15/04/2008
REA	European Research Executive Agency	15/06/2009
ERCEA	European Research Council Executive Agency	15/07/2009
HaDEA	European Health and Digital Executive Agency	16/02/2021

<sup>6</sup> Guidelines for the Commission's externalisation policy; Communication of Mrs Schreyer and Mr Kinnock, SEC (1999) 2051, 14 December 1999.

In this context, 'fully operational' is defined as 'full operational and accounting autonomy', in terms of both management of operational programmes and management of the operating budget of the executive agency. However, executive agencies are already operational before full autonomy is granted, for instance in the launch of the call for proposals. The time needed to plan and set up executive agencies is substantial, due to the need for drafting and getting the delegation instrument agreed, implementing internal control standards, putting in place robust financial circuits, recruiting temporary or contract agents and seconding officials. A key step in this regard is the appointment of the Director of the agency, after which the recruitment of agency personnel can start.

The Framework Regulation 58/2003 (Art. 25) also requires the Commission to draw up an external evaluation report on the first three years of operation of each executive agency. This evaluation, which has to include a cost-benefit analysis, is to be submitted to the steering committee of the executive agency, to the European Parliament, to the Council and to the Court of Auditors. The evaluation then has to be repeated every three years, under the same conditions. More details on external evaluations of executive agencies are given in the budgetary financial statements (section 6.2 of the individual budgetary statements of part II, section 2).

### 2.2.3 *Executive agencies: location and staffing*

In accordance with the Framework Regulation 58/2003 (Art. 5 § 1), executive agencies are located at the place where the Commission and its departments are located. In practice, this means that the executive agencies are located in Brussels.

Executive agency personnel consists of two main groups, with different characteristics and different recruitment procedures applicable:

- Temporary Agents, either Commission officials seconded to positions of responsibility, or external temporary agents recruited by the agency;
- Contract Agents and Seconded National Experts, recruited by the agency.

As foreseen in the Framework Regulation 58/2003, the creation of executive agencies has a two-fold impact on the Commission human resources:

- 'Freed' posts (Art. 13 § 6c): tasks transferred from Commission services to executive agencies free Commission resources.
- 'Frozen' posts (Art. 18 § 2b): in accordance with Article 38.c of the Staff Regulations, the posts of Commission officials seconded to executive agencies remain vacant in the Commission during their secondment (i.e., the posts are 'frozen'). A corresponding number of posts are without budgetary coverage in the establishment plan of the Commission. This generates a corresponding reduction of administrative appropriations in the Commission budget.

Essentially, the question whether and to what extent the creation of an executive agency leads to freed and frozen posts depends on whether the executive agency takes over the responsibility for implementing a programme from the Commission services; and whether the budget to be managed for a given programme grows significantly, as compared to the past.

### 2.2.4 *Executive agencies: 2021-2027 multiannual financial framework*

On 12 February 2021, the Commission adopted the decision<sup>7</sup> establishing the new generation of executive agencies and the corresponding Commission delegating decisions setting out the major components of the mandate and tasks entrusted to them. The effective date of the delegation of tasks to the new generation of executive agencies was 1 April 2021. This delegation package reflects that, based on the successful experience in previous multiannual financial frameworks, the Commission has decided to make greater use of executive agencies for the implementation of the new EU programmes. The Commission has designed the portfolios of the six executive agencies to ensure a strong thematic focus and close alignment with the headline ambitions of the Commission. The new portfolios ensure that each of the executive agencies is of sufficient size to operate efficiently, and allow synergies between EU programmes to be exploited more fully.

The delegation package determined also the necessary staffing levels for each programme and executive agency. These staffing levels were based on the expected delegated budget that will be managed by each of executive agencies and

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<sup>7</sup> Commission Implementing Decision (EU) 2021/173 of 12 February 2021 establishing the European Climate, Infrastructure and Environment Executive Agency, the European Health and Digital Executive Agency, the European Research Executive Agency, the European Innovation Council and SMEs Executive Agency, the European Research Council Executive Agency, and the European Education and Culture Executive Agency and repealing Implementing Decisions 2013/801/EU, 2013/771/EU, 2013/778/EU, 2013/779/EU, 2013/776/EU and 2013/770/EU (OJ L 50, 15.2.2021, p. 9).

productivity targets. The staffing of executive agencies as from 2025 has been adjusted to reflect the combined effects of the agreed revision of the MFF (which reduces the envelope of several programmes delegated to executive agencies), the redeployments to finance initiatives launched after 2021, such as the European Chips Act and the Secure Connectivity Programme, other adjustments, such as the financing of EU Missions within Horizon Europe, and the actual budget execution between 2021-2023. By ensuring consistency with the staffing levels of the delegation package, the Commission monitors that these productivity targets and cost savings are reached, as presented in the cost-benefit analysis of the delegation package.

By adding up the programmes financed outside the EU budget and delegated to the executive agencies (i.e. including the Innovation Fund, the Renewable Energy Financing Mechanism and the Just Transition Mechanism 3rd Pillar), the delegation package foresaw an expected increase of the budget managed by executive agencies in 2021-2027 of 49% in constant prices compared to 2014-2020, which has now been revised to 36%. Considering the adjustments introduced since 2021 (notably for the Innovation Fund as an effect of the increase in carbon prices), the corresponding increase of staff was planned to be 31% to 3 482<sup>8</sup> FTEs in 2027, which have now been revised to 27% and 3 382 FTEs. The proposed change in staffing for 2025 and the corresponding reduction in human resources in the Commission is highlighted in part II, section 1 and in the individual budgetary financial statements of part II.

## **2.3 Bodies having legal personality created in the field of research and innovation under Article 173 and 187/188 TFEU**

### *2.3.1 The European Institute of Innovation and Technology (EIT)*

#### ***Legal base of EIT***

The draft budget request for the EIT is consistent with the budgetary envelope set out in the Horizon Europe programme<sup>9</sup> and the overall financial programming of Horizon Europe. The legal basis to continue operating the EIT is provided in the EIT Regulation and a New European Innovation Agenda for the EIT published on 5 July 2022 (COM(2022) 332 final)<sup>10</sup>.

#### ***Tasks***

In short, the task of EIT is to reinforce the innovation capacity of the Union and the Member States, by bringing together the best actors operating in the 'knowledge triangle' (higher education, research and innovation).

#### ***Creation***

The EIT has been created in 2008 (Regulation 294/2008), adopted on the basis of Article 173 TFEU (ordinary legislative procedure).

#### ***Governing structure***

In terms of budgetary and financial arrangements, EIT follows largely the example of the decentralised agencies as described in section 2.1.2 above. This applies in particular as regards:

- The inclusion of information in the EU budget;
- The budget structure: one article, plus (unlike the decentralised agencies) one article for completion;
- The application of the Framework Financial Regulation (albeit with some derogations, in view of the special character of EIT);
- The single programming document;
- The discharge procedure;
- The principle of periodic evaluations.

EIT has become financially autonomous in June 2011.

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<sup>8</sup> Considering the adjustments introduced since 2021, notably outside the EU budget for the Innovation Fund as an effect of increase of carbon prices, this number is adjusted from 3 429 at the level of 2027.

<sup>9</sup> Regulation (EU) 2021/695 of the European Parliament and of the Council of 28 April 2021 establishing Horizon Europe – the Framework Programme for Research and Innovation, laying down its rules for participation and dissemination, and repealing Regulations (EU) No 1290/2013 and (EU) No 1291/2013

<sup>10</sup> COM(2022) 332 final

### 2.3.2 Joint undertakings (JU)

#### **Legal bases/ creation**

Essentially, joint undertakings are set up to attract public and private knowledge and capital, as public-private partnerships and public-public partnerships with Member States in key areas where research and development could contribute to Europe's wider competitiveness goals and where traditional instruments are not adequate. The bodies will lead to the formation of wide partnerships that will involve a large number of players from industry, including notably SMEs, the research community and wider society.

The legal bases for the first generation of joint undertakings and joint technology initiatives were adopted in 2007 and 2008, and were amended in May 2014 (BBI, IMI2, Clean Sky2, FCH2 and ECSEL) and June 2014 (SESAR2 and S2R).

On 23 February 2021, the Commission tabled its main proposal<sup>11</sup> for the new generation of joint undertakings under Horizon Europe. The proposal was adopted<sup>12</sup> by the Council on 19 November 2021 and covers nine institutionalised European partnerships based on Article 187 TFEU, some of which are building on joint undertakings that already existed in the 2014-2020 Multiannual Financial Framework:

1. **Innovative Health Initiative** (predecessor: IMI2), to create an EU-wide health research and innovation ecosystem that facilitates the translation of scientific knowledge into tangible innovations, from prevention to disease management. It will contribute to reaching the objectives of Europe's Beating Cancer Plan, the new Industrial Strategy for Europe and the Pharmaceutical Strategy for Europe;
2. **Global Health EDCTP3** (new), to deliver new solutions for reducing the burden of infectious diseases in sub-Saharan Africa, and strengthen research capacities to prepare and respond to re-emerging infectious diseases in sub-Saharan Africa and across the world;
3. **Chips** (renamed from Key Digital Technologies, predecessor: ECSEL), to support the digital transformation of all economic and societal sectors and the European Green Deal, as well as support research and innovation towards the next generation of microprocessors, and help boost competitiveness and Europe's technological sovereignty. As part of the European Chips Act<sup>13</sup>, the Commission proposed on 8 February 2022 that the Chips joint undertaking steps up its efforts to combine the financial and technical means that are essential to master the escalating pace of innovation in the semiconductor arena, generate important spill-overs for society, and share risk-taking by federating strategies and investments towards a common European interest. The Council regulation (EU) 2023/1782 amending Regulation (EU) 2021/2085 establishing the Joint Undertakings under Horizon Europe, as regards the Chips Joint Undertaking has been adopted on 23 July 2023.;
4. **Smart Networks and Services** (new), to support technological sovereignty for smart networks and services in line with the new industrial strategy for Europe, the new EU Cybersecurity Strategy and the 5G Toolbox. It aims to help resolve societal challenges and to enable the digital and green transition, as well as support technologies that will contribute to the economic recovery;
5. **Single European Sky ATM Research 3** (predecessor: SESAR2), to accelerate the technological transformation of air traffic management in Europe, aligning it to the digital age, to make the European airspace the most efficient and environmentally friendly and to support the competitiveness and recovery of Europe's aviation sector post-COVID19;
6. **Clean Aviation** (predecessor: Clean Sky2), to develop the next generation of ultra-efficient low-carbon aircraft, with novel power sources, engines, and systems, improving competitiveness and employment in the aviation sector that will be especially important for the recovery;
7. **Europe's Rail** (predecessor: Shift2Rail), to speed up the development and deployment of innovative technologies, especially digital and automation ones, to achieve the radical transformation of the rail system and deliver on the European Green Deal objectives. By improving competitiveness, it will support European technological leadership in rail;
8. **Clean Hydrogen** (predecessor: FCH2), to accelerate the development and deployment of a European value chain for clean hydrogen technologies. It will focus on producing, distributing and storing clean hydrogen and, on supplying sectors that are hard to decarbonise, such as heavy industries and heavy-duty transport applications;

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<sup>11</sup> COM(2021) 87 final.

<sup>12</sup> Council Regulation (EU) 2021/2085.

<sup>13</sup> COM(2022) 45 final.

9. **Circular Bio-based Europe** (predecessor: BBI), to develop and expand the sustainable sourcing and conversion of biomass into bio-based products and to support the deployment of bio-based innovation at regional level with the active involvement of local actors and with a view to reviving rural, coastal and peripheral regions.

These nine joint undertakings established only under Horizon Europe come in addition to two entities that may receive a contribution from other programmes of the EU budget:

10. **EuroHPC JU** was created in 2018 to provide a framework for acquisition and access to an integrated world-class pre-exascale supercomputing and data infrastructure in the Union and support the development of latest High Performance Computing and Data Infrastructure technologies and its applications. The joint undertaking became financially autonomous in September 2020. The Commission's proposal<sup>14</sup> to continue the EuroHPC JU activities under the 2021-2027 programmes (Horizon Europe, Digital Europe Programme and the Connecting Europe Facility) was adopted<sup>15</sup> by the Council on 13 July 2021.
11. **European Cybersecurity Industrial, Technology and Research Competence Centre (ECCC)** was adopted<sup>16</sup> on 20 May 2021 by the European Parliament and the Council, based on the Commission's proposal of September 2018<sup>17</sup>, to stimulate the European cybersecurity technological and industrial ecosystem to coordinate and pool relevant resources in the EU (including contributions from the EU budget under the Digital Europe Programme and Horizon Europe). The ECCC shall adopt its specific financial rules in accordance with Article 70 of the Financial Regulation.

As a principle, the staffing level is in line with the legislative financial statements accompanying the Commission proposals. The levels of credits are reduced as compared to the initial programming given EUR 2,1 billion reduction of Horizon Europe programme envelope in the Mid Term Revision of the Multiannual Financial Framework<sup>18</sup> which also impacted the JUs budget lines.

In addition to the information contained in the budgets of the joint undertakings, this Working Document also includes detailed information on these bodies, such as their authorised establishment plans.

### ***Financing structure***

The joint undertakings are typically funded by contributions from the EU budget on the one hand and public / private parties on the other (the latter both in appropriations and in kind). This concerns both the operational expenditure and the running costs of the bodies, such as staff and other administrative expenditure.

### ***Model Financial Regulation and Framework Financial Regulation***

The Model Financial Regulation applies to bodies established under Article 71 of the Financial Regulation i.e. all the above-mentioned joint undertakings except the European Cybersecurity Industrial, Technology and Research Competence Centre (ECCC)<sup>19</sup>.

The Framework Financial Regulation applies to bodies established under Article 70 of the Financial Regulation<sup>20</sup> (i.e. only to the ECCC in the list above). This means that 'the financial rules of [the ECCC] may not depart from the Framework Regulation except where their specific operating needs so require and with the Commission's prior consent'.

### ***Discharge procedure***

The bodies established under Article 70 of the Financial Regulation are subject to discharge for the implementation of their budgets by the European Parliament on the recommendation of the Council.

The bodies established under Article 71 of the Financial Regulation are also subject to a discharge procedure as provided for in their respective founding Regulations.

### ***Single Programming Documents***

Single Programming Documents are drawn up for the bodies established under Article 70 of the Financial Regulation. They contain multiannual and annual programming. The multiannual programme shall set up overall strategic programming including objectives, expected results and performance indicators and resource programming, including multiannual budget and staff.

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<sup>14</sup> COM(2020) 569 final.

<sup>15</sup> Council Regulation (EU) 2021/1173.

<sup>16</sup> Regulation (EU) 2021/887.

<sup>17</sup> COM(2018)630 final.

<sup>18</sup> Council Regulation (EU, Euratom) 2024/765 of 29 February 2024 amending Regulation (EU, Euratom) 2020/2093 laying down the multiannual financial framework for the years 2021 to 2027, OJ L, 2024/765, 29.2.2024.

<sup>19</sup> While Sesar2 was established under Article 70 of the Financial Regulation, its successor Single European Sky ATM Research 3 falls under Article 71.

<sup>20</sup> The same article of the Financial Regulation applies to decentralised agencies.

## ***Evaluations***

The evaluation of the joint undertakings depends on the legal act applicable, bearing in mind also that they are set up for a limited period (typically until 2031, with the exception of ITER – F4E, see 2.2). Information on evaluations of joint undertakings is included in the individual budgetary financial statements (Part II section 2.2).

## **2.4 Bodies having legal personality created in the field of research and innovation under the Euratom Treaty**

### ***2.4.1 Fusion4Energy (F4E)***

#### ***Tasks***

Fusion for Energy (F4E) is the Joint Undertaking to implement an international agreement on the development of Fusion Energy.

Fusion is expected to play an important role in Europe's future energy landscape as a virtually inexhaustible climate-friendly energy source. The ITER project aims at key scientific breakthroughs in the development of fusion.

European participation in ITER project is based on the ITER Agreement signed in November 2006 between seven global partners, Euratom, the United States, the Russian Federation, Japan, China, South Korea and India. ITER represents a unique first-of-a-kind project developed through international scientific collaboration, which allows for the synergies and mobilisation of financial resources that would not be possible for a single state.

The overall architecture of the ITER project calls for contracting parties to operate through Domestic Agencies. Europe is the Host Party of the project according to the ITER Agreement. The establishment of a Fusion for Energy Joint Undertaking under Chapter 5 of the Euratom Treaty was considered in 2007 as the most appropriate solution to operate this role of Domestic Agency and to discharge the Euratom obligations towards the ITER Organization pursuant to the conclusion of the ITER Agreement.

#### ***Legal bases/creation***

The legal basis for the Fusion for Energy JU has been adopted on 16 March 2007. It establishes the JU for a period of 35 years starting from 19 April 2007. The amendment proposed by the Commission in June 2018<sup>21</sup> to provide for the funding under MFF 2021-2027 was adopted on 22 February 2021<sup>22</sup>.

#### ***Financing structure***

The funding of F4E comes from Euratom contribution, French contribution and Members contributions.

#### ***Framework Financial Regulation and Model Financial Regulation***

F4E is a body established under Article 70 of the Financial Regulation and the Framework Financial Regulation therefore applies to it. This means that 'the financial rules of F4E may not depart from the Framework Regulation except where their specific operating needs so require and with the Commission's prior consent'.

#### ***Discharge procedure***

In accordance with Article 70(4) of the Financial Regulation, F4E is subject to discharge for the budget implementation by the European Parliament on the recommendation of the Council.

#### ***Single Programming Document***

Single Programming Documents are drawn up for F4E as it is a body established under Article 70 of the Financial Regulation.

## ***Evaluations***

For the period of funding 2021-2027, an interim evaluation is foreseen to take place no later than 2024, and a final evaluation no later than four years after end of funding period. Information on evaluations of F4E JU is included in the individual budgetary financial statements (Part II section 2.2).

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<sup>21</sup> Proposal for a Council Decision amending Decision 2007/198/Euratom establishing the European Joint Undertaking for ITER and the Development of Fusion Energy and conferring advantages upon it COM(2018) 445 of 7 June 2018.

<sup>22</sup> Council Decision (Euratom) 2021/281 of 22 February 2021 amending Decision 2007/198/Euratom establishing the European Joint Undertaking for ITER and the Development of Fusion Energy and conferring advantages upon it

## 2.5 Types of EU bodies: comparison table

	Decentralised agencies	Joint undertakings and EIT	Executive agencies
<b>Number of EU bodies included in DB 2025</b>	36 established decentralised agencies and 1 proposed (Centre to prevent and counter child sexual abuse)	12 joint undertakings (of which 2 established under Art.70 FR and 10 under Art.71) + EIT	6 executive agencies
<b>Legal base</b>	Dedicated basic acts – currently, 36 decentralised agencies established by Council (Art. 352 TFEU) or Parliament and Council (ordinary legislative procedure) and 1 proposed	Dedicated basic acts – Euratom: ITER – F4E – Council Decision / Regulation (Art. 187, 188 TFEU): IMI3, FCH3, Clean Sky3, Chips (ex-KDT), BBI2, Shift2Rail2, SESAR3, SNS, GlobalHealth and EuroHPC – Ordinary legislative procedure (Art. 173 TFEU): EIT, ECCC	Basic act for the operational programme whose implementation they support Commission decision in order to delegate the implementation of all or part of an EU programme(s)
<b>Financial Regulation</b>	Framework Financial Regulation for the bodies referred to in Article 70 of the General Financial Regulation	– Framework Financial Regulation for the bodies established under Article 70 of the Financial Regulation (ECCC, F4E, EIT); – Model Financial Regulation for the bodies established under Article 71 of the Financial Regulation	Standard Financial Regulation for Executive Agencies
<b>Tasks</b>	– Power to adopt binding rules and/or individual decisions with direct legal effect – Provide assistance to the Commission and where necessary to the Member States in the interest of the Union in the form of technical or scientific opinions and/or inspections reports – Focus on networking between national competent authorities and on organising between them in the interest of the Union with a view of gathering, exchanging and comparing information and good practices	– Efficient execution of EU research, technological development and demonstration programmes – Reinforce innovation capacity of the Union and the Member States	Tasks in the management of EU programmes – executive and operational tasks, not involving 'political choices'
<b>Transfer of Commission tasks</b>	In general, no	Partially yes (but pooling with other actors)	Yes (certain implementation tasks), often combined with growing programmes
<b>Procedure for creation</b>			Reference in the explanatory memorandum of the proposal for the basic act of the programme to be managed
<b>Preparatory actions</b>	Prior to Commission proposal: impact assessment study and ex-ante evaluation	Prior to Commission proposal: impact assessment study and ex-ante evaluation	Cost-benefit analysis prior to Commission decision covering, in accordance with Art 3§1 of Regulation 58/2003, factors such as identification of tasks justifying outsourcing, cost of coordination & checks, impact on HR, possible savings within the general budgetary framework, efficiency and flexibility in the implementation of tasks outsourced, simplification of the procedures used, proximity of outsourced activities to final beneficiaries, visibility of the Union as promoter of the EU programme concerned and the need to maintain an adequate level of know-how inside the Commission
<b>Involvement of the Budgetary Authority</b>	Council and Parliament are involved in accordance with the legislative procedure applicable and respecting the provisions of IIA point 27	Council and Parliament are involved in accordance with the legislative procedure applicable and respecting the provisions of IIA point 27	Needs approval from the Committee for Executive Agencies (CREA) and prior information of the budget authority (code of conduct convened with the Parliament as revised in 2007)
<b>Budget – financing structure</b>	Most decentralised agencies: EU funded EASA, ERA ACER, ECHA, AMLA and EMA: combination of EU contributions and self-financing (fees) EUIPO, CPVO, SRB and CdT: fully self-financed (fees) EBA, EIOPA and ESMA: partially co-financed by national public authorities	– Joint undertakings: funding from Horizon Europe (plus CEF and Digital Europe for EuroHPC, and Digital Europe for Chips and ECCC) together with other external sources (partially in kind) – F4E: funding from ITER programme (there is also members contributions and ITER Host State contribution) – EIT: funding from Horizon Europe	Fully subsidised as a part of the financial envelope (administrative expenditure) of the programmes delegated to the executive agency.

# PART I – DECENTRALISED AGENCIES

## 1 MAIN BUDGETARY TRENDS

This section on 'main budgetary trends' starts with a historical table (section 1.1) showing the evolution, over the period 2015 - 2023, of decentralised agency budget contributions and staff (authorised establishment plans). The historical table is followed by a method for determining the EU contribution to the agencies, taking into account agency assigned revenues and cancellation of appropriations in the budgets of the agencies (section 1.2) and the presentation of the EU contribution and staffing level for 2025 by heading (section 1.4.3). Finally, this part I presents overview tables on Commission budget implementation for decentralised agencies in 2023 (section 1.4) and on staffing levels (establishment plan posts, contract agents and seconded national experts actually filled by year-end 2023, section 1.5).

### 1.1 Historical tables —2015-2023

Tables below show, by financial framework heading, the historical evolution of the decentralised agencies over the period 2015-2023, in terms of implemented EU budget contribution to and authorised staff levels of the agencies. The EU contribution reflects the commitments made from the final adopted budget (including transfers) and from assigned revenue, minus the assigned revenue carried over to the next year. These historical tables should be seen as a complement to the overview tables in 1.4 below, which show the budgeted and proposed EU contribution and staff levels for the years 2024 and 2025.



1.1.1 Historical table 2015-2023: Decentralised agencies of Heading 1 - Single Market, Innovation and Digital (in million EUR)

Name of the decentralised agency	Budget line	Location	Year of creation	EU budget contribution / authorised establishment plan				
				2015	2020	2021	2022	2023
<b>European Aviation Safety Agency (EASA)</b> <i>Authorised establishment plan</i>	<b>02 10 01</b> (06 02 02)	Köln	2002	35,4 679	36,5 680	39,6 680	40,4 681	45,5 682
<b>European Maritime Safety Agency (EMSA)</b> Of which anti-pollution measures <i>Authorised establishment plan</i>	<b>02 10 02</b> (06 02 03) (06 02 03 02)	Lisbon	2002	53,2 21,2 207	78,3 25 212	83,5  212	85,6  212	88,9  212
<b>European Union Agency for Railways (ERA)</b> <i>Authorised establishment plan</i>	<b>02 10 03</b> (06 02 04)	Lille Valenciennes	2004	26 137	28,1 148	27,7 151	26,9 154	28,1 166
<b>European Union Agency for Network and Information Security (ENISA)</b> <i>Authorised establishment plan</i>	<b>02 10 04</b> (09 02 03)	Athens	2004	9,4 48	20,4 69	22,5 76	38,9 82	25,0 82
<b>Body of European Regulators for Electronic Communications (BEREC) — Office</b> <i>Authorised establishment plan</i>	<b>02 10 05</b> (09 02 04)	Riga	2009	4 15	7 16	7,2 16	7,4 16	7,7 17
<b>Agency for the Cooperation of Energy Regulators (ACER)</b> <i>Authorised establishment plan</i>	<b>02 10 06</b> (32 02 10)	Ljubljana	2009	10,5 54	17 71	13,3 71	14,7 76	19,1 96
<b>European Chemicals Agency (ECHA) — Chemicals legislation</b> <i>Authorised establishment plan</i>	<b>03 10 01 01</b> (02 03 03)	Helsinki	2006	p,m, 431	60,7 404	61,2 404	61,7 404	67,4 404
<b>European Chemicals Agency (ECHA) — Activities in the field of biocides legislation</b> <i>Authorised establishment plan</i>	<b>03 10 01 02</b> (17 04 07)	Helsinki	2011	6 47	7,2 52	9,3 52	5,9 52	9,7 52
<b>European Banking Authority (EBA)</b> <i>Authorised establishment plan</i>	<b>03 10 02</b> (12 02 04)	Paris	2010	15,5 120	17 154	17,9 162	18,9 183	19,6 184
<b>European Insurance and Occupational Pensions Authority (EIOPA)</b> <i>Authorised establishment plan</i>	<b>03 10 03</b> (12 02 05)	Frankfurt	2010	8,2 90	10,3 127	11,9 138	12,6 144	13,6 145
<b>European Securities and Markets Authority (ESMA)</b> <i>Authorised establishment plan</i>	<b>03 10 04</b> (12 02 06)	Paris	2010	12,1 137	15,4 226	17,6 250	17,1 243	18,7 263
<b>Anti-Money Laundering Authority AMLA</b> <i>Authorised establishment plan</i>	<b>03 10 05</b>		2023					8
<b>European Union Agency for the Space Programme (EUSPA)</b>	<b>04 10 01</b> (02 05 11)	Prague	2004	26,3	35,4	57,1	69,9	76,3

<i>Authorised establishment plan</i>				102	150	191	231	267
<b>Total decentralised agencies – heading 1</b>				206,6	333,3	368,8	400,00	419,60
<i>Authorised establishment plan</i>				<b>2 067</b>	<b>2 309</b>	<b>2 403</b>	<b>2 478</b>	<b>2 578</b>

1.1.2 *Historical table 2015-2023: Decentralised agencies of Heading 2 – Cohesion, Resilience and Values (in million EUR)*

Name of the decentralised agency	Budget line	Location	Year of creation	EU budget contribution / authorised establishment plan				
				2015	2020	2021	2022	2023
<b>European Centre for Disease Prevention and Control (ECDC)</b>	<b>06 10 01</b>	Stockholm	2004	53,4	59,4	166,4	82,0	79,4
<i>Authorised establishment plan</i>	(17 03 10)			190	180	208	215	222
<b>European Food Safety Authority (EFSA)</b>	<b>06 10 02</b>	Parma	2002	78,8	102,6	128,7	149,1	154,5
<i>Authorised establishment plan</i>	(17 03 11)			337	345	380	405	405
<b>European Medicines Agency (EMA)</b>	<b>06 10 03 01</b>	Amsterdam	1993	8,0	43,1	0,5	29,4	39,4
Of which special contribution for orphan medicinal products	06 10 03 02			13,2	11,4	12,2	9,8	10,73
<i>Authorised establishment plan</i>				599	596	657	662	682
<b>European Foundation for the Improvement of Living and Working Conditions (Eurofound)</b>	<b>07 10 01</b>	Dublin	1975	20,4	20,9	21,6	22,0	23,6
<i>Authorised establishment plan</i>	(04 03 11)			97	91	91	91	91
<b>European Agency for Safety and Health at Work (EU-OSHA)</b>	<b>07 10 02</b>	Bilbao	1994	14,8	15,7	15,9	16,0	16,4
<i>Authorised establishment plan</i>	(04 03 12)			42	40	40	40	40
<b>European Centre for the Development of Vocational Training (Cedefop)</b>	<b>07 10 03</b>	Thessaloniki	1975	17,2	17,5	17,8	18,4	19,2
<i>Authorised establishment plan</i>	(04 03 13)			96	91	91	91	91
<b>European Union Agency for Fundamental Rights (FRA)</b>	<b>07 10 04</b>	Vienna	2007	21,1	23,2	23,8	23,6	24,0
<i>Authorised establishment plan</i>	(33 02 06)			73	72	72	72	72
<b>European Institute for Gender Equality (EIGE)</b>	<b>07 10 05</b>	Vilnius	2006	7,5	7,5	8,6	8,2	9,2
<i>Authorised establishment plan</i>	(33 02 07)			29	27	27	27	27
<b>European Training Foundation (ETF)</b>	<b>07 10 06</b>	Turin	1990	20,1	20,6	21,2	21,7	20,7
<i>Authorised establishment plan</i>	(04 03 14)			92	86	86	86	86

<b>The European Union's Judicial Cooperation Unit (Eurojust)</b> <i>Authorised establishment plan</i>	<b>07 10 07</b> (33 03 04)	The Hague	2002	33,2 205	41,5 207	53 207	50,0 210	55,0 232
<b>European Public Prosecutor's Office (EPPO)</b> <i>Authorised establishment plan</i>	<b>07 10 08</b> (33 03 05)	Luxembourg	2019		11,7 58	34,3 95	49,6 171	65,6 199
<b>European Labour Authority (ELA)</b> <i>Authorised establishment plan</i>	<b>07 10 09</b> (04 03 15)	Bratislava	2019		11,7 20	24,2 38	34,2 57	39,9 69
<b>Total decentralised agencies – heading 2</b> <i>Authorised establishment plan</i>				<b>274,5</b> <b>1 760</b>	<b>375,4</b> <b>1 813</b>	<b>516,0</b> <b>1 992</b>	<b>504,2</b> <b>2 127</b>	<b>546,9</b> <b>2 216</b>

1.1.3 *Historical table 2015-2023: Decentralised agencies of Heading 3 - Natural Resources and Environment (in million EUR)*

Name of the decentralised agency	Budget line	Location	Year of creation	EU budget contribution / authorised establishment plan				
				2015	2020	2021	2022	2023
<b>European Fisheries Control Agency (EFCA)</b> <i>Authorised establishment plan</i>	<b>08 10 01</b> (11 06 64)	Vigo	2005	9,3 52	16,3 61	20,4 65	28,6 77	29,0 77
<b>European Chemicals Agency (ECHA) — Environmental directives and International conventions</b> <i>Authorised establishment plan</i>	<b>09 10 01</b> (07 02 05)	Helsinki	2012	1,2 6	3,0 7	5,2 11	4,8 11	5,0 13
<b>European Environment Agency (EEA)</b> <i>Authorised establishment plan</i>	<b>09 10 02</b> (07 02 06)	Copenhagen	1990	36,2 133	42,6 130	46,3 140	50,6 150	58,3 165
<b>Total decentralised agencies – heading 3</b> <i>Authorised establishment plan</i>				<b>46,7</b> <b>191</b>	<b>61,9</b> <b>198</b>	<b>71,9</b> <b>216</b>	<b>84,0</b> <b>238</b>	<b>92,3</b> <b>255</b>

1.1.4 *Historical table 2015-2023: Decentralised agencies of Heading 4 - Migration and Border Management (in million EUR)*

Name of the decentralised agency	Budget line	Location	Year of creation	EU budget contribution / authorised establishment plan				
				2015	2020	2021	2022	2023
<b>European Union Agency for Asylum (EUAA)</b> <i>Authorised establishment plan</i>	<b>10 10 01</b> (18 03 02)	Valletta	2010	15,4 89	106 366	134,1 366	171,2 371	159,5 371
<b>European Border and Coast Guard Agency (Frontex)</b> <i>Authorised establishment plan</i>	<b>11 10 01</b> (18 02 03)	Warsaw	2004	133,5 227	327,3 1 050	454,3 1 050	647,5 1 300	723,1 1300
<b>European Agency for the operational</b>	<b>11 10 02</b>	Tallin –	2011	67,6	236,5	209,7	293,4	261,1

management of large-scale IT systems in the area of freedom, security and justice ('eu-LISA') <i>Authorised establishment plan</i>	(18 02 07)	Strasbourg						
				120	202	213	215	222
<b>Total decentralised agencies – heading 4</b>				<b>216,5</b>	<b>669,8</b>	<b>798,1</b>	<b>1112,1</b>	<b>1143,8</b>
<i>Authorised establishment plan</i>				<b>436</b>	<b>1 618</b>	<b>1 629</b>	<b>1 886</b>	<b>1 893</b>

1.1.5 *Historical table 2015-2023: Decentralised agencies of Heading 5 – Security and Defence (in million EUR)*

Name of the decentralised agency	Budget line	Location	Year of creation	EU budget contribution / authorised establishment plan				
				2015	2020	2021	2022	2023
<b>European Union Agency for Law Enforcement Cooperation (Europol)</b> <i>Authorised establishment plan</i>	<b>12 10 01</b> (18 02 04)	The Hague	1995	94	145,7	163,9	182,1	200,9
				483	615	615	686	716
<b>European Union agency for law enforcement training (CEPOL)</b> <i>Authorised establishment plan</i>	<b>12 10 02</b> (18 02 05)	Budapest	2005	7,9	7,1	9,4	10,6	11,1
				27	33	33	33	33
<b>European Union Drugs Agency (EUDA)</b> <i>Authorised establishment plan</i>	<b>12 10 03</b> (18 06 02)	Lisbon	1993	14,8	16,2	16,5	17,6	18,3
				80	76	76	76	76
<b>Total decentralised agencies – heading 5</b>				<b>116,7</b>	<b>169</b>	<b>189,8</b>	<b>210,3</b>	<b>230,3</b>
<i>Authorised establishment plan</i>				<b>590</b>	<b>724</b>	<b>724</b>	<b>795</b>	<b>825</b>

1.1.6 *Historical table 2015-2023: Decentralised agencies of Heading 7 – Administration (in million EUR)*

Name of the decentralised agency	Budget line	Location	Year of creation	EU budget contribution / authorised establishment plan				
				2015	2020	2021	2022	2023
<b>Translation Centre for the Bodies of the European Union</b> <i>Authorised establishment plan</i>	<b>20 10 01</b> (31 01 10)	Luxembourg	1994	p.m.	p.m.	p.m.	p.m.	p.m.
				200	193	193	193	193
<b>Total decentralised agencies – heading 7</b>				<b>p.m.</b>	<b>p.m.</b>	<b>p.m.</b>	<b>p.m.</b>	<b>p.m.</b>
<i>Authorised establishment plan</i>				<b>200</b>	<b>193</b>	<b>193</b>	<b>193</b>	<b>193</b>

1.1.7 *Historical table 2015-2023: Fully self-financed decentralised agencies (in million EUR)*

Name of the decentralised agency	Budget line	Location	Year of creation	EU budget contribution / authorised establishment plan				
				2015	2020	2021	2022	2023
<b>European Union Intellectual Property Office (EUIPO)</b> <i>Authorised establishment plan</i>	<b>(12 03 01)</b>	Alicante	1993	p.m. 827	p.m. 774	p.m. 925	p.m. 1 172	p.m. 1 172
<b>Community Plant Variety Office (CPVO)</b> <i>Authorised establishment plan</i>	<b>(17 04 05)</b>	Angers	1994	p.m. 46	p.m. 43	p.m. 45	p.m. 48	p.m. 51
<b>Single Resolution Board (SRB)</b> <i>Authorised establishment plan</i>	<b>(12 02 07)</b>	Brussels	2014	3.3 122	p.m. 400	p.m. 450	p.m. 450	p.m. 457
<b>Total decentralised agencies - self-financed agencies</b> <i>Authorised establishment plan</i>				<b>3.3</b> <b>995</b>	<b>p.m.</b> <b>1 217</b>	<b>p.m.</b> <b>1 420</b>	<b>p.m.</b> <b>1 670</b>	<b>p.m.</b> <b>1 680</b>

1.1.8 *Historical table 2015-2023: Total decentralised agencies (in million EUR)*

Name of the decentralised agency	Budget line	Location	Year of creation	EU budget contribution / authorised establishment plan				
				2015	2020	2021	2022	2023
<b>Total decentralised agencies</b> <i>Authorised establishment plan</i>				861,0 6 239	1 609,4 8 072	1944,60 8 577	2310,60 9 387	2 432,90 9 640
<b>Total decentralised agencies (excl. Fully self-financed agencies)</b> <i>Authorised establishment plan</i>				857,7 5 244	1609,4 6 855	1944,6 7 157	2310,6 7 717	2432,9 7960

## 1.2 Determining the EU contribution: cancellation of appropriations and assigned revenue

In the 2025 draft budget, the Commission continues to deduct assigned revenues stemming from the recovery of decentralised agency surpluses for the year 2023 from the 2025 EU contribution to the agencies in question, so as to adjust the need for ‘fresh appropriations’ entered in the 2025 DB accordingly<sup>23</sup>.

Moreover, when assessing the decentralised agency’s needs for the financial year 2025, the Commission has taken into account the cancellation of commitments and payments (including on payment appropriations carried over from 2022) in 2023. In doing so, the Commission responds to the requirements of the Framework Financial Regulation, as revised in 2019<sup>24</sup>.

The question whether the cancellation of agency appropriations for the year 2023 was relatively large, has been assessed as follows:

- For under-execution of commitment appropriations of more than 5 %, a reduction of 2 % as compared to the level otherwise foreseen (after deduction of the assigned revenue stemming from the 2023 surplus).
- For cancellation of payment appropriations (including payment appropriations carried over from 2022) of more than 5 %, a reduction of 2 % as compared to the level otherwise foreseen (after deduction of the assigned revenue stemming from the 2023 surplus).
- For both under-execution of commitment appropriations and cancellation of payment appropriations (including payment appropriations carried over from 2022) of more than 5 %, a reduction of 4 % as compared to the level otherwise foreseen (after deduction of the assigned revenue stemming from the 2023 surplus).

Based on this assessment, penalties could be applied as follows:

- 2 % reduction for under-execution of commitment appropriations of more than 5 %
- 2 % reduction for cancellation of payment appropriations of more than 5 %
- 4 % reduction for both under-execution of commitment appropriations and cancellation of payment appropriations of more than 5 %

Following the Commission’s in-depth assessment of the decentralised agencies’ execution rates in 2023 and the prevalent macro-economic and geopolitical circumstances which might have impacted these execution rates, the Commission proposes not to apply a penalty in DB 2025.

## 1.3 EU contribution and staffing level for 2025

The draft budget request for decentralised agencies is based on a thorough assessment of the resources’ needs of each of the agencies, both for the EU contribution and staffing levels.

Against the backdrop of the indicative amounts for the agencies by policy cluster in the 2021-2027 multiannual financial framework, the draft budget takes into account new or ongoing proposals to extend the mandates of certain agencies, as set out below. The reinforcements requested for specific agencies reflect the decisions of the European Parliament and the Council as legislator, typically to pool tasks at Union level that were previously performed by the Member States, resulting in better coordination and harmonisation.

The proposed level of the EU contribution is EUR 3 067,34 million, of which 2 981,52 million covered by 2025 appropriations. The proposed level of establishment plan posts, excluding fully self-financed agencies and the CdT is 8 658. Overall, this exercise results in a EUR 389,72 million increase in expenditure compared to the 2023 authorised budget, and an increase by 453 posts in the establishment plans for the decentralised agencies excluding fully self-financed agencies and the CdT.

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<sup>23</sup> As foreseen in Art Article 17 paragraph 1 of the Commission delegated Regulation (EU) 2019/715

<sup>24</sup> OJ L 122, 10.5.2019.

The total staffing of all the decentralised agencies combined (excluding the CdT and the fully fee financed agencies i.e. EUIPO, SRB, CVPO) foreseen for 2025 would be as follows:

<i>Authorised establishment plan (posts)</i>		<i>Contract Agents<sup>25</sup></i>		<i>Seconded National Experts<sup>25</sup></i>		<i>Total Staff (FTE)</i>	
2024	2025	2024	2025	2024	2025	2024	2025
8205	8658	3291	3690	760	809	12256	13157

A breakdown for the agencies with a change in staffing can be seen below:

	<i>Voted Budget 2024</i>				<i>Draft Budget 2025</i>				<i>Delta Total 2025-2024 (B - A)</i>	
	TA	CA	SNE	Total (A)	TA	CA	SNE	Total (B)		
EASA	683	106	24	<b>813</b>	685	106	24	<b>815</b>		2
EMSA	212	31	18	<b>261</b>	229	37	18	<b>284</b>		23
ACER	114	43	10	<b>167</b>	130	45	10	<b>185</b>		18
ENISA	82	32	14	<b>128</b>	83	32	15	<b>130</b>		2
EBA	189	52	19	<b>260</b>	196	54	20	<b>270</b>		10
EIOPA	145	42	29	<b>216</b>	148	45	29	<b>222</b>		6
ESMA	268	84	30	<b>382</b>	279	102	35	<b>416</b>		34
AMLA	35	10	3	<b>48</b>	66	25	29	<b>120</b>		72
EUSPA	270	39	15	<b>324</b>	278	45	18	<b>341</b>		17
EUIPO	1.172	227	60	<b>1.459</b>	1.172	217	60	<b>1.449</b>	-	10
SRB	490	-	25	<b>515</b>	506	-	27	<b>533</b>		18
EFSA	405	167	15	<b>587</b>	407	164	15	<b>586</b>	-	1
EMA	691	203	45	<b>939</b>	704	203	45	<b>952</b>		13
EIGE	27	12	5	<b>44</b>	28	14	5	<b>47</b>		3
EUROJUST	243	18	24	<b>285</b>	246	18	24	<b>288</b>		3
EEA	176	101	20	<b>297</b>	184	107	20	<b>311</b>		14
ECHA-PIC	23	15	-	<b>38</b>	39	24	-	<b>63</b>		25
EUAA	371	193	11	<b>575</b>	371	248	11	<b>630</b>		55
Frontex	1.545	1.193	220	<b>2.958</b>	1.787	1.427	220	<b>3.434</b>		476
eu-LISA	228	165	11	<b>404</b>	269	193	11	<b>473</b>		69
Europol	754	255	121	<b>1.130</b>	776	260	132	<b>1.168</b>		38
EUDA	89	34	1	<b>124</b>	98	35	1	<b>134</b>		10
CdT	193	35	-	<b>228</b>	193	30	-	<b>223</b>	-	5

The estimated breakdown in terms of the EU contribution and staff posts is shown in detail in the tables below:

<sup>25</sup> The estimated overall number of Contract Agents and Seconded National Experts is based on the Commission recommended levels on the level of Contract Agents and Seconded National Experts, as presented in more detail in the individual budgetary financial statements. The table does not include the number of Contract Agents covered by Contribution Agreements, Grant Agreements or Delegation Agreements.

1.3.1 DB 2025 - Decentralised agencies of Heading 1 – Single Market, Innovation and Digital

(in million EUR)

Name of the decentralised agency	Budget line	Location	Year of creation	Budget 2024				Draft Budget (DB) 2025				Variation 2025 / 2024	
				Total revenues of the Agency	EU contribution			Revenues estimated by the Agency	Foreseen EU contribution			EU contribution	DB / Budget
					Total EU contribution	Of which budget	Of which assigned revenues		Total EU contribution	Of which DB	Of which assigned revenues		
European Union Aviation Safety Agency (EASA) <i>Authorised establishment plan</i>	02 10 01	Köln	2002	242,73	44,62	44,38	0,24	235,15	43,81	43,71	0,10	-1,82%	-1,52%
				683	685							2	
European Maritime Safety Agency (EMSA) <i>Authorised establishment plan</i>	02 10 02	Lisbon	2002	93,28	89,75	89,00	0,75	104,27	100,36	99,77	0,60	11,82%	12,10%
				212	229							17	
European Union Agency for Railways (ERA) <i>Authorised establishment plan</i>	02 10 03	Lille	2004	83,16	28,65	28,56	0,08	85,34	29,22	29,11	0,11	1,99%	1,93%
				166	166							0	
European Union Agency for Cybersecurity (ENISA) <i>Authorised establishment plan</i>	02 10 04	Athens	2004	25,84	24,95	24,68	0,28	26,63	25,72	25,57	0,15	3,09%	3,61%
				82	83							1	
Body of European Regulators for Electronic Communications (BEREC) — Office <i>Authorised establishment plan</i>	02 10 05	Riga	2009	7,85	7,85	7,82	0,03	8,01	8,01	7,99	0,02	2,04%	2,17%
				17	17							0	
European Union Agency for the Cooperation of Energy Regulators (ACER) <i>Authorised establishment plan</i>	02 10 06	Ljubljana	2009	20,16	19,48	19,01	0,48	23,96	23,14	22,79	0,35	18,79%	19,88%
				114	130							16	
European Chemicals Agency — Chemicals legislation <i>Authorised establishment plan</i>	03 10 01 01	Helsinki	2006	106,6	74,0	69,8	4,165	109,1	75,2	73,8	1,394	1,62%	5,73%
				404	404							0	
European Chemicals Agency — Activities in the field of biocides legislation <i>Authorised establishment plan</i>	03 10 01 02	Helsinki	2012	14,07	7,75	6,35	1,396	14,51	7,9	7,86	0,03	1,94%	23,78%
				52	52							0	
European Banking Authority (EBA) <i>Authorised establishment plan</i>	03 10 02	Paris	2010	56,28	20,78	20,64	0,13	60,29	20,97	20,54	0,42	0,91%	-0,48%
				189	196							7	
European Insurance and Occupational Pensions Authority (EIOPA) <i>Authorised establishment plan</i>	03 10 03	Frankfurt	2010	36,48	13,74	13,54	0,20	39,79	14,73	14,67	0,05	7,21%	8,35%
				145	148							3	
European Securities and Markets Authority (ESMA) <i>Authorised establishment plan</i>	03 10 04	Paris	2010	75,15	20,32	20,13	0,20	85,29	21,56	21,27	0,29	6,10%	5,66%
				268	279							11	
Anti-Money Laundering Authority (AMLA) <i>Authorised establishment plan</i>	03 10 05		2024	5,11	5,11	5,11	0	14,01	14,01	14,01		174,17%	174,17%
				35	66							31	
European Union Agency for the Space Programme <i>Authorised establishment plan</i>	04 10 01	Prague	2004	81,40	78,62	78,46	0,16	83,24	80,41	79,83	0,58	2,28%	1,75%
				270	278							8	
<b>Total decentralised agencies – heading 1</b> <i>Authorised establishment plan</i>				<b>848,11</b>	<b>435,62</b>	<b>427,48</b>	<b>8,111</b>	<b>889,59</b>	<b>465,04</b>	<b>460,92</b>	<b>4,09</b>	<b>6,75%</b>	<b>7,82%</b>
				2637	2733							96	

Main developments in 2025:



– **European Maritime Safety Agency (EMSA)**

- The Commission proposal on the revised mandate for the European Maritime Safety Agency (EMSA)<sup>26</sup> has a direct impact on the agency's budget (staff and appropriations). The budget of EMSA is also impacted by the Commission proposals on (i) the revision of Directive 2009/21/EC on Flag State requirements<sup>27</sup>; (ii) the revision of Directive 2009/16/EC on port State control<sup>28</sup>; (iii) the revision of Directive 2009/18/EC on accident investigation<sup>29</sup> and (iv) the revision of Directive 2005/35/EC on ship-source pollution<sup>30</sup>. The total combined budget impact for 2025 is EUR 9,739 million and 17 establishment plan posts

– **European Union Agency for Railways (ERA)**

Compared to 2024, ERA's budget is proposed to be increased with a one-off top-up of EUR 693 000 on top of the 2% indexation to ensure the agency can finance the costs of its strengthening plan as agreed by the Management Board. The proposed top-up will be offset against programmed spending under the Transport strand of the Connecting Europe Facility..

– **Agency for the Cooperation of Energy Regulators (ACER)**

In 2025, the agency will continue to collect fees and charges to cover for the costs for ACER tasks under Regulation 1227/2011 (REMIT) whereby the Agency monitors the wholesale energy markets in the Union, draws up, publishes, maintains and updates lists of standard contracts and organised market places, established procedures, standards and electronic formats based on established industry standards, develops technical and organisation requirements for submitting data and assesses whether reporting parties comply with the requirements. The budget of ACER is proposed to be further reinforced compared to 2024 by 16 establishment plan posts and two contract agents linked to the review of the sufficiency of the Agency's human and financial resources, which has been carried out in line with Article 33(10) of the Agency's basic act, the Commission proposal on decarbonising gas markets and promoting hydrogen<sup>31</sup>, the Commission proposal on the methane emission reductions<sup>32</sup>, the Commission proposal on the electricity market design<sup>33</sup> and the Electricity Market Design REMIT<sup>34</sup>.

– **European Banking Authority – EBA, European Insurance and Occupational Pensions Authority - EIOPA, European Securities and Markets Authority - ESMA**

Regulation (EU) 2022/2554 on digital operational resilience for the financial sector (DORA) and the Regulation (EU) 2023/1114 on markets in crypto-assets (MICA) extended the mandates of the European Banking Authority (EBA), the European Insurance and Occupational Pensions Authority (EIOPA) and the European Securities and Markets Authority (ESMA) in order to conduct direct oversight over critical third-party providers of information communication technology to the financial sector, supervise the markets and mitigate the risks stemming from reliance of financial entities on information and communications technology. The work on the implementation of both Regulations has started in 2024, including hiring the planned staff. In 2025, all three agencies are proposed to be further reinforced each by 2 establishment plan posts and 2 contract agents in order to conduct the DORA direct oversight tasks. The fee revenue collection covering the costs of this activity is planned to start only in July 2025, and therefore the three agencies taken together are proposed to receive in 2025 additional funding of EUR 1 million in total in order to prepare the ground and train the staff for the oversight work ahead of the fee revenue collection. In 2025, the EBA is also proposed to be reinforced by 2 establishment plan posts in order to continue implementing the agreed MICA mandate.

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<sup>26</sup> COM(2023) 269, 1.6.2023

<sup>27</sup> COM(2023) 272, 1.6.2023

<sup>28</sup> COM(2023) 271, 1.6.2023

<sup>29</sup> COM(2023) 270, 1.6.2023

<sup>30</sup> COM(2023) 273, 1.6.2023

<sup>31</sup> COM(2021) 803, 15.12.2021

<sup>32</sup> COM(2021) 805, 15.12.2021

<sup>33</sup> COM(2023) 148, 14.3.2023

<sup>34</sup> COM(2023) 147, 14.3.2023

The EBA is proposed to be further reinforced by 3 establishment plan posts and 1 seconded national expert in order to validate industry-wide models used by financial firms to set initial margins for non-centrally-cleared derivatives following the adoption of the EMIR Targeted review (COM(2022) 697). The posts will be fully fee financed with no financial impact on the EU budget. The total number of the planned establishment plan posts in the EBA in 2025 is 196 posts.

The ESMA and the EIOPA are also proposed to be reinforced in 2025 to conduct new tasks entrusted to them by the proposal for a Directive on the strengthening of retail investor protection rules (COM(2023) 279). ESMA is proposed to be reinforced by 2 establishment plan posts, 4 contract agents and an increase in the EU contribution of EUR 0,5 million, while the EIOPA is proposed to be reinforced by 1 establishment plan post, 1 contract agent and an increase in the EU contribution of EUR 0,4 million. The total number of the planned establishment plan posts in the EIOPA is 148 posts in 2025.

Finally, for ESMA a staff increase of 7 establishment plan posts and 12 contract agents is proposed for authorisation and supervision tasks entrusted to the agency by the proposal for a Regulation on the transparency and integrity of Environmental, Social and Governance rating activities (COM(2023) 314). This activity would be fully fee financed with no financial impact on the EU budget. The number of the agency's seconded national experts is proposed to be increased by 5 to the level agreed at the beginning of the MFF. The total number of the planned establishment plan posts in the ESMA is 279 posts in 2025.

– **Anti-Money Laundering Authority - AMLA**

In order to transform and strengthen anti-money laundering and countering the financing of terrorism supervision and enhance cooperation and analytical capacity among Financial Intelligence Units in Member States, the Commission proposed to create a new EU-level Anti-Money Laundering Authority (COM(2021) 421). Following the additional tasks given to the agency by the co-legislators and the increase in the number of the obliged entities that AMLA should supervise, the financial impact of the AMLA activities has increased. In 2025, AMLA is proposed to hire progressively staff to reach 66 establishment plan posts, 25 contract agents and 29 seconded national experts, with an EU contribution of EUR 14 million.

– **European Union Agency for the Space Programme - EUSPA**

To ensure that critical engineering tasks related to security are conducted by internal staff, the European Union Agency for the Space Programme (EUSPA) will need to restructure its staff and outsource non-critical staff in exchange for internalisation of critical posts. It is therefore proposed to increase the establishment plan by 3 posts and 2 contract agents both in 2024 and 2025 (in total 10 staff) in order for the agency to internalise the most sensitive posts. The necessary funding for these posts of EUR 0,5 million in 2025 is proposed to be compensated by a corresponding reduction in the envelope of the Space programme. In 2025, the EUSPA is also proposed to be further reinforced by 2 establishment plan posts in order to continue implementing the agreed Union Secure Connectivity Programme mandate (Regulation (EU) 2023/588). The total number of the planned establishment plan posts in the EUSPA is 278 posts in 2025.

1.3.2 DB 2025 - Decentralised agencies of Heading 2 – Cohesion, Resilience and Values

(in million EUR)

Name of the decentralised agency	Budget line	Location	Year of creation	Budget 2024				Draft Budget (DB) 2025				Variation 2025 / 2024	
				Total revenues of the Agency	EU contribution			Revenues estimated by the Agency	Foreseen EU contribution			EU contribution	DB / Budget
					Total EU contribution	Of which budget	Of which assigned revenues		Total EU contribution	Of which DB	Of which assigned revenues		
European Centre for Disease Prevention and Control <i>Authorised establishment plan</i>	06 10 01	Stockholm	2004	92,88	90,29	72,42	17,87	92,23	89,41	78,66	10,76	-0,97%	8,61%
European Food Safety Authority <i>Authorised establishment plan</i>	06 10 02	Parma	2002	159,45	154,03	153,33	0,70	163,06	157,51	156,7	0,84	2,26%	2,20%
European Medicines Agency Of which Special contribution for orphan medicinal products <i>Authorised establishment plan</i>	06 10 03 01 06 10 03 02	Amsterdam	2002	478,48	34,00	23,54	10,46	580,77	47,28	47,28	0,02	39,07%	100,85%
European Foundation for the improvement of living and working conditions (Eurofound) <i>Authorised establishment plan</i>	07 10 01	Dublin	1975	24,26	24,05	24,04	0,01	24,72	24,52	24,52	0	1,95%	2,00%
European Agency for Safety and Health at Work (EU-OSHA) <i>Authorised establishment plan</i>	07 10 02	Bilbao	1994	17,48	16,79	16,50	0,29	17,82	17,13	16,64	0,49	2,03%	0,85%
European Centre for the Development of Vocational Training (Cedefop) <i>Authorised establishment plan</i>	07 10 03	Thessaloniki	1975	20,22	19,46	19,15	0,31	21,02	20,18	19,77	0,40	3,70%	3,24%
European Union Agency for Fundamental Rights (FRA) <i>Authorised establishment plan</i>	07 10 04	Vienna	2007	27,17	26,57	26,46	0,10	26,29	25,66	25,47	0,19	-3,42%	-3,74%
European Institute for Gender Equality (EIGE) <i>Authorised establishment plan</i>	07 10 05	Vilnius	2006	9,35	9,35	9,10	0,25	10,36	10,36	10,18	0,18	10,80%	11,87%
European Training Foundation (ETF) <i>Authorised establishment plan</i>	07 10 06	Turin	1990	23,16	23,16	23,10	0,06	23,63	23,63	23,54	0,08	2,03%	1,90%
European Union Agency for Criminal Justice Cooperation (Eurojust) <i>Authorised establishment plan</i>	07 10 07	The Hague	2002	62,12	62,12	61,94	0,18	68,51	68,51	68,07	0,44	10,29%	9,90%
European Public Prosecutor's Office (EPPO) <i>Authorised establishment plan</i>	07 10 08	Luxembourg	2019	75,5	75,5	73,9	1,58	79,33	79,33	77,37	1,96	5,07%	4,70%
European Labour Authority (ELA) <i>Authorised establishment plan</i>	07 10 09	Brussels (Bratislava)	2019	48,43	48,43	48,43		50,12	50,12	49,18	0,93	3,49%	1,55%
<b>Total decentralised agencies – heading 2</b> <i>Authorised establishment plan</i>				<b>1038,5</b>	<b>583,75</b>	<b>551,91</b>	<b>31,80</b>	<b>1157,86</b>	<b>613,64</b>	<b>597,38</b>	<b>16,29</b>	<b>5,12%</b>	<b>8,24%</b>

## **Main developments in 2025:**

### **- European Food Safety Authority (EFSA)**

In 2023 two Commission legislative proposals in the food safety area were adopted by the Commission, one on New Genomic Techniques (COM(2023)411) and one on One Substance One Assessment (COM(2023)783). These proposals increase resources for EFSA (two establishment plan posts, two contract agents and EUR 0,4 million).

### **- European Medicine Agency (EMA)**

– The EMA is proposed to be reinforced due to constantly increasing workload, by five fee-financed posts on top of the planned staff evolution, frontloaded from 2026 from the pharmaceutical package. The EU contribution to EMA proposed to increase by EUR 13 282 487 in 2025, following approval by the Budgetary Authority of the building file for EMA's former London premises.

### **- European Centre for the Development of Vocational Training (CEDEFOP)**

– The EU contribution to CEDEFOP is proposed to be increased in 2025 by EUR 327 000, so as to allow the agency to cover part of the costs related to modernization of its building, which will lead to savings in the future. The increase is proposed to be covered from the Employment and Social Innovation (EaSI) strand of the European Social Fund Plus.

### **- European Union Agency for Criminal Justice Cooperation (EUROJUST)**

– The request for Eurojust incorporates the mandate extension set up of joint investigation teams<sup>35</sup> as well as two additional temporary agents to support the network of specialized prosecutors and judges from Member States on investigating and prosecuting organized crime. In addition, Eurojust's budget is proposed to be reinforced by EUR 3 million due to strong inflation pressure in the Netherlands, which the agency is no longer able to absorb fully.

### **- European Public Prosecutor's Office (EPPO)**

– The EPPO has started its operations on 1 June 2021. Following the participation of Poland and expected participation of Sweden in the enhanced cooperation on EPPO, the Office received 20 additional establishment plan posts in 2024. The Commission proposes to consolidate these resources in the draft budget, through an increase of EUR 6 million of the EU contribution compared to the financial programming. This brings the proposed EU contribution to EPPO to EUR 79,3 million.

### **- European Labour Authority (ELA)**

– The EU contribution to ELA is proposed at a level of EUR 0,83 million below the financial programming, which reflects a stable staffing, compared to 2024. In particular, the Commission does not support the agency's request to convert additional seconded national experts positions into establishment plan posts and it has taken account of the rental arrangement between ELA and the Slovak authorities.

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<sup>35</sup> COM(2021)756, 1.12.2021.

1.3.3 DB 2025 - Decentralised agencies of Heading 3 – Natural Resources and Environment

(in million EUR)

Name of the decentralised agency	Budget line	Location	Year of creation	Budget 2024				Draft Budget (DB) 2025				Variation 2025 / 2024	
				Total revenues of the Agency	EU contribution			Revenues estimated by the Agency	Foreseen EU contribution			EU contribution	DB / Budget
					Total EU contribution	Of which budget	Of which assigned revenues		Total EU contribution	Of which DB	Of which assigned revenues		
European Fisheries Control Agency <i>Authorised establishment plan</i>	08 10 01	Vigo	2005	30,584	30,584	29,854	0,730	31,093	31,093	29,964	1,129	1,66%	0,37%
European Chemicals Agency - Environmental directives and International conventions <i>Authorised establishment plan</i>	09 10 01	Helsinki	2012	7,28	6,93	6,88	0,052	10,84	10,37	10,3	0,064	49,63%	49,83%
European Environment Agency <i>Authorised establishment plan</i>	09 10 02	Copenhagen	1990	68,534	60,974	60,722	0,252	74,059	66,127	65,795	0,332	8,45%	8,35%
<b>Total decentralised agencies – heading 3</b> <i>Authorised establishment plan</i>				<b>106,40</b>	<b>98,49</b>	<b>97,46</b>	<b>1,03</b>	<b>115,99</b>	<b>107,59</b>	<b>106,059</b>	<b>1,53</b>	<b>9,24%</b>	<b>8,83%</b>

**Main developments in 2025:**

– **European Environment Agency (EEA) and European Chemicals Agency (ECHA) - Environmental directives and International conventions**

In the framework of the ‘One substance, one assessment’ initiative, the European Chemical Agency (ECHA - Environmental directives and International conventions) and the European Environment Agency (EEA) are proposed to be reinforced following the proposal on the reattribution of scientific and technical tasks (COM(2023) 783): EEA by 4 establishment plan posts, 2 contract agents and EUR 0,6 million and ECHA- Environmental directives and International conventions by 13 establishment plan posts, 8 contract agents and EUR 1,9 million. The resources are necessary to conduct safety assessments across EU chemicals legislation in a more coherent, efficient and transparent way. The proposal includes both tasks that are currently being done in scientific committees and also new tasks. The financial resources for both initiatives are planned to be offset through a reduction in the envelope of the LIFE programme.

ECHA- Environmental directives and International conventions is also reinforced by further 3 establishment plan posts, 1 contract agent and the relevant staff expenditure for the Directive on the quality of water intended for human consumption (Drinking water Directive, Directive (EU) 2020/2184 of 19 December 2020), for which an increase in the staff was planned after the set up phase is completed in 2024. The total number of the planned establishment posts in the agency in 2025 is 39 posts.

EEA is further proposed to be reinforced by 4 establishment plan posts and 3 contract agents in order to perform new tasks planned to be given to the agency by the proposals for a Green Claims Directive (COM(2023) 166) and a Regulation on a forest monitoring framework (COM(2023) 728). The agency’s new tasks will include data collection, monitoring and analyses of information reported by the Member States and development and monitoring of forest data on top of the data nowadays provided by the Copernicus land monitoring services. The agency will also receive in 2025 one further contract agent in line with the planned impact of the Regulation on strengthening the CO<sub>2</sub> emission performance standards for new heavy-duty vehicles (COM(2023) 88), for which the agency received additional resources in 2024. The financial contribution to the agency with respect to these initiatives will be increased by EUR 1,6 million in 2025, to be compensated by a corresponding reduction in the envelope of the LIFE programme. The total number of the planned establishment posts in the agency in 2025 is 184 posts.

1.3.4 DB 2025 - Decentralised agencies of Heading 4 – Migration and Border Management

(in million EUR)

Name of the decentralised agency	Budget line	Location	Year of creation	Budget 2024				Draft Budget (DB) 2025				Variation 2025 / 2024	
				Total revenues of the Agency	EU contribution			Revenues estimated by the Agency	Foreseen EU contribution			EU contribution	DB / Budget
					Total EU contribution	Of which budget	Of which assigned revenues		Total EU contribution	Of which DB	Of which assigned revenues		
European Union Agency for Asylum (EUAA) <i>Authorised establishment plan</i>	10 10 01	Valletta	2004	181,68	181,68 371	169,10	12,58	238,31	238,31 371	232,72	5,59	31,17% 0	37,62%
European Border and Coast Guard Agency (Frontex) <i>Authorised establishment plan</i>	11 10 01	Warsaw	2002	922,07	858,87 1 545	809,33	49,54	1 126,71	1 047,95 1 787	997,08	50,87	22,01% 242	23,20%
European Agency for the operational management of large-scale IT systems in the area of freedom, security and justice ('eu-LISA') <i>Authorised establishment plan</i>	11 10 02	Tallinn Strasbourg Sankt Johann im Pongau	2011	257,41	257,41 228	239,2	26,28	309,79	309,79 269	308,68	1,11	20,35% 41	29,05%
<b>Total decentralised agencies – heading 4</b> <i>Authorised establishment plan</i>				<b>1 361,16</b>	<b>1 297,96</b> <b>2 144</b>	<b>1217,63</b>	<b>88,40</b>	<b>1 674,81</b>	<b>1 596,05</b> <b>2 427</b>	<b>1 538,48</b>	<b>57,57</b>	<b>22,97%</b> <b>283</b>	<b>26.35%</b>

**Main developments in 2024:**

– **European Union Agency for Asylum (EUAA – former EASO)**

In 2025, the Commission proposes to increase the number of contract agents of the European Union Agency for Asylum (EUAA) by 75, following the additional tasks delegated to the agency under the Asylum and Migration Pact. Recognising EUAA's crucial role in the refugee crisis caused by the Russian invasion in Ukraine, 40 contract agents (out of a temporary increase of 90 in 2022) will remain until 2026, after which they will be phased out. As agreed in the MFF revision, following the impact of the Asylum and Migration Pact on the agency, the EU contribution is increased by EUR 53 million on top of the indexation.

– **European Border and Coast Guard Agency – FRONTEX**

The transformation of Frontex into the European Border and Coast Guard Agency started in 2020 continues in 2025 up until 2027. The Commission proposes a substantial increase of the EU contribution compared to the 2024 budget, dedicated to building up the standing corps, supporting return operations and procuring (and maintaining) the equipment required for the standing corps. The increase of the total EU contribution by 22 % or EUR 189 million compared to the 2024 budget supports the planned recruitment of 245 additional temporary agents and 246 contract agents in 2025. The Commission will continue closely monitoring the recruitment progress in the agency, so that all the necessary staff are in place in line with the requirements of the EBCG Regulation and the establishment plan. FRONTEX will also provide financial support and training for the increase of the national border guard component in Member States and will provide enhanced support to Member States for returning third-country nationals. The EU contribution and allocation of posts proposed for 2025 takes into account the impact of the development of the European Travel Information and Authorisation System (ETIAS), as set out for eu-LISA and Europol below. The Commission will regularly follow-up on the agencies' mandate implementation and budget needs, and it will propose adjustments as necessary.

– **European Union Agency for the operational management of large-scale IT systems in the area of freedom, security and justice – eu-LISA**

The European Union Agency for the Operational Management of Large-Scale IT systems in the Area of Freedom, Security and Justice (eu-LISA) will continue revising and upgrading existing EU information systems in the area of Freedom, Security and Justice (Schengen Information System, Visa Information System) and developing

new systems (Entry/Exit System, ETIAS, European Criminal Records Information System for third-country nationals (ECRIS-TCN), EURODAC, Screening of third country individuals). The proposed reinforcement of eu-LISA by 26 establishment plan posts in 2025 is the net result of the various ongoing workstreams of the agency: IT projects in development phase require additional staff, whereas other projects are being finalised, which allows for redeployments. As a priority, eu-LISA will develop the necessary actions to enable interoperability between the EU information systems.

To speed up the development of the ETIAS IT system, in agreement with the two agencies concerned, the Commission proposes to continue the temporary reinforcement of eu-LISA by 21 contract agents in 2025, offset in the same period by 21 contract agents which were initially planned to be recruited by FRONTEX for the related workload in the ETIAS Central Unit in the agency for the same period. This was already included in the budgets of 2022, 2023 and 2024 and the EU contribution levels for 2025 have been adapted accordingly. The agreement is neutral to the Draft Budget as the totals foreseen in the Legislative Financial Statement for the ETIAS system remain unchanged.

The Commission proposes 269 posts, an increase of 26 compared to 2024. The EU contribution of EUR 309,8 million (in commitment appropriations) is an increase of EUR 19.8 million compared to 2024 budget, reflecting the development cycle of the different large-scale IT systems developed and managed by the Agency and the impact of new tasks delegated to the agency.

1.3.5 DB 2025 - Decentralised agency of Heading 5 – Security and Defence

(in million EUR)

Name of the decentralised agency	Budget line	Location	Year of creation	Budget 2024				Draft Budget (DB) 2025				Variation 2025 / 2024	
				Total revenues of the Agency	EU contribution			Revenues estimated by the Agency	Foreseen EU contribution			EU contribution	DB / Budget
					Total EU contribution	Of which budget	Of which assigned revenues		Total EU contribution	Of which DB	Of which assigned revenues		
European Union Agency for Law Enforcement Cooperation (Europol) <i>Authorised establishment plan</i>	12 10 01	The Hague	2004	218,23	218,23	207,91	10,31	239,37	239,37	233,13	6,28	9,7%	12,1%
European Union agency for law enforcement training (CEPOL) <i>Authorised establishment plan</i>	12 10 02	Budapest	2002	11,44	11,44	11,15	0,28	11,66	11,66	11,57	0,09	1,9%	3,8%
European Monitoring Centre for Drugs and Drug Addiction (EMCDDA) <i>Authorised establishment plan</i>	12 10 03	Lisbon	2011	33,65	32,13	32,07	0,06	35,60	33,99	33,98	0,01	5,8%	6,0%
EU Centre to prevent and counter child sexual abuse (CSA) <i>Authorised establishment plan</i>	12 10 04	To be defined	2025										
<b>Total decentralised agencies – heading 5</b> <i>Authorised establishment plan</i>				<b>263,32</b>	<b>261,80</b>	<b>251,13</b>	<b>10,65</b>	<b>286,63</b>	<b>285,02</b>	<b>278,68</b>	<b>6,38</b>	<b>8,87%</b>	<b>10,97%</b>
					<b>876</b>				<b>907</b>			<b>31</b>	

**Main developments in 2024:**

– **European Union Agency for Law Enforcement Cooperation – EUROPOL**

Europol's budget will continue to grow, following the impact of the adopted new mandate for the agency<sup>36</sup> and the Prüm II Regulation<sup>37</sup>, but also following the new Commission proposal on enhancing police cooperation in relation to the prevention, detection and investigation of migrant smuggling and trafficking in human beings<sup>38</sup>. This will enable Europol to further increase the operational support it gives to Member States' law enforcement authorities, including by investing in Europol's IT systems. As requested by Europol and in agreement with Frontex and Europol, the Commission proposes to continue the temporary reinforcement of Europol by five establishment plan posts and 20 contract agents, offset by recruitments initially planned in Frontex in 2025. The proposed EU contribution for Europol increases up to EUR 239,4million, while the establishment plan increases with 22 compared to 2024 reaching 776 posts.

On Europol's request and in line with an agreement between Frontex and Europol, the Commission proposes to continue (until 2027 included) the temporary reinforcement of Europol by 5 establishment plan posts and 20 contract agents, offset by recruitments initially planned in Frontex in 2024. The additional staff will allow Europol to start testing and using the ETIAS system once operational.

– **European Union Drugs Agency – EUDA (previous European Monitoring Centre for Drugs and Drug Addiction (EMCDDA))**

<sup>36</sup> OJ L 169, 27.6.2022, p. 1-42

<sup>37</sup> OJ L 2024/982, 5.4.2024

<sup>38</sup> COM(2023) 754, 28.11.2023



The proposed EU contribution for EMCDDA increases up to EUR 34 million, following the entry into force of the new mandate of the Agency<sup>39</sup>. The new mandate also implies an increase in the agency's establishment plan posts from 89 in 2024 to 98 in 2025.

– **European Centre to prevent and combat child sexual abuse**

The negotiations on the European Centre to prevent and counter child sexual abuse (CSA) take longer than initially foreseen. While the budget line is proposed to be created in the draft budget, the Commission proposes allocating no appropriations for 2025, thereby starting the budget impact in the financial programming as of 2026. This allows maintaining the foreseen amount for 2025 for the Internal Security Fund as per the amount initially programmed.

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<sup>39</sup> OJ L 166, 30.6.2023, p. 6–47

1.3.6 DB 2025 - Decentralised agency of Heading 7 – Administration

(in million EUR)

Name of the decentralised agency	Budget line	Location	Year of creation	Budget 2024				Draft Budget (DB) 2025				Variation 2025 / 2024	
				Total revenues of the Agency	EU contribution			Revenues estimated by the Agency	Foreseen EU contribution			EU contribution	DB / Budget
					Total EU contribution	Of which budget	Of which assigned revenues		Total EU contribution	Of which DB	Of which assigned revenues		
Translation Centre for the Bodies of the European Union <i>Authorised establishment plan</i>	20 10 01	Luxembourg	1994	49,38	0	0	0	46,95	0	0	0		
					193				193				
<b>Total decentralised agencies – heading 5</b> <i>Authorised establishment plan</i>				49,38				46,95					<b>0</b>
					<b>193</b>				<b>193</b>				

1.3.7 DB 2025 - Fully self-financed decentralised agencies

(in million EUR)

Name of the decentralised agency	Budget line	Location	Year of creation	Budget 2024				Draft Budget (DB) 2025				Variation 2025 / 2024	
				Total revenues of the Agency	EU contribution			Revenues estimated by the Agency	Foreseen EU contribution			EU contribution	DB / Budget
					Total EU contribution	Of which budget	Of which assigned revenues		Total EU contribution	Of which DB	Of which assigned revenues		
European Union Intellectual Property Office (EUIPO) <i>Authorised establishment plan</i>		Alicante	2004	437,09	0	0	0	441,43	0	0	0		
					1 172				1 172				0
Community Plant Variety Office (CPVO) <i>Authorised establishment plan</i>		Angers	2002	26,56	0	0	0	22,05	0	0	0		
					51				51				0
Single Resolution Board (SRB) <i>Authorised establishment plan</i>		Brussels	2011	163,80	0	0	0	165,50	0	0	0		
					506				506				0
<b>Total decentralised agencies – heading 5</b> <i>Authorised establishment plan</i>				<b>627,45</b>					<b>1 729</b>				<b>0</b>
					<b>1 729</b>				<b>1 729</b>				

1.3.8 DB 2024 - Total of decentralised agencies

(in million EUR)

Name of the decentralised agency	Budget line	Location	Year of creation	Budget 2024			Draft Budget (DB) 2025			Variation 2024 / 2023	
				Total	EU contribution		Revenues	Foreseen EU contribution		EU	DB /

				revenues of the Agency	Total EU contribution	Of which budget	Of which assigned revenues	estimated by the Agency	Total EU contribution	Of which DB	Of which assigned revenues	contribution	Budget
<b>Total decentralised agencies</b>				<b>4294,32</b>	<b>2677,62</b>	<b>2545,61</b>	<b>140,01</b>	<b>4800,81</b>	<b>3067,34</b>	<b>2981,52</b>	<b>85,86</b>	14,55%	17,12%
<i>Authorised establishment plan</i>					10127				10580			453	
<b>Of which agencies with EU contribution (excl. EUIPO, CPVO, SRB)</b>				<b>3666,87</b>	<b>2677,62</b>	<b>2545,61</b>	<b>140,01</b>	<b>4171,83</b>	<b>3067,34</b>	<b>2981,52</b>	<b>85,86</b>	<b>14,55%</b>	<b>17,12%</b>
<i>Authorised establishment plan</i>					8398				8851			453	
<b>Of which fully self-financed (EUIPO, CPVO, SRB)</b>				<b>627,45</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>628,98</b>	<b>0</b>	<b>0</b>	<b>0</b>		
<i>Authorised establishment plan</i>					1729				1729			0	

## 1.4 Table Commission budget implementation for decentralised agencies 2023

### 1.4.1 Budget implementation 2023: Decentralised agencies of Heading 1 - Single Market, Innovation and Digital

(in million EUR)

Name of the Agency	Budget line	Authorised appropriations 2023		Commitments made 2023			Payments made 2023			Carry-over of assigned revenue to 2024		Appropriations cancelled 2023	
		Commitments	Payments	Total	Of which voted budget	Of which assigned revenues	Total	Of which voted budget	Of which assigned revenues	Commitments	Payments	Commitments	Payments
European Union Aviation Safety Agency	02 10 01	45,84	45,84	45,60	44,01	1,58	45,28	44,01	1,27	0,24	0,24	-	-
European Maritime Safety Agency	02 10 02	90,23	90,23	89,48	85,68	3,79	88,19	85,68	2,51	0,75	0,75	-	-
European Union Agency for Railways	02 10 03	28,30	28,30	28,22	27,35	0,87	28,15	27,35	0,80	0,08	0,08	-	-
European Union Agency for Cybersecurity (ENISA)	02 10 04	25,46	37,46	25,18	24,15	1,03	36,86	36,15	0,71	0,28	0,28	-	-
Body of European Regulators for Electronic Communications (BEREC) — Office	02 10 05	7,73	7,73	7,70	7,65	0,05	7,65	7,65	0,00	0,03	0,03	-	-
Agency for the Cooperation of Energy Regulators (ACER)	02 10 06	19,90	19,90	19,42	17,46	1,96	17,89	17,46	0,43	0,48	0,48	-	-
European Chemicals Agency — Chemicals legislation	03 10 01 01	72,98	72,98	68,81	64,46	4,35	66,47	64,46	2,00	4,17	4,17	-	-
European Chemicals Agency — Activities in the field of biocides legislation	03 10 01 02	11,14	11,14	9,75	8,52	1,23	8,71	8,52	0,19	1,40	1,40	-	-
European Banking Authority (EBA)	03 10 02	20,38	20,38	20,03	19,04	1,00	19,04	19,04	-	0,34	0,34	-	-
European Insurance and Occupational Pensions Authority (EIOPA)	03 10 03	14,14	14,14	13,63	13,37	0,26	13,37	13,37	-	0,51	0,51	-	-
European Securities and Markets Authority (ESMA)	03 10 04	19,46	19,46	18,95	18,35	0,60	18,35	18,35	-	0,51	0,51	-	-
Anti-Money Laundering Authority (AMLA)	03 10 05	-	-	-	-	-	-	-	-	-	-	-	-
European Union Agency for the Space Programme	04 10 01	77,08	77,08	76,92	74,76	2,16	76,92	74,76	2,16	0,16	0,16	-	-
<b>Total decentralised agencies – heading 1</b>		<b>432,64</b>	<b>444,64</b>	<b>423,69</b>	<b>404,8</b>	<b>18,88</b>	<b>426,88</b>	<b>416,8</b>	<b>10,07</b>	<b>8,95</b>	<b>8,95</b>	<b>-</b>	<b>-</b>

1.4.2 Budget implementation 2023: Decentralised agencies of Heading 2 – Cohesion, Resilience and Values

(in million EUR)

Name of the Agency	Budget line	Authorised appropriations 2023		Commitments made 2023			Payments made 2023			Carry-over of assigned revenue to 2024		Appropriations cancelled 2023	
		Commitments	Payments	Total	Of which voted budget	Of which assigned revenues	Total	Of which voted budget	Of which assigned revenues	Commitments	Payments	Commitments	Payments
European Centre for Disease Prevention and Control	06 10 01	108,05	108,05	90,18	85,93	4,26	88,44	85,92	2,52	17,87	17,87	-	-
European Food Safety Authority	06 10 02	156,06	148,08	155,36	150,54	4,82	146,91	142,79	4,13	0,70	0,70	-	-
European Medicines Agency	06 10 03 01	46,76	46,76	39,40	14,12	25,29	14,42	14,12	0,31	7,36	7,36	-	-
Special contribution for orphan medicinal products	06 10 03 02	13,83	13,83	10,73	10,32	0,41	10,73	10,32	0,41	3,10	3,10	-	-
European Foundation for the Improvement of Living and Working Conditions	07 10 01	23,61	23,61	23,60	23,58	0,02	23,58	23,58	-	0,01	0,01	-	-
European Agency for Safety and Health at Work	07 10 02	17,23	16,98	16,94	16,31	0,63	16,54	16,06	0,48	0,29	0,29	-	-
European Centre for the Development of Vocational Training (Cedefop)	07 10 03	19,63	20,13	19,63	18,88	0,75	19,94	19,38	0,55	-	-	-	-
European Union Agency for Fundamental Rights (FRA)	07 10 04	25,62	25,62	24,96	24,88	0,09	24,88	24,88	-	0,10	0,10	-	-
European Institute for Gender Equality (EIGE)	07 10 05	9,61	9,61	9,36	9,24	0,12	9,24	9,24	-	0,25	0,25	-	-
European Training Foundation (ETF)	07 10 06	22,69	22,69	22,63	22,53	0,09	22,53	22,53	-	0,06	0,06	-	-
European Union Agency for Criminal Justice Cooperation (Eurojust)	07 10 07	55,41	59,34	55,23	54,93	0,30	58,87	58,87	-	0,18	0,18	-	-
European Public Prosecutor's Office (EPPO)	07 10 08	67,58	67,58	66,00	65,10	0,90	65,10	65,10	-	1,58	1,58	-	-
European Labour Authority (ELA)	07 10 09	39,97	28,26	39,97	39,44	0,54	27,72	27,72	-	-	0,54	-	-
<b>Total decentralised agencies – heading 2</b>		<b>606,05</b>	<b>590,54</b>	<b>573,99</b>	<b>535,8</b>	<b>38,22</b>	<b>528,9</b>	<b>520,51</b>	<b>8,4</b>	<b>31,5</b>	<b>32,04</b>	<b>-</b>	<b>-</b>

1.4.3 Budget implementation 2023: Decentralised agencies of Heading 3 – Natural Resources and Environment

(in million EUR)

Name of the Agency	Budget line	Authorised appropriations 2023		Commitments made 2023			Payments made 2023			Carry-over of assigned revenue to 2024		Appropriations cancelled 2023	
		Commitments	Payments	Total	Of which voted budget	Of which assigned revenues	Total	Of which voted budget	Of which assigned revenues	Commitments	Payments	Commitments	Payments
European Fisheries Control Agency	08 10 01	30,83	30,83	30,10	29,54	0,56	29,54	29,54	0,00	0,73	0,73	-	-
European Chemicals Agency - Environmental directives and International conventions	09 10 01	5,10	5,10	5,05	4,79	0,26	4,93	4,79	0,14	0,05	0,05	-	-
European Environment Agency	09 10 02	58,94	58,94	58,62	51,88	6,74	58,45	51,88	6,57	0,25	0,25	0,07	0,07
<b>Total decentralised agencies – heading 3</b>		<b>94,87</b>	<b>94,87</b>	<b>93,76</b>	<b>86,20</b>	<b>7,56</b>	<b>92,91</b>	<b>86,20</b>	<b>6,71</b>	<b>1,03</b>	<b>1,03</b>	<b>0,07</b>	<b>0,07</b>

1.4.4 Budget implementation 2023: Decentralised agency of Heading 4 – Migration and Border Management

(in million EUR)

Name of the Agency	Budget line	Authorised appropriations 2023		Commitments made 2023			Payments made 2023			Carry-over of assigned revenue to 2024		Appropriations cancelled 2023	
		Commitments	Payments	Total	Of which voted budget	Of which assigned revenues	Total	Of which voted budget	Of which assigned revenues	Commitments	Payments	Commitments	Payments
European Asylum Support Office (EASO)	10 10 01	177,71	182,71	165,14	157,17	7,97	162,17	162,17	-	12,58	12,58	-	-
European Border and Coast Guard Agency (Frontex)	11 10 01	773,94	773,94	773,94	728,61	45,32	728,61	728,61	-	0,00	0,00	-	-
European Agency for the operational management of large-scale IT systems in the area of freedom, security and justice ('eu-LISA')	11 10 02	288,51	320,46	262,23	259,16	3,08	291,11	291,11	-	26,28	26,28	-	-
<b>Total decentralised agencies – heading 4</b>		<b>1240,16</b>	<b>1277,11</b>	<b>1201,30</b>	<b>1144,94</b>	<b>56,36</b>	<b>1181,89</b>	<b>1181,89</b>	<b>-</b>	<b>38,86</b>	<b>38,86</b>	<b>-</b>	<b>-</b>

1.4.5 *Budget implementation 2023: Decentralised agency of Heading 5 – Security and Defence*

(in million EUR)

Name of the Agency	Budget line	Authorised appropriations 2023		Commitments made 2023			Payments made 2023			Carry-over of assigned revenue to 2024		Appropriations cancelled 2023	
		Commitments	Payments	Total	Of which voted budget	Of which assigned revenues	Total	Of which voted budget	Of which assigned revenues	Commitments	Payments	Commitments	Payments
European Union Agency for Law Enforcement Cooperation (Europol)	12 10 01	217,49	217,49	207,18	202,08	5,10	202,08	202,08	-	10,31	10,31	-	-
European Union agency for law enforcement training (CEPOL)	12 10 02	11,49	11,49	11,21	10,81	0,41	10,81	10,81	-	0,28	0,28	-	-
European Monitoring Centre for Drugs and Drug Addiction (EMCDDA)	12 10 03	18,41	18,41	18,35	18,24	0,11	18,24	18,24	-	0,06	0,06	-	-
<b>Total decentralised agencies – heading 5</b>		<b>247,39</b>	<b>247,39</b>	<b>236,74</b>	<b>231,13</b>	<b>5,62</b>	<b>231,13</b>	<b>231,13</b>	<b>-</b>	<b>10,65</b>	<b>10,65</b>	<b>-</b>	<b>-</b>

1.4.6 *Budget implementation 2023: Decentralised agencies – Total*

(in million EUR)

Name of the Agency	Budget line	Authorised appropriations 2023		Commitments made 2023			Payments made 2023			Carry-over of assigned revenue to 2024		Appropriations cancelled 2023	
		Commitments	Payments	Total	Of which voted budget	Of which assigned revenues	Total	Of which voted budget	Of which assigned revenues	Commitments	Payments	Commitments	Payments
<b>Total decentralised agencies</b>		2621,11	2654,55	2529,50	2402,88	126,65	2461,72	2436,54	25,18	90,99	91,53	0,07	0,07

The budget implementation tables for decentralised agencies should be read as follows:

Authorised appropriations include voted budget appropriations as well as assigned revenues (both EFTA credits and recovery of agency surpluses from previous years);

Authorised appropriations 2023 minus commitments (or payments) made in 2023 minus carry-over of assigned revenue to 2024 leads to appropriations cancelled (on the Commission side);

Positive outturns of agencies are deducted from the commitments and payments made. These generate a carry-over of assigned revenue. The carry-over of assigned revenue to 2024 (stemming from the recovery of agency surpluses for the financial year 2023) has been taken into account when calculating the EU contribution for 2025 (see also tables 1.4 and DB 2025 Working Document III).

All budget implementation 2023 data in this document are based on provisional accounting closure (April 2024).

## 1.5 Table decentralised agency staffing 2023 – 2025

### 1.5.1 Staffing 2023 – 2025: Decentralised agencies of Heading 1 - Single Market, Innovation and Digital

Name of the decentralised agency	Year of creation	Establishment Plan Posts				Contract Agents				Seconded National Experts (END)				Total personnel			
		Authorised 2023	Actually filled 31/12/2023	Authorised 2024	Authorised 2025	Authorised 2022	Actually filled 31/12/2023	Recommended 2024	Recommended 2025	Authorised 2023	Actually filled 31/12/2023	Recommended 2024	Recommended 2025	Budget 2023	Actually filled 31/12/2023	Budget 2024	Draft Budget 2025
European Union Aviation Safety Agency	2002	682	654	683	685	106	92	106	106	24	19	24	24	812	765	813	815
European Maritime Safety Agency	2002	212	211	212	229	30	29	31	37	18	16	18	18	260	256	261	284
European Union Agency for Railways	2004	166	163	166	166	36	34	36	36	4	2	4	4	206	199	206	206
European Union Agency for Cybersecurity (ENISA)	2004	82	80	82	83	32	25	32	32	14	8	14	15	128	113	128	130
Body of European Regulators for Electronic Communications (BEREC) — Office	2009	17	17	17	17	13	22	13	13	6	9	6	6	36	48	36	36
Agency for the Cooperation of Energy Regulators (ACER)	2009	96	90	114	130	38	41	43	45	10	6	8	10	144	137	165	185
European Chemicals Agency — Chemicals legislation	2006	404	390	404	404	97	95	97	97	3	1	3	3	504	486	504	504
European Chemicals Agency — Activities in the field of biocides legislation	2012	52	51	52	52	15	13	15	15	2	1	2	2	69	65	69	69
European Banking Authority (EBA)	2010	184	161	189	196	50	49	52	54	19	14	19	20	253	224	260	270
European Insurance and Occupational Pensions Authority (EIOPA)	2010	145	138	145	148	42	35	42	45	29	18	29	29	216	191	216	222
European Securities and Markets Authority (ESMA)	2010	263	235	268	279	82	85	84	102	30	23	30	35	375	343	382	416
Anti-Money Laundering Authority (AMLA)	2023	8		35	66	10		10	25			3	29	18		48	120
European Union Agency for the Space Programme	2004	267	258	270	278	38	42	39	45	15	13	15	18	320	313	324	341
<b>Total decentralised agencies – heading 1</b>		<b>2578</b>	<b>2448</b>	<b>2637</b>	<b>2733</b>	<b>589</b>	<b>562</b>	<b>600</b>	<b>652</b>	<b>174</b>	<b>130</b>	<b>175</b>	<b>213</b>	<b>3341</b>	<b>3140</b>	<b>3412</b>	<b>3598</b>



1.5.2 Staffing 2023-2025: Decentralised agencies of Heading 2 - Cohesion, Resilience and Values

Name of the decentralised agency	Year of creation	Establishment Plan Posts				Contract Agents				Seconded National Experts (END)				Total personnel			
		Authorised 2023	Actually filled 31/12/2023	Authorised 2024	Authorised 2025	Authorised 202	Actually filled 31/12/2023	Recommended 2024	Recommended 2025	Authorised 2023	Actually filled 31/12/2023	Recommended 2024	Recommended 2025	Budget 2023	Actually filled 31/12/2023	Budget 2024	Draft Budget 2025
European Centre for Disease Prevention and Control	2004	222	218	225	225	126	117	128	128	5	3	5	5	353	338	358	358
European Food Safety Authority	2002	405	402	405	407	167	166	167	164	15	12	15	15	587	580	587	586
European Medicines Agency	1993	682	664	691	704	203	204	203	203	30	42	45	45	915	910	939	952
European Foundation for the Improvement of Living and Working Conditions	1975	91	86	91	91	13	9	13	13	1		1	1	105	95	105	105
European Agency for Safety and Health at Work	1994	40	39	40	40	25	25	25	25					65	64	65	65
European Centre for the Development of Vocational Training (Cedefop)	1975	91	89	91	91	25	22	25	25	4	5	4	4	120	116	120	120
European Union Agency for Fundamental Rights (FRA)	2007	72	69	72	72	34	31	34	34	9	6	9	9	115	106	115	115
European Institute for Gender Equality (EIGE)	2006	27	27	27	28	10	14	12	14	5	4	5	5	42	45	44	47
European Training Foundation (ETF)	1990	86	86	86	86	42	40	42	42					128	126	128	128
European Union Agency for Criminal Justice Cooperation (Eurojust)	2002	232	229	243	246	18	18	18	18	24	22	24	24	274	269	285	288
European Public Prosecutor's Office (EPPO)	2017	199	185	232	232	28	27	28	28	29	24	29	29	256	236	289	289
European Labour Authority (ELA)	2019	69	67	69	69	15	14	20	20	60	59	55	55	144	140	144	144
<b>Total decentralised agencies – heading 2</b>		<b>2216</b>	<b>2161</b>	<b>2272</b>	<b>2291</b>	<b>706</b>	<b>687</b>	<b>715</b>	<b>714</b>	<b>182</b>	<b>177</b>	<b>192</b>	<b>192</b>	<b>3104</b>	<b>3025</b>	<b>3179</b>	<b>3197</b>

1.5.3 *Staffing 2023-2025: Decentralised agencies of Heading 3 – Natural Resources and Environment*

Name of the decentralised agency	Year of creation	Establishment Plan Posts				Contract Agents				Seconded National Experts (END)				Total personnel			
		Authorised 2023	Actually filled 31/12/2023	Authorised 2024	Authorised 2025	Authorised 202	Actually filled 31/12/2023	Recom-mended 2024	Recom-mended 2025	Authorised 2023	Actually filled 31/12/2023	Recom-mended 2024	Recom-mended 2025	Budget 2023	Actually filled 31/12/2023	Budget 2024	Draft Budget 2025
European Fisheries Control Agency	2005	77	74	77	77	11	11	11	11	5	5	5	5	93	90	93	93
European Chemicals Agency - Environmental directives and International conventions	2012	13	11	23	39	11	10	15	24					24	21	38	63
European Environment Agency	1990	165	153	176	184	93	83	101	107	20	18	20	20	278	254	297	311
<b>Total decentralised agencies – heading 3</b>		<b>255</b>	<b>238</b>	<b>276</b>	<b>300</b>	<b>115</b>	<b>104</b>	<b>127</b>	<b>142</b>	<b>25</b>	<b>23</b>	<b>25</b>	<b>25</b>	<b>395</b>	<b>365</b>	<b>428</b>	<b>467</b>

1.5.4 *Staffing 2023-2025: Decentralised agency of Heading 4 – Migration and Border Management*

Name of the decentralised agency	Year of creation	Establishment Plan Posts				Contract Agents				Seconded National Experts (END)				Total personnel			
		Authorised 2023	Actually filled 31/12/2023	Authorised 2024	Authorised 2025	Authorised 202	Actually filled 31/12/2023	Recom-mended 2024	Recom-mended 2025	Authorised 2023	Actually filled 31/12/2023	Recom-mended 2024	Recom-mended 2025	Budget 2023	Actually filled 31/12/2023	Budget 2024	Draft Budget 2025
European Union Agency for Asylum (EUAA)	2010	371	331	371	371	213	194	183	248	11	6	11	11	595	531	565	630
European Border and Coast Guard Agency (Frontex)	2004	1300	1169	1545	1787	979	856	1193	1427	220	198	220	220	2499	2223	2958	3434

European Agency for the operational management of large-scale IT systems in the area of freedom, security and justice ('eu-LISA')	2011	222	198	228	269	166	135	165	193	11	9	11	11	399	342	404	473
<b>Total decentralised agencies – heading 4</b>		<b>1893</b>	<b>1698</b>	<b>2144</b>	<b>2427</b>	<b>1358</b>	<b>1185</b>	<b>1541</b>	<b>1868</b>	<b>242</b>	<b>213</b>	<b>242</b>	<b>242</b>	<b>3493</b>	<b>3096</b>	<b>3927</b>	<b>4537</b>

1.5.5 Staffing 2023-2025: Decentralised agency of Heading 5 – Security and Defence

Name of the decentralised agency	Year of creation	Establishment Plan Posts				Contract Agents				Seconded National Experts (END)				Total personnel			
		Authorised 2023	Actually filled 31/12/2023	Authorised 2024	Authorised 2025	Authorised 202	Actually filled 31/12/2023	Recom-mended 2024	Recom-mended 2025	Authorised 2023	Actually filled 31/12/2023	Recom-mended 2024	Recom-mended 2025	Budget 2023	Actually filled 31/12/2023	Budget 2024	Draft Budget 2025
European Union Agency for Law Enforcement Cooperation (Europol)	1995	716	704	754	776	235	223	255	260	121	89	121	132	1072	1016	1130	1168
European Union Agency for Law Enforcement Training (CEPOL)	2005	33	31	33	33	19	19	19	19	4	4	4	4	56	54	56	56
European Union Drugs Agency (EUDA)	1993	76	73	89	98	34	27	34	35	1		1	1	111	100	124	134
<b>Total decentralised agencies – heading 5</b>		<b>825</b>	<b>808</b>	<b>876</b>	<b>907</b>	<b>288</b>	<b>269</b>	<b>308</b>	<b>314</b>	<b>126</b>	<b>93</b>	<b>126</b>	<b>137</b>	<b>1239</b>	<b>1170</b>	<b>1310</b>	<b>1358</b>

1.5.6 Staffing 2023-2025: Decentralised agency of Heading 7 – Administration

Name of the decentralised agency	Year of creation	Establishment Plan Posts				Contract Agents				Seconded National Experts (END)				Total personnel			
		Authorised 2023	Actually filled 31/12/2023	Authorised 2024	Authorised 2025	Authorised 202	Actually filled 31/12/2023	Recom-mended 2024	Recom-mended 2025	Authorised 2023	Actually filled 31/12/2023	Recom-mended 2024	Recom-mended 2025	Budget 2023	Actually filled 31/12/2023	Budget 2024	Draft Budget 2025
Translation Centre for the Bodies of the European Union	1994	193	172	193	193	35	19	35	30					228	191	228	223
<b>Total decentralised agencies – heading 7</b>		<b>193</b>	<b>172</b>	<b>193</b>	<b>193</b>	<b>35</b>	<b>19</b>	<b>35</b>	<b>30</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>228</b>	<b>191</b>	<b>228</b>	<b>223</b>

1.5.7 Staffing 2023-2025: Self-financed decentralised agencies

Name of the decentralised agency	Year of creation	Establishment Plan Posts				Contract Agents				Seconded National Experts (END)				Total personnel			
		Authorised 2023	Actually filled 31/12/2023	Authorised 2024	Authorised 2025	Authorised 202	Actually filled 31/12/2023	Recommended 2024	Recommended 2025	Authorised 2023	Actually filled 31/12/2023	Recommended 2024	Recommended 2025	Budget 2023	Actually filled 31/12/2023	Budget 2024	Draft Budget 2025
European Union Intellectual Property Office (EUIPO)	1993	1172	964	1172	1172	235	213	227	217	75	55	60	60	1482	1232	1459	1449
Community Plant Variety Office (CPVO)	1994	51	45	51	51	6	5	6	6					57	50	57	57
Single Resolution Board (SRB)	2014	457	436	490	506					35	22	25	27	492	458	515	533
<b>Total decentralised agencies</b>		<b>1680</b>	<b>1445</b>	<b>1713</b>	<b>1729</b>	<b>241</b>	<b>218</b>	<b>233</b>	<b>223</b>	<b>110</b>	<b>77</b>	<b>85</b>	<b>87</b>	<b>2031</b>	<b>1740</b>	<b>2031</b>	<b>2039</b>

1.5.8 Staffing 2023-2025: Decentralised agencies – Total

Name of the decentralised agency	Establishment Plan Posts				Contract Agents				Seconded National Experts (END)				Total personnel			
	Authorised 2023	Actually filled 31/12/2023	Authorised 2024	Authorised 2025	Authorised 202	Actually filled 31/12/2023	Recommended 2024	Recommended 2025	Authorised 2023	Actually filled 31/12/2023	Recommended 2024	Recommended 2025	Budget 2023	Actually filled 31/12/2023	Budget 2024	Draft Budget 2025
<b>Total decentralised agencies</b>	9640	8970	10111	10580	3332	3044	3559	3943	859	713	845	896	13831	12727	14515	15419
<b>Total decentralised agencies (excl. fully self-financed agencies)</b>	7960	7525	8398	8851	3091	2826	3326	3720	749	636	760	810	11800	10987	12484	13380

## 2 INDIVIDUAL BUDGETARY FINANCIAL STATEMENTS

The individual budgetary financial statements include, by agency, information on the set-up of the agency, the EU contribution to and the budget of the agency (revenue and expenditure), the estimated surplus of 2021, the establishment plan, contract agents and Seconded National Experts, buildings, privileges and immunities, and evaluations.

### 2.1 Decentralised agencies of Heading 1 – Single Market, Innovation and Digital

#### 2.1.1 European Union Aviation Safety Agency – EASA

##### 1 Overview

##### 1.1 Creation/modification (legal base)

Decision	Date	Mission/ Tasks / Functions
BASIC REGULATION: Regulation (EU) No 2018/1139 of the European Parliament and of the Council on common rules in the field of civil aviation and establishing a European Union Aviation Safety Agency, and amending Regulations (EC) No 2111/2005, (EC) No 1008/2008, (EU) No 996/2010, (EU) No 376/2014 and Directives 2014/30/EU of the European Parliament and of the Council, and repealing Regulations (EC) No 552/2004 and (EC) No 216/2008 of the European Parliament and of the Council and Council Regulation (EEC) No 3922/91	04 July 2018 11 September 2018 (Entry into force)	The Regulation consolidates the scope of EU competence to cover the full spectrum of the aviation landscape and reinforce the European aviation system as a whole. EASA's mandate continues to cover aviation safety management, airworthiness and environmental protection, aircrew, air operations, aerodromes, air traffic management (ATM) and air navigation services (ANS), and aircraft used by a third-country operators into, within or out of the EU. In addition, new technical areas are added, like unmanned aircraft, ground handling and aviation security (specifically cybersecurity). EASA's role is also reinforced in areas, such as environmental protection, research and development, or international cooperation. Furthermore, the Regulation provides new tools, such as a possibility for some products and activities that would be normally excluded from the scope of the Regulation to be included (opt-ins) and for some products that would normally in the scope to the excluded from it (opt-out). It also allows the transfer of competent authority responsibilities between MS or from MS to EASA.
Regulation (EC) No 2111/2005 on the establishment of a Community list of air carriers subject to an operating ban within the Community and on informing air transport passengers of the identity of the operating air carrier.	14 December 2005 16 January 2006 (Entry into force)	EASA shall communicate to the Commission all information that may be relevant in the context of updating the Community list as well as bring the Community list to the attention of passengers.
Regulation (EU) No 996/2010 of the European Parliament and of the Council. On the investigation and prevention of accident and incidents in civil aviation,	20 October 2010 02 December 2010 (Entry into force)	EASA participates in safety investigations and in cooperation with the competent authorities of the Member States in the exchange and analysis of information within the occurrence reporting systems
Regulation EU No 376/2014 of the European Parliament and of the Council. On the reporting, analysis and follow-up of occurrences in civil aviation	03 April 2014 15 November 2015 (Applicability date)	EASA is involved in the exchange, evaluation, processing, or analysis of occurrences that have a significant role to play in the identification of safety hazards and safety deficiencies. EASA shall establish mandatory and voluntary reporting systems to facilitate the collection of details of occurrences. The Agency and the Commission should provide technical support for the interoperability of the Aircraft Incident Reporting Systems (ECCAIRS) and with the ADREP taxonomy

##### 1.2 Seat

EASA is located in Cologne, Germany.

##### 1.3 Budget Line

02 10 01 : European Union Aviation Safety Agency (EASA)

#### 1.4 Human Resources overview

The table below presents the number of posts in the establishment plans, including the posts assigned to programmes financed outside the EU budget, whereas the number of Contract Agents / SNE only includes those financed under programmes financed within the EU Budget.

##### 1.4.1 Human Resources overview EASA

Human Resources	2023			2024	2025
	Authorised Budget	Actually filled as of 31/12/2023	Occupancy rate(%)	Authorised Budget	Draft Budget Request
<b>TOTAL AD</b>	580	558	96,21%	582	583
<b>TOTAL AST</b>	100	96	96,00%	99	100
<b>TOTAL AST/SC</b>	2		0,00%	2	2
<b>ESTABLISHMENT PLAN POSTS</b>	<b>682</b>	<b>654</b>	<b>95,89%</b>	<b>683</b>	<b>685</b>
Contract Agents (CA)	106	92	86,79%	106	106
Seconded National Experts (SNE)	24	19	79,17%	24	24
<b>TOTAL STAFF</b>	<b>812</b>	<b>765</b>	<b>94,21%</b>	<b>813</b>	<b>815</b>

##### 1.4.2 Human Resources overview (Fees and charges)

Human Resources	2023			2024	2025
	Authorised Budget	Actually filled as of 31/12/2023	Occupancy rate(%)	Authorised Budget	Draft Budget Request
<b>TOTAL AD</b>	392	385	98,21%	404	404
<b>TOTAL AST</b>	61	62	101,64%	61	62
<b>TOTAL AST/SC</b>	1		0,00%	1	1
<b>ESTABLISHMENT PLAN POSTS</b>	<b>454</b>	<b>447</b>	<b>98,46%</b>	<b>466</b>	<b>467</b>
Contract Agents (CA)	62	50	80,65%	62	62
Seconded National Experts (SNE)	4	2	50,00%		
<b>TOTAL STAFF</b>	<b>520</b>	<b>499</b>	<b>95,96%</b>	<b>528</b>	<b>529</b>

##### 1.4.3 Human Resources overview (EU Contribution)

Human Resources	2023			2024	2025
	Authorised Budget	Actually filled as of 31/12/2023	Occupancy rate(%)	Authorised Budget	Draft Budget Request
<b>TOTAL AD</b>	188	173	92,02%	178	179
<b>TOTAL AST</b>	39	34	87,18%	38	38
<b>TOTAL AST/SC</b>	1		0,00%	1	1
<b>ESTABLISHMENT PLAN POSTS</b>	<b>228</b>	<b>207</b>	<b>90,79%</b>	<b>217</b>	<b>218</b>
Contract Agents (CA)	44	42	95,45%	44	44
Seconded National Experts (SNE)	20	17	85,00%	24	24
<b>TOTAL STAFF</b>	<b>292</b>	<b>266</b>	<b>91,10%</b>	<b>285</b>	<b>286</b>

## 1.5 Financial Resources Overview

### 1.5.1 Revenues Overview

#### 1.5.1.1 General revenues

REVENUES	2024	2025
	Revenues estimated by the agency	Budget Forecast
EU contribution	44 622 554	43 810 524
Other Revenue	198 102 324	191 339 689
<b>TOTAL REVENUES</b>	<b>242 724 878</b>	<b>235 150 213</b>

#### 1.5.1.2 Additional EU funding: contribution, grant and service level agreements

REVENUES	2024	2025
	Revenues estimated by the agency	Budget Forecast
Additional EU funding stemming from grant agreements (FFR Art.7)	615 645	238 815
Additional EU funding stemming from contribution agreements (FFR Art.7)	31 981 818	18 218 733
Additional EU funding stemming from service level agreements (FFR Art. 43.2)	330 000	343 000
<b>TOTAL REVENUES</b>	<b>32 927 463</b>	<b>18 800 548</b>

### 1.5.2 Expenditure Overview

#### 1.5.2.1 Expenditure Overview EASA

Expenditure	2024		2025	
	Commitment appropriations	Payment appropriations	Commitment appropriations	Payment appropriations
Title 1 - Staff expenditure	115 807 973	115 807 973	120 607 820	120 607 820
Title 2 - Infrastructure and operating expenditure	30 933 684	30 933 684	28 877 438	28 877 438
Title 3 - Operational expenditure	95983221	95983221	85664955	85664955
<b>TOTAL EXPENDITURE</b>	<b>242 724 878</b>	<b>242 724 878</b>	<b>235 150 213</b>	<b>235 150 213</b>

#### 1.5.2.2 Expenditure Overview (Fees and charges)

Expenditure	2024		2025	
	Commitment appropriations	Payment appropriations	Commitment appropriations	Payment appropriations
Title 1 - Staff expenditure	85 130 208	85 130 208	87 773 506	87 773 506
Title 2 - Infrastructure and operating expenditure	20 433 443	20 433 443	19 116 810	19 116 810
Title 3 - Operational expenditure	88 307 298	88 307 298	79 195 701	79 195 701



Expenditure	2024		2025	
	Commitment appropriations	Payment appropriations	Commitment appropriations	Payment appropriations
<b>TOTAL EXPENDITURE</b>	<b>193 870 949</b>	<b>193 870 949</b>	<b>186 086 017</b>	<b>186 086 017</b>

### 1.5.2.3 Expenditure Overview (EU Contribution)

Expenditure	2024		2025	
	Commitment appropriations	Payment appropriations	Commitment appropriations	Payment appropriations
<b>Title 1 - Staff expenditure</b>	30 677 765	30 677 765	32 834 314	32 834 314
<b>Title 2 - Infrastructure and operating expenditure</b>	10 500 241	10 500 241	9 760 628	9 760 628
<b>Title 3 - Operational expenditure</b>	7 675 923	7 675 923	6 469 254	6 469 254
<b>TOTAL EXPENDITURE</b>	<b>48 853 929</b>	<b>48 853 929</b>	<b>49 064 196</b>	<b>49 064 196</b>

## 2 Human Resources

### 2.1 Establishment plan posts

The table below presents the number of posts in the establishment plans, including the posts assigned to programmes financed outside the EU budget.

#### 2.1.1 Establishment plan posts EASA

Function group and grade	2023				2024		2025			
	Authorised Budget		Actually filled as of 31/12/2023		Authorised Budget		Request of the Agency		Draft Budget Request	
	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts
AD 16										
AD 15		1				1		1		1
AD 14		25		2		4		4		4
AD 13		33		4		6		6		6
AD 12		66		23		30		32		32
AD 11		88		65		73		72		72
AD 10		110		97		93		93		93
AD 9		120		133		134		133		133
AD 8		78		79		108		98		98
AD 7		32		54		45		56		56
AD 6		13		40		46		55		55
AD 5		14		61		42		33		33
<b>AD TOTAL</b>		<b>580</b>		<b>558</b>		<b>582</b>		<b>583</b>		<b>583</b>
AST 11										
AST 10										

Function group and grade	2023				2024		2025			
	Authorised Budget		Actually filled as of 31/12/2023		Authorised Budget		Request of the Agency		Draft Budget Request	
	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts
AST 9		1						1		1
AST 8		4				3		4		4
AST 7		11		13		12		13		13
AST 6		27		31		32		33		33
AST 5		28		28		35		33		33
AST 4		15		16		10		10		10
AST 3		12		7		6		6		6
AST 2		2		1		1				
AST 1										
AST TOTAL		100		96		99		100		100
AST/SC 6										
AST/SC 5										
AST/SC 4										
AST/SC 3		1				1				
AST/SC 2		1				1		1		1
AST/SC 1								1		1
AST/SC TOTAL		2				2		2		2
TOTAL		682		654		683		685		685
GRAND TOTAL		682		654		683		685		685

2.1.2 Establishment plan posts (Fees and charges)

Function group and grade	2023				2024		2025			
	Authorised Budget		Actually filled as of 31/12/2023		Authorised Budget		Request of the Agency		Draft Budget Request	
	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts
AD 16										
AD 15		1				1		1		1
AD 14		15		1		3		2		2
AD 13		24		2		5		5		5
AD 12		48		19		20		22		22
AD 11		69		45		53		54		54
AD 10		73		60		56		55		55
AD 9		67		91		91		93		93
AD 8		52		61		85		73		73
AD 7		25		38		32		41		41
AD 6		8		29		31		35		35

Function group and grade	2023				2024		2025			
	Authorised Budget		Actually filled as of 31/12/2023		Authorised Budget		Request of the Agency		Draft Budget Request	
	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts
AD 5		10		39		27		23		23
AD TOTAL		392		385		404		404		404
AST 11										
AST 10										
AST 9		1								
AST 8		1				2		2		2
AST 7		11		7		7		8		8
AST 6		15		22		20		23		23
AST 5		19		19		22		20		20
AST 4		8		11		7		6		6
AST 3		5		3		3		3		3
AST 2		1								
AST 1										
AST TOTAL		61		62		61		62		62
AST/SC 6										
AST/SC 5										
AST/SC 4										
AST/SC 3		1				1				
AST/SC 2								1		1
AST/SC 1										
AST/SC TOTAL		1				1		1		1
TOTAL		454		447		466		467		467
GRAND TOTAL		454		447		466		467		467

2.1.3 Establishment plan posts (UE Contribution)

Function group and grade	2023				2024		2025			
	Authorised Budget		Actually filled as of 31/12/2023		Authorised Budget		Request of the Agency		Draft Budget Request	
	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts
AD 16										
AD 15										
AD 14		10		1		1		2		2
AD 13		9		2		1		1		1
AD 12		18		4		10		10		10
AD 11		19		20		20		18		18
AD 10		37		37		37		38		38

Function group and grade	2023				2024		2025			
	Authorised Budget		Actually filled as of 31/12/2023		Authorised Budget		Request of the Agency		Draft Budget Request	
	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts
AD 9		53		42		43		40		40
AD 8		26		18		23		25		25
AD 7		7		16		13		15		15
AD 6		5		11		15		20		20
AD 5		4		22		15		10		10
AD TOTAL		188		173		178		179		179
AST 11										
AST 10										
AST 9								1		1
AST 8		3				1		2		2
AST 7				6		5		5		5
AST 6		12		9		12		10		10
AST 5		9		9		13		13		13
AST 4		7		5		3		4		4
AST 3		7		4		3		3		3
AST 2		1		1		1				
AST 1										
AST TOTAL		39		34		38		38		38
AST/SC 6										
AST/SC 5										
AST/SC 4										
AST/SC 3										
AST/SC 2		1				1				
AST/SC 1								1		1
AST/SC TOTAL		1				1		1		1
TOTAL		228		207		217		218		218
GRAND TOTAL		228		207		217		218		218

## 2.2 External personnel

### 2.2.1 External personnel EASA

#### 2.2.1.1 Contract Agents EASA

Contract agents	Authorised 2023	Recruited as of 31/12/2023	2024 estimate	Draft Budget 2025 estimate
Function Group IV	36	37	36	36
Function Group III	68	55	68	68
Function Group II	2		2	2

Contract agents	Authorised 2023	Recruited as of 31/12/2023	2024 estimate	Draft Budget 2025 estimate
Function Group I				
<b>TOTAL</b>	<b>106</b>	<b>92</b>	<b>106</b>	<b>106</b>

#### 2.2.1.2 Seconded National Experts EASA

Seconded National Experts	Authorised 2023	Recruited as of 31/12/2023	2024 estimate	Draft Budget 2025 estimate
<b>TOTAL</b>	<b>24</b>	<b>19</b>	<b>24</b>	<b>24</b>

#### 2.2.2 External personnel (Fees and charges)

##### 2.2.2.1 Contract Agents (Fees and charges)

Contract agents	Authorised 2023	Recruited as of 31/12/2023	2024 estimate	Draft Budget 2025 estimate
Function Group IV	21	14	21	21
Function Group III	40	36	40	40
Function Group II	1		1	1
Function Group I				
<b>TOTAL</b>	<b>62</b>	<b>50</b>	<b>62</b>	<b>62</b>

##### 2.2.2.2 Seconded National Experts (Fees and charges)

Seconded National Experts	Authorised 2023	Recruited as of 31/12/2023	2024 estimate	Draft Budget 2025 estimate
<b>TOTAL</b>	<b>4</b>	<b>2</b>		

#### 2.2.3 External personnel (EU Contribution)

##### 2.2.3.1 Contract Agents (EU Contribution)

Contract agents	Authorised 2023	Recruited as of 31/12/2023	2024 estimate	Draft Budget 2025 estimate
Function Group IV	15	23	15	15
Function Group III	28	19	28	28
Function Group II	1		1	1
Function Group I				
<b>TOTAL</b>	<b>44</b>	<b>42</b>	<b>44</b>	<b>44</b>

##### 2.2.3.2 Seconded National Experts (EU Contribution)

Seconded National Experts	Authorised 2023	Recruited as of 31/12/2023	2024 estimate	Draft Budget 2025 estimate
<b>TOTAL</b>	<b>20</b>	<b>17</b>	<b>24</b>	<b>24</b>

### 3 Financial Resources

#### 3.1 Revenues EASA

##### 3.1.1 General revenues

REVENUES	General revenues				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>1 REVENUE FROM FEES AND CHARGES</b>	121 309 494	132 142 988	138 188 410	138 188 410	4,57%
<b>2 EU CONTRIBUTION</b>	44 328 980	44 622 554	43 810 524	43 810 524	-1,82%
<i>- Of which assigned revenues deriving from previous years' surpluses</i>	318 175	240 680	104 277	104 277	-56,67%
<b>3 THIRD COUNTRIES CONTRIBUTION (incl. EEA/EFTA and candidate countries)</b>	3 209 359	3 537 333	3 496 691	3 496 691	-1,15%
<i>- Of which EEA/EFTA (excl. Switzerland)</i>	3 209 359	3 537 333	3 496 691	3 496 691	-1,15%
<i>- Of which candidate countries</i>					
<b>4 OTHER CONTRIBUTIONS</b>	17 337 040				
<b>5 ADMINISTRATIVE OPERATIONS</b>	2 978 566	2 520 000	1 619 999	1 619 999	-35,71%
<i>- Of which interest generated by funds paid by the Commission by way of the EU contribution (FFR Art. 61)</i>					
<b>6 REVENUES FROM SERVICES RENDERED AGAINST PAYMENT</b>	398 661	115 000			-100%
<b>7 CORRECTION OF BUDGETARY IMBALANCES</b>	63 943 812	59 787 003	48 034 589	48 034 589	-19,66%
<b>TOTAL</b>	<b>253 505 912</b>	<b>242 724 878</b>	<b>235 150 213</b>	<b>235 150 213</b>	<b>-3,12%</b>

##### 3.1.2 Additional EU funding: contribution, grant and service level agreements

REVENUES	Additional EU funding: contribution, grant and service level agreements				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>Additional EU funding stemming from grant agreements (FFR Art.7)</b>	-8 181	615 645	238 815	238 815	-61,21%
<b>Additional EU funding stemming from contribution agreements (FFR Art.7)</b>	16 848 133	31 981 818	18 218 733	18 218 733	-43,03%
<b>Additional EU funding stemming from service level agreements (FFR Art. 43.2)</b>	146 759	330 000	343 000	343 000	3,94%
<b>TOTAL</b>	<b>16 986 711</b>	<b>32 927 463</b>	<b>18 800 548</b>	<b>18 800 548</b>	<b>-42,90%</b>

### 3.2 Expenditure

#### 3.2.1 Expenditure EASA

##### 3.2.1.1 Commitment appropriations EASA

EXPENDITURE	Commitment appropriations EASA				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>Title 1 - Staff expenditure</b>	<b>111 701 432</b>	<b>115 807 973</b>	<b>120 607 820</b>	<b>120 607 820</b>	<b>4,14%</b>
Salaries & allowances	93 380 254	96 186 972	100 659 824	100 659 824	4,65%
- Of which establishment plan posts	85 691 920	87 162 973	91 425 826	91 425 826	4,89%
- Of which external personnel	7 688 334	9 023 999	9 233 998	9 233 998	2,33%
Expenditure relating to Staff recruitment	1 499 965	1 533 000	1 301 995	1 301 995	-15,07%
Employer's pension contributions	11 074 511	11 887 000	12 365 000	12 365 000	4,02%
Mission expenses					
Socio-medical infrastructure	249 215	323 000	328 003	328 003	1,55%
Training	271 698	350 000	349 998	349 998	-0,00%
External Services	203 646	300 001	300 001	300 001	0,00%
Receptions, events and representation	210 663	260 000	260 999	260 999	0,38%
Social welfare	1 529 280	4 968 000	5 042 000	5 042 000	1,49%
Other Staff related expenditure	3 282 200				
<b>Title 2 - Infrastructure and operating expenditure</b>	<b>25 745 787</b>	<b>30 933 684</b>	<b>28 877 438</b>	<b>28 877 438</b>	<b>-6,65%</b>
Rental of buildings and associated costs	10 834 605	12 354 000	12 835 697	12 835 697	3,90%
Information, communication technology and data processing	13 454 314	16 971 484	14 471 743	14 471 743	-14,73%
Movable property and associated costs	187 016	200 000	200 000	200 000	0,00%
Current administrative expenditure	1 130 111	1 238 200	1 192 000	1 192 000	-3,73%
Postage / Telecommunications	139 741	170 000	177 998	177 998	4,70%
Meeting expenses					
Running costs in connection with operational activities					
Information and publishing					
Studies					

EXPENDITURE	Commitment appropriations EASA				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
Other infrastructure and operating expenditure					
<b>Title 3 - Operational expenditure</b>	<b>118 885 882</b>	<b>95 983 221</b>	<b>85 664 955</b>	<b>85 664 955</b>	<b>-10,75%</b>
Certification activities	22 098 569	22 736 000	23 806 000	23 806 000	4,71%
Standardisation activities	130 977	162 000	162 000	162 000	0,00%
Development data base	5 007 332	9 071 768	9 204 999	9 204 999	1,47%
Communication and publication	408 283	419 800	458 001	458 001	9,10%
Meeting expenses	771 177	1 033 064	1 111 064	1 111 064	7,55%
Translations and interpretation costs	110 997	120 000	120 000	120 000	0,00%
Rulemaking activities	3 678 227	1 841 000	1 347 500	1 347 500	-26,81%
Mission,entertainment and representation expenditure	5 525 321	6 434 200	6 453 697	6 453 697	0,30%
Technical training	689 488	973 800	1 033 800	1 033 800	6,16%
ED activites	4 351 650	5 157 000	3 495 000	3 495 000	-32,23%
Special Operations Programmes	16 326 858				
Other expenditure	59 787 003	48 034 589	38 472 894	38 472 894	-19,91%
<b>TOTAL</b>	<b>256 333 101</b>	<b>242 724 878</b>	<b>235 150 213</b>	<b>235 150 213</b>	<b>-3,12%</b>

### 3.2.1.2 Payment appropriations EASA

EXPENDITURE	Payment appropriations EASA				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>Title 1 - Staff expenditure</b>	<b>111 423 001</b>	<b>115 807 973</b>	<b>120 607 820</b>	<b>120 607 820</b>	<b>4,14%</b>
Salaries & allowances	93 341 613	96 186 972	100 659 824	100 659 824	4,65%
- Of which establishment plan posts	85 691 920	87 162 973	91 425 826	91 425 826	4,89%
- Of which external personnel	7 649 693	9 023 999	9 233 998	9 233 998	2,33%
Expenditure relating to Staff recruitment	1 432 586	1 533 000	1 301 995	1 301 995	-15,07%
Employer's pension contributions	11 074 511	11 887 000	12 365 000	12 365 000	4,02%



EXPENDITURE	Payment appropriations EASA				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
Mission expenses					
Socio-medical infrastructure	235 095	323 000	328 003	328 003	1,55%
Training	228 362	350 000	349 998	349 998	-0,00%
External Services	166 046	300 001	300 001	300 001	0,00%
Receptions, events and representation	133 503	260 000	260 999	260 999	0,38%
Social welfare	4 811 285	4 968 000	5 042 000	5 042 000	1,49%
Other Staff related expenditure					
<b>Title 2 - Infrastructure and operating expenditure</b>	<b>20 233 681</b>	<b>30 933 684</b>	<b>28 877 438</b>	<b>28 877 438</b>	<b>-6,65%</b>
Rental of buildings and associated costs	10 270 314	12 354 000	12 835 697	12 835 697	3,90%
Information, communication technology and data processing	8 861 163	16 971 484	14 471 743	14 471 743	-14,73%
Movable property and associated costs	167 278	200 000	200 000	200 000	0,00%
Current administrative expenditure	816 781	1 238 200	1 192 000	1 192 000	-3,73%
Postage / Telecommunications	118 145	170 000	177 998	177 998	4,70%
Meeting expenses					
Running costs in connection with operational activities					
Information and publishing					
Studies					
Other infrastructure and operating expenditure					
<b>Title 3 - Operational expenditure</b>	<b>30 329 404</b>	<b>95 983 221</b>	<b>85 664 955</b>	<b>85 664 955</b>	<b>-10,75%</b>
Certification activities	12 398 471	22 736 000	23 806 000	23 806 000	4,71%
Standardisation activities	86 630	162 000	162 000	162 000	0,00%
Development data base	2 059 499	9 071 768	9 204 999	9 204 999	1,47%
Communication and publication	282 263	419 800	458 001	458 001	9,10%
Meeting expenses	456 700	1 033 064	1 111 064	1 111 064	7,55%
Translations and interpretation costs	58 354	120 000	120 000	120 000	0,00%

EXPENDITURE	Payment appropriations EASA				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
Rulemaking activities	394 678	1 841 000	1 347 500	1 347 500	-26,81%
Mission,entertainment and representation expenditure	4 970 396	6 434 200	6 453 697	6 453 697	0,30%
Technical training	450 336	973 800	1 033 800	1 033 800	6,16%
ED activites	1 652 925	5 157 000	3 495 000	3 495 000	-32,23%
Special Operations Programmes	7 519 152				
Other expenditure		48 034 589	38 472 894	38 472 894	-19,91%
<b>TOTAL</b>	<b>161 986 086</b>	<b>242 724 878</b>	<b>235 150 213</b>	<b>235 150 213</b>	<b>-3,12%</b>

### 3.2.2 Expenditure (Fees and charges)

#### 3.2.2.1 Commitment appropriations (Fees and charges)

EXPENDITURE	Commitment appropriations (Fees and charges)				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>Title 1 - Staff expenditure</b>	<b>79 103 986</b>	<b>85 130 208</b>	<b>87 773 506</b>	<b>87 773 506</b>	<b>3,11%</b>
Salaries & allowances	63 042 131	67 961 840	70 218 370	70 218 370	3,32%
- Of which establishment plan posts	59 206 099	61 809 165	63 908 370	63 908 370	3,40%
- Of which external personnel	3 836 032	6 152 675	6 310 000	6 310 000	2,56%
Expenditure relating to Staff recruitment	1 085 040	1 041 682	886 653	886 653	-14,88%
Employer's pension contributions	11 074 511	11 887 000	12 365 000	12 365 000	4,02%
Mission expenses					
Socio-medical infrastructure	165 103	219 482	223 366	223 366	1,77%
Training	179 736	237 826	238 348	238 348	0,22%
External Services	134 758	203 854	204 300	204 300	0,22%
Receptions, events and representation	140 507	202 741	203 890	203 890	0,57%
Social welfare		3 375 783	3 433 579	3 433 579	1,71%
Other Staff related expenditure	3 282 200				

EXPENDITURE	Commitment appropriations (Fees and charges)				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>Title 2 - Infrastructure and operating expenditure</b>	<b>16 818 968</b>	<b>20 433 443</b>	<b>19 116 810</b>	<b>19 116 810</b>	<b>-6,44%</b>
Rental of buildings and associated costs	7 068 326	8 195 857	8 549 135	8 549 135	4,31%
Information, communication technology and data processing	8 913 864	11 267 916	9 630 245	9 630 245	-14,53%
Movable property and associated costs	123 640	132 779	133 090	133 090	0,23%
Current administrative expenditure	620 609	724 017	685 892	685 892	-5,27%
Postage / Telecommunications	92 529	112 874	118 448	118 448	4,94%
Meeting expenses					
Running costs in connection with operational activities					
Information and publishing					
Studies					
Other infrastructure and operating expenditure					
<b>Title 3 - Operational expenditure</b>	<b>111 984 764</b>	<b>88 307 298</b>	<b>79 195 701</b>	<b>79 195 701</b>	<b>-10,32%</b>
Certification activities	22 098 569	22 736 000	23 806 000	23 806 000	4,71%
Standardisation activities	1 608				
Development data base	3 410 196	5 342 527	6 127 437	6 127 437	14,69%
Communication and publication	291 420	324 413	354 206	354 206	9,18%
Meeting expenses	542 116	774 364	848 910	848 910	9,63%
Translations and interpretation costs	78 483	92 734	92 804	92 804	0,08%
Rulemaking activities	910 883	285 929	363 486	363 486	27,12%
Mission,entertainment and representation expenditure	4 561 930	5 268 702	5 267 272	5 267 272	-0,03%
Technical training	466 541	788 532	827 692	827 692	4,97%
ED activites	3 509 157	4 659 508	3 035 000	3 035 000	-34,86%
Special Operations Programmes	16 326 858				
Other expenditure	59 787 003	48 034 589	38 472 894	38 472 894	-19,91%
<b>TOTAL</b>	<b>207 907 718</b>	<b>193 870 949</b>	<b>186 086 017</b>	<b>186 086 017</b>	<b>-4,02%</b>

3.2.2.2 Payment appropriations (Fees and charges)

EXPENDITURE	Payment appropriations (Fees and charges)				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>Title 1 - Staff expenditure</b>	<b>78 909 389</b>	<b>85 130 208</b>	<b>87 773 506</b>	<b>87 773 506</b>	<b>3,11%</b>
Salaries & allowances	63 014 929	67 961 840	70 218 370	70 218 370	3,32%
- Of which establishment plan posts	59 206 099	61 809 165	63 908 370	63 908 370	3,40%
- Of which external personnel	3 808 830	6 152 675	6 310 000	6 310 000	2,56%
<b>Expenditure relating to Staff recruitment</b>	1 032 145	1 041 682	886 653	886 653	-14,88%
<b>Employer's pension contributions</b>	11 074 511	11 887 000	12 365 000	12 365 000	4,02%
<b>Mission expenses</b>					
<b>Socio-medical infrastructure</b>	155 749	219 482	223 366	223 366	1,77%
<b>Training</b>	151 068	237 826	238 348	238 348	0,22%
<b>External Services</b>	109 877	203 854	204 300	204 300	0,22%
<b>Receptions, events and representation</b>	89 043	202 741	203 890	203 890	0,57%
<b>Social welfare</b>	3 282 067	3 375 783	3 433 579	3 433 579	1,71%
<b>Other Staff related expenditure</b>					
<b>Title 2 - Infrastructure and operating expenditure</b>	<b>13 199 404</b>	<b>20 433 443</b>	<b>19 116 810</b>	<b>19 116 810</b>	<b>-6,44%</b>
<b>Rental of buildings and associated costs</b>	6 695 041	8 195 857	8 549 135	8 549 135	4,31%
<b>Information, communication technology and data processing</b>	5 870 340	11 267 916	9 630 245	9 630 245	-14,53%
<b>Movable property and associated costs</b>	110 521	132 779	133 090	133 090	0,23%
<b>Current administrative expenditure</b>	445 272	724 017	685 892	685 892	-5,27%
<b>Postage / Telecommunications</b>	78 230	112 874	118 448	118 448	4,94%
<b>Meeting expenses</b>					
<b>Running costs in connection with operational activities</b>					
<b>Information and publishing</b>					
<b>Studies</b>					

EXPENDITURE	Payment appropriations (Fees and charges)				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
Other infrastructure and operating expenditure					
<b>Title 3 - Operational expenditure</b>	<b>27 530 443</b>	<b>88 307 298</b>	<b>79 195 701</b>	<b>79 195 701</b>	<b>-10,32%</b>
Certification activities	12 398 471	22 736 000	23 806 000	23 806 000	4,71%
Standardisation activities	1 064				
Development data base	1 402 602	5 342 527	6 127 437	6 127 437	14,69%
Communication and publication	201 471	324 413	354 206	354 206	9,18%
Meeting expenses	321 047	774 364	848 910	848 910	9,63%
Translations and interpretation costs	41 261	92 734	92 804	92 804	0,08%
Rulemaking activities	88 698	285 929	363 486	363 486	27,12%
Mission,entertainment and representation expenditure	4 103 761	5 268 702	5 267 272	5 267 272	-0,03%
Technical training	302 962	788 532	827 692	827 692	4,97%
ED activites	1 149 954	4 659 508	3 035 000	3 035 000	-34,86%
Special Operations Programmes	7 519 152				
Other expenditure		48 034 589	38 472 894	38 472 894	-19,91%
<b>TOTAL</b>	<b>119 639 236</b>	<b>193 870 949</b>	<b>186 086 017</b>	<b>186 086 017</b>	<b>-4,02%</b>

### 3.2.3 Expenditure (EU Contribution)

#### 3.2.3.1 Commitment appropriations (EU Contribution)

EXPENDITURE	Commitment appropriations (EU Contribution)				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>Title 1 - Staff expenditure</b>	<b>32 597 446</b>	<b>30 677 765</b>	<b>32 834 314</b>	<b>32 834 314</b>	<b>7,03%</b>
Salaries & allowances	30 338 123	28 225 132	30 441 454	30 441 454	7,85%
- Of which establishment plan posts	26 485 821	25 353 808	27 517 456	27 517 456	8,53%
- Of which external personnel	3 852 302	2 871 324	2 923 998	2 923 998	1,83%
Expenditure relating to Staff recruitment	414 925	491 318	415 342	415 342	-15,46%

EXPENDITURE	Commitment appropriations (EU Contribution)				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
Employer's pension contributions					
Mission expenses					
Socio-medical infrastructure	84 112	103 518	104 637	104 637	1,08%
Training	91 962	112 174	111 650	111 650	-0,47%
External Services	68 888	96 147	95 701	95 701	-0,46%
Receptions, events and representation	70 156	57 259	57 109	57 109	-0,26%
Social welfare	1 529 280	1 592 217	1 608 421	1 608 421	1,02%
Other Staff related expenditure					
<b>Title 2 - Infrastructure and operating expenditure</b>	<b>8 926 819</b>	<b>10 500 241</b>	<b>9 760 628</b>	<b>9 760 628</b>	<b>-7,04%</b>
Rental of buildings and associated costs	3 766 279	4 158 143	4 286 562	4 286 562	3,09%
Information, communication technology and data processing	4 540 450	5 703 568	4 841 498	4 841 498	-15,11%
Movable property and associated costs	63 376	67 221	66 910	66 910	-0,46%
Current administrative expenditure	509 502	514 183	506 108	506 108	-1,57%
Postage / Telecommunications	47 212	57 126	59 550	59 550	4,24%
Meeting expenses					
Running costs in connection with operational activities					
Information and publishing					
Studies					
Other infrastructure and operating expenditure					
<b>Title 3 - Operational expenditure</b>	<b>6 901 118</b>	<b>7 675 923</b>	<b>6 469 254</b>	<b>6 469 254</b>	<b>-15,72%</b>
Certification activities					
Standardisation activities	129 369	162 000	162 000	162 000	0,00%
Development data base	1 597 136	3 729 241	3 077 562	3 077 562	-17,47%
Communication and publication	116 863	95 387	103 795	103 795	8,81%
Meeting expenses	229 061	258 700	262 154	262 154	1,34%

EXPENDITURE	Commitment appropriations (EU Contribution)				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
Translations and interpretation costs	32 514	27 266	27 196	27 196	-0,26%
Rulemaking activities	2 767 344	1 555 071	984 014	984 014	-36,72%
Mission,entertainment and representation expenditure	963 391	1 165 498	1 186 425	1 186 425	1,80%
Technical training	222 947	185 268	206 108	206 108	11,25%
ED activites	842 493	497 492	460 000	460 000	-7,54%
Special Operations Programmes					
Other expenditure					
<b>TOTAL</b>	<b>48 425 383</b>	<b>48 853 929</b>	<b>49 064 196</b>	<b>49 064 196</b>	<b>0,43%</b>

### 3.2.3.2 Payment appropriations (EU Contribution)

EXPENDITURE	Payment appropriations (EU Contribution)				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
Title 1 - Staff expenditure	32 513 612	30 677 765	32 834 314	32 834 314	7,03%
Salaries & allowances	30 326 684	28 225 132	30 441 454	30 441 454	7,85%
- Of which establishment plan posts	26 485 821	25 353 808	27 517 456	27 517 456	8,53%
- Of which external personnel	3 840 863	2 871 324	2 923 998	2 923 998	1,83%
Expenditure relating to Staff recruitment	400 441	491 318	415 342	415 342	-15,46%
Employer's pension contributions					
Mission expenses					
Socio-medical infrastructure	79 346	103 518	104 637	104 637	1,08%
Training	77 294	112 174	111 650	111 650	-0,47%
External Services	56 169	96 147	95 701	95 701	-0,46%
Receptions, events and representation	44 460	57 259	57 109	57 109	-0,26%
Social welfare	1 529 218	1 592 217	1 608 421	1 608 421	1,02%
Other Staff related expenditure					

EXPENDITURE	Payment appropriations (EU Contribution)				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>Title 2 - Infrastructure and operating expenditure</b>	<b>7 034 277</b>	<b>10 500 241</b>	<b>9 760 628</b>	<b>9 760 628</b>	<b>-7,04%</b>
Rental of buildings and associated costs	3 575 273	4 158 143	4 286 562	4 286 562	3,09%
Information, communication technology and data processing	2 990 823	5 703 568	4 841 498	4 841 498	-15,11%
Movable property and associated costs	56 757	67 221	66 910	66 910	-0,46%
Current administrative expenditure	371 509	514 183	506 108	506 108	-1,57%
Postage / Telecommunications	39 915	57 126	59 550	59 550	4,24%
Meeting expenses					
Running costs in connection with operational activities					
Information and publishing					
Studies					
Other infrastructure and operating expenditure					
<b>Title 3 - Operational expenditure</b>	<b>2 798 961</b>	<b>7 675 923</b>	<b>6 469 254</b>	<b>6 469 254</b>	<b>-15,72%</b>
Certification activities					
Standardisation activities	85 566	162 000	162 000	162 000	0,00%
Development data base	656 897	3 729 241	3 077 562	3 077 562	-17,47%
Communication and publication	80 792	95 387	103 795	103 795	8,81%
Meeting expenses	135 653	258 700	262 154	262 154	1,34%
Translations and interpretation costs	17 093	27 266	27 196	27 196	-0,26%
Rulemaking activities	305 980	1 555 071	984 014	984 014	-36,72%
Mission,entertainment and representation expenditure	866 635	1 165 498	1 186 425	1 186 425	1,80%
Technical training	147 374	185 268	206 108	206 108	11,25%
ED activites	502 971	497 492	460 000	460 000	-7,54%
Special Operations Programmes					
Other expenditure					
<b>TOTAL</b>	<b>42 346 850</b>	<b>48 853 929</b>	<b>49 064 196</b>	<b>49 064 196</b>	<b>0,43%</b>



### **3.3 Budget Outturn**

The 2023 budget outturn for the EU Contribution reports a surplus of EUR 104 277. The budget outturn for Fees & Charges reports a deficit of EUR 4 156 809. As identified in section 3.1.1 General Revenues, the Fees and Charges assigned revenues carried forward from previous years is expected to decrease by the 2023 budget outturn, resulting in accumulated F&C of EUR 59 787 003 in total.

The Draft Budget 2025-2027 has been approved reflecting the outcome of the PAR AG meeting of 29th September 2023, whereby further structural measures were agreed to balance the EU Contribution domain annual budgets for the period 2025-2027, offsetting the forecasted deficit against the Fees and Charges accumulated reserve.

## **4 Justification of needs**

### **Commission assessment**

#### **Human Resources**

With regard to human resources, the establishment plan posts under EU contribution reflect the staff requirements set out in the legislative financial statement accompanying the Regulation (EU) 2023/2405 of the European Parliament and of the Council of 18 October 2023 on ensuring a level playing field for sustainable air transport (ReFuelEU Aviation).

The Agency requests an increase of 6 contractual agent posts FGIV under fees and charges to offset growing workload due to complexity of emerging certification areas and provide for the increasing importance of earmarked project activities, in particular in the international cooperation and research areas, for which EASA has so far drawn on existing contract agents. Furthermore, the additional posts will enable the Agency to continue building a pool of junior experts that could be trained in certification activities to address recruitment difficulties in the sector. This request is not supported by the Commission.

#### **Financial Resources**

With regard to financial resources, the requested EU contribution is in line with the MFF 2021-2027. EASA's budget is the result of a significant effort to reduce and reallocate costs to cater for the impact of inflation.

### **4.1 Human Resources - Agency Request**

#### *4.1.1 Number of staff requested*

##### *4.1.1.1 Number of staff requested (Fees and charges)*

The workload for the Agency is forecasted to grow over the next years. Traditional applications and oversight activities funded by Fees & Charges are forecast to remain stable or grow moderately, however, the associated workload is increasing due to the growing complexity and novelty of applications for emerging domains and innovative technology such as electric propulsion, and artificial intelligence. Moreover, the Agency is mobilising an increasing number of resources to support on key priorities, such as the environment, digitalisation, research and innovation (including for example ATM/ANS, Drones, Civil-Military Coordination) as well as to facilitate the vast portfolio of earmarked funded activities.

The overall number of Fees & Charges (TA) posts in the Establishment Plan are planned to be stable at 404 posts over the period 2025-2027. This represents however an increase of 12 F&C (AD) posts in 2024+ compared to 2023. This increase does not change the overall Agency Establishment Plan (TA) Ceiling. This transfer reflects the Agency's need to invest in key expertise to meet growing and diversifying workload and was the result of a series of structural measures approved by the Agency's MB in 2023 (MB Decision 10-2023) to address financial challenges as a result of a structural deficit in the EU Contribution.

The Agency intends to maintain its request for overall 24 Seconded National Experts (SNE's) over the coming planning period. Furthermore, the Agency plans to utilise 7 Ukrainian SNEs as a specific initiative with the EC under the EU financed project "*Convergence of certification systems based on the Arrangement between the State Aviation Administration of Ukraine and the European Commission on convergence of Certification Systems II*" to be seconded to

EASA for a period of 1 year (from 2024) and work as subject matter experts to assist in preparing their aviation system for accession to the EU.

In terms of Contract Agents, the Agency requests in 2025 an overall increase of 6 posts (on the assumption that this would not negatively impact the TA posts requested under the EP), on F&C, to accommodate temporary staff to offset growing workload, by facilitating the initiative to build pool of junior experts and ensure sufficient flexibility to employ fixed-term project managers/assistants for growing Earmarked funded projects.

#### *4.1.1.2 Number of staff requested (UE Contribution)*

Further to section 4.1.1.1., in the coming years EASA seeks to consolidate outputs of the EASA sustainable aviation programme and implementation of new tasks under the ReFuelEU Aviation legislation (adopted in 2023) as well as projecting developments towards increased research and innovation activities including participating in the new European Public-Private Partnerships Clean Aviation and SESAR 3. The Agency intends to maintain the overall EU Contribution Establishment Plan of 218 TA Posts in the period 2025-2027.

In terms of SNEs the Agency intends to maintain its request for overall 24 Seconded National Experts (SNE's) – see section 4.1.1.1 for further information.

The Agency has one global Establishment Plan endorsed by its MB (as part of the SPD). The split of posts between Fees & Charges and EU Contribution (Subsidy) is made based on allocation keys which are subject to the final financial result of 2023.

#### *4.1.2 Vacancy rate as of end 2023*

##### *4.1.2.1 Vacancy rate as of end 2023 (Fees and charges)*

Overall (TA, CA & SNEs) the Agency ended 2023 with 4% vacancy rate in the Fees & Charges Segment. In terms of TA posts, the Agency ended 2023 with 1.5% vacancy rate on Fees & Charges (*2.28% vacancy rate at the beginning of 2024 after the transfer of 12 TA AD posts from Subsidy to Fees & Charges*).

##### *4.1.2.2 Vacancy rate as of end 2023 (UE Contribution)*

Overall (TA, CA & SNEs) the Agency ended 2023 with 9% vacancy rate in the EU Contribution (Subsidy) Segment. In terms of TA posts, the Agency ended 2023 with 9.2% vacancy rate on Subsidy (*6.9% vacancy rate at the beginning of 2024 after the transfer of 12 TA AD posts from Subsidy to Fees & Charges*).

These results reflect the effects of the staffing strategy whereby recruitment efforts have been (2022-2023) focused on filling competence gaps linked with F&C posts to reinforce the Agency technical expertise in both traditional and emerging domains. Moreover, the ongoing financial constraints the Agency is facing with regard to a structural deficit in EU Contribution as a result of, amongst others, the cumulative effect of inflation over the last years, has required a strict prioritisation of external recruitment needs.

#### *4.1.3 Standard abatement ('abatement forfaitaire') applied*

##### *4.1.3.1 Standard abatement ('abatement forfaitaire') applied (Fees and charges)*

Not applicable.

##### *4.1.3.2 Standard abatement ('abatement forfaitaire') applied (UE Contribution)*

Not applicable.

#### *4.1.4 Salary assumption for calculating salary line (% applied)*

##### *4.1.4.1 Salary assumption for calculating salary line (% applied) (Fees and charges)*

The salaries included in the DB 2025 were calculated based on the assumption of a 4,25% salary adjustment (0,90% Career Development/Reclassification, 0,20% Purchasing Power and Cost of Living including the Country Correction Coefficient variance, 1,25% Seniority-related salary adjustment and 1,90% Vacancy rate).

#### *4.1.4.2 Salary assumption for calculating salary line (% applied) (UE Contribution)*

The salaries included in the DB 2025 were calculated based on the assumption of a 4,25% salary adjustment (0,90% Career Development/Reclassification, 0,20% Purchasing Power and Cost of Living including the Country Correction Coefficient variance, 1,25% Seniority-related salary adjustment and 1,90% Vacancy rate).

#### *4.1.5 Correction coefficient used*

##### *4.1.5.1 Correction coefficient used (Fees and charges)*

102,0% is the Country Correction coefficient used for 2024 Budget and 100.9% for 2025 Draft Budget.

##### *4.1.5.2 Correction coefficient used (UE Contribution)*

102,0% is the Country Correction coefficient used for 2024 Budget and 100.9% for 2025 Draft Budget.

#### *4.1.6 Exchange rate used (if applicable)*

##### *4.1.6.1 Exchange rate used (if applicable) (Fees and charges)*

Not applicable

##### *4.1.6.2 Exchange rate used (if applicable) (UE Contribution)*

Not applicable

## **4.2 Financial Resources - Agency request**

### *4.2.1 Title 1*

#### *4.2.1.1 Title 1 (Fees and charged)*

The Title 1 trend forecasts an increase of costs of approx. € 2.6m in 2025 compared to 2024 due to the staff salary evolution in line with inflation and career progression (as also detailed in paragraph 4.1.4.1).

#### *4.2.1.2 Title 1 (UE Contribution)*

The Title 1 trend forecasts an increase of costs of approx. €2.1m in 2025 compared to 2024 due to the staff salary evolution in line with inflation and career progression (as also detailed in paragraph 4.1.4.2) and reflecting the increase of 1 TA in 2024 (AD) and 2 further TA in 2025 (1 AST and 1 AD) as per the ReFuelEU Aviation legislation adopted in 2023.

### *4.2.2 Title 2*

#### *4.2.2.1 Title 2 (Fees and charges)*

The Title 2 trend is presumed to decrease in 2025 compared to 2024 budget. Despite increases forecasted due effects of inflation and compulsory indexations in building and related expenses, reduction in rates is expected in certain IT operational expenses.

#### *4.2.2.2 Title 2 (UE Contribution)*

The Title 2 trend is presumed to decrease in 2025 compared to 2024 budget. Despite increases forecasted due effects of inflation and compulsory indexations in building and related expenses, reduction in rates is expected in certain IT operational expenses.

### 4.2.3 Title 3

#### 4.2.3.1 Title 3 (Fees and charges)

The overall Title 3 trend (excluding the line “other expenditure” which correspond to the F&C reserve) is presumed to slightly increase in 2025 compared to 2024 by ca. €0.5m euros. This is the result of a double effect. From one side expenditures are forecasted to increase due to the overall increase of costs, as well as due to the forecasted growth of NAAs Outsourcing of Certification activities and investment in digitalisation activities. On the other side, the gradual implementation of the approved financing decisions taken from the F&C accumulated reserve will show a decrease of the overall Title 3 – Operational costs.

#### 4.2.3.2 Title 3 (UE Contribution)

The Title 3 trend is forecasted to decrease in 2025 compared to 2024 by ca 1.2m euros. However, 2024 operational expenditures represented a peak in investment costs related to Refuel EU Aviation legislation. 2025 is aligned with the Refuel EU Aviation legislation financial statement.

### 4.3 Ad hoc grants and delegation agreements

#### 4.3.1 Ad hoc grants and delegation agreements (Fees and charges)

Not applicable

#### 4.3.2 Ad hoc grants and delegation agreements (UE Contributions)

The Agency manages a number of projects / assignments on behalf of the European Commission (and occasionally other bodies), for which it receives specific funding (via Grant, Contribution or Service-Level-Agreements), often handled as “earmarked funds”. The projects cover the fields of international technical cooperation, safety intelligence, research, environmental protection, as well as collaboration with other institutions such as SESAR.

To implement such projects the Agency uses a comprehensive framework to optimise the efficient and effective processing of such assignments, both technically and administratively.

The following tables provide an overview of the ongoing and anticipated projects expected to be assigned from the European Commission and other bodies, including the dedicated EASA resources (both operational and support) for their completion.

EASA does not recruit contract agents or seconded national experts for a specific grant, contribution or service level agreements. Resources are assessed on the basis of the current and projected overall workload and pooled from different sources depending on the project implementation (TA, CA and SNE)

- Grant Agreements: EUR 239 000 and 0.2 FTE
- Contribution Agreements: EUR 9 729 000 and 18 FTE
- Delegation Agreements: EUR 30 000 and 0.3 FTE

		2024	2025
TOTAL EASA	Amount	23,878K€	10,529K€
	FTE	25.1	20.9

## 5 Other information

### 5.1 Buildings

#### 5.1.1 Current building(s)

#	Building Name and type	Location	SURFACE AREA(in m <sup>2</sup> )			RENTAL CONTRACT			Host country (grant or support)	Building present value(€)
			Office space	non-office	Total	RENT (€/year)	Duration	Type		
1	Neu Direktion Köln	Konrad-Adenauer-Ufer 3, D-50668 Cologne	22 077	881	22 958	7 762 910	Rental Period from 01.07.2016-30.06.2036	Every two year rental is reviewed and based on the German Consumer Price Index. Next update in 2025	No	
2	Brussels Office	Avenue de Conrtenbergh 100, Brussels	540	10	550	154 569	Rental Period from 01.03.2021 until 28.02.2030	Lease Agreement	No	
<b>TOTAL</b>			<b>22 617</b>	<b>891</b>	<b>23 508</b>	<b>7 917 479</b>				

#### 5.1.2 Current building(s) Other comments

Not Applicable

#### 5.1.3 Building projects in the planning phase

#### 5.1.4 Building projects submitted to the European Parliament and the Council

### 5.2 European schools

In the absence of a European School in Cologne, EASA signed service contracts with international schools in the Cologne area. EASA is paying the school fees for children attending primary and secondary school in the international schools with which a service contract has been signed. With effect from school year 2023-2024, the following contribution ceilings have been implemented:

- staff who entered into service before 15.10.2012: full participation of EASA to the payment of the eligible school fees;
- staff who entered into service after 15.10.2012 and before 01.08.2021: participation of EASA to the payment of the eligible school fees up to 15.697,89€ per child per school year for children attending primary school and up to 20.665,61€ for secondary school;
- staff who entered into service from 01.08.2021: participation of EASA to the payment of the eligible school fees up to a threshold of 12.531,12€ per child per school year.

With effect from school year 2022-2023, the Agency has a convention agreement with the Accredited European School of Strasbourg.

### 5.3 Evaluation

In accordance with Article 124 of EASA's Basic Regulation ((EU) 2018/1139), every five years, the European Commission, performs an evaluation assessing the Agency's performance in relation to its objectives, mandates and tasks, taking into account as well the views of the Management Board and stakeholders of EASA.

On 12 September 2023 the European Commission published the report [on the evaluation of the European Union Aviation Safety Agency and Regulation \(EU\) 2018/1139 on common rules in the field of civil aviation and establishing a European Union Aviation Safety Agency](#). The evaluation assessed the Regulation's effectiveness in reaching its objectives, efficiency, relevance in responding to the stakeholder needs, coherence with other EU legislation and policy actions, and its overall EU added value. The evaluation also reviewed EASA's performance in relation to its objectives, mandate, and tasks. Overall, the findings are overwhelmingly positive: EASA has been very successful in delivering on its tasks and Regulation (EU) 2018/1139 continues to provide a sound legal framework for the Agency's operations. EASA has

succeeded in its core tasks of rulemaking, certification and standardisation. There are clear benefits to having an integrated European aviation safety system in place.

#### 5.4 Privileges and immunities

Agency privileges	Privileges granted to staff	
	Protocol of privileges and immunities / diplomatic status	Education / day care
Brussels	12 months VAT free for certain types of purchases (electrical goods, furniture, car etc.) based on the same agreement between the EC and the Belgium Minister of Foreign Affairs	Access to the crèche / kindergarten, garderie post-scolaire and European Schools of the EU institutions
In the absence of a European School in Cologne, EASA signed service contracts with international schools in the Cologne area	<p>EASA is paying the school fees for children attending primary and secondary school in the international schools with which a service contract has been signed. With effect from school year 2023-2024, the following contribution ceilings have been implemented:</p> <ul style="list-style-type: none"> <li>- staff who entered into service before 15.10.2012: full participation of EASA to the payment of the eligible school fees;</li> <li>- staff who entered into service after 15.10.2012 and before 01.08.2021: participation of EASA to the payment of the eligible school fees up to 15.697,89€ per child per school year for children attending primary school and up to 20.665,61€ for secondary school;</li> <li>- staff who entered into service from 01.08.2021: participation of EASA to the payment of the eligible school fees up to a threshold of 12.531,12€ per child per school year.</li> </ul>	
Agreement between EASA & KVB (the company offering public transport services in the Cologne area)	<p>EASA has subscribed to a solidarity schema with KVB, where EASA purchases a public transport ticket for all staff members located in Cologne to a reduced rate.</p> <p>Interested staff members can subscribe to “their” ticket for this reduced rate. The cost of the season ticket is deducted on a monthly basis from the EASA employees’ salaries, whereas EASA pays for the non-used tickets – staff members going on mission and have not subscribed, can receive “their” ticket free of charge for the duration of mission.</p>	

Agency privileges	Privileges granted to staff	
Accredited European school	With effect from school year 2022-2023, the Agency has a convention agreement with the Accredited European School of Strasbourg	

## 2.1.2 European Maritime Safety Agency – EMSA

### 1 Overview

#### 1.1 Creation/modification (legal base)

Decision	Date	Mission / Tasks / Functions
Regulation 1406/2002	27/06/2002	EMSA shall ensure a high level of maritime safety and security, prevention of pollution and response to pollution by ships within the Union; technical and scientific assistance to the Member States and the Commission, and a high level of expertise in order to implement legislation in the above-mentioned fields.
Regulation 1644/2003	22/07/2003	Amendments refer to the right of access to documents, budget implementation and control.
Regulation 724/2004	31/03/2004	Maritime security (limited to ship, relevant companies and Recognised Security Organisations) and response to pollution by ships have been included within the mandate of the Agency. A specific new task, "to support with additional means in a cost efficient way the national pollution response actions in case of accidental or deliberate pollution caused by ships, upon request" has been added.
Regulation 100/2013, amending Regulation 1406/2002	15/01/2013	The mandate of EMSA is enlarged with the prevention and response to marine pollution caused by oil and gas installations. The Agency shall cooperate with the Member States and the Commission, by providing them with operational assistance in the relevant fields of activities. EMSA shall contribute to the overall efficiency of maritime traffic and maritime transport to facilitate the establishment of a European maritime transport space without barriers. The tasks are divided in core and ancillary.
Regulation 911/2014 replacing Regulation 2038/2006	23/07/2014	The regulation determines EU financial contribution to the EMSA budget for the implementation of the tasks assigned to it in the field of response to marine pollution caused by ships and oil and gas installations
Regulation 2016/1625 amending Regulation (EC) 1406/2002	14/09/2016	The regulation improves the cooperation and coordination between the EU agencies in order to enhance synergies between their services, to provide more efficient and cost effective multipurpose services to national authorities in view of coastguard functions.
Regulation (EU) 2023/1805 amending Directive 2009/16/EC	13/09/2023	The regulation aims to increase the demand for and consistent use of renewable and low-carbon fuels and reduce the greenhouse gas emissions from the shipping sector, while ensuring the smooth operation of maritime traffic and avoiding distortions in the internal market.
COM(2023) 269 COM(2023) 270 COM(2023) 271 COM(2023) 272 COM(2023) 273	01/06/2023	<p>Proposal for a Regulation of the European Parliament and of the Council on the European Maritime Safety Agency and repealing Regulation (EC) No 1406/2002 [COM(2023) 269]</p> <p>Proposal for a Directive of the European Parliament and of the Council amending Directive 2009/18/EC establishing the fundamental principles governing the investigation of accidents in the maritime transport sector [COM(2023) 270]</p> <p>Proposal for a Directive of the European Parliament and of the Council amending Directive 2009/16/EC on port State control [COM(2023) 271]</p> <p>Proposal for a Directive of the European Parliament and of the Council amending Directive 2009/21/EC on compliance with flag State requirements [COM(2023) 272]</p> <p>Proposal for a Directive of the European Parliament and of the Council amending Directive 2005/35/EC on ship-source pollution and on the introduction of penalties, including criminal penalties, for pollution offences [COM(2023) 273]</p>

#### 1.2 Seat

Lisbon, Portugal

#### 1.3 Budget Line

02 10 02 : European Maritime Safety Agency (EMSA)



### 1.4 Human Resources Overview

The table below presents the number of posts in the establishment plans, including the posts assigned to programmes financed outside the EU budget, whereas the number of Contract Agents / SNE only includes those financed under programmes financed within the EU Budget.

Human Resources	2023			2024	2025
	Authorised Budget	Actually filled as of 31/12/2023	Occupancy rate(%)	Authorised Budget	Draft Budget Request
<b>TOTAL AD</b>	152	151	99,34%	152	168
<b>TOTAL AST</b>	60	60	100,00%	60	61
<b>TOTAL AST/SC</b>					
<b>ESTABLISHMENT PLAN POSTS</b>	<b>212</b>	<b>211</b>	<b>99,53%</b>	<b>212</b>	<b>229</b>
<b>Contract Agents (CA)</b>	30	29	96,67%	31	37
<b>Seconded National Experts (SNE)</b>	18	16	88,89%	18	18
<b>TOTAL STAFF</b>	<b>260</b>	<b>256</b>	<b>98,46%</b>	<b>261</b>	<b>284</b>

### 1.5 Financial Resources Overview

#### 1.5.1 Revenues Overview

##### 1.5.1.1 General revenues EMSA

REVENUES	2024		2025	
	Revenues estimated by the agency		Budget Forecast	
	Commitment appropriations	Payment appropriations	Commitment appropriations	Payment appropriations
<b>EU contribution</b>	89 752 275	89 752 275	100 362 501	100 362 501
<b>Other Revenue</b>	3 526 182	3 526 182	3 911 620	3 911 620
<b>TOTAL REVENUES</b>	<b>93 278 457</b>	<b>93 278 457</b>	<b>104 274 121</b>	<b>104 274 121</b>

##### 1.5.1.2 Additional EU funding: contribution, grant and service level agreements EMSA

REVENUES	2024		2025	
	Revenues estimated by the agency		Budget Forecast	
	Commitment appropriations	Payment appropriations	Commitment appropriations	Payment appropriations
<b>Additional EU funding stemming from grant agreements (FFR Art.7)</b>	11 864 888	11 864 888	12 127 382	12 127 382
<b>Additional EU funding stemming from contribution agreements (FFR Art.7)</b>	1 750 000	1 750 000	4 000 000	4 000 000
<b>Additional EU funding stemming from service level agreements (FFR Art. 43.2)</b>	7 868 500	7 868 500	8 113 000	8 113 000
<b>TOTAL REVENUES</b>	<b>21 483 388</b>	<b>21 483 388</b>	<b>24 240 382</b>	<b>24 240 382</b>

### 1.5.2 Expenditure Overview

Expenditure	2024		2025	
	Commitment appropriations	Payment appropriations	Commitment appropriations	Payment appropriations
<b>Title 1 - Staff expenditure</b>	34 664 497	34 664 497	38 338 099	38 338 099
<b>Title 2 - Infrastructure and operating expenditure</b>	4 738 848	4 738 848	5 047 710	5 047 710
<b>Title 3 - Operational expenditure</b>	53 875 112	53 875 112	60 888 312	60 888 312
<b>Title 4 - Project Financed Actions</b>				
<b>TOTAL EXPENDITURE</b>	<b>93 278 457</b>	<b>93 278 457</b>	<b>104 274 121</b>	<b>104 274 121</b>

## 2 Human Resources

### 2.1 Establishment plan posts

The table below presents the number of posts in the establishment plans, including the posts assigned to programmes financed outside the EU budget.

Function group and grade	2023				2024		2025			
	Authorised Budget		Actually filled as of 31/12/2023		Authorised Budget		Request of the Agency		Draft Budget Request	
	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts
AD 16										
AD 15		1				1		1		1
AD 14		3		3		3		4		4
AD 13	1	6	1	5	1	6	1	5	1	5
AD 12	1	18	1	11	1	18	1	20	1	20
AD 11		22		17		18		24		24
AD 10	1	29		32	1	31	1	29	1	29
AD 9		33	1	25		26		23		23
AD 8		22		14		18		17		17
AD 7		13		19		17		17		17
AD 6		2		19		11		22		22
AD 5				3				3		3
<b>AD TOTAL</b>	<b>3</b>	<b>149</b>	<b>3</b>	<b>148</b>	<b>3</b>	<b>149</b>	<b>3</b>	<b>165</b>	<b>3</b>	<b>165</b>
AST 11										
AST 10		1				1		1		1
AST 9		4		2		5		4		4
AST 8		6		6		6		9		9
AST 7		14		8		14		16		16
AST 6		19		22		18		14		14
AST 5		13		13		13		10		10
AST 4		3		4		3		3		3

Function group and grade	2023				2024		2025			
	Authorised Budget		Actually filled as of 31/12/2023		Authorised Budget		Request of the Agency		Draft Budget Request	
	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts
AST 3				3				4		4
AST 2				1						
AST 1				1						
AST TOTAL		60		60		60		61		61
AST/SC 6										
AST/SC 5										
AST/SC 4										
AST/SC 3										
AST/SC 2										
AST/SC 1										
AST/SC TOTAL										
TOTAL	3	209	3	208	3	209	3	226	3	226
GRAND TOTAL	212		211		212		229		229	

## 2.2 External personnel

### 2.2.1 Contract Agents

Contract agents	Authorised 2023	Recruited as of 31/12/2023	2024 estimate	Draft Budget 2025 estimate
Function Group IV	10	10	11	17
Function Group III	3	3	4	4
Function Group II	15	14	15	15
Function Group I	2	2	1	1
TOTAL	30	29	31	37

### 2.2.2 Seconded National Experts

Seconded National Experts	Authorised 2023	Recruited as of 31/12/2023	2024 estimate	Draft Budget 2025 estimate
TOTAL	18	16	18	18

### 3 Financial Resources

#### 3.1 Revenues

##### 3.1.1 General Revenues

##### 3.1.1.1 Commitment appropriations

REVENUES	Commitment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>1 REVENUE FROM FEES AND CHARGES</b>	240 599	250 000	250 000	250 000	0,00%
<b>2 EU CONTRIBUTION</b>	86 917 525	89 752 275	100 362 501	100 362 501	11,82%
- <i>Of which assigned revenues deriving from previous years' surpluses</i>	1 286 961	752 777	596 578	596 578	-20,75%
<b>3 THIRD COUNTRIES CONTRIBUTION (incl. EEA/EFTA and candidate countries)</b>	2 508 975	3 186 182	3 571 620	3 571 620	12,10%
- <i>Of which EEA/EFTA (excl. Switzerland)</i>	2 508 975	3 186 182	3 571 620	3 571 620	12,10%
- <i>Of which candidate countries</i>					
<b>4 OTHER CONTRIBUTIONS</b>	93 064	90 000	90 000	90 000	0,00%
<b>5 ADMINISTRATIVE OPERATIONS</b>					
- <i>Of which interest generated by funds paid by the Commission by way of the EU contribution (FFR Art. 61)</i>					
<b>6 REVENUES FROM SERVICES RENDERED AGAINST PAYMENT</b>	35 004 520				
<b>7 CORRECTION OF BUDGETARY IMBALANCES</b>					
<b>TOTAL</b>	<b>124 764 683</b>	<b>93 278 457</b>	<b>104 274 121</b>	<b>104 274 121</b>	<b>11,79%</b>

##### 3.1.1.2 Payment appropriations

REVENUES	Payment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>1 REVENUE FROM FEES AND CHARGES</b>	240 599	250 000	250 000	250 000	0,00%
<b>2 EU CONTRIBUTION</b>	85 608 886	89 752 275	100 362 501	100 362 501	11,82%
- <i>Of which assigned revenues deriving from previous years' surpluses</i>	1 286 961	752 777	596 578	596 578	-20,75%
<b>3 THIRD COUNTRIES CONTRIBUTION (incl. EEA/EFTA and candidate countries)</b>	2 470 632	3 186 182	3 571 620	3 571 620	12,10%
- <i>Of which EEA/EFTA (excl. Switzerland)</i>	2 470 632	3 186 182	3 571 620	3 571 620	12,10%
- <i>Of which candidate countries</i>					

REVENUES	Payment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>4 OTHER CONTRIBUTIONS</b>	93 064	90 000	90 000	90 000	0,00%
<b>5 ADMINISTRATIVE OPERATIONS</b>					
<i>- Of which interest generated by funds paid by the Commission by way of the EU contribution (FFR Art. 61)</i>					
<b>6 REVENUES FROM SERVICES RENDERED AGAINST PAYMENT</b>	22 611 666				
<b>7 CORRECTION OF BUDGETARY IMBALANCES</b>					
<b>TOTAL</b>	<b>111 024 847</b>	<b>93 278 457</b>	<b>104 274 121</b>	<b>104 274 121</b>	<b>11,79%</b>

### 3.1.2 Additional EU funding: contribution, grant and service level agreements

#### 3.1.2.1 Commitment appropriations

REVENUES	Commitment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>Additional EU funding stemming from grant agreements (FFR Art.7)</b>	17 026 651	11 864 888	12 127 382	12 127 382	2,21%
<b>Additional EU funding stemming from contribution agreements (FFR Art.7)</b>	6 354 165	1 750 000	4 000 000	4 000 000	128,57%
<b>Additional EU funding stemming from service level agreements (FFR Art. 43.2)</b>	10 749 024	7 868 500	8 113 000	8 113 000	3,11%
<b>TOTAL</b>	<b>34 129 840</b>	<b>21 483 388</b>	<b>24 240 382</b>	<b>24 240 382</b>	<b>12,83%</b>

#### 3.1.2.2 Payment appropriations

REVENUES	Payment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>Additional EU funding stemming from grant agreements (FFR Art.7)</b>	11 016 289	11 864 888	12 127 382	12 127 382	2,21%
<b>Additional EU funding stemming from contribution agreements (FFR Art.7)</b>	3 199 555	1 750 000	4 000 000	4 000 000	128,57%
<b>Additional EU funding stemming from service level agreements (FFR Art. 43.2)</b>	7 931 338	7 868 500	8 113 000	8 113 000	3,11%
<b>TOTAL</b>	<b>22 147 182</b>	<b>21 483 388</b>	<b>24 240 382</b>	<b>24 240 382</b>	<b>12,83%</b>

### 3.2 Expenditure

#### 3.2.1 Commitment appropriations

EXPENDITURE	Commitment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>Title 1 - Staff expenditure</b>	<b>34 591 032</b>	<b>34 664 497</b>	<b>38 338 099</b>	<b>38 338 099</b>	<b>10,60%</b>
Salaries & allowances	32 994 435	32 717 000	36 120 443	36 120 443	10,40%
- Of which establishment plan posts	29 676 569	29 187 000	32 181 443	32 181 443	10,26%
- Of which external personnel	3 317 866	3 530 000	3 939 000	3 939 000	11,59%
Expenditure relating to Staff recruitment	212 655	408 497	559 000	559 000	36,84%
Employer's pension contributions					
Mission expenses	74 757	75 000	75 000	75 000	0,00%
Socio-medical infrastructure	51 640	58 000	70 000	70 000	20,69%
Training	160 888	249 000	174 000	174 000	-30,12%
External Services	232 000	251 000	271 075	271 075	8,00%
Receptions, events and representation	34 000	35 000	35 000	35 000	0,00%
Social welfare	830 657	871 000	1 033 581	1 033 581	18,67%
Other Staff related expenditure					
<b>Title 2 - Infrastructure and operating expenditure</b>	<b>4 583 405</b>	<b>4 738 848</b>	<b>5 047 710</b>	<b>5 047 710</b>	<b>6,52%</b>
Rental of buildings and associated costs	3 406 140	3 646 200	3 750 000	3 750 000	2,85%
Information, communication technology and data processing	817 307	766 698	858 260	858 260	11,94%
Movable property and associated costs	97 895	28 300	138 300	138 300	388,69%
Current administrative expenditure	66 896	92 200	96 700	96 700	4,88%
Postage / Telecommunications	80 525	125 450	124 450	124 450	-0,80%
Meeting expenses	114 642	80 000	80 000	80 000	0,00%
Running costs in connection with operational activities					
Information and publishing					
Studies					

EXPENDITURE	Commitment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
Other infrastructure and operating expenditure					
<b>Title 3 - Operational expenditure</b>	<b>50 585 726</b>	<b>53 875 112</b>	<b>60 888 312</b>	<b>60 888 312</b>	<b>13,02%</b>
Sustainability	24 011 799	24 485 216	31 042 292	31 042 292	26,78%
Surveillance	10 998 111	11 505 000	10 398 332	10 398 332	-9,62%
Safety and Security	2 580 682	3 575 572	3 855 000	3 855 000	7,81%
Digitalisation and Simplification	11 434 654	12 505 725	13 737 688	13 737 688	9,85%
Technical and Operational Assistance	1 147 404	1 337 000	1 462 000	1 462 000	9,35%
Strategic support	413 076	466 599	393 000	393 000	-15,77%
<b>Title 4 - Project Financed Actions</b>	<b>35 004 520</b>				
Maritime Information Services	3 452 392				
Assistance to Candidate and ENP Countries	3 371 547				
Surveillance SLAs	9 525 276				
CleanSeaNet Services to Third Parties					
COPERNICUS	16 556 877				
EQUASIS	709 268				
THETIS Modules	1 329 255				
Miscellaneous	59 905				
<b>TOTAL</b>	<b>124 764 683</b>	<b>93 278 457</b>	<b>104 274 121</b>	<b>104 274 121</b>	<b>11,79%</b>

### 3.2.2 Payment appropriations

EXPENDITURE	Payment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>Title 1 - Staff expenditure</b>	<b>34 423 162</b>	<b>34 664 497</b>	<b>38 338 099</b>	<b>38 338 099</b>	<b>10,60%</b>
Salaries & allowances	32 977 893	32 717 000	36 120 443	36 120 443	10,40%
- Of which establishment plan posts	29 676 569	29 187 000	32 181 443	32 181 443	10,26%

EXPENDITURE	Payment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<i>- Of which external personnel</i>	3 301 324	3 530 000	3 939 000	3 939 000	11,59%
<b>Expenditure relating to Staff recruitment</b>	190 204	408 497	559 000	559 000	36,84%
<b>Employer's pension contributions</b>					
<b>Mission expenses</b>	72 417	75 000	75 000	75 000	0,00%
<b>Socio-medical infrastructure</b>	21 120	58 000	70 000	70 000	20,69%
<b>Training</b>	118 209	249 000	174 000	174 000	-30,12%
<b>External Services</b>	204 010	251 000	271 075	271 075	8,00%
<b>Receptions, events and representation</b>	33 479	35 000	35 000	35 000	0,00%
<b>Social welfare</b>	805 830	871 000	1 033 581	1 033 581	18,67%
<b>Other Staff related expenditure</b>					
<b>Title 2 - Infrastructure and operating expenditure</b>	<b>3 788 827</b>	<b>4 738 848</b>	<b>5 047 710</b>	<b>5 047 710</b>	<b>6,52%</b>
<b>Rental of buildings and associated costs</b>	3 024 053	3 646 200	3 750 000	3 750 000	2,85%
<b>Information, communication technology and data processing</b>	570 532	766 698	858 260	858 260	11,94%
<b>Movable property and associated costs</b>	39 446	28 300	138 300	138 300	388,69%
<b>Current administrative expenditure</b>	36 121	92 200	96 700	96 700	4,88%
<b>Postage / Telecommunications</b>	11 602	125 450	124 450	124 450	-0,80%
<b>Meeting expenses</b>	107 073	80 000	80 000	80 000	0,00%
<b>Running costs in connection with operational activities</b>					
<b>Information and publishing</b>					
<b>Studies</b>					
<b>Other infrastructure and operating expenditure</b>					
<b>Title 3 - Operational expenditure</b>	<b>50 201 193</b>	<b>53 875 112</b>	<b>60 888 312</b>	<b>60 888 312</b>	<b>13,02%</b>
<b>Sustainability</b>	23 501 691	23 981 785	29 827 940	29 827 940	24,38%
<b>Surveillance</b>	10 775 978	11 490 474	10 568 346	10 568 346	-8,03%
<b>Safety and Security</b>	3 071 908	3 292 822	3 857 734	3 857 734	17,16%



EXPENDITURE	Payment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
Digitalisation and Simplification	10 867 564	13 297 788	14 709 292	14 709 292	10,61%
Technical and Operational Assistance	1 609 352	1 345 644	1 532 000	1 532 000	13,85%
Strategic support	374 700	466 599	393 000	393 000	-15,77%
<b>Title 4 - Project Financed Actions</b>	<b>22 611 665</b>				
Maritime Information Services	1 967 974				
Assistance to Candidate and ENP Countries	1 536 637				
Surveillance SLAs	7 170 520				
CleanSeaNet Services to Third Parties					
COPERNICUS	10 711 232				
EQUASIS	378 668				
THETIS Modules	786 728				
Miscellaneous	59 906				
<b>TOTAL</b>	<b>111 024 847</b>	<b>93 278 457</b>	<b>104 274 121</b>	<b>104 274 121</b>	<b>11,79%</b>

### 3.3 Budget Outturn

First estimate of the 2023 surplus that should be reimbursed to the EU budget (as assigned revenue): EUR 596 578 EUR

### 4. Justification of needs

#### Commission Assessment

##### Human Resources

The actions planned in 2025, which take into account the proposed revision of the Agency's mandate and corresponding legislative financial statement, will require an establishment plan of 229 posts and a budget of EUR 100 362 501 EUR. In line with the Budget Circular for 2025. Additional resources are justified by the review the ongoing review of the EMSA Founding Regulation, and the Directive on Accident Investigation, Flag State, Port State Control and Ship Source Pollution included in the Maritime Safety Package.

##### Financial Resources

EMSA has a fundamental role in the maritime transport domain in the areas of Sustainability, Safety and Security. EMSA also contributes to smart and sustainable mobility and growth while playing a prominent role in assisting the European Commission in supervising the implementation of the relevant EU legislation. EMSA contributes to a stronger Europe, e.g. by supporting enlargement countries (IPA) and the European Neighbourhood Policy (ENP). The Agency also

supports national authorities carrying out coast guard functions and contributes to an efficient single market by the simplification of EU shipping, reducing administrative burden and increasing efficiency.

The resources requested (EUR 100 362 501) are in line with the legislative financial statements linked to the proposed revision of the Agency's mandate. The increase compared to 2024 is justified to ensure EMSA can fulfil as from 2025, both its current tasks and the new tasks and activities arising from the needs of the sector, especially the green transition, and the legislative developments included in the Maritime Safety package.

#### **4.1 Human Resources - Agency Request**

##### *4.1.1 Number of staff requested*

The Agency requests for 2025 an establishment plan of 229 posts and foresees 37 Contract Agents (CAs) and 18 Seconded National Experts (SNEs) to be financed by the EU contribution. All figures are in line with the Budget Circular for 2025 of 20 December 2023 and the proposed revision of the agency's mandate.

The figures include 17 new posts (16 ADs of which 3 AD5s and 13 AD6s and 1 AST3) subject and without prejudice to the outcome of the legislative process to revise the EMSA Founding Regulation and the Accident Investigation, Flag State, Port State Control and Ship Source Pollution Directives.

In terms of external staff financed by the EU contribution, the number of SNEs is stable since 2018 while the number of CAs is also relatively stable compared to 2024 except for 6 new positions subject and without prejudice to the outcome of the legislative process to revise the EMSA Founding Regulation. The role of the new positions is intended to be Maritime Support Officers. No additional administrative support is requested as the Agency will, as part of its efficiency gains strategy, use the current staff to absorb the additional workload.

The establishment plan posts requested and external staff foreseen will enable the Agency to carry out the specific actions planned for 2025 as outlined in the draft EMSA Programming Document 2025-2027 endorsed by the EMSA Administrative Board on 12 January 2024 and thereby perform the tasks assigned to it under Regulation (EC) No 1406/2002, as amended by Regulation (EU) No 2016/1625 of 14 September 2016.

##### *4.1.2 Vacancy rate as of end 2023*

Against an establishment plan of 212 posts, the occupation rate at the end of 2023 was 99,53%. The vacancy rate at the end of 2023 was therefore 0,47%.

##### *4.1.3 Standard abatement ('abatement forfaitaire') applied*

In the light of the increases of salaries in 2022 and 2023 coefficient corrector for Portugal and the very high occupancy rate, no standard abatement can be applied to the draft budget request for 2025.

##### *4.1.4 Salary assumption for calculating salary line (% applied)*

The increases in annual adjustment for 2023 (increases of 1.7% in January and 1% in July 2023) and the impact of the correction coefficient (from 94.2% to 96.6% July 2023) have been considered. In addition, annual adjustments for 2024 and 2025 (retroactive from July 2024) and variations in the correction coefficient will impact the appropriations needed.

##### *4.1.5 Correction coefficient used*

96,6% weighting for Portugal at 07.2023

##### *4.1.6 Exchange rate used (if applicable)*

N/A

## 4.2 Financial Resources - Agency request

### 4.2.1 Title 1

Under this title and taking into account the proposed revision of the EMSA mandate, the Agency will need EUR 38 338 099 in both commitment and payment appropriations.

The requested amount under this title is needed in order primarily to cover the costs of salaries and allowances of statutory staff (permanent and temporary agents). In addition, the request covers non statutory staff, Training and development actions, and different social measures.

Compared to the initial 2024 budget, Title 1 has increased by 10.60% in both commitment and payment appropriations. Excluding the proposed revision of the EMSA mandate, the increase of Title 1 would be 4.61% in both commitment and payment appropriations, to honour the annual adjustment of salaries and the recent upward trend of the coefficient corrector for Portugal.

### 4.2.2 Title 2

Under this title the Agency will need EUR 5 047 710 in commitment and payment appropriations. The main entry is the rental and associated costs for the Agency's premises, with EUR 3 750 000 allocated to the relevant chapter under this title (chapter 2.0). EUR 90 000 will be covered with miscellaneous revenue (rental of the EMSA Conference Centre to the EMCDDA).

Compared to the initial 2024 budget, Title 2 has increased by 6.52% in both commitment and payment appropriations mainly in Chapter 21 and Chapter 22 reflecting the impact of inflation on the fixed costs of the Agency and costs linked to the preparations for the intake of the proposed new staff (IT equipment and furniture) and the need to replace the EMSA service vehicle due to wear and tear.

It should be noted that the proposal does not foresee any additional funds for Title II and the necessary adjustments and acquisitions mentioned to accommodate the proposed new staff will be financed by the existing budget, representing an efficiency gain in Title II.

### 4.2.3 Title 3

Under Title 3 "Operational Expenditure" the Agency will need EUR 60 888 312 in commitment and payment appropriations, respectively. This title supports the major projects and operational services operated and delivered by the Agency for the EU maritime sector under the headings of Sustainability, Safety & Security, Surveillance, Digitalisation & Simplification and Technical & Operational Assistance, as well as Strategic Support relevant to the aforementioned areas.

Compared to the initial 2024 budget, this request represents an increase of + 13.02% that is entirely attributed to the proposals to revise the EMSA mandate as well as the Flag State, Port State, Accident Investigation and Ship Source Pollution Directives and the related legislative financial statements. Excluding these proposals, the Agency's allocation to this Title represents a decrease in nominal terms of -1.85% in commitment and payment appropriations. This corresponds to a not insignificant decrease of the resources allocated to existing tasks in order to accommodate the increased need in Title 1 allocated for existing staff due to the impact of inflation on the cost of salaries, without exceeding the prescribed ceilings in the MFF 2021-2027 and also to the extent possible without jeopardising EMSA's existing services to stakeholders.

The remaining expected gap in Title I after the above-mentioned restraints has been met through a reduction in the budget for Surveillance resulting in one less Coast Guard RPAS operation than originally foreseen.

The overall amount is essential for the Agency to be in a position to carry out the tasks listed below and continue to deliver support and services to a high standard, in line with the needs and expectations of its key stakeholders, the Commission and the Member States:

- providing technical and scientific assistance to the EU Member States and the Commission in the development and implementation of EU legislation on maritime safety, security, and prevention of and response to pollution by ships;
- providing technical, scientific and operational assistance to EU initiatives linked to the European Green Deal, the European Maritime Security Strategy and the Sustainable and Smart Mobility Strategy, as well as maritime transport administrative simplification and digitalisation;
- monitoring the implementation of EU legislation through visits and inspections;
- building capacity of national competent authorities;

- developing, managing, maintaining and operating maritime digital information and analytical services to support implementation, monitoring and enforcement tasks;
- supporting Member States with surveillance and emission detection services, based on state of art technologies which include satellite imagery and remotely piloted aircraft systems;
- carrying out operational preparedness, detection and response tasks with respect to pollution caused by ships and marine pollution by oil and gas installations, including assistance to third countries sharing a regional sea basin with the Union;
- supporting national authorities responsible and relevant EU bodies for coast guard functions in their daily work which include safety, security, environmental protection, law enforcement, maritime border and fisheries control.
- providing technical assistance, as regards relevant legal acts of the Union, including, as relevant, access to operational tools developed by the Agency, to States applying for accession to the Union;
- offering cooperation and assistance in the fields of maritime safety and security, prevention of pollution from ships and marine environmental issues to European Neighbourhood Policy (ENP) countries and IPA (Instrument for Pre-accession Assistance) countries.

Furthermore, the requested budget is crucial to ensure that this support and these services are in step with evolving priorities and technological developments, notably in relation to the new legislative framework linked to the European Green Deal and the ambitious objectives set for decarbonisation.

#### 4.2.4 Title 4

Title 4 covers project financing earmarked for specific actions entered as p.m. (pro memoria).

See point 4.3 for further information.

#### 4.3 Ad hoc grants and delegation agreements

	Date of signature	Duration	Counterpart	Short Description		2025
<b>Contribution agreements</b>						
IPA III	September 2023	August 2027	DG NEAR	Preparatory measures for the future participation of relevant IPA III beneficiaries in EMSA	Amount	200 000
					Number of CA	n/a
					Number of SNE	n/a
Copernicus Maritime Surveillance	September 2021	December 2027	DG DEFIS	Implementation of Copernicus Maritime Surveillance Services (2021-2027)	Amount	12 011 495
					Number of CA	7
					Number of SNE	n/a
SAFEMED V EuroMed Maritime Safety Project	April 2022	Until 31 March 2028	DG NEAR	Award of a financial contribution by the Contracting Authority to finance the implementation of the action entitled: SAFEMED V, Euromed Maritime Safety Project	Amount	1 333 333
					Number of CA	4.5
					Number of SNE	n/a
BCSea II, Maritime Safety, Security and Environmental Protection in B&CS Regions	October 2022	Until 30 September 2026	DG NEAR	Award of a financial contribution by the Contracting Authority to finance the implementation of the action entitled: Maritime Safety, security and marine environmental protection in the Black and Caspian Sea Regions	Amount	875 000
					Number of CA	2.5
					Number of SNE	n/a
EMSWe	21 June 2023	Until 20 June 2027	DG MOVE	Support in the implementation of the EMSWe Regulation	Amount	235 000
					Number of CA	n/a
					Number of SNE	n/a
<b>Grant agreements</b>						
CISE Operational Phase <sup>40</sup>	Planned to start as of 1	2 years, until 1 July 2026	DG MARE	Grant Agreement expected in Q1 of 2024, to be approved by the Administrative Board	Amount	not yet known
					Number of CA	not yet known

<sup>40</sup> Subject to approval of the Contribution Agreement concerning the CISE Operational Phase by the Administrative Board.

				July 2024					Number of SNE	not yet known
<b>Service Level Agreements</b>										
FRONTEX SLA	May 2016	Indefinite	FRONTEX	Service Level Agreement between the European Border and Coast Guard Agency (Frontex) and the European Maritime Safety Agency (EMSA) for the provision of surveillance tools and services in support of Frontex activities, including for the implementation of the EUROSUR framework.	Amount	7 000 000				
					Number of CA	11				
					Number of SNE	n/a				
EFCA SLA	December 2022	Indefinite	EFCA	Service Level Agreement between the European Fisheries Control Agency (EFCA) and the European Maritime Safety Agency	Amount	300 000				
					Number of CA	2				
					Number of SNE	n/a				
THETIS AWF	28 April 2021	Extended until October 2025	DG SANTE	This Agreement is to further support the control and enforcement processes as regards the compliance of ships calling ports within the jurisdiction of the Member States with the requirements of Council Regulation (EC) No 1/2005 and the correct and cost-effective implementation by the Member States.	Amount	n/a				
					Number of CA	n/a				
					Number of SNE	n/a				
THETIS-MRV & ETS	28 October 2022	4 years	DG CLIMA	EMSA will support the European Commission in the implementation of the new legislative framework stemming from the ongoing discussions on the proposal for a Directive of the European parliament and of the Council amending Directive 2003/87/EC establishing a system for greenhouse gas emission allowance trading within the Union, Decision (EU) 2015/1814 concerning the establishment and operation of a market stability reserve for the Union greenhouse gas emission trading scheme and Regulation (EU) 2015/757 for the elements related to maritime transport.	Amount	663 000				
					Number of CA	5				
					Number of SNE	n/a				
EQUASIS	May 2000	No end date	Equasis members	MOU on the establishment of the Equasis information system	Amount	450 000				
					Number of CA	n/a				
					Number of SNE	n/a				
<b>Total</b>					<b>Amount</b>	<b>23 067 828</b>				
					<b>Number of CA</b>	<b>32</b>				
					<b>Number of SNE</b>	<b>-</b>				

## 5 Other information

### 5.1 Buildings

#### 5.1.1 Current building(s)

#	Building Name and type	Location	SURFACE AREA(in m²)			RENTAL CONTRACT			Host country (grant or support)	Building present value(€)
			Office space	non-office	Total	RENT (€/year)	Duration	Type		
1	EMSA HQ	Lisbon	10 180	486,84	10 666,84	1 961 606	as of 01/05/2009 for a period of 25 years	Lease Agreement	N/A	
2	Conference Centre (shared with EMCDDA)	Lisbon	2 116,26		2 116,26	326 805	as of 01/05/2009 for a period of 25 years	Lease Agreement	N/A	
3	Palacete (shared with EMCDDA)	Lisbon	1 933,9		1 933,9	91 544		Service Level Agreement with EMCDDA	N/A	

#	Building Name and type	Location	SURFACE AREA(in m <sup>2</sup> )			RENTAL CONTRACT			Host country (grant or support)	Building present value(€)
			Office space	non-office	Total	RENT (€/year)	Duration	Type		
4	Underground parking (101 spots)	Lisbon				153 246	as of 01/05/2009 for a period of 25 years	Lease agreement	N/A	
5	External parking (49 spots)	Lisbon						Lease agreement	N/A	
<b>TOTAL</b>			<b>14</b>	<b>486,84</b>	<b>14 717</b>	<b>2 533 201</b>				
			<b>230,16</b>							

#### 5.1.2 Current building(s) Other comments

N/A

#### 5.1.3 Building projects in the planning phase

External parking (49 spots), Lisbon: Current lease agreement with APL is temporarily suspended. Contacts between APL and Camara Municipal de Lisboa are ongoing.

#### 5.1.4 Building projects submitted to the European Parliament and the Council

#### 5.2 European schools

Not Applicable to EMSA, as there are no European Schools in Lisbon. The Agency is actively exploring with the competent Portuguese authorities the possibility of setting up an Accredited European School in Lisbon.

#### 5.3 Evaluation

The last evaluation from May 2017 concluded that by operating at EU level, EMSA is providing significant added value and has become an important and respected player in the maritime community. The agency's efficiency has increased, demonstrated by a lower share of overhead expenditure, the accomplished new tasks without additional resources and also due to the performance management system used by the Agency. As a result, the evaluation concludes that EMSA's services and products are cost-effective and provide value for money within the context of the EU maritime sector and within all areas of work.

The full evaluation report is available on the agency's website: <http://emsa.europa.eu/who-are-we/admin-board/evaluation-activities.html>.

#### 5.4 Privileges and immunities

Agency privileges	Privileges granted to staff	
	Protocol of privileges and immunities / diplomatic status	Education / day care
<p>In July 2004, the Protocol between the Government of the Portuguese Republic and EMSA was signed covering the relations between the Agency and Portugal as its host State.</p> <p>Privileges granted: exemption from direct taxes; exemption from purchase tax on goods and services; exemption from customs duties and from any taxes on imports and exports; exemption from any duties and any import restrictions on vehicles of official use; exemption from road tax for vehicles under "special registration" (diplomatic plates); exemption from taxation on fuel and lubricants; replacement of official vehicles every 5 years; special status of the Agency Headquarters (Similar to Diplomatic mission); security staff with special authorisation to carry firearms; exemption from any charges for Visas and other authorisations for EMSA guests.</p>	<p>Comparable category of the members of diplomatic corps in Portugal; exemption from national taxes on earning, salaries and respective payments paid by the Agency; immunity from jurisdiction as regards acts carried out by the staff member in official capacity; exemption from purchase tax on goods and services (VAT); exemption from customs duties and from any taxes on imports and exports (duty-free); exemption from any duties and any import restrictions on vehicles of official/private use; exemption from road tax for vehicles under "special registration" (diplomatic plates); exemption from taxation on fuel and lubricants; replacement of official/private vehicles once after 4 years.</p>	<p>Providing access to schools in the mother tongue of the staff member is an issue that the Agency has taken seriously and therefore in 2005 the Agency has adopted a social measure "multilingual tuition for children of EMSA staff" in Lisbon.</p> <p>Under this social measure EMSA currently assists in providing access to English, French, German, Spanish and Swedish schools. The Agency covers the school fees through direct agreements between the Agency and the relevant schools. This social measure is taken upon the Agency's own initiative and is paid by the Agency budget (no involvement of the hosting State).</p> <p>This social measure is not intended to replace the educational allowance, as provided by the Staff Regulations. Educational allowances are duly determined and paid when due.</p>

2.1.3 European Union Agency for Railways – ERA

1 Overview

1.1 Creation/modification (legal base)

Decision	Date	Mission / Tasks / Functions
Regulation (EU) N° 2016/796	11/05/2016	<p>In accordance with Articles 2 and 3 of Regulation (EU) 2016/796:</p> <p>The objective of the Agency shall be to contribute to the further development and effective functioning of a single European railway area without frontiers, by guaranteeing a high level of railway safety and interoperability, while improving the competitive position of the railway sector. In particular, the Agency shall contribute, on technical matters, to the implementation of Union legislation by developing a common approach to safety on the Union rail system and by enhancing the level of interoperability on the Union rail system. Further objectives of the Agency shall be to follow the development of national railway rules in order to support the performance of national authorities acting in the fields of railway safety and interoperability and to promote the optimisation of procedures. Where provided for by Directive (EU) 2016/797 and Directive (EU) 2016/798, the Agency shall perform the role of Union authority responsible for issuing authorisations for the placing on the market of railway vehicles and vehicle types and for issuing single safety certificates for railway undertakings.</p> <p>In pursuing those objectives, the Agency shall take full account of the process of enlargement of the Union and of the specific constraints relating to rail links with third countries. The Agency may: (a), address recommendations to the Commission concerning the application of Articles 13, 15, 17, 19, 35, 36 and 37; (b), address recommendations to Member States concerning the application of Article 34; (c), issue opinions to the Commission pursuant to Article 10(2) and Article 42, and to the authorities concerned in the Member States pursuant to Articles 10, 25 and 26; (d), address recommendations to national safety authorities pursuant to Article 33(4); (e), issue decisions pursuant to Articles 14, 20, 21 and 22; (f), issue opinions constituting acceptable means of compliance pursuant to Article 19; (g), issue technical documents pursuant to Article 19; (h), issue audit reports pursuant to Articles 33 and 34; (i), issue guidelines and other non-binding documents facilitating application of railway safety and interoperability legislation pursuant to Articles 13, 19, 28, 32, 33 and 37</p>
<p>Regulation (EU) N° 2016/796</p> <p>Directive (EU) 2016/798 on railway safety in conjunction with Commission implementing regulation (EU) 2018/763</p> <p>Directive (EU) 2016/797 on the interoperability of the rail system within the European Union in conjunction with Commission implementing regulation (EU) 2018/545</p>	<p>11/05/2016</p> <p>11/05/2016</p> <p>11/05/2016</p>	<p>The Agency issues decisions pursuant to Articles 14, 20, 21 and 22 of its regulation and more precisely:</p> <ul style="list-style-type: none"> <li>- Single safety certificates to railway undertakings</li> <li>- Authorisations for placing of railway vehicles on the market</li> <li>- ERTMS trackside approvals</li> </ul>
Regulation (EU) N° 2016/796	11/05/2016	<p>The Agency shall publish the information on its website relating to the implementation of Regulations (EU) No 454/2011 and (EU) No 1300/2014, pursuant to Regulation (EU) 2021/782. It has also the tasks stipulated in Articles 29 and 32 of this Regulation.</p>



<p>Regulation (EU) 2021/782 on rail passengers' rights and obligations</p>	<p>29/04/2021</p>	<p>The Agency shall act as the system authority to ensure the coordinated development of the ERTMS within the Union, in accordance with relevant TSIs. To that end, the Agency shall maintain, monitor and manage the corresponding subsystem requirements, including the technical specifications for ETCS and GSM-R.</p> <p>The Agency shall act as the system authority for all registers and databases referred to in Directive (EU) 2016/797, Directive (EU) 2016/798 and Directive 2007/59/EC.</p> <p>The Agency monitors the performance and decision-making of the national safety authorities and the notified conformity assessment bodies through audits and inspections, where appropriate in cooperation with national accreditation bodies.</p> <p>The Agency shall act as the system authority to ensure the coordinated development of telematics applications in the Union, in accordance with relevant TSIs; define, publish and apply the procedure for managing requests for changes to specifications for telematics applications; set up, maintain and update a register of requests for changes; develop and maintain the technical tools for managing the different versions of specifications for telematics applications and to ensure backward compatibility; assist the Commission in the monitoring of deployment of specifications for telematics applications in accordance with relevant TSIs.</p> <p>The Agency shall establish a network of the national safety authorities referred to in Article 16 of Directive (EU) 2016/798. The Agency shall provide the network with a secretariat.</p> <p>The Agency shall support the investigating bodies in accordance with Article 22(7) of Directive (EU) 2016/798. To facilitate cooperation among the investigating bodies, the Agency shall provide a secretariat which shall be organised separately from the functions within the Agency relating to safety certification of railway undertakings and authorisations to place vehicles on the market.</p> <p>The Agency may establish a network of representative bodies from the railway sector acting at Union level. The list of those bodies shall be defined by the Commission. The Agency may provide the network with a secretariat.</p> <p>The Agency offers assistance and dissemination and communication activities pursuant to Articles 39 and 43 of its Regulation.</p>
<p>Regulation (EC) No 454/2011 (Telematic applications for passenger services (TAP TSI))</p> <p>Regulation (EC) No 1371/2007</p>	<p>05/05/2011</p> <p>23/10/2007</p>	<p>New or permanent tasks allocated to the Agency: ensure the development of new technical specifications for advanced ticketing (ticket on departure and manifest on list) and for intermodal timetables and fares; monitor the development and implementation of TAP target system (according to delivered master plans) and liaisons with EU member states and smaller railways/ticket vendors; publish reference files necessary to implement the future TAF target system; ensure the controlled change of the technical interface descriptions and to inform EC about these changes by managing a web based registry which contains above changes; assess the compliance of IT solutions developed for the future TAF target system.</p>
<p>Commission Implementing Regulation (EU) 2021/541 of 26 March 2021 amending Regulation (EU) No 1305/2014</p> <p>Commission Regulation (EU) No 1305/2014 of 11 December 2014 repealing the Regulation (EC) No 62/2006 (Telematic applications for freight services (TAF TSI))</p>	<p>29/03/2021</p> <p>12/12/2014</p>	<p>New or permanent tasks allocated to the Agency: review of Regulation 328/2012 in order to ensure that the data provision needs of professional freight customers are met appropriately; monitor the development and implementation of TAF target system and liaisons with EU member states and smaller railways/professional freight customers; publish various reference files necessary to implement the future TAF target system; ensure the controlled change of the technical interface descriptions which are mandatory annexes to the Regulation 1305/2014 and to inform EC about these changes, management of a web based registry which contains above changes; assess the compliance of IT solutions developed for the future TAP target system.</p>

Council Regulation (EU) 2021/2085 of 19 November 2021 establishing the Joint Undertakings under Horizon Europe		<p>The Agency collaborates closely with Europe's Rail Joint Undertaking, in particular with regard to the implementation of the Master Plan pursuant to Article 98 of EU-Rail JU regulation and Article 40 of Regulation (EU) 2016/796. Collaboration shall consist of the following advisory tasks:</p> <p>(a), input on research needs relating to the realisation of the Single European Railway Area for consideration by the Europe's Rail Joint Undertaking in the Master Plan and its amendments as well as in the work programmes; (b), feedback and advice on interoperability and safety to be considered in the research innovation activities and, more specifically, in the context of project activities and results for the objectives identified in Article 86(5), point (a); (c), support to the Europe's Rail Joint Undertaking in identifying needs for any additional specific validation or studies to be performed by it, including via the involvement of national safety authorities; (d), provide advice as regards the System Pillar; (e), ensure that the development of specifications including interfaces, functional requirement specifications, and system requirement specifications takes into consideration the experience and feedback on TSI or standards. 3. Representatives of the ERA shall be invited to attend meetings of the Governing Board of EU-Rail JU as observer and take part in its deliberation but shall have no voting rights.</p> <p>Consultation and participation tasks in The System Pillar steering group (under Article 96 of EU-Rail JU regulation).</p>
Commission implementing Regulation (EU) 2018/764 as amended	02/05/2018	Fees and charges payable to the Agency and their conditions of payment are established in Commission implementing Regulation (EU) 2018/764 as amended

## 1.2 Seat

Valenciennes and Lille, France.

## 1.3 Budget Line

02 10 03 : European Union Agency for Railways (ERA)

## 1.4 Human Resources overview

The table below presents the number of posts in the establishment plans, including the posts assigned to programmes financed outside the EU budget, whereas the number of Contract Agents / SNE only includes those financed under programmes financed within the EU Budget.

### 1.4.1 Human Resources overview ERA

Human Resources	2023			2024	2025
	Authorised Budget	Actually filled as of 31/12/2023	Occupancy rate(%)	Authorised Budget	Draft Budget Request
<b>TOTAL AD</b>	136	134	98,53%	137	137
<b>TOTAL AST</b>	30	29	96,67%	29	29
<b>TOTAL AST/SC</b>					
<b>ESTABLISHMENT PLAN POSTS</b>	<b>166</b>	<b>163</b>	<b>98,19%</b>	<b>166</b>	<b>166</b>
<b>Contract Agents (CA)</b>	36	34	94,44%	36	36
<b>Seconded National Experts (SNE)</b>	4	2	50,00%	4	4
<b>TOTAL STAFF</b>	<b>206</b>	<b>199</b>	<b>96,60%</b>	<b>206</b>	<b>206</b>

#### 1.4.2 Human Resources overview (Fees and charges)

Human Resources	2023			2024	2025
	Authorised Budget	Actually filled as of 31/12/2023	Occupancy rate(%)	Authorised Budget	Draft Budget Request
TOTAL AD	27	27	100,00%	27	30
TOTAL AST				1	1
TOTAL AST/SC					
ESTABLISHMENT PLAN POSTS	27	27	100,00%	28	31
Contract Agents (CA)	8	9	112,50%	8	8
Seconded National Experts (SNE)					
TOTAL STAFF	35	36	102,86%	36	39

#### 1.4.3 Human Resources overview (EU Contribution)

Human Resources	2023			2024	2025
	Authorised Budget	Actually filled as of 31/12/2023	Occupancy rate(%)	Authorised Budget	Draft Budget Request
TOTAL AD	109	107	98,17%	110	107
TOTAL AST	30	29	96,67%	28	28
TOTAL AST/SC					
ESTABLISHMENT PLAN POSTS	139	136	97,84%	138	135
Contract Agents (CA)	28	25	89,29%	28	28
Seconded National Experts (SNE)	4	2	50,00%	4	4
TOTAL STAFF	171	163	95,32%	170	167

### 1.5 Financial Resources Overview

#### 1.5.1 Revenues Overview

##### 1.5.1.1 General revenues

REVENUES	2024	2025
	Revenues estimated by the agency	Budget Forecast
EU contribution	28 645 912	29 218 972
Other Revenue	12 935 750	13 451 538
TOTAL REVENUES	41 581 662	42 670 510

##### 1.5.1.2 Additional EU funding: contribution, grant and service level agreements

REVENUES	2024	2025
	Revenues estimated by the agency	Budget Forecast
Additional EU funding stemming from grant agreements (FFR Art.7)		
Additional EU funding stemming from contribution agreements (FFR Art.7)		
Additional EU funding stemming from service level agreements (FFR Art. 43.2)		

<b>TOTAL REVENUES</b>		
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### 1.5.2 Expenditure Overview

#### 1.5.2.1 Expenditure Overview ERA

Expenditure	2024		2025	
	Commitment appropriations	Payment appropriations	Commitment appropriations	Payment appropriations
<b>Title 1 - Staff expenditure</b>	30 287 820	30 287 820	32 660 420	32 660 420
<b>Title 2 - Infrastructure and operating expenditure</b>	2 687 000	2 687 000	2 687 000	2 687 000
<b>Title 3 - Operational expenditure</b>	8606842	8606842	7323090	7323090
<b>TOTAL EXPENDITURE</b>	<b>41 581 662</b>	<b>41 581 662</b>	<b>42 670 510</b>	<b>42 670 510</b>

#### 1.5.2.2 Expenditure Overview (Fees and charges)

Expenditure	2024		2025	
	Commitment appropriations	Payment appropriations	Commitment appropriations	Payment appropriations
<b>Title 1 - Staff expenditure</b>	7 633 433	7 633 433	8 256 116	8 256 116
<b>Title 2 - Infrastructure and operating expenditure</b>	540 087	540 087	537 400	537 400
<b>Title 3 - Operational expenditure</b>	3 739 636	3 739 636	3 614 976	3 614 976
<b>TOTAL EXPENDITURE</b>	<b>11 913 156</b>	<b>11 913 156</b>	<b>12 408 492</b>	<b>12 408 492</b>

#### 1.5.2.3 Expenditure Overview (EU Contribution)

Expenditure	2024		2025	
	Commitment appropriations	Payment appropriations	Commitment appropriations	Payment appropriations
<b>Title 1 - Staff expenditure</b>	22 654 387	22 654 387	24 404 304	24 404 304
<b>Title 2 - Infrastructure and operating expenditure</b>	2 146 913	2 146 913	2 149 600	2 149 600
<b>Title 3 - Operational expenditure</b>	4 867 206	4 867 206	3 708 114	3 708 114
<b>TOTAL EXPENDITURE</b>	<b>29 668 506</b>	<b>29 668 506</b>	<b>30 262 018</b>	<b>30 262 018</b>

## 2 Human Resources

### 2.1 Establishment plan posts

The table below presents the number of posts in the establishment plans, including the posts assigned to programmes financed outside the EU budget.

2.1.1 Establishment plan posts ERA

Function group and grade	2023				2024		2025			
	Authorised Budget		Actually filled as of 31/12/2023		Authorised Budget		Request of the Agency		Draft Budget Request	
	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts
AD 16										
AD 15		1		1		1				
AD 14								1		1
AD 13		1		1		1		1		1
AD 12		2		2		6		10		6
AD 11		14		14		20		20		20
AD 10		19		20		15		17		17
AD 9		19		19		32		28		28
AD 8		24		21		12		19		19
AD 7		20		24		23		21		22
AD 6		25		24		17		15		18
AD 5		11		8		10		5		5
AD TOTAL		136		134		137		137		137
AST 11										
AST 10										
AST 9		1		1		2		4		4
AST 8		2		3		3		4		4
AST 7		4		4		5		5		5
AST 6		4		3		4		5		5
AST 5		7		7		9		9		9
AST 4		9		10		6		2		2
AST 3		3		1						
AST 2										
AST 1										
AST TOTAL		30		29		29		29		29
AST/SC 6										
AST/SC 5										
AST/SC 4										
AST/SC 3										
AST/SC 2										
AST/SC 1										
AST/SC TOTAL										
TOTAL		166		163		166		166		166
GRAND TOTAL		166		163		166		166		166

2.1.2 Establishment plan posts (Fees and charges)

Function group and grade	2023				2024		2025			
	Authorised Budget		Actually filled as of 31/12/2023		Authorised Budget		Request of the Agency		Draft Budget Request	
	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts
AD 16										
AD 15										
AD 14										
AD 13										
AD 12										
AD 11										
AD 10										
AD 9										
AD 8										
AD 7								7		7
AD 6		16		19		17		15		18
AD 5		11		8		10		5		5
AD TOTAL		27		27		27		27		30
AST 11										
AST 10										
AST 9										
AST 8										
AST 7										
AST 6										
AST 5										
AST 4						1		1		1
AST 3										
AST 2										
AST 1										
AST TOTAL						1		1		1
AST/SC 6										
AST/SC 5										
AST/SC 4										
AST/SC 3										
AST/SC 2										
AST/SC 1										
AST/SC TOTAL										
TOTAL		27		27		28		28		31
GRAND TOTAL		27		27		28		28		31

2.1.3 Establishment plan posts (UE Contribution)

Function group and grade	2023				2024		2025			
	Authorised Budget		Actually filled as of 31/12/2023		Authorised Budget		Request of the Agency		Draft Budget Request	
	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts
AD 16										
AD 15		1		1		1				
AD 14								1		1
AD 13		1		1		1		1		1
AD 12		2		2		6		10		6
AD 11		14		14		20		20		20
AD 10		19		20		15		17		17
AD 9		19		19		32		28		28
AD 8		24		21		12		19		19
AD 7		20		24		23		14		15
AD 6		9		5						
AD 5										
AD TOTAL		109		107		110		110		107
AST 11										
AST 10										
AST 9		1		1		2		4		4
AST 8		2		3		3		4		4
AST 7		4		4		5		5		5
AST 6		4		3		4		5		5
AST 5		7		7		9		9		9
AST 4		9		10		5		1		1
AST 3		3		1						
AST 2										
AST 1										
AST TOTAL		30		29		28		28		28
AST/SC 6										
AST/SC 5										
AST/SC 4										
AST/SC 3										
AST/SC 2										
AST/SC 1										
AST/SC TOTAL										
TOTAL		139		136		138		138		135
GRAND TOTAL		139		136		138		138		135

## 2.2 External personnel

### 2.2.1 External personnel ERA

#### 2.2.1.1 Contract Agents ERA

Contract agents	Authorised 2023	Recruited as of 31/12/2023	2024 estimate	Draft Budget 2025 estimate
Function Group IV	23	22	23	23
Function Group III	7	7	7	7
Function Group II	6	5	6	6
Function Group I				
<b>TOTAL</b>	<b>36</b>	<b>34</b>	<b>36</b>	<b>36</b>

#### 2.2.1.2 Seconded National Experts ERA

Seconded National Experts	Authorised 2023	Recruited as of 31/12/2023	2024 estimate	Draft Budget 2025 estimate
<b>TOTAL</b>	<b>4</b>	<b>2</b>	<b>4</b>	<b>4</b>

### 2.2.2 External personnel (Fees and charges)

#### 2.2.2.1 Contract Agents (Fees and charges)

Contract agents	Authorised 2023	Recruited as of 31/12/2023	2024 estimate	Draft Budget 2025 estimate
Function Group IV	8	9	8	8
Function Group III				
Function Group II				
Function Group I				
<b>TOTAL</b>	<b>8</b>	<b>9</b>	<b>8</b>	<b>8</b>

#### 2.2.2.2 Seconded National Experts (Fees and charges)

Seconded National Experts	Authorised 2023	Recruited as of 31/12/2023	2024 estimate	Draft Budget 2025 estimate
<b>TOTAL</b>				

### 2.2.3 External personnel (EU Contribution)

#### 2.2.3.1 Contract Agents (EU Contribution)

Contract agents	Authorised 2023	Recruited as of 31/12/2023	2024 estimate	Draft Budget 2025 estimate
Function Group IV	15	13	15	15
Function Group III	7	7	7	7
Function Group II	6	5	6	6
Function Group I				
<b>TOTAL</b>	<b>28</b>	<b>25</b>	<b>28</b>	<b>28</b>



### 2.2.3.2 Seconded National Experts (EU Contribution)

Seconded National Experts	Authorised 2023	Recruited as of 31/12/2023	2024 estimate	Draft Budget 2025 estimate
<b>TOTAL</b>	<b>4</b>	<b>2</b>	<b>4</b>	<b>4</b>

## 3 Financial Resources

### 3.1 Revenues ERA

#### 3.1.1 General revenues

REVENUES	General revenues				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>1 REVENUE FROM FEES AND CHARGES</b>	10 998 797	11 913 156	12 408 492	12 408 492	4,16%
<b>2 EU CONTRIBUTION</b>	27 418 274	28 645 912	29 218 972	29 218 972	2,00%
<i>- Of which assigned revenues deriving from previous years' surpluses</i>	69 639	81 821	111 313	111 313	36,04%
<b>3 THIRD COUNTRIES CONTRIBUTION (incl. EEA/EFTA and candidate countries)</b>	801 315	1 022 594	1 043 046	1 043 046	2,00%
<i>- Of which EEA/EFTA (excl. Switzerland)</i>	801 315	1 022 594	1 043 046	1 043 046	2,00%
<i>- Of which candidate countries</i>					
<b>4 OTHER CONTRIBUTIONS</b>					
<b>5 ADMINISTRATIVE OPERATIONS</b>					
<i>- Of which interest generated by funds paid by the Commission by way of the EU contribution (FFR Art. 61)</i>					
<b>6 REVENUES FROM SERVICES RENDERED AGAINST PAYMENT</b>					
<b>7 CORRECTION OF BUDGETARY IMBALANCES</b>					
<b>TOTAL</b>	<b>39 218 386</b>	<b>41 581 662</b>	<b>42 670 510</b>	<b>42 670 510</b>	<b>2,62%</b>

#### 3.1.2 Additional EU funding: contribution, grant and service level agreements

REVENUES	Additional EU funding: contribution, grant and service level agreements				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
Additional EU funding stemming from grant agreements (FFR Art.7)					
Additional EU funding stemming from contribution agreements (FFR Art.7)					
Additional EU funding stemming from service level agreements (FFR Art. 43.2)					
<b>TOTAL</b>					

### 3.2 Expenditure

#### 3.2.1 Expenditure ERA

##### 3.2.1.1 Commitment appropriations ERA

EXPENDITURE	Commitment appropriations ERA				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>Title 1 - Staff expenditure</b>	<b>27 568 348</b>	<b>30 287 820</b>	<b>32 660 420</b>	<b>32 660 420</b>	<b>7,83%</b>
<b>Salaries &amp; allowances</b>	26 091 179	28 941 835	31 293 111	31 293 111	8,12%
- <i>Of which establishment plan posts</i>	23 271 564	25 287 695	27 393 319	27 393 319	8,33%
- <i>Of which external personnel</i>	2 819 615	3 654 140	3 899 792	3 899 792	6,72%
<b>Expenditure relating to Staff recruitment</b>	39 373	83 000	83 000	83 000	0,00%
<b>Employer's pension contributions</b>	792 308	727 985	749 309	749 309	2,93%
<b>Mission expenses</b>	10 221	10 000	10 000	10 000	0,00%
<b>Socio-medical infrastructure</b>	31 470	56 000	56 000	56 000	0,00%
<b>Training</b>	165 579	150 000	150 000	150 000	0,00%
<b>External Services</b>	416 976	292 000	292 000	292 000	0,00%
<b>Receptions, events and representation</b>	1 500	2 000	2 000	2 000	0,00%
<b>Social welfare</b>	19 742	25 000	25 000	25 000	0,00%
<b>Other Staff related expenditure</b>					
<b>Title 2 - Infrastructure and operating expenditure</b>	<b>2 528 203</b>	<b>2 687 000</b>	<b>2 687 000</b>	<b>2 687 000</b>	<b>0,00%</b>
<b>Rental of buildings and associated costs</b>	1 154 912	1 147 000	1 147 000	1 147 000	0,00%
<b>Information, communication technology and data processing</b>	1 265 613	1 190 000	1 190 000	1 190 000	0,00%
<b>Movable property and associated costs</b>	35 515	170 000	170 000	170 000	0,00%
<b>Current administrative expenditure</b>	9 825	25 000	25 000	25 000	0,00%
<b>Postage / Telecommunications</b>	62 338	155 000	155 000	155 000	0,00%
<b>Meeting expenses</b>					
<b>Running costs in connection with operational activities</b>					
<b>Information and publishing</b>					
<b>Studies</b>					

EXPENDITURE	Commitment appropriations ERA				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
Other infrastructure and operating expenditure					
<b>Title 3 - Operational expenditure</b>	<b>10 251 556</b>	<b>8 606 842</b>	<b>7 323 090</b>	<b>7 323 090</b>	<b>-14,92%</b>
<b>Operational expenditure - Strategic Statements</b>	9 184 306	7 546 842	6 263 090	6 263 090	-17,01%
- Of which Strategic Statement 1 (Removing barriers)	6 065 053	3 766 092	3 499 822	3 499 822	-7,07%
- Of which Strategic Statements 2-3 (Sustainability & multimodality)	27 065	42 538	42 538	42 538	0,00%
- Of which Strategic Statement 4 (Safety)	1 964 327	1 258 487	1 163 657	1 163 657	-7,54%
- Of which Strategic Statement 5 (Resilience)					
- Of which Strategic Statement 6 (Competitiveness)	30 759	80 400	80 400	80 400	0,00%
- Of which Strategic Statement 7 (Outreach & international)	496 710	1 419 298	889 298	889 298	-37,34%
- Of which Strategic Statement 8 (Governance)	571 352	808 416	466 750	466 750	-42,26%
- Of which Strategic Statement 9 (Internal support & resources)		120 625	70 625	70 625	-41,45%
- Of which ERA management and administration	29 040	50 986	50 000	50 000	-1,93%
<b>Other operational expenditure</b>	1 067 250	1 060 000	1 060 000	1 060 000	0,00%
<b>TOTAL</b>	<b>40 348 107</b>	<b>41 581 662</b>	<b>42 670 510</b>	<b>42 670 510</b>	<b>2,62%</b>

### 3.2.1.2 Payment appropriations ERA

EXPENDITURE	Payment appropriations ERA				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>Title 1 - Staff expenditure</b>	<b>27 293 403</b>	<b>30 287 820</b>	<b>32 660 420</b>	<b>32 660 420</b>	<b>7,83%</b>
<b>Salaries &amp; allowances</b>	26 091 179	28 941 835	31 293 111	31 293 111	8,12%
- Of which establishment plan posts	23 271 564	25 287 695	27 393 319	27 393 319	8,33%
- Of which external personnel	2 819 615	3 654 140	3 899 792	3 899 792	6,72%
<b>Expenditure relating to Staff recruitment</b>	39 373	83 000	83 000	83 000	0,00%
<b>Employer's pension contributions</b>	792 308	727 985	749 309	749 309	2,93%
<b>Mission expenses</b>	9 512	10 000	10 000	10 000	0,00%

EXPENDITURE	Payment appropriations ERA				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
Socio-medical infrastructure	13 650	56 000	56 000	56 000	0,00%
Training	97 978	150 000	150 000	150 000	0,00%
External Services	229 125	292 000	292 000	292 000	0,00%
Receptions, events and representation	1 351	2 000	2 000	2 000	0,00%
Social welfare	18 927	25 000	25 000	25 000	0,00%
Other Staff related expenditure					
<b>Title 2 - Infrastructure and operating expenditure</b>	<b>2 237 236</b>	<b>2 687 000</b>	<b>2 687 000</b>	<b>2 687 000</b>	<b>0,00%</b>
Rental of buildings and associated costs	1 044 369	1 147 000	1 147 000	1 147 000	0,00%
Information, communication technology and data processing	1 092 320	1 190 000	1 190 000	1 190 000	0,00%
Movable property and associated costs	31 591	170 000	170 000	170 000	0,00%
Current administrative expenditure	7 191	25 000	25 000	25 000	0,00%
Postage / Telecommunications	61 765	155 000	155 000	155 000	0,00%
Meeting expenses					
Running costs in connection with operational activities					
Information and publishing					
Studies					
Other infrastructure and operating expenditure					
<b>Title 3 - Operational expenditure</b>	<b>9 649 827</b>	<b>8 606 842</b>	<b>7 323 090</b>	<b>7 323 090</b>	<b>-14,92%</b>
<b>Operational expenditure - Strategic Statements</b>	<b>8 826 018</b>	<b>7 546 842</b>	<b>6 263 090</b>	<b>6 263 090</b>	<b>-17,01%</b>
- Of which Strategic Statement 1 (Removing barriers)	5 891 745	3 766 092	3 499 822	3 499 822	-7,07%
- Of which Strategic Statements 2-3 (Sustainability & multimodality)	20 679	42 538	42 538	42 538	0,00%
- Of which Strategic Statement 4 (Safety)	1 883 138	1 258 487	1 163 657	1 163 657	-7,54%
- Of which Strategic Statement 5 (Resilience)					
- Of which Strategic Statement 6 (Competitiveness)	28 973	80 400	80 400	80 400	0,00%
- Of which Strategic Statement 7 (Outreach & international)	422 353	1 419 298	889 298	889 298	-37,34%

EXPENDITURE	Payment appropriations ERA				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
- Of which Strategic Statement 8 (Governance)	555 216	808 416	466 750	466 750	-42,26%
- Of which Strategic Statement 9 (Internal support & resources)		120 625	70 625	70 625	-41,45%
- Of which ERA management and administration	23 914	50 986	50 000	50 000	-1,93%
<b>Other operational expenditure</b>	823 809	1 060 000	1 060 000	1 060 000	0,00%
<b>TOTAL</b>	<b>39 180 466</b>	<b>41 581 662</b>	<b>42 670 510</b>	<b>42 670 510</b>	<b>2,62%</b>

### 3.2.2 Expenditure (Fees and charges)

#### 3.2.2.1 Commitment appropriations (Fees and charges)

EXPENDITURE	Commitment appropriations (Fees and charges)				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>Title 1 - Staff expenditure</b>	<b>4 730 301</b>	<b>7 633 433</b>	<b>8 256 116</b>	<b>8 256 116</b>	<b>8,16%</b>
<b>Salaries &amp; allowances</b>	3 886 014	6 781 230	7 383 207	7 383 207	8,88%
- Of which establishment plan posts	3 421 836	5 864 707	6 390 402	6 390 402	8,96%
- Of which external personnel	464 178	916 523	992 805	992 805	8,32%
<b>Expenditure relating to Staff recruitment</b>		16 683	16 600	16 600	-0,50%
<b>Employer's pension contributions</b>	792 308	727 985	749 309	749 309	2,93%
<b>Mission expenses</b>		2 010	2 000	2 000	-0,50%
<b>Socio-medical infrastructure</b>		11 256	11 200	11 200	-0,50%
<b>Training</b>		30 150	30 000	30 000	-0,50%
<b>External Services</b>	51 979	58 692	58 400	58 400	-0,50%
<b>Receptions, events and representation</b>		402	400	400	-0,50%
<b>Social welfare</b>		5 025	5 000	5 000	-0,50%
<b>Other Staff related expenditure</b>					
<b>Title 2 - Infrastructure and operating expenditure</b>	<b>431 404</b>	<b>540 087</b>	<b>537 400</b>	<b>537 400</b>	<b>-0,50%</b>
<b>Rental of buildings and associated costs</b>	162 543	230 547	229 400	229 400	-0,50%

EXPENDITURE	Commitment appropriations (Fees and charges)				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
Information, communication technology and data processing	240 908	239 190	238 000	238 000	-0,50%
Movable property and associated costs	4 200	34 170	34 000	34 000	-0,50%
Current administrative expenditure	3 753	5 025	5 000	5 000	-0,50%
Postage / Telecommunications	20 000	31 155	31 000	31 000	-0,50%
Meeting expenses					
Running costs in connection with operational activities					
Information and publishing					
Studies					
Other infrastructure and operating expenditure					
<b>Title 3 - Operational expenditure</b>	<b>6 987 187</b>	<b>3 739 636</b>	<b>3 614 976</b>	<b>3 614 976</b>	<b>-3,33%</b>
<b>Operational expenditure - Strategic Statements</b>	<b>6 790 696</b>	<b>3 526 576</b>	<b>3 402 976</b>	<b>3 402 976</b>	<b>-3,50%</b>
- Of which Strategic Statement 1 (Removing barriers)	5 095 164	2 649 092	2 522 822	2 522 822	-4,77%
- Of which Strategic Statements 2-3 (Sustainability & multimodality)					
- Of which Strategic Statement 4 (Safety)	1 695 532	877 484	880 154	880 154	0,30%
- Of which Strategic Statement 5 (Resilience)					
- Of which Strategic Statement 6 (Competitiveness)					
- Of which Strategic Statement 7 (Outreach & international)					
- Of which Strategic Statement 8 (Governance)					
- Of which Strategic Statement 9 (Internal support & resources)					
- Of which ERA management and administration					
<b>Other operational expenditure</b>	<b>196 491</b>	<b>213 060</b>	<b>212 000</b>	<b>212 000</b>	<b>-0,50%</b>
<b>TOTAL</b>	<b>12 148 892</b>	<b>11 913 156</b>	<b>12 408 492</b>	<b>12 408 492</b>	<b>4,16%</b>

3.2.2.2 Payment appropriations (Fees and charges)

EXPENDITURE	Payment appropriations (Fees and charges)				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>Title 1 - Staff expenditure</b>	<b>4 730 301</b>	<b>7 633 433</b>	<b>8 256 116</b>	<b>8 256 116</b>	<b>8,16%</b>
Salaries & allowances	3 886 014	6 781 230	7 383 207	7 383 207	8,88%
- Of which establishment plan posts	3 421 836	5 864 707	6 390 402	6 390 402	8,96%
- Of which external personnel	464 178	916 523	992 805	992 805	8,32%
<b>Expenditure relating to Staff recruitment</b>		16 683	16 600	16 600	-0,50%
<b>Employer's pension contributions</b>	792 308	727 985	749 309	749 309	2,93%
<b>Mission expenses</b>		2 010	2 000	2 000	-0,50%
<b>Socio-medical infrastructure</b>		11 256	11 200	11 200	-0,50%
<b>Training</b>		30 150	30 000	30 000	-0,50%
<b>External Services</b>	51 979	58 692	58 400	58 400	-0,50%
<b>Receptions, events and representation</b>		402	400	400	-0,50%
<b>Social welfare</b>		5 025	5 000	5 000	-0,50%
<b>Other Staff related expenditure</b>					
<b>Title 2 - Infrastructure and operating expenditure</b>	<b>431 404</b>	<b>540 087</b>	<b>537 400</b>	<b>537 400</b>	<b>-0,50%</b>
Rental of buildings and associated costs	162 543	230 547	229 400	229 400	-0,50%
Information, communication technology and data processing	240 908	239 190	238 000	238 000	-0,50%
Movable property and associated costs	4 200	34 170	34 000	34 000	-0,50%
Current administrative expenditure	3 753	5 025	5 000	5 000	-0,50%
Postage / Telecommunications	20 000	31 155	31 000	31 000	-0,50%
Meeting expenses					
Running costs in connection with operational activities					
Information and publishing					
Studies					
Other infrastructure and operating expenditure					

EXPENDITURE	Payment appropriations (Fees and charges)				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>Title 3 - Operational expenditure</b>	<b>6 987 187</b>	<b>3 739 636</b>	<b>3 614 976</b>	<b>3 614 976</b>	<b>-3,33%</b>
<b>Operational expenditure - Strategic Statements</b>	6 790 696	3 526 576	3 402 976	3 402 976	-3,50%
- Of which Strategic Statement 1 (Removing barriers)	5 095 164	2 649 092	2 522 822	2 522 822	-4,77%
- Of which Strategic Statements 2-3 (Sustainability & multimodality)					
- Of which Strategic Statement 4 (Safety)	1 695 532	877 484	880 154	880 154	0,30%
- Of which Strategic Statement 5 (Resilience)					
- Of which Strategic Statement 6 (Competitiveness)					
- Of which Strategic Statement 7 (Outreach & international)					
- Of which Strategic Statement 8 (Governance)					
- Of which Strategic Statement 9 (Internal support & resources)					
- Of which ERA management and administration					
<b>Other operational expenditure</b>	196 491	213 060	212 000	212 000	-0,50%
<b>TOTAL</b>	<b>12 148 892</b>	<b>11 913 156</b>	<b>12 408 492</b>	<b>12 408 492</b>	<b>4,16%</b>

### 3.2.3 Expenditure (EU Contribution)

#### 3.2.3.1 Commitment appropriations (EU Contribution)

EXPENDITURE	Commitment appropriations (EU Contribution)				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>Title 1 - Staff expenditure</b>	<b>22 838 047</b>	<b>22 654 387</b>	<b>24 404 304</b>	<b>24 404 304</b>	<b>7,72%</b>
<b>Salaries &amp; allowances</b>	22 205 165	22 160 605	23 909 904	23 909 904	7,89%
- Of which establishment plan posts	19 849 728	19 422 988	21 002 917	21 002 917	8,13%
- Of which external personnel	2 355 437	2 737 617	2 906 987	2 906 987	6,19%
<b>Expenditure relating to Staff recruitment</b>	39 373	66 317	66 400	66 400	0,13%
<b>Employer's pension contributions</b>					
<b>Mission expenses</b>	10 221	7 990	8 000	8 000	0,13%



EXPENDITURE	Commitment appropriations (EU Contribution)				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
Socio-medical infrastructure	31 470	44 744	44 800	44 800	0,13%
Training	165 579	119 850	120 000	120 000	0,13%
External Services	364 997	233 308	233 600	233 600	0,13%
Receptions, events and representation	1 500	1 598	1 600	1 600	0,13%
Social welfare	19 742	19 975	20 000	20 000	0,13%
Other Staff related expenditure					
<b>Title 2 - Infrastructure and operating expenditure</b>	<b>2 096 799</b>	<b>2 146 913</b>	<b>2 149 600</b>	<b>2 149 600</b>	<b>0,13%</b>
Rental of buildings and associated costs	992 369	916 453	917 600	917 600	0,13%
Information, communication technology and data processing	1 024 705	950 810	952 000	952 000	0,13%
Movable property and associated costs	31 315	135 830	136 000	136 000	0,13%
Current administrative expenditure	6 072	19 975	20 000	20 000	0,13%
Postage / Telecommunications	42 338	123 845	124 000	124 000	0,13%
Meeting expenses					
Running costs in connection with operational activities					
Information and publishing					
Studies					
Other infrastructure and operating expenditure					
<b>Title 3 - Operational expenditure</b>	<b>3 264 369</b>	<b>4 867 206</b>	<b>3 708 114</b>	<b>3 708 114</b>	<b>-23,81%</b>
<b>Operational expenditure - Strategic Statements</b>	<b>2 393 610</b>	<b>4 020 266</b>	<b>2 860 114</b>	<b>2 860 114</b>	<b>-28,86%</b>
- Of which Strategic Statement 1 (Removing barriers)	969 889	1 117 000	977 000	977 000	-12,53%
- Of which Strategic Statements 2-3 (Sustainability & multimodality)	27 065	42 538	42 538	42 538	0,00%
- Of which Strategic Statement 4 (Safety)	268 795	381 003	283 503	283 503	-25,59%
- Of which Strategic Statement 5 (Resilience)					
- Of which Strategic Statement 6 (Competitiveness)	30 759	80 400	80 400	80 400	0,00%
- Of which Strategic Statement 7 (Outreach & international)	496 710	1 419 298	889 298	889 298	-37,34%

EXPENDITURE	Commitment appropriations (EU Contribution)				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
- Of which Strategic Statement 8 (Governance)	571 352	808 416	466 750	466 750	-42,26%
- Of which Strategic Statement 9 (Internal support & resources)		120 625	70 625	70 625	-41,45%
- Of which ERA management and administration	29 040	50 986	50 000	50 000	-1,93%
<b>Other operational expenditure</b>	870 759	846 940	848 000	848 000	0,13%
<b>TOTAL</b>	<b>28 199 215</b>	<b>29 668 506</b>	<b>30 262 018</b>	<b>30 262 018</b>	<b>2,00%</b>

### 3.2.3.2 Payment appropriations (EU Contribution)

EXPENDITURE	Payment appropriations (EU Contribution)				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>Title 1 - Staff expenditure</b>	<b>22 563 102</b>	<b>22 654 387</b>	<b>24 404 304</b>	<b>24 404 304</b>	<b>7,72%</b>
<b>Salaries &amp; allowances</b>	22 205 165	22 160 605	23 909 904	23 909 904	7,89%
- Of which establishment plan posts	19 849 728	19 422 988	21 002 917	21 002 917	8,13%
- Of which external personnel	2 355 437	2 737 617	2 906 987	2 906 987	6,19%
<b>Expenditure relating to Staff recruitment</b>	39 373	66 317	66 400	66 400	0,13%
<b>Employer's pension contributions</b>					
<b>Mission expenses</b>	9 512	7 990	8 000	8 000	0,13%
<b>Socio-medical infrastructure</b>	13 650	44 744	44 800	44 800	0,13%
<b>Training</b>	97 978	119 850	120 000	120 000	0,13%
<b>External Services</b>	177 146	233 308	233 600	233 600	0,13%
<b>Receptions, events and representation</b>	1 351	1 598	1 600	1 600	0,13%
<b>Social welfare</b>	18 927	19 975	20 000	20 000	0,13%
<b>Other Staff related expenditure</b>					
<b>Title 2 - Infrastructure and operating expenditure</b>	<b>1 805 832</b>	<b>2 146 913</b>	<b>2 149 600</b>	<b>2 149 600</b>	<b>0,13%</b>
<b>Rental of buildings and associated costs</b>	881 826	916 453	917 600	917 600	0,13%
<b>Information, communication technology and data processing</b>	851 412	950 810	952 000	952 000	0,13%

EXPENDITURE	Payment appropriations (EU Contribution)				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
Movable property and associated costs	27 391	135 830	136 000	136 000	0,13%
Current administrative expenditure	3 438	19 975	20 000	20 000	0,13%
Postage / Telecommunications	41 765	123 845	124 000	124 000	0,13%
Meeting expenses					
Running costs in connection with operational activities					
Information and publishing					
Studies					
Other infrastructure and operating expenditure					
<b>Title 3 - Operational expenditure</b>	<b>2 662 640</b>	<b>4 867 206</b>	<b>3 708 114</b>	<b>3 708 114</b>	<b>-23,81%</b>
<b>Operational expenditure - Strategic Statements</b>	2 035 322	4 020 266	2 860 114	2 860 114	-28,86%
- Of which Strategic Statement 1 (Removing barriers)	796 581	1 117 000	977 000	977 000	-12,53%
- Of which Strategic Statements 2-3 (Sustainability & multimodality)	20 679	42 538	42 538	42 538	0,00%
- Of which Strategic Statement 4 (Safety)	187 606	381 003	283 503	283 503	-25,59%
- Of which Strategic Statement 5 (Resilience)					
- Of which Strategic Statement 6 (Competitiveness)	28 973	80 400	80 400	80 400	0,00%
- Of which Strategic Statement 7 (Outreach & international)	422 353	1 419 298	889 298	889 298	-37,34%
- Of which Strategic Statement 8 (Governance)	555 216	808 416	466 750	466 750	-42,26%
- Of which Strategic Statement 9 (Internal support & resources)		120 625	70 625	70 625	-41,45%
- Of which ERA management and administration	23 914	50 986	50 000	50 000	-1,93%
<b>Other operational expenditure</b>	627 318	846 940	848 000	848 000	0,13%
<b>TOTAL</b>	<b>27 031 574</b>	<b>29 668 506</b>	<b>30 262 018</b>	<b>30 262 018</b>	<b>2,00%</b>

### 3.3 Budget Outturn

First estimate of the 2023 surplus that should be reimbursed to the EU budget (as assigned revenue): 111 313EUR

Budget outturn will be final on 28/02/2024.

## 4 Justification of needs

### Commission assessment

#### Human Resources

The Commission notes that the Agency received 12 additional TA (AD) posts as of 2023 in the context of the Strengthening Plan 2023-2027. Further, there was a conversion in 2022-2023 of AST in AD posts. For 2025, ERA proposes to maintain the same number of posts as in 2024. This is justified by circumstances that could not be anticipated, i.e., indexation of salaries much higher than expected and the need to dedicate resources, at the request of Commission, to support Greece following the accident in early 2023. The Commission supports the request.

#### Financial Resources

The Commission notes that the indexation of salaries is expected to reach +9.6% by the end of 2025, which is a significant burden for ERA, given the large share of these costs in their budget. At the same time, to balance the 2025 budget, ERA proposes significant cuts in spending, i.e., EUR 1.3 million under Title 3 and a freeze under Title 2, while requesting an increase of the EU contribution amounting at EUR 693 000 for the remaining years of the MFF, which results from the one-off extra amount of EUR 679 000 from 2024 + 2% standard growth, to compensate for the high inflation and indexation, and which are not accounted for in the MFF.

The Commission underlines the need to carefully monitor that all the expenditure linked to fees and charges is properly recovered through the level of fees. The Revision of the Implementing Regulation (EU) 2018/764 on the fees and charges will propose among other changes to further streamline the invoicing process, in particular to ensure timely delivery of statements of costs by the national authorities involved in the processing of the applications.

#### **4.1 Human Resources - Agency Request**

##### *4.1.1 Number of staff requested*

###### *4.1.1.1 Number of staff requested (Fees and charges)*

The agency requests 166 TA (138 under the EU contribution and 28 under the Fees and Charges activities), 36 Contract agents (28 under the EU contribution and 8 under the Fees and Charges activities) and 4 Seconded national experts (all under the EU contribution). This results to a request for 206 staff.

###### *4.1.1.2 Number of staff requested (UE Contribution)*

The Agency received 12 additional TA (AD) posts as of 2023 in the context of the Strengthening Plan 2023-2027.

In 2022-2023, the agency converted several AST posts into AD posts through MB decisions and in consultation with the Commission, the latest being the MB Decision n° 332.

##### *4.1.2 Vacancy rate as of end 2023*

###### *4.1.2.1 Vacancy rate as of end 2023 (Fees and charges)*

No vacant posts: TA: 27/27 (0%); CA: 9/9 (0%); Total staff: 36/36 (0%)

###### *4.1.2.2 Vacancy rate as of end 2023 (UE Contribution)*

Total staff: 163/170 (4.1%); TA: 136/139 (2.2%); CA: 25/27 (7.4%); SNE: 2/4 (50%).

##### *4.1.3 Standard abatement ('abatement forfaitaire') applied*

###### *4.1.3.1 Standard abatement ('abatement forfaitaire') applied (Fees and charges)*

###### *4.1.3.2 Standard abatement ('abatement forfaitaire') applied (UE Contribution)*

#### 4.1.4 Salary assumption for calculating salary line (% applied)

##### 4.1.4.1 Salary assumption for calculating salary line (% applied) (Fees and charges)

Salary averages used: 167,316 (TA), 99,995 (CA) and 99,985 (SNE). Salary averages take into account: Effects of December 2023 indexation and FR correction coefficient (applied as from 01/07/2023)  
Salary update of +5.3% as 01/07/2024 and +3.7% as from 01/07/2025  
Reclassification (up to 1%).

##### 4.1.4.2 Salary assumption for calculating salary line (% applied) (UE Contribution)

Salary averages used: EUR 167 316 (TA), EUR 99 995 (CA) and 99,985 (SNE). Salary averages take into account : Effects of December 2023 indexation and FR correction coefficient (applied as from 01/07/2023)  
Salary update of +5.3% as 01/07/2024 and +3.7% as from 01/07/2025  
Reclassification (up to 1%).

#### 4.1.5 Correction coefficient used

##### 4.1.5.1 Correction coefficient used (Fees and charges)

The effect of recent steep increase of FR correction coefficient (1.156 as from 01/01/2023 to 1.195 as from 01/07/2023) is taken into account when calculating the applied salary averages. FR c.c. as from 01/07/2024 and 01/07/2024 assumed to remain constant (as inflation trends cannot be forecasted with accuracy on such time horizon), salary increases are considered as part of the annual indexation.

##### 4.1.5.2 Correction coefficient used (UE Contribution)

The effect of recent steep increase of FR correction coefficient (1.156 as from 01/01/2023 to 1.195 as from 01/07/2023) is taken into account when calculating the applied salary averages. FR c.c. as from 01/07/2024 and 01/07/2024 assumed to remain constant (as inflation trends cannot be forecasted with accuracy on such time horizon), salary increases are considered as part of the annual indexation.

#### 4.1.6 Exchange rate used (if applicable)

##### 4.1.6.1 Exchange rate used (if applicable) (Fees and charges)

##### 4.1.6.2 Exchange rate used (if applicable) (UE Contribution)

## 4.2 Financial Resources - Agency request

### 4.2.1 Title 1

#### 4.2.1.1 Title 1 (Fees and charged)

Salary assumptions (see 4.1.4 for details): TA: EUR 167 316; CA: EUR 99 995.

In order to compensate the substantial impact of increase in salary averages due to the forecasted indexation, the Agency took the following mitigating measures:

- Saving of the salary for 1 FTE along 2025 through time-phased recruitment of the 2 remaining vacancies from the SAP.
- A more modest level of reclassification (keeping the level below 1%)

#### 4.2.1.2 Title 1 (UE Contribution)

Salary assumptions (see 4.1.4 for details): TA: EUR 167 316; CA: EUR 99 995; SNE: EUR 99 985.

In order to compensate the substantial impact of increase in salary averages due to the forecasted indexation, the Agency took the following mitigating measures:

- Saving of the salary for 1 FTE along 2025 through time-phased recruitment of the 2 remaining vacancies from the SAP.

- A more modest level of reclassification (keeping the level below 1%)

- Saving linked to time-phased onboarding of SNEs in 2025;

#### 4.2.2 Title 2

##### 4.2.2.1 Title 2 (Fees and charges)

The Agency kept the level of expenditures for title 2 unchanged in comparison to the levels of 2024 in order to achieve cost savings and higher efficiency.

##### 4.2.2.2 Title 2 (UE Contribution)

The Agency kept the level of expenditures for title 2 unchanged in comparison to the levels of 2024 in order to achieve cost savings and higher efficiency.

#### 4.2.3 Title 3

##### 4.2.3.1 Title 3 (Fees and charges)

Given the very strong impact of salary indexation, the Agency will need to carefully monitor that all the expenditure linked to fees and charges is properly recovered through the level of fees. An annual indexation of the hourly rate is envisaged to keep the pace with the evolution of the price indices. However, significant pressure persists due to the fact that the OSS full annual costs are not completely part of the hourly rate calculation (as per RISC committee final decision on the Implementing Regulation in force). The Agency will make best efforts to reduce the operational costs for the OSS as the tool has become more and more mature, with the number of expected enhancements decreasing over time.

##### 4.2.3.2 Title 3 (UE Contribution)

The Agency draws attention on important assumption retained for the balancing of the 2024 and 2025 budgets following the steep effect of the indexations, well beyond the MFF indexation rate, trying to respond to the best extent to the requests of the Commission.

Such efforts are huge for the Agency and their feasibility will need to be strictly monitored during 2025.

The Agency took the following strict mitigating measures and assumptions and re-assessed the costs for the following areas:

- For Strategic Statement 1 - discontinuing some of the one-off costs in 2024 related to Registers Operation and Development, as well as the ERTMS related handbook)
- For Strategic Statement 4 – postponing the contracting of a supporting movie for the Safety Culture stream of work;
- For Strategic Statement 7 – re-assessing and downsizing the ERA Academy related costs compared to 2024, especially considering that some of the large events happen in even years;
- For Strategic Statement 9 – one off cost for the Securis@ERA software tool is assumed in 2024 only, while only the recurring fee for the licence is retained in 2025.

The use of the bank interests accumulated in the Agency's account.

In the context of the high inflation/high indexation environment, considering the lack of specific provisions in the FR, the Agency considers that those additional funds are linked to the broad scope of all the Agency operations for which the subsidy was given and, as such, can be used for any purpose covered by the EC subsidy.

The Agency would also like to draw attention on the budget and FTE needs related to the SOS (Supporting Operational Safety) request, which includes the rationale, options, proposed way forward and necessary resources in relation to two critical streams of work in the aftermath of the accident in Greece from Feb 2023:

- The Safety Information Sharing System – an automated system to collect and analyse data on occurrences at EU level in order to allow for pro-active detection of precursors before incidents/accidents actually happen.
- The Priority Countries Programme – a monitoring system focused on actual prevention system and improving the capacity of the national authorities for boosting safety culture and safety performance.

Resource needs for both initiatives: 7-8 FTEs per year in the period 2024-2029 and 300-500k€ per year in the same period.

## 5 Other information

### 5.1 Buildings

#### 5.1.1 Current building(s)

#	Building Name and type	Location	SURFACE AREA(in m <sup>2</sup> )			RENTAL CONTRACT			Host country (grant or support)	Building present value(€)
			Office space	non-office	Total	RENT (€/year)	Duration	Type		
1	ERA HQ	Valenciennes, 120 rue Marc Lefrancq, 59307 France	5 250		5 250	531 614	1 year with tacit renewal	Office rental	No	
2	Lille Office - Espace international	299, Boulevard de Leeds - 59000 Lille - France	67	2	69	13 865	Until 31/12/2026	Meeting, premises rental	No	
3	Parking des Tertiales - SPL Valenciennes stationnement (100 parking places)	Rue du Fer à Cheval, 59300 Valenciennes, FR				26 250	1 year with tacit renewal	100 Parking places rental	No	
<b>TOTAL</b>			<b>5 317</b>	<b>2</b>	<b>5 319</b>	<b>571 729</b>				

#### 5.1.2 Current building(s) Other comments

1. ERA HQ (Valenciennes): ERA is the only tenant in the ERA HQ building, the Agency exclusively occupies and uses all office and non-office spaces in the building. Therefore, all surface area is included under the 5.250 m<sup>2</sup> of office space (SHON = Surface Hors Œuvre Nette (Net Surface Area), see <https://www.service-public.fr/particuliers/vosdroits/F2868>, terraces are not considered).

2. Lille Office - Espace International (Lille): ERA shares office spaces with the building landlord (CCI de Région) on the 2nd floor. Following the signature of the addendum n°6 to main Lease contract that is into force as of 01/01/2024, the leased total office space is reduced to 68.50 m<sup>2</sup> for a lease yearly fee of 13 865.00 €, where the “quote-part des parties communes” is 2.04%. ERA has an exclusive use of the “office space” of the 67.00m<sup>2</sup> considered in the rent. The remaining 2.04% included under “non-office” are shared with the landlord and other tenants.

#### 5.1.3 Building projects in the planning phase

Due to the growth of the Agency, the current building in Valenciennes does not offer any longer the required conditions to accommodate staff and activities related to the Agency’s role as railways’ Authority. Therefore, the Agency has re-allocated the majority of staff members in double office spaces as a short-term solution. Another short-medium term solution is the implementation of teleworking up to the limit set by the Management Board Decision on Teleworking.

In parallel, as part of a long-term solution, the Agency and Valenciennes Métropole have started defining the requirements for a new building to accommodate ERA activities after 2028 by means of a Study composed of different phases. In 2018, the Phase I of the Study confirmed that the current ERA HQ cannot accommodate all requirements related to the Agency activities and growth.

On the 31/10/2022, a letter was sent to the EU Budgetary Authority with the file as part of the Early information procedure under Article 266(2) of the Financial Regulation resulting in the presentation on the 17/11/2022 of the ERA project to the Committee on Budgets in Brussels. At this stage, the EU Parliament confirmed that the procedure “Information préalable” can be considered as closed.

In 2023, Valenciennes Métropole decided to transfer the building project to the “Banque des Territoires” that will launch the Call for Architects during Q4 2023 – Q1 2024 with the purpose to be able to draft a Rental Lease Agreement proposal. However, ERA rejected the draft Rental Lease Agreement as the proposed costs were doubled compared to the initial assessment made by Valenciennes Métropole. Therefore, ERA asked the latter to review the building project in order to come to a proposal close to the initial assessment. With an updated proposal, ERA launched the formal procedure (submission of the Final Technical and Financial Dossier) in March 2024 aiming at receiving the approval of the Budgetary Authority for the ERA Building Project. The Budget Committees of Council and Parliament concluded in April 2024 that the project was acceptable, although they could not take position on the corresponding funding, as this would only start in 2029, during the next MFF.

#### 5.1.4 Building projects submitted to the European Parliament and the Council

#### 5.2 European schools

<b>No agreement is in place with a European School.</b>		
Contribution agreements signed with the EC on type I European schools	No	
Contribution agreements signed with the EC on type II European schools	No	Informal arrangement with EEL(M) (École européenne Lille Métropole)
Number of service contracts in place with international schools:	0	
<b>Description of any other solutions or actions in place:</b>		
Informal arrangement with Jehan Froissart Primary School in Valenciennes (EN curricula)		

#### 5.3 Evaluation

According to Article 82 of Regulation (2016) 796, an evaluation of ERA has to be carried out no later than 16 June 2020 and every 5 years thereafter, with the purpose to assess, in particular, the impact, effectiveness and efficiency of the Agency and its working practices, taking into account all relevant work by the Court of Auditors and the views and recommendations of relevant stakeholders, including national safety authorities, representatives of the railway sector, social partners and consumer organisations. This evaluation started in 2022 and is ongoing; the Agency is providing the requested input to the contractor performing the evaluation. The Commission is assessing the functioning of the dual system for vehicle authorisation and safety certification, the one-stop shop related thereto and the harmonised implementation of ERTMS in the Union and shall forward the evaluation report together with its conclusions thereon to the European Parliament, the Council and the Management Board. The findings of the evaluation shall be made public.

#### 5.4 Privileges and immunities

The Management Board approved the proposed Headquarters (or Seat) Agreement between the Agency and the host Member State without objections or negative votes in August 2018. The Seat Agreement between the French Government and the Agency has been presented as draft legislation to the French National Assembly on 7 July 2021 (Projet de loi N° 4323) and has been adopted and promulgated on 31 January 2022. The final text of the Seat Agreement can be found [https://www.assemblee-nationale.fr/dyn/15/textes/115b4323\\_accord-international.pdf](https://www.assemblee-nationale.fr/dyn/15/textes/115b4323_accord-international.pdf). The following table presents the privileges granted to the Agency’s staff:

Agency privileges	Privileges granted to staff
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Agency privileges	Privileges granted to staff	
	Protocol of privileges and immunities / diplomatic status	Education / day care
<p>pledge to provide the necessary support to ensure the location of the Agency's headquarters will remain unchanged. (Art. 3)</p> <p>The Agency's premises are inviolable, exempt from perquisition, requisition, confiscation or expropriation. No French authority can enter the building without the prior agreement of the Executive Director. The property and assets of the Agency cannot be subject of legal measure of constraint without the authorisation of the CJEU. (Art. 4)</p> <p>The Agency's archives and all official documents are also inviolable. The Agency will benefit from the same treatment the French Government provides to diplomatic missions when it comes to official communication. No restriction can be placed on neither official communication addressed to the Agency or a member of its personnel, nor on any communication emanating from the Agency. In addition, the Agency shall have the right to use codes and to dispatch and receive official correspondence and other official communications by courier or in sealed bags which shall be subject to the same privileges and immunities as diplomatic couriers and bags. (Art. 5)</p> <p>The Agency is entitled to display the flag of the EU, as well as its own on its premises and vehicles (Art. 6)</p> <p>The Agency, its assets, income and other properties, shall be exempt from all direct taxes. The Agency is also exempt from indirect taxes and duties included the price of movable and immovable property and services, acquired for its official use and involving an expenditure of at least €150. The exemption may be granted by way of a refund. The Agency shall also be exempt from all custom duties and any other taxes for all goods intended for official use, as long as this exoneration is foreseen in the EU or national legislation. (Art. 7-8)</p> <p>Finally, the Agency is entitled to register three vehicles with diplomatic plates. (Art. 9)</p>	<p>The HQ Agreement differentiates statutory staff (officials, TAs, CAs) and external staff (SNEs, experts, trainees, interims). (Art. 1).</p> <p>The privileges and immunities provided for the statutory staff aim to guarantee their independence and the unimpeded functioning of ERA. The Executive Director and the statutory staff (Art. 10):</p> <ul style="list-style-type: none"> <li>• enjoy immunity from jurisdiction, even after the termination of their mission, in respect of acts carried out by them in the exercise of their functions</li> <li>• are exempt from national taxes on earnings, salaries and respective supplements paid by the Agency</li> <li>• enjoy the exemption for themselves and their spouses from measures restricting immigration and from aliens' registration formalities;</li> <li>• enjoy the same privileges in respect of currency and exchange regulations comparably to those accorded to staff of international organisations</li> <li>• enjoy the right to import duty-free their furniture and personal effects at the time of first taking up their post in France and the right on the termination of their functions in France to export free of duty their furniture and personal effects, subject in both cases to conditions considered necessary by the French authorities</li> <li>• Enjoy the right to import duty-free their private car acquired whether in the country of their last residence or in the country of which they are nationals, bound by the single market rules. They also enjoy the right to export it duty-free, subject to the conditions considered necessary by the French authorities;</li> <li>• Have access – along with their family members – to access without discrimination compared with French citizens to all public services provided on French territory, including medical services, education, childcare, and housing.</li> </ul> <p>The French Government will deliver to all members of the Agency's personnel (except those who have the French nationality or permanent residency) a special residency document identifying them as member of the Agency's personnel. The Agency will ensure that once an employee leaves the Agency, its residency document is handed back to the Ministry of Foreign Affairs. The Ministry of Foreign Affairs also facilitates the issuance of those residency documents and work authorisations to the family members of all the Agency's personnel, except those who have the French nationality or permanent residency (Art. 11 (1, 2)).</p> <p>The French authorities will take all necessary measures to facilitate the entry, stay, and departure of experts in missions for the Agency on the French territory. Necessary visa sand authorisations will be delivered for free as quickly as possible (Art. 11 (2, 4)).</p> <p>In addition, the Executive Director and the statutory staff are exempt from any compulsory national social security system. External staff, SNEs, and their family members, subject to their coverage in their own country of citizenship, are also exempt from any compulsory national social security system. (Art. 12)</p>	<p>No provision in the headquarters agreement. Please refer to 5.2 European schools for further information on education.</p>

### 3.1.1 European Union Agency for the Cooperation of Energy Regulators – ACER

#### 1 Overview

##### 1.1 Creation/modification (legal base)

Decision	Date	Mission/ Tasks / Functions
Regulation (EC) No 713/2009 of the European Parliament and of the Council establishing an Agency for the Cooperation of Energy Regulators	13 July 2009,	The Agency assists the National Regulatory Authorities (NRAs) at EU level with their regulatory tasks in the Member States and coordinates their action; participates in the creation of European network rules; issues opinions on network-related tasks performed by Transmission System Operators (TSOs); can take binding individual decisions on terms and conditions for access and operational security for cross border infrastructure; advise the EU institutions; monitors and reports developments in the energy markets.
Regulation (EU) 2019/942 of the European Parliament and of the Council establishing a European Union Agency for the Cooperation of Energy Regulators	05 June 2019	
Regulation (EU) 2022/869 of the European Parliament and the Council on guidelines for trans-European energy infrastructure, amending Regulations (EC) No 715/2009, (EU) 2019/942 and (EU) 2019/943 and Directives 2009/73/EC and (EU) 2019/944, and repealing Regulation (EU) No 347/2013	30 May 2022	
Directive 2009/72/EC of the European Parliament and of the Council on common rules for the internal market in electricity, repealing Directive 2003/54/EC	13 July 2009,	ACER shall cooperate with NRAs and TSOs to ensure the compatibility of the regulatory frameworks across the Union with the aim of creating a competitive internal market in electricity; exercise the tasks conferred on the NRAs upon their joint request and in the absence of agreement between them; and provide its opinion to regulatory authorities or to the Commission.
Regulation (EU) 2019/943 of the European Parliament and of the Council on the internal market for electricity	05 June 2019	<p>The Agency shall:</p> <ul style="list-style-type: none"> <li>- amend or approve technical parameters developed by ENTSO-E for an efficient participation of cross-border capacities in capacity mechanisms and other technical features of capacity mechanisms.</li> <li>- amend or approve draft methodologies for calculating: the value of lost load; the "cost of new entry" for generation, or demand response; and the reliability standard expressed as "expected energy not served" and the "loss of load expectation".</li> <li>- amend or approve changes of a proposal for a methodology for assessing short-term adequacy - seasonal adequacy, week-ahead to intraday adequacy submitted by ENTSO-E.</li> </ul> <p>The Agency shall publish Best practice report on the transmission and distribution tariff methodologies every two years.</p>

			The Agency shall publish Opinion on technical guidance for the calculation of CO2 emission limits.
Directive 2009/73/EC concerning common rules for the internal market in natural gas and repealing Directive 2003/55/EC	13 July 2009		ACER shall cooperate with NRAs and TSOs to ensure the compatibility of the regulatory frameworks across EU with the aim of creating an internal market in natural gas; exercise the tasks conferred on the NRAs upon their joint request and in the absence of agreement between them; and provide its opinion to the regulatory authority or to the Commission
Regulation (EU) 2022/869 of the European Parliament and the Council on guidelines for trans-European energy infrastructure, amending Regulations (EC) No 715/2009, (EU) 2019/942 and (EU) 2019/943 and Directives 2009/73/EC and (EU) 2019/944, and repealing Regulation (EU) No 347/2013	30 May 2022		
Regulation (EC) No 714/2009 on conditions for access to the network for cross-border exchanges in electricity and repealing Regulation (EC) No 1228/2003	13 July 2009,		The Agency issues opinions to the Commission on the draft statutes, list of members and draft rules of procedure of the European network of transmission system operators for electricity (ENTSO-E); submits and recommends for adoption by the Commission framework guidelines for the development of network codes; provide opinions to ENTSO-E on network codes; review the national ten-year network development plans; monitor the execution of ENTSO-E's tasks and the network codes implementation.
Regulation (EU) 2019/943 of the European Parliament and of the Council on the internal market for electricity	05 June 2019		
Regulation (EU) No 543/2013 on submission and publication of data in electricity markets, amending Annex I to Regulation (EC) No 714/2009	14 June 2013		This regulation lays down the minimum common set of data relating to generation, transportation and consumption of electricity to be made available to market participants. It also provides for a central collection and publication of the data.
Regulation (EU) 2022/869 of the European Parliament and the Council on guidelines for trans-European energy infrastructure, amending Regulations (EC) No 715/2009, (EU) 2019/942 and (EU) 2019/943 and Directives 2009/73/EC and (EU) 2019/944, and repealing Regulation (EU) No 347/2013	30 May 2022		

Regulation (EC) No 715/2009 on conditions for access to the natural gas transmission networks and repealing Regulation (EC) No 1775/2005	13 July 2009	The Agency issues opinions to the Commission on the draft statutes, list of members and draft rules of procedure of the European network of transmission system operators for gas (ENTSOG); submits and recommends for adoption by the Commission framework guidelines for the development of network codes; provide opinions to ENTSOG on network codes; monitor the execution of ENTSOG's tasks and the network codes implementation.
Regulation (EU) 2022/869 of the European Parliament and the Council on guidelines for trans-European energy infrastructure, amending Regulations (EC) No 715/2009, (EU) 2019/942 and (EU) 2019/943 and Directives 2009/73/EC and (EU) 2019/944, and repealing Regulation (EU) No 347/2013	30 May 2022	
Regulation (EU) No 838/2010 on guidelines relating to the inter-transmission system operator compensation mechanism and a common regulatory approach to transmission charging	23 September 2010	The Agency shall formulate a proposal to the Commission on the annual cross-border infrastructure compensation sum for the Inter-TSO Compensation (ITC) mechanism and report to the Commission; verify the criteria for the valuation of losses at national level; monitor the appropriateness of the ranges of allowable transmission charges and provide its opinion to the Commission
Regulation (EU) 994/2010, recently replaced by  Regulation (EU) 2017/1938 concerning measures to safeguard the security of gas supply (the "SoS Regulation")	20 October 2010  25 October 2017	measures to safeguard security of gas supply and repealing Council Directive 2004/67/EC  concerning measures to safeguard the security of gas supply and repealing Regulation (EU) No 994/2010  The Agency shall take decisions on CBCA; issue opinions on proposals or exemption requests and on the elements of coordinated decisions; participate in consultations on the establishment of permanent bi-directional capacity at interconnection points; and participate in the Gas Coordination Group.
Regulation (EU) No 1227/2011 on wholesale energy market integrity and transparency (REMIT)	25 October 2011	The Agency shall monitor wholesale energy markets to detect market manipulation, insider trading; collect records of transactions and orders to trade reported by market participants; establish and maintain a central European register of energy market participants; assess the operation and transparency of market places and ways of trading; cooperate with the NRAs on the implementation of REMIT across EU and cooperate with ESMA, national financial and competition authorities.
Commission Implementing Regulation No 1348/2014 on data reporting implementing Art. 8(2) of Regulation No 1227/2011 on wholesale energy market integrity and transparency	17 December 2014	The Agency shall monitor the wholesale energy markets in the Union; draw up, publish, maintain and update lists of standard contracts and organised market places; establish procedures, standards and electronic formats based on established industry standards for reporting of information; develop technical and organisational requirements for submitting data; and assess whether reporting parties comply with the requirements.
Commission Regulation (EU) No 312/2014 establishing a Network Code on Gas	26 March 2014	The Agency shall monitor the implementation of, the compliance with and the effects of the provisions in the Network Code and publish the results of such monitoring.

Balancing of Transmission Networks		
Commission Regulation (EU) 2015/703 establishing a network code on interoperability and data exchange rules	30 April 2015	The Agency shall monitor the implementation of, the compliance with and the effects of the provisions in the Network Code and publish the results of such monitoring.
Commission Decision (EU) 2015/715 amending Annex I to Regulation (EC) No 715/2009 on conditions for access to the natural gas transmission networks	30 April 2015	The Agency shall monitor the implementation of, the compliance with and the effects of the provisions in the Network Code and publish the results of such monitoring; and publish an annual report on Congestion at Interconnection Points.
Commission Regulation (EU) 2015/1222 establishing guideline on capacity allocation and congestion management	24 July 2015,	The Agency shall take decisions in the absence of agreement between NRAs on the common terms and conditions or methodologies; monitor NEMO's progress in establishing and performing the MCO functions and report to the Commission; issue an opinion on the proposals for terms and conditions or methodologies; assess the efficiency of current bidding zone configuration and draft a market report; and organise the involvement of stakeholders
Commission Regulation (EU) 2016/631 establishing a network code on requirements for grid connection of generators	14 April 2016	The Agency shall: organise stakeholder involvement regarding the requirements for grid connection of power-generating facilities; produce a list of information to be communicated by ENTSO-Electricity to the Agency; and monitor the procedure of granting derogations
Commission Regulation (EU) 2016/1388 establishing a network code on demand connection	17 August 2016	The Agency shall organise stakeholder involvement on the requirements for the grid connection of transmission-connected demand and distribution facilities, distribution systems and demand units; monitor the procedure of granting derogations with the cooperation of NRAs; and produce a list of information to be communicated by ENTSO-E to the Agency.
Commission Regulation (EU) 2016/1447 establishing a network code on requirements for grid connection of high voltage direct current systems and direct current-connected power park modules	26 August 2016	The Agency shall organise stakeholder involvement on the requirements for grid connection of HVDC systems and DC-connected power park modules; draw up a list of information to be communicated by ENTSO-E to the Agency; and monitor the procedure of granting derogations with the cooperation of the regulatory authorities or relevant authorities of the Member State.
Commission Regulation (EU) 2016/1719 establishing a guideline on forward capacity allocation	26 September 2016	The Agency shall issue an opinion on the proposals for terms and conditions or methodologies and adopt a decision in the absence of agreement among NRAs; organise stakeholder involvement regarding forward capacity allocation; and draw up a list of information to be communicated by ENTSO-E.
Commission Regulation (EU) 2017/459 establishing a network code on capacity allocation mechanisms in gas transmission systems and repealing Regulation (EU) No 984/2013	16 March 2017	The Agency shall publish implementation monitoring reports, covering both compliance and effects monitoring; decide on the use of a single capacity booking platform in cases where the TSOs and NRAs involved cannot agree; and publish a report on conditional capacities; publish an Opinion on ENTSOG's report and proposed format for General Terms and Conditions.
Commission Regulation (EU) 2017/460 establishing a network code on harmonised	16 March 2017	The Agency shall publish implementation monitoring reports, covering both compliance and implementation monitoring; review national reference price methodologies; publish a report on allowed revenues; and

transmission tariff structures for gas		publish a recommendation on tariff multipliers.
Commission Regulation (EU) 2017/1485 establishing a guideline on electricity transmission system operation	2 August 2017	The Agency shall issue an opinion on the proposals for terms and conditions or methodologies and adopt a decision in the absence of agreement among NRAs; organise stakeholder involvement regarding system operation; and draw up a list of information to be communicated by ENTSO-E.
Commission Regulation (EU) 2017/2195 establishing a guideline on electricity balancing	23 November 2017	The Agency shall issue opinions on the participation of Switzerland in the European platforms for the exchange of standard products for balancing energy; on the proposals for terms and conditions or methodologies and adopt a decision in the absence of agreement among NRAs; organise stakeholder involvement regarding balancing; draw up a list of information to be communicated by ENTSO-E
Commission Regulation (EU) 2017/2196 establishing a network code on emergency and restoration	24 November 2017	The Agency shall organise stakeholder involvement regarding the implementation of this Regulation and system operation; produce lists of information to be communicated by ENTSO-Electricity to the Agency; issue an opinion on the proposals for terms and conditions or methodologies and adopt a decision in the absence of agreement among NRAs
Regulation (EU) 2019/941 of the European Parliament and of the Council  On risk-preparedness in the electricity sector and repealing directive 2005/89/EC	5 June 2019	The Agency shall: <ul style="list-style-type: none"> <li>- coordinate national actions related to risk preparedness with regulatory oversight over the RCC (Regional Coordination Centres), amend or approving changes of a proposal for a methodology for assessing short-term adequacy - seasonal adequacy, week-ahead to intraday adequacy submitted by ENTSO-E.</li> <li>- amend or approve the proposal for a methodology for identifying the most relevant electricity crisis scenarios in a regional context submitted by ENTSO-E.</li> <li>- monitor the security of supply measures and reporting regularly to the ECG.</li> </ul> <p>The Agency shall monitor the performance of Regional Coordination Centres with the NRAs and ENTSO-E, through submitted data resulting from their continuous monitoring; issue a decision on the configuration of system operation regions based on proposal from ENTSO-E.</p>
Directive (EU) 2019/944 of the European Parliament and of the Council on common rules for the internal market for electricity and amending directive 2012/27/EU  Regulation (EU) 2022/869 of the European Parliament and the Council on guidelines for trans-European energy infrastructure, amending Regulations (EC) No 715/2009, (EU) 2019/942 and (EU) 2019/943 and Directives 2009/73/EC and (EU) 2019/944, and repealing Regulation (EU) No 347/2013	05 June 2019  30 May 2022	The Agency, in close cooperation with the national regulatory authorities and the ENTSO for Electricity, shall monitor and analyse the performance of Regional Coordination Centres.  The Agency shall support DSOs to submit to the Commission and to the Agency the draft statutes, a list of registered members, the draft rules of procedure, including the rules of procedures on the consultation with ENTSO-E and other stakeholders and the financing rules, of the EU DSO entity to be established. Issuing an opinion on the draft statutes, list of members, draft rules of procedures, DSO annual work programme and other relevant documents. Issuing a decision for DSO to provide any relevant information necessary for carrying out monitoring pursuant. In its decisions, the Agency shall make a reference to the legal basis under which the information is requested, the time limit within which the information is to be provided, and the purpose of the request.

Commission Decision (EU) 2020/2152 of 17 December 2020 on fees due to the European Union Agency for the Cooperation of Energy Regulators for collecting, handling, processing and analysing of information reported under Regulation (EU) No 1227/2011 of the European Parliament and of the Council	17 December 2020	Fees are introduced to improve the Agency's funding and to cover the costs related to monitoring of the wholesale energy market in order to ensure, in close collaboration with the national regulatory authorities and other national authorities, their effective oversight.
Regulation (EU) 2022/869 of the European Parliament and the Council of 30 May 2022 on guidelines for trans-European energy infrastructure, amending Regulations (EC) No 715/2009, (EU) 2019/942 and (EU) 2019/943 and Directives 2009/73/EC and (EU) 2019/944, and repealing Regulation (EU) No 347/2013	30 May 2022	In line with the TEN-E Regulation, the Agency plays a role in the process of identifying critical energy infrastructure (PCIs) and in assisting NRAs in dealing with investment requests – including for cross-border cost allocation – submitted by PCI promoters. As part of the European Green Deal and the decarbonisation policy objectives, the TEN-E legislation was revised with a view to adapting it to the decarbonisation objectives. The new Regulation foresees additional tasks for ACER in this domain.
Council Regulation (EU) 2022/2576 enhancing solidarity through better coordination of gas purchases, reliable price benchmarks and exchanges of gas across borders	19 December 2022	The Regulation grants ACER the necessary powers to collect the transaction data needed for the establishment of the LNG benchmark, building on and reinforcing the tasks and powers ACER already has under REMIT and the REMIT Implementing Regulation.
Council Regulation (EU) 2022/2578 establishing a market correction mechanism to protect Union citizens and the economy against excessively high prices	22 December 2022	<p>This Regulation establishes a temporary market correction mechanism ('MCM') for orders placed for trading TTF (Title transfer facility) derivatives and derivatives linked to other virtual trading points ('VTPs') in accordance with Article 9, to limit episodes of excessively high gas prices in the Union which do not reflect world market prices.</p> <p>ACER exercise its market supervision duties and calculates the reference price on time (daily basis), based on the price assessments provided by the reporting Agencies. ACER should ensure confidential treatment of the information received, protect any intellectual property rights related to that information and use that information solely for regulatory purposes. ACER should continuously monitor whether the conditions for the operation of the MCM are fulfilled. ACER should monitor the evolution of the front-month TTF settlement price and compare it to the reference price, determined by the average price of LNG price assessments linked to European trading hubs, in order to verify whether the conditions that justify the activation or deactivation of the MCM are met.</p>

## 1.2 Seat

Ljubljana / Slovenia

## 1.3 Budget Line

02 10 06 : European Union Agency for the Cooperation of Energy Regulators (ACER)

## 1.4 Human Resources overview

The table below presents the number of posts in the establishment plans, including the posts assigned to programmes financed outside the EU budget, whereas the number of Contract Agents / SNE only includes those financed under programmes financed within the EU Budget.

### 1.4.1 Human Resources Overview ACER

Human Resources	2023			2024	2025
	Authorised Budget	Actually filled as of 31/12/2023	Occupancy rate(%)	Authorised Budget	Draft Budget Request
TOTAL AD	82	77	93,90%	96	105
TOTAL AST	13	12	92,31%	16	19
TOTAL AST/SC	1	1	100,00%	2	6
<b>ESTABLISHMENT PLAN POSTS</b>	<b>96</b>	<b>90</b>	<b>93,75%</b>	<b>114</b>	<b>130</b>
Contract Agents (CA)	38	41	107,89%	43	45
Seconded National Experts (SNE)	10	6	60,00%	8	10
<b>TOTAL STAFF</b>	<b>144</b>	<b>137</b>	<b>95,14%</b>	<b>165</b>	<b>185</b>

### 1.4.2 Human Resources Overview (Fees and charges)

Human Resources	2023			2024	2025
	Authorised Budget	Actually filled as of 31/12/2023	Occupancy rate(%)	Authorised Budget	Draft Budget Request
TOTAL AD	26	25	96,15%	27	32
TOTAL AST	1		0,00%	1	3
TOTAL AST/SC		1		1	3
<b>ESTABLISHMENT PLAN POSTS</b>	<b>27</b>	<b>26</b>	<b>96,30%</b>	<b>29</b>	<b>38</b>
Contract Agents (CA)	11	12	109,09%	8	11
Seconded National Experts (SNE)	5	3	60,00%	5	5
<b>TOTAL STAFF</b>	<b>43</b>	<b>41</b>	<b>95,35%</b>	<b>42</b>	<b>54</b>

### 1.4.3 Human Resources Overview (EU Contribution)

Human Resources	2023			2024	2025
	Authorised Budget	Actually filled as of 31/12/2023	Occupancy rate(%)	Authorised Budget	Draft Budget Request
TOTAL AD	56	52	92,86%	69	73
TOTAL AST	12	12	100,00%	15	16
TOTAL AST/SC	1		0,00%	1	3
<b>ESTABLISHMENT PLAN POSTS</b>	<b>69</b>	<b>64</b>	<b>92,75%</b>	<b>85</b>	<b>92</b>
Contract Agents (CA)	27	29	107,41%	35	34



Human Resources	2023			2024	2025
	Authorised Budget	Actually filled as of 31/12/2023	Occupancy rate(%)	Authorised Budget	Draft Budget Request
Seconded National Experts (SNE)	5	3	60,00%	3	5
<b>TOTAL STAFF</b>	<b>101</b>	<b>96</b>	<b>95,05%</b>	<b>123</b>	<b>131</b>

## 1.5 Financial Resources overview

### 1.5.1 Financial Resources Overview ACER

#### 1.5.1.1 Revenues Overview ACER

##### 1.5.1.1.1 General revenues ACER

REVENUES	2024	2025
	Revenues estimated by the agency	Budget Forecast
EU contribution	19 482 253	23 142 538
Other Revenue	13 119 820	18 097 024
<b>TOTAL REVENUES</b>	<b>32 602 073</b>	<b>41 239 562</b>

##### 1.5.1.1.2 Additional EU funding: contribution, grant and service level agreements ACER

REVENUES	2024	2025
	Revenues estimated by the agency	Budget Forecast
Additional EU funding stemming from grant agreements (FFR Art.7)		
Additional EU funding stemming from contribution agreements (FFR Art.7)		
Additional EU funding stemming from service level agreements (FFR Art. 43.2)		
<b>TOTAL REVENUES</b>		

##### 1.5.1.2 Expenditure Overview ACER

Expenditure	2024		2025	
	Commitment appropriations	Payment appropriations	Commitment appropriations	Payment appropriations
Title 1 - Staff expenditure	17 212 463	17 212 463	21 307 292	21 307 292
Title 2 - Infrastructure and operating expenditure	5 903 609	5 903 609	6 373 770	6 373 770
Title 3 - Operational expenditure	9486000	9486000	13558500	13558500
<b>TOTAL EXPENDITURE</b>	<b>32 602 072</b>	<b>32 602 072</b>	<b>41 239 562</b>	<b>41 239 562</b>

## 1.5.2 Financial Resources Overview (Fees and charges)

### 1.5.2.1 Revenues Overview (Fees and charges)

1.5.2.1.1 General revenues (Fees and charges)

REVENUES	2024	2025
	Revenues estimated by the agency	Budget Forecast
EU contribution		
Other Revenue	12 439 431	17 281 000
<b>TOTAL REVENUES</b>	<b>12 439 431</b>	<b>17 281 000</b>

1.5.2.1.2 Additional EU funding: contribution, grant and service level agreements (Fees and charges)

REVENUES	2024	2025
	Revenues estimated by the agency	Budget Forecast
Additional EU funding stemming from grant agreements (FFR Art.7)		
Additional EU funding stemming from contribution agreements (FFR Art.7)		
Additional EU funding stemming from service level agreements (FFR Art. 43.2)		
<b>TOTAL REVENUES</b>		

1.5.2.2 Expenditure Overview (Fees and charges)

Expenditure	2024		2025	
	Commitment appropriations	Payment appropriations	Commitment appropriations	Payment appropriations
Title 1 - Staff expenditure	4 820 792	4 820 792	5 897 569	5 897 569
Title 2 - Infrastructure and operating expenditure	910 333	910 333	1 090 328	1 090 328
Title 3 - Operational expenditure	6 708 306	6 708 306	10 293 103	10 293 103
<b>TOTAL EXPENDITURE</b>	<b>12 439 431</b>	<b>12 439 431</b>	<b>17 281 000</b>	<b>17 281 000</b>

1.5.3 Financial Resources Overview (EU Contribution)

1.5.3.1 Revenues Overview (EU Contribution)

1.5.3.1.1 General revenues (EU Contribution)

REVENUES	2024	2025
	Revenues estimated by the agency	Budget Forecast
EU contribution	19 482 253	23 142 538
Other Revenue	680 389	816 024
<b>TOTAL REVENUES</b>	<b>20 162 642</b>	<b>23 958 562</b>

1.5.3.1.2 Additional EU funding: contribution, grant and service level agreements (EU Contribution)

REVENUES	2024	2025
	Revenues estimated by the agency	Budget Forecast
Additional EU funding stemming from grant agreements (FFR Art.7)		
Additional EU funding stemming from contribution agreements (FFR Art.7)		
Additional EU funding stemming from service level agreements (FFR Art. 43.2)		
<b>TOTAL REVENUES</b>		

1.5.3.2 Expenditure Overview (EU Contribution)

Expenditure	2024		2025	
	Commitment appropriations	Payment appropriations	Commitment appropriations	Payment appropriations
<b>Title 1 - Staff expenditure</b>	12 391 671	12 391 671	15 409 723	15 409 723
<b>Title 2 - Infrastructure and operating expenditure</b>	4 993 276	4 993 276	5 283 442	5 283 442
<b>Title 3 - Operational expenditure</b>	2 777 694	2 777 694	3 265 397	3 265 397
<b>TOTAL EXPENDITURE</b>	<b>20 162 641</b>	<b>20 162 641</b>	<b>23 958 562</b>	<b>23 958 562</b>

## 2 Human Resources

### 2.1 Establishment plan posts

The table below presents the number of posts in the establishment plans, including the posts assigned to programmes financed outside the EU budget.

#### 2.1.1 Establishment plan posts ACER

Function group and grade	2023				2024		2025			
	Authorised Budget		Actually filled as of 31/12/2023		Authorised Budget		Request of the Agency		Draft Budget Request	
	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts
AD 16										
AD 15		1				1		1		1
AD 14				1						
AD 13		4		3		5		5		5
AD 12		3		1		3		3		3
AD 11		7		3		7		10		10
AD 10		6		5		6		9		9
AD 9		9		11		8		7		7
AD 8		16		7		17		27		27
AD 7		19		26		25		20		20
AD 6		6		9		8		12		12

Function group and grade	2023				2024		2025			
	Authorised Budget		Actually filled as of 31/12/2023		Authorised Budget		Request of the Agency		Draft Budget Request	
	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts
AD 5		11		11		16		11		11
AD TOTAL		82		77		96		105		105
AST 11										
AST 10										
AST 9										
AST 8										
AST 7						1		1		1
AST 6		3		1		5		4		4
AST 5		6		3		3		3		3
AST 4		4		4		6		8		8
AST 3				4		1		3		3
AST 2										
AST 1										
AST TOTAL		13		12		16		19		19
AST/SC 6										
AST/SC 5				1						
AST/SC 4										
AST/SC 3		1						4		4
AST/SC 2						1		1		1
AST/SC 1						1		1		1
AST/SC TOTAL		1		1		2		6		6
TOTAL		96		90		114		130		130
GRAND TOTAL		96		90		114		130		130

2.1.2 Establishment plan posts (Fees and charges)

Function group and grade	2023				2024		2025			
	Authorised Budget		Actually filled as of 31/12/2023		Authorised Budget		Request of the Agency		Draft Budget Request	
	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts
AD 16										
AD 15										
AD 14										
AD 13		1		1		2		2		2
AD 12				1						
AD 11		2				2		4		4
AD 10		4		2		4		3		3

Function group and grade	2023				2024		2025			
	Authorised Budget		Actually filled as of 31/12/2023		Authorised Budget		Request of the Agency		Draft Budget Request	
	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts
AD 9		2		3		2		4		4
AD 8		5		4		5		7		7
AD 7		7		6		7		6		6
AD 6		5		3		5		5		5
AD 5				5				1		1
AD TOTAL		26		25		27		32		32
AST 11										
AST 10										
AST 9										
AST 8										
AST 7										
AST 6						1		1		1
AST 5		1								
AST 4										
AST 3								2		2
AST 2										
AST 1										
AST TOTAL		1				1		3		3
AST/SC 6										
AST/SC 5				1						
AST/SC 4										
AST/SC 3								2		2
AST/SC 2								1		1
AST/SC 1						1				
AST/SC TOTAL				1		1		3		3
TOTAL		27		26		29		38		38
GRAND TOTAL	27		26		29		38		38	

2.1.3 Establishment plan posts (EU Contribution)

Function group and grade	2023				2024		2025			
	Authorised Budget		Actually filled as of 31/12/2023		Authorised Budget		Request of the Agency		Draft Budget Request	
	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts
AD 16										
AD 15		1				1		1		1
AD 14				1						

Function group and grade	2023				2024		2025			
	Authorised Budget		Actually filled as of 31/12/2023		Authorised Budget		Request of the Agency		Draft Budget Request	
	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts
AD 13		3		2		3		3		3
AD 12		3				3		3		3
AD 11		5		3		5		6		6
AD 10		2		3		2		6		6
AD 9		7		8		6		3		3
AD 8		11		3		12		20		20
AD 7		12		20		18		14		14
AD 6		1		6		3		7		7
AD 5		11		6		16		10		10
AD TOTAL		56		52		69		73		73
AST 11										
AST 10										
AST 9										
AST 8										
AST 7						1		1		1
AST 6		3		1		4		3		3
AST 5		5		3		3		3		3
AST 4		4		4		6		8		8
AST 3				4		1		1		1
AST 2										
AST 1										
AST TOTAL		12		12		15		16		16
AST/SC 6										
AST/SC 5										
AST/SC 4										
AST/SC 3		1						2		2
AST/SC 2						1				
AST/SC 1								1		1
AST/SC TOTAL		1				1		3		3
TOTAL		69		64		85		92		92
GRAND TOTAL		69		64		85		92		92

## 2.2 External personnel

### 2.2.1 External personnel ACER

#### 2.2.1.1 Contract Agents ACER

Contract agents	Authorised 2023	Recruited as of 31/12/2023	2024 estimate	Draft Budget 2025 estimate
Function Group IV	33	35	38	40
Function Group III	5	5	5	5
Function Group II		1		
Function Group I				
<b>TOTAL</b>	<b>38</b>	<b>41</b>	<b>43</b>	<b>45</b>

#### 2.2.1.2 Seconded National Experts ACER

Seconded National Experts	Authorised 2023	Recruited as of 31/12/2023	2024 estimate	Draft Budget 2025 estimate
<b>TOTAL</b>	<b>10</b>	<b>6</b>	<b>8</b>	<b>10</b>

### 2.2.2 External personnel (Fees and charges)

#### 2.2.2.1 Contract Agents (Fees and charges)

Contract agents	Authorised 2023	Recruited as of 31/12/2023	2024 estimate	Draft Budget 2025 estimate
Function Group IV	11	11	8	11
Function Group III				
Function Group II		1		
Function Group I				
<b>TOTAL</b>	<b>11</b>	<b>12</b>	<b>8</b>	<b>11</b>

#### 2.2.2.2 Seconded National Experts (Fees and charges)

Seconded National Experts	Authorised 2023	Recruited as of 31/12/2023	2024 estimate	Draft Budget 2025 estimate
<b>TOTAL</b>	<b>5</b>	<b>3</b>	<b>5</b>	<b>5</b>

### 2.2.3 External personnel (EU Contribution)

#### 2.2.3.1 Contract Agents (EU Contribution)

Contract agents	Authorised 2023	Recruited as of 31/12/2023	2024 estimate	Draft Budget 2025 estimate
Function Group IV	22	24	30	29
Function Group III	5	5	5	5
Function Group II				
Function Group I				
<b>TOTAL</b>	<b>27</b>	<b>29</b>	<b>35</b>	<b>34</b>

### 2.2.3.2 Seconded National Experts (EU Contribution)

Seconded National Experts	Authorised 2023	Recruited as of 31/12/2023	2024 estimate	Draft Budget 2025 estimate
<b>TOTAL</b>	<b>5</b>	<b>3</b>	<b>3</b>	<b>5</b>

## 3 Financial Resources

### 3.1 Financial Resources ACER

#### 3.1.1 Revenues ACER

##### 3.1.1.1 General revenues ACER

REVENUES	General revenues ACER				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>1 REVENUE FROM FEES AND CHARGES</b>	10 168 868	12 439 431	17 281 000	17 281 000	38,92%
<b>2 EU CONTRIBUTION</b>	18 782 493	19 482 253	23 142 538	23 142 538	18,79%
- Of which assigned revenues deriving from previous years' surpluses	1 529 162	476 978	348 562	348 562	-26,92%
<b>3 THIRD COUNTRIES CONTRIBUTION (incl. EEA/EFTA and candidate countries)</b>	467 943	680 389	816 024	816 024	19,93%
- Of which EEA/EFTA (excl. Switzerland)	467 943	680 389	816 024	816 024	19,93%
- Of which candidate countries					
<b>4 OTHER CONTRIBUTIONS</b>					
<b>5 ADMINISTRATIVE OPERATIONS</b>					
- Of which interest generated by funds paid by the Commission by way of the EU contribution (FFR Art. 61)					
<b>6 REVENUES FROM SERVICES RENDERED AGAINST PAYMENT</b>					
<b>7 CORRECTION OF BUDGETARY IMBALANCES</b>					
<b>TOTAL</b>	<b>29 419 304</b>	<b>32 602 073</b>	<b>41 239 562</b>	<b>41 239 562</b>	<b>26,49%</b>

##### 3.1.1.2 Additional EU funding: contribution, grant and service level agreements ACER

REVENUES	Additional EU funding: contribution, grant and service level agreements ACER				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
Additional EU funding stemming from grant agreements (FFR Art.7)					
Additional EU funding stemming from contribution agreements (FFR Art.7)					
Additional EU funding stemming from service level agreements (FFR Art. 43.2)					



REVENUES	Additional EU funding: contribution, grant and service level agreements ACER				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>TOTAL</b>					

### 3.1.2 Expenditure ACER

#### 3.1.2.1 Commitment appropriations ACER

EXPENDITURE	Commitment appropriations ACER				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>Title 1 - Staff expenditure</b>	<b>15 023 023</b>	<b>17 212 463</b>	<b>21 307 292</b>	<b>21 307 292</b>	<b>23,79%</b>
<b>Salaries &amp; allowances</b>	13 140 141	14 552 451	18 273 554	19 016 411	30,67%
<i>- Of which establishment plan posts</i>	<i>10 138 107</i>	<i>11 498 198</i>	<i>15 227 008</i>	<i>15 969 865</i>	38,89%
<i>- Of which external personnel</i>	<i>3 002 034</i>	<i>3 054 253</i>	<i>3 046 546</i>	<i>3 046 546</i>	-0,25%
<b>Expenditure relating to Staff recruitment</b>	6 390	26 350	38 000	38 000	44,21%
<b>Employer's pension contributions</b>		600 000	742 857		-100%
<b>Mission expenses</b>	92 295	156 200	157 200	157 200	0,64%
<b>Socio-medical infrastructure</b>	36 550	85 300	89 800	89 800	5,28%
<b>Training</b>	353 503	400 360	513 000	513 000	28,13%
<b>External Services</b>	1 109 353	1 057 652	1 140 881	1 140 881	7,87%
<b>Receptions, events and representation</b>	20 500	23 000	24 000	24 000	4,35%
<b>Social welfare</b>	10 183	30 150	42 000	42 000	39,30%
<b>Other Staff related expenditure</b>	254 108	281 000	286 000	286 000	1,78%
<b>Title 2 - Infrastructure and operating expenditure</b>	<b>5 137 497</b>	<b>5 903 609</b>	<b>6 373 770</b>	<b>6 373 770</b>	<b>7,96%</b>
<b>Rental of buildings and associated costs</b>	1 500 445	1 735 359	1 866 570	1 866 570	7,56%
<b>Information, communication technology and data processing</b>	785 526	1 301 000	1 558 000	1 558 000	19,75%
<b>Movable property and associated costs</b>	48 846	133 000	130 000	130 000	-2,26%
<b>Current administrative expenditure</b>	401 536	353 750	520 960	520 960	47,27%
<b>Postage / Telecommunications</b>	52 267	7 500	3 600	3 600	-52,00%

EXPENDITURE	Commitment appropriations ACER				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
Meeting expenses	792 835	1 289 000	1 747 640	1 747 640	35,58%
Running costs in connection with operational activities	1 556 042	1 084 000	547 000	547 000	-49,54%
Information and publishing					
Studies					
Other infrastructure and operating expenditure					
<b>Title 3 - Operational expenditure</b>	<b>9 258 782</b>	<b>9 486 000</b>	<b>13 558 500</b>	<b>13 558 500</b>	<b>42,93%</b>
Meetings	176 620	171 500	211 000	211 000	23,03%
REMIT operations	5 905 319	7 253 000	10 755 000	10 755 000	48,28%
Translation expenses	91 981	316 000	135 000	135 000	-57,28%
Website, information and publication	1 930 361	1 273 756	1 763 767	1 763 767	38,47%
Expert consultations	1 154 501	471 744	693 733	693 733	47,06%
<b>TOTAL</b>	<b>29 419 302</b>	<b>32 602 072</b>	<b>41 239 562</b>	<b>41 239 562</b>	<b>26,49%</b>

### 3.1.2.2 Payment appropriations ACER

EXPENDITURE	Payment appropriations ACER				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>Title 1 - Staff expenditure</b>	<b>14 756 751</b>	<b>17 212 463</b>	<b>21 307 292</b>	<b>21 307 292</b>	<b>23,79%</b>
Salaries & allowances	13 083 160	14 552 451	18 273 554	19 016 411	30,67%
- Of which establishment plan posts	10 081 126	11 498 198	15 227 008	15 969 865	38,89%
- Of which external personnel	3 002 034	3 054 253	3 046 546	3 046 546	-0,25%
Expenditure relating to Staff recruitment	6 390	26 350	38 000	38 000	44,21%
Employer's pension contributions		600 000	742 857		-100%
Mission expenses	86 667	156 200	157 200	157 200	0,64%
Socio-medical infrastructure	31 037	85 300	89 800	89 800	5,28%
Training	249 120	400 360	513 000	513 000	28,13%

EXPENDITURE	Payment appropriations ACER				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
External Services	1 021 210	1 057 652	1 140 881	1 140 881	7,87%
Receptions, events and representation	19 226	23 000	24 000	24 000	4,35%
Social welfare	5 833	30 150	42 000	42 000	39,30%
Other Staff related expenditure	254 108	281 000	286 000	286 000	1,78%
<b>Title 2 - Infrastructure and operating expenditure</b>	<b>3 114 876</b>	<b>5 903 609</b>	<b>6 373 770</b>	<b>6 373 770</b>	<b>7,96%</b>
Rental of buildings and associated costs	1 414 244	1 735 359	1 866 570	1 866 570	7,56%
Information, communication technology and data processing	399 103	1 301 000	1 558 000	1 558 000	19,75%
Movable property and associated costs	35 489	133 000	130 000	130 000	-2,26%
Current administrative expenditure	349 222	353 750	520 960	520 960	47,27%
Postage / Telecommunications	47 993	7 500	3 600	3 600	-52,00%
Meeting expenses	602 255	1 289 000	1 747 640	1 747 640	35,58%
Running costs in connection with operational activities	266 570	1 084 000	547 000	547 000	-49,54%
Information and publishing					
Studies					
Other infrastructure and operating expenditure					
<b>Title 3 - Operational expenditure</b>	<b>3 044 886</b>	<b>9 486 000</b>	<b>13 558 500</b>	<b>13 558 500</b>	<b>42,93%</b>
Meetings	160 239	171 500	211 000	211 000	23,03%
REMIT operations	2 353 653	7 253 000	10 755 000	10 755 000	48,28%
Translation expenses	68 451	316 000	135 000	135 000	-57,28%
Website, information and publication	341 829	1 273 756	1 763 767	1 763 767	38,47%
Expert consultations	120 714	471 744	693 733	693 733	47,06%
<b>TOTAL</b>	<b>20 916 513</b>	<b>32 602 072</b>	<b>41 239 562</b>	<b>41 239 562</b>	<b>26,49%</b>

### 3.2 Financial Resources (Fees and charges)

#### 3.2.1 Revenues (Fees and charges)

##### 3.2.1.1 General revenues (Fees and charges)

REVENUES	General revenues (Fees and charges)				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>1 REVENUE FROM FEES AND CHARGES</b>	10 168 868	12 439 431	17 281 000	17 281 000	38,92%
<b>2 EU CONTRIBUTION</b>					
<i>- Of which assigned revenues deriving from previous years' surpluses</i>					
<b>3 THIRD COUNTRIES CONTRIBUTION (incl. EEA/EFTA and candidate countries)</b>					
<i>- Of which EEA/EFTA (excl. Switzerland)</i>					
<i>- Of which candidate countries</i>					
<b>4 OTHER CONTRIBUTIONS</b>					
<b>5 ADMINISTRATIVE OPERATIONS</b>					
<i>- Of which interest generated by funds paid by the Commission by way of the EU contribution (FFR Art. 61)</i>					
<b>6 REVENUES FROM SERVICES RENDERED AGAINST PAYMENT</b>					
<b>7 CORRECTION OF BUDGETARY IMBALANCES</b>					
<b>TOTAL</b>	<b>10 168 868</b>	<b>12 439 431</b>	<b>17 281 000</b>	<b>17 281 000</b>	<b>38,92%</b>

##### 3.2.1.2 Additional EU funding: contribution, grant and service level agreements (Fees and charges)

REVENUES	Additional EU funding: contribution, grant and service level agreements (Fees and charges)				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
Additional EU funding stemming from grant agreements (FFR Art.7)					
Additional EU funding stemming from contribution agreements (FFR Art.7)					
Additional EU funding stemming from service level agreements (FFR Art. 43.2)					
<b>TOTAL</b>					

3.2.2 Expenditure (Fees and charges)

3.2.2.1 Commitment appropriations (Fees and charges)

EXPENDITURE	Commitment appropriations (Fees and charges)				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>Title 1 - Staff expenditure</b>	<b>3 516 378</b>	<b>4 820 792</b>	<b>5 897 569</b>	<b>5 897 569</b>	<b>22,34%</b>
Salaries & allowances	3 011 045	3 813 673	4 698 660	5 441 517	42,68%
- Of which establishment plan posts	2 260 853	3 030 226	3 845 695	4 588 552	51,43%
- Of which external personnel	750 192	783 447	852 965	852 965	8,87%
Expenditure relating to Staff recruitment	1 596	5 625	8 570	8 570	52,36%
Employer's pension contributions		600 000	742 857		-100%
Mission expenses					
Socio-medical infrastructure	9 131	18 208	20 251	20 251	11,22%
Training	88 309	85 462	115 691	115 691	35,37%
External Services	335 153	226 495	232 158	232 158	2,50%
Receptions, events and representation	5 121	4 910	5 412	5 412	10,22%
Social welfare	2 544	6 436	9 472	9 472	47,17%
Other Staff related expenditure	63 479	59 983	64 498	64 498	7,53%
<b>Title 2 - Infrastructure and operating expenditure</b>	<b>484 595</b>	<b>910 333</b>	<b>1 090 328</b>	<b>1 090 328</b>	<b>19,77%</b>
Rental of buildings and associated costs	374 826	370 433	420 945	420 945	13,64%
Information, communication technology and data processing	55 573	277 714	351 357	351 357	26,52%
Movable property and associated costs	12 202	28 391	29 318	29 318	3,27%
Current administrative expenditure		75 513	117 486	117 486	55,58%
Postage / Telecommunications	13 057	1 601	812	812	-49,28%
Meeting expenses	28 937	42 693	47 052	47 052	10,21%
Running costs in connection with operational activities		113 988	123 358	123 358	8,22%
Information and publishing					
Studies					

EXPENDITURE	Commitment appropriations (Fees and charges)				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
Other infrastructure and operating expenditure					
<b>Title 3 - Operational expenditure</b>	<b>6 167 893</b>	<b>6 708 306</b>	<b>10 293 103</b>	<b>10 293 103</b>	<b>53,44%</b>
Meetings	47 534	64 174	64 128	64 128	-0,07%
REMIT operations	5 372 530	6 485 000	9 995 000	9 995 000	54,12%
Translation expenses					
Website, information and publication		116 444	188 871	188 871	62,20%
Expert consultations	747 829	42 688	45 104	45 104	5,66%
<b>TOTAL</b>	<b>10 168 866</b>	<b>12 439 431</b>	<b>17 281 000</b>	<b>17 281 000</b>	<b>38,92%</b>

### 3.2.2.2 Payment appropriations (Fees and charges)

EXPENDITURE	Payment appropriations (Fees and charges)				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>Title 1 - Staff expenditure</b>	<b>3 516 378</b>	<b>4 820 792</b>	<b>5 897 569</b>	<b>5 897 569</b>	<b>22,34%</b>
Salaries & allowances	3 011 045	3 813 673	4 698 660	5 441 517	42,68%
- Of which establishment plan posts	2 260 853	3 030 226	3 845 695	4 588 552	51,43%
- Of which external personnel	750 192	783 447	852 965	852 965	8,87%
Expenditure relating to Staff recruitment	1 596	5 625	8 570	8 570	52,36%
Employer's pension contributions		600 000	742 857		-100%
Mission expenses					
Socio-medical infrastructure	9 131	18 208	20 251	20 251	11,22%
Training	88 309	85 462	115 691	115 691	35,37%
External Services	335 153	226 495	232 158	232 158	2,50%
Receptions, events and representation	5 121	4 910	5 412	5 412	10,22%
Social welfare	2 544	6 436	9 472	9 472	47,17%
Other Staff related expenditure	63 479	59 983	64 498	64 498	7,53%

EXPENDITURE	Payment appropriations (Fees and charges)				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>Title 2 - Infrastructure and operating expenditure</b>	<b>484 597</b>	<b>910 333</b>	<b>1 090 328</b>	<b>1 090 328</b>	<b>19,77%</b>
Rental of buildings and associated costs	374 828	370 433	420 945	420 945	13,64%
Information, communication technology and data processing	55 573	277 714	351 357	351 357	26,52%
Movable property and associated costs	12 202	28 391	29 318	29 318	3,27%
Current administrative expenditure		75 513	117 486	117 486	55,58%
Postage / Telecommunications	13 057	1 601	812	812	-49,28%
Meeting expenses	28 937	42 693	47 052	47 052	10,21%
Running costs in connection with operational activities		113 988	123 358	123 358	8,22%
Information and publishing					
Studies					
Other infrastructure and operating expenditure					
<b>Title 3 - Operational expenditure</b>	<b>2 238 045</b>	<b>6 708 306</b>	<b>10 293 103</b>	<b>10 293 103</b>	<b>53,44%</b>
Meetings	44 034	64 174	64 128	64 128	-0,07%
REMIT operations	2 120 011	6 485 000	9 995 000	9 995 000	54,12%
Translation expenses					
Website, information and publication		116 444	188 871	188 871	62,20%
Expert consultations	74 000	42 688	45 104	45 104	5,66%
<b>TOTAL</b>	<b>6 239 020</b>	<b>12 439 431</b>	<b>17 281 000</b>	<b>17 281 000</b>	<b>38,92%</b>

### 3.2.3 Budget Outturn (Fees and charges)

First estimate of the 2020 surplus that should be reimbursed to the EU budget (as assigned revenue): EUR 0

### 3.3 Financial Resources (EU Contribution)

#### 3.3.1 Revenues (EU Contribution)

##### 3.3.1.1 General revenues (EU Contribution)

REVENUES	General revenues (EU Contribution)				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	

REVENUES	General revenues (EU Contribution)				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>1 REVENUE FROM FEES AND CHARGES</b>					
<b>2 EU CONTRIBUTION</b>	18 782 493	19 482 253	23 142 538	23 142 538	18,79%
- <i>Of which assigned revenues deriving from previous years' surpluses</i>	1 529 162	476 978	348 562	348 562	-26,92%
<b>3 THIRD COUNTRIES CONTRIBUTION (incl. EEA/EFTA and candidate countries)</b>	467 943	680 389	816 024	816 024	19,93%
- <i>Of which EEA/EFTA (excl. Switzerland)</i>	467 943	680 389	816 024	816 024	19,93%
- <i>Of which candidate countries</i>					
<b>4 OTHER CONTRIBUTIONS</b>					
<b>5 ADMINISTRATIVE OPERATIONS</b>					
- <i>Of which interest generated by funds paid by the Commission by way of the EU contribution (FFR Art. 61)</i>					
<b>6 REVENUES FROM SERVICES RENDERED AGAINST PAYMENT</b>					
<b>7 CORRECTION OF BUDGETARY IMBALANCES</b>					
<b>TOTAL</b>	<b>19 250 436</b>	<b>20 162 642</b>	<b>23 958 562</b>	<b>23 958 562</b>	<b>18,83%</b>

### 3.3.1.2 Additional EU funding: contribution, grant and service level agreements (EU Contribution)

REVENUES	Additional EU funding: contribution, grant and service level agreements (EU Contribution)				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
Additional EU funding stemming from grant agreements (FFR Art.7)					
Additional EU funding stemming from contribution agreements (FFR Art.7)					
Additional EU funding stemming from service level agreements (FFR Art. 43.2)					
<b>TOTAL</b>					

### 3.3.2 Expenditure (EU Contribution)

#### 3.3.2.1 Commitment appropriations (EU Contribution)

EXPENDITURE	Commitment appropriations (EU Contribution)				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	



EXPENDITURE	Commitment appropriations (EU Contribution)				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>Title 1 - Staff expenditure</b>	<b>11 506 645</b>	<b>12 391 671</b>	<b>15 409 723</b>	<b>15 409 723</b>	<b>24,36%</b>
Salaries & allowances	10 129 096	10 738 778	13 574 894	13 574 894	26,41%
- <i>Of which establishment plan posts</i>	7 877 254	8 467 972	11 381 313	11 381 313	34,40%
- <i>Of which external personnel</i>	2 251 842	2 270 806	2 193 581	2 193 581	-3,40%
Expenditure relating to Staff recruitment	4 794	20 725	29 430	29 430	42,00%
Employer's pension contributions					
Mission expenses	92 295	156 200	157 200	157 200	0,64%
Socio-medical infrastructure	27 419	67 092	69 549	69 549	3,66%
Training	265 194	314 898	397 309	397 309	26,17%
External Services	774 200	831 157	908 723	908 723	9,33%
Receptions, events and representation	15 379	18 090	18 588	18 588	2,75%
Social welfare	7 639	23 714	32 528	32 528	37,17%
Other Staff related expenditure	190 629	221 017	221 502	221 502	0,22%
<b>Title 2 - Infrastructure and operating expenditure</b>	<b>4 652 902</b>	<b>4 993 276</b>	<b>5 283 442</b>	<b>5 283 442</b>	<b>5,81%</b>
Rental of buildings and associated costs	1 125 619	1 364 926	1 445 625	1 445 625	5,91%
Information, communication technology and data processing	729 953	1 023 286	1 206 643	1 206 643	17,92%
Movable property and associated costs	36 644	104 609	100 682	100 682	-3,75%
Current administrative expenditure	401 536	278 237	403 474	403 474	45,01%
Postage / Telecommunications	39 210	5 899	2 788	2 788	-52,74%
Meeting expenses	763 898	1 246 307	1 700 588	1 700 588	36,45%
Running costs in connection with operational activities	1 556 042	970 012	423 642	423 642	-56,33%
Information and publishing					
Studies					
Other infrastructure and operating expenditure					
<b>Title 3 - Operational expenditure</b>	<b>3 090 889</b>	<b>2 777 694</b>	<b>3 265 397</b>	<b>3 265 397</b>	<b>17,56%</b>

EXPENDITURE	Commitment appropriations (EU Contribution)				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
Meetings	129 086	107 326	146 872	146 872	36,85%
REMIT operations	532 789	768 000	760 000	760 000	-1,04%
Translation expenses	91 981	316 000	135 000	135 000	-57,28%
Website, information and publication	1 930 361	1 157 312	1 574 896	1 574 896	36,08%
Expert consultations	406 672	429 056	648 629	648 629	51,18%
<b>TOTAL</b>	<b>19 250 436</b>	<b>20 162 641</b>	<b>23 958 562</b>	<b>23 958 562</b>	<b>18,83%</b>

### 3.3.2.2 Payment appropriations (EU Contribution)

EXPENDITURE	Payment appropriations (EU Contribution)				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>Title 1 - Staff expenditure</b>	<b>11 240 373</b>	<b>12 391 671</b>	<b>15 409 723</b>	<b>15 409 723</b>	<b>24,36%</b>
Salaries & allowances	10 072 115	10 738 778	13 574 894	13 574 894	26,41%
- Of which establishment plan posts	7 820 273	8 467 972	11 381 313	11 381 313	34,40%
- Of which external personnel	2 251 842	2 270 806	2 193 581	2 193 581	-3,40%
Expenditure relating to Staff recruitment	4 794	20 725	29 430	29 430	42,00%
Employer's pension contributions					
Mission expenses	86 667	156 200	157 200	157 200	0,64%
Socio-medical infrastructure	21 906	67 092	69 549	69 549	3,66%
Training	160 811	314 898	397 309	397 309	26,17%
External Services	686 057	831 157	908 723	908 723	9,33%
Receptions, events and representation	14 105	18 090	18 588	18 588	2,75%
Social welfare	3 289	23 714	32 528	32 528	37,17%
Other Staff related expenditure	190 629	221 017	221 502	221 502	0,22%
<b>Title 2 - Infrastructure and operating expenditure</b>	<b>2 630 279</b>	<b>4 993 276</b>	<b>5 283 442</b>	<b>5 283 442</b>	<b>5,81%</b>
Rental of buildings and associated costs	1 039 416	1 364 926	1 445 625	1 445 625	5,91%

EXPENDITURE	Payment appropriations (EU Contribution)				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
Information, communication technology and data processing	343 530	1 023 286	1 206 643	1 206 643	17,92%
Movable property and associated costs	23 287	104 609	100 682	100 682	-3,75%
Current administrative expenditure	349 222	278 237	403 474	403 474	45,01%
Postage / Telecommunications	34 936	5 899	2 788	2 788	-52,74%
Meeting expenses	573 318	1 246 307	1 700 588	1 700 588	36,45%
Running costs in connection with operational activities	266 570	970 012	423 642	423 642	-56,33%
Information and publishing					
Studies					
Other infrastructure and operating expenditure					
<b>Title 3 - Operational expenditure</b>	<b>806 841</b>	<b>2 777 694</b>	<b>3 265 397</b>	<b>3 265 397</b>	<b>17,56%</b>
Meetings	116 205	107 326	146 872	146 872	36,85%
REMIT operations	233 642	768 000	760 000	760 000	-1,04%
Translation expenses	68 451	316 000	135 000	135 000	-57,28%
Website, information and publication	341 829	1 157 312	1 574 896	1 574 896	36,08%
Expert consultations	46 714	429 056	648 629	648 629	51,18%
<b>TOTAL</b>	<b>14 677 493</b>	<b>20 162 641</b>	<b>23 958 562</b>	<b>23 958 562</b>	<b>18,83%</b>

### 3.3.3 Budget Outturn (EU Contribution)

First estimate of the 2023 surplus that should be reimbursed to the EU budget (as assigned revenue): EUR 348,562.48

## 4 Justification of needs

### Commission assessment

#### Human Resources

The increase in FTEs implements the staff requirements of the relevant Legislative Financial Statements (LFS).

#### Financial Resources

The Agency's resource needs for 2025 are in line with the MFF and include the necessary increase in the EU contribution required to cover the costs of additional human resources and IT needs.

The Agency is expecting a 38.92% growth in fees' eligible costs in 2025 as compared to the estimated fees of 2024 due to an increase in the number of staff members; salary adjustments (indexation); pension contributions and further IT developments.

The revision of the Commission decision on fees expected during 2024 is envisaged to allow alignment between the eligible costs to be covered by fees and the actual revenue generated from fees.

#### **4.1 Human Resources - Agency Request**

##### *4.1.1 Number of staff requested*

###### *4.1.1.1 Number of staff requested (Fees and charges)*

For the year 2025, 10 new positions are expected:

- Eight resources relate to the proposed revision of the REMIT legislation (2 AD, 2 AST, 2 AST-SC, 1 CA);
- Two additional resources will be allocated to perform the tasks mandated by the existing legislation (2 AD).

The allocation of new positions against the different activities of the Agency is based on the (draft) proposals and it is indicative. The Agency is analysing how best to distribute these resources in light of the new organisational structure in place from 1st February 2024.

###### *4.1.1.2 Number of staff requested (EU Contribution)*

The Agency's requests for 2025 are respecting the framework of the Commission's proposal and different legislative packages.

Regarding the resources allocated, the Agency's approach is based on the following considerations:

- Have a multi-year perspective and developing a flexible approach for the future years, within the yearly priorities linked to strategy cycle;
- Respect the foreseen balance between REMIT-fee and non REMIT-fee financed positions;
- A future approach based on experience gained over the previous years.

For the year 2025, 8 new positions funded by EU Contribution are expected:

- Three resources refer to the new GAS directive (1 AD, 1 AST, 1 CA);
- Four expected through the proposed revision of the REMIT legislation (2 AD, 1 AST, 1 AST-SC);
- One additional resource will be allocated to perform the tasks mandated by the existing legislation (1 AD).

The allocation of new positions against the different activities of the Agency is based on the (draft) proposals and it is indicative.

##### *4.1.2 Vacancy rate as of end 2023*

###### *4.1.2.1 Vacancy rate as of end 2023 (Fees and charges)*

At the end of 2023, the vacancy rates (STAFF covered by fees) are 0% across all staff categories (TA: 0,00%; CA: 0,00% and SNE: 0,00%).

###### *4.1.2.2 Vacancy rate as of end 2023 (EU Contribution)*

At the end of 2023, the vacancy rates (STAFF covered by EU contribution) were: TA: 1.54%; CA: 0,00%; SNE: 0,00%; resulting in an overall vacancy rate of 1.03%.

##### *4.1.3 Standard abatement ('abatement forfaitaire') applied*

###### *4.1.3.1 Standard abatement ('abatement forfaitaire') applied (Fees and charges)*

For the 2025 budgetary year it is estimated that all recruitment procedures started during 2024 would be finalised and the occupancy rate would be 100% at the beginning of the year.

#### 4.1.3.2 Standard abatement ('abatement forfaitaire') applied (EU Contribution)

For the 2025 budgetary year it is estimated that all recruitment procedures started during 2024 would be finalised and the occupancy rate would be 100% at the beginning of the year.

#### 4.1.4 Salary assumption for calculating salary line (% applied)

##### 4.1.4.1 Salary assumption for calculating salary line (% applied) (Fees and charges)

The Agency used for the budgetary year 2025 the following table with the due deduction (EUR 27,000 operating expenditure - mainly IT and building -).

Category of personnel	Total average cost
Official	171.000 €/ year
Temporary agent	171.000 €/ year
Seconded National Expert	93.000 €/ year
Contract agent	91.000 €/ year

Furthermore, the due adjustments (corrector coefficient and salary indexation) were applied:

- coefficient corrector: 91.90%

- salary update of +5,3% to be applied as from 1 July 2024, +0,6% to be applied as from 1 April 2025 and +3,7% to be applied as from 1 July 2025

##### 4.1.4.2 Salary assumption for calculating salary line (% applied) (EU Contribution)

The Agency used for the budgetary year 2025 the following table with the due deduction (EUR 27,000 operating expenditure - mainly IT and building -).

Category of personnel	Total average cost
Official	171.000 €/ year
Temporary agent	171.000 €/ year
Seconded National Expert	93.000 €/ year
Contract agent	91.000 €/ year

Furthermore, the due adjustments (corrector coefficient and salary indexation) were applied:

- coefficient corrector: 91.90%

- salary update of +5,3% to be applied as from 1 July 2024, +0,6% to be applied as from 1 April 2025 and +3,7% to be applied as from 1 July 2025.

#### 4.1.5 Correction coefficient used

##### 4.1.5.1 Correction coefficient used (Fees and charges)

Correction coefficient for Slovenia is at 91.90%. Such coefficient is applicable to TA, CA, SNE, Trainees.

#### 4.1.5.2 Correction coefficient used (EU Contribution)

Correction coefficient for Slovenia is at 91.90%. Such coefficient is applicable to TA, CA, SNE, Trainees.

For staff assigned to the liaison office in Brussels a correction coefficient of 100% is applicable.

#### 4.1.6 Exchange rate used (if applicable)

##### 4.1.6.1 Exchange rate used (if applicable) (Fees and charges)

N/A

##### 4.1.6.2 Exchange rate used (if applicable) (EU Contribution)

N/A

### 4.2 Financial Resources - Agency request

#### 4.2.1 Title 1

##### 4.2.1.1 Title 1 (Fees and charges)

From the fees expected to be collected, the Agency would cover the REMIT related IT expenditure, and related expenditure with staff employed within the Market Integrity and Transparency and Market Surveillance and Conduct departments.

As indicated in detail under point 4.1.1.1, there is a request of 9 additional Temporary staff and 1 Contract Agent positions necessary to ensure the smooth delivery of ACER tasks mandate under the existing legislation as well new tasks under the revision of REMIT legislation. This leads to an 22.34% increase in the staff related expenditure under Title 1 for the year 2025 as compared to 2024 (including payable employer pension contribution). It is envisaged that staff related expenses, such as training expenditure, external services, socio-medical and staff welfare would be covered by fees including the effect of indexation and reclassification.

##### 4.2.1.2 Title 1 (EU Contribution)

The significant increase of 24.36% for the staff related expenditure within Title 1 in 2025 as compared to 2024 relates mainly to the additional eight statutory staff posts (4 AD, 3 AST/AST-SC, 1 CA) expected by the Agency to ensure the smooth delivery of ACER tasks mandate under the existing legislation as well new tasks under both the revised REMIT legislation and the new Gas directive. Included are also the expected salary adjustments envisaged for 2025.

#### 4.2.2 Title 2

##### 4.2.2.1 Title 2 (Fees and charges)

There is a 19.77% increase in resources needed under Title 2, primarily due to the allocated share of costs related to Agency premises, data processing, and library acquisition.

##### 4.2.2.2 Title 2 (EU Contribution)

There is a moderate 5.81% increase in the financial resources under Title 2 as compared to 2024. The increase mainly relates to increased costs for data processing as well as legal expertise costs related to the Board of Appel activities.

#### 4.2.3 Title 3

##### 4.2.3.1 Title 3 (Fees and charges)

There is a significant 53.44% increase in the expenditure of Title 3 as compared to 2024. This is due to investments in the REMIT IT infrastructure. The revision of the Commission decision on fees planned during 2024 is expected to close the gap between the eligible costs of the fees related activities and the fees revenue established. Investment in the Agency's website and Extranet and additional expert consultations for developing data analysis and management solutions also contributed to the increased expenditure under this Title.

The REMIT IT budget needs are based on the following, but may entail additional IT investment needs in the course of 2025 against the background of the REMIT revision:

- Costs of outsourcing the support, maintenance and operation of REMIT IT systems.
- Technical changes to keep up to date with market developments in the REMIT reporting landscape.
- An increasing need for adequate REMIT IT expenditure in 2025 and beyond.

#### 4.2.3.2 Title 3 (EU Contribution)

There is an increase of 17.56% within Title 3 mainly due to business IT costs for all ACER business departments' data collection and analysis beyond the REMIT scope, including the related development, operational and infrastructure costs. This includes also the IT costs for delivering the LNG price assessment and benchmark task.

### 4.3 Ad hoc grants and delegation agreements

#### 4.3.1 Ad hoc grants and delegation agreements (Fees and charges)

N/A

#### 4.3.2 Ad hoc grants and delegation agreements (EU Contribution)

N/A

## 5 Other information

### 5.1 Buildings

#### 5.1.1 Current building(s)

#	Building Name and type	Location	SURFACE AREA(in m²)			RENTAL CONTRACT			Host country (grant or support)	Building present value(€)
			Office space	non-office	Total	RENT (€/year)	Duration	Type		
1	TR3, multi-tenant office building	Trg Republike 3, 1000 Ljubljana, Slovenia	3 247,69	679,29	3 926,98	715 810	01/02/2019 31/01/2024	Rent	Not applicable	
2	TR3, multi-tenant office building	Trg Republike 3, 1000 Ljubljana, Slovenia	3 550,63	235,67	3 786,3	749 688	01/02/2024 31/01/2029	Rent	Not applicable	
<b>TOTAL</b>			<b>6 798,32</b>	<b>914,96</b>	<b>7 713,28</b>	<b>1 465 498</b>				

#### 5.1.2 Current building(s) Other comments

Since February 2014 the Agency is seated in its permanent premises in Ljubljana (Slovenia). The rental agreement expires on 31st January 2024. As of 1<sup>st</sup> February 2024, a new 5-year lease contract, with the same Contractor and for the same premises, is in force.

In 2025, the Agency will keep its liaison office in Brussels (Belgium) with two staff members assigned to it. The office hosted there is made available, free of charge, by the European Energy Regulators (CEER) as contribution in kind to the work of the Agency. The IT and information resources are shared with the liaison office, which represents an indispensable part of the Agency structure. Temporary secondment of staff to the liaison office might be implemented, as appropriate and needed.

#### 5.1.3 Building projects in the planning phase

In 2025 and beyond ACER will proactively engage in strategic preparations for the future rental contract to ensure seamless and effective implementation.

#### 5.1.4 Building projects submitted to the European Parliament and the Council

## 5.2 European schools

As established in the Seat Agreement (Article 13) between the Slovenian Government and the Agency, the Government shall establish a European School within the public school network in Slovenia.

Progress was achieved in 2018, as the setting of the Accredited European School of Ljubljana (AES) was decided and the school became operational as of 3 September 2018, with entry grades at the P1 and P2 levels (corresponding to Grade 1 and 2 of Elementary School). The financial agreement with the European Commission was signed in the course of fall 2019. The primary cycle (from P1 to P5) can currently be considered as completed. The educational cycle as offered by the Accredited European School in Ljubljana is still deficient as regards the early and secondary cycle and it could only be considered as completed once the shortcomings in school facilities and/or quality of teaching have been successfully addressed.

Since for the time-being the AES offers classes at the P1-P5 levels and S1-S6 level, the Agency's staff members whose children are not eligible for those classes, are obliged to send their children to international schools. Until the AES offers a complete education cycle at the pupil's level, and given the school fees charged by the international schools in Ljubljana, there was a need to address the unequal conditions, to which the staff of the Agency is subject. To address this, the Administrative Board adopted Decision AB no 5/2018 of 7 June 2018 establishing measures to support the staff of the Agency with regard to kindergarten and school fees. Furthermore on 21 June 2023, the Director adopted the Decision 2023-16 on the measures and procedures implementing Decision No 5/2018 of the Administrative Board of the Agency for the Cooperation of Energy Regulators and repealing Director Decision 2015-17.

In line with the above mentioned decisions, the Agency provides financial support to afore mentioned staff members, until the AES offers a complete education cycle at pupil's level. This approach is in line with the eligibility for the education allowance, as applied by the European Commission's Office for the Administration and Payment of Individual Entitlements.

## 5.3 Evaluation

In accordance with Article 29(1) of the Agency's Financial Regulation, the Agency undertakes ex-ante and retrospective evaluations of all programmes and activities which entail significant spending.

Ex-post controls on payments are conducted quarterly to check that the following internal control objectives are met. Results are reported to the Internal Control Coordinator and correction actions are implemented.

The Agency has so far been subject to one external evaluation from the Commission, as foreseen in the Founding Regulation in 2014. The recast Founding Regulation foresees that by 5 July 2024, and every five years thereafter, the Commission, with the assistance of an independent external expert, shall carry out an evaluation to assess ACER's performance in relation to its objectives, mandate and tasks.

## 5.4 Privileges and immunities

The Protocol on the Privileges and Immunities of the European Union governs the status of the European Institutions and their staff in relation to the Member States. Thus, the protocol applies in full to the Agency and its staff.

The relations between the Agency and its host country, as well as particular rules and privileges applicable to Agency staff in Slovenia, are governed by the Seat Agreement between the Slovenian Government and the Agency for the Cooperation of Energy Regulators, signed in Ljubljana on 26 November 2010.

Agency privileges	Privileges granted to staff	
	Protocol of privileges and immunities / diplomatic status	Education / day care
Inviolability of premises and archives  - Facilitations for communication Security  - Direct exemption from taxes	- Staff immunity from Slovenian jurisdiction regarding acts carried out in the official capacity  - Exemption from national taxes on salaries and wages	The government of Slovenia established a European School of Ljubljana (ESL) with two language sections – EN and SI for Primary and Secondary



Agency privileges	Privileges granted to staff	
	<ul style="list-style-type: none"> <li>- Staff exemption from import taxes and duties on personal effects in the first year</li> <li>- Exemption from social security contribution towards Slovenian schemes</li> <li>- VAT exemption, Director and Heads of Departments holding Diplomatic status</li> </ul>	<p>programs. The Agency covers the school fees.</p>

### 3.1.2 Office of the Body of the European Regulators for Electronic Communications – BEREC

#### 1 Overview

##### 1.1 Creation/modification (legal base)

Decision	Date	Mission/ Tasks / Functions
<p>The Agency was established by Regulation (EU) 2018/1971 of the European Parliament and of the Council of 11 December 2018 establishing the Body of European Regulators for Electronic Communications (BEREC) and the Agency for Support for BEREC (BEREC Office), amending Regulation (EU) 2015/2120 and repealing Regulation (EC) No 1211/2009. The designation 'BEREC Office' is used as the Agency's short name.</p>	<p>25/11/2009  11/12/2018</p>	<p>According to Articles 5, 39, 40, 41 and 46 of the founding Regulation, the Agency has the following tasks: to provide professional and administrative support to BEREC, especially in fulfilling its regulatory tasks as defined in Article 4 of the Regulation; to collect and ensure exchange of information from NRAs, EC and other competent bodies (including in a standard reporting format) in relation to the regulatory tasks assigned to BEREC; to produce regular draft reports on specific aspects of the European e-communications market, such as roaming and benchmarking reports; to reuse any relevant existing publicly available information to avoid duplication of reporting obligations by applying appropriate means; to disseminate regulatory best practices among NRAs; to assist BEREC in establishing and maintaining registries and databases, such as for general authorisations, numbering resources, etc.; to establish and manage an information and communication system with at least the following functions:</p> <ul style="list-style-type: none"> <li>a) a common platform for the exchange of information, between BEREC, the EC and NRAs;</li> <li>b) a dedicated interface for requests for information and notification of those requests identified in Article 40;</li> <li>c) a platform for early identification of the need for coordination between NRAs.</li> </ul> <p>to assist in the work of the Board of Regulators (BoR, incl. by content-related support; to assist in setting up BEREC working groups (WGs), incl. by contributing to the regulatory work of those groups; to adopt and apply security rules equivalent to the EC's Decisions (EU, Euratom) 2015/443 and (EU, Euratom) 2015/444 for protecting EU classified information and sensitive non-classified information; to ensure compliance with Regulation No 1 determining the languages to be used by the European Economic Community; to carry out other tasks assigned to it by the founding Regulation or by other legal acts of the Union.</p>

##### 1.2 Seat

Riga, Latvia

##### 1.3 Budget Line

02 10 05 : Agency for Support for BEREC (BEREC Office)

##### 1.4 Human Resources Overview

The table below presents the number of posts in the establishment plans, including the posts assigned to programmes financed outside the EU budget, whereas the number of Contract Agents / SNE only includes those financed under programmes financed within the EU Budget.

Human Resources	2023			2024	2025
	Authorised Budget	Actually filled as of 31/12/2023	Occupancy rate(%)	Authorised Budget	Draft Budget Request
<b>TOTAL AD</b>	14	14	100,00%	14	14
<b>TOTAL AST</b>	3	3	100,00%	3	3
<b>TOTAL AST/SC</b>					
<b>ESTABLISHMENT PLAN POSTS</b>	<b>17</b>	<b>17</b>	<b>100,00%</b>	<b>17</b>	<b>17</b>
<b>Contract Agents (CA)</b>	13	22	169,23%	13	13
<b>Seconded National Experts (SNE)</b>	6	9	150,00%	6	6
<b>TOTAL STAFF</b>	<b>36</b>	<b>48</b>	<b>133,33%</b>	<b>36</b>	<b>36</b>

## 1.5 Financial Resources Overview

### 1.5.1 Revenues Overview

#### 1.5.1.1 General revenues

REVENUES	2024	2025
	Revenues estimated by the agency	Budget Forecast
<b>EU contribution</b>	7 851 211	8 008 235
<b>Other Revenue</b>		
<b>TOTAL REVENUES</b>	<b>7 851 211</b>	<b>8 008 235</b>

#### 1.5.1.2 Additional EU funding: contribution, grant and service level agreements

REVENUES	2024	2025
	Revenues estimated by the agency	Budget Forecast
<b>Additional EU funding stemming from grant agreements (FFR Art.7)</b>		
<b>Additional EU funding stemming from contribution agreements (FFR Art.7)</b>		
<b>Additional EU funding stemming from service level agreements (FFR Art. 43.2)</b>		
<b>TOTAL REVENUES</b>		

### 1.5.2 Expenditure Overview

Expenditure	2024		2025	
	Commitment appropriations	Payment appropriations	Commitment appropriations	Payment appropriations
<b>Title 1 - Staff expenditure</b>	4 799 634	4 799 634	5 101 835	5 101 835
<b>Title 2 - Infrastructure and operating expenditure</b>	1 753 933	1 753 933	1 607 400	1 607 400
<b>Title 3 - Operational expenditure</b>	1 297 644	1 297 644	1 299 000	1 299 000
<b>TOTAL EXPENDITURE</b>	<b>7 851 211</b>	<b>7 851 211</b>	<b>8 008 235</b>	<b>8 008 235</b>

## 2 Human Resources

### 2.1 Establishment plan posts

The table below presents the number of posts in the establishment plans, including the posts assigned to programmes financed outside the EU budget.

Function group and grade	2023				2024		2025			
	Authorised Budget		Actually filled as of 31/12/2023		Authorised Budget		Request of the Agency		Draft Budget Request	
	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts
AD 16										
AD 15										
AD 14		1		1		1		1		1
AD 13										
AD 12		1				1		2		2
AD 11		1		2		1		2		2
AD 10		2		1		2		2		2
AD 9		3		2		1		3		3
AD 8		2				3		2		2
AD 7		3		5		4		2		2
AD 6		1		2		1				
AD 5				1						
AD TOTAL		14		14		14		14		14
AST 11										
AST 10										
AST 9										
AST 8										
AST 7		1				1		1		1
AST 6		1		1		1		2		2
AST 5		1								
AST 4						1				
AST 3				2						
AST 2										
AST 1										
AST TOTAL		3		3		3		3		3
AST/SC 6										
AST/SC 5										
AST/SC 4										
AST/SC 3										
AST/SC 2										
AST/SC 1										
AST/SC										

Function group and grade	2023				2024		2025			
	Authorised Budget		Actually filled as of 31/12/2023		Authorised Budget		Request of the Agency		Draft Budget Request	
	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts
<b>TOTAL</b>										
<b>TOTAL</b>		17		17		17		17		17
<b>GRAND TOTAL</b>	17		17		17		17		17	

## 2.2 External personnel

### 2.2.1 Contract Agents

Contract agents	Authorised 2023	Recruited as of 31/12/2023	2024 estimate	Draft Budget 2025 estimate
Function Group IV	10	12	10	10
Function Group III	2	6	2	2
Function Group II	1	4	1	1
Function Group I				
<b>TOTAL</b>	<b>13</b>	<b>22</b>	<b>13</b>	<b>13</b>

### 2.2.2 Seconded National Experts

Seconded National Experts	Authorised 2023	Recruited as of 31/12/2023	2024 estimate	Draft Budget 2025 estimate
<b>TOTAL</b>	<b>6</b>	<b>9</b>	<b>6</b>	<b>6</b>

## 3 Financial Resources

### 3.1 Revenues

#### 3.1.1 General revenues

REVENUES	General revenues				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>1 REVENUE FROM FEES AND CHARGES</b>					
<b>2 EU CONTRIBUTION</b>	7 697 265	7 851 211	8 182 600	8 008 235	2,00%
- Of which assigned revenues deriving from previous years' surpluses	49 771	31 867	16 725	16 725	-47,52%
<b>3 THIRD COUNTRIES CONTRIBUTION (incl. EEA/EFTA and candidate countries)</b>					
- Of which EEA/EFTA (excl. Switzerland)					
- Of which candidate countries					
<b>4 OTHER CONTRIBUTIONS</b>	134 666				

REVENUES	General revenues				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>5 ADMINISTRATIVE OPERATIONS</b>	15 665				
<i>- Of which interest generated by funds paid by the Commission by way of the EU contribution (FFR Art. 61)</i>					
<b>6 REVENUES FROM SERVICES RENDERED AGAINST PAYMENT</b>					
<b>7 CORRECTION OF BUDGETARY IMBALANCES</b>					
<b>TOTAL</b>	<b>7 847 596</b>	<b>7 851 211</b>	<b>8 182 600</b>	<b>8 008 235</b>	<b>2,00%</b>

### 3.1.2 Additional EU funding: contribution, grant and service level agreements

REVENUES	Additional EU funding: contribution, grant and service level agreements				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>Additional EU funding stemming from grant agreements (FFR Art.7)</b>					
<b>Additional EU funding stemming from contribution agreements (FFR Art.7)</b>					
<b>Additional EU funding stemming from service level agreements (FFR Art. 43.2)</b>					
<b>TOTAL</b>					

### 3.2 Expenditure

#### 3.2.1 Commitment appropriations

EXPENDITURE	Commitment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>Title 1 - Staff expenditure</b>	<b>4 558 557</b>	<b>4 799 634</b>	<b>5 276 200</b>	<b>5 101 835</b>	<b>6,30%</b>
<b>Salaries &amp; allowances</b>	3 752 867	4 228 072	4 730 600	4 556 235	7,76%
<i>- Of which establishment plan posts</i>	2 003 447	2 283 472	2 461 000	2 461 000	7,77%
<i>- Of which external personnel</i>	1 749 420	1 944 600	2 269 600	2 095 235	7,75%
<b>Expenditure relating to Staff recruitment</b>	10 870	10 000	9 000	9 000	-10,00%
<b>Employer's pension contributions</b>					
<b>Mission expenses</b>	90 450	80 000	80 000	80 000	0,00%
<b>Socio-medical infrastructure</b>	5 502	15 000	15 300	15 300	2,00%

EXPENDITURE	Commitment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
Training	33 867	56 000	45 000	45 000	-19,64%
External Services	657 887	400 562	387 300	387 300	-3,31%
Receptions, events and representation	7 114	10 000	9 000	9 000	-10,00%
Social welfare					
Other Staff related expenditure					
<b>Title 2 - Infrastructure and operating expenditure</b>	<b>1 683 638</b>	<b>1 753 933</b>	<b>1 607 400</b>	<b>1 607 400</b>	<b>-8,35%</b>
Rental of buildings and associated costs	242 385	286 442	285 000	285 000	-0,50%
Information, communication technology and data processing	1 091 066	1 170 544	1 021 354	1 021 354	-12,75%
Movable property and associated costs	25 070	37 300	38 046	38 046	2,00%
Current administrative expenditure	313 772	231 647	235 000	235 000	1,45%
Postage / Telecommunications					
Meeting expenses	2 700	2 000	2 000	2 000	0,00%
Running costs in connection with operational activities					
Information and publishing	8 645	26 000	26 000	26 000	0,00%
Studies					
Other infrastructure and operating expenditure					
<b>Title 3 - Operational expenditure</b>	<b>1 455 071</b>	<b>1 297 644</b>	<b>1 299 000</b>	<b>1 299 000</b>	<b>0,10%</b>
Support to implementation of BEREC WP	362 599	339 400	340 000	340 000	0,18%
Other support activities to BEREC and NRAs	1 092 472	958 244	959 000	959 000	0,08%
<b>TOTAL</b>	<b>7 697 266</b>	<b>7 851 211</b>	<b>8 182 600</b>	<b>8 008 235</b>	<b>2,00%</b>

## 3.2.2 Payment appropriations

EXPENDITURE	Payment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>Title 1 - Staff expenditure</b>	<b>4 558 557</b>	<b>4 799 634</b>	<b>5 276 200</b>	<b>5 101 835</b>	<b>6,30%</b>
Salaries & allowances	3 752 867	4 228 072	4 730 600	4 556 235	7,76%
- Of which establishment plan posts	2 003 447	2 283 472	2 461 000	2 461 000	7,77%
- Of which external personnel	1 749 420	1 944 600	2 269 600	2 095 235	7,75%
Expenditure relating to Staff recruitment	10 870	10 000	9 000	9 000	-10,00%
Employer's pension contributions					
Mission expenses	90 450	80 000	80 000	80 000	0,00%
Socio-medical infrastructure	5 502	15 000	15 300	15 300	2,00%
Training	33 867	56 000	45 000	45 000	-19,64%
External Services	657 887	400 562	387 300	387 300	-3,31%
Receptions, events and representation	7 114	10 000	9 000	9 000	-10,00%
Social welfare					
Other Staff related expenditure					
<b>Title 2 - Infrastructure and operating expenditure</b>	<b>1 683 638</b>	<b>1 753 933</b>	<b>1 607 400</b>	<b>1 607 400</b>	<b>-8,35%</b>
Rental of buildings and associated costs	242 385	286 442	285 000	285 000	-0,50%
Information, communication technology and data processing	1 091 066	1 170 544	1 021 354	1 021 354	-12,75%
Movable property and associated costs	25 070	37 300	38 046	38 046	2,00%
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Meeting expenses	2 700	2 000	2 000	2 000	0,00%
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Information and publishing	8 645	26 000	26 000	26 000	0,00%
Studies					
Other infrastructure and operating expenditure					



EXPENDITURE	Payment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>Title 3 - Operational expenditure</b>	<b>1 455 071</b>	<b>1 297 644</b>	<b>1 299 000</b>	<b>1 299 000</b>	<b>0,10%</b>
<b>Support to implementation of BEREC WP</b>	362 599	339 400	340 000	340 000	0,18%
<b>Other support activities to BEREC and NRAs</b>	1 092 472	958 244	959 000	959 000	0,08%
<b>TOTAL</b>	<b>7 697 266</b>	<b>7 851 211</b>	<b>8 182 600</b>	<b>8 008 235</b>	<b>2,00%</b>

### 3.3 Budget Outturn

The 2023 surplus that should be reimbursed to the EU budget (as assigned revenue): EUR 16,725.37

## 4 Justification of needs

### Commission assessment

#### Human Resources

The Commission does not support the agency's request for additional CA and SNEs. The Commission therefore proposes stable staffing compared to the Voted Budget of 2024 (17 TA, 13 CA and 6 SNE).

#### Financial Resources

BEREC office is requesting a small increase of the EU contribution compared to the amount foreseen in the financial programming. The Commission does not support this increase and proposes the EU contribution in line with the financial programming for 2025.

### 4.1 Human Resources - Agency Request

#### 4.1.1 Number of staff requested

Since 2020 the number of staff at the Agency has remained unchanged, namely: 16 temporary agents (TAs), 22 contract agents (CAs) and nine seconded national experts (SNEs). There is only one exception – in mid-2023, when the BEREC Office was granted an additional TA post following the EC decision to terminate the provision of the accounting services, which enabled the Agency to internalise the accounting officer function in 2023.

However, on 7 January 2024 new legislation in the area of cyber security entered into force, aiming at defining measures for a high common level of cybersecurity and information security at all EUIBAs requiring, is requiring certain tasks to be carried out recurrently. The new tasks rise the need of additional two FTEs (Local Cybersecurity Officer LCO and a Cybersecurity and Compliance Officer CCO).

Therefore 2 additional CA FG IV posts are requested to be granted to the BEREC Office with the corresponding increase in the EU contribution, as explained in section 4.2.1 Title 1.

#### 4.1.2 Vacancy rate as of end 2023

Administrators (AD) - 0,00%

Assistants (AST) - 0,00%

ESTABLISHMENT PLAN POSTS - 0,00%

Seconded National Experts (SNE) – 0,00%

TOTAL STAFF - 0,00%

#### 4.1.3 Standard abatement ('abatement forfaitaire') applied

N/A

#### 4.1.4 Salary assumption for calculating salary line (% applied)

N/A

#### 4.1.5 Correction coefficient used

88% as of 01.07.2023

#### 4.1.6 Exchange rate used (if applicable)

N/A

### 4.2 Financial Resources - Agency request

#### 4.2.1 Title 1

Title 1 covers expenditures for staff based on the number of staff planned for the programming period and associated costs, incl. adjustments of the automatic step, possible reclassifications and potential impact of indexation.

Additionally, as of 2025 onwards the Agency is requesting additional financial resources amounting to 174,600 EUR annually to cover the 2 additional Contract Agent posts to cover the new tasks arising from the Cybersecurity regulation.

Title 1 also covers prices for external services, temporary financing of multi-lingual tuition for the children of the staff, social welfare services, etc.), adjusted with the inflations rates.

#### 4.2.2 Title 2

Title 2 covers rents of premises occupied by the Agency, including rent of parking spaces and associated expenditures. Title 2 will also cover:

- Purchase, rent, maintenance, installation and deployment of ICT and security equipment, including fees for IT systems and applications offered by the EC services.
- Agency's legal and other operating expenditure, including external audit and/or consultancy services expenditure arising from the Headquarters Agreement and SLA with Latvian authorities and others.
- Costs of internal and external communications activities

#### 4.2.3 Title 3

The appropriations under Title 3 will be used to finance the operational activities in support to BEREC:

- Supporting the activities of the BEREC Working Groups (WGs) and facilitating the work of the Expert Networking Group (ENG)
- Information gathering and distribution: provision of services related to subscriptions to regulatory databases, trainings to the national regulatory authorities on regulatory issues and other relevant topics, language services necessary for BEREC work, maintenance of information data bases and on-line platforms necessary for the work of BEREC WGs, commissioning of studies specified in the BEREC Work Programme and other projects required for BEREC work;
- Expenditure for meetings of the BEREC Board of Regulators, the Management Board of the BEREC Office, and respectively their Chair and Chairperson and Vice-Chairs and Deputy Chairpersons, the Contact Network including reimbursements to meeting participants;
- Provision of licenses, hardware, IT support and business continuity service to BEREC, management of multiple information and communications systems for BEREC needs, establishment and maintenance of databases in accordance with the EECC and Roaming Regulation, facilitating the activity of ICT ENG and others.
- Implementation of the BEREC external communications strategy.

#### 4.3 Ad hoc grants and delegation agreements

N/A

### 5 Other information

#### 5.1 Buildings

##### 5.1.1 Current building(s)

#	Building Name and type	Location	SURFACE AREA(in m <sup>2</sup> )			RENTAL CONTRACT			Host country (grant or support)	Building present value(€)
			Office space	non-office	Total	RENT (€/year)	Duration	Type		
1	Historical building	14 Zigfrida Annas Meierovica boulevard, Riga, Latvia	14 945	211,5	15 156,5	135 911	Signed on 01/08/2011, effective until 31/07/2028 (with possibility of renewal).	Lease agreement amendment with State owned joint-stock company Valsts nekustamie īpašumi	Not applicable	
<b>TOTAL</b>			<b>14 945</b>	<b>211,5</b>	<b>15 156,5</b>	<b>135 911</b>				

##### 5.1.2 Current building(s) Other comments

The BEREC Office premises are located at 14 Zigfrida Annas Meierovica boulevard, Riga, Latvia. The Office operates on one site, placed on three different levels of a historical building and shared with another tenants. The building is owned and maintained by the Latvian Republic state property management company – VNI (AS "Valsts nekustamie īpašumi"). The infrastructure of the current historical building is outdated, and the premises are not fully compliant with the security rules, energy efficiency and technical requirements.

The BEREC Office facilities and premises management has been adapted to the recent trends, in particular to the “new ways of working” in a post-COVID environment, Evaluating the impact of the military activities in Ukraine and their possible impact on the Agency’s safety and security in 2022 it was decided to rent and further develop premises to be used as a bomb shelter for staff, the surface of which is included in the table above as ‘non-office space’.

During its 42nd Ordinary Plenary Meeting (6 March 2020, Belgrade), the BEREC Office Management Board (MB) discussed the different options for the future Agency’s premises and identified as the preferred option renting premises on the private market. Following the advice of the MB, at the end of 2020 the BEREC Office published a market prospection for renting new premises on the private market . While the BEREC Office was summarising the outcome of its market prospection and was further analysing the situation on the market with the assistance of a real estate agency, the European Parliament (EP) and European Commission (EC) also published a call for market prospection for new House of Europe in Riga, which would host the EP Liaison Office and EC Representation. After considering the possible synergies and efficiency gains from sharing its premises with the local offices of the EP and EC in Riga, in the first half of 2021, the BEREC Office expressed its interest to be a possible partner in the new House of Europe Project in Riga. Consequently, the project was included in the BEREC Office Strategy for achieving efficiency gains and synergies in the area of premises management and security and further details were provided in the annex dedicated to building policy in 2023 in the BEREC Office Single Programming Document for the period 2023-2025. The BEREC Office has been contributing so far to the project at expert level with a view to enable the EP experts to establish the technical requirements for the project on behalf of all participating entities. On request of the EP on 23 November 2023 the BEREC Office met the EP experts in charge of the project for the new House of Europe in Riga. Among others, the BEREC Office was informed that following the closure of the market prospection and based on the value for money for the EU, the lead contracting authority decided to opt for the purchase of a building, which would host the House of Europe in Riga. Based on provisional technical data gathered by the EP for the preparation of the procurement documents, the BEREC Office dedicated office space is envisaged to be approximately 1/3 of the whole building. The EP assumption is that the all three entities (EP, EC and the BEREC Office) which will be accommodated in the House of Europe, will share the cost for the maintenance and exploitation of the building. Upon conclusion of the negotiations the three participants in the project will conclude administrative arrangements for sharing the costs.

### 5.1.3 Building projects in the planning phase

The BEREC Office expressed its interest in joining the new House of Europe in Riga as a partner to the European Parliament. Consequently, the BEREC Office has been contributing so far to the project at expert level with a view to enable the EP experts to establish the technical requirements for the project on behalf of all participating entities. Among others, the BEREC Office was informed that following the closure of the market prospecting and based on the value for money for the EU, the lead contracting authority decided to opt for the purchase of a building, which would host the House of Europe in Riga. Based on provisional technical data gathered by the EP for the preparation of the procurement documents, the BEREC Office dedicated office space is envisaged to be approximately 1/3 of the whole building. The EP assumption is that all three entities (EP, EC and the BEREC Office) which will be accommodated in the House of Europe, will share the cost for the maintenance and exploitation of the building.

### 5.1.4 Building projects submitted to the European Parliament and the Council

## 5.2 European Schools

Currently there is no accredited European School in Latvia. To this end the host state authorities' intent is to undertake all the necessary steps for the establishment of an accredited European School in Latvia. Until the establishment of such school in Latvia and in order to facilitate the access to education, the host state will contribute to the schooling costs of the children of the staff of BEREC Office within the limits of the available budget in line with relevant provisions of the Headquarters agreement concluded on the 21 December 2020 between BEREC Office and Government of the Republic of Latvia as well as the Service Level Agreement concluded on 16.06.2022 between the aforementioned parties. Therefore the BEREC Office has planned for the provision of multilingual tuition for the children of the staff for 2025 to cover the difference between the amount paid by the host state and the actual costs incurred by the staff members concerning the tuition costs.

## 5.3 Evaluation

According to the provisions of Article 48 'Evaluation' of the new BEREC Regulation the European Commission (EC) was requested to carry out an evaluation in compliance with the EC guidelines and to assess both BEREC's and the BEREC Office's performance in relation to their objectives, mandate, tasks and location by 21 December 2023.

The EC tasked an external consultant to provide its services with input for this evaluation, which, among others, shall evaluate the operation of BEREC and the BEREC Office and the effectiveness of their institutional structure in a changing digital environment.

As stated above, the first evaluation was due by 21 December 2023. However, it has not been published yet and consequently its outcome has not been included in this document.

## 5.4 Privileges and immunities

Agency privileges	Privileges granted to staff	
	Protocol of privileges and immunities / diplomatic status	Education / day care
According to Article 2 of Regulation (EU) 2018/1971, the BEREC Office is a body of the European Union and as such, it enjoys the most extensive legal capacity accorded to legal persons under the laws of the Host Member State. It may, in particular, acquire or dispose of movable and immovable property and may be party to	Statutory staff of the BEREC Office, and their family members forming part of the household shall have access to all the public services provided by the Host Member State, including medical services, schooling services, child care services and rental rights without discrimination in relation to nationals of the Host Member State.	There is no European School operating in Riga in 2022. The Government of Latvia aims at establishing the European School in Latvia, accessible by priority for the children of the staff of the BEREC Office and the members of the family forming part of the household. The accredited European School shall provide the nursery classes 1 and 2, primary and secondary school education. Until

Agency privileges	Privileges granted to staff	
	Protocol of privileges and immunities / diplomatic status	Education / day care
legal proceedings.		then the Government of Latvia facilitate access to education system and contribute to the schooling costs of the children of the staff of the BEREC Office within the limits of the budget available. At the end of 2022 the Ministry of Education and Science of Latvia started drafting of law on the Accredited European School, as well as in co-operation with SIA Safege Baltija elaborates strategic plan of establishment and operation of the Accredited European School.
<b>Immunity, Inviolability and Communications</b>		
The premises and buildings of the BEREC Office as well as its archives, documentation and data are inviolable.	The BEREC Office staff shall enjoy immunity from jurisdiction as regards acts carried out by them in their official capacity, including their spoken and written statements. This immunity shall continue after cessation of their functions.	
The premises and buildings of the BEREC Office are exempt from search, requisition, confiscation, expropriation or any form of seizure.	The Director, statutory staff and seconded national experts, as well as the members of their family forming part of their household shall be exempt from any immigration restrictions or formalities for the registration of aliens.	
The property and assets of the BEREC Office cannot be the subject of any administrative or legal measure of constraint without the authorisation of the Court of Justice of the European Union.	The Director and the members of his/her family, provided they are not Host Member State nationals or have held permanent residence status before being employed by the BEREC Office, are accorded the privileges and immunities, exemptions and facilities accorded to the heads of diplomatic missions and the members of their family in accordance with the Vienna Convention on Diplomatic Relations of 18 April 1961.	
Communications and the transmission of all BEREC Office documents are treated in the same way as documents and communications of diplomatic missions.		
<b>Exemption from taxes, duties, national, regional and municipal fees</b>		
The BEREC Office is exempt from:	BEREC Office staff are exempt from:	
- all direct taxes and administrative fees with regard to the premises it owns or rents, its assets,	Salaries, wages, emoluments, SNEs' allowances, retirement, invalidity and survivor's pensions paid by the BEREC Office or by the EU are exempted from national taxes.	

Agency privileges	Privileges granted to staff	
	Protocol of privileges and immunities / diplomatic status	Education / day care
revenues and other property; as well as on the supply of goods and services (including those on the consumption of gas, electricity and any type of fuel) for official use by the BEREK Office.		
- value added tax (VAT) and excise duty with regard to purchase of all goods and services; exemption will be granted indirectly by reimbursement in accordance with a procedure established in legal acts by the Republic of Latvia. The exemption from VAT and excise duty will be applied directly by the supplier of goods and services, when the BEREK Office has a VAT and/or excise duty exemption certificate issued.	The VAT included in the price of articles listed in an annex A to the Headquarters Agreement acquired by the BEREK Office staff in Latvia during his/her employment at the Agency is reimbursed to the staff provided that the single article price is not less than 50 EUR. This rule is applicable to SNEs one year after taking up their duties, but is not applicable for nationals or permanent residents of Latvia.	
- The BEREK Office shall be exempt from all customs duties, prohibitions and restrictions on imports and exports in respect of articles intended for its official use including vehicles and other technical equipment and spare parts.	The statutory staff and SNEs, who are not nationals or permanent residents of the Republic of Latvia, at the time of taking up the duties at the BEREK Office shall be refunded the VAT for one vehicle purchased in the Republic of Latvia and refund shall be provided once in a period of three years.	
- Vehicles intended for the official use of the BEREK Office shall be registered under a special series similar to the registration of vehicles used by the diplomatic missions accredited to Latvia.	The statutory staff of the BEREK Office, who are not nationals or permanent residents of the Republic of Latvia, at the time of taking up the duties, 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 prohibitions or restrictions, in respect of initial establishment, within two years of taking up their appointment with the BEREK Office furniture and personal effects, including motor vehicles, which shall be registered under a special series in accordance with the usual practice for staff with	

Agency privileges	Privileges granted to staff	
	Protocol of privileges and immunities / diplomatic status	Education / day care
	immunity in the Republic of Latvia.	
<b>Liaison Office</b>		
Following the conditions set in the Headquarters Agreement, the Government of Latvia has established the Liaison Office on June 1, 2022 by signing the Service Level Agreement (SLA). SLA determines the functions of the Liaison Office and the scope of its operation.	The Liaison Office facilitates co-operation with Latvian government institutions, assists and advises the BEREC Office and its Staff, including members of their family, on issues generally related to settling in and staying in Latvia. It provides support on general administrative matters such as, but not limited to, submitting tax declarations, complying with the social security obligations, and registering motor vehicle. On the request of the BEREC Office, the Liaison Office, inter alia, facilitates access to the job market, to the day-care facilities, to the schools and universities, to banking and insurance. It also assists in searches for premises and facilities, housing and real estate brokerage, and telecommunications.	

### 3.1.3 European Union Agency for Cybersecurity – ENISA

## 1 Overview

### 1.1 Creation/modification (legal base)

Decision	Date	Mission / Tasks / Functions
Regulation (EC) No 460/2004 establishing the European Network and Information Security Agency	10/03/2004	This first regulation, establishing ENISA, the European Network and Information Security Agency, has been repealed by Regulation 526/2013.
Regulation (EU) No 526/2013 of the European Parliament and of the Council, concerning the European Union Agency for Network and Information Security (ENISA) and repealing Regulation (EC) No 460/2004, OJ L165/41 of 18.6.2013	21/05/2013	The European Union Agency for Network and Information Security (ENISA) has been established in order to contribute to network and information security within the Union; to raise awareness of network and information security and to develop and promote a culture of network and information security in society for the benefit of citizens, consumers, enterprises and public sector organisations in the Union, thus contributing to the establishment and proper functioning of the internal market.
Regulation (EU) 2019/881 of the European Parliament and of the Council of 17 April 2019 on ENISA (the European Union Agency for Cybersecurity) and on information and communications technology cybersecurity certification and repealing Regulation (EU) No 526/2013 (Cybersecurity Act)	07/06/2019	<p>ENISA shall carry out the tasks assigned to it under this Regulation for the purpose of achieving a high common level of cybersecurity across the Union, including by actively supporting Member States, Union institutions, bodies, offices and agencies in improving cybersecurity. ENISA shall act as a reference point for advice and expertise on cybersecurity for Union institutions, bodies, offices and agencies as well as for other relevant Union stakeholders.</p> <p>ENISA shall contribute to reducing the fragmentation of the internal market by carrying out the tasks assigned to it under this Regulation.</p> <p>ENISA shall carry out the tasks assigned to it by Union legal acts that set out measures for approximating Member State laws, regulations and administrative provisions which are related to cybersecurity.</p>

### 1.2 Seat

Athens, Greece

### 1.3 Budget Line

02 10 04 : European Union Agency for Cybersecurity (ENISA)

### 1.4 Human Resources Overview

The table below presents the number of posts in the establishment plans, including the posts assigned to programmes financed outside the EU budget, whereas the number of Contract Agents / SNE only includes those financed under programmes financed within the EU Budget.

Human Resources	2023			2024	2025
	Authorised Budget	Actually filled as of 31/12/2023	Occupancy rate(%)	Authorised Budget	Draft Budget Request
<b>TOTAL AD</b>	63	62	98,41%	63	64
<b>TOTAL AST</b>	19	18	94,74%	19	19
<b>TOTAL AST/SC</b>					
<b>ESTABLISHMENT PLAN POSTS</b>	<b>82</b>	<b>80</b>	<b>97,56%</b>	<b>82</b>	<b>83</b>
Contract Agents (CA)	32	25	78,12%	32	32
Seconded National Experts (SNE)	14	8	57,14%	14	15
<b>TOTAL STAFF</b>	<b>128</b>	<b>113</b>	<b>88,28%</b>	<b>128</b>	<b>130</b>



## 1.5 Financial Resources Overview

### 1.5.1 Revenues Overview

#### 1.5.1.1 General revenues

REVENUES	2024	2025
	Revenues estimated by the agency	Budget Forecast
EU contribution	24 953 071	25 716 933
Other Revenue	883 404	915 285
<b>TOTAL REVENUES</b>	<b>25 836 475</b>	<b>26 632 218</b>

#### 1.5.1.2 Additional EU funding: contribution, grant and service level agreements

REVENUES	2024	2025
	Revenues estimated by the agency	Budget Forecast
Additional EU funding stemming from grant agreements (FFR Art.7)		
Additional EU funding stemming from contribution agreements (FFR Art.7)	20 000 000	
Additional EU funding stemming from service level agreements (FFR Art. 43.2)		
<b>TOTAL REVENUES</b>	<b>20 000 000</b>	

#### 1.5.2 Expenditure Overview

Expenditure	2024		2025	
	Commitment appropriations	Payment appropriations	Commitment appropriations	Payment appropriations
Title 1 - Staff expenditure	14 739 106	14 739 106	12 444 142	12 444 142
Title 2 - Infrastructure and operating expenditure	3 666 898	3 666 898	4 780 092	4 780 092
Title 3 - Operational expenditure	7 430 471	7 430 471	9 407 984	9 407 984
<b>TOTAL EXPENDITURE</b>	<b>25 836 475</b>	<b>25 836 475</b>	<b>26 632 218</b>	<b>26 632 218</b>

## 2 Human Resources

### 2.1 Establishment plan posts

The table below presents the number of posts in the establishment plans, including the posts assigned to programmes financed outside the EU budget.

Function group and grade	2023				2024		2025			
	Authorised Budget		Actually filled as of 31/12/2023		Authorised Budget		Request of the Agency		Draft Budget Request	
	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts
AD 16										

Function group and grade	2023				2024		2025			
	Authorised Budget		Actually filled as of 31/12/2023		Authorised Budget		Request of the Agency		Draft Budget Request	
	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts
AD 15		1				1		1		1
AD 14				1						
AD 13		2		1		2		2		2
AD 12		4		3		4		4		4
AD 11		2		2		3		4		3
AD 10		4		3		4		4		4
AD 9		11		13		14		14		14
AD 8		25		10		15		20		16
AD 7		10		13		13		13		13
AD 6		4		16		7		7		7
AD 5										
AD TOTAL		63		62		63		69		64
AST 11										
AST 10										
AST 9								2		1
AST 8		2		3		3		2		3
AST 7		4				2		2		3
AST 6		7		6		7		7		6
AST 5		5		4		4		4		4
AST 4		1		3		2		2		2
AST 3				1		1				
AST 2				1						
AST 1										
AST TOTAL		19		18		19		19		19
AST/SC 6										
AST/SC 5										
AST/SC 4										
AST/SC 3										
AST/SC 2										
AST/SC 1										
AST/SC TOTAL										
TOTAL		82		80		82		88		83
GRAND TOTAL		82		80		82		88		83

## 2.2 External personnel

### 2.2.1 Contract Agents

Contract agents	Authorised 2023	Recruited as of 31/12/2023	2024 estimate	Draft Budget 2025 estimate
Function Group IV	30	18	30	30
Function Group III	2	6	2	2
Function Group II				
Function Group I		1		
<b>TOTAL</b>	<b>32</b>	<b>25</b>	<b>32</b>	<b>32</b>

### 2.2.2 Seconded National Experts

Seconded National Experts	Authorised 2023	Recruited as of 31/12/2023	2024 estimate	Draft Budget 2025 estimate
<b>TOTAL</b>	<b>14</b>	<b>8</b>	<b>14</b>	<b>15</b>

## 3 Financial Resources

### 3.1 Revenues

#### 3.1.1 General revenues

REVENUES	General revenues				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>1 REVENUE FROM FEES AND CHARGES</b>					
<b>2 EU CONTRIBUTION</b>	24 475 757	24 953 071	29 070 828	25 716 933	3,06%
- <i>Of which assigned revenues deriving from previous years' surpluses</i>	320 868	276 988	150 299	150 299	-45,74%
<b>3 THIRD COUNTRIES CONTRIBUTION (incl. EEA/EFTA and candidate countries)</b>	707 738	883 404	1 029 249	915 285	3,61%
- <i>Of which EEA/EFTA (excl. Switzerland)</i>	707 738	883 404	1 029 249	915 285	3,61%
- <i>Of which candidate countries</i>					
<b>4 OTHER CONTRIBUTIONS</b>		p.m.	p.m.	p.m.	
<b>5 ADMINISTRATIVE OPERATIONS</b>					
- <i>Of which interest generated by funds paid by the Commission by way of the EU contribution (FFR Art. 61)</i>					
<b>6 REVENUES FROM SERVICES RENDERED AGAINST PAYMENT</b>	110 440	p.m.	p.m.	p.m.	
<b>7 CORRECTION OF BUDGETARY IMBALANCES</b>					
<b>TOTAL</b>	<b>25 293 935</b>	<b>25 836 475</b>	<b>30 100 077</b>	<b>26 632 218</b>	<b>3,08%</b>

### 3.1.2 Additional EU funding: contribution, grant and service level agreements

REVENUES	Additional EU funding: contribution, grant and service level agreements				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
Additional EU funding stemming from grant agreements (FFR Art.7)					
Additional EU funding stemming from contribution agreements (FFR Art.7)		20 000 000			-100%
Additional EU funding stemming from service level agreements (FFR Art. 43.2)					
<b>TOTAL</b>		<b>20 000 000</b>			<b>-100%</b>

### 3.2 Expenditure

#### 3.2.1 Commitment appropriations

EXPENDITURE	Commitment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>Title 1 - Staff expenditure</b>	<b>12 693 481</b>	<b>14 739 106</b>	<b>15 912 001</b>	<b>12 444 142</b>	<b>-15,57%</b>
Salaries & allowances	11 023 274	13 058 316	14 243 913	10 776 054	-17,48%
- Of which establishment plan posts	8 724 072	9 877 711	10 892 810	7 424 951	-24,83%
- Of which external personnel	2 299 202	3 180 605	3 351 103	3 351 103	5,36%
Expenditure relating to Staff recruitment	265 321	517 889	341 000	341 000	-34,16%
Employer's pension contributions					
Mission expenses					
Socio-medical infrastructure					
Training	332 792	447 501	540 757	540 757	20,84%
External Services	371 000	408 400	420 349	420 349	2,93%
Receptions, events and representation					
Social welfare	701 094	307 000	365 982	365 982	19,21%
Other Staff related expenditure					
<b>Title 2 - Infrastructure and operating expenditure</b>	<b>3 700 001</b>	<b>3 666 898</b>	<b>4 780 092</b>	<b>4 780 092</b>	<b>30,36%</b>
Rental of buildings and associated costs	1 171 715	1 000 719	1 092 359	1 092 359	9,16%
Information, communication technology and data processing	2 074 447	2 150 054	2 732 863	2 732 863	27,11%

EXPENDITURE	Commitment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
Movable property and associated costs	92 947	78 000	78 000	78 000	0,00%
Current administrative expenditure	360 892	438 125	876 870	876 870	100,14%
Postage / Telecommunications					
Meeting expenses					
Running costs in connection with operational activities					
Information and publishing					
Studies					
Other infrastructure and operating expenditure					
<b>Title 3 - Operational expenditure</b>	<b>8 789 453</b>	<b>7 430 471</b>	<b>9 407 984</b>	<b>9 407 984</b>	<b>26,61%</b>
Activities related to meetings and missions	490 669	387 000	515 000	515 000	33,07%
Horizontal Operational Activities					
Core Operational Activities	8 298 784	7 043 471	8 892 984	8 892 984	26,26%
<b>TOTAL</b>	<b>25 182 935</b>	<b>25 836 475</b>	<b>30 100 077</b>	<b>26 632 218</b>	<b>3,08%</b>

### 3.2.2 Payment appropriations

EXPENDITURE	Payment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>Title 1 - Staff expenditure</b>	<b>12 693 481</b>	<b>14 739 106</b>	<b>15 912 001</b>	<b>12 444 142</b>	<b>-15,57%</b>
Salaries & allowances	11 023 274	13 058 316	14 243 913	10 776 054	-17,48%
- <i>Of which establishment plan posts</i>	8 724 072	9 877 711	10 892 810	7 424 951	-24,83%
- <i>Of which external personnel</i>	2 299 202	3 180 605	3 351 103	3 351 103	5,36%
Expenditure relating to Staff recruitment	265 321	517 889	341 000	341 000	-34,16%
Employer's pension contributions					
Mission expenses					
Socio-medical infrastructure					

EXPENDITURE	Payment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
Training	332 792	447 501	540 757	540 757	20,84%
External Services	371 000	408 400	420 349	420 349	2,93%
Receptions, events and representation					
Social welfare	701 094	307 000	365 982	365 982	19,21%
Other Staff related expenditure					
<b>Title 2 - Infrastructure and operating expenditure</b>	<b>3 700 001</b>	<b>3 666 898</b>	<b>4 780 092</b>	<b>4 780 092</b>	<b>30,36%</b>
Rental of buildings and associated costs	1 171 715	1 000 719	1 092 359	1 092 359	9,16%
Information, communication technology and data processing	2 074 447	2 150 054	2 732 863	2 732 863	27,11%
Movable property and associated costs	92 947	78 000	78 000	78 000	0,00%
Current administrative expenditure	360 892	438 125	876 870	876 870	100,14%
Postage / Telecommunications					
Meeting expenses					
Running costs in connection with operational activities					
Information and publishing					
Studies					
Other infrastructure and operating expenditure					
<b>Title 3 - Operational expenditure</b>	<b>8 789 453</b>	<b>7 430 471</b>	<b>9 407 984</b>	<b>9 407 984</b>	<b>26,61%</b>
Activities related to meetings and missions	490 669	387 000	515 000	515 000	33,07%
Horizontal Operational Activities					
Core Operational Activities	8 298 784	7 043 471	8 892 984	8 892 984	26,26%
<b>TOTAL</b>	<b>25 182 935</b>	<b>25 836 475</b>	<b>30 100 077</b>	<b>26 632 218</b>	<b>3,08%</b>

### 3.3 Budget Outturn

First estimate of the 2023 surplus that should be reimbursed to the EU budget (as assigned revenue): EUR 150 299.

## 4 Justification of needs

### Commission assessment

#### Human Resources

The agency requests for additional 6 TAs. The Commission does not support this request and proposes an increase of 1 TA and 1 SNE compared to the Voted Budget of 2024. This is in line with the LFS of the Cyber Resilience Act.

#### Financial Resources

The agency requests an increase of the financial resources when compared with the financial programming.

The Commission proposes to increase the financial resources of the agency by the equivalent of the additional 2 FTEs included in the LFS of the Cyber Resilience Act.

#### *4.1 Human Resources - Agency Request*

##### *4.1.1 Number of staff requested*

In accordance with the Regulation (EU) 2019/881 of the European Parliament and of the Council of 17 April 2019 on ENISA (the European Union Agency for Cybersecurity) and on information and communications technology cybersecurity certification and repealing Regulation (EU) No 526/2013 (Cybersecurity Act) the number of TAs for 2025 is 82.

New Union legislation, such the Cyber Resilience Act (CRA), and legislative initiatives such as the Cyber Solidarity Act (CSOA), will bring new tasks to the Agency which demand strenuous resourcing between 2025-2027. Though the initial financial statements accompanying those two proposals do not allocate any new resources to the Agency, ENISA will put forward its estimations as regards to the resourcing needs which the Agency must address both in the context of CRA and CSOA.

ENISA estimates its needs under the Cyber Resilience Act (CRA) at 9 FTEs over 2025-2027 (3 in 2025, 4 in 2026, 2 in 2027). It should be noted that all of the CRA related tasks are sensitive and require highest levels of confidentiality and integrity from the jobholders.

Under the Cyber Solidarity Act [proposal], ENISA estimates its total needs of 16 FTE over 2025-2027 (3 in 2025, 5 in 2026, 8 in 2027) based on the functions that ENISA needs to develop and maintain and related internal workforce needs.

By the end of 2024, if the already announced legislative and political expectations towards the Agency will materialise ENISA's budgetary and human resource means shall be drawn to their absolute limits. Unless the FTE needs stemming from new tasks are addressed, the Agency will need to severely limit and deprioritise its existing operational activities in 2025 and 2026 within the programming period of 2025-2027, in order to reallocate FTEs to new emerging tasks. This will in turn limit ENISA's ability to deliver its overall mandate and objectives in their entirety.

##### *4.1.2 Vacancy rate as of end 2023*

From the 82 posts authorised in the Establishment Plan, 80 posts were filled with staff in house. Hence, the vacancy rate is 2,4 %. In addition 1 newcomer to start 01/04/2024 was confirmed before year end.

Overall (Establishment Plan + CAs + SNEs) 113 posts were filled in of 128 authorised, hence the vacancy rate is 11,7 %.

ENISA's Establishment Plan implementation rate is foreseen to stay close to 100% during 2024-2025.

##### *4.1.3 Standard abatement ('abatement forfaitaire') applied*

N/A

##### *4.1.4 Salary assumption for calculating salary line (% applied)*

For establishing the salaries budget 2025 a number of assumptions were used, however it is challenging to predict precise needs due to high inflation in the EU.

- Near 100 % employment rate: assumption of 123 financed posts on a total of 128 posts, allowing a minimum turn-over rate.
- Latest available ENISA salary estimates

- Estimated impact of new legislative initiatives (Cyber Resilience Act (CRA), Cyber Solidarity Act (CSOA), etc)

#### *4.1.5 Correction coefficient used*

At present the correction coefficient is 89,60 %.

#### *4.1.6 Exchange rate used (if applicable)*

N/A

### **4.2 Financial Resources - Agency request**

#### *4.2.1 Title 1*

Title 1 is intended to cover the costs related to the staff of the Agency, such as staff in active employment (salaries and allowances), recruitment expenditure, socio-medical services, training and temporary assistance. Title 1 therefore covers the annual salaries of the Establishment Plan posts, as well as the yearly salary adjustments, the effect of the country coefficient corrector for Greece, the career development and maturity of staff (reclassifications and steps awarded), and expenditures related to other social welfare measures.

In 2022 the Agency assessed its internal workforce needs for 2023-2025 within its annual workforce review, concluding that the Agency would need an additional 41,5 FTEs in order to address all external as well as internal expectations. The Agency under the direction of its Management Board took steps in 2023 to deprioritise or suppress a number of outputs in the SPD. On that basis and through both restructuring and reallocating existing posts, as well as utilising previously unallocated posts, the Agency was able to allocate in total 15 FTEs to address both operational and corporate needs.

However, note should be taken that the 2023-2025 internal workforce needs assessment, which was undertaken in end 2022, did not cover fully the needs arising from CRA nor CSOA, as the full scope of ENISA tasks foreseen nor the date of application of the proposals was not yet clear during the time of assessment. Thus, the 2024 annual workforce review, which covers the estimated needs for 2024-2026 has mapped more fully the needs linked with the Agency's tasks as foreseen in CRA and CSOA.

ENISA has identified that to fulfil these new tasks, CRA related estimated new needs total 9 FTEs over 2025-2027 (3 in 2025, 4 in 2026, 2 in 2027) and CSOA related estimated new needs total 16 FTEs over 2025-2027 (3 in 2025, 5 in 2026, 8 in 2027).

The current regular budget level is not sufficient for the Agency to fulfil its operational mandate, given the increased legislative and policy expectations and demands for its services in response to the heightened threat level. The total amount of budget that the Agency foresees that it requires to fulfil its mandate and by extension the demands of stakeholders amount to an additional EUR 50 thousand under Title 1.

#### *4.2.2 Title 2*

Title 2 is intended to cover the costs related to infrastructure and operating expenditure such as rental of buildings and associated costs, movable property and associated costs, current administrative expenditure, consultancy services for corporate activities and corporate ICT expenditure.

The current regular budget level is not sufficient for the Agency to fulfil its operational mandate, given the increased legislative and policy expectations and demands for its services in response to the heightened threat level. The total amount of budget that the Agency foresees that it requires to fulfil its mandate and by extension the demands of stakeholders amount to an additional EUR 1.04 million under Title 2.

#### *4.2.3 Title 3*

Title 3 appropriations are intended to finance the operational activities of ENISA as defined in its annual work programme and as foreseen in the Cybersecurity Act. The budget foreseen under core operational activities covers direct costs for implementing the activity, operational ICT costs needed for the activity and missions related to the activity.

The multi-annual financial framework 2021-2027 laying down the EU's long-term budget could not foresee the cumulative effects to the rapidly deteriorating cybersecurity threat landscape – including due to Russian war of



aggression. The Union’s attack surface has increased which has also brought new challenges to manage supply-chain security. Moreover, new Union legislation, such the Cyber Resilience Act (CRA), and legislative initiatives such as the Cyber Solidarity Act (CSOA), will bring new tasks to the Agency.

The total amount of budget that the Agency foresees that it requires to fulfil its mandate and by extension the demands of stakeholders amount to an additional EUR 1.94 million under Title 3.

#### 4.3 Ad hoc grants and delegation agreements

N/A

### 5 Other information

#### 5.1 Buildings

##### 5.1.1 Current building(s)

#	Building Name and type	Location	SURFACE AREA(in m²)			RENTAL CONTRACT			Host country (grant or support)	Building present value(€)
			Office space	non-office	Total	RENT (€/year)	Duration	Type		
1	Heraklion Office	Heraklion	706		706		01/01/2021 to 28/02/2030	Lease	Rent is fully covered by Hellenic Authorities	
2	Athens Office	Chalandri	4 498	2 617	7 115		01/01/2021-28/02/2030; 01/07/2021 actual start of ENISA operating from the new headquarters	Lease	Rent is fully covered by Hellenic Authorities	
3	Brussels office	Brussels center	98		98	56 496	N/A	SLA with OIB	N/A	
<b>TOTAL</b>			<b>5 302</b>	<b>2 617</b>	<b>7 919</b>	<b>56 496</b>				

##### 5.1.2 Current building(s) Other comments

The Brussels Office was completed in April 2022 and the office has been operational since then. The office is being used on a daily basis by Brussels based staff, which is a significant benefit for the Operational Cooperation Unit as they are able to communicate easily with the CERT EU Team situated on the same floor. The objective of the second implementation phase, which is currently ongoing, is to obtain accreditation for the secure room, which will enable the agency to handle EU Classified Information (EUCI) in its Brussels premises. The second phase of implementation is likely to continue into Q4 2023.

##### 5.1.3 Building projects in the planning phase

N/A

##### 5.1.4 Building projects submitted to the European Parliament and the Council

N/A

#### 5.2 European Schools

A public school of European Education, type 2, was founded in 2005 by the Greek government in Heraklion, Crete for the children of ENISA staff.

There is no European School operating in Athens. For the school year 2023/2024, the financial support for the staff of ENISA in relation to the cost of schooling has been processed according to the EDD 2021-41.

### 5.3 Evaluation

In 2023, the agency conducted stakeholder satisfaction survey to gather feedback on the outcomes/results of ENISA work over the past two reporting periods (2021 and 2022). The results of the stakeholder satisfaction survey sheds much important light on how stakeholders perceive the added value of ENISA's work. On aggregate the results demonstrate high added value of ENISA's deliverables with 93 % of stakeholders finding significant added value in the outcome / results of ENISA's work. Only 7 % find limited added value and no stakeholder finds no added value.

The mandate of the agency requires that the agency carry out its tasks while avoiding the duplication of Member State activities, therefore the result that 83,7 % of stakeholders find that ENISA deliverables do not duplicate or only somewhat duplicate Member State activities is tantamount to ENISA's effort to involve stakeholders in all stages of its work and ensure that the outcomes / results are fit for purpose.

### 5.4 Privileges and immunities

Agency privileges	Privileges granted to staff	
	Protocol of privileges and immunities / diplomatic status	Education / day care
<p>In accordance with Art. 23 of Regulation (EU) No 2019/881 of the European Parliament and of the Council of 17 April 2019, the protocol No 7 on the privileges and immunities of the European Union annexed to the TEU and the TFEU applies to the Agency and its staff.</p> <p>The Greek Government and ENISA signed a Seat Agreement the 13 November 2018, which was ratified by Greek Law 4627/2019 on the 25 September 2019 and entered in to force on the 04 October 2019 and is applicable to ENISA and its staff.</p>	<p>In accordance with Article 35 of Regulation (EU) No 2019/881 of the European Parliament and of the Council of 17 April 2019, the protocol No 7 on the privileges and immunities of the European Union annexed to the TEU and the TFEU applies to the Agency and its staff.</p> <p>The Greek Government and ENISA signed a Seat Agreement the 13 November 2018, which was ratified by Greek Law 4627/2019 on the 25 September 2019 and entered in to force on the 04 October 2019 and is applicable to ENISA and its staff.</p>	<p>A public School of European Education, Type 2, was founded in 2005 by the Greek government in Heraklion – Crete for the children of the staff of ENISA.</p> <p>There is no European School operating in Athens.</p>

**1 Overview****1.1 Creation/modification (legal base)**

Decision	Date	Mission/ Tasks / Functions
Regulation (EU) No 1093/2010 of the European Parliament and the Council of 24 November 2010 establishing a European Supervisory Authority (European Banking Authority), amending Decision N 716/2009/EC and repealing Commission Decision 2009/78/EC	24/11/2010	The European Union decided to establish the European Banking Authority (EBA) with the objectives of preventing regulatory arbitrage, guaranteeing a level playing field, strengthening international supervisory coordination, promoting supervisory convergence and providing advice to the EU institutions in the areas of banking, payments and e-money regulation as well as on issues related to corporate governance, auditing and financial reporting.
Regulation (EU) No 1022/2013 of the European Parliament and of the Council of 22 October 2013 amending Regulation (EU) No 1093/2010 establishing a European Supervisory Authority (European Banking Authority) as regards the conferral of specific tasks on the European Central Bank pursuant to Council Regulation (EU) No 1024/2013.	22/10/2013	Added: together with the compilation of a European supervisory handbook.
Regulation (EU) 2019/2175 of the European Parliament and of the Council of 18 December 2019, amending Regulation (EU) No 1093/2010 establishing a European Supervisory Authority (European Banking Authority), Regulation (EU) No 1094/2010 establishing a European Supervisory Authority (European Insurance and Occupational Pensions Authority), Regulation (EU) No 1095/2010 establishing a European Supervisory Authority (European Securities and Markets Authority), Regulation (EU) No 600/2014 on markets in financial instruments, Regulation (EU) 2016/1011 on indices used as benchmarks in financial instruments and financial contracts or to measure the performance of investment funds, and Regulation (EU) 2015/847 on information accompanying transfers of funds.	18/12/2019	Modifications in the mandate and governance in order to ensure stronger and more integrated supervision across the EU.
Regulation (EU) 2022/2554 of the European Parliament and of the Council on Digital Operational Resilience for the financial sector and amending Regulations (EC) No 1060/2009; (EU) No 648/2012, (EU) No 600/2014 and (EU) No 909/2014	27/12/2022	<p>The EBA is mandated with an extensive set of tasks and powers, including:</p> <ul style="list-style-type: none"> <li>• Development of policy work on ICT risk management, incident reporting, advanced cyber testing and ICT third party risk management (this includes the development of more than 10 sets of draft technical standards, one set of guidelines and three joint reports – almost all should be delivered jointly by the ESAs);</li> <li>• Receipt, transmission, assessment and report on major ICT-related incidents;</li> <li>• Development of crisis-management and contingency exercises involving cyber-attack scenarios;</li> <li>• Cooperation with structures and authorities established by the NIS Directive;</li> <li>• Oversight of critical ICT third-party providers (CTPPs) which will include: assessment of CTPPs against ICT risk management requirements, conduct of general offsite and on-site supervision (with the support of relevant competent authorities), address recommendations to CTPPs, request CTPPs to specify actions taken or remedies implemented to address recommendations, impose a periodic penalty payment to compel the CTPP to comply with requirements.</li> </ul>

<p>Proposal for a Regulation of the European Parliament and of the Council on Markets in Crypto-assets, and amending Directive (EU)2019/1937</p>	<p>COM(2020)593</p>	<p>As set out in the EC’s legislative proposal, the EBA would be responsible for supervising issuers of ‘significant’ asset-referenced and e-money tokens, and other issuers of such tokens who are not significant but voluntarily submit to EU-level supervision. Supervision tasks would include:</p> <ul style="list-style-type: none"> <li>- assessment and monitoring of issuers against requirements established in MiCA, including governance, capital, liquidity, reserve and redemption arrangements, and the assessment of qualifying holdings (off-site and onsite supervision);</li> <li>- establishment and chairing of supervisory colleges;</li> <li>- engagement with ECB, other relevant central banks, NCAs and third country authorities over supervision of the issuer and wider ecosystem for distribution of crypto-assets.</li> </ul> <p>For these purposes an extensive range of supervisory and disciplinary powers are proposed.</p> <p>Additionally, the EBA would be responsible for a large number of technical standards under MiCA particularising regulatory requirements for issuers and for other aspects of MiCA, including relating to the authorisation of issuers, reserve arrangements, and the functioning of supervisory colleges.</p>
<p>Proposal for a Regulation of the European Parliament and of the Council amending Regulations (EU) No 648/2012, (EU) No 575/2013 and (EU) 2017/1131 as regards measures to mitigate excessive exposures to third-country central counterparties and improve the efficiency of Union clearing markets</p>	<p>07/12/2022</p>	<p>EMIR 3 proposes to empower the EBA to develop, in cooperation with the other ESAs, and issue guidelines or recommendations to ensure a uniform application of the risk management procedures for the exchange of collateral.</p>

### 1.2 Seat

Paris, France.

### 1.3 Budget Line

03 10 02 : European Banking Authority (EBA)

### 1.4 Human Resource Overview EBA

The table below presents the number of posts in the establishment plans, including the posts assigned to programmes financed outside the EU budget, whereas the number of Contract Agents / SNE only includes those financed under programmes financed within the EU Budget.

Human Resources	2023			2024	2025
	Authorised Budget	Actually filled as of 31/12/2023	Occupancy rate(%)	Authorised Budget	Draft Budget Request
<b>TOTAL AD</b>	172	150	87,21%	177	183
<b>TOTAL AST</b>	12	11	91,67%	12	13
<b>TOTAL AST/SC</b>					
<b>ESTABLISHMENT PLAN POSTS</b>	<b>184</b>	<b>161</b>	<b>87,50%</b>	<b>189</b>	<b>196</b>
<b>Contract Agents (CA)</b>	50	49	98,00%	52	54
<b>Seconded National Experts (SNE)</b>	19	14	73,68%	19	20
<b>TOTAL STAFF</b>	<b>253</b>	<b>224</b>	<b>88,54%</b>	<b>260</b>	<b>270</b>

## 1.5 Financial Resources Overview

### 1.5.1 Financial Resources Overview EBA

#### 1.5.1.1 Revenues Overview EBA

##### 1.5.1.1.1 General revenues EBA

REVENUES	2024	2025
	Revenues estimated by the agency	Budget Forecast
EU contribution	20 774 871	20 965 882
Other Revenue	35 502 083	39 319 804
<b>TOTAL REVENUES</b>	<b>56 276 954</b>	<b>60 285 686</b>

##### 1.5.1.1.2 Additional EU funding: contribution, grant and service level agreements EBA

REVENUES	2024	2025
	Revenues estimated by the agency	Budget Forecast
Additional EU funding stemming from grant agreements (FFR Art.7)		
Additional EU funding stemming from contribution agreements (FFR Art.7)		
Additional EU funding stemming from service level agreements (FFR Art. 43.2)	356 119	329 939
<b>TOTAL REVENUES</b>	<b>356 119</b>	<b>329 939</b>

##### 1.5.1.2 Expenditure Overview EBA

Expenditure	2024		2025	
	Commitment appropriations	Payment appropriations	Commitment appropriations	Payment appropriations
Title 1 - Staff expenditure	36 859 935	36 859 935	42 183 102	42 183 102
Title 2 - Infrastructure and operating expenditure	10 788 623	10 788 623	10 925 105	10 925 105
Title 3 - Operational expenditure	8984516	8984516	7507418	7507418
<b>TOTAL EXPENDITURE</b>	<b>56 633 074</b>	<b>56 633 074</b>	<b>60 615 625</b>	<b>60 615 625</b>

### 1.5.2 Financial Resources Overview (Fees)

#### 1.5.2.1 Revenues Overview (Fees)

##### 1.5.2.1.1 General revenues (Fees)

REVENUES	2024	2025
	Revenues estimated by the agency	Budget Forecast
EU contribution		
Other Revenue		3 322 333
<b>TOTAL REVENUES</b>		<b>3 322 333</b>

1.5.2.1.2 Additional EU funding: contribution, grant and service level agreements (Fees)

REVENUES	2024	2025
	Revenues estimated by the agency	Budget Forecast
Additional EU funding stemming from grant agreements (FFR Art.7)		
Additional EU funding stemming from contribution agreements (FFR Art.7)		
Additional EU funding stemming from service level agreements (FFR Art. 43.2)		
<b>TOTAL REVENUES</b>		

1.5.2.2 Expenditure Overview (Fees)

Expenditure	2024		2025	
	Commitment appropriations	Payment appropriations	Commitment appropriations	Payment appropriations
<b>Title 1 - Staff expenditure</b>			2 729 750	2 729 750
<b>Title 2 - Infrastructure and operating expenditure</b>			207 695	207 695
<b>Title 3 - Operational expenditure</b>			384 888	384 888
<b>TOTAL EXPENDITURE</b>			<b>3 322 333</b>	<b>3 322 333</b>

1.5.3 Financial Resources Overview (UE and NCA)

1.5.3.1 Revenues Overview (UE and NCA)

1.5.3.1.1 General revenues (UE and NCA)

REVENUES	2024	2025
	Revenues estimated by the agency	Budget Forecast
<b>EU contribution</b>	20 774 871	20 965 882
<b>Other Revenue</b>	35 502 083	35 997 471
<b>TOTAL REVENUES</b>	<b>56 276 954</b>	<b>56 963 353</b>

1.5.3.1.2 Additional EU funding: contribution, grant and service level agreements (UE and NCA)

REVENUES	2024	2025
	Revenues estimated by the agency	Budget Forecast
Additional EU funding stemming from grant agreements (FFR Art.7)		
Additional EU funding stemming from contribution agreements (FFR Art.7)		
Additional EU funding stemming from service level agreements (FFR Art. 43.2)	356 119	329 939
<b>TOTAL REVENUES</b>	<b>356 119</b>	<b>329 939</b>

### 1.5.3.2 Expenditure Overview (UE and NCA)

Expenditure	2024		2025	
	Commitment appropriations	Payment appropriations	Commitment appropriations	Payment appropriations
<b>Title 1 - Staff expenditure</b>	36 859 935	36 859 935	39 453 352	39 453 352
<b>Title 2 - Infrastructure and operating expenditure</b>	10 788 623	10 788 623	10 717 410	10 717 410
<b>Title 3 - Operational expenditure</b>	8 984 516	8 984 516	7 122 530	7 122 530
<b>TOTAL EXPENDITURE</b>	<b>56 633 074</b>	<b>56 633 074</b>	<b>57 293 292</b>	<b>57 293 292</b>

## 2 Human Resources

### 2.1 Establishment plan posts EBA

The table below presents the number of posts in the establishment plans, including the posts assigned to programmes financed outside the EU budget.

Function group and grade	2023				2024		2025			
	Authorised Budget		Actually filled as of 31/12/2023		Authorised Budget		Request of the Agency		Draft Budget Request	
	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts
AD 16		1				1		1		1
AD 15		1		1		1		1		1
AD 14		5		3		5		5		5
AD 13		2				2		2		2
AD 12		8		9		8		12		12
AD 11		12		6		12		10		10
AD 10		13		17		13		19		19
AD 9		24		23		25		25		25
AD 8		27		26		28		30		30
AD 7		30		30		32		35		35
AD 6		19		18		21		20		20
AD 5		30		17		29		16		23
<b>AD TOTAL</b>		<b>172</b>		<b>150</b>		<b>177</b>		<b>176</b>		<b>183</b>
AST 11										
AST 10										
AST 9										
AST 8										
AST 7								1		1
AST 6		3		1		3		2		2
AST 5		4		2		4		2		2
AST 4		2		2		3		5		5

Function group and grade	2023				2024		2025			
	Authorised Budget		Actually filled as of 31/12/2023		Authorised Budget		Request of the Agency		Draft Budget Request	
	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts
AST 3		1		3		1		2		2
AST 2		2		3		1		1		1
AST 1										
AST TOTAL		12		11		12		13		13
AST/SC 6										
AST/SC 5										
AST/SC 4										
AST/SC 3										
AST/SC 2										
AST/SC 1										
AST/SC TOTAL										
TOTAL		184		161		189		189		196
GRAND TOTAL	184		161		189		189		196	

## 2.2 External personnel EBA

### 2.2.1 Contract Agents EBA

Contract agents	Authorised 2023	Recruited as of 31/12/2023	2024 estimate	Draft Budget 2025 estimate
Function Group IV	42	42	44	46
Function Group III	8	7	8	8
Function Group II				
Function Group I				
TOTAL	50	49	52	54

### 2.2.2 Seconded National Experts EBA

Seconded National Experts	Authorised 2023	Recruited as of 31/12/2023	2024 estimate	Draft Budget 2025 estimate
TOTAL	19	14	19	20

## 3 Financial Resources

### 3.1 Financial Resources EBA

#### 3.1.1 Revenues EBA



### 3.1.1.1 General revenues

REVENUES	General revenues				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>1 REVENUE FROM FEES AND CHARGES</b>			3 322 333	3 322 333	100%
<b>2 EU CONTRIBUTION</b>	19 428 306	20 774 871	20 071 829	20 965 882	0,92%
- <i>Of which assigned revenues deriving from previous years' surpluses</i>	391 315	134 440	424 468	424 468	215,73%
<b>3 THIRD COUNTRIES CONTRIBUTION (incl. EEA/EFTA and candidate countries)</b>	974 592	1 048 861	1 018 465	1 063 738	1,42%
- <i>Of which EEA/EFTA (excl. Switzerland)</i>	974 592	1 048 861	1 018 465	1 063 738	1,42%
- <i>Of which candidate countries</i>					
<b>4 OTHER CONTRIBUTIONS</b>	32 054 331	34 453 222	33 471 407	34 933 733	1,39%
<b>5 ADMINISTRATIVE OPERATIONS</b>					
- <i>Of which interest generated by funds paid by the Commission by way of the EU contribution (FFR Art. 61)</i>					
<b>6 REVENUES FROM SERVICES RENDERED AGAINST PAYMENT</b>	392 994				
<b>7 CORRECTION OF BUDGETARY IMBALANCES</b>					
<b>TOTAL</b>	<b>52 850 223</b>	<b>56 276 954</b>	<b>57 884 034</b>	<b>60 285 686</b>	<b>7,12%</b>

### 3.1.1.2 Additional EU funding: contribution, grant and service level agreements

REVENUES	Additional EU funding: contribution, grant and service level agreements				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>Additional EU funding stemming from grant agreements (FFR Art.7)</b>					
<b>Additional EU funding stemming from contribution agreements (FFR Art.7)</b>					
<b>Additional EU funding stemming from service level agreements (FFR Art. 43.2)</b>	214 772	356 119	329 939	329 939	-7,35%
<b>TOTAL</b>	<b>214 772</b>	<b>356 119</b>	<b>329 939</b>	<b>329 939</b>	<b>-7,35%</b>

3.1.2 Expenditure EBA

3.1.2.1 Commitment appropriations EBA

EXPENDITURE	Commitment appropriations EBA				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>Title 1 - Staff expenditure</b>	<b>34 082 858</b>	<b>36 859 935</b>	<b>40 063 153</b>	<b>42 183 102</b>	<b>14,44%</b>
<b>Salaries &amp; allowances</b>	29 739 223	31 924 699	34 659 492	36 654 441	14,82%
- <i>Of which establishment plan posts</i>	24 282 623	25 641 544	28 658 320	30 365 443	18,42%
- <i>Of which external personnel</i>	5 456 600	6 283 155	6 001 172	6 288 998	0,09%
<b>Expenditure relating to Staff recruitment</b>	238 335	279 290	337 793	337 793	20,95%
<b>Employer's pension contributions</b>	2 409 221	2 800 000	3 215 736	3 340 736	19,31%
<b>Mission expenses</b>	84 951	87 241	81 509	81 509	-6,57%
<b>Socio-medical infrastructure</b>	749 206	844 111	841 437	841 437	-0,32%
<b>Training</b>	426 345	474 528	492 120	492 120	3,71%
<b>External Services</b>	291 451	341 866	307 003	307 003	-10,20%
<b>Receptions, events and representation</b>	144 126	108 200	128 063	128 063	18,36%
<b>Social welfare</b>					
<b>Other Staff related expenditure</b>					
<b>Title 2 - Infrastructure and operating expenditure</b>	<b>11 775 877</b>	<b>10 788 623</b>	<b>10 643 402</b>	<b>10 925 105</b>	<b>1,27%</b>
<b>Rental of buildings and associated costs</b>	4 235 112	4 775 177	4 312 471	4 594 174	-3,79%
<b>Information, communication technology and data processing</b>	6 504 839	5 007 371	5 398 831	5 398 831	7,82%
<b>Movable property and associated costs</b>					
<b>Current administrative expenditure</b>	609 170	594 371	541 976	541 976	-8,82%
<b>Postage / Telecommunications</b>	42 688				
<b>Meeting expenses</b>	384 068	411 704	390 124		-100%
<b>Running costs in connection with operational activities</b>					
<b>Information and publishing</b>				390 124	100%
<b>Studies</b>					

EXPENDITURE	Commitment appropriations EBA				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
Other infrastructure and operating expenditure					
<b>Title 3 - Operational expenditure</b>	<b>5 808 178</b>	<b>8 984 516</b>	<b>7 507 418</b>	<b>7 507 418</b>	<b>-16,44%</b>
General Operat. Cost: seminar for NSA, meetings, missions, consultation services, publication	1 875 008	2 491 887	2 438 322	2 438 322	-2,15%
Collection of information, developing and maintenance of a central European database					
IT solution assessment	3 933 170	6 492 629	5 069 096	5 069 096	-21,93%
<b>TOTAL</b>	<b>51 666 913</b>	<b>56 633 074</b>	<b>58 213 973</b>	<b>60 615 625</b>	<b>7,03%</b>

### 3.1.2.2 Payment appropriations EBA

EXPENDITURE	Payment appropriations EBA				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>Title 1 - Staff expenditure</b>	<b>34 082 858</b>	<b>36 859 935</b>	<b>40 063 153</b>	<b>42 183 102</b>	<b>14,44%</b>
Salaries & allowances	29 739 223	31 924 699	34 659 492	36 654 441	14,82%
- Of which establishment plan posts	24 282 623	25 641 544	28 658 320	30 365 443	18,42%
- Of which external personnel	5 456 600	6 283 155	6 001 172	6 288 998	0,09%
Expenditure relating to Staff recruitment	238 335	279 290	337 793	337 793	20,95%
Employer's pension contributions	2 409 221	2 800 000	3 215 736	3 340 736	19,31%
Mission expenses	84 951	87 241	81 509	81 509	-6,57%
Socio-medical infrastructure	749 206	844 111	841 437	841 437	-0,32%
Training	426 345	474 528	492 120	492 120	3,71%
External Services	291 451	341 866	307 003	307 003	-10,20%
Receptions, events and representation	144 126	108 200	128 063	128 063	18,36%
Social welfare					
Other Staff related expenditure					
<b>Title 2 - Infrastructure and operating expenditure</b>	<b>11 775 877</b>	<b>10 788 623</b>	<b>10 643 402</b>	<b>10 925 105</b>	<b>1,27%</b>
Rental of buildings and associated costs	4 235 112	4 775 177	4 312 471	4 594 174	-3,79%

EXPENDITURE	Payment appropriations EBA				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
Information, communication technology and data processing	6 504 839	5 007 371	5 398 831	5 398 831	7,82%
Movable property and associated costs					
Current administrative expenditure	609 170	594 371	541 976	541 976	-8,82%
Postage / Telecommunications	42 688				
Meeting expenses					
Running costs in connection with operational activities					
Information and publishing	384 068	411 704	390 124	390 124	-5,24%
Studies					
Other infrastructure and operating expenditure					
<b>Title 3 - Operational expenditure</b>	<b>5 808 178</b>	<b>8 984 516</b>	<b>7 507 418</b>	<b>7 507 418</b>	<b>-16,44%</b>
General Operat. Cost: seminar for NSA, meetings, missions, consultation services, publication	1 875 008	2 491 887	2 438 322	2 438 322	-2,15%
Collection of information, developing and maintenance of a central European database					
IT solution assessment	3 933 170	6 492 629	5 069 096	5 069 096	-21,93%
<b>TOTAL</b>	<b>51 666 913</b>	<b>56 633 074</b>	<b>58 213 973</b>	<b>60 615 625</b>	<b>7,03%</b>

### 3.2 Financial Resources (Fees)

#### 3.2.1 Revenues (Fees)

##### 3.2.1.1 General revenues (Fees)

REVENUES	General revenues (Fees)				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>1 REVENUE FROM FEES AND CHARGES</b>			3 322 333	3 322 333	100%
<b>2 EU CONTRIBUTION</b>					
- Of which assigned revenues deriving from previous years' surpluses					
<b>3 THIRD COUNTRIES CONTRIBUTION (incl. EEA/EFTA and candidate countries)</b>					
- Of which EEA/EFTA (excl. Switzerland)					
- Of which candidate countries					

REVENUES	General revenues (Fees)				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>4 OTHER CONTRIBUTIONS</b>					
<b>5 ADMINISTRATIVE OPERATIONS</b>					
<i>- Of which interest generated by funds paid by the Commission by way of the EU contribution (FFR Art. 61)</i>					
<b>6 REVENUES FROM SERVICES RENDERED AGAINST PAYMENT</b>					
<b>7 CORRECTION OF BUDGETARY IMBALANCES</b>					
<b>TOTAL</b>			<b>3 322 333</b>	<b>3 322 333</b>	<b>100%</b>

### 3.2.1.2 Additional EU funding: contribution, grant and service level agreements (Fees)

REVENUES	Additional EU funding: contribution, grant and service level agreements (Fees)				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>Additional EU funding stemming from grant agreements (FFR Art.7)</b>					
<b>Additional EU funding stemming from contribution agreements (FFR Art.7)</b>					
<b>Additional EU funding stemming from service level agreements (FFR Art. 43.2)</b>					
<b>TOTAL</b>					

### 3.2.2 Expenditure (Fees)

#### 3.2.2.1 Commitment appropriations (Fees)

EXPENDITURE	Commitment appropriations (Fees)				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>Title 1 - Staff expenditure</b>			<b>2 729 750</b>	<b>2 729 750</b>	<b>100%</b>
<b>Salaries &amp; allowances</b>			2 271 778	2 271 778	100%
<i>- Of which establishment plan posts</i>			2 227 480	2 227 480	100%
<i>- Of which external personnel</i>			44 298	44 298	100%
<b>Expenditure relating to Staff recruitment</b>			107 783	107 783	100%
<b>Employer's pension contributions</b>			340 736	340 736	100%
<b>Mission expenses</b>					

EXPENDITURE	Commitment appropriations (Fees)				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
Socio-medical infrastructure			9 453	9 453	100%
Training					
External Services					
Receptions, events and representation					
Social welfare					
Other Staff related expenditure					
<b>Title 2 - Infrastructure and operating expenditure</b>			<b>207 695</b>	<b>207 695</b>	<b>100%</b>
Rental of buildings and associated costs			207 695	207 695	100%
Information, communication technology and data processing					
Movable property and associated costs					
Current administrative expenditure					
Postage / Telecommunications					
Meeting expenses					
Running costs in connection with operational activities					
Information and publishing					
Studies					
Other infrastructure and operating expenditure					
<b>Title 3 - Operational expenditure</b>			<b>384 888</b>	<b>384 888</b>	<b>100%</b>
General Operat. Cost: seminar for NSA, meetings, missions, consultation services, publication			41 573	41 573	100%
Collection of information, developing and maintenance of a central European database					
IT solution assessment			343 315	343 315	100%
<b>TOTAL</b>			<b>3 322 333</b>	<b>3 322 333</b>	<b>100%</b>

3.2.2.2 Payment appropriations (Fees)

EXPENDITURE	Payment appropriations (Fees)				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>Title 1 - Staff expenditure</b>			<b>2 729 750</b>	<b>2 729 750</b>	<b>100%</b>
<b>Salaries &amp; allowances</b>			2 271 778	2 271 778	100%
- <i>Of which establishment plan posts</i>			2 227 480	2 227 480	100%
- <i>Of which external personnel</i>			44 298	44 298	100%
<b>Expenditure relating to Staff recruitment</b>			107 783	107 783	100%
<b>Employer's pension contributions</b>			340 736	340 736	100%
<b>Mission expenses</b>					
<b>Socio-medical infrastructure</b>			9 453	9 453	100%
<b>Training</b>					
<b>External Services</b>					
<b>Receptions, events and representation</b>					
<b>Social welfare</b>					
<b>Other Staff related expenditure</b>					
<b>Title 2 - Infrastructure and operating expenditure</b>			<b>207 695</b>	<b>207 695</b>	<b>100%</b>
<b>Rental of buildings and associated costs</b>			207 695	207 695	100%
<b>Information, communication technology and data processing</b>					
<b>Movable property and associated costs</b>					
<b>Current administrative expenditure</b>					
<b>Postage / Telecommunications</b>					
<b>Meeting expenses</b>					
<b>Running costs in connection with operational activities</b>					
<b>Information and publishing</b>					
<b>Studies</b>					
<b>Other infrastructure and operating expenditure</b>					

EXPENDITURE	Payment appropriations (Fees)				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>Title 3 - Operational expenditure</b>			<b>384 888</b>	<b>384 888</b>	<b>100%</b>
General Operat. Cost: seminar for NSA, meetings, missions, consultation services, publication			41 573	41 573	100%
Collection of information, developing and maintenance of a central European database					
IT solution assessment			343 315	343 315	100%
<b>TOTAL</b>			<b>3 322 333</b>	<b>3 322 333</b>	<b>100%</b>

### 3.2.3 Budget Outturn (Fees)

N/A

### 3.3 Financial Resources (UE and NCA)

#### 3.3.1 Revenues (UE and NCA)

##### 3.3.1.1 General revenues (UE and NCA)

REVENUES	General revenues (UE and NCA)				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>1 REVENUE FROM FEES AND CHARGES</b>					
<b>2 EU CONTRIBUTION</b>	19 428 306	20 774 871	20 071 829	20 965 882	0,92%
- Of which assigned revenues deriving from previous years' surpluses	391 315	134 440	424 468	424 468	215,73%
<b>3 THIRD COUNTRIES CONTRIBUTION (incl. EEA/EFTA and candidate countries)</b>	974 592	1 048 861	1 018 465	1 063 738	1,42%
- Of which EEA/EFTA (excl. Switzerland)	974 592	1 048 861	1 018 465	1 063 738	1,42%
- Of which candidate countries					
<b>4 OTHER CONTRIBUTIONS</b>	32 054 331	34 453 222	33 471 407	34 933 733	1,39%
<b>5 ADMINISTRATIVE OPERATIONS</b>					
- Of which interest generated by funds paid by the Commission by way of the EU contribution (FFR Art. 61)					
<b>6 REVENUES FROM SERVICES RENDERED AGAINST PAYMENT</b>	392 994				
<b>7 CORRECTION OF BUDGETARY IMBALANCES</b>					
<b>TOTAL</b>	<b>52 850 223</b>	<b>56 276 954</b>	<b>54 561 701</b>	<b>56 963 353</b>	<b>1,22%</b>



3.3.1.2 Additional EU funding: contribution, grant and service level agreements (UE and NCA)

REVENUES	Additional EU funding: contribution, grant and service level agreements (UE and NCA)				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
Additional EU funding stemming from grant agreements (FFR Art.7)					
Additional EU funding stemming from contribution agreements (FFR Art.7)					
Additional EU funding stemming from service level agreements (FFR Art. 43.2)	214 772	356 119	329 939	329 939	-7,35%
<b>TOTAL</b>	<b>214 772</b>	<b>356 119</b>	<b>329 939</b>	<b>329 939</b>	<b>-7,35%</b>

3.3.2 Expenditure (UE and NCA)

3.3.2.1 Commitment appropriations (UE and NCA)

EXPENDITURE	Commitment appropriations (UE and NCA)				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>Title 1 - Staff expenditure</b>	<b>34 082 858</b>	<b>36 859 935</b>	<b>37 333 403</b>	<b>39 453 352</b>	<b>7,04%</b>
Salaries & allowances	29 739 223	31 924 699	32 387 714	34 382 663	7,70%
- Of which establishment plan posts	24 282 623	25 641 544	26 430 840	28 137 963	9,74%
- Of which external personnel	5 456 600	6 283 155	5 956 874	6 244 700	-0,61%
Expenditure relating to Staff recruitment	238 335	279 290	230 010	230 010	-17,64%
Employer's pension contributions	2 409 221	2 800 000	2 875 000	3 000 000	7,14%
Mission expenses	84 951	87 241	81 509	81 509	-6,57%
Socio-medical infrastructure	749 206	844 111	831 984	831 984	-1,44%
Training	426 345	474 528	492 120	492 120	3,71%
External Services	291 451	341 866	307 003	307 003	-10,20%
Receptions, events and representation	144 126	108 200	128 063	128 063	18,36%
Social welfare					
Other Staff related expenditure					
<b>Title 2 - Infrastructure and operating expenditure</b>	<b>11 775 877</b>	<b>10 788 623</b>	<b>10 435 707</b>	<b>10 717 410</b>	<b>-0,66%</b>
Rental of buildings and associated costs	4 235 112	4 775 177	4 104 776	4 386 479	-8,14%

EXPENDITURE	Commitment appropriations (UE and NCA)				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
Information, communication technology and data processing	6 504 839	5 007 371	5 398 831	5 398 831	7,82%
Movable property and associated costs					
Current administrative expenditure	609 170	594 371	541 976	541 976	-8,82%
Postage / Telecommunications	42 688				
Meeting expenses	384 068	411 704	390 124		-100%
Running costs in connection with operational activities					
Information and publishing				390 124	100%
Studies					
Other infrastructure and operating expenditure					
<b>Title 3 - Operational expenditure</b>	<b>5 808 178</b>	<b>8 984 516</b>	<b>7 122 530</b>	<b>7 122 530</b>	<b>-20,72%</b>
General Operat. Cost: seminar for NSA, meetings, missions, consultation services, publication	1 875 008	2 491 887	2 396 749	2 396 749	-3,82%
Collection of information, developing and maintenance of a central European database					
IT solution assessment	3 933 170	6 492 629	4 725 781	4 725 781	-27,21%
<b>TOTAL</b>	<b>51 666 913</b>	<b>56 633 074</b>	<b>54 891 640</b>	<b>57 293 292</b>	<b>1,17%</b>

### 3.3.2.2 Payment appropriations (UE and NCA)

EXPENDITURE	Payment appropriations (UE and NCA)				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>Title 1 - Staff expenditure</b>	<b>34 082 858</b>	<b>36 859 935</b>	<b>37 333 403</b>	<b>39 453 352</b>	<b>7,04%</b>
Salaries & allowances	29 739 223	31 924 699	32 387 714	34 382 663	7,70%
- Of which establishment plan posts	24 282 623	25 641 544	26 430 840	28 137 963	9,74%
- Of which external personnel	5 456 600	6 283 155	5 956 874	6 244 700	-0,61%
Expenditure relating to Staff recruitment	238 335	279 290	230 010	230 010	-17,64%
Employer's pension contributions	2 409 221	2 800 000	2 875 000	3 000 000	7,14%
Mission expenses	84 951	87 241	81 509	81 509	-6,57%

EXPENDITURE	Payment appropriations (UE and NCA)				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
Socio-medical infrastructure	749 206	844 111	831 984	831 984	-1,44%
Training	426 345	474 528	492 120	492 120	3,71%
External Services	291 451	341 866	307 003	307 003	-10,20%
Receptions, events and representation	144 126	108 200	128 063	128 063	18,36%
Social welfare					
Other Staff related expenditure					
<b>Title 2 - Infrastructure and operating expenditure</b>	<b>11 775 877</b>	<b>10 788 623</b>	<b>10 435 707</b>	<b>10 717 410</b>	<b>-0,66%</b>
Rental of buildings and associated costs	4 235 112	4 775 177	4 104 776	4 386 479	-8,14%
Information, communication technology and data processing	6 504 839	5 007 371	5 398 831	5 398 831	7,82%
Movable property and associated costs					
Current administrative expenditure	609 170	594 371	541 976	541 976	-8,82%
Postage / Telecommunications	42 688				
Meeting expenses					
Running costs in connection with operational activities					
Information and publishing	384 068	411 704	390 124	390 124	-5,24%
Studies					
Other infrastructure and operating expenditure					
<b>Title 3 - Operational expenditure</b>	<b>5 808 178</b>	<b>8 984 516</b>	<b>7 122 530</b>	<b>7 122 530</b>	<b>-20,72%</b>
General Operat. Cost: seminar for NSA, meetings, missions, consultation services, publication	1 875 008	2 491 887	2 396 749	2 396 749	-3,82%
Collection of information, developing and maintenance of a central European database					
IT solution assessment	3 933 170	6 492 629	4 725 781	4 725 781	-27,21%
<b>TOTAL</b>	<b>51 666 913</b>	<b>56 633 074</b>	<b>54 891 640</b>	<b>57 293 292</b>	<b>1,17%</b>

### 3.3.3 Budget Outturn (UE and NCA)

First estimate of the 2023 surplus that should be reimbursed to the EU budget (as assigned revenue): EUR 424 468

## 4 Justification of needs

### Commission assessment

#### Human Resources

The Commission requests for 2025 for EBA:

- 196 Temporary Agent establishment plan posts, which is 7 more than the 189 Establishment Plan posts that EBA requested;
- 54 Contract Agents, which is 4 more than what EBA requested;
- 20 Seconded National Experts, which is 1 more than EBA requested.

The Commission requests these additional posts for the following reasons:

i) As explained in the Legislative Financial Statement that sets out the estimated resources required for EBA to be able to implement its new tasks for the validation of internal models for the calculation of initial margin used by EU market participants (EMIR 3.0) EBA needs 3 Temporary Agent posts and 1 Seconded National Expert post.

ii) As the negotiation of the regulation for the establishment of the new Authority for Anti-Money Laundering and Countering the Financing of Terrorism (AMLA) took longer than expected, during 2025, EBA will need to continue to undertake the Anti-Money Laundering (AML) related work it was tasked with following the ESAs review. As such, EBA will continue to need to have the 4 Temporary Agents and 4 Contract Agents that EBA was allocated for this following the ESAs review.

Of the 196 Establishment Plan posts requested for EBA, one relates to EBA's temporary work on the Supervisory Digital Finance Academy (SDFA), which has been supported by a three-years project funded by DG REFORM. As from 2026, that post will be removed from EBA's establishment plan.

Similarly, in addition to the 54 Contract Agent posts shown in tables 1.4 (Human Resources Overview) and 2.2.1 (Contract Agents), EBA has been allowed 1 additional Contract Agent (Function Group IV) post for the implementation period (i.e., 2023-2025) of the Supervisory Digital Finance Academy (SDFA) project funded by DG REFORM.

While supporting EBA's request for establishment plan posts and contract agents, and requesting additional posts for AML work and EMIR 3.0, the Commission also notes that the establishment plan includes no provision for AST/SC temporary agents and FG II contract agents. The Commission reminds EBA of the need to assess which positions involve clerical or secretarial tasks and to convert these to AST/SC once the posts are vacant.

#### Financial Resources

The Union contribution EBA requested for 2025 is in line with the technical update of the financial programming for 2024-2027.

On top of that request, the Commission requests:

- an additional EUR 561 379, so that EBA can undertake its AML related work during 2025;
- an additional EUR 332 674 so that EBA can undertake necessary preparations for the implementation of Regulation (EU) 2022/2554 on digital operational resilience for the financial sector (DORA).

Hence, the Commission requests a Union contribution to EBA for 2025 of EUR 20 965 882 for EBA (of which EUR 20 541 414 are fresh credits).

## **4.1 Human Resources - Agency Request**

### *4.1.1 Number of staff requested*

Based on the MFF and ongoing LFS, the EBA is requesting a total of 258 posts for 2025: 189 Temporary Agents (TAs) as part of the Establishment Plan, 50 Contract Agents (CAs) and 19 Seconded National Experts (SNEs). On top of the above, there is one more CA funded by DG REFORM via the SLA signed in 2022. This post is not included in the above tables or text summary.

The evolution of staffing compared to 2024 (-2) results from: additional posts for MiCAR and DORA foreseen by the revised LFS, which has been reflected in the EP i.e., for MiCAR +2 TA/AD fee-funded posts; for DORA +2 TA/AD fee-funded posts and +2 CA/FG IV fee-funded posts; the loss of 4 TA and 4 CA posts to AMLA. The EBA understands that this loss may be delayed, and that funds may be made available to the EBA for these posts in 2025.

The implementation of the DORA Oversight framework is mandatory and needs to be adequately anticipated. ESAs have exhausted the capacity to redeploy budgetary resources out of their existing budgets to recruit staff for these 30 DORA oversight posts. While we acknowledge that no further increase in post capacity of the ESAs is foreseen at present time beside the number of allocated posts for DORA, the ESAs are seeking an interim solution and the means to recruit staff to prepare for the CTPP oversight set-up in H2 2024 and H1 2025, and for running the formal designation process in H1 2025, thus filling-in the gap before the ESAs start collecting fees from the designated CTPPs. In that regard, the ESAs would like to explore the possibility for the budgetary authority to provide the ESAs with additional budget to fund some of the establishment posts identified in the LFS agreed by the co-legislators. For the EBA, this would require funding for one FTE (AD) in 2024 and for 4.5 FTE (AD) in H1 2025. (as per letter "ESA 2024 02 - ESA letter to FISMA-DORA budget need").

### *4.1.2 Vacancy rate as of end 2023*

The authorised establishment plan for 2023 shown in tables 1.4 and 2.1 includes 21 fee-funded posts proposed for the EBA in the initial MiCAR and DORA LFS and adopted by the Budgetary Authority in the General Budget 2022. Given that the legislative processes for MiCAR and DORA did not conclude in 2022 and that fee funding was not available to the EBA in 2023, it was not possible for the EBA to recruit these 21 posts. Excluding these posts, the occupation rate at the end of 2023 was 98.8 % against the establishment plan of 163 Temporary Agent posts. The filled posts include five temporary agent offers that were made by 31 December 2023.

### *4.1.3 Standard abatement ('abatement forfaitaire') applied*

The EBA does not apply the standard abatement. For 2025, the EBA has budgeted for:

- 98.2 % occupancy rate for non-fee-funded TA positions.
- 98.0 % occupancy rate for non-fee-funded CA positions.
- 78.9 % occupancy rate for SNE positions, resulting from a high number of cost-free SNE.

### *4.1.4 Salary assumption for calculating salary line (% applied)*

The cost of the TA & CA posts is based on the actual costs for existing staff at the end of 2023, adjusted with 3.0 % indexation, and an increase of the pension contribution rate to 11.7 % (from 1 July 2024).

### *4.1.5 Correction coefficient used*

The correction coefficient used is 119.5 for the whole year.

### *4.1.6 Exchange rate used (if applicable)*

The exchange rates applied are those of 30 September 2023, these being the reference rates as per the advice given in the Commission's Budget Circular for 2025, though these have little impact on the EBA budget as the vast majority of EBA financial transactions are denominated in euros.

## **4.2 Financial Resources - Agency request**

### **4.2.1 Title 1**

#### **4.2.1.1 Title 1 (Fees)**

As per revised LFS.

#### **4.2.1.2 Title 1 (UE and NCA)**

The following assumptions drive the Title 1 expenditure:

Additional MFF staff for MiCA and DG REFORM-funded staff for the Supervisory Digital Finance Academy impacting the budget as full-time equivalents (FTEs).

Employer's pension contribution percentage: the double of the employee's contribution % (assumed = 11.7 % for 2025). Of this, 60 % of the employer's cost element for non-fee-funded staff goes through the EBA budget – this amount is funded fully by the NCA contributions, except for the SDFAs staff where pension costs are covered by the Commission; For fee-funded staff, 100 % of the pension contributions go through the EBA budget and are fully funded by industry fees.

Given the continuing success of the trainee scheme, the EBA will continue to aim for a total of 30 trainees.

### **4.2.2 Title 2**

#### **4.2.2.1 Title 2 (Fees)**

As per revised LFS.

#### **4.2.2.2 Title 2 (UE and NCA)**

The French government's contribution of EUR 575,000 will be used to pay for the lease costs of the Paris building. The EBA will receive the contribution as external assigned revenue.

The EBA lease on the office space in the Europlaza building comes to an end in May 2028. Given the lead time for an office space procurement, which includes or may include: market research, lengthy specification and procurement processes, lease negotiations and legal advice thereon, European Parliament approval, office fit-out and physical move; the EBA expects to begin work on this in the second semester of 2024.

As envisaged in the EBA's IT strategy, IT costs will continue to be driven by the operational costs of existing EBA products such as the collaboration platform, security operations centre, and the EBA website. In 2024 the EBA will invest in an HR digital transformation program, starting with the implementation of the European Commission's SYSPER system, and in addition will work on the replacement of the existing EBA document management system with a records management system that is more fit for purpose. The costs of these initiatives are expected to continue into 2025. The EBA will also focus on cost reduction possibilities resulting from the successful implementation of the cloudification project. Depending on the funds available over the course of the year, the EBA aims to continue work on the implementation of ServiceNow and intranet revamp.

### **4.2.3 Title 3**

#### **4.2.3.1 Title 3 (Fees)**

As per revised LFS.

#### **4.2.3.2 Title 3 (UE and NCA)**

The Chapter 31 general operating costs budget includes the costs of: developing and running training for external entities; EBA-hosted meetings (BoS and MB, Banking Stakeholder Group, standing committees, sub-groups and working groups); and EBA business travel. The EBA is budgeting for a similar level of physical meetings and travel as in 2024, while taking account of the EMAS targets on reductions of missions and in-person meetings by half compared to 2019. Chapter 31 also includes the cost of translations of guidelines, which for the EBA has always been a significant cost. Chapter 31 also includes subscriptions to data services - such as data on crypto-assets, ESG, and climate risk data - as well as ad-hoc data required for some consumer initiatives and FinTech work, and capital market data. Operational consulting is

included in this chapter, and in 2024 is expected to include work on IFRS9, Pillar 3, DPM quality, and applications of AI/MLT.

The Chapter 32 information technology (IT) budget includes amounts for ongoing support and maintenance work on existing systems, and implementation of additional capabilities/new initiatives. The most significant element of expenditure will continue to be EUCLID, both maintenance and new initiatives (calculation engine, DPM refit, and Pillar 3 disclosures). There will also be significant costs for DORA and MiCAR systems, while work will continue on SAS development and the EDAP dissemination platform. IT costs will also include ongoing support of these and other operational systems, and related software licenses.

### 4.3 Ad hoc grants and delegation agreements

In 2022, the EBA signed an SLA with DG REFORM whereby the EBA provides services to the EU Supervisory Digital Finance Academy (<https://eusdfa.eu.eu>) over a period of four years. Under the terms of this SLA, DG REFORM is funding one TA and one CA for three years, as well as other costs arising from the EBA's support to the EU S DFA.

## 5 Other information

### 5.1 Buildings

#### 5.1.1 Current building(s)

#	Building Name and type	Location	SURFACE AREA(in m <sup>2</sup> )			RENTAL CONTRACT			Host country (grant or support)	Building present value(€)
			Office space	non-office	Total	RENT (€/year)	Duration	Type		
1	Tour Europlaza	20 Avenue André Prothin, 92400 Courbevoie	5 336	67	5 403	2 806 447	9 term lease with a break option after 6 year (conditional)	Lease Contract	Financial contribution from French State	
<b>TOTAL</b>			<b>5 336</b>	<b>67</b>	<b>5 403</b>	<b>2 806 447</b>				

#### 5.1.2 Current building(s) Other comments

The EUR 2 806 447 amount for rent covers rental of the office, archive space, and car parking spaces, and includes expected impact of 2025 indexation.

### Paris offices at La Défense

Total sq. m. on all floors	3 995 m <sup>2</sup>
Shared areas including lift banks	1 341 m <sup>2</sup>
Archives (at level minus 4)	67 m <sup>2</sup>
<b>TOTAL</b>	<b>5 403 m<sup>2</sup></b>
Reception / Lobby	184 m <sup>2</sup>
Meeting rooms - Visitors	527 m <sup>2</sup>
Internal meeting rooms	417 m <sup>2</sup>
Storage / Print rooms/ Corridors	1 183 m <sup>2</sup>
Break out area visitors	202 m <sup>2</sup>
Break out area staff	65 m <sup>2</sup>
Open plan (including individual offices)	1 416 m <sup>2</sup>

### *5.1.3 Building projects in the planning phase*

The EBA lease on the office space in the Europlaza building comes to an end in May 2028. Given the lead time for an office space procurement, which includes or may include: market research, lengthy specification and procurement processes, lease negotiations and legal advice thereon, European Parliament approval, office fit-out and physical move; the EBA expects to begin work on this in the second semester of 2024.

### *5.1.4 Building projects submitted to the European Parliament and the Council*

None

## **5.2 European schools**

A Type II European School opened in Courbevoie in September 2019. The accreditation agreement was signed on 19 June 2020 with retroactive effect to 01/09/2019. The EBA concluded the “Mandate and Service Agreement” with the Commission on 30/11/2020. Further to the EU Contribution agreement concluded between the Commission and the Type II European School in Courbevoie on 16/06/2021, the EBA pays an EU financial contribution for the EBA staff members’ children attending the school as from the school year 2019/2020.

## **5.3 Evaluation**

The EBA is subject to regular reviews by the EU institutions, in accordance with Article 81 of the EBA (and other two ESAs) Regulations. The most recent assessment report on the operation of the European Supervisory authorities (ESAs) was published on 23 May 2022. ([https://finance.ec.europa.eu/system/files/2022-05/220523-esas-operations-report\\_en.pdf](https://finance.ec.europa.eu/system/files/2022-05/220523-esas-operations-report_en.pdf))

In this report, the Commission concluded that: ‘ Since the last ESA review in 2019, the ESAs have continued to perform their tasks efficiently and effectively, including during the recent challenging circumstances caused by the COVID19 pandemic.’

The Commission also identified ‘some areas where improvements could be implemented with no need for legislative changes, and will cooperate with the ESAs to assess this further, mainly with the aim ‘to promote supervisory convergence and consistent supervision, which is a key building block in creating a genuine Capital Markets Union.’

In particular, the Commission underlined the increasing number of cross-sectoral tasks and topics that must be dealt with by the ESAs as part of the Joint Committee. As a consequence, the Commission invited the ESAs to reflect on desirable changes that could be made to the framework in the future to ensure sufficient resources and improve the decision-making process. The Commission also invited the ESAs to provide their advice to the Commission by the end of 2023.

The ESAs made progress in fostering supervisory convergence in the area of enforcement, amongst others, and supervisory independence, including through the development of joint criteria that since then, have been adopted and published on ESAs’ websites .

Partial progress was also made regarding the recommendation to consider ways to ensure sufficient resources and improve decision-making in the JC, although the scope of action is limited given that the legal framework sets clear rules on the JC’s governance and functioning. In the absence of legislative changes, the ESAs have therefore been focusing on enhancing good governance and efficient operations within the JC on aspects under the ESAs’ control that do not require legislative changes.

Further accountability and evaluations are ensured via following institutions and channels:

- European Parliament, in its role as authority responsible for the discharge of the EBA’s financial statements, but also by way of the yearly hearing the EBA Chairman attends at the EPs ECON committee



- The European Court of Auditors and the European Commission's Internal Audit Services and the yearly audits.
- Publication of the EBA'S Consolidated Annual Activity Report (and Annual Report) which provide(s) an overview of the execution of the work programme and more detail on the above external evaluations.

#### 5.4 Privileges and immunities

Agency privileges	Privileges granted to staff	
	Protocol of privileges and immunities / diplomatic status	Education / day care
<p>EBA enjoys the privileges stipulated in the Protocol on the Privileges and Immunities of the European Communities.</p> <p>Furthermore, the draft Agreement between the French Government and the Agency stipulates the following:</p> <ul style="list-style-type: none"> <li>- The Authority, its assets, income and other property are exempt from all direct taxes;</li> <li>- the French Government shall take appropriate measures to remit or refund the amount of indirect duties and sales taxes included in the prices of real estate or movable property and services where the Commission or the Authority carries out, for the official use of the Authority, significant purchases the price of which includes duties and taxes of this kind. The articles so acquired shall not be assigned for consideration or free of charge in the territory of the French Republic, unless it is on the conditions approved by the Government;</li> <li>- The Authority shall be exempt from all customs duties, prohibitions and restrictions on imports and exports in respect of articles intended for its official use. The articles so imported shall not be assigned for consideration or free of charge in the territory of the French Republic, unless it is on conditions approved by the Government;</li> <li>- The Authority is exempt from any customs duties and prohibitions and restrictions on imports and exports in respect of its publications;</li> <li>- The Authority is entitled to three license plates for service vehicles in the Preferred CD Series.</li> </ul>	<p>Articles 12 to 16 of the Protocol on the Privileges and Immunities of the European Communities are applicable to the staff of the Agency. This includes:</p> <ol style="list-style-type: none"> <li>1) Immunity from jurisdiction as regards acts carried out by them in their official capacity;</li> <li>2) Exemption from regulations restricting immigration and formalities for the registration of foreigners;</li> <li>3) Right to import household effects from their last country of residence or from the country of which they are nationals free of customs duty and VAT.</li> </ol> <p>Furthermore, the draft Agreement between the French Government and the Agency stipulates the following:</p> <ul style="list-style-type: none"> <li>-The Government shall issue to each staff member (other than those of French nationality and those who are permanent residents in France), after having been informed of their appointment, a special residence permit of the FI category which identifies them as a staff member of the Authority. The Government shall facilitate the issue of residence permits and work permits to members of the family of staff of the Authority and seconded national experts (other than those of French nationality and those who are permanent residents of France);</li> <li>- Staff members have the right to import duty-free motor vehicles for personal use acquired in the State of their last residence or in the State of which they are nationals on the conditions of the latter's internal market and to re-export them in subject, in both cases, to the conditions deemed necessary by the Government;</li> <li>-Staff member may purchase a VAT free motor vehicle within 12 months of first entry in the French territory;</li> <li>-Staff members who, because of only in the exercise of their functions in the service of the Authority, establish their residence in the territory of the French Republic, are exempt from inheritance tax on movable property in France.</li> </ul>	<p>An Accredited European School was created by the French State in La Défense, Paris. The Mandate and Service Agreement between the EBA and the Commission was concluded in November 2020, facilitating the payment of an EU financial contribution towards the Accredited European School Paris La Défense. The Accredited European School grants free-of-charge priority enrolment for the children of the EBA staff. The Accredited European School then grants free-of-charge priority enrolment for the children of EBA staff.</p> <p>For children who do not attend this school, education allowances are determined and paid when due.</p>

### 3.1.5 European Insurance and Occupational Pensions Authority – EIOPA

## 1 Overview

### 1.1 Creation/modification (legal base)

Decision	Date	Mission/ Tasks / Functions
Regulation (EU) No. 1094/2010 of the European Parliament and the Council of 24 November 2010 establishing a European Supervisory Authority (European Insurance and Occupational Pensions Authority), amending Decision 716/2009/EC and repealing Commission Decision 2009/79/EC	24/11/2010	The Authority shall act within the powers conferred by this Regulation and within the scope of Directive 2009/138/EC with the exception of Title IV thereof, of Directives 2002/92/EC, 2003/41/EC, 2002/87/EC, 64/225/EEC, 73/239/EEC, 73/240/EEC, 76/580/EEC, 78/473/EEC, 84/641/EEC, 87/344/EEC, 88/357/EEC, 92/49/EEC, 98/78/EC, 2001/17/EC, 2002/83/EC, 2005/68/EC and, to the extent that those acts apply to insurance undertakings, reinsurance undertakings, institutions for occupational retirement provision and insurance intermediaries, within the relevant parts of Directives 2005/60/EC and 2002/65/EC, including all directives, regulations, and decisions based on those acts, and of any further legally binding Union act which confers tasks on the Authority
Regulation (EU) 2019/2175 of the European Parliament and of the Council of 18 December 2019, amending Regulation (EU) No 1093/2010 establishing a European Supervisory Authority (European Banking Authority), Regulation (EU) No 1094/2010 establishing a European Supervisory Authority (European Insurance and Occupational Pensions Authority), Regulation (EU) No 1095/2010 establishing a European Supervisory Authority (European Securities and Markets Authority), Regulation (EU) No 600/2014 on markets in financial instruments, Regulation (EU) 2016/1011 on indices used as benchmarks in financial instruments and financial contracts or to measure the performance of investment funds, and Regulation (EU) 2015/847 on information accompanying transfers of funds.	18/12/2019	Modifications in the mandate and governance in order to ensure stronger and more integrated supervision across the EU.
Regulation (EU) 2022/2554 of the European Parliament and of the Council of 14 December 2022 on digital operational resilience for the financial sector and amending Regulations (EC) No 1060/2009, (EU) No 648/2012, (EU) No 600/2014, (EU) No 909/2014 and (EU) 2016/1011	14/12/2022	The regulation will further enable and support the potential of digital finance in terms of innovation and competition while mitigating the risks arising from it. It is in line with the Commission priorities to make Europe fit for the digital age and to build a future-ready economy that works for the people.
Proposal for a Directive of the European Parliament and of the Council amending Directives (EU) 2009/65/EC, 2009/138/EC, 2011/61/EU, 2014/65/EU and (EU) 2016/97 as regards the Union retail investor protection rules  Proposal for a Regulation of the European Parliament and of the Council amending Regulation (EU) No 1286/2014 as regards the modernisation of the key information document	24/05/2023	These two legislative proposals are part of the European Commission's Retail Investment Package that aims at empowering retail investors to make investment decisions that are aligned with their needs and preferences, ensuring that they are treated fairly and duly protected. This will in turn enhance retail investors' trust and confidence to safely invest in their future and take full advantage of the EU's Capital Markets Union, as retail participation in EU capital markets has traditionally been lower than in other jurisdictions even though Europeans have very high savings rates. The package consists of an amending Directive, which revises the existing rules set out <i>inter alia</i> in the Insurance Distribution Directive (IDD) and Solvency II Directive, as well as an amending Regulation, which revises the Packaged Retail and Insurance-based Investment Products (PRIIPs) Regulation.

### 1.2 Seat

Frankfurt am Main, Germany

### 1.3 Budget Line

03 10 03 : European Insurance and Occupational Pensions Authority (EIOPA)

#### 1.4 Human Resource Overview EIOPA

The table below presents the number of posts in the establishment plans, including the posts assigned to programmes financed outside the EU budget, whereas the number of Contract Agents / SNE only includes those financed under programmes financed within the EU Budget.

Human Resources	2023			2024	2025
	Authorised Budget	Actually filled as of 31/12/2023	Occupancy rate(%)	Authorised Budget	Draft Budget Request
<b>TOTAL AD</b>	130	125	96,15%	130	132
<b>TOTAL AST</b>	15	13	86,67%	15	16
<b>TOTAL AST/SC</b>					
<b>ESTABLISHMENT PLAN POSTS</b>	<b>145</b>	<b>138</b>	<b>95,17%</b>	<b>145</b>	<b>148</b>
Contract Agents (CA)	42	35	83,33%	42	45
Seconded National Experts (SNE)	29	18	62,07%	29	29
<b>TOTAL STAFF</b>	<b>216</b>	<b>191</b>	<b>88,43%</b>	<b>216</b>	<b>222</b>

#### 1.5 Financial Resources Overview

##### 1.5.1 Financial Resources Overview EIOPA

##### 1.5.1.1 Revenues Overview EIOPA

##### 1.5.1.1.1 General revenues EIOPA

REVENUES	2024	2025
	Revenues estimated by the agency	Budget Forecast
<b>EU contribution</b>	13 740 130	14 725 667
<b>Other Revenue</b>	22 736 195	25 063 235
<b>TOTAL REVENUES</b>	<b>36 476 325</b>	<b>39 788 902</b>

##### 1.5.1.1.2 Additional EU funding: contribution, grant and service level agreements EIOPA

REVENUES	2024	2025
	Revenues estimated by the agency	Budget Forecast
<b>Additional EU funding stemming from grant agreements (FFR Art.7)</b>		
<b>Additional EU funding stemming from contribution agreements (FFR Art.7)</b>		
<b>Additional EU funding stemming from service level agreements (FFR Art. 43.2)</b>	539 177	286 623
<b>TOTAL REVENUES</b>	<b>539 177</b>	<b>286 623</b>

### 1.5.1.2 Expenditure Overview EIOPA

Expenditure	2024		2025	
	Commitment appropriations	Payment appropriations	Commitment appropriations	Payment appropriations
<b>Title 1 - Staff expenditure</b>	26 240 828	26 240 828	28 213 144	28 213 144
<b>Title 2 - Infrastructure and operating expenditure</b>	3 861 242	3 861 242	4 217 161	4 217 161
<b>Title 3 - Operational expenditure</b>	6913432	6913432	7645220	7645220
<b>TOTAL EXPENDITURE</b>	<b>37 015 502</b>	<b>37 015 502</b>	<b>40 075 525</b>	<b>40 075 525</b>

### 1.5.2 Financial Resources Overview (Fees)

#### 1.5.2.1 Revenues Overview (Fees)

##### 1.5.2.1.1 General revenues (Fees)

REVENUES	2024	2025
	Revenues estimated by the agency	Budget Forecast
<b>EU contribution</b>		
<b>Other Revenue</b>		693 334
<b>TOTAL REVENUES</b>		<b>693 334</b>

##### 1.5.2.1.2 Additional EU funding: contribution, grant and service level agreements (Fees)

REVENUES	2024	2025
	Revenues estimated by the agency	Budget Forecast
<b>Additional EU funding stemming from grant agreements (FFR Art.7)</b>		
<b>Additional EU funding stemming from contribution agreements (FFR Art.7)</b>		
<b>Additional EU funding stemming from service level agreements (FFR Art. 43.2)</b>		
<b>TOTAL REVENUES</b>		

#### 1.5.2.2 Expenditure Overview (Fees)

Expenditure	2024		2025	
	Commitment appropriations	Payment appropriations	Commitment appropriations	Payment appropriations
<b>Title 1 - Staff expenditure</b>			407 667	407 667
<b>Title 2 - Infrastructure and operating expenditure</b>			76 667	76 667
<b>Title 3 - Operational expenditure</b>			209 000	209 000
<b>TOTAL EXPENDITURE</b>			<b>693 334</b>	<b>693 334</b>

### 1.5.3 Financial Resources Overview (UE and NCA)

#### 1.5.3.1 Revenues Overview (UE and NCA)

##### 1.5.3.1.1 General revenues (UE and NCA)

REVENUES	2024	2025
	Revenues estimated by the agency	Budget Forecast
EU contribution	13 740 130	14 725 667
Other Revenue	22 736 195	24 369 901
<b>TOTAL REVENUES</b>	<b>36 476 325</b>	<b>39 095 568</b>

##### 1.5.3.1.2 Additional EU funding: contribution, grant and service level agreements (UE and NCA)

REVENUES	2024	2025
	Revenues estimated by the agency	Budget Forecast
Additional EU funding stemming from grant agreements (FFR Art.7)		
Additional EU funding stemming from contribution agreements (FFR Art.7)		
Additional EU funding stemming from service level agreements (FFR Art. 43.2)	539 177	286 623
<b>TOTAL REVENUES</b>	<b>539 177</b>	<b>286 623</b>

##### 1.5.3.2 Expenditure Overview (UE and NCA)

Expenditure	2024		2025	
	Commitment appropriations	Payment appropriations	Commitment appropriations	Payment appropriations
Title 1 - Staff expenditure	26 240 828	26 240 828	27 805 477	27 805 477
Title 2 - Infrastructure and operating expenditure	3 861 242	3 861 242	4 140 494	4 140 494
Title 3 - Operational expenditure	6 913 432	6 913 432	7 436 220	7 436 220
<b>TOTAL EXPENDITURE</b>	<b>37 015 502</b>	<b>37 015 502</b>	<b>39 382 191</b>	<b>39 382 191</b>

## 2 Human Resources

### 2.1 Establishment plan posts EIOPA

The table below presents the number of posts in the establishment plans, including the posts assigned to programmes financed outside the EU budget.

Function group and grade	2023				2024		2025			
	Authorised Budget		Actually filled as of 31/12/2023		Authorised Budget		Request of the Agency		Draft Budget Request	
	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts
AD 16		1				1		1		
AD 15		1		2		1		1		2
AD 14		1				2		3		3
AD 13		4		2		4		4		4
AD 12		6		5		7		8		8
AD 11		7		4		9		11		11
AD 10		14		10		15		16		16
AD 9		18		15		19		21		21
AD 8		18		11		21		22		22
AD 7		24		28		23		21		21
AD 6		22		26		17		14		14
AD 5		14		22		11		10		10
AD TOTAL		130		125		130		132		132
AST 11										
AST 10										
AST 9								1		1
AST 8		1				2		2		2
AST 7		2		1		2		2		2
AST 6		4		2		4		4		4
AST 5		6		5		6		6		6
AST 4		2		4		1		1		1
AST 3				1						
AST 2										
AST 1										
AST TOTAL		15		13		15		16		16
AST/SC 6										
AST/SC 5										
AST/SC 4										
AST/SC 3										
AST/SC 2										
AST/SC 1										
AST/SC TOTAL										
TOTAL		145		138		145		148		148
GRAND TOTAL		145		138		145		148		148

## 2.2 External personnel EIOPA

### 2.2.1 Contract Agents EIOPA

Contract agents	Authorised 2023	Recruited as of 31/12/2023	2024 estimate	Draft Budget 2025 estimate
Function Group IV	19	9	19	27
Function Group III	22	25	22	18
Function Group II	1	1	1	
Function Group I				
<b>TOTAL</b>	<b>42</b>	<b>35</b>	<b>42</b>	<b>45</b>

### 2.2.2 Seconded National Experts EIOPA

Seconded National Experts	Authorised 2023	Recruited as of 31/12/2023	2024 estimate	Draft Budget 2025 estimate
<b>TOTAL</b>	<b>29</b>	<b>18</b>	<b>29</b>	<b>29</b>

## 3 Financial Resources

### 3.1 Financial Resources EIOPA

#### 3.1.1 Revenues EIOPA

##### 3.1.1.1 General revenues

REVENUES	General revenues				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>1 REVENUE FROM FEES AND CHARGES</b>			693 334	693 334	100%
<b>2 EU CONTRIBUTION</b>	13 470 715	13 740 130	14 393 932	14 725 667	7,17%
- Of which assigned revenues deriving from previous years' surpluses	102 838	202 683	54 090	54 090	-73,31%
<b>3 THIRD COUNTRIES CONTRIBUTION (incl. EEA/EFTA and candidate countries)</b>	663 272	682 769	714 123	731 829	7,19%
- Of which EEA/EFTA (excl. Switzerland)	663 272	682 769	714 123	731 829	7,19%
- Of which candidate countries					
<b>4 OTHER CONTRIBUTIONS</b>	21 423 686	22 053 426	23 066 175	23 638 072	7,19%
<b>5 ADMINISTRATIVE OPERATIONS</b>	150 945				
- Of which interest generated by funds paid by the Commission by way of the EU contribution (FFR Art. 61)	150 945				
<b>6 REVENUES FROM SERVICES RENDERED AGAINST PAYMENT</b>					
<b>7 CORRECTION OF BUDGETARY IMBALANCES</b>					
<b>TOTAL</b>	<b>35 708 618</b>	<b>36 476 325</b>	<b>38 867 564</b>	<b>39 788 902</b>	<b>9,08%</b>

### 3.1.1.2 Additional EU funding: contribution, grant and service level agreements

REVENUES	Additional EU funding: contribution, grant and service level agreements				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
Additional EU funding stemming from grant agreements (FFR Art.7)					
Additional EU funding stemming from contribution agreements (FFR Art.7)					
Additional EU funding stemming from service level agreements (FFR Art. 43.2)	1 005 874	539 177	286 623	286 623	-46,84%
<b>TOTAL</b>	<b>1 005 874</b>	<b>539 177</b>	<b>286 623</b>	<b>286 623</b>	<b>-46,84%</b>

### 3.1.2 Expenditure EIOPA

#### 3.1.2.1 Commitment appropriations EIOPA

EXPENDITURE	Commitment appropriations EIOPA				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>Title 1 - Staff expenditure</b>	<b>24 737 507</b>	<b>26 240 828</b>	<b>27 291 806</b>	<b>28 213 144</b>	<b>7,52%</b>
Salaries & allowances	21 416 700	22 635 670	23 560 546	24 389 884	7,75%
- Of which establishment plan posts	17 046 127	17 800 000	18 577 667	19 407 005	9,03%
- Of which external personnel	4 370 573	4 835 670	4 982 879	4 982 879	3,04%
Expenditure relating to Staff recruitment	179 668	185 000	188 700	188 700	2,00%
Employer's pension contributions	1 906 404	2 174 158	2 277 560	2 369 560	8,99%
Mission expenses					
Socio-medical infrastructure	47 450	93 000	93 000	93 000	0,00%
Training	188 289	200 000	204 000	204 000	2,00%
External Services	261 662	180 000	180 000	180 000	0,00%
Receptions, events and representation	3 991	5 000	5 000	5 000	0,00%
Social welfare	710 343	745 000	760 000	760 000	2,01%
Other Staff related expenditure	23 000	23 000	23 000	23 000	0,00%
<b>Title 2 - Infrastructure and operating expenditure</b>	<b>3 428 392</b>	<b>3 861 242</b>	<b>4 217 161</b>	<b>4 217 161</b>	<b>9,22%</b>
Rental of buildings and associated costs	2 915 423	3 246 822	3 586 611	3 586 611	10,47%
Information, communication technology and data processing	380 401	422 000	430 000	430 000	1,90%



EXPENDITURE	Commitment appropriations EIOPA				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
Movable property and associated costs	13 429	15 000	15 200	15 200	1,33%
Current administrative expenditure	82 000	138 520	145 650	145 650	5,15%
Postage / Telecommunications	36 200	37 900	38 700	38 700	2,11%
Meeting expenses					
Running costs in connection with operational activities					
Information and publishing	939	1 000	1 000	1 000	0,00%
Studies					
Other infrastructure and operating expenditure					
<b>Title 3 - Operational expenditure</b>	<b>8 548 593</b>	<b>6 913 432</b>	<b>7 645 220</b>	<b>7 645 220</b>	<b>10,59%</b>
<b>TOTAL</b>	<b>36 714 492</b>	<b>37 015 502</b>	<b>39 154 187</b>	<b>40 075 525</b>	<b>8,27%</b>

### 3.1.2.2 Payment appropriations EIOPA

EXPENDITURE	Payment appropriations EIOPA				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>Title 1 - Staff expenditure</b>	<b>24 737 507</b>	<b>26 240 828</b>	<b>27 291 806</b>	<b>28 213 144</b>	<b>7,52%</b>
Salaries & allowances	21 416 700	22 635 670	23 560 546	24 389 884	7,75%
- Of which establishment plan posts	17 046 127	17 800 000	18 577 667	19 407 005	9,03%
- Of which external personnel	4 370 573	4 835 670	4 982 879	4 982 879	3,04%
Expenditure relating to Staff recruitment	179 668	185 000	188 700	188 700	2,00%
Employer's pension contributions	1 906 404	2 174 158	2 277 560	2 369 560	8,99%
Mission expenses					
Socio-medical infrastructure	47 450	93 000	93 000	93 000	0,00%
Training	188 289	200 000	204 000	204 000	2,00%
External Services	261 662	180 000	180 000	180 000	0,00%
Receptions, events and representation	3 991	5 000	5 000	5 000	0,00%

EXPENDITURE	Payment appropriations EIOPA				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
Social welfare	710 343	745 000	760 000	760 000	2,01%
Other Staff related expenditure	23 000	23 000	23 000	23 000	0,00%
<b>Title 2 - Infrastructure and operating expenditure</b>	<b>3 428 392</b>	<b>3 861 242</b>	<b>4 217 161</b>	<b>4 217 161</b>	<b>9,22%</b>
Rental of buildings and associated costs	2 915 423	3 246 822	3 586 611	3 586 611	10,47%
Information, communication technology and data processing	380 401	422 000	430 000	430 000	1,90%
Movable property and associated costs	13 429	15 000	15 200	15 200	1,33%
Current administrative expenditure	82 000	138 520	145 650	145 650	5,15%
Postage / Telecommunications	36 200	37 900	38 700	38 700	2,11%
Meeting expenses					
Running costs in connection with operational activities					
Information and publishing	939	1 000	1 000	1 000	0,00%
Studies					
Other infrastructure and operating expenditure					
<b>Title 3 - Operational expenditure</b>	<b>8 548 593</b>	<b>6 913 432</b>	<b>7 645 220</b>	<b>7 645 220</b>	<b>10,59%</b>
<b>TOTAL</b>	<b>36 714 492</b>	<b>37 015 502</b>	<b>39 154 187</b>	<b>40 075 525</b>	<b>8,27%</b>

### 3.2 Financial Resources (Fees)

#### 3.2.1 Revenues (Fees)

##### 3.2.1.1 General revenues (Fees)

REVENUES	General revenues (Fees)				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>1 REVENUE FROM FEES AND CHARGES</b>			693 334	693 334	100%
<b>2 EU CONTRIBUTION</b>					
<i>- Of which assigned revenues deriving from previous years' surpluses</i>					
<b>3 THIRD COUNTRIES CONTRIBUTION (incl. EEA/EFTA and candidate countries)</b>					
<i>- Of which EEA/EFTA (excl. Switzerland)</i>					

REVENUES	General revenues (Fees)				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
- Of which candidate countries					
<b>4 OTHER CONTRIBUTIONS</b>					
<b>5 ADMINISTRATIVE OPERATIONS</b>					
- Of which interest generated by funds paid by the Commission by way of the EU contribution (FFR Art. 61)					
<b>6 REVENUES FROM SERVICES RENDERED AGAINST PAYMENT</b>					
<b>7 CORRECTION OF BUDGETARY IMBALANCES</b>					
<b>TOTAL</b>			<b>693 334</b>	<b>693 334</b>	<b>100%</b>

3.2.1.2 Additional EU funding: contribution, grant and service level agreements (Fees)

REVENUES	Additional EU funding: contribution, grant and service level agreements (Fees)				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
Additional EU funding stemming from grant agreements (FFR Art.7)					
Additional EU funding stemming from contribution agreements (FFR Art.7)					
Additional EU funding stemming from service level agreements (FFR Art. 43.2)					
<b>TOTAL</b>					

3.2.2 Expenditure (Fees)

3.2.2.1 Commitment appropriations (Fees)

EXPENDITURE	Commitment appropriations (Fees)				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>Title 1 - Staff expenditure</b>			<b>407 667</b>	<b>407 667</b>	<b>100%</b>
<b>Salaries &amp; allowances</b>			344 167	344 167	100%
- Of which establishment plan posts			304 167	304 167	100%
- Of which external personnel			40 000	40 000	100%
<b>Expenditure relating to Staff recruitment</b>					
<b>Employer's pension contributions</b>			63 500	63 500	100%

EXPENDITURE	Commitment appropriations (Fees)				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
Mission expenses					
Socio-medical infrastructure					
Training					
External Services					
Receptions, events and representation					
Social welfare					
Other Staff related expenditure					
<b>Title 2 - Infrastructure and operating expenditure</b>			<b>76 667</b>	<b>76 667</b>	<b>100%</b>
Rental of buildings and associated costs			76 667	76 667	100%
Information, communication technology and data processing					
Movable property and associated costs					
Current administrative expenditure					
Postage / Telecommunications					
Meeting expenses					
Running costs in connection with operational activities					
Information and publishing					
Studies					
Other infrastructure and operating expenditure					
<b>Title 3 - Operational expenditure</b>			<b>209 000</b>	<b>209 000</b>	<b>100%</b>
<b>TOTAL</b>			<b>693 334</b>	<b>693 334</b>	<b>100%</b>

### 3.2.2.2 Payment appropriations (Fees)

EXPENDITURE	Payment appropriations (Fees)				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
Title 1 - Staff expenditure			407 667	407 667	100%

EXPENDITURE	Payment appropriations (Fees)				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
Salaries & allowances			344 167	344 167	100%
- Of which establishment plan posts			304 167	304 167	100%
- Of which external personnel			40 000	40 000	100%
Expenditure relating to Staff recruitment					
Employer's pension contributions			63 500	63 500	100%
Mission expenses					
Socio-medical infrastructure					
Training					
External Services					
Receptions, events and representation					
Social welfare					
Other Staff related expenditure					
<b>Title 2 - Infrastructure and operating expenditure</b>			<b>76 667</b>	<b>76 667</b>	<b>100%</b>
Rental of buildings and associated costs			76 667	76 667	100%
Information, communication technology and data processing					
Movable property and associated costs					
Current administrative expenditure					
Postage / Telecommunications					
Meeting expenses					
Running costs in connection with operational activities					
Information and publishing					
Studies					
Other infrastructure and operating expenditure					
<b>Title 3 - Operational expenditure</b>			<b>209 000</b>	<b>209 000</b>	<b>100%</b>
<b>TOTAL</b>			<b>693 334</b>	<b>693 334</b>	<b>100%</b>

### 3.2.3 Budget Outturn (Fees)

N/A

### 3.3 Financial Resources (UE and NCA)

#### 3.3.1 Revenues (UE and NCA)

##### 3.3.1.1 General revenues (UE and NCA)

REVENUES	General revenues (UE and NCA)				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>1 REVENUE FROM FEES AND CHARGES</b>					
<b>2 EU CONTRIBUTION</b>	13 470 715	13 740 130	14 393 932	14 725 667	7,17%
- Of which assigned revenues deriving from previous years' surpluses	102 838	202 683	54 090	54 090	-73,31%
<b>3 THIRD COUNTRIES CONTRIBUTION (incl. EEA/EFTA and candidate countries)</b>	663 272	682 769	714 123	731 829	7,19%
- Of which EEA/EFTA (excl. Switzerland)	663 272	682 769	714 123	731 829	7,19%
- Of which candidate countries					
<b>4 OTHER CONTRIBUTIONS</b>	21 423 686	22 053 426	23 066 175	23 638 072	7,19%
<b>5 ADMINISTRATIVE OPERATIONS</b>	150 945				
- Of which interest generated by funds paid by the Commission by way of the EU contribution (FFR Art. 61)	150 945				
<b>6 REVENUES FROM SERVICES RENDERED AGAINST PAYMENT</b>					
<b>7 CORRECTION OF BUDGETARY IMBALANCES</b>					
<b>TOTAL</b>	<b>35 708 618</b>	<b>36 476 325</b>	<b>38 174 230</b>	<b>39 095 568</b>	<b>7,18%</b>

##### 3.3.1.2 Additional EU funding: contribution, grant and service level agreements (UE and NCA)

REVENUES	Additional EU funding: contribution, grant and service level agreements (UE and NCA)				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
Additional EU funding stemming from grant agreements (FFR Art.7)					
Additional EU funding stemming from contribution agreements (FFR Art.7)					
Additional EU funding stemming from service level agreements (FFR Art. 43.2)	1 005 874	539 177	286 623	286 623	-46,84%
<b>TOTAL</b>	<b>1 005 874</b>	<b>539 177</b>	<b>286 623</b>	<b>286 623</b>	<b>-46,84%</b>

### 3.3.2 Expenditure (UE and NCA)

#### 3.3.2.1 Commitment appropriations (UE and NCA)

EXPENDITURE	Commitment appropriations (UE and NCA)				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>Title 1 - Staff expenditure</b>	<b>24 737 507</b>	<b>26 240 828</b>	<b>26 884 139</b>	<b>27 805 477</b>	<b>5,96%</b>
Salaries & allowances	21 416 700	22 635 670	23 216 379	24 045 717	6,23%
- Of which establishment plan posts	17 046 127	17 800 000	18 273 500	19 102 838	7,32%
- Of which external personnel	4 370 573	4 835 670	4 942 879	4 942 879	2,22%
<b>Expenditure relating to Staff recruitment</b>	179 668	185 000	188 700	188 700	2,00%
<b>Employer's pension contributions</b>	1 906 404	2 174 158	2 214 060	2 306 060	6,07%
<b>Mission expenses</b>					
<b>Socio-medical infrastructure</b>	47 450	93 000	93 000	93 000	0,00%
<b>Training</b>	188 289	200 000	204 000	204 000	2,00%
<b>External Services</b>	261 662	180 000	180 000	180 000	0,00%
<b>Receptions, events and representation</b>	3 991	5 000	5 000	5 000	0,00%
<b>Social welfare</b>	710 343	745 000	760 000	760 000	2,01%
<b>Other Staff related expenditure</b>	23 000	23 000	23 000	23 000	0,00%
<b>Title 2 - Infrastructure and operating expenditure</b>	<b>3 428 392</b>	<b>3 861 242</b>	<b>4 140 494</b>	<b>4 140 494</b>	<b>7,23%</b>
<b>Rental of buildings and associated costs</b>	2 915 423	3 246 822	3 509 944	3 509 944	8,10%
<b>Information, communication technology and data processing</b>	380 401	422 000	430 000	430 000	1,90%
<b>Movable property and associated costs</b>	13 429	15 000	15 200	15 200	1,33%
<b>Current administrative expenditure</b>	82 000	138 520	145 650	145 650	5,15%
<b>Postage / Telecommunications</b>	36 200	37 900	38 700	38 700	2,11%
<b>Meeting expenses</b>					
<b>Running costs in connection with operational activities</b>					
<b>Information and publishing</b>	939	1 000	1 000	1 000	0,00%
<b>Studies</b>					

EXPENDITURE	Commitment appropriations (UE and NCA)				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
Other infrastructure and operating expenditure					
Title 3 - Operational expenditure	8 548 593	6 913 432	7 436 220	7 436 220	7,56%
<b>TOTAL</b>	<b>36 714 492</b>	<b>37 015 502</b>	<b>38 460 853</b>	<b>39 382 191</b>	<b>6,39%</b>

### 3.3.2.2 Payment appropriations (UE and NCA)

EXPENDITURE	Payment appropriations (UE and NCA)				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
Title 1 - Staff expenditure	24 737 507	26 240 828	26 884 139	27 805 477	5,96%
Salaries & allowances	21 416 700	22 635 670	23 216 379	24 045 717	6,23%
- Of which establishment plan posts	17 046 127	17 800 000	18 273 500	19 102 838	7,32%
- Of which external personnel	4 370 573	4 835 670	4 942 879	4 942 879	2,22%
Expenditure relating to Staff recruitment	179 668	185 000	188 700	188 700	2,00%
Employer's pension contributions	1 906 404	2 174 158	2 214 060	2 306 060	6,07%
Mission expenses					
Socio-medical infrastructure	47 450	93 000	93 000	93 000	0,00%
Training	188 289	200 000	204 000	204 000	2,00%
External Services	261 662	180 000	180 000	180 000	0,00%
Receptions, events and representation	3 991	5 000	5 000	5 000	0,00%
Social welfare	710 343	745 000	760 000	760 000	2,01%
Other Staff related expenditure	23 000	23 000	23 000	23 000	0,00%
Title 2 - Infrastructure and operating expenditure	3 428 392	3 861 242	4 140 494	4 140 494	7,23%
Rental of buildings and associated costs	2 915 423	3 246 822	3 509 944	3 509 944	8,10%
Information, communication technology and data processing	380 401	422 000	430 000	430 000	1,90%
Movable property and associated costs	13 429	15 000	15 200	15 200	1,33%
Current administrative expenditure	82 000	138 520	145 650	145 650	5,15%



EXPENDITURE	Payment appropriations (UE and NCA)				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
Postage / Telecommunications	36 200	37 900	38 700	38 700	2,11%
Meeting expenses					
Running costs in connection with operational activities					
Information and publishing	939	1 000	1 000	1 000	0,00%
Studies					
Other infrastructure and operating expenditure					
<b>Title 3 - Operational expenditure</b>	<b>8 548 593</b>	<b>6 913 432</b>	<b>7 436 220</b>	<b>7 436 220</b>	<b>7,56%</b>
<b>TOTAL</b>	<b>36 714 492</b>	<b>37 015 502</b>	<b>38 460 853</b>	<b>39 382 191</b>	<b>6,39%</b>

### 3.3.3 Budget Outturn (UE and NCA)

The EIOPA budget outturn 2023 is EUR 135 224. Article 6 Budget Outturn provides more detailed information on the calculation of the annual outturn.

## 4 Justification of needs

### Commission assessment

#### Human Resources

The Commission supports EIOPA's request for 148 Establishment Plan posts for 2025.

This is 3 more Establishment Plan posts than EIOPA requested in 2024.

One of the Establishment Plan posts (AD 6) is needed for the implementation of the Supervisory Digital Finance Academy (SDFA), a three-years project funded by DG REFORM. As from 2026, the post will be removed from EIOPA's establishment plan.

The Commission also supports EIOPA's request for 48 Contract Agent posts and 29 Seconded National Experts (SNEs) posts for 2025.

In addition to the 45 Contract Agent posts shown in tables 1.4 (Human Resources Overview) and 2.2.1 (Contract Agents), EIOPA has been allowed 3 additional Contract Agent posts. 1 is a Contract Agent (Function Group IV) post for the implementation period (2023-2025) of the Supervisory Digital Finance Academy (SDFA) project funded by DG REFORM. The other 2 posts are Contract Agent posts foreseen to support work the project "Increasing supervisory capacity to prevent and mitigate greenwashing risks within financial markets" funded by DG REFORM over the period 2024-2025.

The Commission notes that EIOPA did not request any posts for AST/SC temporary agents nor FG II contract agents. The Commission reminds EIOPA that it needs to assess which positions involve clerical or secretarial tasks and to convert these to AST/SC once the posts are vacant.

The Commission's request for staffing for EIOPA and in particular the number of Establishment Plan posts, is based on the importance of EIOPA's work and respects the co-legislator's decisions on the resourcing required to implement the mandates that they have given to EIOPA, as set out in the legislative financial statements.

## **Financial Resources**

The Union contribution EIOPA requested for 2025 is in line with the technical update of the financial programming for 2024-2027.

On top of that request, the Commission requests an additional EUR 331 735 so that EIOPA can undertake necessary preparations for the implementation of Regulation (EU) 2022/2554 on digital operational resilience for the financial sector (DORA).

Hence, the Commission supports EIOPA's request for a Union subsidy of EUR 14 725 667 (of which EUR 14 671 577 are fresh credits).

### ***4.1 Human Resources - Agency Request***

#### ***4.1.1 Number of staff requested***

EIOPA is requesting a total of 222 posts for 2025: 148 Temporary Agents (TAs) as part of the Establishment Plan, 45 Contract Agents (CAs) and 29 Seconded National Experts (SNEs).

The evolution of staffing compared to 2024 (+6) is grounded in additional posts for DORA and the Retail Investment Strategy, which has been reflected in the EP. The DORA revised LFS foresees a total of 6 TA-AD and 2 TA-AST fee-funded posts and 2 CA fee-funded posts, up from 6 TA included in the 2023 EP. The LFS of the legislative proposal on the Retail Investment Strategy adds 1 TA-AD and 1 CA post.

There are three posts that are not included in the above tables; 1 CA funded by the SLA signed with DG REFORM in 2022, and 2 additional CAs funded by DG REFORM via the SLA signed on 15 December 2023.

It is currently assumed that the ESAs would bear an equal workload to implement the legislation. However, this would be reviewed in the context of annual budgetary exercises and if an ESA were to bear a significantly higher workload than the others then the allocation of posts between the three ESAs would be adjusted accordingly.

#### ***4.1.2 Vacancy rate as of end 2023***

The actual occupancy rate of Establishment Plan for 2023 is 99 % (Excluding 6 posts relating to DORA gives a total of 139 posts, of which 138 filled in).

Although Regulation (EU) 2022/2554 was adopted on 14 December 2022, the foreseen 5 AD and 1 AST posts, all fee funded, have not been filled as the fees collection starts in 2025. Consequently, the occupancy rate showed in the tables (95 %) is lower than the real occupancy rate of 99% (i.e. 139 posts, excluding the DORA posts, of which 138 filled in).

#### ***4.1.3 Standard abatement ('abatement forfaitaire') applied***

#### ***4.1.4 Salary assumption for calculating salary line (% applied)***

Full occupancy has been considered for 2025. New recruits work 6 months on average.

The following assumptions have been considered in estimations for salaries: 5,3 % increase as from July 2024, 0,6 % as from April 2025 and 3,7 % increase as from July 2025. Effect of reclassification estimated at 1,2 %, and co-efficient at -1,0 %.

#### *4.1.5 Correction coefficient used*

The correction coefficient applicable for EIOPA was adjusted in the second half of 2023 to 103.4 retrospectively as of July 2023, representing an increase of 3,1 %. The previous revision the first half of 2023 decreased the correction coefficient by 0.3 % to 100.3. A decrease of 1.0 % for the coefficient has been anticipated for the year 2024/2025 as the inflation is expected to fall in the course of 2024.

#### *4.1.6 Exchange rate used (if applicable)*

### **4.2 Financial Resources - Agency request**

#### *4.2.1 Title 1*

##### *4.2.1.1 Title 1 (Fees)*

DORA will start 2025 and the LFS foresees collection of fees amounting to EUR 407,667 to cover for staff costs.

##### *4.2.1.2 Title 1 (UE and NCA)*

The Board of Supervisors adopts the EIOPA budget as a part of the SPD after it is approved by the EU's Budgetary Authority (Council of the European Union and European Parliament).

EIOPA is financed 40 % from Union funds and 60 % through contributions from the Member States, which are calculated according to the weighting of votes set out in Article 3(3) of the Protocol (No 36) on transitional provisions and EFTA contributions calculated in accordance with the weighting factor applicable for the EFTA states.

Since 2016, the Member States and EFTA states pay 60 % of the employer's contributions to the EU pension scheme in accordance with Article 83a of the Staff regulations. Any surplus (n-2) will be set off against the contributions due according to the above model and therefore reduces the relevant contributions.

EIOPA planned the resources in line with the current MFF technical financial programming. 2023 onwards, it includes an increase for salary expenditure due to indexation applied in line with the Staff Regulations.

#### *4.2.2 Title 2*

##### *4.2.2.1 Title 2 (Fees)*

DORA will start 2025 and the LFS foresees collection of fees amounting to EUR 76,667 to cover indirect staff costs (IT equipment, building).

##### *4.2.2.2 Title 2 (UE and NCA)*

Title 2 covers fixed running costs for the building, IT hardware, software and maintenance costs, infrastructure costs, administrative expenditure like office supplies, insurance, and telecommunications charges.

For 2025 EIOPA factored in 3 % increase in rental and associated costs and in electricity costs, and 2 % increase for other services.

In 2025 EIOPA will start the search for new premises, and consultancy costs for market research and support for procurement of the new premises could potentially be substantial.

#### *4.2.3 Title 3*

##### *4.2.3.1 Title 3 (Fees)*

DORA will start 2025 and the LFS foresees collection of fees amounting to EUR 209,000 to cover operational costs (IT projects).

#### 4.2.3.2 Title 3 (UE and NCA)

Title 3 covers operational costs, most of which relate to IT projects (key core-business projects to improve data collection, analytics, repository, and registers). In addition, title 3 covers consumer protection activities, communication related costs, legal costs, costs relating to Stakeholder Group meetings, and training and events programme (EIOPA Annual Conference, GIS Conference, Sustainable Finance Roundtable and Joint ESAs Consumer Protection Day).

#### 4.3 Ad hoc grants and delegation agreements

In 2025, EIOPA shall receive additional revenue through two service level agreements (SLAs) with the European Commission's DG REFORM.

Under SLA REFORM/AA2022/003 signed 24 August 2023 on Supervisory Digital Finance Academy (SDFA) EIOPA will receive EUR 197,678.

Under SLA REFORM/SLA2023/002 signed 15 December 2023 on increasing supervisory capacity to prevent and mitigate greenwashing risks within financial markets EIOPA will receive EUR 88,945.

## 5 Other information

### 5.1 Buildings

#### 5.1.1 Current building(s)

#	Building Name and type	Location	SURFACE AREA(in m <sup>2</sup> )			RENTAL CONTRACT			Host country (grant or support)	Building present value(€)
			Office space	non-office	Total	RENT (€/year)	Duration	Type		
1	Westhafen Tower	Westhafen Platz 1, Frankfurt am Main, D-60327, Germany	4 664	46	4 710	2 167 350	Rental contract with fixed duration until 30.06.2028	The contract defines the price per square metre, which is subject to indexation.	N/A	
<b>TOTAL</b>			<b>4 664</b>	<b>46</b>	<b>4 710</b>	<b>2 167 350</b>				

#### 5.1.2 Current building(s) Other comments

In 2019, following the advice from the European Court of Auditors, EIOPA undertook a re-negotiation of the original conditions of the lease contract. As a result of these negotiations, a 12th contract amendment was signed in June 2019 and entered into force on 1 July 2019. It consolidates the provisions of the original contract and the preceding amendments and harmonises the rental conditions:

- The lease contract will terminate on 30 June 2028 for all floors rented by EIOPA, including the additional half-floor acquired in 2020.
- The rental fee as of 1 July 2019 was set at EUR 29.30/month/m<sup>2</sup> and was subsequently revised to the current rate of EUR 35.13/month/m<sup>2</sup> as per the indexation clause included in the lease contract. The adjustment is prompted if the price index increase exceeds 2% compared to the date of the last rental fee adjustment.
- The revised contract specifies two exceptional rights to terminate the contract before the agreed lease end date: Firstly, EIOPA is entitled to an early contract termination in case the Authority is closed, or its seat is transferred to a location outside Germany. Secondly, in case of need for further expansion, an early contract termination can be triggered if the proprietor is unable or unwilling to make up to two additional floors available for renting by EIOPA within a timeframe of 24 months following the request. Under both exceptional termination clauses, compensation payments must be borne by EIOPA.

#### 5.1.3 Building projects in the planning phase

EIOPA's current rental contract at the Westhafen-Tower will expire on 30 June 2028. This necessitates the launch of a procurement procedure to replace the expiring contract and to secure office space for the agency for the years to come. In this context, EIOPA is launching a project to undertake the initial planning for and the subsequent preparation, execution,

and completion of this procurement procedure. As the value of the undertaking is likely to have significant financial implications for the budget, it will be subject to the specific provisions regarding building projects as laid out in Article 266 of Regulation (EU, Euratom) 2018/1046. EIOPA will notify the Budgetary Authority (the European Parliament and the Council of the European Union) accordingly to obtain all relevant approvals.

#### *5.1.4 Building projects submitted to the European Parliament and the Council*

No projects have been submitted to the European Parliament and the Council yet.

#### **5.2 European schools**

EIOPA's staff members have access to the European School in Frankfurt for their children. EIOPA has signed in 2019 an agreement with the Directorate General for Human Resources and is paying contribution towards the school fees since the school year 2019/2020.

#### **5.3 Evaluation**

An annual report of the activities of the Authority shall be submitted to the Budgetary Authority before 15th of June every year, in line with Art. 43.5 of EIOPA's Founding Regulation and Art. 102 Approval of the final accounts of EIOPA's Financial Regulation.

EIOPA's founding regulation Article 81 stipulates that the Commission shall conduct, every three years, an evaluation and publish "a general report on the experience acquired as a result of the operation of the Authority and the procedures laid down in the Regulation. That report shall evaluate, inter alia, (a) the effectiveness and convergence in supervisory practices reached by competent authorities, (b) the functioning of the colleges of supervisors; (c) the progress achieved towards convergence in the fields of crisis prevention, management and resolution, including Union funding mechanisms; (d) the role of the Authority as regards systemic risk; (e) the application of the safeguard clause established in Article 38; (f) the application of the binding mediation role established in Article 19: and the functioning of the Joint Committee".

The latest Commission's report, published in May 2022<sup>41</sup>, positively evaluated the operations of the ESAs. The next Article 81 review process is expected to start by year-end 2024 or beginning of 2025.

According to Article 3 in EIOPA's founding regulation, EIOPA is an independent Authority accountable to the European Parliament. At the request of the European Parliament, the Chairperson of EIOPA shall participate every year, along with the Chairpersons of the other European Supervisory Authorities, in a hearing before the European Parliament's Committee on Economic and Monetary Affairs on the performance of the Authorities. Furthermore, EIOPA's Chairperson shall make a statement before the European Parliament and answer any questions from its Members, whenever so requested. Confidential oral discussions behind closed doors with the Chair, Vice-Chairs and Coordinators of the competent committee of the European Parliament shall also be held, upon request, with EIOPA's Chairperson. Finally, EIOPA shall reply orally or in writing to any question addressed to it by the European Parliament or by the Council within five weeks of its receipt. EIOPA is furthermore subject to review by the European Court of Auditors and the European Commission Internal Audit Service.

In addition, EIOPA has developed internal policies and procedures for performance monitoring and evaluation. These policies and procedures address strategic, operational, and individual performance levels. In accordance with organisational best practices, EIOPA formulates KPIs to enable a structured assessment of performance progress. The KPIs are assessed by EIOPA's Management Board and Board of Supervisors on a regular basis and are included in EIOPA's annual activity reports.

EIOPA establishes on an annual basis an implementation plan that allows monitoring of progress in delivery of products and services as well as the KPIs. Progress is reported to EIOPA's Management Board and Board of Supervisors on a regular basis and allows proactive reprioritisations of resources at both EIOPA and NCA level. The data also feeds into the assessments made by the EIOPA Quality Committee, composed of a sub-set of Board Members, that provide advice to the EIOPA Executive Director on possible organisational adjustments to cater to the needs of the NCAs.

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<sup>41</sup> [https://ec.europa.eu/info/publications/220523-esas-operations-report\\_en](https://ec.europa.eu/info/publications/220523-esas-operations-report_en)

**5.4 Privileges and immunities**

Agency privileges	Privileges granted to staff	
	Protocol of privileges and immunities / diplomatic status	Education / day care
EIOPA benefits from the privileges granted by the Protocol of Privileges and Immunities to EU organisations and institutions (mainly from the VAT exemption of supplier invoices).	Headquarter agreement signed on 18 October 2011 with the Government of the German Federal Republic.	

### 3.1.6 European Securities and Market Authority - ESMA

## 1 Overview

### 1.1 Creation/modification (legal base)

Decision	Date	Mission/ Tasks / Functions
Regulation (EU) No 1095/2010 establishing a European Supervisory Authority (European Securities and Markets Authority).	24/11/2010	Establishment of ESMA as an EU Authority that contributes to safeguarding the stability of the EU's financial system by ensuring the integrity, transparency, efficiency and orderly functioning of securities markets, as well as enhancing investor protection.
Regulation (EU) N° 513/2011 on credit rating agencies.	11/05/2011	Grant ESMA competence for the direct supervision of Credit Rating Agencies in the EU.
Regulation (EU) No 648/2012 on OTC derivatives, central counterparties and trade repositories (EMIR).	04/07/2012	Grants ESMA competence for the direct supervision of Trade Repositories in the EU.
Directive 2014/65/EU on markets in financial instruments.	15/05/2014	MiFID II
Regulation (EU) No 600/2014 on markets in financial instruments.	15/05/2014	MiFIR
Directive 2014/91/EU on the coordination of laws, regulations and administrative provisions relating to undertakings for collective investment in transferable securities (UCITS).	23/07/2014	UCITS Directive
Regulation (EU) 2015/2365 on transparency of securities financing transactions.	25/11/2015	Extend ESMA competence for the direct supervision of trade repositories in the EU
Commission Delegated Regulation (EU) 2017/653 on key information documents for packaged retail and insurance-based investment products (PRIIPs).	08/03/2017	PRIIPs delegated regulation
Regulation (EU) 2017/1129 on the prospectus to be published when securities are offered to the public or admitted to trading on a regulated market.	14/06/2017	Prospectus Regulation
Regulation (EU) 2017/1131 for money market funds (MMFs) established, managed or marketed in the Union.	14/06/2017	Money Market Funds
Regulation (EU) 2017/2402 laying down a specific framework for simple, transparent and standardised securitisation.	12/12/2017	Grants ESMA competence for the direct supervision of Securitisation Repositories in the EU.
Regulation (EU) 2019/1156 on facilitating cross-border distribution of collective investment undertakings and amending Regulations (EU) No 345/2013, (EU) No 346/2013 and (EU) No 1286/2014	20/06/2019	An increased cross-border investment flow. Consumers have access to safe and reliable insurance, pension and UCITS products and services, both nationally and across borders.
Regulation (EU) 2019/2099 amending Regulation (EU) No 648/2012 as regards the procedures and authorities involved for the authorisation of CCPs and requirements for the recognition of third-country CCPs	23/10/2019	Enhanced supervision of CCPs at EU level. More involvement of central banks of issue in the supervision of CCPs. Better ability of the EU to monitor, identify and mitigate third-country CCP risks.
Regulation (EU) 2019/2033 on the prudential requirements of investment firms and amending Regulations (EU) No 1093/2010, (EU) No 575/2013, (EU) No 600/2014 and (EU) No 806/2014	27/11/2019	IFR - Uniform prudential requirements which apply to investment firms authorised and supervised under Directive 2014/65/EU and Directive (EU) 2019/2034
Regulation (EU) 2019/2175 amending Regulation (EU) No 1095/2010 establishing the European Securities and Markets Authority, Regulation (EU) No 600/2014 on markets in financial instruments, Regulation (EU) 2016/1011 on indices used as benchmarks in financial instruments and financial contracts or to measure the performance of investment funds, and Regulation (EU) 2015/847 on information accompanying transfers of funds.	27/12/2019	ESAs Review – Enhanced supervisory convergence and new direct supervisory mandates for Data Service Providers and critical Benchmarks.
Regulation (EU) 2020/1303 of 14 July 2020 supplementing Regulation (EU) No 648/2012 of the European Parliament and of the Council with regard to the criteria that ESMA should take into account to determine whether a central counterparty established in a	14/07/2020	Criteria that ESMA should take into account to determine whether a TC-CCP is systemically important or likely to become systemically important

third country is systemically important or likely to become systemically important for the financial stability of the Union or of one or more of its Member States		
Regulation (EU) 2020/1304 of 14 July 2020 supplementing Regulation (EU) No 648/2012 of the European Parliament and of the Council with regard to the minimum elements to be assessed by ESMA when assessing third-country CCPs' requests for comparable compliance and the modalities and conditions of that assessment	14/07/2020	Minimum elements to be assessed by ESMA when assessing TC-CCPs
Regulation (EU) 2020/1406 of 2 October 2020 laying down implementing technical standards with regard to procedures and forms for exchange of information and cooperation between competent authorities, ESMA, the Commission and other entities under Articles 24(2) and 25 of Regulation (EU) No 596/2014 of the European Parliament and of the Council on market abuse	02/10/2020	ITS with regard to procedures and forms for exchange of information and cooperation
Regulation (EU) 2023/1114 of the European Parliament and of the Council of 31 May 2023 on markets in crypto-assets, and amending Regulations (EU) No 1093/2010 and (EU) No 1095/2010 and Directives 2013/36/EU and (EU) 2019/1937	31/05/2023	This Regulation is part of the Digital Finance package, a package of measures to further enable and support the potential of digital finance in terms of innovation and competition while mitigating the risks. It is in line with the Commission priorities to make Europe fit for the digital age and to build a future-ready economy that works for the people. The digital finance package includes a new Strategy on digital finance for the EU financial sector with the aim to ensure that the EU embraces the digital revolution and drives it with innovative European firms in the lead, making the benefits of digital finance available to European consumers and businesses.
Commission Delegated Regulation (EU) 2021/1415 of 5 May 2021 supplementing Regulation (EU) 2017/2402 of the European Parliament and of the Council with regard to regulatory technical standards on the cooperation, exchange of information and notification obligations between competent authorities and ESMA, the EBA and EIOPA	05/05/2021	Cooperation, exchange of information and notification obligations between competent authorities and ESMA, the EBA and EIOPA
Regulation (EU) 2022/858 of the European Parliament and of the Council of 30 May 2022 on a pilot regime for market infrastructures based on distributed ledger technology, and amending Regulations (EU) No 600/2014 and (EU) No 909/2014 and Directive 2014/65/EU	30/05/2022	Distributed ledger technology (DLT).
Commission Implementing Regulation (EU) 2022/2121 of 13 July 2022 laying down implementing technical standards for the application of Regulation (EU) 2020/1503 of the European Parliament and of the Council with regard to standard forms, templates and procedures for the cooperation and exchange of information between competent authorities and ESMA in relation to European crowdfunding service providers for business	13/07/2022	Cooperation and exchange of information between competent authorities and ESMA in relation to European crowdfunding service providers for business
Regulation (EU) 2022/2554 of the European Parliament and of the Council of 14 December 2022 on digital operational resilience for the financial sector and amending Regulations (EC) No 1060/2009, (EU) No 648/2012, (EU) No 600/2014, (EU) No 909/2014 and (EU) 2016/1011	14/12/2022	Digital Operational Resilience Act
Regulation of the European Parliament and of the Council amending Regulation (EU) 2015/760 as regards the requirements pertaining to the investment policies and operating conditions of european long-term investment funds and the scope of eligible investment assets, the portfolio composition and diversification requirements and the borrowing of cash and other fund rules	15/03/2023	Investment policies and operating conditions of european long-term investment funds and the scope of eligible investment assets, the portfolio composition and diversification requirements and the borrowing of cash and other fund rules
Directive of the European Parliament and of the Council amending Directive 2003/87/EC establishing a system for greenhouse gas emission allowance trading within the union and Decision (EU) 2015/1814 concerning the establishment and operation of a market stability reserve for the union greenhouse gas emission trading system	10/05/2023	System for greenhouse gas emission allowance trading within the union
Regulation of the European Parliament and of the Council on markets in crypto-assets, and amending Regulations (EU) no 1093/2010 and (EU) no 1095/2010 and directives 2013/36/EU and (EU) 2019/1937	31/05/2023	Crypto-assets



Regulation of the European Parliament and of the Council on European Green Bonds and optional disclosures for bonds marketed as environmentally sustainable and for sustainability-linked bonds	22/11/2023	European Green Bonds
Regulation (EU) 2023/2859 of the European Parliament and of the Council of 13 December 2023 establishing a European Single Access Point providing centralised access to publicly available information of relevance to financial services, capital markets and sustainability	13/12/2023	European Single Access Point
Regulation of the European Parliament and of the Council amending Regulation (EU) no 909/2014 as regards settlement discipline, cross-border provision of services, supervisory cooperation, provision of banking-type ancillary services and requirements for third-country central securities depositories and amending Regulation (EU) no 236/2012	13/12/2023	Settlement discipline, cross-border provision of services, supervisory cooperation, provision of banking-type ancillary services and requirements for third-country central securities depositories
Proposal for a Regulation of the European Parliament and of the Council on the transparency and integrity of Environmental, Social and Governance (ESG) rating activities	13/06/2023	Environmental, social and governance (ESG) ratings provide an opinion on a company or financial instrument's sustainability profile or characteristics, exposure to sustainability risks or impact on society and/or the environment.  This initiative aims to strengthen the reliability and comparability of ESG ratings.  It also aims to ensure that credit rating agencies incorporate relevant ESG risks in credit ratings, which assess the creditworthiness of a company or financial instrument.
Proposal for a Directive of the European Parliament and of the Council amending Directives (EU) 2009/65/EC, 2009/138/EC, 2011/61/EU, 2014/65/EU and (EU) 2016/97 as regards the Union retail investor protection rules  Proposal for a Regulation of the European Parliament and of the Council amending Regulation (EU) No 1286/2014 as regards the modernisation of the key information document	24/05/2023	These two legislative proposals are part of the European Commission's Retail Investment Package that aims at empowering retail investors to make investment decisions that are aligned with their needs and preferences, ensuring that they are treated fairly and duly protected. This will in turn enhance retail investors' trust and confidence to safely invest in their future and take full advantage of the EU's Capital Markets Union, as retail participation in EU capital markets has traditionally been lower than in other jurisdictions even though Europeans have very high savings rates. The package consists of an amending Directive, which revises the existing rules set out <i>inter alia</i> in the Insurance Distribution Directive (IDD) and Solvency II Directive, as well as an amending Regulation, which revises the Packaged Retail and Insurance-based Investment Products (PRIIPs) Regulation.

## 1.2 Seat

Paris, France.

## 1.3 Budget Line

03 10 04 : European Securities and Markets Authority (ESMA)

## 1.4 Human Resource Overview ESMA

The table below presents the number of posts in the establishment plans, including the posts assigned to programmes financed outside the EU budget, whereas the number of Contract Agents / SNE only includes those financed under programmes financed within the EU Budget.

Human Resources	2023			2024	2025
	Authorised Budget	Actually filled as of 31/12/2023	Occupancy rate(%)	Authorised Budget	Draft Budget Request
<b>TOTAL AD</b>	250	223	89,20%	255	264
<b>TOTAL AST</b>	13	12	92,31%	13	15

Human Resources	2023			2024	2025
	Authorised Budget	Actually filled as of 31/12/2023	Occupancy rate(%)	Authorised Budget	Draft Budget Request
<b>TOTAL AST/SC</b>					
<b>ESTABLISHMENT PLAN POSTS</b>	<b>263</b>	<b>235</b>	<b>89,35%</b>	<b>268</b>	<b>279</b>
Contract Agents (CA)	82	85	103,66%	84	102
Seconded National Experts (SNE)	30	23	76,67%	30	35
<b>TOTAL STAFF</b>	<b>375</b>	<b>343</b>	<b>91,47%</b>	<b>382</b>	<b>416</b>

## 1.5 Financial Resources Overview

### 1.5.1 Financial Resources Overview ESMA

#### 1.5.1.1 Revenues Overview ESMA

##### 1.5.1.1.1 General revenues ESMA

REVENUES	2024	2025
	Revenues estimated by the agency	Budget Forecast
EU contribution	19 321 887	21 556 480
Other Revenue	55 823 995	63 738 098
<b>TOTAL REVENUES</b>	<b>75 145 882</b>	<b>85 294 578</b>

##### 1.5.1.1.2 Additional EU funding: contribution, grant and service level agreements ESMA

REVENUES	2024	2025
	Revenues estimated by the agency	Budget Forecast
Additional EU funding stemming from grant agreements (FFR Art.7)		
Additional EU funding stemming from contribution agreements (FFR Art.7)		
Additional EU funding stemming from service level agreements (FFR Art. 43.2)	605 463	414 306
<b>TOTAL REVENUES</b>	<b>605 463</b>	<b>414 306</b>

##### 1.5.1.2 Expenditure Overview ESMA

Expenditure	2024		2025	
	Commitment appropriations	Payment appropriations	Commitment appropriations	Payment appropriations
<b>Title 1 - Staff expenditure</b>	49 605 496	49 605 496	55 048 694	55 048 694
<b>Title 2 - Infrastructure and operating expenditure</b>	9 104 043	9 104 043	9 435 242	9 435 242
<b>Title 3 - Operational expenditure</b>	16036343	16036343	20824948	20824948
<b>Title 4 - Delegated tasks</b>	400000	400000	400000	400000
<b>TOTAL EXPENDITURE</b>	<b>75 145 882</b>	<b>75 145 882</b>	<b>85 708 884</b>	<b>85 708 884</b>

### 1.5.2 Financial Resources Overview (Fees)

#### 1.5.2.1 Revenues Overview (Fees)

##### 1.5.2.1.1 General revenues (Fees)

REVENUES	2024	2025
	Revenues estimated by the agency	Budget Forecast
EU contribution		
Other Revenue	23 593 260	28 565 010
<b>TOTAL REVENUES</b>	<b>23 593 260</b>	<b>28 565 010</b>

##### 1.5.2.1.2 Additional EU funding: contribution, grant and service level agreements (Fees)

REVENUES	2024	2025
	Revenues estimated by the agency	Budget Forecast
Additional EU funding stemming from grant agreements (FFR Art.7)		
Additional EU funding stemming from contribution agreements (FFR Art.7)		
Additional EU funding stemming from service level agreements (FFR Art. 43.2)		
<b>TOTAL REVENUES</b>		

#### 1.5.2.2 Expenditure Overview (Fees)

Expenditure	2024		2025	
	Commitment appropriations	Payment appropriations	Commitment appropriations	Payment appropriations
Title 1 - Staff expenditure	16 841 053	16 841 053	19 734 401	19 734 401
Title 2 - Infrastructure and operating expenditure	2 944 265	2 944 265	3 455 656	3 455 656
Title 3 - Operational expenditure	3 807 942	3 807 942	5 374 953	5 374 953
Title 4 - Delegated tasks				
<b>TOTAL EXPENDITURE</b>	<b>23 593 260</b>	<b>23 593 260</b>	<b>28 565 010</b>	<b>28 565 010</b>

### 1.5.3 Financial Resources Overview (UE, NCA, NCA for delegated tasks)

#### 1.5.3.1 Revenues Overview (UE, NCA, NCA for delegated tasks)

##### 1.5.3.1.1 General revenues (UE, NCA, NCA for delegated tasks)

REVENUES	2024	2025
	Revenues estimated by the agency	Budget Forecast
EU contribution	19 321 887	21 556 480
Other Revenue	32 230 735	35 173 088
<b>TOTAL REVENUES</b>	<b>51 552 622</b>	<b>56 729 568</b>

1.5.3.1.2 Additional EU funding: contribution, grant and service level agreements (UE, NCA, NCA for delegated tasks)

REVENUES	2024	2025
	Revenues estimated by the agency	Budget Forecast
Additional EU funding stemming from grant agreements (FFR Art.7)		
Additional EU funding stemming from contribution agreements (FFR Art.7)		
Additional EU funding stemming from service level agreements (FFR Art. 43.2)	605 463	414 306
<b>TOTAL REVENUES</b>	<b>605 463</b>	<b>414 306</b>

1.5.3.2 Expenditure Overview (UE, NCA, NCA for delegated tasks)

Expenditure	2024		2025	
	Commitment appropriations	Payment appropriations	Commitment appropriations	Payment appropriations
Title 1 - Staff expenditure	32 764 443	32 764 443	35 314 293	35 314 293
Title 2 - Infrastructure and operating expenditure	6 159 778	6 159 778	5 979 586	5 979 586
Title 3 - Operational expenditure	12 228 401	12 228 401	15 449 995	15 449 995
Title 4 - Delegated tasks	400 000	400 000	400 000	400 000
<b>TOTAL EXPENDITURE</b>	<b>51 552 622</b>	<b>51 552 622</b>	<b>57 143 874</b>	<b>57 143 874</b>

## 2 Human Resources

### 2.1 Establishment plan posts ESMA

The table below presents the number of posts in the establishment plans, including the posts assigned to programmes financed outside the EU budget.

Function group and grade	2023				2024		2025			
	Authorised Budget		Actually filled as of 31/12/2023		Authorised Budget		Request of the Agency		Draft Budget Request	
	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts
AD 16		1		1		1		3		3
AD 15		3		3		3		1		1
AD 14		1		1		1		1		1
AD 13		2				2		3		3
AD 12		9		7		9		11		11
AD 11		11		4		12		19		19
AD 10		29		30		32		39		39
AD 9		45		33		45		42		42

Function group and grade	2023				2024		2025			
	Authorised Budget		Actually filled as of 31/12/2023		Authorised Budget		Request of the Agency		Draft Budget Request	
	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts
AD 8		39		29		35		34		34
AD 7		40		33		37		38		38
AD 6		38		26		33		66		66
AD 5		32		56		45		7		7
AD TOTAL		250		223		255		264		264
AST 11										
AST 10										
AST 9										
AST 8								1		1
AST 7						1		1		1
AST 6		4		3		6		6		6
AST 5		9		4		6		6		6
AST 4										
AST 3				4				1		1
AST 2										
AST 1				1						
AST TOTAL		13		12		13		15		15
AST/SC 6										
AST/SC 5										
AST/SC 4										
AST/SC 3										
AST/SC 2										
AST/SC 1										
AST/SC TOTAL										
TOTAL		263		235		268		279		279
GRAND TOTAL		263		235		268		279		279

## 2.2 External personnel ESMA

### 2.2.1 Contract Agents ESMA

Contract agents	Authorised 2023	Recruited as of 31/12/2023	2024 estimate	Draft Budget 2025 estimate
Function Group IV	66	60	63	70
Function Group III	16	25	21	32
Function Group II				
Function Group I				
TOTAL	82	85	84	102

## 2.2.2 Seconded National Experts ESMA

Seconded National Experts	Authorised 2023	Recruited as of 31/12/2023	2024 estimate	Draft Budget 2025 estimate
<b>TOTAL</b>	<b>30</b>	<b>23</b>	<b>30</b>	<b>35</b>

## 3 Financial Resources

### 3.1 Financial Resources ESMA

#### 3.1.1 Revenues ESMA

##### 3.1.1.1 General revenues

REVENUES	General revenues				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>1 REVENUE FROM FEES AND CHARGES</b>	22 830 453	23 593 260	28 565 010	28 565 010	21,07%
<b>2 EU CONTRIBUTION</b>	18 401 900	19 321 887	21 182 434	21 556 480	11,57%
- Of which assigned revenues deriving from previous years' surpluses	241 498	203 055	291 350	291 350	43,48%
<b>3 THIRD COUNTRIES CONTRIBUTION (incl. EEA/EFTA and candidate countries)</b>	893 783	939 224	1 027 351	1 045 765	11,34%
- Of which EEA/EFTA (excl. Switzerland)	893 783	939 224	1 027 351	1 045 765	11,34%
- Of which candidate countries					
<b>4 OTHER CONTRIBUTIONS</b>	29 236 436	30 942 399	33 597 740	33 778 211	9,16%
<b>5 ADMINISTRATIVE OPERATIONS</b>					
- Of which interest generated by funds paid by the Commission by way of the EU contribution (FFR Art. 61)					
<b>6 REVENUES FROM SERVICES RENDERED AGAINST PAYMENT</b>					
<b>7 CORRECTION OF BUDGETARY IMBALANCES</b>					
<b>8 CONTRIBUTION FOR DELEGATED TASKS</b>	640 839	349 112	349 112	349 112	0,00%
<b>TOTAL</b>	<b>72 003 411</b>	<b>75 145 882</b>	<b>84 721 647</b>	<b>85 294 578</b>	<b>13,51%</b>

### 3.1.1.2 Additional EU funding: contribution, grant and service level agreements

REVENUES	Additional EU funding: contribution, grant and service level agreements				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
Additional EU funding stemming from grant agreements (FFR Art.7)					
Additional EU funding stemming from contribution agreements (FFR Art.7)					
Additional EU funding stemming from service level agreements (FFR Art. 43.2)	367 240	605 463	414 306	414 306	-31,57%
<b>TOTAL</b>	<b>367 240</b>	<b>605 463</b>	<b>414 306</b>	<b>414 306</b>	<b>-31,57%</b>

### 3.1.2 Expenditure ESMA

#### 3.1.2.1 Commitment appropriations ESMA

EXPENDITURE	Commitment appropriations ESMA				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>Title 1 - Staff expenditure</b>	<b>47 422 979</b>	<b>49 605 496</b>	<b>54 061 457</b>	<b>55 048 694</b>	<b>10,97%</b>
Salaries & allowances	41 392 398	43 340 036	47 224 650	48 159 765	11,12%
- Of which establishment plan posts	33 324 713	34 661 476	38 573 061	39 408 176	13,69%
- Of which external personnel	8 067 685	8 678 560	8 651 589	8 751 589	0,84%
Expenditure relating to Staff recruitment	582 960	510 000	530 000	530 000	3,92%
Employer's pension contributions	4 189 730	4 203 560	4 842 769	4 894 891	16,45%
Mission expenses					
Socio-medical infrastructure	768 998	1 145 000	957 000	957 000	-16,42%
Training	486 393	400 000	500 000	500 000	25,00%
External Services					
Receptions, events and representation	2 500	6 900	7 038	7 038	2,00%
Social welfare					
Other Staff related expenditure					
<b>Title 2 - Infrastructure and operating expenditure</b>	<b>8 289 067</b>	<b>9 104 043</b>	<b>9 435 242</b>	<b>9 435 242</b>	<b>3,64%</b>
Rental of buildings and associated costs	7 047 122	7 486 343	7 717 988	7 717 988	3,09%

EXPENDITURE	Commitment appropriations ESMA				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
Information, communication technology and data processing	460 633	550 000	560 000	560 000	1,82%
Movable property and associated costs					
Current administrative expenditure	781 312	1 067 700	1 157 254	1 157 254	8,39%
Postage / Telecommunications					
Meeting expenses					
Running costs in connection with operational activities					
Information and publishing					
Studies					
Other infrastructure and operating expenditure					
<b>Title 3 - Operational expenditure</b>	<b>15 650 526</b>	<b>16 036 343</b>	<b>20 824 948</b>	<b>20 824 948</b>	<b>29,86%</b>
Training for a common supervisory culture	25 188	120 000	140 000	140 000	16,67%
Collection of information : IT projects	13 593 574	13 207 900	16 800 002	16 800 002	27,20%
Legal advice	120 888	148 500	212 000	212 000	42,76%
Access to data for Economic Research	816 412	735 000	900 000	900 000	22,45%
Mission expenses, travel and incidental expenses	404 690	484 512	673 725	673 725	39,05%
Communications	343 102	675 490	1 026 568	1 026 568	51,97%
Meeting expenses	346 672	554 941	612 653	612 653	10,40%
Services on operational matters		110 000	460 000	460 000	318,18%
<b>Title 4 - Delegated tasks</b>	<b>640 839</b>	<b>400 000</b>	<b>400 000</b>	<b>400 000</b>	<b>0,00%</b>
<b>TOTAL</b>	<b>72 003 411</b>	<b>75 145 882</b>	<b>84 721 647</b>	<b>85 708 884</b>	<b>14,06%</b>



3.1.2.2 Payment appropriations ESMA

EXPENDITURE	Payment appropriations ESMA				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>Title 1 - Staff expenditure</b>	<b>47 422 979</b>	<b>49 605 496</b>	<b>54 061 457</b>	<b>55 048 694</b>	<b>10,97%</b>
Salaries & allowances	41 392 398	43 340 036	47 224 650	48 159 765	11,12%
- Of which establishment plan posts	33 324 713	34 661 476	38 573 061	39 408 176	13,69%
- Of which external personnel	8 067 685	8 678 560	8 651 589	8 751 589	0,84%
Expenditure relating to Staff recruitment	582 960	510 000	530 000	530 000	3,92%
Employer's pension contributions	4 189 730	4 203 560	4 842 769	4 894 891	16,45%
Mission expenses					
Socio-medical infrastructure	768 998	1 145 000	957 000	957 000	-16,42%
Training	486 393	400 000	500 000	500 000	25,00%
External Services					
Receptions, events and representation	2 500	6 900	7 038	7 038	2,00%
Social welfare					
Other Staff related expenditure					
<b>Title 2 - Infrastructure and operating expenditure</b>	<b>8 289 067</b>	<b>9 104 043</b>	<b>9 435 242</b>	<b>9 435 242</b>	<b>3,64%</b>
Rental of buildings and associated costs	7 047 122	7 486 343	7 717 988	7 717 988	3,09%
Information, communication technology and data processing	460 633	550 000	560 000	560 000	1,82%
Movable property and associated costs					
Current administrative expenditure	781 312	1 067 700	1 157 254	1 157 254	8,39%
Postage / Telecommunications					
Meeting expenses					
Running costs in connection with operational activities					
Information and publishing					
Studies					
Other infrastructure and operating expenditure					

EXPENDITURE	Payment appropriations ESMA				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>Title 3 - Operational expenditure</b>	<b>15 650 526</b>	<b>16 036 343</b>	<b>20 824 948</b>	<b>20 824 948</b>	<b>29,86%</b>
Training for a common supervisory culture	25 188	120 000	140 000	140 000	16,67%
Collection of information : IT projects	13 593 574	13 207 900	16 800 002	16 800 002	27,20%
Legal advice	120 888	148 500	212 000	212 000	42,76%
Access to data for Economic Research	816 412	735 000	900 000	900 000	22,45%
Mission expenses, travel and incidental expenses	404 690	484 512	673 725	673 725	39,05%
Communications	343 102	675 490	1 026 568	1 026 568	51,97%
Meeting expenses	346 672	554 941	612 653	612 653	10,40%
Services on operational matters		110 000	460 000	460 000	318,18%
<b>Title 4 - Delegated tasks</b>	<b>640 839</b>	<b>400 000</b>	<b>400 000</b>	<b>400 000</b>	<b>0,00%</b>
<b>TOTAL</b>	<b>72 003 411</b>	<b>75 145 882</b>	<b>84 721 647</b>	<b>85 708 884</b>	<b>14,06%</b>

### 3.2 Financial Resources (Fees)

#### 3.2.1 Revenues (Fees)

##### 3.2.1.1 General revenues (Fees)

REVENUES	General revenues (Fees)				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>1 REVENUE FROM FEES AND CHARGES</b>	22 830 453	23 593 260	28 565 010	28 565 010	21,07%
<b>2 EU CONTRIBUTION</b>					
- Of which assigned revenues deriving from previous years' surpluses					
<b>3 THIRD COUNTRIES CONTRIBUTION (incl. EEA/EFTA and candidate countries)</b>					
- Of which EEA/EFTA (excl. Switzerland)					
- Of which candidate countries					
<b>4 OTHER CONTRIBUTIONS</b>					

REVENUES	General revenues (Fees)				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>5 ADMINISTRATIVE OPERATIONS</b>					
<i>- Of which interest generated by funds paid by the Commission by way of the EU contribution (FFR Art. 61)</i>					
<b>6 REVENUES FROM SERVICES RENDERED AGAINST PAYMENT</b>					
<b>7 CORRECTION OF BUDGETARY IMBALANCES</b>					
<b>8 CONTRIBUTION FOR DELEGATED TASKS</b>					
<b>TOTAL</b>	<b>22 830 453</b>	<b>23 593 260</b>	<b>28 565 010</b>	<b>28 565 010</b>	<b>21,07%</b>

### 3.2.1.2 Additional EU funding: contribution, grant and service level agreements (Fees)

REVENUES	Additional EU funding: contribution, grant and service level agreements (Fees)				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>Additional EU funding stemming from grant agreements (FFR Art.7)</b>					
<b>Additional EU funding stemming from contribution agreements (FFR Art.7)</b>					
<b>Additional EU funding stemming from service level agreements (FFR Art. 43.2)</b>					
<b>TOTAL</b>					

### 3.2.2 Expenditure (Fees)

#### 3.2.2.1 Commitment appropriations (Fees)

EXPENDITURE	Commitment appropriations (Fees)				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>Title 1 - Staff expenditure</b>	<b>15 344 177</b>	<b>16 841 053</b>	<b>19 734 401</b>	<b>19 734 401</b>	<b>17,18%</b>
<b>Salaries &amp; allowances</b>	13 381 618	14 277 168	16 591 893	16 591 893	16,21%
<i>- Of which establishment plan posts</i>	<i>10 786 978</i>	<i>11 534 945</i>	<i>13 076 842</i>	<i>13 076 842</i>	<i>13,37%</i>
<i>- Of which external personnel</i>	<i>2 594 640</i>	<i>2 742 223</i>	<i>3 515 051</i>	<i>3 515 051</i>	<i>28,18%</i>
<b>Expenditure relating to Staff recruitment</b>	189 715	166 256	195 855	195 855	17,80%
<b>Employer's pension contributions</b>	1 363 483	1 891 725	2 405 635	2 405 635	27,17%

EXPENDITURE	Commitment appropriations (Fees)				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
Mission expenses					
Socio-medical infrastructure	250 258	373 259	353 648	353 648	-5,25%
Training	158 289	130 396	184 769	184 769	41,70%
External Services					
Receptions, events and representation	814	2 249	2 601	2 601	15,65%
Social welfare					
Other Staff related expenditure					
<b>Title 2 - Infrastructure and operating expenditure</b>	<b>2 678 052</b>	<b>2 944 265</b>	<b>3 455 656</b>	<b>3 455 656</b>	<b>17,37%</b>
Rental of buildings and associated costs	2 273 880	2 416 908	2 821 064	2 821 064	16,72%
Information, communication technology and data processing	149 906	179 296	206 942	206 942	15,42%
Movable property and associated costs					
Current administrative expenditure	254 266	348 061	427 650	427 650	22,87%
Postage / Telecommunications					
Meeting expenses					
Running costs in connection with operational activities					
Information and publishing					
Studies					
Other infrastructure and operating expenditure					
<b>Title 3 - Operational expenditure</b>	<b>4 808 224</b>	<b>3 807 942</b>	<b>5 374 953</b>	<b>5 374 953</b>	<b>41,15%</b>
Training for a common supervisory culture					
Collection of information : IT projects	4 423 820	3 229 503	4 718 214	4 718 214	46,10%
Legal advice	39 341	48 409	78 342	78 342	61,83%
Access to data for Economic Research					
Mission expenses, travel and incidental expenses	128 384	175 531	140 745	140 745	-19,82%
Communications	105 409	174 615	248 319	248 319	42,21%

EXPENDITURE	Commitment appropriations (Fees)				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
Meeting expenses	111 270	179 884	189 333	189 333	5,25%
Services on operational matters					
Title 4 - Delegated tasks					
<b>TOTAL</b>	<b>22 830 453</b>	<b>23 593 260</b>	<b>28 565 010</b>	<b>28 565 010</b>	<b>21,07%</b>

### 3.2.2.2 Payment appropriations (Fees)

EXPENDITURE	Payment appropriations (Fees)				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>Title 1 - Staff expenditure</b>	<b>15 344 177</b>	<b>16 841 053</b>	<b>19 734 401</b>	<b>19 734 401</b>	<b>17,18%</b>
Salaries & allowances	13 381 618	14 277 168	16 591 893	16 591 893	16,21%
- Of which establishment plan posts	10 786 978	11 534 945	13 076 842	13 076 842	13,37%
- Of which external personnel	2 594 640	2 742 223	3 515 051	3 515 051	28,18%
Expenditure relating to Staff recruitment	189 715	166 256	195 855	195 855	17,80%
Employer's pension contributions	1 363 483	1 891 725	2 405 635	2 405 635	27,17%
Mission expenses					
Socio-medical infrastructure	250 258	373 259	353 648	353 648	-5,25%
Training	158 289	130 396	184 769	184 769	41,70%
External Services					
Receptions, events and representation	814	2 249	2 601	2 601	15,65%
Social welfare					
Other Staff related expenditure					
<b>Title 2 - Infrastructure and operating expenditure</b>	<b>2 678 052</b>	<b>2 944 265</b>	<b>3 455 656</b>	<b>3 455 656</b>	<b>17,37%</b>
Rental of buildings and associated costs	2 273 880	2 416 908	2 821 064	2 821 064	16,72%
Information, communication technology and data processing	149 906	179 296	206 942	206 942	15,42%
Movable property and associated costs					

EXPENDITURE	Payment appropriations (Fees)				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
Current administrative expenditure	254 266	348 061	427 650	427 650	22,87%
Postage / Telecommunications					
Meeting expenses					
Running costs in connection with operational activities					
Information and publishing					
Studies					
Other infrastructure and operating expenditure					
<b>Title 3 - Operational expenditure</b>	<b>4 808 224</b>	<b>3 807 942</b>	<b>5 374 953</b>	<b>5 374 953</b>	<b>41,15%</b>
Training for a common supervisory culture					
Collection of information : IT projects	4 423 820	3 229 503	4 718 214	4 718 214	46,10%
Legal advice	39 341	48 409	78 342	78 342	61,83%
Access to data for Economic Research					
Mission expenses, travel and incidental expenses	128 384	175 531	140 745	140 745	-19,82%
Communications	105 409	174 615	248 319	248 319	42,21%
Meeting expenses	111 270	179 884	189 333	189 333	5,25%
Services on operational matters					
<b>Title 4 - Delegated tasks</b>					
<b>TOTAL</b>	<b>22 830 453</b>	<b>23 593 260</b>	<b>28 565 010</b>	<b>28 565 010</b>	<b>21,07%</b>

### 3.2.3 Budget Outturn (Fees)

First estimate of the 2023 surplus that should be reimbursed to the EU budget (as assigned revenue): 291 350 EUR

## 3.3 Financial Resources (UE, NCA, NCA for delegated tasks)

### 3.3.1 Revenues (UE, NCA, NCA for delegated tasks)

3.3.1.1 General revenues (UE, NCA, NCA for delegated tasks)

REVENUES	General revenues (UE, NCA, NCA for delegated tasks)				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>1 REVENUE FROM FEES AND CHARGES</b>					
<b>2 EU CONTRIBUTION</b>	18 401 900	19 321 887	21 182 434	21 556 480	11,57%
<i>- Of which assigned revenues deriving from previous years' surpluses</i>	241 498	203 055	291 350	291 350	43,48%
<b>3 THIRD COUNTRIES CONTRIBUTION (incl. EEA/EFTA and candidate countries)</b>	893 783	939 224	1 027 351	1 045 765	11,34%
<i>- Of which EEA/EFTA (excl. Switzerland)</i>	893 783	939 224	1 027 351	1 045 765	11,34%
<i>- Of which candidate countries</i>					
<b>4 OTHER CONTRIBUTIONS</b>	29 236 436	30 942 399	33 597 740	33 778 211	9,16%
<b>5 ADMINISTRATIVE OPERATIONS</b>					
<i>- Of which interest generated by funds paid by the Commission by way of the EU contribution (FFR Art. 61)</i>					
<b>6 REVENUES FROM SERVICES RENDERED AGAINST PAYMENT</b>					
<b>7 CORRECTION OF BUDGETARY IMBALANCES</b>					
<b>8 CONTRIBUTION FOR DELEGATED TASKS</b>	640 839	349 112	349 112	349 112	0,00%
<b>TOTAL</b>	<b>49 172 958</b>	<b>51 552 622</b>	<b>56 156 637</b>	<b>56 729 568</b>	<b>10,04%</b>

3.3.1.2 Additional EU funding: contribution, grant and service level agreements (UE, NCA, NCA for delegated tasks)

REVENUES	Additional EU funding: contribution, grant and service level agreements (UE, NCA, NCA for delegated tasks)				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>Additional EU funding stemming from grant agreements (FFR Art.7)</b>					
<b>Additional EU funding stemming from contribution agreements (FFR Art.7)</b>					
<b>Additional EU funding stemming from service level agreements (FFR Art. 43.2)</b>	367 240	605 463	414 306	414 306	-31,57%
<b>TOTAL</b>	<b>367 240</b>	<b>605 463</b>	<b>414 306</b>	<b>414 306</b>	<b>-31,57%</b>

3.3.2 Expenditure (UE, NCA, NCA for delegated tasks)

3.3.2.1 Commitment appropriations (UE, NCA, NCA for delegated tasks)

EXPENDITURE	Commitment appropriations (UE, NCA, NCA for delegated tasks)				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>Title 1 - Staff expenditure</b>	<b>32 078 802</b>	<b>32 764 443</b>	<b>34 327 056</b>	<b>35 314 293</b>	<b>7,78%</b>
Salaries & allowances	28 010 780	29 062 868	30 632 757	31 567 872	8,62%
- Of which establishment plan posts	22 537 735	23 126 531	25 496 219	26 331 334	13,86%
- Of which external personnel	5 473 045	5 936 337	5 136 538	5 236 538	-11,79%
Expenditure relating to Staff recruitment	393 245	343 744	334 145	334 145	-2,79%
Employer's pension contributions	2 826 247	2 311 835	2 437 134	2 489 256	7,67%
Mission expenses					
Socio-medical infrastructure	518 740	771 741	603 352	603 352	-21,82%
Training	328 104	269 604	315 231	315 231	16,92%
External Services					
Receptions, events and representation	1 686	4 651	4 437	4 437	-4,60%
Social welfare					
Other Staff related expenditure					
<b>Title 2 - Infrastructure and operating expenditure</b>	<b>5 611 015</b>	<b>6 159 778</b>	<b>5 979 586</b>	<b>5 979 586</b>	<b>-2,93%</b>
Rental of buildings and associated costs	4 773 242	5 069 435	4 896 924	4 896 924	-3,40%
Information, communication technology and data processing	310 727	370 704	353 058	353 058	-4,76%
Movable property and associated costs					
Current administrative expenditure	527 046	719 639	729 604	729 604	1,38%
Postage / Telecommunications					
Meeting expenses					
Running costs in connection with operational activities					
Information and publishing					
Studies					
Other infrastructure and operating expenditure					



EXPENDITURE	Commitment appropriations (UE, NCA, NCA for delegated tasks)				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>Title 3 - Operational expenditure</b>	<b>10 842 302</b>	<b>12 228 401</b>	<b>15 449 995</b>	<b>15 449 995</b>	<b>26,35%</b>
Training for a common supervisory culture	25 188	120 000	140 000	140 000	16,67%
Collection of information : IT projects	9 169 754	9 978 397	12 081 788	12 081 788	21,08%
Legal advice	81 547	100 091	133 658	133 658	33,54%
Access to data for Economic Research	816 412	735 000	900 000	900 000	22,45%
Mission expenses, travel and incidental expenses	276 306	308 981	532 980	532 980	72,50%
Communications	237 693	500 875	778 249	778 249	55,38%
Meeting expenses	235 402	375 057	423 320	423 320	12,87%
Services on operational matters		110 000	460 000	460 000	318,18%
<b>Title 4 - Delegated tasks</b>	<b>640 839</b>	<b>400 000</b>	<b>400 000</b>	<b>400 000</b>	<b>0,00%</b>
<b>TOTAL</b>	<b>49 172 958</b>	<b>51 552 622</b>	<b>56 156 637</b>	<b>57 143 874</b>	<b>10,85%</b>

### 3.3.2.2 Payment appropriations (UE, NCA, NCA for delegated tasks)

EXPENDITURE	Payment appropriations (UE, NCA, NCA for delegated tasks)				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>Title 1 - Staff expenditure</b>	<b>32 078 802</b>	<b>32 764 443</b>	<b>34 327 056</b>	<b>35 314 293</b>	<b>7,78%</b>
Salaries & allowances	28 010 780	29 062 868	30 632 757	31 567 872	8,62%
- Of which establishment plan posts	22 537 735	23 126 531	25 496 219	26 331 334	13,86%
- Of which external personnel	5 473 045	5 936 337	5 136 538	5 236 538	-11,79%
Expenditure relating to Staff recruitment	393 245	343 744	334 145	334 145	-2,79%
Employer's pension contributions	2 826 247	2 311 835	2 437 134	2 489 256	7,67%
Mission expenses					
Socio-medical infrastructure	518 740	771 741	603 352	603 352	-21,82%
Training	328 104	269 604	315 231	315 231	16,92%
External Services					

EXPENDITURE	Payment appropriations (UE, NCA, NCA for delegated tasks)				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
Receptions, events and representation	1 686	4 651	4 437	4 437	-4,60%
Social welfare					
Other Staff related expenditure					
<b>Title 2 - Infrastructure and operating expenditure</b>	<b>5 611 015</b>	<b>6 159 778</b>	<b>5 979 586</b>	<b>5 979 586</b>	<b>-2,93%</b>
Rental of buildings and associated costs	4 773 242	5 069 435	4 896 924	4 896 924	-3,40%
Information, communication technology and data processing	310 727	370 704	353 058	353 058	-4,76%
Movable property and associated costs					
Current administrative expenditure	527 046	719 639	729 604	729 604	1,38%
Postage / Telecommunications					
Meeting expenses					
Running costs in connection with operational activities					
Information and publishing					
Studies					
Other infrastructure and operating expenditure					
<b>Title 3 - Operational expenditure</b>	<b>10 842 302</b>	<b>12 228 401</b>	<b>15 449 995</b>	<b>15 449 995</b>	<b>26,35%</b>
Training for a common supervisory culture	25 188	120 000	140 000	140 000	16,67%
Collection of information : IT projects	9 169 754	9 978 397	12 081 788	12 081 788	21,08%
Legal advice	81 547	100 091	133 658	133 658	33,54%
Access to data for Economic Research	816 412	735 000	900 000	900 000	22,45%
Mission expenses, travel and incidental expenses	276 306	308 981	532 980	532 980	72,50%
Communications	237 693	500 875	778 249	778 249	55,38%
Meeting expenses	235 402	375 057	423 320	423 320	12,87%
Services on operational matters		110 000	460 000	460 000	318,18%
<b>Title 4 - Delegated tasks</b>	<b>640 839</b>	<b>400 000</b>	<b>400 000</b>	<b>400 000</b>	<b>0,00%</b>
<b>TOTAL</b>	<b>49 172 958</b>	<b>51 552 622</b>	<b>56 156 637</b>	<b>57 143 874</b>	<b>10,85%</b>

### 3.3.3 Budget Outturn (UE, NCA, NCA for delegated tasks)

First estimate of the 2023 surplus that should be reimbursed to the EU budget (as assigned revenue): 291 350 EUR

## 4 Justification of needs

### Commission assessment

#### Human Resources

The Commission supports ESMA's request for 279 Establishment Plan posts for 2025. This would be 11 more Establishment Plan posts than the budgetary authority authorised for ESMA for 2024.

One of the Establishment Plan posts (AD 6) is needed for the implementation of the Supervisory Digital Finance Academy (SDFA), a three-years project funded by DG REFORM. As from 2026, the post would be removed from ESMA's establishment plan.

The Commission also supports ESMA's request for 105 Contract Agent posts.

In addition to the 102 Contract Agent posts shown in tables 1.4 (Human Resources Overview) and 2.2.1 (Contract Agents), ESMA has been allowed 3 additional Contract Agent posts. 1 is a Contract Agent (Function Group IV) post for the implementation period (i.e., 2023-2025) of the Supervisory Digital Finance Academy (SDFA) project funded by DG REFORM. The other 2 posts are Contract Agent posts foreseen to support work the project "Increasing supervisory capacity to prevent and mitigate greenwashing risks within financial markets" funded by DG REFORM over the period 2024-2025.

The Commission, however, requests 35 Seconded National Experts (SNEs) posts for ESMA in 2025, i.e. three more SNEs than ESMA itself requested.

Given the extent of ESMA's workload, the Commission believes that EMSA should utilise all of the human resources, which (as explained in the relevant Legislative Financial Statements) it was forecast to need in order to be able to adequately implement its additional tasks resulting from new legislation).

The Commission notes that the establishment plan includes no provision for AST/SC temporary agents and FG II contract agents. The Commission reminds ESMA of the need to assess which positions involve clerical or secretarial tasks and to convert these to AST/SC once the posts are vacant.

The Commission's request for staffing for ESMA and in particular the number of Establishment Plan posts, is based on the importance of ESMA's work and respects the co-legislator's decisions on the resourcing required to implement the mandates that they have given to ESMA, as set out in the legislative financial statements.

#### Financial Resources

The Union contribution ESMA requested for 2025 is in line with the technical update of the financial programming for 2024-2027.

On top of that request, the Commission requests an additional EUR 374 046 so that ESMA can undertake necessary preparations for the implementation of Regulation (EU) 2022/2554 on digital operational resilience for the financial sector (DORA).

Hence, the Commission supports ESMA's request for a Union subsidy of EUR 21 556 480 for ESMA (of which EUR 21 265 130 are fresh credits).

### 4.1 Human Resources - Agency Request

#### 4.1.1 Number of staff requested

ESMA's staff request is fully aligned with current LFS adding new responsibilities to ESMA's remit. ESMA keeps facing certain limitations on the fee funding side on the one hand and increased workload on the other hand for mandates without additional resources allocated. ESMA has been intensifying its efforts to encourage National Competent Authorities to send SNEs, however the situation remains tense due to their own budget constraints. The number of

contract agents (102) is in line with current LFS, it includes contract agents, whose salaries are also fully fee and NCA funded, hence not within the EU Budget.

#### *4.1.2 Vacancy rate as of end 2023*

The vacancy rate on the recruitment plan (temporary agents, contract agents and SNE) at the end of 2023 was 4%. The vacancy rate on the establishment plan (temporary agents only) was 10%.

#### *4.1.3 Standard abatement ('abatement forfaitaire') applied*

ESMA applies a linear phase-in for the budgeted salary costs for the requested new staff. Average date of entry into service is 01/07.

#### *4.1.4 Salary assumption for calculating salary line (% applied)*

Salary increases due to inflation have been assumed to be 2.0% in July 2024 and 2.0% July 2025.

#### *4.1.5 Correction coefficient used*

The correction coefficient for Paris has been increased at the end of 2023 to 119.50% and no change was calculated (0%) for 2024 and 2025.

#### *4.1.6 Exchange rate used (if applicable)*

Not applicable.

### **4.2 Financial Resources - Agency request**

#### *4.2.1 Title 1*

##### *4.2.1.1 Title 1 (Fees)*

ESMA's fee-related budget covers the overall estimated expenditure for the implementation of ESMA's direct supervision and oversight activities. The financial and human resources planned for 2025 incorporate all ESMA's mandates entered into force so far including Credit Rating Agencies, Trade Repositories (under EMIR and under SFTR) and Securitisation Repositories (SRs) supervision, ESMA's mandates in relation to Third-Countries Central Counterparties – TC CCPs (under EMIR2.2) and the supervisory responsibilities introduced by the ESAs' Review (with the direct supervision of Data Reporting Service Providers and Benchmark administrators). In addition, upon request of the European Commission, for 2025 ESMA has estimated the fees to be levied for the current European Commission's Legislative Financial Statements proposals recently agreed or still under discussion, namely for the Digital Operational Resilience Act (DORA), and for the supervision of the Environmental, Social and Governance (ESG) rating providers and of the Consolidated Tape Providers (CTPs) under the DRSPs; all these new mandates are expected to start in 2025, including the relevant fee collection.

For 2025, ESMA plans to levy the following total amount of annual supervisory fees: €10,611,058 from Credit Rating Agencies, €1,732,128 from Trade Repositories under EMIR, €1,011,228 from Trade Repositories under SFTR, €413,776 from Securitisation Repositories, €6,279,126 from TC CCPs under EMIR 2.2 (of which Tier 1 fees €2,604,277 and Tier 2 fees €3,674,849), €1,031,484 from Benchmark administrators, €4,275,153 from Data Reporting Service Providers (of which from DRSP - Authorised Reporting Mechanism €1,495,351, from DRSP - Approved Publications Arrangements €1,407,738 and DRSP – CTPs €1,372,064), €990,080 for the oversight of the Digital Operational Resilience Act and €2,220,976 from Environmental, Social and Governance (ESG) rating providers.

ESMA acknowledges the invitation from the European Commission sent on 20 December 2023 via the Budget Circular 2025 Agency Instructions, regarding the salary expenditure, where the latest estimate points to a salary update of +5,3% is to be applied as from 1 July 2024, +0,6% as from 1 April 2025 and +3,7% as from 1 July 2025. However, due to the timing of this communication, for all on-going mandates (including direct supervision tasks) already approved by the co-legislators, ESMA has planned the standard 2% inflation increase from 2024 in line with the assumption in the EU Multiannual Financial Framework (MFF). Nevertheless, as always, ESMA will apply a rigorous monitoring and control of its expenditure, to ensure the capacity to pay the salaries in case the above forecasts materialise, also considering the

effect of the respective correction coefficient adjustments for Paris, France. Overall, it is important to stress that ESMA's planning considers the multiple constraints identified across the area of the fee collection and is the outcome of an important effort to contain the fees at a level that is affordable for the supervised entities. In this respect, in 2022 ESMA launched in close collaboration with the Commission a comprehensive assessment and review on how the Agency's fee-funding model should be further improved. ESMA believes that a comprehensive review of ESMA's fee management model may represent an important turning point for streamlining ESMA's funding system.

According to the Staff Regulation, ESMA as an Authority partially financed from the EU general budget, pays the part of the employer' pension contributions corresponding to the proportion of its non-EU funded staff (e.g., staff funded by NCAs contributions and fees). ESMA's Activity Based Budgeting model calculates that for 2025 this proportion is at 75.2% and represents a cost for pension contribution equal to €4,842,768. This amount is added to the Title 1 and it will not be covered by the EU subsidy. Out of this total amount, €2,405,635 will be paid by fees covering 100% of the pension contribution for the fee-funded staff.

#### *4.2.1.2 Title 1 (UE, NCA, NCA for delegated tasks)*

ESMA's indirect supervision mandates are financed 40% from Union funds and 60% through contributions from the Member States, which are calculated according to the weighting of votes set out in Article 3(3) of the Protocol (No 36) on transitional provisions, and EFTA contributions calculated in accordance with the weighting factor applicable for the EFTA states. In addition, ESMA receives financing (assigned revenue) for the implementation of specific projects delegated to ESMA by the NCAs and other external entities or stemming from SLAs with the Commission (i.e., DG REFORM).

The financial and human resources planned for 2025 will cover the costs for the implementation of all ESMA's mandates entered into force so far including the budget for the European Single Access Point (ESAP) to be covered by EU and NCAs contribution starting from 2025 (€1,656,000). In addition, upon request from the European Commission, ESMA has also included the financial resources foreseen in the current Legislative Financial Statement (LFS) of the Commission's proposal still under discussion e.g. Retail Investment Strategy (RIS, €743,000 foreseen by the LFS for 2025). Furthermore, for 2025 ESMA plans contributions from NCAs and other external entities (€349,112 external assigned revenue) for the IT delegated project Single Interface to Trade Repositories (TRACE), and following the signature of Service Level Agreements with the European Commission/DG REFORM in 2022 and 2023 - €192,639 of internal assigned revenue for the project "EU Digital Finance Supervisory Academy" and €221,667 of internal assigned revenue for the ESG flagship project on "Increasing supervisory capacity to prevent and mitigate greenwashing risks within financial markets".

ESMA acknowledges the invitation from the European Commission sent on 20 December 2023 via the Budget Circular 2025 Agency Instructions, regarding the salary expenditure, where the latest estimate points to a salary update of +5,3% to be applied as from 1 July 2024, +0,6% as from 1 April 2025 and +3,7% as from 1 July 2025. However, due to the timing of this communication, for all on-going mandates already approved by the co-legislators, ESMA has planned the standard 2% inflation increase from 2024 in line with the assumption in the EU Multiannual Financial Framework (MFF). Nevertheless, as always, ESMA will apply a rigorous monitoring and control of its expenditure, to ensure the capacity to pay the salaries in case the above forecasts materialise, also considering the effect of the respective correction coefficient adjustments for Paris, France. Overall, ESMA's request for 2025 staff and budget stays below the ceiling framed in the relevant LFSs and in the 2021-2027 Multiannual Financial Framework.

It is worth noting that , no additional resources are foreseen for ESMA for the new mandate concerning the revision of the Directive on Undertakings for Collective Investment in Transferable Securities (UCITS) and the Alternative Investment Fund Managers Directive (AIFMD). At the same time, no new funding was made available for the new supervisory convergence mandates under EMIR 2.2 (i.e. Opinions and Validations of NCA decisions) and the new CCP Recovery and Resolution Regulation, as highlighted in the Report on the staffing and resources<sup>42</sup> related to CCPs adopted by ESMA's Board of Supervisors in May 2022.

According to the Staff Regulation, ESMA, as an Authority partially financed from the EU general budget, pays the part of the employer' pension contribution corresponding to the proportion of its non-EU funded staff (e.g., staff funded by NCAs contributions and fees). ESMA's Activity Based Budgeting model calculates that for 2025 this proportion is at 75.2% and represents a cost for pension contribution equal to €4,842,768. This amount is added to the Title 1 and it will

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<sup>42</sup> ESMA91-372-2116 EMIR 2.2. staffing and resources, report to the European Parliament, the Council, and the Commission.

not be covered by the EU subsidy. Out of the total amount, €2,437,134 will be covered by the NCA contribution (following the 60/40 ratio for the NCAs/EU-funded staff).

#### 4.2.2 Title 2

##### 4.2.2.1 Title 2 (Fees)

In 2025, the increase of the overall Title 2 costs versus 2024 is explained by the need to cover the estimated impact of the inflation increase on the building rent/charges and the associated facility management costs as well as on the cost for cyber-security (under “current administrative expenditure”) and ICT infrastructure. The increase on the fee-funded part of this expenditure, is due to the overall fee-funded staff increase in 2025 vs 2024.

##### 4.2.2.2 Title 2 (UE, NCA, NCA for delegated tasks)

In 2025, the increase of the overall Title 2 costs versus 2024 is explained by the need to cover the estimated impact of the inflation increase on the building rent/charges and the associated facility management costs as well as on the cost for cyber-security (under “current administrative expenditure”) and ICT infrastructure. The small decrease on the EU/NCA-funded part of this expenditure, is due to the overall relative reduction of these staff versus the increased fee-funded staff in 2025 vs 2024.

#### 4.2.3 Title 3

##### 4.2.3.1 Title 3 (Fees)

Title 3 expenditure covered by fees are increasing compared to 2024 (+ €1.5M, - 3%), but rather stable versus 2023 (€4.4M). The increase is mainly due to additional fee-related IT project costs that are stemming from the new fee-funded mandates starting in 2025 – DORA, ESG and DRPS CTP (for a total of +1.2M).

##### 4.2.3.2 Title 3 (UE, NCA, NCA for delegated tasks)

The level of Title 3 expenditure for ESMA’s mandates already in force and covered by the EU/NCAs contribution are increasing mainly in IT expenditure, translations, missions, and services on operational matters. The most significant increase in net value are the IT costs, due to ESAP +€2.1M (funded by the EU and NCAs starting from 2025) and MiFID III +€0.5M. In addition, an increased number of missions (based on 2023) and translations are expected. Finally, the services on operational matters are also increasing, as ESMA would like to procure several studies and surveys.

### 4.3 Ad hoc grants and delegation agreements

Following the signature of two Service Level Agreements with DG REFORM, one in 2022 for the establishment of the "EU - Supervisory Digital Finance Academy", and the second in 2023 for the ESG flagship project “Increasing supervisory capacity to prevent and mitigate greenwashing risks within financial markets”, ESMA plans respectively €192,639 and €221,667 assigned revenue for 2025.

## 5 Other information

### 5.1 Buildings

#### 5.1.1 Current building(s)

#	Building Name and type	Location	SURFACE AREA(in m <sup>2</sup> )			RENTAL CONTRACT			Host country (grant or support)	Building present value(€)
			Office space	non-office	Total	RENT (€/year)	Duration	Type		
1	iBox	201-203 rue de Bercy, 75012 Paris - France	8 016	1 116	9 132	5 378 026	Lease expiring on 10 October 2028	Lease	None	
<b>TOTAL</b>			<b>8 016</b>	<b>1 116</b>	<b>9 132</b>	<b>5 378 026</b>				

### *5.1.2 Current building(s) Other comments*

That amount represents the current contractual amount for the rent with a forecasted inflation increase for 2025 (excluding charges). Each year a nationally set rate of inflation is applied. ESMA rents in addition 4 archive rooms and 28 car parking places, 5 motorcycle places and 35 bicycle places.

### *5.1.3 Building projects in the planning phase*

N/A

### *5.1.4 Building projects submitted to the European Parliament and the Council*

N/A

## **5.2 European schools**

Following the move of EBA to Paris, the French government decided to set up an accredited European school in Courbevoie as from September 2019, with a gradual opening of the different school levels and language sections in the future.

In line with the practice of several EU agencies, ESMA decided to continue to provide schooling support for children who are at least five years old and attend a school where the majority of the school curriculum is conducted in a language that is not offered as a section by the Accredited European school ('AES'). Under the schooling support programme, only the annual registration and annual tuition fees which exceed the education allowance are reimbursed up to an amount that corresponds to the contribution that ESMA would have to pay if the child was enrolled in the AES. ESMA also provides support for mother tongue lessons under the following conditions:

- a) For children who attend the AES: if the mother tongue language is not offered as a section language.
- b) For children who attend any other school: if the main language of tuition is not the mother tongue language. The selected language must be the mother tongue language of one of the two parents. Mother tongue lessons are only reimbursed for one language per child, up to a maximum of €2,000 per school year.

In addition to the school support and support for mother tongue lessons, ESMA also provides pre-school support for children who are between 3 and 5 years old and attend a multilingual pre-school which charges fees. The pre-school support is limited to a maximum amount of €3,000 per school year per child. ESMA managed to sign direct agreements with 10 bilingual schools in the Paris area and eligible school fees are directly paid to those schools in respect of children from ESMA staff.

## **5.3 Evaluation**

The first evaluation of ESMA as a component of the ESFS was submitted to the Budgetary Authority in 2014 [COM(2014) 509 final].

In 2017, the European Commission began the second review of the ESFS framework that resulted in amending the founding regulations of the ESAs and the ESRB in 2019. These amendments reinforced the powers and governance of the ESAs, enhanced supervisory convergence framework and strengthened the capacity of the ESRB in overseeing the financial system and detecting risks to financial stability.

In 2021, the European Commission initiated the third review of the ESFS Framework by launching a targeted consultation seeking views on certain aspects related to the 2019 ESAs review and on the supervisory convergence and single rulebook.

The evaluation report, published in May 2022 – [COM(2022) 228 final], concluded that the overall architecture of the ESFS is largely adequate and works well.

As outlined in the evaluation report, the amendments introduced in the 2019 ESA review have started to produce some noticeable effects. However, since the changes to the ESA Regulations became applicable only in 2020, the European

Commission considered that more time is needed to assess the full impact of the latest review before considering any new amendments to the ESA Regulations.

In addition, the review revealed some areas where improvements could be implemented with no need for legislative changes and therefore the European Commission will work together with the ESAs to assess whether and in which areas non-legislative measures are warranted.

#### 5.4 Privileges and immunities

Agency privileges	Privileges granted to staff	
	Protocol of privileges and immunities / diplomatic status	Education / day care
ESMA benefits from the privileges granted by the Protocol (No 7) on the Privileges and Immunities of the European Union. The French Parliament endorsed ESMA's Headquarters agreement on 24 May 2019. ESMA Headquarters agreement entered into force in 2019.	None, beyond the provisions included in the Protocol (no 7) on the Privileges and Immunities of the European Union.	None.



### 3.1.7 Anti-Money Laundering Authority - AMLA

## 1 Overview

### 1.1 Creation/modification (legal base)

Decision	Date	Mission / Tasks / Functions
Proposal for a Regulation of the European Parliament and of the Council establishing the Authority for Anti-Money Laundering and Countering the Financing of Terrorism and amending Regulations (EU) No 1093/2010, (EU) 1094/2010, (EU) 1095/2010 (COM(2021) 421 final of 20.7.2021)	20 July 2021	<p>Money laundering and terrorism financing (ML/TF) pose a serious threat to the integrity of the EU economy and financial system and the security of its citizens.</p> <p>The Anti-Money Laundering Authority will become a <b>centrepiece of an integrated AML/CFT supervisory system</b>, consisting of the Authority itself and the national authorities with an AML/CFT supervisory mandate.</p> <p>The authority will:</p> <ul style="list-style-type: none"> <li>- directly supervise and take decisions on some of the riskiest cross-border financial sector obliged entities, thereby directly contributing to preventing money laundering and terrorism financing in the Union;</li> <li>- coordinate national supervisory authorities and assist them to increase their effectiveness ;</li> <li>- play a vital role in improving the exchange of information and cooperation between national Financial Intelligence Units (FIUs);</li> <li>- have powers to draft regulatory and implementing technical standards, guidelines and recommendations within the scope of its tasks, as well as to provide advice and input to the Commission and co-legislators on many aspects of AML/CFT policy, including on risks linked to jurisdictions outside the Union.</li> </ul>

### 1.2 Seat

Frankfurt

### 1.3 Budget Line

03 10 05 : Anti-Money Laundering Authority (AMLA)

### 1.4 Human Resources Overview

The table below presents the number of posts in the establishment plans, including the posts assigned to programmes financed outside the EU budget, whereas the number of Contract Agents / SNE only includes those financed under programmes financed within the EU Budget.

Human Resources	2023			2024	2025
	Authorised Budget	Actually filled as of 31/12/2023	Occupancy rate(%)	Authorised Budget	Draft Budget Request
<b>TOTAL AD</b>	8		0,00%	30	58
<b>TOTAL AST</b>				5	8
<b>TOTAL AST/SC</b>					
<b>ESTABLISHMENT PLAN POSTS</b>	<b>8</b>		<b>0,00%</b>	<b>35</b>	<b>66</b>
<b>Contract Agents (CA)</b>	10		0,00%	10	25
<b>Seconded National Experts (SNE)</b>				3	29
<b>TOTAL STAFF</b>	<b>18</b>		<b>0,00%</b>	<b>48</b>	<b>120</b>

### 1.5 Financial Resources Overview

#### 1.5.1 Revenues Overview

### 1.5.1.1 General revenues

REVENUES	2024		2025	
	Revenues estimated by the agency		Budget Forecast	
EU contribution	5 107 785		14 010 072	
Other Revenue				
<b>TOTAL REVENUES</b>	<b>5 107 785</b>		<b>14 010 072</b>	

### 1.5.1.2 Additional EU funding: contribution, grant and service level agreements

REVENUES	2024		2025	
	Revenues estimated by the agency		Budget Forecast	
Additional EU funding stemming from grant agreements (FFR Art.7)				
Additional EU funding stemming from contribution agreements (FFR Art.7)				
Additional EU funding stemming from service level agreements (FFR Art. 43.2)				
<b>TOTAL REVENUES</b>				

### 1.5.2 Expenditure Overview

Expenditure	2024		2025	
	Commitment appropriations	Payment appropriations	Commitment appropriations	Payment appropriations
Title 1 - Staff expenditure	3 310 920	3 280 920	7 910 617	7 910 617
Title 2 - Infrastructure and operating expenditure	1 796 865	1 796 865	2 265 700	2 265 700
Title 3 - Operational expenditure			3 833 755	3 833 755
<b>TOTAL EXPENDITURE</b>	<b>5 107 785</b>	<b>5 077 785</b>	<b>14 010 072</b>	<b>14 010 072</b>

## 2 Human Resources

### 2.1 Establishment plan posts

The table below presents the number of posts in the establishment plans, including the posts assigned to programmes financed outside the EU budget.

Function group and grade	2023				2024		2025			
	Authorised Budget		Actually filled as of 31/12/2023		Authorised Budget		Request of the Agency		Draft Budget Request	
	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts
AD 16						1		6		6
AD 15						5				
AD 14						1		5		5

Function group and grade	2023				2024		2025			
	Authorised Budget		Actually filled as of 31/12/2023		Authorised Budget		Request of the Agency		Draft Budget Request	
	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts
AD 13								1		1
AD 12								6		6
AD 11						2		4		4
AD 10								10		10
AD 9		2				6				
AD 8								8		8
AD 7						7		3		3
AD 6								5		5
AD 5		6				8		10		10
AD TOTAL		8				30		58		58
AST 11										
AST 10										
AST 9										
AST 8								2		2
AST 7										
AST 6										
AST 5										
AST 4										
AST 3						5		6		6
AST 2										
AST 1										
AST TOTAL						5		8		8
AST/SC 6										
AST/SC 5										
AST/SC 4										
AST/SC 3										
AST/SC 2										
AST/SC 1										
AST/SC TOTAL										
TOTAL		8				35		66		66
GRAND TOTAL	8				35		66		66	

## 2.2 External personnel

### 2.2.1 Contract Agents

Contract agents	Authorised 2023	Recruited as of 31/12/2023	2024 estimate	Draft Budget 2025 estimate
Function Group IV			4	10
Function Group III	8		5	10
Function Group II	2		1	5
Function Group I				
<b>TOTAL</b>	<b>10</b>		<b>10</b>	<b>25</b>

### 2.2.2 Seconded National Experts

Seconded National Experts	Authorised 2023	Recruited as of 31/12/2023	2024 estimate	Draft Budget 2025 estimate
<b>TOTAL</b>			<b>3</b>	<b>29</b>

## 3 Financial Resources

### 3.1 Revenues

#### 3.1.1 General revenues

REVENUES	General revenues				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>1 REVENUE FROM FEES AND CHARGES</b>					
<b>2 EU CONTRIBUTION</b>		5 107 785	14 010 072	14 010 072	174,29%
<i>- Of which assigned revenues deriving from previous years' surpluses</i>					
<b>3 THIRD COUNTRIES CONTRIBUTION (incl. EEA/EFTA and candidate countries)</b>					
<i>- Of which EEA/EFTA (excl. Switzerland)</i>					
<i>- Of which candidate countries</i>					
<b>4 OTHER CONTRIBUTIONS</b>					
<b>5 ADMINISTRATIVE OPERATIONS</b>					
<i>- Of which interest generated by funds paid by the Commission by way of the EU contribution (FFR Art. 61)</i>					
<b>6 REVENUES FROM SERVICES RENDERED AGAINST PAYMENT</b>					
<b>7 CORRECTION OF BUDGETARY IMBALANCES</b>					
<b>TOTAL</b>		<b>5 107 785</b>	<b>14 010 072</b>	<b>14 010 072</b>	<b>174,29%</b>

### 3.1.2 Additional EU funding: contribution, grant and service level agreements

REVENUES	Additional EU funding: contribution, grant and service level agreements				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
Additional EU funding stemming from grant agreements (FFR Art.7)					
Additional EU funding stemming from contribution agreements (FFR Art.7)					
Additional EU funding stemming from service level agreements (FFR Art. 43.2)					
<b>TOTAL</b>					

### 3.2 Expenditure

#### 3.2.1 Commitment appropriations

EXPENDITURE	Commitment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>Title 1 - Staff expenditure</b>		<b>3 310 920</b>	<b>7 910 617</b>	<b>7 910 617</b>	<b>138,93%</b>
Salaries & allowances		2 970 920	6 905 617	6 905 617	132,44%
- Of which establishment plan posts		2 553 920	4 942 835	4 942 835	93,54%
- Of which external personnel		417 000	1 962 782	1 962 782	370,69%
Expenditure relating to Staff recruitment		30 000	400 000	400 000	1233,33%
Employer's pension contributions					
Mission expenses		25 000	125 000	125 000	400,00%
Socio-medical infrastructure		25 000	20 000	20 000	-20,00%
Training			100 000	100 000	100%
External Services		250 000	350 000	350 000	40,00%
Receptions, events and representation		10 000	10 000	10 000	0,00%
Social welfare					
Other Staff related expenditure					
<b>Title 2 - Infrastructure and operating expenditure</b>		<b>1 796 865</b>	<b>2 265 700</b>	<b>2 265 700</b>	<b>26,09%</b>
Rental of buildings and associated costs		1 000 000	800 000	800 000	-20,00%

EXPENDITURE	Commitment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
Information, communication technology and data processing		600 000	800 000	800 000	33,33%
Movable property and associated costs			450 000	450 000	100%
Current administrative expenditure		45 000	45 000	45 000	0,00%
Postage / Telecommunications					
Meeting expenses		10 000	10 000	10 000	0,00%
Running costs in connection with operational activities					
Information and publishing			20 000	20 000	100%
Studies					
Other infrastructure and operating expenditure		141 865	140 700	140 700	-0,82%
<b>Title 3 - Operational expenditure</b>			<b>3 833 755</b>	<b>3 833 755</b>	<b>100%</b>
<b>TOTAL</b>		<b>5 107 785</b>	<b>14 010 072</b>	<b>14 010 072</b>	<b>174,29%</b>

### 3.2.2 Payment appropriations

EXPENDITURE	Payment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>Title 1 - Staff expenditure</b>		<b>3 280 920</b>	<b>7 910 617</b>	<b>7 910 617</b>	<b>141,11%</b>
Salaries & allowances		2 970 920	6 905 617	6 905 617	132,44%
- Of which establishment plan posts		2 553 920	4 942 835	4 942 835	93,54%
- Of which external personnel		417 000	1 962 782	1 962 782	370,69%
Expenditure relating to Staff recruitment			400 000	400 000	100%
Employer's pension contributions					
Mission expenses		25 000	125 000	125 000	400,00%
Socio-medical infrastructure		25 000	20 000	20 000	-20,00%
Training			100 000	100 000	100%
External Services		250 000	350 000	350 000	40,00%

EXPENDITURE	Payment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
Receptions, events and representation		10 000	10 000	10 000	0,00%
Social welfare					
Other Staff related expenditure					
<b>Title 2 - Infrastructure and operating expenditure</b>		<b>1 796 865</b>	<b>2 265 700</b>	<b>2 265 700</b>	<b>26,09%</b>
Rental of buildings and associated costs		1 000 000	800 000	800 000	-20,00%
Information, communication technology and data processing		600 000	800 000	800 000	33,33%
Movable property and associated costs			450 000	450 000	100%
Current administrative expenditure		45 000	45 000	45 000	0,00%
Postage / Telecommunications					
Meeting expenses		10 000	10 000	10 000	0,00%
Running costs in connection with operational activities					
Information and publishing			20 000	20 000	100%
Studies					
Other infrastructure and operating expenditure		141 865	140 700	140 700	-0,82%
<b>Title 3 - Operational expenditure</b>			<b>3 833 755</b>	<b>3 833 755</b>	<b>100%</b>
<b>TOTAL</b>		<b>5 077 785</b>	<b>14 010 072</b>	<b>14 010 072</b>	<b>175,91%</b>

### 3.3 Budget Outturn

Not applicable

## 4 Justification of needs

### Commission assessment

#### Human Resources and Financial Resources

In line with the revised LFS, the Commission requests that for 2025, the future Authority for Anti-Money Laundering and Countering the Financing of Terrorism (AMLA) be allocated 66 Establishment Plan (Temporary Agent) posts and the budget necessary for 25 Contract Agents on a Full Time Equivalent (FTE) basis and 29 Seconded National Experts.

The 66 Temporary Agent posts, the 25 Contract Agent FTEs and the 29 SNEs would provide for the recruitment of the Authority's chairperson and the proposed 5 Executive Board members, as well as a mix of managers, policy officers and the administrative staff necessary to rapidly build-up the Authority's capacity to be operational.

To provide for the recruitment of the necessary staff and the costs of establishing the Authority, the Commission also requests a Union subsidy to the Authority in 2025 of EUR 14 010 072.

In this respect, the Commission would note that the European Union's annual budget for the financial year 2024 adopted by the Budgetary Authority provided for a Union contribution to AMLA of EUR 5 107 785 to cover the costs of 35 Temporary Agent Establishment Plan posts, 10 Contract Agents and 3 Seconded National Experts, as well as the administrative and operational costs of running the authority in 2024.

However, as the co-legislators' negotiations of the legislation have taken longer than expected, so that the authority was not established in 2023 as initially foreseen, the budget and staffing needs for the authority have been revised to EUR 1 295 619 with 8 Temporary Agent Establishment Plan posts, 9 Contract Agents and 2 Seconded National Experts.

#### **4.1 Human Resources - Agency Request**

##### *4.1.1 Number of staff requested*

The Commission's request for 66 Establishment Plan posts for AMLA (of which 58 Administrator, AD, posts and 8 Assistant, AST posts), 25 Contract Agent FTEs and 29 SNEs would allow the recruitment of the Authority's senior management as well specialist financial and human resource management and IT staff required to establish and run decentralised agency; as well as for the recruitment of management and policy specialists required to build up the operational work of the Authority.

##### *4.1.2 Vacancy rate as of end 2023*

Not applicable

##### *4.1.3 Standard abatement ('abatement forfaitaire') applied*

Not applicable

##### *4.1.4 Salary assumption for calculating salary line (% applied)*

Not applicable

##### *4.1.5 Correction coefficient used*

103.4 - Frankfurt

##### *4.1.6 Exchange rate used (if applicable)*

Not applicable

#### **4.2 Financial Resources - Agency request**

##### *4.2.1 Title 1*

The total Union subsidy requested in 2024 for Title 1 is EUR 14 010 072. The 101 staff that are assumed to be hired throughout the year are costed for 6 months.



#### 4.2.2 Title 2

The total Union subsidy requested in 2024 for Title 2 is EUR 2 265 700. This subsidy has been calculated on the assumption that AMLA will have its premises set up in the course of 2025 and hence would not cover a full year's rental costs. Costs have been foreseen, for the set up of the ICT and organising the first meeting of AMLA's Executive Board.

#### 4.2.3 Title 3

The Authority will start some operational tasks in 2025.

#### 4.3 Ad hoc grants and delegation agreements

Not applicable

### 5 Other information

#### 5.1 Buildings

##### 5.1.1 Current building(s)

#	Building Name and type	Location	SURFACE AREA(in m <sup>2</sup> )			RENTAL CONTRACT			Host country (grant or support)	Building present value(€)
			Office space	non-office	Total	RENT (€/year)	Duration	Type		
<b>TOTAL</b>										

##### 5.1.2 Current building(s) Other comments

Three buildings have been proposed by the host country. The proposed office space ranges from 10 000 sqm to 22 600 sqm with corresponding annual rental costs ranging from EUR 5.2 million to EUR 8.3 million. The options are yet to be assessed. The host country, Germany, indicates in its application a lump sum contribution of at least EUR 10 million to support the Authority's rental and fit out costs.

##### 5.1.3 Building projects in the planning phase

See above.

##### 5.1.4 Building projects submitted to the European Parliament and the Council

Not applicable

#### 5.2 European Schools

AMLA's staff members have access to the European School in Frankfurt for their children. AMLA will have to sign an agreement with the Directorate General for Human Resources and pay contribution towards the school fees indicatively from 2025 onwards.

#### 5.3 Evaluation

In accordance with Article 72 of the Regulation, each year the Authority would submit to the European Parliament, to the Council and to the Commission a report on the execution of the tasks conferred on it by the Regulation, including information on the planned evolution of the structure and amount of the supervisory fees referred to in Article 66. The Chair of the Authority would present that report in public to the European Parliament. At the request of the European Parliament, the Chair of the Authority would participate in a hearing on the execution of its tasks by the competent committees of the European Parliament. The Authority would reply orally or in writing to questions put to it by the European Parliament.

In accordance with Article 88 of the Regulation, by 31 December 2029, and every five years thereafter, the Commission would assess the Authority's performance in relation to its objectives, mandate, tasks and location(s), in accordance with the Commission's guidelines.

**5.4 Privileges and immunities**

Agency privileges	Privileges granted to staff	
	Protocol of privileges and immunities / diplomatic status	Education / day care
AMLA will benefit from the privileges granted by the Protocol of Privileges and Immunities to EU organisations and institutions (mainly from the VAT exemption of supplier invoices).		

## 1 Overview

## 1.1 Creation/modification (legal base)

Decision	Date	Mission/ Tasks / Functions
<p>Regulation (EC) No. 1907/2006 of 18 December 2006, concerning the Registration, Evaluation, Authorisation and Restriction of Chemicals (REACH), establishing a European Chemicals Agency</p> <p>Regulation (EC) No. 1272/2008 of 16 December 2008 on classification, labelling and packaging of substances and mixtures</p>	<p>18/12/2006</p> <p>16/12/2008</p>	<ul style="list-style-type: none"> <li>- Manage and carry out technical, scientific and administrative aspects of REACH and CLP Regulations</li> <li>- The REACH and CLP processes are designed to ensure a high level of protection of human health and the environment, including the promotion of alternative methods for assessment of hazards of substances, as well as the free circulation of substances on the internal market while enhancing competitiveness and innovation</li> <li>- Provide the Member States and the institutions of the Union with the best possible scientific and technical advice on questions relating to chemicals which fall under REACH or CLP</li> <li>- Manage IT based guidance documents, tools and data bases</li> <li>- Support national helpdesk and run a helpdesk for registrants</li> <li>- Make information on chemicals publicly accessible</li> <li>- Develop a poison centre notification portal.</li> </ul> <p>The Agency, established on 1 June 2007, manages the registration, evaluation, authorisation and restriction processes for chemical substances as well as the classification and labelling of substances and mixtures. These REACH processes are designed to provide additional information on chemicals, to ensure their safe use, and to ensure competitiveness and harmonisation of the European chemical industry.</p> <p>In its decision-making, the Agency takes the best available scientific and technical data and socio-economic information into account. It also provides information on chemicals, technical and scientific advice.</p>
<p>Regulation (EU) No 528/2012 of the European Parliament and the Council of 22 May 2012 concerning the making available on the market and use of biocidal products</p>	<p>22/05/2012</p>	<ul style="list-style-type: none"> <li>- Manage and carry out technical, scientific, and administrative aspects of the Biocidal Products Regulation</li> <li>- The purpose of the Biocides Regulation is to improve the functioning of the internal market through the harmonisation of the rules on the placing on the market and use of biocidal products, whilst ensuring a high level of protection of both human and animal health and the environment. The provisions of the Regulation are underpinned by the precautionary principle, the aim of which is to safeguard the health of humans, animals and the environment.</li> <li>- Establish and maintain the Register for Biocidal Products</li> <li>- Coordinate and manage the processing and evaluation of the applications covered by the Regulation (including active substance approval, Union authorisation, data sharing, technical equivalence, alternative suppliers)</li> <li>- Provide guidance, support national helpdesks and assist and advise application (through the ECHA Helpdesk)</li> <li>- Make information on biocides publicly accessible.</li> </ul> <p>Under the Biocidal Products Regulation, adopted in 2012, ECHA is responsible for specific tasks with regard to applications for active substance approval and Union authorisation and other related tasks such as data sharing inquiries. The Biocidal products Committee has been established within the Agency to provide opinions to the Commission on scientific and technical matters relating to applications under the Regulation.</p>
<p>Regulation (EU) No 649/2012 of the European Parliament and of the Council of 4 July 2012 concerning the export and import of hazardous chemicals (PIC-Regulation)</p>	<p>04/07/2012</p>	<ul style="list-style-type: none"> <li>- Manage and carry out technical, scientific, and administrative aspects related to export and import of dangerous chemicals under the PIC Regulation</li> <li>- The objectives of the PIC Regulation are to implement the Rotterdam Convention on the Prior Informed Consent Procedure for Certain Hazardous Chemicals and Pesticides in International Trade, and to promote shared responsibility and cooperative efforts in the international movement of hazardous chemicals in order to protect human health and the environment from potential harm. Through its provisions it contributes to the environmentally sound use of hazardous chemicals.</li> </ul>

		<ul style="list-style-type: none"> <li>- Manage the tasks related to and the cooperation with Member States on export notifications and explicit import consents</li> <li>- Manage guidance documents and IT tools</li> <li>- Make information publicly available</li> </ul> <p>The recast PIC Regulation, adopted in 2012, further adds to the remit of the Agency, and complements it with scientific, technical, and administrative tasks related to export and import of dangerous chemicals.</p>
Regulation (EU) No 2019/1021 of the European Parliament and of the Council of 20 June 2019 on persistent organic pollutants (POPs-Regulation)	20/06/2019	<ul style="list-style-type: none"> <li>- Support the Commission and the Member States in fulfilling their obligations under the POPs-Regulation.</li> <li>- The objective of the POPs-Regulation is to implement international obligations of the Union and the Member States for eliminating Persistent Organic Pollutants in order to protect human health and the environment from these substances subject to the Stockholm Convention. Through its provisions the Regulation ensures the elimination of hazardous chemicals or, in exceptional cases, their environmentally sound use.</li> <li>- Carry out certain technical, scientific, and administrative tasks allocated in the proposal to ECHA related to the identification of new POPs, enforcement and reporting on the implementation of the Regulation.</li> <li>- Make information on POPs publicly available.</li> </ul> <p>The recast of the POPs-Regulation also adds to the remit of the Agency, and complements it with scientific, technical, and administrative tasks related to persistent organic pollutants.</p>
Directive (EU) 2018/851 of the European Parliament and of the Council of 30 May 2018 amending Directive 2008/98/EC on waste. (Waste Framework Directive)	30/05/2018	<ul style="list-style-type: none"> <li>- Develop and manage a new database (Article 9) under the Waste Framework Directive.</li> <li>- The objective of the revised Waste Framework Directive is to achieve more recycling of waste and contribute to the creation of a circular economy. The objective of the database is for ECHA to ensure that the information about the presence of substances of very high concern is available throughout the whole lifecycle of products and materials, including at the waste stage.</li> <li>- Establish and maintain a database of articles containing Candidate List substances and facilitate the submissions by article suppliers</li> <li>- Provide access to the database to waste operators and consumers.</li> <li>- Provide support to duty holders.</li> </ul> <p>Under the proposed recast of the Drinking Water Directive the Agency shall make assessments of starting substances for materials in contact with drinking water.</p>
Directive (EU) 2020/2184 of the European Parliament and of the Council of 16 December 2020 on the quality of water intended for human consumption (recast) (Drinking Water Directive)	16/12/2020	<ul style="list-style-type: none"> <li>- The Agency shall, on the basis of national positive lists of starting substances and compositions, recommend a compiled list to the Commission for the purpose of establishing the first European Positive list. The European positive lists shall contain the only substances, compositions or constituents that are authorised to be used for manufacturing of final materials or products in contact with water intended for human consumption, including, where appropriate, conditions for the use of these materials and migration limits.</li> <li>- The Agency shall review and deliver an opinion on all the substances, compositions and constituents on the first European positive lists by 15 years after its adoption.</li> <li>- For the purposes of updating the European positive list the Agency shall deliver opinions on the inclusion or removal of substances and compositions.</li> </ul>
Decision (EU) 2022/591 of the European Parliament and of the Council of 6 April 2022 on a General Union Environment Action Programme to 2030 (8 <sup>th</sup> Environmental Action Programme)	06/04/2022	<ul style="list-style-type: none"> <li>-The Agency shall support, together with the European Environment Agency (EEA) the achievement of the objectives of the 8<sup>th</sup> Environment Action Programme by establishing a new monitoring and reporting framework.</li> <li>-The Agency aims to use existing monitoring tools and indicators, mainly based on European statistics and data from the EEA</li> </ul>
Regulation (EU) 2022/2371 of the European Parliament and of the Council of 23 November 2022 on serious cross-border threats to health and repealing Decision No 1082/2013/EU	23/11/2022	<ul style="list-style-type: none"> <li>-The Agency, together with other agencies, is tasked to carry out “a risk assessment of the potential severity of the threat to public health, including possible public health measures” when there is an alert of a cross-border threat of chemical origin.</li> <li>-The Agency shall support the Commission and other agencies with other tasks assigned under the Regulation.</li> </ul>

<p>Regulation (EU) 2023/1542 of the European Parliament and of the Council of 12 July 2023 concerning batteries and waste batteries,</p>	<p>12/07/2023</p>	<p>-The Agency shall, at the request of the Commission, prepare restriction dossiers for substances in batteries if the Commission considers that the use of a substance in the manufacture of batteries, or the presence of a substance in the batteries when they are placed on the market, or during their subsequent life cycle stages, including the waste phase, poses a risk to human health or the environment.</p> <p>-The Agency shall, via its Committee for Risk Assessment and its Committee for Socio-economic Analysis deliver an opinion on the suggested restriction and submit these opinions to the Commission.</p> <p>- The Agency shall assist the Commission in preparing the report on substances of concern contained in batteries or used in their manufacturing (Article 6.5).</p>
<p><b>Proposals in legislative process (included in the budget request)</b></p>		
<p>Proposal for a Directive of the European Parliament and of the Council amending Directive 2010/75/EU of the European Parliament and of the Council of 24 November 2010 on industrial emissions (integrated pollution prevention and control) and Council Directive 1999/31/EC of 26 April 1999 on the landfill of waste (COM(2022)156 final)</p> <p><a href="https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX%3A52022PC0156R%2802%29&amp;qid=1651130627889">https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX%3A52022PC0156R%2802%29&amp;qid=1651130627889</a></p>	<p>05/04/2022</p>	<p>-The Agency shall contribute to the drawing up, reviewing and, where necessary, updating of BAT reference documents, based on its unique database on chemicals, associated with the Agency’s expertise in mining and extracting information.</p> <p>-The Agency shall provide IED installation operators with guidance on how to structure and manage a chemical inventory with a view to conduct site level risk assessment while applying the learnings on the topics of REACH/IED to facilitate the REACH - IED integration.</p>
<p>Proposal for a Directive of the European Parliament and of the Council amending Directive 2000/60/EC establishing a framework for Community action in the field of water policy, Directive 2006/118/EC on the protection of groundwater against pollution and deterioration and Directive 2008/105/EC on environmental quality standards in the field of water policy (COM(2022) 540 final)</p> <p><a href="https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX%3A52022PC0540">https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX%3A52022PC0540</a></p>	<p>26/10/2022</p>	<p>The Agency shall carry out:</p> <ul style="list-style-type: none"> <li>- Assessments underpinning the amendment of priority list of substances and derivation of Environmental Quality Standards under EQS Directive;</li> <li>- The development of EU-wide EQS for substances listed in a (new) Annex II of the EQSD including the so-called ‘River Basin Specific Pollutants’;</li> <li>- Assessments underpinning review of Annexes I and II of the Groundwater Directive;</li> <li>- Technical and scientific work related to amendment of ‘watch list’ and coordination of ‘watch list’ activities both under EQS and Groundwater Directives;</li> </ul>
<p>Proposal for a Regulation of the European Parliament and of the Council on packaging and packaging waste, amending Regulation (EU) 2019/1020 and Directive (EU) 2019/904, and repealing Directive 94/62/EC (COM/2022/677 final)</p> <p><a href="https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX%3A52022PC0677">https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX%3A52022PC0677</a></p>	<p>30/11/2022</p>	<ul style="list-style-type: none"> <li>- The Agency shall carry out assessments underpinning restrictions of substances in packaging.</li> <li>- The Agency shall assist the Commission in preparing the report on substances of concern contained in packaging or used in their manufacturing.</li> </ul>
<p>Proposal for a Regulation of the European Parliament and of the Council on circularity requirements for vehicle design and on management of end-of-life vehicles, amending Regulations (EU) 2018/858 and 2019/1020 and repealing Directives 2000/53/EC and 2005/64/EC (COM/2023/451 final)</p> <p><a href="https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=COM%3A2023%3A451%3AFIN&amp;amp%3Bqid=1689318552193">https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=COM%3A2023%3A451%3AFIN&amp;amp%3Bqid=1689318552193</a></p>	<p>13/07/2023</p>	<p>The Agency shall carry out:</p> <ul style="list-style-type: none"> <li>- Assessments underpinning restrictions of hazardous substances in end-of-life vehicles.</li> <li>- Assessments underpinning review of exemptions from the restrictions.</li> </ul>
<p>Proposal for a Regulation of the European Parliament and of the Council on the safety of toys and repealing Directive 2009/48/EC (COM(2023) 462 final)</p> <p><a href="https://single-market-">https://single-market-</a></p>	<p>28/07/2023</p>	<p>The Agency shall carry out:</p> <ul style="list-style-type: none"> <li>- Assessment underpinning establishing or strengthening chemical limit values in toys for children under 36 months or toys for other children intended to be taken in the mouth.</li> </ul>

<a href="https://economy.ec.europa.eu/system/files/2023-07/COM_2023_462_1_EN_ACT_part1_v4.pdf">economy.ec.europa.eu/system/files/2023-07/COM_2023_462_1_EN_ACT_part1_v4.pdf</a>		<ul style="list-style-type: none"> <li>- Assessment underpinning amending the limit values for ‘heavy metals’ in toys.</li> <li>- Assessment underpinning amendments to the lists of allergenic fragrances that are prohibited in toys or that have to be labelled if present in toys.</li> <li>- Assessment underpinning a derogation for the use of CMR substances in toys.</li> </ul>
<p>Proposal for a Directive of the European Parliament and of the Council amending Directive 2011/65/EU of the European Parliament and of the Council as regards the re-attribution of scientific and technical tasks to the European Chemicals Agency (COM(2023) 781 final)</p>	07/12/2023	<p>The Agency shall carry out:</p> <ul style="list-style-type: none"> <li>- Assessments underpinning restrictions of hazardous substances in electrical and electronic equipment.</li> <li>- Assessments underpinning review of applications for exemptions from the restrictions.</li> </ul>
<p>Proposal for a Regulation of the European Parliament and of the Council amending Regulations (EC) No 178/2002, (EC) No 401/2009, (EU) 2017/745 and (EU) 2019/1021 of the European Parliament and of the Council as regards the re-attribution of scientific and technical tasks and improving cooperation among Union agencies in the area of chemicals (COM(2023) 783 final)</p> <p><a href="https://environment.ec.europa.eu/system/files/2023-12/COM_2023_783_1_EN_ACT_part1_v6_0.pdf">https://environment.ec.europa.eu/system/files/2023-12/COM_2023_783_1_EN_ACT_part1_v6_0.pdf</a></p>	07/12/2023	<p>The Agency shall update existing guidelines on conducting the risk-benefit assessment of the presence of phthalates in medical devices. The Agency will, if requested by the Commission, also develop guidelines for other substances, which are classified as either carcinogenic, mutagenic or toxic to reproduction, of category 1A or 1B or have endocrine disrupting properties for human health of Category 1, in accordance with Part 3 of Annex VI to Regulation (EC) No 1272/2008 (the CLP Regulation).</p> <ul style="list-style-type: none"> <li>- The Agency shall, at the request of the Commission, develop a report analysing the human health, environmental, social, and economic impact of introducing or modifying concentration limit values specified in Annexes IV and V to Regulation (EU) No 2019/1021 (POPs Regulation).</li> </ul>
<p>Proposal for a Regulation of the European Parliament and of the Council establishing a common data platform on chemicals, laying down rules to ensure that the data contained in it are findable, accessible, interoperable and reusable and establishing a monitoring and outlook framework for chemicals (COM(2023) 779 final)</p> <p><a href="https://environment.ec.europa.eu/system/files/2023-12/COM_2023_779_1_EN_ACT_part1_v2.pdf">https://environment.ec.europa.eu/system/files/2023-12/COM_2023_779_1_EN_ACT_part1_v2.pdf</a></p>	07/12/2023	<p>The Agency shall assist the Commission with the development of processes and tools to support the Regulation, including:</p> <ul style="list-style-type: none"> <li>• Development and hosting of a Common data platform</li> <li>• Hosting of the Information Platform for Chemical Monitoring (IPCHEM)</li> <li>• Hosting information on regulatory processes on chemicals</li> <li>• Development and hosting of a repository of reference values</li> <li>• Hosting information on the obligations under Union acts on chemicals</li> <li>• Hosting environmental sustainability related data on chemicals</li> <li>• Develop and run a process for a data generation mechanism</li> <li>• Develop a mechanism for notification of studies and a database for study notifications</li> <li>• Develop and run a process for early warning and action system for emerging chemical risks and framework of indicators</li> </ul> <p>Hosting an observatory for specific chemicals with potential contribution to emerging chemical risks.</p>

## 1.2 Seat

Helsinki, Finland

## 1.3 Budget Line

03 10 01 01 : European Chemicals Agency — Chemicals legislation

03 10 01 02 : European Chemicals Agency — Activities in the field of biocides legislation

09 10 01 : European Chemicals Agency – Environmental directives and international conventions

## 1.4 Human Resources overview

The table below presents the number of posts in the establishment plans, including the posts assigned to programmes financed outside the EU budget, whereas the number of Contract Agents / SNE only includes those financed under programmes financed within the EU Budget.

1.4.1 Human Resources Overview ECHA

Human Resources	2023			2024	2025
	Authorised Budget	Actually filled as of 31/12/2023	Occupancy rate(%)	Authorised Budget	Draft Budget Request
TOTAL AD	360	345	95,83%	370	386
TOTAL AST	109	107	98,17%	109	109
TOTAL AST/SC					
<b>ESTABLISHMENT PLAN POSTS</b>	<b>469</b>	<b>452</b>	<b>96,38%</b>	<b>479</b>	<b>495</b>
Contract Agents (CA)	123	118	95,93%	127	136
Seconded National Experts (SNE)	5	2	40,00%	5	5
<b>TOTAL STAFF</b>	<b>597</b>	<b>572</b>	<b>95,81%</b>	<b>611</b>	<b>636</b>

1.4.2 Human Resources Overview (REACH / CLP)

Human Resources	2023			2024	2025
	Authorised Budget	Actually filled as of 31/12/2023	Occupancy rate(%)	Authorised Budget	Draft Budget Request
TOTAL AD	310	298	96,13%	310	310
TOTAL AST	94	92	97,87%	94	94
TOTAL AST/SC					
<b>ESTABLISHMENT PLAN POSTS</b>	<b>404</b>	<b>390</b>	<b>96,53%</b>	<b>404</b>	<b>404</b>
Contract Agents (CA)	97	95	97,94%	97	97
Seconded National Experts (SNE)	3	1	33,33%	3	3
<b>TOTAL STAFF</b>	<b>504</b>	<b>486</b>	<b>96,43%</b>	<b>504</b>	<b>504</b>

1.4.3 Human Resources Overview (BIOCIDES)

Human Resources	2023			2024	2025
	Authorised Budget	Actually filled as of 31/12/2023	Occupancy rate(%)	Authorised Budget	Draft Budget Request
TOTAL AD	43	42	97,67%	43	43
TOTAL AST	9	9	100,00%	9	9
TOTAL AST/SC					
<b>ESTABLISHMENT PLAN POSTS</b>	<b>52</b>	<b>51</b>	<b>98,08%</b>	<b>52</b>	<b>52</b>
Contract Agents (CA)	15	13	86,67%	15	15
Seconded National Experts (SNE)	2	1	50,00%	2	2
<b>TOTAL STAFF</b>	<b>69</b>	<b>65</b>	<b>94,20%</b>	<b>69</b>	<b>69</b>

#### 1.4.4 Human Resources Overview (Environmental directives and International conventions)

Human Resources	2023			2024	2025
	Authorised Budget	Actually filled as of 31/12/2023	Occupancy rate(%)	Authorised Budget	Draft Budget Request
<b>TOTAL AD</b>	7	5	71,43%	17	33
<b>TOTAL AST</b>	6	6	100,00%	6	6
<b>TOTAL AST/SC</b>					
<b>ESTABLISHMENT PLAN POSTS</b>	<b>13</b>	<b>11</b>	<b>84,62%</b>	<b>23</b>	<b>39</b>
<b>Contract Agents (CA)</b>	11	10	90,91%	15	24
<b>Seconded National Experts (SNE)</b>					
<b>TOTAL STAFF</b>	<b>24</b>	<b>21</b>	<b>87,50%</b>	<b>38</b>	<b>63</b>

#### 1.5 Financial Resources overview

##### 1.5.1 Financial Resources Overview ECHA

##### 1.5.1.1 Revenues Overview ECHA

##### 1.5.1.1.1 General revenues ECHA

REVENUES	2024	2025
	Revenues estimated by the agency	Budget Forecast
<b>EU contribution</b>	88 647 688	93 441 640
<b>Other Revenue</b>	39 270 871	40 964 894
<b>TOTAL REVENUES</b>	<b>127 918 559</b>	<b>134 406 534</b>

##### 1.5.1.1.2 Additional EU funding: contribution, grant and service level agreements ECHA

REVENUES	2024	2025
	Revenues estimated by the agency	Budget Forecast
<b>Additional EU funding stemming from grant agreements (FFR Art.7)</b>		
<b>Additional EU funding stemming from contribution agreements (FFR Art.7)</b>	1 672 400	1 747 400
<b>Additional EU funding stemming from service level agreements (FFR Art. 43.2)</b>	975 000	975 000
<b>TOTAL REVENUES</b>	<b>2 647 400</b>	<b>2 722 400</b>

##### 1.5.1.2 Expenditure Overview ECHA

Expenditure	2024		2025	
	Commitment appropriations	Payment appropriations	Commitment appropriations	Payment appropriations
<b>Title 1 - Staff expenditure</b>	83 470 319	83 470 319	87 948 185	87 948 185
<b>Title 2 - Infrastructure and operating expenditure</b>	19 375 816	19 375 816	20 258 989	20 258 989
<b>Title 3 - Operational expenditure</b>	18 936 545	18 899 545	19 464 898	19 636 338



Expenditure	2024		2025	
	Commitment appropriations	Payment appropriations	Commitment appropriations	Payment appropriations
<b>Title 4 - Operational expenditure</b>	2 609 929	2 609 929	2 668 804	2 668 804
<b>Title 5 - Operational expenditure</b>	2 778 238	2 778 238	3 109 506	3 109 506
<b>Title 6 - Other tasks</b>	3 432 112	3 432 112	3 507 112	3 507 112
<b>Title 9 - Operational expenditure</b>				
<b>TOTAL EXPENDITURE</b>	<b>130 602 959</b>	<b>130 565 959</b>	<b>136 957 494</b>	<b>137 128 934</b>

### 1.5.2 Financial Resources Overview (REACH / CLP)

#### 1.5.2.1 Revenues Overview (REACH / CLP)

##### 1.5.2.1.1 General revenues (REACH / CLP)

REVENUES	2024	2025
	Revenues estimated by the agency	Budget Forecast
<b>EU contribution</b>	73 971 000	75 173 846
<b>Other Revenue</b>	32 595 277	33 881 181
<b>TOTAL REVENUES</b>	<b>106 566 277</b>	<b>109 055 027</b>

##### 1.5.2.1.2 Additional EU funding: contribution, grant and service level agreements (REACH / CLP)

REVENUES	2024	2025
	Revenues estimated by the agency	Budget Forecast
<b>Additional EU funding stemming from grant agreements (FFR Art.7)</b>		
<b>Additional EU funding stemming from contribution agreements (FFR Art.7)</b>	1 672 400	1 747 400
<b>Additional EU funding stemming from service level agreements (FFR Art. 43.2)</b>	975 000	975 000
<b>TOTAL REVENUES</b>	<b>2 647 400</b>	<b>2 722 400</b>

#### 1.5.2.2 Expenditure Overview (REACH / CLP)

Expenditure	2024		2025	
	Commitment appropriations	Payment appropriations	Commitment appropriations	Payment appropriations
<b>Title 1 - Staff expenditure</b>	70 761 345	70 761 345	72 046 432	72 046 432
<b>Title 2 - Infrastructure and operating expenditure</b>	16 120 675	16 120 675	16 587 545	16 587 545
<b>Title 3 - Operational expenditure</b>	18 936 545	18 899 545	19 464 898	19 636 338

Expenditure	2024		2025	
	Commitment appropriations	Payment appropriations	Commitment appropriations	Payment appropriations
<b>Title 6 - Other tasks</b>	3 432 112	3 432 112	3 507 112	3 507 112
<b>TOTAL EXPENDITURE</b>	<b>109 250 677</b>	<b>109 213 677</b>	<b>111 605 987</b>	<b>111 777 427</b>

### 1.5.3 Financial Resources Overview (BIOCIDES)

#### 1.5.3.1 Revenues Overview (BIOCIDES)

##### 1.5.3.1.1 General revenues (BIOCIDES)

REVENUES	2024		2025	
	Revenues estimated by the agency		Budget Forecast	
<b>EU contribution</b>	7 745 000		7 896 000	
<b>Other Revenue</b>	6 329 313		6 614 709	
<b>TOTAL REVENUES</b>	<b>14 074 313</b>		<b>14 510 709</b>	

##### 1.5.3.1.2 Additional EU funding: contribution, grant and service level agreements (BIOCIDES)

REVENUES	2024		2025	
	Revenues estimated by the agency		Budget Forecast	
<b>TOTAL REVENUES</b>				

#### 1.5.3.2 Expenditure Overview (BIOCIDES)

Expenditure	2024		2025	
	Commitment appropriations	Payment appropriations	Commitment appropriations	Payment appropriations
<b>Title 1 - Staff expenditure</b>	9 255 539	9 255 539	9 468 166	9 468 166
<b>Title 2 - Infrastructure and operating expenditure</b>	2 208 845	2 208 845	2 373 739	2 373 739
<b>Title 4 - Operational expenditure</b>	2 609 929	2 609 929	2 668 804	2 668 804
<b>Title 9 - Operational expenditure</b>				
<b>TOTAL EXPENDITURE</b>	<b>14 074 313</b>	<b>14 074 313</b>	<b>14 510 709</b>	<b>14 510 709</b>

#### 1.5.4 Financial Resources Overview (Environmental directives and International conventions)

##### 1.5.4.1 Revenues Overview (Environmental directives and International conventions)

###### 1.5.4.1.1 General revenues (Environmental directives and International conventions)

REVENUES	2024	2025
	Revenues estimated by the agency	Budget Forecast
EU contribution	6 931 688	10 371 794
Other Revenue	346 281	469 004
<b>TOTAL REVENUES</b>	<b>7 277 969</b>	<b>10 840 798</b>

###### 1.5.4.1.2 Additional EU funding: contribution, grant and service level agreements (Environmental directives and International conventions)

REVENUES	2024	2025
	Revenues estimated by the agency	Budget Forecast
<b>TOTAL REVENUES</b>		

##### 1.5.4.2 Expenditure Overview (Environmental directives and International conventions)

Expenditure	2024		2025	
	Commitment appropriations	Payment appropriations	Commitment appropriations	Payment appropriations
Title 1 - Staff expenditure	3 453 435	3 453 435	6 433 587	6 433 587
Title 2 - Infrastructure and operating expenditure	1 046 296	1 046 296	1 297 705	1 297 705
Title 5 - Operational expenditure	2 778 238	2 778 238	3 109 506	3 109 506
<b>TOTAL EXPENDITURE</b>	<b>7 277 969</b>	<b>7 277 969</b>	<b>10 840 798</b>	<b>10 840 798</b>

## 2 Human Resources

### 2.1 Establishment plan posts

The table below presents the number of posts in the establishment plans, including the posts assigned to programmes financed outside the EU budget.

2.1.1 Establishment plan posts ECHA

Function group and grade	2023				2024		2025			
	Authorised Budget		Actually filled as of 31/12/2023		Authorised Budget		Request of the Agency		Draft Budget Request	
	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts
AD 16										
AD 15										
AD 14		6		2		6		5		5
AD 13		14		4		14		12		12
AD 12		14		10		14		17		17
AD 11		31		18		31		27		27
AD 10		46		47		46		59		59
AD 9		71		49		71		67		67
AD 8		61		71		61		71		71
AD 7		65		52		68		82		82
AD 6		35		56		42		40		40
AD 5		17		36		17		6		6
AD TOTAL		360		345		370		386		386
AST 11										
AST 10										
AST 9		3				3		2		2
AST 8		8		5		8		10		10
AST 7		13		12		13		19		19
AST 6		19		17		19		21		21
AST 5		31		25		31		30		30
AST 4		21		13		21		18		18
AST 3		11		14		11		8		8
AST 2		3		21		3		1		1
AST 1										
AST TOTAL		109		107		109		109		109
AST/SC 6										
AST/SC 5										
AST/SC 4										
AST/SC 3										
AST/SC 2										
AST/SC 1										
AST/SC TOTAL										
TOTAL		469		452		479		495		495
GRAND TOTAL		469		452		479		495		495

2.1.2 Establishment plan posts (REACH / CLP)

Function group and grade	2023				2024		2025			
	Authorised Budget		Actually filled as of 31/12/2023		Authorised Budget		Request of the Agency		Draft Budget Request	
	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts
AD 16										
AD 15										
AD 14		6		2		6		5		5
AD 13		13		4		13		11		11
AD 12		12		9		12		15		15
AD 11		30		18		30		26		26
AD 10		41		42		41		51		51
AD 9		60		41		60		57		57
AD 8		52		64		52		59		59
AD 7		53		44		53		53		53
AD 6		27		47		27		27		27
AD 5		16		27		16		6		6
AD TOTAL		310		298		310		310		310
AST 11										
AST 10										
AST 9		3				3		2		2
AST 8		8		5		8		10		10
AST 7		10		12		10		18		18
AST 6		18		16		18		19		19
AST 5		26		22		26		24		24
AST 4		16		8		16		14		14
AST 3		10		11		10		6		6
AST 2		3		18		3		1		1
AST 1										
AST TOTAL		94		92		94		94		94
AST/SC 6										
AST/SC 5										
AST/SC 4										
AST/SC 3										
AST/SC 2										
AST/SC 1										
AST/SC TOTAL										
TOTAL		404		390		404		404		404
GRAND TOTAL		404		390		404		404		404

2.1.3 Establishment plan posts (BIOCIDES)

Function group and grade	2023				2024		2025			
	Authorised Budget		Actually filled as of 31/12/2023		Authorised Budget		Request of the Agency		Draft Budget Request	
	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts
AD 16										
AD 15										
AD 14										
AD 13		1				1		1		1
AD 12		2		1		2		2		2
AD 11		1				1		1		1
AD 10		5		5		5		8		8
AD 9		10		7		10		9		9
AD 8		9		7		9		11		11
AD 7		9		7		9		9		9
AD 6		5		9		5		2		2
AD 5		1		6		1				
AD TOTAL		43		42		43		43		43
AST 11										
AST 10										
AST 9										
AST 8										
AST 7		1				1		1		1
AST 6		1		1		1		1		1
AST 5		3		2		3		3		3
AST 4		3		2		3		3		3
AST 3		1		3		1		1		1
AST 2				1						
AST 1										
AST TOTAL		9		9		9		9		9
AST/SC 6										
AST/SC 5										
AST/SC 4										
AST/SC 3										
AST/SC 2										
AST/SC 1										
AST/SC TOTAL										
TOTAL		52		51		52		52		52
GRAND TOTAL		52		51		52		52		52

2.1.4 Establishment plan posts (Environmental directives and International conventions)

Function group and grade	2023				2024		2025			
	Authorised Budget		Actually filled as of 31/12/2023		Authorised Budget		Request of the Agency		Draft Budget Request	
	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts
AD 16										
AD 15										
AD 14										
AD 13										
AD 12										
AD 11										
AD 10										
AD 9		1		1		1		1		1
AD 8								1		1
AD 7		3		1		6		20		20
AD 6		3				10		11		11
AD 5				3						
AD TOTAL		7		5		17		33		33
AST 11										
AST 10										
AST 9										
AST 8										
AST 7		2				2				
AST 6								1		1
AST 5		2		1		2		3		3
AST 4		2		3		2		1		1
AST 3								1		1
AST 2				2						
AST 1										
AST TOTAL		6		6		6		6		6
AST/SC 6										
AST/SC 5										
AST/SC 4										
AST/SC 3										
AST/SC 2										
AST/SC 1										
AST/SC TOTAL										
TOTAL		13		11		23		39		39
GRAND TOTAL		13		11		23		39		39

## 2.2 External personnel

### 2.2.1 External personnel ECHA

#### 2.2.1.1 Contract Agents ECHA

Contract agents	Authorised 2023	Recruited as of 31/12/2023	2024 estimate	Draft Budget 2025 estimate
Function Group IV	39	31	46	54
Function Group III	64	69	62	73
Function Group II	20	18	19	9
Function Group I				
<b>TOTAL</b>	<b>123</b>	<b>118</b>	<b>127</b>	<b>136</b>

#### 2.2.1.2 Seconded National Experts ECHA

Seconded National Experts	Authorised 2023	Recruited as of 31/12/2023	2024 estimate	Draft Budget 2025 estimate
<b>TOTAL</b>	<b>5</b>	<b>2</b>	<b>5</b>	<b>5</b>

### 2.2.2 External personnel (REACH /CLP)

#### 2.2.2.1 Contract Agents (REACH /CLP)

Contract agents	Authorised 2023	Recruited as of 31/12/2023	2024 estimate	Draft Budget 2025 estimate
Function Group IV	24	20	27	27
Function Group III	55	59	53	62
Function Group II	18	16	17	8
Function Group I				
<b>TOTAL</b>	<b>97</b>	<b>95</b>	<b>97</b>	<b>97</b>

#### 2.2.2.2 Seconded National Experts (REACH / CLP)

Seconded National Experts	Authorised 2023	Recruited as of 31/12/2023	2024 estimate	Draft Budget 2025 estimate
<b>TOTAL</b>	<b>3</b>	<b>1</b>	<b>3</b>	<b>3</b>

### 2.2.3 External personnel (BIOCIDES)

#### 2.2.3.1 Contract Agents (BIOCIDES)

Contract agents	Authorised 2023	Recruited as of 31/12/2023	2024 estimate	Draft Budget 2025 estimate
Function Group IV	7	5	7	7
Function Group III	6	6	6	7
Function Group II	2	2	2	1
Function Group I				
<b>TOTAL</b>	<b>15</b>	<b>13</b>	<b>15</b>	<b>15</b>



### 2.2.3.2 Seconded National Experts (BIOCIDES)

Seconded National Experts	Authorised 2023	Recruited as of 31/12/2023	2024 estimate	Draft Budget 2025 estimate
<b>TOTAL</b>	<b>2</b>	<b>1</b>	<b>2</b>	<b>2</b>

### 2.2.4 External personnel (Environmental directives and International conventions)

#### 2.2.4.1 Contract Agents (Environmental directives and International conventions)

Contract agents	Authorised 2023	Recruited as of 31/12/2023	2024 estimate	Draft Budget 2025 estimate
<b>Function Group IV</b>	8	6	12	20
<b>Function Group III</b>	3	4	3	4
<b>Function Group II</b>				
<b>Function Group I</b>				
<b>TOTAL</b>	<b>11</b>	<b>10</b>	<b>15</b>	<b>24</b>

#### 2.2.4.2 Seconded National Experts (Environmental directives and International conventions)

Seconded National Experts	Authorised 2023	Recruited as of 31/12/2023	2024 estimate	Draft Budget 2025 estimate
<b>TOTAL</b>				

## 3 Financial Resources

### 3.1 Financial Resources ECHA

#### 3.1.1 Revenues ECHA

##### 3.1.1.1 General revenues ECHA

REVENUES	General revenues ECHA				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>1 REVENUE FROM FEES AND CHARGES</b>	33 722 779	34 137 351	35 486 737	35 486 737	3,95%
<b>2 EU CONTRIBUTION</b>	81 274 568	88 647 688	93 441 640	93 441 640	5,41%
- Of which assigned revenues deriving from previous years' surpluses	3 509 218	5 613 930	1 489 287	1 489 287	-73,47%
<b>3 THIRD COUNTRIES CONTRIBUTION (incl. EEA/EFTA and candidate countries)</b>	2 716 648	3 318 808	3 643 445	3 643 445	9,78%
- Of which EEA/EFTA (excl. Switzerland)	2 716 648	3 318 808	3 643 445	3 643 445	9,78%
- Of which candidate countries					
<b>4 OTHER CONTRIBUTIONS</b>					

REVENUES	General revenues ECHA				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>5 ADMINISTRATIVE OPERATIONS</b>	930 573	1 030 000	1 050 000	1 050 000	1,94%
<i>- Of which interest generated by funds paid by the Commission by way of the EU contribution (FFR Art. 61)</i>					
<b>6 REVENUES FROM SERVICES RENDERED AGAINST PAYMENT</b>	4 845 840	784 712	784 712	784 712	0,00%
<b>7 CORRECTION OF BUDGETARY IMBALANCES</b>					
<b>TOTAL</b>	<b>123 490 408</b>	<b>127 918 559</b>	<b>134 406 534</b>	<b>134 406 534</b>	<b>5,07%</b>

### 3.1.1.2 Additional EU funding: contribution, grant and service level agreements ECHA

REVENUES	Additional EU funding: contribution, grant and service level agreements ECHA				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>Additional EU funding stemming from grant agreements (FFR Art.7)</b>					
<b>Additional EU funding stemming from contribution agreements (FFR Art.7)</b>		1 672 400	1 747 400	1 747 400	4,48%
<b>Additional EU funding stemming from service level agreements (FFR Art. 43.2)</b>		975 000	975 000	975 000	0,00%
<b>TOTAL</b>		<b>2 647 400</b>	<b>2 722 400</b>	<b>2 722 400</b>	<b>2,83%</b>

### 3.1.2 Expenditure ECHA

#### 3.1.2.1 Commitment appropriations ECHA

EXPENDITURE	Commitment appropriations ECHA				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>Title 1 - Staff expenditure</b>	<b>79 574 605</b>	<b>83 470 319</b>	<b>87 948 185</b>	<b>87 948 185</b>	<b>5,36%</b>
<b>Salaries &amp; allowances</b>	72 143 169	75 155 623	79 622 817	79 622 817	5,94%
<i>- Of which establishment plan posts</i>	63 333 445	65 450 000	68 869 377	68 869 377	5,22%
<i>- Of which external personnel</i>	8 809 724	9 705 623	10 753 440	10 753 440	10,80%
<b>Expenditure relating to Staff recruitment</b>	666 994	660 000	610 000	610 000	-7,58%
<b>Employer's pension contributions</b>	2 844 872	3 120 000	3 182 400	3 182 400	2,00%
<b>Mission expenses</b>	12 928	24 000	24 481	24 481	2,00%

EXPENDITURE	Commitment appropriations ECHA				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
Socio-medical infrastructure	1 691 637	1 887 196	1 962 914	1 962 914	4,01%
Training	606 534	676 000	689 522	689 522	2,00%
External Services	1 608 471	1 947 500	1 856 051	1 856 051	-4,70%
Receptions, events and representation					
Social welfare					
Other Staff related expenditure					
<b>Title 2 - Infrastructure and operating expenditure</b>	<b>16 970 488</b>	<b>19 375 816</b>	<b>20 258 989</b>	<b>20 258 989</b>	<b>4,56%</b>
Rental of buildings and associated costs	8 301 359	8 681 000	9 214 545	9 214 545	6,15%
Information, communication technology and data processing	8 176 448	10 187 665	10 492 341	10 492 341	2,99%
Movable property and associated costs	95 768	60 000	96 001	96 001	60,00%
Current administrative expenditure	392 097	438 151	446 921	446 921	2,00%
Postage / Telecommunications					
Meeting expenses	4 816	9 000	9 181	9 181	2,01%
Running costs in connection with operational activities					
Information and publishing					
Studies					
Other infrastructure and operating expenditure					
<b>Title 3 - Operational expenditure</b>	<b>15 964 264</b>	<b>18 936 545</b>	<b>19 464 898</b>	<b>19 464 898</b>	<b>2,79%</b>
Registration, datasharing and dissemination	63 000	75 220	146 725	146 725	95,06%
Evaluation	50 000	95 000	96 900	96 900	2,00%
Risk Management	142 215	299 000	304 980	304 980	2,00%
Classification and labelling					
Advice and assistance through guidance and helpdesk	48 468	55 334	56 441	56 441	2,00%
Scientific IT tools	11 303 200	12 599 314	13 011 301	13 011 301	3,27%
Scientific and technical advice to EU institutions	608 935	1 055 000	1 076 100	1 076 100	2,00%

EXPENDITURE	Commitment appropriations ECHA				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
Committees and Forum	696 638	916 000	934 320	934 320	2,00%
Board of appeal	14 170	63 500	64 770	64 770	2,00%
Communications including translations	801 676	1 280 895	1 456 513	1 456 513	13,71%
International cooperation					
Management Board and management of the Agency	516 025	726 532	741 063	741 063	2,00%
Missions	200 261	323 750	330 225	330 225	2,00%
External training					
Refunds					
Substance evaluation and Rapporteurs (Differentiated appropriations)	909 694	945 000	895 560	895 560	-5,23%
Cooperation with international organisations for IT programmes (Differentiated appropriations)	609 982	502 000	350 000	350 000	-30,28%
<b>Title 4 - Operational expenditure</b>	<b>2 245 983</b>	<b>2 609 929</b>	<b>2 668 804</b>	<b>2 668 804</b>	<b>2,26%</b>
Substances, products and technical equivalence		50 000			-100%
Refunds pursuant to Article 13 of the Regulation (EU) 564/2013					
Submissions, datasharing and dissemination					
Advice and assistance through guidance and helpdesk	24 233	27 667	28 221	28 221	2,00%
Scientific IT tools	1 738 683	2 015 630	2 142 943	2 142 943	6,32%
Scientific and technical advice to EU institutions					
Biocidal products Committee and Forum	198 685	251 000	256 020	256 020	2,00%
Board of appeal		9 000	9 180	9 180	2,00%
Communications including translations	208 113	129 299	131 885	131 885	2,00%
Management Board and management of the Agency	57 469	98 583	100 555	100 555	2,00%
Missions	18 800	28 750			-100%
External training					
Cooperation with international organisations for IT programs					

EXPENDITURE	Commitment appropriations ECHA				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
Preparatory work BPR 13/3938 Norwegian					
<b>Title 5 - Operational expenditure</b>	<b>2 420 319</b>	<b>2 778 238</b>	<b>3 109 506</b>	<b>3 109 506</b>	<b>11,92%</b>
Studies and consultants	114 825	383 480	391 150	391 150	2,00%
Advice and assistance through guidance and helpdesk					
Scientific IT tools	1 805 703	1 950 501	2 265 213	2 265 213	16,13%
Meetings with authorities and expert groups	26 000	104 000	106 080	106 080	2,00%
Communications including translations	444 146	286 870	292 608	292 608	2,00%
Management Board and management of the Agency	17 835	32 487	33 137	33 137	2,00%
Missions	11 810	20 900	21 318	21 318	2,00%
External training					
<b>Title 6 - Other tasks</b>	<b>5 721 374</b>	<b>3 432 112</b>	<b>3 507 112</b>	<b>3 507 112</b>	<b>2,19%</b>
IPA programme	189 377				
EUON	855 341	619 000	624 000	624 000	0,81%
EUCLEF	1 532 088	1 053 400	1 123 400	1 123 400	6,65%
Occupational exposure limits	1 030 206	975 000	975 000	975 000	0,00%
Further development of IUCLID (as co-investments from third parties)	2 114 362	784 712	784 712	784 712	0,00%
<b>Title 9 - Operational expenditure</b>					
Appropriation for a Negative budget result prior year BIOCIDE					
<b>TOTAL</b>	<b>122 897 033</b>	<b>130 602 959</b>	<b>136 957 494</b>	<b>136 957 494</b>	<b>4,87%</b>

### 3.1.2.2 Payment appropriations ECHA

EXPENDITURE	Payment appropriations ECHA				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>Title 1 - Staff expenditure</b>	<b>79 574 605</b>	<b>83 470 319</b>	<b>87 948 185</b>	<b>87 948 185</b>	<b>5,36%</b>
Salaries & allowances	72 143 169	75 155 623	79 622 817	79 622 817	5,94%

EXPENDITURE	Payment appropriations ECHA				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<i>- Of which establishment plan posts</i>	63 333 445	65 450 000	68 869 377	68 869 377	5,22%
<i>- Of which external personnel</i>	8 809 724	9 705 623	10 753 440	10 753 440	10,80%
<b>Expenditure relating to Staff recruitment</b>	666 994	660 000	610 000	610 000	-7,58%
<b>Employer's pension contributions</b>	2 844 872	3 120 000	3 182 400	3 182 400	2,00%
<b>Mission expenses</b>	12 928	24 000	24 481	24 481	2,00%
<b>Socio-medical infrastructure</b>	1 691 637	1 887 196	1 962 914	1 962 914	4,01%
<b>Training</b>	606 534	676 000	689 522	689 522	2,00%
<b>External Services</b>	1 608 471	1 947 500	1 856 051	1 856 051	-4,70%
<b>Receptions, events and representation</b>					
<b>Social welfare</b>					
<b>Other Staff related expenditure</b>					
<b>Title 2 - Infrastructure and operating expenditure</b>	<b>16 970 488</b>	<b>19 375 816</b>	<b>20 258 989</b>	<b>20 258 989</b>	<b>4,56%</b>
<b>Rental of buildings and associated costs</b>	8 301 359	8 681 000	9 214 545	9 214 545	6,15%
<b>Information, communication technology and data processing</b>	8 176 448	10 187 665	10 492 341	10 492 341	2,99%
<b>Movable property and associated costs</b>	95 768	60 000	96 001	96 001	60,00%
<b>Current administrative expenditure</b>	392 097	438 151	446 921	446 921	2,00%
<b>Postage / Telecommunications</b>					
<b>Meeting expenses</b>	4 816	9 000	9 181	9 181	2,01%
<b>Running costs in connection with operational activities</b>					
<b>Information and publishing</b>					
<b>Studies</b>					
<b>Other infrastructure and operating expenditure</b>					
<b>Title 3 - Operational expenditure</b>	<b>15 916 100</b>	<b>18 899 545</b>	<b>19 636 338</b>	<b>19 636 338</b>	<b>3,90%</b>
<b>Registration, datatsharing and dissemination</b>	63 000	75 220	146 725	146 725	95,06%
<b>Evaluation</b>	50 000	95 000	96 900	96 900	2,00%

EXPENDITURE	Payment appropriations ECHA				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
Risk Management	142 215	299 000	304 980	304 980	2,00%
Classification and labelling					
Advice and assistance through guidance and helpdesk	48 468	55 334	56 441	56 441	2,00%
Scientific IT tools	11 303 200	12 599 314	13 011 301	13 011 301	3,27%
Scientific and technical advice to EU institutions	608 935	1 055 000	1 076 100	1 076 100	2,00%
Committees and Forum	696 638	916 000	934 320	934 320	2,00%
Board of appeal	14 170	63 500	64 770	64 770	2,00%
Communications including translations	801 676	1 280 895	1 456 513	1 456 513	13,71%
International cooperation					
Management Board and management of the Agency	516 025	726 532	741 063	741 063	2,00%
Missions	200 261	323 750	330 225	330 225	2,00%
External training					
Refunds					
Substance evaluation and Rapporteurs (Differentiated appropriations)	771 618	901 000	967 000	967 000	7,33%
Cooperation with international organisations for IT programmes (Differentiated appropriations)	699 894	509 000	450 000	450 000	-11,59%
<b>Title 4 - Operational expenditure</b>	<b>2 245 983</b>	<b>2 609 929</b>	<b>2 668 804</b>	<b>2 668 804</b>	<b>2,26%</b>
Substances, products and technical equivalence		50 000			-100%
Refunds pursuant to Article 13 of the Regulation (EU) 564/2013					
Submissions, datasharing and dissemination					
Advice and assistance through guidance and helpdesk	24 233	27 667	28 221	28 221	2,00%
Scientific IT tools	1 738 683	2 015 630	2 142 943	2 142 943	6,32%
Scientific and technical advice to EU institutions					
Biocidal products Committee and Forum	198 685	251 000	256 020	256 020	2,00%
Board of appeal		9 000	9 180	9 180	2,00%

EXPENDITURE	Payment appropriations ECHA				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
Communications including translations	208 113	129 299	131 885	131 885	2,00%
Management Board and management of the Agency	57 469	98 583	100 555	100 555	2,00%
Missions	18 800	28 750			-100%
External training					
Cooperation with international organisations for IT programs					
Preparatory work BPR 13/3938 Norwegian					
<b>Title 5 - Operational expenditure</b>	<b>2 420 319</b>	<b>2 778 238</b>	<b>3 109 506</b>	<b>3 109 506</b>	<b>11,92%</b>
Studies and consultants	114 825	383 480	391 150	391 150	2,00%
Advice and assistance through guidance and helpdesk					
Scientific IT tools	1 805 703	1 950 501	2 265 213	2 265 213	16,13%
Meetings with authorities and expert groups	26 000	104 000	106 080	106 080	2,00%
Communications including translations	444 146	286 870	292 608	292 608	2,00%
Management Board and management of the Agency	17 835	32 487	33 137	33 137	2,00%
Missions	11 810	20 900	21 318	21 318	2,00%
External training					
<b>Title 6 - Other tasks</b>	<b>5 721 374</b>	<b>3 432 112</b>	<b>3 507 112</b>	<b>3 507 112</b>	<b>2,19%</b>
IPA programme	189 377				
EUON	855 341	619 000	624 000	624 000	0,81%
EUCLEF	1 532 088	1 053 400	1 123 400	1 123 400	6,65%
Occupational exposure limits	1 030 206	975 000	975 000	975 000	0,00%
Further development of IUCLID (as co-investments from third parties)	2 114 362	784 712	784 712	784 712	0,00%
<b>Title 9 - Operational expenditure</b>					
Appropriation for a Negative budget result prior year BIOCID					
<b>TOTAL</b>	<b>122 848 869</b>	<b>130 565 959</b>	<b>137 128 934</b>	<b>137 128 934</b>	<b>5,03%</b>



### 3.2 Financial Resources (REACH / CLP)

#### 3.2.1 Revenues (REACH / CLP)

##### 3.2.1.1 General revenues (REACH / CLP)

REVENUES	General revenues (REACH / CLP)				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>1 REVENUE FROM FEES AND CHARGES</b>	30 929 879	28 511 525	29 635 133	29 635 133	3,94%
<b>2 EU CONTRIBUTION</b>	66 811 023	73 971 000	75 173 846	75 173 846	1,63%
<i>- Of which assigned revenues deriving from previous years' surpluses</i>	2 348 680	4 165 410	1 393 523	1 393 523	-66,55%
<b>3 THIRD COUNTRIES CONTRIBUTION (incl. EEA/EFTA and candidate countries)</b>	2 003 016	2 499 040	2 641 336	2 641 336	5,69%
<i>- Of which EEA/EFTA (excl. Switzerland)</i>	2 003 016	2 499 040	2 641 336	2 641 336	5,69%
<i>- Of which candidate countries</i>					
<b>4 OTHER CONTRIBUTIONS</b>					
<b>5 ADMINISTRATIVE OPERATIONS</b>	657 323	800 000	820 000	820 000	2,50%
<i>- Of which interest generated by funds paid by the Commission by way of the EU contribution (FFR Art. 61)</i>					
<b>6 REVENUES FROM SERVICES RENDERED AGAINST PAYMENT</b>	4 845 840	784 712	784 712	784 712	0,00%
<b>7 CORRECTION OF BUDGETARY IMBALANCES</b>					
<b>TOTAL</b>	<b>105 247 081</b>	<b>106 566 277</b>	<b>109 055 027</b>	<b>109 055 027</b>	<b>2,34%</b>

##### 3.2.1.2 Additional EU funding: contribution, grant and service level agreements (REACH / CLP)

REVENUES	Additional EU funding: contribution, grant and service level agreements (REACH / CLP)				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>Additional EU funding stemming from grant agreements (FFR Art.7)</b>					
<b>Additional EU funding stemming from contribution agreements (FFR Art.7)</b>		1 672 400	1 747 400	1 747 400	4,48%
<b>Additional EU funding stemming from service level agreements (FFR Art. 43.2)</b>		975 000	975 000	975 000	0,00%
<b>TOTAL</b>		<b>2 647 400</b>	<b>2 722 400</b>	<b>2 722 400</b>	<b>2,83%</b>

#### 3.2.2 Expenditure (REACH /CLP)

3.2.2.1 Commitment appropriations (REACH / CLP)

EXPENDITURE	Commitment appropriations (REACH / CLP)				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>Title 1 - Staff expenditure</b>	<b>68 656 483</b>	<b>70 761 345</b>	<b>72 046 432</b>	<b>72 046 432</b>	<b>1,82%</b>
Salaries & allowances	62 354 941	63 720 000	65 075 000	65 075 000	2,13%
- Of which establishment plan posts	55 360 000	56 350 000	57 477 000	57 477 000	2,00%
- Of which external personnel	6 994 941	7 370 000	7 598 000	7 598 000	3,09%
Expenditure relating to Staff recruitment	491 857	533 120	483 120	483 120	-9,38%
Employer's pension contributions	2 450 959	2 600 000	2 652 000	2 652 000	2,00%
Mission expenses	10 963	19 968	20 368	20 368	2,00%
Socio-medical infrastructure	1 434 508	1 570 145	1 579 469	1 579 469	0,59%
Training	514 341	562 432	573 681	573 681	2,00%
External Services	1 398 914	1 755 680	1 662 794	1 662 794	-5,29%
Receptions, events and representation					
Social welfare					
Other Staff related expenditure					
<b>Title 2 - Infrastructure and operating expenditure</b>	<b>14 389 256</b>	<b>16 120 675</b>	<b>16 587 545</b>	<b>16 587 545</b>	<b>2,90%</b>
Rental of buildings and associated costs	7 039 552	7 222 592	7 511 496	7 511 496	4,00%
Information, communication technology and data processing	6 933 628	8 476 135	8 645 659	8 645 659	2,00%
Movable property and associated costs	81 211	49 920	50 919	50 919	2,00%
Current administrative expenditure	330 781	364 540	371 833	371 833	2,00%
Postage / Telecommunications					
Meeting expenses	4 084	7 488	7 638	7 638	2,00%
Running costs in connection with operational activities					
Information and publishing					
Studies					
Other infrastructure and operating expenditure					

EXPENDITURE	Commitment appropriations (REACH / CLP)				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>Title 3 - Operational expenditure</b>	<b>15 964 264</b>	<b>18 936 545</b>	<b>19 464 898</b>	<b>19 464 898</b>	<b>2,79%</b>
Registration, datatsharing and dissemination	63 000	75 220	146 725	146 725	95,06%
Evaluation	50 000	95 000	96 900	96 900	2,00%
Risk Management	142 215	299 000	304 980	304 980	2,00%
Classification and labelling					
Advice and assistance through guidance and helpdesk	48 468	55 334	56 441	56 441	2,00%
Scientific IT tools	11 303 200	12 599 314	13 011 301	13 011 301	3,27%
Scientific and technical advice to EU institutions	608 935	1 055 000	1 076 100	1 076 100	2,00%
Committees and Forum	696 638	916 000	934 320	934 320	2,00%
Board of appeal	14 170	63 500	64 770	64 770	2,00%
Communications including translations	801 676	1 280 895	1 456 513	1 456 513	13,71%
International cooperation					
Management Board and management of the Agency	516 025	726 532	741 063	741 063	2,00%
Missions	200 261	323 750	330 225	330 225	2,00%
External training					
Refunds					
Substance evaluation and Rapporteurs (Differentiated appropriations)	909 694	945 000	895 560	895 560	-5,23%
Cooperation with international organisations for IT programmes (Differentiated appropriations)	609 982	502 000	350 000	350 000	-30,28%
<b>Title 6 - Other tasks</b>	<b>5 721 374</b>	<b>3 432 112</b>	<b>3 507 112</b>	<b>3 507 112</b>	<b>2,19%</b>
IPA programme	189 377				
EUON	855 341	619 000	624 000	624 000	0,81%
EUCLEF	1 532 088	1 053 400	1 123 400	1 123 400	6,65%
Occupational exposure limits	1 030 206	975 000	975 000	975 000	0,00%
Further development of IUCLID (as co-investments from third parties)	2 114 362	784 712	784 712	784 712	0,00%

EXPENDITURE	Commitment appropriations (REACH / CLP)				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>TOTAL</b>	<b>104 731 377</b>	<b>109 250 677</b>	<b>111 605 987</b>	<b>111 605 987</b>	<b>2,16%</b>

### 3.2.2.2 Payment appropriations (REACH / CLP)

EXPENDITURE	Payment appropriations (REACH / CLP)				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>Title 1 - Staff expenditure</b>	<b>68 656 483</b>	<b>70 761 345</b>	<b>72 046 432</b>	<b>72 046 432</b>	<b>1,82%</b>
Salaries & allowances	62 354 941	63 720 000	65 075 000	65 075 000	2,13%
- Of which establishment plan posts	55 360 000	56 350 000	57 477 000	57 477 000	2,00%
- Of which external personnel	6 994 941	7 370 000	7 598 000	7 598 000	3,09%
Expenditure relating to Staff recruitment	491 857	533 120	483 120	483 120	-9,38%
Employer's pension contributions	2 450 959	2 600 000	2 652 000	2 652 000	2,00%
Mission expenses	10 963	19 968	20 368	20 368	2,00%
Socio-medical infrastructure	1 434 508	1 570 145	1 579 469	1 579 469	0,59%
Training	514 341	562 432	573 681	573 681	2,00%
External Services	1 398 914	1 755 680	1 662 794	1 662 794	-5,29%
Receptions, events and representation					
Social welfare					
Other Staff related expenditure					
<b>Title 2 - Infrastructure and operating expenditure</b>	<b>14 389 256</b>	<b>16 120 675</b>	<b>16 587 545</b>	<b>16 587 545</b>	<b>2,90%</b>
Rental of buildings and associated costs	7 039 552	7 222 592	7 511 496	7 511 496	4,00%
Information, communication technology and data processing	6 933 628	8 476 135	8 645 659	8 645 659	2,00%
Movable property and associated costs	81 211	49 920	50 919	50 919	2,00%
Current administrative expenditure	330 781	364 540	371 833	371 833	2,00%
Postage / Telecommunications					
Meeting expenses	4 084	7 488	7 638	7 638	2,00%

EXPENDITURE	Payment appropriations (REACH / CLP)				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
Running costs in connection with operational activities					
Information and publishing					
Studies					
Other infrastructure and operating expenditure					
<b>Title 3 - Operational expenditure</b>	<b>15 916 100</b>	<b>18 899 545</b>	<b>19 636 338</b>	<b>19 636 338</b>	<b>3,90%</b>
Registration, datasharing and dissemination	63 000	75 220	146 725	146 725	95,06%
Evaluation	50 000	95 000	96 900	96 900	2,00%
Risk Management	142 215	299 000	304 980	304 980	2,00%
Classification and labelling					
Advice and assistance through guidance and helpdesk	48 468	55 334	56 441	56 441	2,00%
Scientific IT tools	11 303 200	12 599 314	13 011 301	13 011 301	3,27%
Scientific and technical advice to EU institutions	608 935	1 055 000	1 076 100	1 076 100	2,00%
Committees and Forum	696 638	916 000	934 320	934 320	2,00%
Board of appeal	14 170	63 500	64 770	64 770	2,00%
Communications including translations	801 676	1 280 895	1 456 513	1 456 513	13,71%
International cooperation					
Management Board and management of the Agency	516 025	726 532	741 063	741 063	2,00%
Missions	200 261	323 750	330 225	330 225	2,00%
External training					
Refunds					
Substance evaluation and Rapporteurs (Differentiated appropriations)	771 618	901 000	967 000	967 000	7,33%
Cooperation with international organisations for IT programmes (Differentiated appropriations)	699 894	509 000	450 000	450 000	-11,59%
<b>Title 6 - Other tasks</b>	<b>5 721 374</b>	<b>3 432 112</b>	<b>3 507 112</b>	<b>3 507 112</b>	<b>2,19%</b>
IPA programme	189 377				

EXPENDITURE	Payment appropriations (REACH / CLP)				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
EUON	855 341	619 000	624 000	624 000	0,81%
EUCLEF	1 532 088	1 053 400	1 123 400	1 123 400	6,65%
Occupational exposure limits	1 030 206	975 000	975 000	975 000	0,00%
Further development of IUCLID (as co-investments from third parties)	2 114 362	784 712	784 712	784 712	0,00%
<b>TOTAL</b>	<b>104 683 213</b>	<b>109 213 677</b>	<b>111 777 427</b>	<b>111 777 427</b>	<b>2,35%</b>

### 3.2.3 Budget Outturn (REACH / CLP)

The 2023 surplus that should be reimbursed to the EU budget (as assigned revenue): 1 393 523 EUR

## 3.3 Financial Resources (BIOCIDES)

### 3.3.1 Revenues (BIOCIDES)

#### 3.3.1.1 General revenues (BIOCIDES)

REVENUES	General revenues (BIOCIDES)				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>1 REVENUE FROM FEES AND CHARGES</b>	2 792 900	5 625 826	5 851 604	5 851 604	4,01%
<b>2 EU CONTRIBUTION</b>	9 556 055	7 745 000	7 896 000	7 896 000	1,95%
- Of which assigned revenues deriving from previous years' surpluses	1 039 861	1 396 212	31 340	31 340	-97,76%
<b>3 THIRD COUNTRIES CONTRIBUTION (incl. EEA/EFTA and candidate countries)</b>	573 379	573 487	633 105	633 105	10,40%
- Of which EEA/EFTA (excl. Switzerland)	573 379	573 487	633 105	633 105	10,40%
- Of which candidate countries					
<b>4 OTHER CONTRIBUTIONS</b>					
<b>5 ADMINISTRATIVE OPERATIONS</b>	181 850	130 000	130 000	130 000	0,00%
- Of which interest generated by funds paid by the Commission by way of the EU contribution (FFR Art. 61)					
<b>6 REVENUES FROM SERVICES RENDERED AGAINST PAYMENT</b>					
<b>7 CORRECTION OF BUDGETARY IMBALANCES</b>					
<b>TOTAL</b>	<b>13 104 184</b>	<b>14 074 313</b>	<b>14 510 709</b>	<b>14 510 709</b>	<b>3,10%</b>

### 3.3.1.2 Additional EU funding: contribution, grant and service level agreements (BIOCIDES)

REVENUES	Additional EU funding: contribution, grant and service level agreements (BIOCIDES)				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
Additional EU funding stemming from grant agreements (FFR Art.7)					
Additional EU funding stemming from contribution agreements (FFR Art.7)					
Additional EU funding stemming from service level agreements (FFR Art. 43.2)					
<b>TOTAL</b>					

### 3.3.2 Expenditure (BIOCIDES)

#### 3.3.2.1 Commitment appropriations (BIOCIDES)

EXPENDITURE	Commitment appropriations (BIOCIDES)				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>Title 1 - Staff expenditure</b>	<b>8 868 066</b>	<b>9 255 539</b>	<b>9 468 166</b>	<b>9 468 166</b>	<b>2,30%</b>
Salaries & allowances	7 911 518	8 263 623	8 462 000	8 462 000	2,40%
- Of which establishment plan posts	6 879 665	6 950 000	7 089 000	7 089 000	2,00%
- Of which external personnel	1 031 853	1 313 623	1 373 000	1 373 000	4,52%
Expenditure relating to Staff recruitment	140 409	68 240	68 240	68 240	0,00%
Employer's pension contributions	393 913	520 000	530 400	530 400	2,00%
Mission expenses	1 500	2 736	2 791	2 791	2,01%
Socio-medical infrastructure	196 230	215 141	216 419	216 419	0,59%
Training	70 358	77 064	78 606	78 606	2,00%
External Services	154 138	108 735	109 710	109 710	0,90%
Receptions, events and representation					
Social welfare					
Other Staff related expenditure					
<b>Title 2 - Infrastructure and operating expenditure</b>	<b>1 969 888</b>	<b>2 208 845</b>	<b>2 373 739</b>	<b>2 373 739</b>	<b>7,47%</b>
Rental of buildings and associated costs	962 958	989 634	1 029 220	1 029 220	4,00%

EXPENDITURE	Commitment appropriations (BIOCIDES)				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
Information, communication technology and data processing	948 468	1 161 395	1 285 544	1 285 544	10,69%
Movable property and associated costs	11 109	6 840	6 977	6 977	2,00%
Current administrative expenditure	46 794	49 950	50 951	50 951	2,00%
Postage / Telecommunications					
Meeting expenses	559	1 026	1 047	1 047	2,05%
Running costs in connection with operational activities					
Information and publishing					
Studies					
Other infrastructure and operating expenditure					
<b>Title 4 - Operational expenditure</b>	<b>2 245 983</b>	<b>2 609 929</b>	<b>2 668 804</b>	<b>2 668 804</b>	<b>2,26%</b>
Substances, products and technical equivalence		50 000			-100%
Refunds pursuant to Article 13 of the Regulation (EU) 564/2013					
Submissions, datasharing and dissemination					
Advice and assistance through guidance and helpdesk	24 233	27 667	28 221	28 221	2,00%
Scientific IT tools	1 738 683	2 015 630	2 142 943	2 142 943	6,32%
Scientific and technical advice to EU institutions					
Biocidal products Committee and Forum	198 685	251 000	256 020	256 020	2,00%
Board of appeal		9 000	9 180	9 180	2,00%
Communications including translations	208 113	129 299	131 885	131 885	2,00%
Management Board and management of the Agency	57 469	98 583	100 555	100 555	2,00%
Missions	18 800	28 750			-100%
External training					
Cooperation with international organisations for IT programs					
Preparatory work BPR 13/3938 Norwegian					
<b>Title 9 - Operational expenditure</b>					



EXPENDITURE	Commitment appropriations (BIOCIDES)				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
Appropriation for a Negative budget result prior year BIOCIDE					
<b>TOTAL</b>	<b>13 083 937</b>	<b>14 074 313</b>	<b>14 510 709</b>	<b>14 510 709</b>	<b>3,10%</b>

### 3.3.2.2 Payment appropriations (BIOCIDES)

EXPENDITURE	Payment appropriations (BIOCIDES)				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>Title 1 - Staff expenditure</b>	<b>8 868 066</b>	<b>9 255 539</b>	<b>9 468 166</b>	<b>9 468 166</b>	<b>2,30%</b>
Salaries & allowances	7 911 518	8 263 623	8 462 000	8 462 000	2,40%
- Of which establishment plan posts	6 879 665	6 950 000	7 089 000	7 089 000	2,00%
- Of which external personnel	1 031 853	1 313 623	1 373 000	1 373 000	4,52%
Expenditure relating to Staff recruitment	140 409	68 240	68 240	68 240	0,00%
Employer's pension contributions	393 913	520 000	530 400	530 400	2,00%
Mission expenses	1 500	2 736	2 791	2 791	2,01%
Socio-medical infrastructure	196 230	215 141	216 419	216 419	0,59%
Training	70 358	77 064	78 606	78 606	2,00%
External Services	154 138	108 735	109 710	109 710	0,90%
Receptions, events and representation					
Social welfare					
Other Staff related expenditure					
<b>Title 2 - Infrastructure and operating expenditure</b>	<b>1 969 888</b>	<b>2 208 845</b>	<b>2 373 739</b>	<b>2 373 739</b>	<b>7,47%</b>
Rental of buildings and associated costs	962 958	989 634	1 029 220	1 029 220	4,00%
Information, communication technology and data processing	948 468	1 161 395	1 285 544	1 285 544	10,69%
Movable property and associated costs	11 109	6 840	6 977	6 977	2,00%
Current administrative expenditure	46 794	49 950	50 951	50 951	2,00%
Postage / Telecommunications					

EXPENDITURE	Payment appropriations (BIOCIDES)				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
Meeting expenses	559	1 026	1 047	1 047	2,05%
Running costs in connection with operational activities					
Information and publishing					
Studies					
Other infrastructure and operating expenditure					
<b>Title 4 - Operational expenditure</b>	<b>2 245 983</b>	<b>2 609 929</b>	<b>2 668 804</b>	<b>2 668 804</b>	<b>2,26%</b>
Substances, products and technical equivalence		50 000			-100%
Refunds pursuant to Article 13 of the Regulation (EU) 564/2013					
Submissions, datatsharing and dissemination					
Advice and assistance through guidance and helpdesk	24 233	27 667	28 221	28 221	2,00%
Scientific IT tools	1 738 683	2 015 630	2 142 943	2 142 943	6,32%
Scientific and technical advice to EU institutions					
Biocidal products Committee and Forum	198 685	251 000	256 020	256 020	2,00%
Board of appeal		9 000	9 180	9 180	2,00%
Communications including translations	208 113	129 299	131 885	131 885	2,00%
Management Board and management of the Agency	57 469	98 583	100 555	100 555	2,00%
Missions	18 800	28 750			-100%
External training					
Cooperation with international organisations for IT programs					
Preparatory work BPR 13/3938 Norwegian					
<b>Title 9 - Operational expenditure</b>					
Appropriation for a Negative budget result prior year BIOCIDE					
<b>TOTAL</b>	<b>13 083 937</b>	<b>14 074 313</b>	<b>14 510 709</b>	<b>14 510 709</b>	<b>3,10%</b>

### 3.3.3 Budget Outturn (BIOCIDES)

First estimate of the 2023 surplus that should be reimbursed to the EU budget (as assigned revenue): 31 340 EUR

### 3.4 Financial Resources (Environmental directives and International conventions)

#### 3.4.1 Revenues (Environmental directives and International conventions)

##### 3.4.1.1 General revenues (Environmental directives and International conventions)

REVENUES	General revenues (Environmental directives and International conventions)				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>1 REVENUE FROM FEES AND CHARGES</b>					
<b>2 EU CONTRIBUTION</b>	4 907 490	6 931 688	10 371 794	10 371 794	49,63%
- Of which assigned revenues deriving from previous years' surpluses	120 677	52 308	64 424	64 424	23,16%
<b>3 THIRD COUNTRIES CONTRIBUTION (incl. EEA/EFTA and candidate countries)</b>	140 253	246 281	369 004	369 004	49,83%
- Of which EEA/EFTA (excl. Switzerland)	140 253	246 281	369 004	369 004	49,83%
- Of which candidate countries					
<b>4 OTHER CONTRIBUTIONS</b>					
<b>5 ADMINISTRATIVE OPERATIONS</b>	91 400	100 000	100 000	100 000	0,00%
- Of which interest generated by funds paid by the Commission by way of the EU contribution (FFR Art. 61)					
<b>6 REVENUES FROM SERVICES RENDERED AGAINST PAYMENT</b>					
<b>7 CORRECTION OF BUDGETARY IMBALANCES</b>					
<b>TOTAL</b>	<b>5 139 143</b>	<b>7 277 969</b>	<b>10 840 798</b>	<b>10 840 798</b>	<b>48,95%</b>

##### 3.4.1.2 Additional EU funding: contribution, grant and service level agreements (Environmental directives and International conventions)

REVENUES	Additional EU funding: contribution, grant and service level agreements (Environmental directives and International conventions)				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
Additional EU funding stemming from grant agreements (FFR Art.7)					
Additional EU funding stemming from contribution agreements (FFR Art.7)					
Additional EU funding stemming from service level agreements (FFR Art. 43.2)					
<b>TOTAL</b>					

3.4.2 Expenditure (Environmental directives and International conventions)

3.4.2.1 Commitment appropriations (Environmental directives and International conventions)

EXPENDITURE	Commitment appropriations (Environmental directives and International conventions)				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>Title 1 - Staff expenditure</b>	<b>2 050 056</b>	<b>3 453 435</b>	<b>6 433 587</b>	<b>6 433 587</b>	<b>86,30%</b>
Salaries & allowances	1 876 710	3 172 000	6 085 817	6 085 817	91,86%
- Of which establishment plan posts	1 093 780	2 150 000	4 303 377	4 303 377	100,16%
- Of which external personnel	782 930	1 022 000	1 782 440	1 782 440	74,41%
<b>Expenditure relating to Staff recruitment</b>	34 728	58 640	58 640	58 640	0,00%
<b>Employer's pension contributions</b>					
Mission expenses	465	1 296	1 322	1 322	2,01%
<b>Socio-medical infrastructure</b>	60 899	101 910	167 026	167 026	63,90%
<b>Training</b>	21 835	36 504	37 235	37 235	2,00%
<b>External Services</b>	55 419	83 085	83 547	83 547	0,56%
<b>Receptions, events and representation</b>					
<b>Social welfare</b>					
<b>Other Staff related expenditure</b>					
<b>Title 2 - Infrastructure and operating expenditure</b>	<b>611 344</b>	<b>1 046 296</b>	<b>1 297 705</b>	<b>1 297 705</b>	<b>24,03%</b>
<b>Rental of buildings and associated costs</b>	298 849	468 774	673 829	673 829	43,74%
<b>Information, communication technology and data processing</b>	294 352	550 135	561 138	561 138	2,00%
<b>Movable property and associated costs</b>	3 448	3 240	38 105	38 105	1076,08%
<b>Current administrative expenditure</b>	14 522	23 661	24 137	24 137	2,01%
<b>Postage / Telecommunications</b>					
<b>Meeting expenses</b>	173	486	496	496	2,06%
<b>Running costs in connection with operational activities</b>					
<b>Information and publishing</b>					
<b>Studies</b>					

EXPENDITURE	Commitment appropriations (Environmental directives and International conventions)				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
Other infrastructure and operating expenditure					
<b>Title 5 - Operational expenditure</b>	<b>2 420 319</b>	<b>2 778 238</b>	<b>3 109 506</b>	<b>3 109 506</b>	<b>11,92%</b>
Studies and consultants	114 825	383 480	391 150	391 150	2,00%
Advice and assistance through guidance and helpdesk					
Scientific IT tools	1 805 703	1 950 501	2 265 213	2 265 213	16,13%
Meetings with authorities and expert groups	26 000	104 000	106 080	106 080	2,00%
Communications including translations	444 146	286 870	292 608	292 608	2,00%
Management Board and management of the Agency	17 835	32 487	33 137	33 137	2,00%
Missions	11 810	20 900	21 318	21 318	2,00%
External training					
<b>TOTAL</b>	<b>5 081 719</b>	<b>7 277 969</b>	<b>10 840 798</b>	<b>10 840 798</b>	<b>48,95%</b>

#### 3.4.2.2 Payment appropriations (Environmental directives and International conventions)

EXPENDITURE	Payment appropriations (Environmental directives and International conventions)				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>Title 1 - Staff expenditure</b>	<b>2 050 056</b>	<b>3 453 435</b>	<b>6 433 587</b>	<b>6 433 587</b>	<b>86,30%</b>
Salaries & allowances	1 876 710	3 172 000	6 085 817	6 085 817	91,86%
- Of which establishment plan posts	1 093 780	2 150 000	4 303 377	4 303 377	100,16%
- Of which external personnel	782 930	1 022 000	1 782 440	1 782 440	74,41%
Expenditure relating to Staff recruitment	34 728	58 640	58 640	58 640	0,00%
Employer's pension contributions					
Mission expenses	465	1 296	1 322	1 322	2,01%
Socio-medical infrastructure	60 899	101 910	167 026	167 026	63,90%
Training	21 835	36 504	37 235	37 235	2,00%
External Services	55 419	83 085	83 547	83 547	0,56%

EXPENDITURE	Payment appropriations (Environmental directives and International conventions)				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
Receptions, events and representation					
Social welfare					
Other Staff related expenditure					
<b>Title 2 - Infrastructure and operating expenditure</b>	<b>611 344</b>	<b>1 046 296</b>	<b>1 297 705</b>	<b>1 297 705</b>	<b>24,03%</b>
Rental of buildings and associated costs	298 849	468 774	673 829	673 829	43,74%
Information, communication technology and data processing	294 352	550 135	561 138	561 138	2,00%
Movable property and associated costs	3 448	3 240	38 105	38 105	1076,08%
Current administrative expenditure	14 522	23 661	24 137	24 137	2,01%
Postage / Telecommunications					
Meeting expenses	173	486	496	496	2,06%
Running costs in connection with operational activities					
Information and publishing					
Studies					
Other infrastructure and operating expenditure					
<b>Title 5 - Operational expenditure</b>	<b>2 420 319</b>	<b>2 778 238</b>	<b>3 109 506</b>	<b>3 109 506</b>	<b>11,92%</b>
Studies and consultants	114 825	383 480	391 150	391 150	2,00%
Advice and assistance through guidance and helpdesk					
Scientific IT tools	1 805 703	1 950 501	2 265 213	2 265 213	16,13%
Meetings with authorities and expert groups	26 000	104 000	106 080	106 080	2,00%
Communications including translations	444 146	286 870	292 608	292 608	2,00%
Management Board and management of the Agency	17 835	32 487	33 137	33 137	2,00%
Missions	11 810	20 900	21 318	21 318	2,00%
External training					
<b>TOTAL</b>	<b>5 081 719</b>	<b>7 277 969</b>	<b>10 840 798</b>	<b>10 840 798</b>	<b>48,95%</b>

### 3.4.3 Budget Outturn (Environmental directives and International conventions)

First estimate of the 2023 surplus that should be reimbursed to the EU budget (as assigned revenue): 64 424 EUR

## 4 Justification of needs

### Commission assessment

#### Human Resources

The increase in the budgetary requirements for 2025 (against 2024) primarily stem from inflationary pressures and planned salary increments corresponding to seniority, aligning with the multiannual trend observed in previous years. There is one notable exception, which pertains to Environmental Directives and International Conventions, and is driven by an escalation in delegated activities to the Agency for the year 2025. For additional insights, please consult Section 4.1.1.3.

To note that ECHA-Biocides has 4 additional contract agents for the period 2023- 2025, on loan from EFSA, while 5 contract agents from REACH will remain on loan in 2025 to the Waste Framework Directive (SCIP database).

#### Financial Resources

The planned budget for 2025 shows an increase of just under 5% compared to the total budget allocated for 2024. This increase falls in line with the consistent multiyear trend observed in recent years. For context, the budget saw a 4.1% increase from 2023 to 2024. Notably, the forthcoming year will also witness an expansion of delegated activities to the Agency, quite in contrast to the current situation in 2024.

### 4.1 Human Resources - Agency Request

#### 4.1.1 Number of staff requested

##### 4.1.1.1 Number of staff requested (REACH / CLP)

ECHA's mandate and specific tasks under the four Regulations remain the core of its activities and, therefore, overall, ECHA needs to maintain the resources allocated to its regulatory tasks. ECHA aims to maintain its low vacancy rate for all regulations and implement proactive human resource (HR) management practices, in line with its new People and Organisational Strategy, to ensure a healthy level of staff turnover. ECHA will also continue to cooperate closely with the Commission services and the EU Agencies Network (EUAN) in areas of people management that are of common interest. ECHA continues our work on developing competences needed for existing and new tasks entrusted to the Agency and apply a flexible deployment of our staff to ensure delivery under the different pieces of legislation.

While the human resources request for REACH/CLP Contract Agents is 97 FTEs, the actual number is 102 FTEs. The difference stems from the temporary allocation of resources from REACH/CLP to the Environmental directives and International conventions budget line for the work related to the Waste Framework Directive. In 2021 and 2022, 8 CAs have been temporarily redeployed from REACH/CLP to the Environmental directives and International conventions budget area. Following the progress of the work on the SCIP database, ECHA has redeployed 3 CAs back to REACH/CLP area in 2023, while 5 CAs remain under the Environmental directives and International conventions.

For 2025, ECHA is requesting three Seconded National Expert (SNE) posts under REACH/CLP, which is in line with the number of SNE posts authorised for 2024 (3 REACH/CLP SNE posts).

##### 4.1.1.2 Number of staff requested (BIOCIDES)

ECHA's mandate and specific tasks under the four Regulations remain the core of its activities and, therefore, overall, ECHA needs to maintain the resources allocated to its regulatory tasks. ECHA intends to continue maintaining its low vacancy rate for all regulations and implementing proactive human resource policy and management practices as mentioned in the section above regarding REACH/CLP.

For the Biocidal Products Regulation, ECHA requests to maintain its human resources with the same overall total as authorised for 2024.

#### 4.1.1.3 Number of staff requested (Environmental directives and International conventions)

Following a strategic analysis of its future direction with its Management Board and key stakeholders, ECHA concluded that there are potential new tasks as well as existing activity areas that require sufficient human resources.

For PIC and POPs ECHA requests to maintain its human resources with the same overall total as authorised for 2024.

For POPs ECHA requests one additional TA post in line with the financial fiche related to the revision of the POPs regulation in 2025.

In 2020, work for the Waste Framework Directive was carried out by CAs recruited via REACH/CLP staffing plan posts. For 2021 and 2022, 8 CAs have been temporarily redeployed from REACH/CLP to the Environmental directives and International conventions budget area for the work required under Article 9 of the Directive 2008/98/EC on waste.

Following the progress of the work on the SCIP database, ECHA has redeployed a part of these resources back to REACH/CLP area in 2023 (3 CAs were redeployed to REACH/CLP, while 5 CAs remain under the Environmental directives and International conventions to continue the work under the Waste Framework Directive).

To carry out the tasks entrusted to ECHA under the Drinking Water Directive 98/83/EC, ECHA requests to increase its human resources with 3 TA and 1 CA post, in line with the financial fiche (6 AD posts and 3 CA posts) for 2025.

To support the work under the 8th Environmental Action Programme, ECHA was granted 1 AD and 1 CA post for the period 2021-2027, both of which are included in the 2025 budget request.

The staffing under ‘Environmental policy’, sees a significant increase as of 2025 due to the publication of the legislative proposals (pending adoption in the legislative procedure) of the Industrial Emissions Directive, the Water Framework, Groundwater and Environmental Quality Standards (EQS) Directives, the Packaging and Packaging Waste Regulation, the End-of-Life Vehicles (ELV) Directive, the Regulation establishing a common data platform on chemicals and revision of the POP and Medical Devices Regulation, and RoHS Directive.

Here below the breakdown of the posts for Environmental directives and International conventions:

Regulation/task	2024		2025	
	TA	CA	TA	CA
PIC	7	1	7	1
POP		1	1	1
WFD/SCIP*		5		5
DWD	3	2	6	3
8th Environmental Action Programme of the EU	1	1	1	1
Batteries Regulation	2	1	2	1
Industrial Emissions Directive	3	0	3	0
Water Framework	7	4	7	4
Packaging and packaging waste legislation			1	
RoHs Directive			3	0
ELV Directive			1	
Data regulation			7	8
<b>TOTAL Environmental Directives and International Conventions</b>	<b>23</b>	<b>15</b>	<b>39</b>	<b>24</b>



\* As no staff allocation has been provisioned to cover the work on the Waste Framework Directive activities, 8 CA FTEs have been temporarily redeployed from REACH/CLP to the Environmental directives and International conventions budget area in 2021 and 2022. With the progress of the work on the SCIP database, ECHA has redeployed 3 CA FTEs back to REACH/CLP in 2023, while 5 CA FTEs remain under the Environmental directives and International conventions to continue the work under the Waste Framework Directive.

Upon the Commission's request, the ECHA, in its 2025 resources request, includes the financial and human resources estimates for those new tasks for which the legislative process has progressed sufficiently to allow for a coherent planning on the basis of the legislative financial statements accompanying the Commission proposals.

#### *4.1.2 Vacancy rate as of end 2023*

##### *4.1.2.1 Vacancy rate as of end 2023 (REACH / CLP)*

The vacancy rate of the establishment plan posts for REACH/CLP on 31 December 2023 was 3.47%.

##### *4.1.2.2 Vacancy rate as of end 2023 (BIOCIDES)*

The vacancy rate of the establishment plan posts for Biocidal Products Regulation on 31 December 2023 was 1.92 %.

##### *4.1.2.3 Vacancy rate as of end 2023 (Environmental directives and International conventions)*

The vacancy rate of the establishment plan posts for Environmental Directives and International Conventions on 31 December 2023 was 0.00%. It is to be noted that the posts related to the Batteries Regulation (2 TA / 1 CA) were expected to come to ECHA during the year 2023 and were foreseen in the Authorised budget. However, the posts were only made available as of 01 January 2024. This negatively affects the 'posts filled' ratio. Our calculation excludes the posts which were not received.

#### *4.1.3 Standard abatement ('abatement forfaitaire') applied*

##### *4.1.3.1 Standard abatement ('abatement forfaitaire') applied (REACH / CLP)*

A 2% vacancy rate is applied to the salary estimates to account for turnover.

##### *4.1.3.2 Standard abatement ('abatement forfaitaire') applied (BIOCIDES)*

A 2% vacancy rate is applied to the salary estimates to account for turnover.

##### *4.1.3.3 Standard abatement ('abatement forfaitaire') applied (Environmental directives and International conventions)*

A 2% vacancy rate is applied to the salary estimates to account for turnover.

#### *4.1.4 Salary assumption for calculating salary line (% applied)*

##### *4.1.4.1 Salary assumption for calculating salary line (% applied) (REACH / CLP)*

Salary indexation applied: +2% yearly increase.

##### *4.1.4.2 Salary assumption for calculating salary line (% applied) (BIOCIDES)*

Salary indexation applied: +2% yearly increase.

#### 4.1.4.3 Salary assumption for calculating salary line (% applied) (Environmental directives and International conventions)

Salary indexation applied: +2% yearly increase.

#### 4.1.5 Correction coefficient used

##### 4.1.5.1 Correction coefficient used (REACH / CLP)

117.3 corresponding to the July 2022 update (118.6 currently).

##### 4.1.5.2 Correction coefficient used (BIOCIDES)

117.3 corresponding to the July 2022 update (118.6 currently).

##### 4.1.5.3 Correction coefficient used (Environmental directives and International conventions)

117.3 corresponding to the July 2022 update (118.6 currently).

#### 4.1.6 Exchange rate used (if applicable)

##### 4.1.6.1 Exchange rate used (if applicable) (REACH / CLP)

N/A

##### 4.1.6.2 Exchange rate used (if applicable) (BIOCIDES)

N/A

##### 4.1.6.3 Exchange rate used (if applicable) (Environmental directives and International conventions)

N/A

## 4.2 Financial Resources - Agency request

### 4.2.1 Title 1

#### 4.2.1.1 Title 1 (REACH /CLP)

For 2025, the needs for staff-related expenditure (Title 1) will amount to c. EUR 72.0 million (+2% from 2024). The increase stems mainly from the increase in the salaries and allowances, which represent 90.3% of the total Title 1 budget.

#### 4.2.1.2 Title 1 (BIOCIDES)

The total amount for staff-related expenditure under BPR in 2025 totals c. EUR 9.5 million, representing an increase of 2 % compared to 2024. The increase includes the general indexation of salaries and allowances (2%).

#### 4.2.1.3 Title 1 (Environmental directives and International conventions)

The total amount for staff-related expenditure under Environmental policy in 2025 totals c. EUR 6.4 million, representing an increase of 86% compared to 2024. In addition to the general indexation of salaries and allowances, it is anticipated that the Drinking Water Directive task is onboarding 3 TAs and 1 CA, as indicated in its fiche, totalling EUR 0.6 million. Furthermore, the request includes c. EUR 1.8 million to cover staff expenditure (13 TAs and 8 CAs) related to Packaging and packaging waste legislation, POPs and Cosmetics Regulations, Toys, RoHs and End-of-life vehicle Directives, and EU Common Data Platform for Chemicals which are still pending adoption.

#### 4.2.2 Title 2

##### 4.2.2.1 Title 2 (REACH / CLP)

The Agency's overall Title 2 (infrastructure and operating expenditure) for 2025 amounts to c. EUR 20.3 million, representing an increase of 4.6% compared to 2024. The costs are split between the regulations based on the estimated average number of staff per regulation. The preliminary ratios for 2025 are REACH/CLP – c. 82.5%, Biocides - c. 11,3% and Environmental Policy - c.6.2%. The part allocated to REACH/CLP amounts to EUR 16.6 million and it mainly relates to the anticipated indexation of the rental contract for the office building and hand-over and take-over activities with respect to new IT FWC.

##### 4.2.2.2 Title 2 (BIOCIDES)

Same comment as above. The amount allocated to BPR regulation is EUR 2.4 million based on the established ratios.

##### 4.2.2.3 Title 2 (Environmental directives and International conventions)

Same comment as above. The amount allocated to Environmental policy is EUR 1.3 million based on the established ratios.

#### 4.2.3 Operational Title

##### 4.2.3.1 Title 3 (REACH / CLP)

The overall REACH/CLP operational expenditure for 2025 totals c. € 19.5 million, representing an increase of 3% compared to 2024 budget. The Scientific IT tools (such as REACH-IT, IUCLID, Cloud Services for SMEs, CHESAR, BIDI, Dynamic Case, Portal Dashboard, ODYSSEY and other ECM Programme tools) remain by far the largest expenditure items, representing c. 67% of the overall operational expenditure. Furthermore, there is c. € 0.2 million increase on the line for Communications, including Translations related to the planned update of several guidance documents and manuals.

The expenditure related to running the Committee meetings (Member State Committee, Committee for Risk Assessment and Committee for Socio-Economic Analysis), total c. € 0.9 million and account for c. 5% of the operational expenditure.

In addition, Title 3 contains two differentiated budget lines. One is reserved for contracts with the Member States for Substance Evaluation and remunerating the scientific committee rapporteurs on their work on Authorisations and Restrictions, and the other one for contracts related to the development and implementation of tools for the international co-operation in the fields of chemicals, such as the QSAR-toolbox.

The amounts foreseen on these lines in 2025 are presented in the below table:

Budget line	Commitments Appropriations	Payment appropriations
Substance evaluation and Rapporteurs (Differentiated appropriations)	895 560	967 000
Cooperation with international organisations for IT programmes (Differentiated appropriations)	350 000	450 000
Total	1 245 560	1 417 000

The Payment Appropriations levels for the two differentiated lines are comparable to 2024 budget figures.

##### 4.2.3.2 Title 4 (BIOCIDES)

The overall Biocides operational expenditure for 2025 amounts to c. € 2.7 million, representing an increase of 2% compared to 2024. The main item continues to be related to the maintenance and development of the relevant IT tools (such as R4BP, SPC Editor and EUSES), representing c. 80% of the overall operational expenditure. Another significant expenditure item relates to the Biocidal Products Committee and its technical working groups, representing c. 10% of the overall operational expenditure. Through the Committee, ECHA continues delivering opinions to the European Commission to support decision making on biocidal active substances and products.

#### 4.2.3.3 Title 5 (Environmental directives and International conventions)

The overall operational expenditure for Environmental Policy (PIC, POPs, Waste Framework Directive, Drinking Water Directive, 8th Environmental Action Programme, Batteries Regulation, Industrial Emissions Directive and the Revision of the Groundwater, Surface Water and Environmental Quality Standards (EQS) Directives) for 2025 amounts to c. € 3.1 million. This amount represents an increase of 12% compared to 2024. The operational expenditure is almost exclusively (c. 73%) allocated to the maintenance of the IT tools related to the Waste Framework Directive database (SCIP), support of the export notifications, the import consents and related reporting and the POPs, as well as for maintaining the IT tools for the Drinking Water Directive. Other main elements are related to communication activities, particularly translations. The amount also includes EUR 0.4 million for the scientific work related to the tasks on POPs and Drinking Water Directive.

Furthermore, the request includes c. EUR 0.1 million to cover expenditure related to the RoHS Directive, which is still pending adoption.

### 4.3 Ad hoc grants and delegation agreements

#### 4.3.1 Ad hoc grants and delegation agreements (REACH / CLP)

The negotiations for continuation of the below listed contribution agreements are annual. The amounts to be allocated to ECHA for implementing the contribution agreements in 2025 will be reflected in the DB 2025 once the amounts are available.

The Commission and ECHA signed, on 7 December 2016, a Delegation Agreement on the European Union Observatory for Nanomaterials and for a feasibility study on the European Union Chemical Legislation Finder.

Following the completion of the feasibility study, the Commission and ECHA signed, on 8 December 2017, a Delegation Agreement for the set-up of the European Union Chemical Legislation Finder. No staff has been allocated for the work under EUCLEF.

ECHA also receives funding from the Instrument for Pre-accession Assistance (IPA) to provide capacity building for the EU candidate countries and potential candidates on the EU chemical legislation. The latest agreement with DG NEAR was signed on 21 December 2022.

The Commission and ECHA have also signed a Service Level Agreement for providing opinions for Occupational Exposure Limits (OELs). The latest SLA with DG EMPL was signed on 30 January 2022.

To compensate for ECHA's participation in Horizon Europe European Partnership for the Assessment of Risks from Chemicals (PARC), ECHA has been allocated two Contract Agents as of 2021, which are financed from economies of scale and efficiency gains in the REACH/CLP area. This solution is temporary until the Commission revises the founding regulation of ECHA.

Here below the breakdown of the posts for Other tasks:

Other tasks	Posts for 2024		Posts for 2025	
	TA	CA	TA	CA
EUON (DG GROW)		3		3
OEL (DG EMPL)		4		4
IPA (DG NEAR)		1.5		1.5
PARC (DG GROW)		2		2
TOTAL Other tasks	0	10.5	0	10.5

#### 4.3.2 Ad hoc grants and delegation agreements (BIOCIDES)

In 2021, ECHA signed a Service Level Agreement with EFSA (the European Food Safety Authority) for the development of IUCLID software for pesticides under which EFSA provides the financial coverage for 4 CA posts which come from EFSA's staff quota, as agreed until 2025.

The Cross-border threats to health foresees that ECHA will provide ad hoc "rapid risk assessments" in the event of a health emergency. The scope of work, as well as the conclusion of a contribution agreement, is presently under discussion with the Commission as resources are not foreseen.

#### 4.3.3 Ad hoc grants and delegation agreements (Environmental directives and International conventions)

### 5 Other information

#### 5.1 Buildings

##### 5.1.1 Current building(s)

#	Building Name and type	Location	SURFACE AREA(in m <sup>2</sup> )			RENTAL CONTRACT			Host country (grant or support)	Building present value(€)
			Office space	non-office	Total	RENT (€/year)	Duration	Type		
1	Telakkakatu 6	Telakkakatu 6	11 021	7 050	18 071	5 504 119	Lease contract until 22.01.2030		NO	
<b>TOTAL</b>			<b>11 021</b>	<b>7 050</b>	<b>18 071</b>	<b>5 504 119</b>				

##### 5.1.2 Current building(s) Other comments

The lease agreement is subject to annual indexation. The amount estimated for 2025 is c. € 6 645 478, assuming 3% indexation.

##### 5.1.3 Building projects in the planning phase

##### 5.1.4 Building projects submitted to the European Parliament and the Council

### 5.2 European schools

The European School of Helsinki (ESH) opened in September 2008 to provide education for the children of ECHA staff, following the enactment of the ESH Act on 1 January 2008 (the Act). The ESH is maintained by the State of Finland and it annually concludes an attainment contract with the Finnish National Agency for Education. It is organised on the basis of the educational structure of the European Schools, providing education based on the syllabi of the European Schools. It is an Accredited European School and is administered and funded by the Finnish Government, which receives EU subsidies, and own revenues generated through certain fees. Accreditation is subject to regular audit reviews, and the review in 2019 ensured the continuation of accreditation for another three years and the latest review took place end of 2022. The Act provides that the children of ECHA staff (Category I pupils) have an entitlement to a cost-free enrolment at ESH. In 2009, an amendment to the Act on European Schooling Helsinki was adopted to facilitate admission of Category II (non-ECHA) pupils to the School. Category II pupils may apply for enrolment in the ESH since 2010 and, presently, approximately 40 % of the pupils are of category II. In reference to Commission's Decision C(2013)4886 of 01/08/2013 and additional written communication provided by the Commission in respect to allocation of costs related to Accredited European Schools, ECHA's 2024 draft budget includes the European School contribution amounts related to ECHA's staff pupils. More specifically, it is used to pay the EU subsidy for the European School Helsinki, following the conclusion of a Mandate and Service Agreement with the European Commission. Moreover, the draft budget also foresees funds to partially cover, pursuant to Article 1e of the Staff Regulations, costs for special educational needs, the school nurse and private day care services for dependent children within the meaning of the Staff Regulations who are too young to be admitted to municipality nurseries. The availability of a high quality of education in Helsinki is a critical attraction and retention factor for ECHA and, in this respect, the ESH is a key stakeholder for ECHA. There is a clear requirement for the School's budget - and, specifically, the subsidy from the Finnish state - to be maintained at a sufficient level to continue ensuring the provision of a high quality of education at the School. Another element is to ensure that ESH students receive the necessary education, support and guidance to perform well in the European Baccalaureate. ECHA will, through its presence on the Administrative Board and interactions with other stakeholders continue to represent the interests of ECHA staff. ECHA co-chairs the Sub-Network of EU Agencies on Accredited European Schools (SNAES) within the Network of the Heads of Administration to ensure coordination and mutual support among Agencies on this important topic.

### 5.3 Evaluation

In 2018, the Commission published a “General Report on the operation of REACH and review of certain elements - Conclusions and Actions” (COM(2018) 116 final – <https://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:52018DC0116&from=EN>), concluding overall that REACH is addressing citizens' concerns about chemical safety and that REACH is found to be generally coherent with other EU legislation concerning chemicals and is delivering the international goals as intended. Regarding the Agency, it was concluded that ECHA has been instrumental in the implementation of REACH and has now built up a significant competence in chemicals management. To the extent that the review is indicating the need to improve efficiencies, the Agency sets out the corresponding measures in its Programming Document which has a revised Strategy for efficiency gains and revised performance indicators as of the Programming Document 2022-2025. In 2021, ECHA published the 5-year [Report on the operation of REACH and CLP 2021](#) setting out where progress was made since the 2016 report and identifying the areas where further efforts are needed. Furthermore, the Management Board did a mid-term review of the Strategic Plan 2019-2023 confirming its validity. The Strategic Plan is the umbrella for ECHA's efficiency ambition and approach, further implemented in the Work Programme and the Integrated Management System Strategy of the Agency. ECHA follows up regularly on progress made on efficiencies and informs the Management Board accordingly.

Furthermore, in 2019, the Commission published its “Findings of the Fitness Check of the most relevant chemicals legislation (excluding REACH) and identified challenges, gaps and weaknesses” (COM(2019) 264 final - <https://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:52019DC0264&from=EN>), concluding that overall, the EU framework of chemicals legislation is fit for purpose and delivers a high level of protection of people and the environment in balance with the needs of an efficiently functioning internal market and of a competitive and innovative chemicals industry. ECHA has analysed the outcome of this check with a view to identify where regulatory tasks of the Agency can be further consolidated and improved and where further synergies between existing tasks and possible new tasks could be sought. The follow up to these findings takes place via corporate planning and reporting in the Programming Document and Annual Report of the Agency.

### 5.4 Privileges and immunities

The privileges and immunities of staff and the Agency are contained in the respective Protocol to the EU Treaty. Moreover, further effect is given by the Seat Agreement signed between Finland and ECHA on 28 June 2007.

Agency privileges	Privileges granted to staff	
	Protocol of privileges and immunities / diplomatic status	Education / day care
Inviolability	Immunity from jurisdiction regarding official capacity	Same access to day-care organised by municipalities as Finnish nationals
Facilitations for Communications	Exemption from registration requirements Duty free import of goods upon taking up services Reimbursement of VAT between 1 June 2007 and 31 May 2009 (no longer in place) Right to free export when leaving the service Exemption from taxes on EU salaries Exemption from national car tax once every three years Executive Director and Directors join diplomatic status Temporary residence permits to family members who are not EU / EEA nationals Issuance of personal cards through the Foreign Ministry Issuance of Finnish identity numbers	Access to Finnish school system
Assistance and Cooperation in Security Matters		Access to European Schooling through the European Schooling Helsinki
Exemption from all duties and taxes		

## 1 Overview

### 1.1 Creation/modification (legal base)

Decision	Date	Mission/ Tasks / Functions
Regulation (EU) 2021/696 of the European Parliament and of the Council of 28 April 2021 establishing the Union Space Programme and the European Union Agency for the Space Programme and repealing Regulations (EU) No 912/2010, (EU) No 1285/2013 and (EU) No 377/2014 and Decision No 541/2014/EU (OJ L 170, 12.5.2021, p. 69)	28/04/2021	Establishment of EU Space Programme Agency in place of GSA together with change of governance and increase of scope to include new core and delegated tasks. New core tasks include tasks related to security accreditation for the whole EU space programme, operational security tasks for Galileo and EGNOS, new market and communications tasks for Copernicus. New delegated tasks include full scope of Galileo exploitation, GOVSATCOM activities and other activities delegated to the Agency.
Regulation (EU) 2023/588 of the European Parliament and of the Council of 15 March 2023 establishing the Union Secure Connectivity Programme for the period 2023-2027 (OJ L 79, 17.3.2023, p. 1-39).	15/03/2023	The general objective of this Regulation is to establish a Union secure satellite communication system that ensures the provision of worldwide secure, flexible and resilient satellite communication services to the Union and Member States governmental entities.

### 1.2 Seat

Prague (the Czech Republic). The Agency also operates the Galileo Security Monitoring Centre (GSMC) and its back up in Paris (France) and Madrid (Spain) respectively, the GNSS Service Centre (GSC) in Madrid (Spain) and the Galileo Reference Centre (GRC) in Noordwijk (the Netherlands).

### 1.3 Budget Line

04 10 01 : European Union Agency for the Space Programme

### 1.4 Human Resources Overview

The table below presents the number of posts in the establishment plans, including the posts assigned to programmes financed outside the EU budget, whereas the number of Contract Agents / SNE only includes those financed under programmes financed within the EU Budget.

Human Resources	2023			2024	2025
	Authorised Budget	Actually filled as of 31/12/2023	Occupancy rate(%)	Authorised Budget	Draft Budget Request
<b>TOTAL AD</b>	265	247	93,21%	260	268
<b>TOTAL AST</b>	2	11	550,00%	10	10
<b>TOTAL AST/SC</b>					
<b>ESTABLISHMENT PLAN POSTS</b>	<b>267</b>	<b>258</b>	<b>96,63%</b>	<b>270</b>	<b>278</b>
<b>Contract Agents (CA)</b>	38	42	110,53%	39	45
<b>Seconded National Experts (SNE)</b>	15	13	86,67%	15	18
<b>TOTAL STAFF</b>	<b>320</b>	<b>313</b>	<b>97,81%</b>	<b>324</b>	<b>341</b>

## 1.5 Financial Resources Overview

### 1.5.1 Revenues Overview

#### 1.5.1.1 General revenues

REVENUES	2024	2025
	Revenues estimated by the agency	Budget Forecast
EU contribution	78 620 165	80 408 748
Other Revenue	2 777 602	2 825 920
<b>TOTAL REVENUES</b>	<b>81 397 767</b>	<b>83 234 668</b>

#### 1.5.1.2 Additional EU funding: contribution, grant and service level agreements

REVENUES	2024	2025
	Revenues estimated by the agency	Budget Forecast
Additional EU funding stemming from grant agreements (FFR Art.7)		
Additional EU funding stemming from contribution agreements (FFR Art.7)	1 794 219 179	1 691 581 713
Additional EU funding stemming from service level agreements (FFR Art. 43.2)		
<b>TOTAL REVENUES</b>	<b>1 794 219 179</b>	<b>1 691 581 713</b>

#### 1.5.2 Expenditure Overview

Expenditure	2024		2025	
	Commitment appropriations	Payment appropriations	Commitment appropriations	Payment appropriations
Title 1 - Staff expenditure	43 394 198	43 394 198	45 914 688	45 914 688
Title 2 - Infrastructure and operating expenditure	20 607 335	20 607 335	21 238 227	21 238 227
Title 3 - Operational expenditure	17 396 234	17 396 234	16 081 753	16 081 753
<b>TOTAL EXPENDITURE</b>	<b>81 397 767</b>	<b>81 397 767</b>	<b>83 234 668</b>	<b>83 234 668</b>

## 2 Human Resources

### 2.1 Establishment plan posts

The table below presents the number of posts in the establishment plans, including the posts assigned to programmes financed outside the EU budget.

Function group and grade	2023				2024		2025			
	Authorised Budget		Actually filled as of 31/12/2023		Authorised Budget		Request of the Agency		Draft Budget Request	
	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts
AD 16										



Function group and grade	2023				2024		2025			
	Authorised Budget		Actually filled as of 31/12/2023		Authorised Budget		Request of the Agency		Draft Budget Request	
	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts
AD 15										
AD 14		1		1		1		1		1
AD 13		7		2		3		4		3
AD 12		12		1		8		9		8
AD 11		20		9		15		17		16
AD 10		29		19		40		44		43
AD 9		53		30		44		49		48
AD 8		71		53		65		74		73
AD 7		50		56		49		57		57
AD 6		12		55		24		11		11
AD 5		10		21		11		8		8
AD TOTAL		265		247		260		274		268
AST 11										
AST 10										
AST 9								1		1
AST 8		1				1		1		1
AST 7		1		1		2		2		2
AST 6				1		2		2		2
AST 5				1		3		2		2
AST 4				7		2		2		2
AST 3				1						
AST 2										
AST 1										
AST TOTAL		2		11		10		10		10
AST/SC 6										
AST/SC 5										
AST/SC 4										
AST/SC 3										
AST/SC 2										
AST/SC 1										
AST/SC TOTAL										
TOTAL		267		258		270		284		278
GRAND TOTAL		267		258		270		284		278

## 2.2 External personnel

### 2.2.1 Contract Agents

Contract agents	Authorised 2023	Recruited as of 31/12/2023	2024 estimate	Draft Budget 2025 estimate
Function Group IV	26	36	33	42
Function Group III	11	6	5	3
Function Group II	1		1	
Function Group I				
<b>TOTAL</b>	<b>38</b>	<b>42</b>	<b>39</b>	<b>45</b>

### 2.2.2 Seconded National Experts

Seconded National Experts	Authorised 2023	Recruited as of 31/12/2023	2024 estimate	Draft Budget 2025 estimate
<b>TOTAL</b>	<b>15</b>	<b>13</b>	<b>15</b>	<b>18</b>

## 3 Financial Resources

### 3.1 Revenues

#### 3.1.1 General revenues

REVENUES	General revenues				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>1 REVENUE FROM FEES AND CHARGES</b>					
<b>2 EU CONTRIBUTION</b>	74 762 237	78 620 165	81 488 612	80 408 748	2,27%
- Of which assigned revenues deriving from previous years' surpluses	-59 921	156 820	580 499	580 499	270,17%
<b>3 THIRD COUNTRIES CONTRIBUTION (incl. EEA/EFTA and candidate countries)</b>	2 160 629	2 777 602	2 864 147	2 825 920	1,74%
- Of which EEA/EFTA (excl. Switzerland)	2 160 629	2 777 602	2 864 147	2 825 920	1,74%
- Of which candidate countries					
<b>4 OTHER CONTRIBUTIONS</b>					
<b>5 ADMINISTRATIVE OPERATIONS</b>					
- Of which interest generated by funds paid by the Commission by way of the EU contribution (FFR Art. 61)					
<b>6 REVENUES FROM SERVICES RENDERED AGAINST PAYMENT</b>					
<b>7 CORRECTION OF BUDGETARY IMBALANCES</b>					
<b>TOTAL</b>	<b>76 922 866</b>	<b>81 397 767</b>	<b>84 352 759</b>	<b>83 234 668</b>	<b>2,26%</b>

### 3.1.2 Additional EU funding: contribution, grant and service level agreements

REVENUES	Additional EU funding: contribution, grant and service level agreements				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
Additional EU funding stemming from grant agreements (FFR Art.7)					
Additional EU funding stemming from contribution agreements (FFR Art.7)	1 457 973 456	1 794 219 179	1 691 581 713	1 691 581 713	-5,72%
Additional EU funding stemming from service level agreements (FFR Art. 43.2)					
<b>TOTAL</b>	<b>1 457 973 456</b>	<b>1 794 219 179</b>	<b>1 691 581 713</b>	<b>1 691 581 713</b>	<b>-5,72%</b>

### 3.2 Expenditure

#### 3.2.1 Commitment appropriations

EXPENDITURE	Commitment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>Title 1 - Staff expenditure</b>	<b>39 862 620</b>	<b>43 394 198</b>	<b>47 032 779</b>	<b>45 914 688</b>	<b>5,81%</b>
Salaries & allowances	37 097 798	40 493 000	44 169 111	43 051 020	6,32%
- Of which establishment plan posts	32 624 649	36 004 429	38 550 538	37 815 551	5,03%
- Of which external personnel	4 473 149	4 488 571	5 618 573	5 235 469	16,64%
Expenditure relating to Staff recruitment	100 660	85 000	85 000	85 000	0,00%
Employer's pension contributions					
Mission expenses	1 320 700	1 330 000	1 300 000	1 300 000	-2,26%
Socio-medical infrastructure	43 000	136 698	154 168	154 168	12,78%
Training	665 583	675 000	650 000	650 000	-3,70%
External Services	302 771	350 000	350 000	350 000	0,00%
Receptions, events and representation	108	2 000	2 000	2 000	0,00%
Social welfare	332 000	322 500	322 500	322 500	0,00%
Other Staff related expenditure					
<b>Title 2 - Infrastructure and operating expenditure</b>	<b>19 203 745</b>	<b>20 607 335</b>	<b>21 238 227</b>	<b>21 238 227</b>	<b>3,06%</b>
Rental of buildings and associated costs	6 133 785	7 926 923	8 805 000	8 805 000	11,08%

EXPENDITURE	Commitment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
Information, communication technology and data processing	9 496 398	7 968 500	8 023 236	8 023 236	0,69%
Movable property and associated costs	274 252	675 000	605 000	605 000	-10,37%
Current administrative expenditure	3 025 635	3 359 872	3 107 951	3 107 951	-7,50%
Postage / Telecommunications	119 024	165 000	185 000	185 000	12,12%
Meeting expenses	33 226	129 040	129 040	129 040	0,00%
Running costs in connection with operational activities	121 425	383 000	383 000	383 000	0,00%
Information and publishing					
Studies					
Other infrastructure and operating expenditure					
<b>Title 3 - Operational expenditure</b>	<b>17 856 501</b>	<b>17 396 234</b>	<b>16 081 753</b>	<b>16 081 753</b>	<b>-7,56%</b>
Operations and studies	16 857 173	16 021 234	14 581 753	14 581 753	-8,98%
Security accreditation expenditure	999 328	1 375 000	1 500 000	1 500 000	9,09%
Galileo Security Monitoring Centres (GSMCs)					
<b>TOTAL</b>	<b>76 922 866</b>	<b>81 397 767</b>	<b>84 352 759</b>	<b>83 234 668</b>	<b>2,26%</b>

### 3.2.2 Payment appropriations

EXPENDITURE	Payment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>Title 1 - Staff expenditure</b>	<b>39 862 620</b>	<b>43 394 198</b>	<b>47 032 779</b>	<b>45 914 688</b>	<b>5,81%</b>
Salaries & allowances	37 097 798	40 493 000	44 169 111	43 051 020	6,32%
- Of which establishment plan posts	32 624 649	36 004 429	38 550 538	37 815 551	5,03%
- Of which external personnel	4 473 149	4 488 571	5 618 573	5 235 469	16,64%
Expenditure relating to Staff recruitment	100 660	85 000	85 000	85 000	0,00%
Employer's pension contributions					
Mission expenses	1 320 700	1 330 000	1 300 000	1 300 000	-2,26%

EXPENDITURE	Payment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
Socio-medical infrastructure	43 000	136 698	154 168	154 168	12,78%
Training	665 583	675 000	650 000	650 000	-3,70%
External Services	302 771	350 000	350 000	350 000	0,00%
Receptions, events and representation	108	2 000	2 000	2 000	0,00%
Social welfare	332 000	322 500	322 500	322 500	0,00%
Other Staff related expenditure					
<b>Title 2 - Infrastructure and operating expenditure</b>	<b>19 203 745</b>	<b>20 607 335</b>	<b>21 238 227</b>	<b>21 238 227</b>	<b>3,06%</b>
Rental of buildings and associated costs	6 133 785	7 926 923	8 805 000	8 805 000	11,08%
Information, communication technology and data processing	9 496 398	7 968 500	8 023 236	8 023 236	0,69%
Movable property and associated costs	274 252	675 000	605 000	605 000	-10,37%
Current administrative expenditure	3 025 635	3 359 872	3 107 951	3 107 951	-7,50%
Postage / Telecommunications	119 024	165 000	185 000	185 000	12,12%
Meeting expenses	33 226	129 040	129 040	129 040	0,00%
Running costs in connection with operational activities	121 425	383 000	383 000	383 000	0,00%
Information and publishing					
Studies					
Other infrastructure and operating expenditure					
<b>Title 3 - Operational expenditure</b>	<b>17 856 501</b>	<b>17 396 234</b>	<b>16 081 753</b>	<b>16 081 753</b>	<b>-7,56%</b>
Operations and studies	16 857 173	16 021 234	14 581 753	14 581 753	-8,98%
Security accreditation expenditure	999 328	1 375 000	1 500 000	1 500 000	9,09%
Galileo Security Monitoring Centres (GSMCs)					
<b>TOTAL</b>	<b>76 922 866</b>	<b>81 397 767</b>	<b>84 352 759</b>	<b>83 234 668</b>	<b>2,26%</b>

### 3.3 Budget Outturn

First estimate of the 2023 surplus that should be reimbursed to the EU budget (as assigned revenue): 580 498,86 EUR

## 4 Justification of needs

### Commission assessment

#### Human Resources

To ensure that critical engineering tasks related to security are conducted by internal staff and thus to reduce the operational risk, the EUSPA will need to restructure its staff and outsource non-critical staff in exchange for internalisation of critical posts. The Commission also proposes to increase the establishment plan by 3 posts and 2 contract agents both in 2024 and 2025 (in total 10 staff) in order for the agency to internalise the most sensitive posts.

#### Financial Resources

The necessary funding for the additional sensitive posts of EUR 0,5 million in 2025 is proposed to be compensated by a corresponding reduction in the envelope of the Space programme.

### 4.1 Human Resources - Agency Request

#### 4.1.1 Number of staff requested

The establishment plan for 2025 increases by

- 2 Temporary Agents, 2 Contract Agents and 3 SNE under the current MFF baseline.
- 6 Temporary Agents, 4 Contract Agents proposed for 2024, focused on operational centres GSMC (Galileo Security Monitoring Centre), GSC (GNSS Service Centre), GRC (Galileo Reference Centre) and critical operational/engineering dependencies
- Additional 6 Temporary Agents and 4 Contract Agents proposed in 2025 focused further on critical operational/engineering dependencies

In 2025, the Agency expects to continue to focus on undertaking and consolidating its activities, in particular related to security accreditation for the whole EU space programme, operational security tasks for Galileo and EGNOS, market and communications tasks for Copernicus and entrusted tasks including the full scope of Galileo exploitation, GOVSATCOM, secured connectivity and SST Front Desk activities.

#### 4.1.2 Vacancy rate as of end 2023

There was a 3.37% vacancy rate as of 31/12/2023. 258 out of 267 EP posts were filled, including 13 offers accepted by the end of the year.

#### 4.1.3 Standard abatement ('abatement forfaitaire') applied

N/A

#### 4.1.4 Salary assumption for calculating salary line (% applied)

Salary assumptions are based on average real costs of the EUSPA per grade and place of employment. Current correction coefficients for the place of living have been applied for the staff located in the Czech Republic, France, The Netherlands and Spain. Part of the staff costs are linked to the installation and one-off costs for all new staff, in accordance with the Staff Regulations of Officials of the European Union and Conditions of Employment of other Servants of the European Union. New recruited staff costs are calculated on a 50% base due to expected average entry into service as of July 2025.

#### 4.1.5 Correction coefficient used

The correction coefficient used to estimate the salary needs is based on the current correction coefficients for the Czech Republic, France, the Netherlands and Spain which are 102.9%, 119.5%, 114.6% and 94.7 % respectively.

#### 4.1.6 Exchange rate used (if applicable)

N/A

### 4.2 Financial Resources - Agency request

#### 4.2.1 Title 1

Salary assumptions are based on average real costs per grade and staff. Multilingual tuition costs for are estimated based on a thorough analysis and extrapolation of present-day costs. It is noted that, with the certification of a European school in Paris, the tuition costs associated with staff based in Paris are expected to be reduced in the coming years.

Recruitment costs remain at 2024 level given that the Agency will continue its efforts in employer branding and promotion of EUSPA visibility which require corresponding funds.

Mission costs are expected to slightly decrease despite increasing staff figures and an increasing level of delegated activities for which no missions' budget is allocated. This is possible due to optimised mission management, with videoconferencing being used wherever appropriate stemming also from COVID-19 lessons learned and due to effective advance planning of missions.

Training costs also slightly decrease in 2024. Effective and financially efficient training methods have been continuously sought by the Agency, such as grouping training sessions for staff where appropriate and holding training on-site in order to avoid mission costs and taking advantage wherever possible of "in-house" training, passing on knowledge effectively between staff members.

External services include Trainees budget and expected costs of the contracts for administrative support services.

#### 4.2.2 Title 2

In January 2015, the Agency took over the entire building in Prague which it previously shared with the Czech Ministry of Finance. The rent was set at 25% of the market rate as of September 2017. Full 12 month rent cost is currently estimated at around EUR 340 000 for 2025 including exchange rate fluctuation and indexation.

The increase in the Buildings budget line reflects additional costs of new Headquarters building in Prague such as rental costs, energies, consumption and guarding etc. on the assumption of building availability as of Q4/2025.

Building extension in GSMC France (addition of building B132 on top of the existing B123) has been completed in 2022. Current building E2 in GSMC backup site in Spain shall be preserved, in particular as part of the implementation of new tasks to be entrusted to the Agency, such as SST Front Desk from 1 July 2023. Costs of E2 use including rent, facility management, security services are currently under negotiations with Spain.

Utility consumption costs of the current buildings are expected to increase in proportion to the number of additional staff and according to the inflation.

Facility management, reception, hosting and security services for all sites are indexed. The Agency shall sign new framework contracts for facility management for France in 2024.

The Agency plans to continue developing an EUSPA Digital Transformation programme, to ensure that the Agency has in place the IT needed to perform its functions. In particular, this programme includes the deployment of two redundant data centres, the first being done in 2023 and the second in 2024-2025. The budget also reflects the necessary investment into technology and supporting works required for the new HQ building in Prague (expected to be available in Q4/2025) such as cabling, network connectivity and equipment, conference equipment, cryptography, printers, audio-visual equipment etc. This is necessary despite the possibility to move existing equipment from the current HQ, because the new premises are larger and many of the existing installations movable.

Movable property reflects purchase of furniture and other building equipment for the new HQ building.

#### 4.2.3 Title 3

The Title 3 operational core budget covers the Agency's core tasks as stipulated in the EU Space Programme Regulation.

Market development applications, contribution to the commercialisation and awareness of Galileo and EGNOS, communication and promotion activities are in total expected to require a budget of approximately EUR 3 900 000 for this reporting period. The increasing tasks of the Agency will require intense communication and promotion activities towards industry and all GNSS stakeholders. These activities include sector specific event support and promotion of

EGNOS and Galileo in aviation, high precision, agriculture, road, maritime, rail and surveying markets; market monitoring, web development, E-communication and publications, promotional events and video to represent and increase visibility of the programmes.

For the operation of the Galileo Security Monitoring Centre (GSMCs), operational support contracts will be required for 2025 for an estimated amount of EUR 1 791 000. These support contracts will be crucial in ensuring operational, technical and security activities supporting GSMC services for both GSMC sites (France and Spain). In more specific terms, the contracts will be necessary to cover the following essential actions:

- GSMC Operations Processes, including the support needed for the monitoring of the security of the Galileo System and the capability to react to all security incidents on a 24/7 basis;
- GSMC Operations Engineering Processes to support the progressive deployment of GSMC capabilities, including the design and documentation of all the operations procedures through testing phases and managing the technical processes lifecycle;
- Provision of quality management support services to the Agency, including in particular the ISO 9001 certificate renewal and maintenance and the GSMC processes efficiency.

Undertaking the operational security task for Galileo and EGNOS as defined in Art 30 & 34(2) of the EU Space Programme Regulation will require a budget of EUR 8 890 753. The assignment of the responsibility for the operational security is interpreted as entrusting the Agency with the role of Information Assurance Operational Authority (IAOA) for each EU GNSS system, as defined in Council Decision 2013/488/EU. This role is related to both Galileo and EGNOS, therefore objectives are set up in order to undertake the relevant activities for both systems.

The SAB budget of EUR 1 500 000 will be used for support to and implementation of activities linked to the security accreditation of the EU space components (as detailed in Section III.02.01 of the SPD 2024), in particular support contracts. These support contracts are essential in order to provide the expected level of support to the Security Accreditation Board and its subordinate bodies, needed to perform the accreditation activities requested by the Regulation.

#### 4.3 Ad hoc grants and delegation agreements

In 2025, in addition to its own operational core budget, the Agency expects to be operating the Financial Framework Partnership Agreement (FFPA) and the Contribution Agreement associated with it covering the different components of the Space Programmes. This contribution agreement covers entrusted tasks related to Galileo, EGNOS, Govsatcom, SSA, Horizon Europe and Copernicus activities (Security and downstream activities).

Additionally, the Agency shall finalise the preparatory action activities entrusted by the Commission under the GOVSATCOM Preparatory Action contribution agreement.

Lastly, the Agency will still manage the delegation agreements covering the activities signed under the MFF 2014-2020 related to Galileo and EGNOS and H2020 tasks.

## 5 Other information

### 5.1 Buildings

#### 5.1.1 Current building(s)

#	Building Name and type	Location	SURFACE AREA (in m <sup>2</sup> )			RENTAL CONTRACT			Host country (grant or support)	Building present value(€)
			Office space	non-office	Total	RENT (€/year)	Duration	Type		
1	EUSPA HQ	Janovskeho 438/2, 17000 Prague 7	3 925	10 251	14 176	340 000	Indefinite	Host agreement	YES	
2	Prague – Datacentre	Csl.Armády 1060/81, Zelenec	42	185	227	235 000	Indefinite	Sublease agreement between EUSPA and Czech government	Agency will pay 25% of commercial rent and will pay 100% of its utility's consumption and services	



#	Building Name and type	Location	SURFACE AREA(in m²)			RENTAL CONTRACT			Host country (grant or support)	Building present value(€)
			Office space	non-office	Total	RENT (€/year)	Duration	Type		
3	St. Germain en Laye, France GSMC building 1	8, Avenue du President Kennedy, F-78102 Saint-Germain-en-Laye Cedex	622	192	814	40 000	until 31/12/2030	Host agreement	Partial support by MS	
4	St. Germain en Laye, France GSMC building 2	8, Avenue du President Kennedy, F-78102 Saint-Germain-en-Laye Cedex	1 037	3 507	4 544	40 000	until 31/12/2030	Host agreement	Partial support by MS	
5	EUSPA/CNES Toulouse EGNOS	CNES, 2 place Maurice Quentin 75 039 Paris	258	150	408	145 000	Indefinite	SLA	N/A	
6	Brussels, BE OED Office/Agency remote office	BREY 178 and BREY 152, BRU, BE	21		21	25 000	Indefinite	SLA		
7	La Maranosa Spain building E2	GSMC-ES Instituto Tecnológico “La Marañosa” (ITM) San Martin de la Vega	140	958	1 098		In-kind contribution by Spain. Spain agreed to extend in-kind contrib pending ongoing negotiations	Ongoing negotiations for a Lease Agreement	Yes	
8	La Maranosa Spain building E6	GSMC-ES Instituto Tecnológico “La Marañosa” (ITM) San Martin de la Vega	250	2 487	2 737		In-kind contribution by Spain. Valid 20 years from signature (automatic renewal for another 20 years)	Host Agreement	Yes	
9	Galileo Reference Centre (GRC), The Netherlands	Zwarteweg 53, NL-2201 AA Noordwijk, The Netherlands	520	930	1 450		20 years (minimum)	Host Agreement	Yes	
<b>TOTAL</b>			<b>6 815</b>	<b>18 660</b>	<b>25 475</b>	<b>825 000</b>				

### 5.1.2 Current building(s) Other comments

#### Prague, CZ

The Agency has to pay also all related admin costs, utilities, IT and infrastructure.

Utilities for current building in 2025 are estimated at EUR 500 000 (in case the energy prices remain on 2024 level). Facility and Logistics services are estimated at EUR 320 000. Security guards estimated costs at EUR 700 000.

#### Prague, CZ, Datacentre

Regarding the rental of the premises, the Lease and Hosting Agreements principle of rental cost reduction to 25% will be applied. The Lease Agreement for the Datacentre was signed in 2023. The annual rental fee to be paid is foreseen to be EUR 235 000.

The Agency has to pay also all related admin costs, utilities, IT and infrastructure. Utilities and associated services are estimated at EUR 200 000.

#### St. Germain en Laye, FR (Building 1+ Building 2)

For the Galileo Security Monitoring Centre no actual rent is paid, however the Agency has to cover associated costs such as occupiers' charges (fix amount of EUR 80 000 per year), utilities (EUR 500 000), facility management (EUR 1,000, 000 per year, costs shared with hosting country), security guards (EUR 1 088 000), furniture and IT.

Agency/CNES Toulouse, FR

Rent, utilities and services fee are estimated at EUR 145 000.

GSMC backup site, Spain

An initial capability (E2 building) has been made available by Spanish authorities in Q4/2018. Extended use has been agreed with Spain pending ongoing negotiations.

E6 building has been made available in mid - 2022 and the facilities in the new building are being gradually used with a target transfer of operations foreseen as of Q2/2024.

#### *5.1.3 Building projects in the planning phase*

Prague, CZ

New premises: current HQ replacement and further development of a Czech datacentre for EUSPA are under preparation with the Czech government. A relocation to the new HQ building is tentatively expected by Q4/2025, subject to conclusion of a tendering process being run by the Czech government. A dedicated datacentre facility will be provided by the Czech government to EUSPA in 2029, to be confirmed. Until then, EUSPA is renting a data room in a facility shared with the Czech government.

#### *5.1.4 Building projects submitted to the European Parliament and the Council*

N/A

### **5.2 European Schools**

Following the opening of the Galileo Reference Centre (GRC) in The Netherlands, the Agency entered into a Mandate Level agreement with the European Commission for use of the accredited European School in proximity to Noordwijk, The Netherlands - Rijnlands Lyceum.

A European school is also established in Courbevoie, Paris and the process of accreditation was completed in 2021. The Agency has signed an amendment to a Mandate Level agreement with the European Commission enabling to its staff, located in St. Germain-en-Laye the use of the accredited European School in Courbevoie in the future.

### **5.3 Evaluation**

The main findings of the latest evaluation available are as follows:

The most recent evaluation of the Agency has been undertaken by the Commission and is contained within the 'Interim Evaluation of Galileo and EGNOS programmes and evaluation of the European GNSS Agency', SWD(2017) 346, published on 23 Oct 2017. The next (first) review of EUSPA is due by 30 June 2024 in accordance with Art 102 of the EU Space Programme Regulation.

#### 5.4 Privileges and immunities

Agency privileges	Privileges granted to staff	
	Protocol of privileges and immunities / diplomatic status	Education / day care
Prague: VAT exemption	Headquarters agreement granting VAT exemption up to 100 000 CZK p.a. (approx. 3 600 EUR) but not diplomatic status (with the exception of the Executive Director)	Local infrastructure is used for medical care and multilingual tuition for children of staff.
St. Germain en Laye	No special privileges	Local infrastructure is used for medical care and multilingual tuition for children of staff; European school is available for children of staff.
Toulouse	No special privileges	Local infrastructure is used for medical care.
Spain	No special privileges	Local infrastructure is used for medical care and multilingual tuition for children of staff.
Netherlands	- VAT can be claimed on purchases above EUR 225 - VAT exemption on fuel,	Local infrastructure is used for medical care; European school is available for children of staff.

## 3.2 Decentralised agencies of Heading 2 – Cohesion, Resilience and Values

### 3.2.1 European Food Safety Authority – EFSA

#### 1 Overview

##### 1.1 Creation/modification (legal base)

Decision	Date	Mission / Tasks / Functions
Regulation (EC) N° 178/2002	28/01/2002	<p>EFSA is the cornerstone of the EU system of risk assessment for food and feed safety. Its scientific advice on existing and emerging risks underpins the policies and decisions of risk managers in the European Institutions and EU Member States with the objective of protecting consumer health. The Authority's most critical commitment is to provide objective, transparent and independent advice and clear communication grounded in the most up-to-date scientific methodologies, information and data available. The Authority is committed to the core standards of scientific excellence, openness, transparency, independence and responsiveness.</p> <p>EFSA brings together Europe's best available experts in risk assessment in the field of food and feed safety, who act in an independent capacity for an autonomous, self-governed organisation to provide the European EU, Member States and the European Parliament with scientific advice of the highest standard.</p> <p>EFSA works closely with national food safety agencies and in open consultation with its stakeholders, proactively seeking input, ensuring the transparency of its procedures and exchanging information with international partners. This puts EFSA in a strong position to assist risk managers in developing coordinated and international approaches based on comprehensive and current analysis.</p> <p>EFSA is a responsive and reliable source of support for decision makers. Through its Scientific Committee, Scientific Panels and Working Groups, the Authority undertakes to respond quickly and proactively to urgent issues and emerging risks and EFSA's programming will continue to evolve and adapt in line with the priorities and needs of risk managers.</p> <p>Communicating on risks associated with the food chain is a key part of EFSA's mandate. EFSA, in close cooperation with the European Commission, strives to ensure all interested parties receive timely, reliable, objective and meaningful information based on the results of its scientific work, in liaison with national food safety authorities and stakeholders, and taking account of the needs of different audiences.</p> <p>EFSA will continue working independently, openly and transparently to deliver the best possible scientific advice and therefore contribute to strengthening the European food and feed safety system.</p>
Regulation (EU) 2019/1381	20/06/2019	<p>The new Transparency Regulation adopted in April 2019 to significantly increase the transparency of the EU risk assessment in the food chain, revisit the governance of EFSA in order to ensure its long-term sustainability, improve the coherence of risk communication and enhance the quality and reliability of studies.</p> <p>The measures introduced with the Transparency Regulation have generated modifications to the EFSA's multiannual plan, which now include concrete actions that ensure the appropriate implementation of the regulation with the final aim for a more robust, independent and transparent risk assessment process.</p>

##### 1.2 Seat

Parma, Italy

##### 1.3 Budget Line

06 10 02 : European Food Safety Authority

##### 1.4 Human Resources Overview

The table below presents the number of posts in the establishment plans, including the posts assigned to programmes financed outside the EU budget, whereas the number of Contract Agents / SNE only includes those financed under programmes financed within the EU Budget.

Human Resources	2023			2024	2025
	Authorised Budget	Actually filled as of 31/12/2023	Occupancy rate(%)	Authorised Budget	Draft Budget Request
<b>TOTAL AD</b>	312	305	97,76%	312	314
<b>TOTAL AST</b>	93	97	104,30%	93	93
<b>TOTAL AST/SC</b>					
<b>ESTABLISHMENT PLAN POSTS</b>	<b>405</b>	<b>402</b>	<b>99,26%</b>	<b>405</b>	<b>407</b>

Human Resources	2023			2024	2025
	Authorised Budget	Actually filled as of 31/12/2023	Occupancy rate(%)	Authorised Budget	Draft Budget Request
Contract Agents (CA)	167	166	99,40%	167	164
Seconded National Experts (SNE)	15	12	80,00%	15	15
<b>TOTAL STAFF</b>	<b>587</b>	<b>580</b>	<b>98,81%</b>	<b>587</b>	<b>586</b>

## 1.5 Financial Resources Overview

### 1.5.1 Revenues Overview

#### 1.5.1.1 General revenues

REVENUES	2024	2025
	Revenues estimated by the agency	Budget Forecast
EU contribution	150 202 273	145 258 187
Other Revenue	5 292 453	5 112 412
<b>TOTAL REVENUES</b>	<b>155 494 726</b>	<b>150 370 599</b>

#### 1.5.1.2 Additional EU funding: contribution, grant and service level agreements

REVENUES	2024	2025
	Revenues estimated by the agency	Budget Forecast
Additional EU funding stemming from grant agreements (FFR Art.7)		
Additional EU funding stemming from contribution agreements (FFR Art.7)	637 996	670 000
Additional EU funding stemming from service level agreements (FFR Art. 43.2)		
<b>TOTAL REVENUES</b>	<b>637 996</b>	<b>670 000</b>

### 1.5.2 Expenditure Overview

Expenditure	2024		2025	
	Commitment appropriations	Payment appropriations	Commitment appropriations	Payment appropriations
Title 1 - Staff expenditure	71 807 043	71 807 043	73 917 592	73 917 592
Title 2 - Infrastructure and operating expenditure	14 705 713	14 705 713	13 931 633	13 931 633
Title 3 - Operational expenditure	72 943 126	68 981 970	75 211 043	62 521 374
<b>TOTAL EXPENDITURE</b>	<b>159 455 882</b>	<b>155 494 726</b>	<b>163 060 268</b>	<b>150 370 599</b>

## 2 Human Resources

### 2.1 Establishment plan posts

The table below presents the number of posts in the establishment plans, including the posts assigned to programmes financed outside the EU budget.

Function group and grade	2023				2024		2025			
	Authorised Budget		Actually filled as of 31/12/2023		Authorised Budget		Request of the Agency		Draft Budget Request	
	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts
AD 16										
AD 15		1		1		1		1		1
AD 14		1				2		3		3
AD 13		5		3		4		3		3
AD 12		6		4		5		6		6
AD 11		12		6		9		13		13
AD 10		27		17	1	30	1	33	1	33
AD 9	3	48	1	50	3	48	4	50	4	50
AD 8	2	72	4	62	1	65		69		69
AD 7		74		66		88		82		82
AD 6		53		66		45		39		39
AD 5		8		25		10		10		10
<b>AD TOTAL</b>	<b>5</b>	<b>307</b>	<b>5</b>	<b>300</b>	<b>5</b>	<b>307</b>	<b>5</b>	<b>309</b>	<b>5</b>	<b>309</b>
AST 11										
AST 10										
AST 9										
AST 8		3		1		2		3		3
AST 7		6		2		5		6		6
AST 6		12		13		14		16		16
AST 5		24		25		26		26		26
AST 4		27		33		26		24		24
AST 3		13		19		15		17		17
AST 2		8		3		5		1		1
AST 1				1						
<b>AST TOTAL</b>		<b>93</b>		<b>97</b>		<b>93</b>		<b>93</b>		<b>93</b>
AST/SC 6										
AST/SC 5										
AST/SC 4										
AST/SC 3										
AST/SC 2										
AST/SC 1										
<b>AST/SC TOTAL</b>										
<b>TOTAL</b>	<b>5</b>	<b>400</b>	<b>5</b>	<b>397</b>	<b>5</b>	<b>400</b>	<b>5</b>	<b>402</b>	<b>5</b>	<b>402</b>

Function group and grade	2023				2024		2025			
	Authorised Budget		Actually filled as of 31/12/2023		Authorised Budget		Request of the Agency		Draft Budget Request	
	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts
<b>GRAND TOTAL</b>	405		402		405		407		407	

## 2.2 External personnel

### 2.2.1 Contract Agents

Contract agents	Authorised 2023	Recruited as of 31/12/2023	2024 estimate	Draft Budget 2025 estimate
Function Group IV	138	132	140	137
Function Group III	19	23	20	20
Function Group II	10	11	7	7
Function Group I				
<b>TOTAL</b>	<b>167</b>	<b>166</b>	<b>167</b>	<b>164</b>

### 2.2.2 Seconded National Experts

Seconded National Experts	Authorised 2023	Recruited as of 31/12/2023	2024 estimate	Draft Budget 2025 estimate
<b>TOTAL</b>	<b>15</b>	<b>12</b>	<b>15</b>	<b>15</b>

## 3 Financial Resources

### 3.1 Revenues

#### 3.1.1 General revenues

REVENUES	General revenues				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>1 REVENUE FROM FEES AND CHARGES</b>					
<b>2 EU CONTRIBUTION</b>	143 253 596	150 202 273	145 258 187	145 258 187	-3,29%
- Of which assigned revenues deriving from previous years' surpluses	467 378	697 952	839 755	839 755	20,32%
<b>3 THIRD COUNTRIES CONTRIBUTION (incl. EEA/EFTA and candidate countries)</b>	4 126 522	5 292 453	5 112 412	5 112 412	-3,40%
- Of which EEA/EFTA (excl. Switzerland)	4 126 522	5 292 453	5 112 412	5 112 412	-3,40%
- Of which candidate countries					
<b>4 OTHER CONTRIBUTIONS</b>					
<b>5 ADMINISTRATIVE OPERATIONS</b>	111 810				
- Of which interest generated by funds paid by the Commission by way of the EU contribution (FFR)	111 810				

REVENUES	General revenues				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<i>Art. 61)</i>					
<b>6 REVENUES FROM SERVICES RENDERED AGAINST PAYMENT</b>					
<b>7 CORRECTION OF BUDGETARY IMBALANCES</b>					
<b>TOTAL</b>	<b>147 491 928</b>	<b>155 494 726</b>	<b>150 370 599</b>	<b>150 370 599</b>	<b>-3,30%</b>

### 3.1.2 Additional EU funding: contribution, grant and service level agreements

REVENUES	Additional EU funding: contribution, grant and service level agreements				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>Additional EU funding stemming from grant agreements (FFR Art.7)</b>					
<b>Additional EU funding stemming from contribution agreements (FFR Art.7)</b>	1 092 500	637 996	670 000	670 000	5,02%
<b>Additional EU funding stemming from service level agreements (FFR Art. 43.2)</b>	370 301				
<b>TOTAL</b>	<b>1 462 801</b>	<b>637 996</b>	<b>670 000</b>	<b>670 000</b>	<b>5,02%</b>

### 3.2 Expenditure

#### 3.2.1 Commitment appropriations

EXPENDITURE	Commitment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>Title 1 - Staff expenditure</b>	<b>67 356 405</b>	<b>71 807 043</b>	<b>73 917 592</b>	<b>73 917 592</b>	<b>2,94%</b>
<b>Salaries &amp; allowances</b>	57 994 662	61 558 387	63 631 429	63 631 429	3,37%
<i>- Of which establishment plan posts</i>	43 672 216	46 720 000	48 501 000	48 501 000	3,81%
<i>- Of which external personnel</i>	14 322 446	14 838 387	15 130 429	15 130 429	1,97%
<b>Expenditure relating to Staff recruitment</b>	721 711	711 000	730 000	730 000	2,67%
<b>Employer's pension contributions</b>					
<b>Mission expenses</b>	163 321	165 000	173 000	173 000	4,85%
<b>Socio-medical infrastructure</b>	315 457	366 615	339 155	339 155	-7,49%
<b>Training</b>	521 729	800 000	850 000	850 000	6,25%



EXPENDITURE	Commitment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
External Services	5 710 289	5 945 041	5 868 008	5 868 008	-1,30%
Receptions, events and representation					
Social welfare	1 929 236	2 261 000	2 326 000	2 326 000	2,87%
Other Staff related expenditure					
<b>Title 2 - Infrastructure and operating expenditure</b>	<b>13 630 869</b>	<b>14 705 713</b>	<b>13 931 633</b>	<b>13 931 633</b>	<b>-5,26%</b>
Rental of buildings and associated costs	6 233 131	7 136 887	6 003 887	6 003 887	-15,88%
Information, communication technology and data processing	5 866 335	6 152 089	6 435 759	6 435 759	4,61%
Movable property and associated costs	1 072 172	960 000	1 100 000	1 100 000	14,58%
Current administrative expenditure	239 089	203 237	123 237	123 237	-39,36%
Postage / Telecommunications	142 359	163 500	178 750	178 750	9,33%
Meeting expenses	70 000	75 000	75 000	75 000	0,00%
Running costs in connection with operational activities					
Information and publishing	7 783	15 000	15 000	15 000	0,00%
Studies					
Other infrastructure and operating expenditure					
<b>Title 3 - Operational expenditure</b>	<b>74 466 905</b>	<b>72 943 126</b>	<b>75 211 043</b>	<b>75 211 043</b>	<b>3,11%</b>
Regulated Products	4 461 126	4 940 161	4 731 500	4 731 500	-4,22%
Risk Assessment	4 239 383	4 386 806	4 492 942	4 492 942	2,42%
Scientific Cooperation & Strategy	35 886 843	36 890 628	36 448 278	36 448 278	-1,20%
Communication	6 956 057	6 005 000	6 305 000	6 305 000	5,00%
Operational support	22 923 496	20 720 531	23 233 323	23 233 323	12,13%
<b>TOTAL</b>	<b>155 454 179</b>	<b>159 455 882</b>	<b>163 060 268</b>	<b>163 060 268</b>	<b>2,26%</b>

### 3.2.2 Payment appropriations

EXPENDITURE	Payment appropriations			
	Executed Budget	Budget 2024	Draft Budget 2025	VAR

	2023		Agency request	Budget forecast	2025/2024 (%)
<b>Title 1 - Staff expenditure</b>	<b>65 965 773</b>	<b>71 807 043</b>	<b>73 917 592</b>	<b>73 917 592</b>	<b>2,94%</b>
Salaries & allowances	57 994 618	61 558 387	63 631 429	63 631 429	3,37%
- Of which establishment plan posts	43 672 216	46 720 000	48 501 000	48 501 000	3,81%
- Of which external personnel	14 322 402	14 838 387	15 130 429	15 130 429	1,97%
Expenditure relating to Staff recruitment	706 135	711 000	730 000	730 000	2,67%
Employer's pension contributions					
Mission expenses	142 423	165 000	173 000	173 000	4,85%
Socio-medical infrastructure	291 747	366 615	339 155	339 155	-7,49%
Training	353 818	800 000	850 000	850 000	6,25%
External Services	4 573 337	5 945 041	5 868 008	5 868 008	-1,30%
Receptions, events and representation					
Social welfare	1 903 695	2 261 000	2 326 000	2 326 000	2,87%
Other Staff related expenditure					
<b>Title 2 - Infrastructure and operating expenditure</b>	<b>10 386 392</b>	<b>14 705 713</b>	<b>13 931 633</b>	<b>13 931 633</b>	<b>-5,26%</b>
Rental of buildings and associated costs	4 697 106	7 136 887	6 003 887	6 003 887	-15,88%
Information, communication technology and data processing	4 404 288	6 152 089	6 435 759	6 435 759	4,61%
Movable property and associated costs	919 828	960 000	1 100 000	1 100 000	14,58%
Current administrative expenditure	206 823	203 237	123 237	123 237	-39,36%
Postage / Telecommunications	102 629	163 500	178 750	178 750	9,33%
Meeting expenses	47 935	75 000	75 000	75 000	0,00%
Running costs in connection with operational activities					
Information and publishing	7 783	15 000	15 000	15 000	0,00%
Studies					
Other infrastructure and operating expenditure					
<b>Title 3 - Operational expenditure</b>	<b>58 523 703</b>	<b>68 981 970</b>	<b>62 521 374</b>	<b>62 521 374</b>	<b>-9,37%</b>
Regulated Products	4 375 609	4 940 161	4 731 500	4 731 500	-4,22%

EXPENDITURE	Payment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
Risk Assessment	4 109 925	4 386 806	4 492 942	4 492 942	2,42%
Scientific Cooperation & Strategy	27 519 071	32 929 472	28 258 609	28 258 609	-14,18%
Communication	6 018 916	6 005 000	6 305 000	6 305 000	5,00%
Operational support	16 500 182	20 720 531	18 733 323	18 733 323	-9,59%
<b>TOTAL</b>	<b>134 875 868</b>	<b>155 494 726</b>	<b>150 370 599</b>	<b>150 370 599</b>	<b>-3,30%</b>

### 3.3 Budget Outturn

First estimate of the 2023 surplus that should be reimbursed to the EU budget (as assigned revenue): EUR 839 754,82.

## 4 Justification of needs

### Commission assessment

#### Human Resources

The EFSA staffing request for 2025 totals 592 FTEs: being 407 temporary agents (2 more than in 2024), 170 contract agents and 15 ENDS.

EFSA requests two additional temporary agents in 2025 in accordance with the Legislative Financial Statement (LFS) of the proposal on New Genomic Techniques, as well as two additional contract agents as foreseen in the LFS on the One Substance One Assessment proposal. Compared to the 2024 situation, EFSA also requests one additional contract agent for strengthening the cybersecurity services.

Moreover, EFSA is requesting to have 10 contract agent posts, provided starting in 2022 for a duration of 3 years, for three more years in line with the compromise reached with the Commission. In the business case initially presented by EFSA the request was to convert the 15 short-term Contract Agent (CAs) positions, provided starting in 2022 for a duration of 3 years, into permanent ones. EFSA has efficiently utilised these additional resources, resulting in increased output in key work areas. Despite this, the backlog of inquiries remained unchanged due to a confluence of factors: (i) an influx of mandates surpassing the initial estimations, (ii) an increasing degree of scientific complexity, as evidenced by advanced methodologies and an increased body of evidence (e.g., studies on Glyphosate and Titanium Dioxide), (iii) the introduction of new legislation (e.g., the Recycling Regulation for Food Contact Material), and (iv) additional responsibilities (e.g., related to the Farm2Fork strategy).

The Commission's proposal, following the compromise reached on the extension of contracts for 10 Contract Agents for a period of three years, namely from 2025 to 2027, includes 407 temporary agents (an increase of 2 compared to 2024), 164 contract agents, and 15 ENDS (European National Experts).

The Commission proposes not to grant to EFSA one additional contract agent to enhance cybersecurity services. Instead, it encourages the Agency to seek synergies and share resources with another EU agency to meet these needs, in accordance with EFSA's strategy for achieving efficiency gains.

It is to be noted that EFSA will not recruit 100% of the authorised number of contract agents but will keep four posts free, as it has 'lent' them to ECHA for its Biocides activities. As a result, ECHA is therefore allowed to have an excess of 4 contract agents above their ceiling whereas EFSA shall recruit 4 contract agents below its ceiling (for the period 2023-2025).

#### Financial Resources

The Commission notes that the Agency's budget request is in line with the Commission instructions.

The 2023 outturn of EUR 0.84 million has to be deducted from the 2025 contribution, so the net EU contribution (in commitment appropriations) will amount to EUR 156.7 million.

This subsidy includes an amount of 0.405 million EUR in accordance with the plants obtained by certain new genomic techniques proposal.

#### **4.1 Human Resources - Agency Request**

##### *4.1.1 Number of staff requested*

In view of 2025, EFSA's request is to slightly increase its staff capacity to cover the emerging additional needs in the following areas:

2 additional FTEs (TA/AD) increase linked to the New Genomic Techniques (NGTs) legislative proposal for which discussions are ongoing at European Council and European Parliament level, following the adoption from the European Commission on 05/07/2023.

2 additional FTEs (CA) linked to the recently approved proposal for a Regulation relating to the re-attribution of scientific and technical tasks and improving cooperation among EU agencies in the area of chemicals. As foreseen in this proposal, the 2 additional CA FTEs will be financed from EFSA's current budget with no increase in the EU contribution, 1 additional FTE (CA) aimed at strengthening the cyber-security services. Due to the everchanging cybersecurity landscape, there is indeed a risk of external cyber-attacks leading to potential operational damage, loss of data, unauthorized disclosure of information, breach of GDPR and consequently reputational damages.

With regards to the 15 CAs allocated for the period 2022-2024 (granted as of 2022 against a business case submitted by EFSA for a need of 30 CAs for 5 years), EFSA's request is to prolong 10 CAs for three more years. This additional capacity is covering a workforce shortage mainly in the regulated product area where EFSA is requested to increase its output production and reduce its stock of questions. EFSA has efficiently used the 15 CAs that were granted, reaching a higher-than-planned production in the focus areas (+7% compared to the forecast) but the Authority is facing an increasing number of requests for scientific advice (also +7%) and it is also dealing with an increased level of scientific and procedural complexity.

The number of SNEs is expected to remain unchanged at 15.

On top of the staff financed by EFSA's budget, the following FTEs are also planned in 2025 as covered by additional external funding sources:

1 FTE (SNE) funded by DG NEAR/ Pre-Accession Programme

2 FTEs (CA/FGIV) covered by European Research Executive Agency (REA) grant recently awarded to the consortium EFSA is part of with regards to the EU Partnership on Animal Health and Welfare (AHAW)

3 FTEs (CA/FGIV) linked to the proposal for Regulation on chemicals mentioned above topping up the 2 CA/FGIV covered by EFSA's budget.

##### *4.1.2 Vacancy rate as of end 2023*

0.7% (99.3% statutory staff occupancy rate)

##### *4.1.3 Standard abatement ('abatement forfaitaire') applied*

0

##### *4.1.4 Salary assumption for calculating salary line (% applied)*

The per-capita average increase in salaries corresponds to 3.2% vs the expected amount in 2024, considering estimated salary adjustments/correction coefficient (+2.9% as of July 2024 and +2.2% as of July 2025), career, advancements in steps. Overall, an average annual occupancy rate of 98% is foreseen in 2025.

##### *4.1.5 Correction coefficient used*

Incorporation of the 2023 increase vs. 2022 from 94.7 to 97.3 percentage points of the weighting coefficient for Italy (Rome).

#### *4.1.6 Exchange rate used (if applicable)*

n/a

### **4.2 Financial Resources - Agency request**

#### *4.2.1 Title 1*

The request for Title 1 of EUR 73.9 million is increased compared to previous years, mainly due to impact of the inflation on the growth of basic salaries and allowances, as well as some increase of training budget, the incidence of special assistance grants, the increase of cost for administrative assistance by Paymaster Office (PMO) and European School/Early childhood centres. A major part of the planned expenditure is allocated to staff salaries and allowances (EUR 63.6 million). Other cost categories remain in line with 2023 and 2024 years or showing only mild variations.

#### *4.2.2 Title 2*

The planned budget request of EUR 13.9 million for Title 2 is showing a decrease compared to the 2024 approved budget. From this amount, EUR 6.4 million is the expected cost of IT hardware, software and related services, increasing mainly due to the growing number of users (EFSA staff, experts, consultants) and inflation. EUR 6.0 million is allocated to building-related expenditures covering mainly the building acquisition, energy supplies, the expenditure on refurbishment/fitting out (expected to decrease from 2025 onwards following finalisation of works) and other related expenditures such as maintenance. Investments in movable property of EUR 1.0 million concern mainly the purchase of furniture linked to the building works to implement a new hybrid modality of work (onsite and homeworking) for staff and experts.

#### *4.2.3 Title 3*

The estimated demand for the budget in Title III increases compared to 2024 budget and stands at 74.9 million. Out of this amount, EUR 36.2 million is planned for the scientific cooperation and scientific procurement. EUR 23.2 million is allocated to horizontal operational support (mainly to the scientific IT systems, tools and related services (16.0 million), followed by scientific meeting services, missions, translation) and operational development, control and quality (EUR 3.0 million each). The budget allocated for scientific experts' meetings is expected to remain in line with previous years, with EUR 4.7 million for risk assessment of regulated products and 4.5 million for generic risk assessment. Communication expenditure of EUR 6.3 million (covering risk communication, tools and external relation) is expected to be below the level of 2023, mainly due to decrease of the budget for campaigns and consulting services.

### **4.3 Ad hoc grants and delegation agreements**

EFSA started in August 2023 a new IPA (Instrument for the Pre-Accession Assistance for EU candidate countries or potential EU candidate countries) agreement with DG NEAR, with a budget of EUR 1 150 000, out of which EUR 1 092 500 received as a pre-financing payment in 2023 while the remaining amount will be paid at later stage. One Seconded National Expert is financed under this agreement.

In 2023, EFSA also signed an SLA with DG AGRI to support Regulation (EU) 2018/848 on organic production and labelling of organic products. A pre-financing payment of 100% of funds in the amount of 370.301,00 EUR has been received in 2023.

Under a HORIZON Action Grant, as of 2024, EFSA becomes a beneficiary of a grant agreement awarded by the European Research Executive Agency (REA) to a consortium led by the University of Ghent. The grant agreement will be signed between REA and University of Ghent, following which EFSA will sign a Consortium agreement with University of Ghent. The grant agreement provides for a co-financing rate of 50% of the total eligible costs which are estimated for EFSA as € 1.275,991.25. The receipt of 50% co-financing with a total maximum amount estimated at 637,995.63 (integrated into EFSA 2024 budget in December 2023) will be received in 3 tranches over the period of 3 years.

It is expected to conclude a contribution/service level agreement for EUR 0.7 million to cover operational costs and 3 CAs related to the upcoming Regulation of New Genomic Techniques.

## 5 Other information

### 5.1 Buildings

#### 5.1.1 Current building(s)

#	Building Name and type	Location	SURFACE AREA(in m <sup>2</sup> )			RENTAL CONTRACT			Host country (grant or support)	Building present value(€)
			Office space	non-office	Total	RENT (€/year)	Duration	Type		
1	EFSA seat, Parma, office building	Parma, Italy	14 200	13 300	27 500	1 591 632	25 years	ending December 2036	N/A	16 586 564
2	EFSA representative office	Brussels, Belgium	36		36	41 226	1 year	renewable	N/A	
3	EU Agencies' Network Shared Services Office	Brussels, Belgium	54		54	52 022	4 years	Renewable	N/A	
<b>TOTAL</b>			<b>14 290</b>	<b>13 300</b>	<b>27 590</b>	<b>1 684 880</b>				<b>16 586 564</b>

#### 5.1.2 Current building(s) Other comments

- EFSA seat was acquired on 19.12.2011.
- Capital value remaining due at 31.12.2023 EUR 16 586 564 .
- Annual instalment is EUR 1 591 632

The annual rent of EU Agencies' Network is shared amongst the EUAN, each agency contributing proportionally.

#### 5.1.3 Building projects in the planning phase

EFSA is restructuring its building in order to gradually implement and in a phased approach, new hybrid modality of work (onsite and homeworking) for staff and experts. This will involve the creation of areas to foster collaboration while others would allow to participate in videocalls and support working groups meetings in a quiet and confidential manner.

#### 5.1.4 Building projects submitted to the European Parliament and the Council

-

### 5.2 European Schools

EFSA considers schooling to be an essential part of its staff policy. For this purpose, a European School type II (Scuola per l'Europa) was established in 2004 and accredited in 2008 under the European Schools system. The school offers tuition up to baccalaureate level. The new school building was commissioned by the Italian Authorities in 2009 and completed to host academic year 2017-2018.

A contribution to the EU-accredited European School in Parma worth around 1.78 million was pre-financed from EFSA's 2023 budget for the 2023-2024 school year. The amount considers the increases related to the indexation of the education allowance. In September 2023, 196 EFSA pupils were enrolled for school year 2023-2024.

### 5.3 Evaluation

- Internal ex-ante and ex-post evaluations of projects encompass a continuous assessment of development initiatives according to a defined set of parameters, providing a solid evidence base to drive decisions and contribute to optimising the use of resources to ensure efficiency, effectiveness and the best value for taxpayers' money.
- EFSA strategy 2027: mid-term review A mid-term strategy review is envisaged to take place in 2024 to be presented at the MB of December 2024. This evaluation will be conducted internally and will look at the changing context as well as the progress made in the implementation of the EFSA Strategy 2027; this will include the status of implementation of the TR measures, focusing primarily on processes and tools. It will also serve as preparation to the EFSA External Evaluation that will be conducted by the EC by March 2026.

- EFSA Networks evaluation: as foreseen in the “Decision of the Management Board concerning the establishment and operation of European Networks of scientific organisations operating in the fields within the Authority’s mission” (link) of 25 June 2021, “EFSA shall evaluate the work of each network at least every three years beginning of 2021”. In compliance with the above-mentioned MB decision, the first evaluation of EFSA’s networks is planned to be conducted throughout 2024. A reopening of competition “Evaluation of the EFSA networks” was launched and a specific contract signed in 2023. The aim of this Evaluation is to provide a sound basis to the Advisory Forum and the Management Board to decide on the possible continuation or discontinuation of each network or sub-group. In particular, each network and sub-group will be analysed to ensure that they satisfy the overarching objectives outlined in Art.2 of the Decision.
- The 4th EFSA external evaluation, to be carried out by the EC, is planned to be kicked off in 2024 and finalised by March 2026 with the recommendations to be translated into legislative proposals.
- Follow-up actions and recommendations from internal evaluations (ex-ante project charters and ex-post project closing reports) as well as external evaluations are captured in EFSA’s continuous Plan-Do-Check-Act cycle and will be included in the Integrated Management System register under development.

#### 5.4 Privileges and immunities

<i>Agency privileges</i>	<i>Privileges granted to staff</i>
	<i>Protocol of privileges and immunities/diplomatic status</i>
In the seat agreement the Italian government committed to applying to the Authority the privileges and immunities provided for in the Protocol on the Privileges and Immunities of the European Communities signed in Brussels on 8 April 1965	The executive director of the authority and members of the senior management team their spouses and dependent family members are granted the privileges and immunities facilities and concessions that are granted by the Italian government to members of equivalent rank in the diplomatic corps in Italy
The authority its assets and funds wherever they may be are immune — during the performance of their official activities — from any form of legal proceedings and are not the subject of any administrative or legal measure of constraint	Staff are exempt from national taxes on salaries wages and emoluments paid by the authority Staff are immune from legal proceedings in respect of acts performed by them in the exercise of their official duties
The premises and the buildings used by the authority as well as the archives are inviolable	Staff are in respect of exchange regulations accorded the same facilities as those accorded to officials of equal rank on foreign diplomatic missions in Italy and receive the same assistance with repatriation as is granted to diplomats in the event of international crises
The authority its funds, assets and income are within the limits of their official activities exempt from all the taxes and direct duties due to the state regions, provinces and municipalities	Staff benefit within a period of 2 years starting from the official move of the authority to its permanent seat or appointment by the authority whichever is later from a tax installation benefit — VAT exemption — on the purchase of furniture and other household goods necessary for their installation
The authority is exempt from VAT for substantial purchases of goods and services relating to its official tasks and the exercise of its duties	Members of staff who are not permanent residents in Italy on taking up their functions with the authority or staff members employed by the authority prior to the move to Parma may acquire one motor vehicle duty and tax free during their period of residence in Italy; the vehicle is registered in a special series
The authority is exempt from any customs duty tax prohibition or restriction on goods of any type imported or exported in the exercise of its own official activities	
The Authority is exempt from taxes, duties and any other fees, as well as from any prohibition or restriction on importing vehicles intended ‘for official activities’ and on the relevant spare parts	

1 Overview

1.1 Creation/modification (legal base)

Decision	Date	Mission/ Tasks / Functions
<p>Regulation (EU) 2022/2370 of the European Parliament and of the Council of 23 November 2022 amending Regulation (EC) No 851/2004 establishing a European centre for disease prevention and control</p>	<p>6/12/2022</p>	<p>ECDC Vision: To improve lives in Europe and globally applying scientific excellence, thus empowering the Member States, the European Commission, and other partners to drive public health policy and practice.</p> <p>Mission Statement: The Centre’s mission is laid down in Article 3 of the amended ECDC Founding Regulation , which states that: ‘...the mission of the Centre shall be to identify and assess current and emerging threats to human health from communicable diseases and related special health issues, to report thereon and, where appropriate, to ensure that information thereon is presented in an easily accessible way. The Centre shall act in collaboration with competent bodies of the Member States or on its own initiative, through a dedicated network.</p> <p>The mission of the Centre shall also be to provide science-based recommendations and support in coordinating the response at Union and national levels, as well as at cross-border interregional and regional level, to such threats, where appropriate. In providing such recommendations, the Centre shall, where necessary, cooperate with Member States and take into account existing national crisis management plans and the respective circumstances of each Member State.</p> <p>In the case of other outbreaks of diseases of unknown origin that may spread within or to the Union, the Centre shall act on its own initiative until the source of the outbreak is known. In the case of an outbreak that is clearly not of a communicable disease, the Centre shall act only in cooperation with the coordinating competent bodies and upon their request and provide a risk assessment.</p> <p>In pursuing its mission, the Centre shall respect the responsibilities of the Member States, the Commission and other Union bodies or agencies, and the responsibilities of third countries and international organisations active within the field of public health, in particular the WHO, in order to ensure that there is comprehensiveness, coherence and complementarity of action and that actions are coordinated.</p> <p>The Centre shall support the work of the Health Security Committee (HSC), established by Article 4 of Regulation (EU) 2022/2371, the Council, the Member States and, where relevant, other Union structures, in order to promote effective coherence between their respective activities and to coordinate responses to serious cross-border threats to health, within its mandate.’</p> <ul style="list-style-type: none"> <li>- Since its creation in 2004, ECDC has been committed to protecting human health through the prevention and control of communicable diseases and special health issues like antimicrobial resistance (AMR). In 2020, the outbreak of coronavirus disease (COVID-19) has caused the loss of hundreds of thousands around the world and left many others with severe disability.</li> <li>- This will not be the last pandemic and the EU citizens remain continuously exposed to many other threats to health, including those spanning from political or environmental factors, e.g., the refugee crisis following Russian’s aggression in Ukraine in 2022, or growing impacts of the climate change.</li> <li>- The needs of the EU, the Member States, and their national health systems continue to evolve. Recognising these needs and drawing on the lessons learnt from the COVID-19 pandemic, the European Commission proposed to create a European Health Union that will allow to address the future with stronger crisis preparedness mechanisms. The European Health Union includes a package of new legislations, establishing the Health Emergency and Response Authority (HERA), strengthening the role of the European Medicines Agency (EMA), forming new law on serious cross-border threats to health, and above all strengthening the mandate of the European Centre for Disease Prevention and Control.</li> <li>- The amended ECDC Founding Regulation adopted by the Council on the 24th of October 2022 is the first update to the ECDC’s mandate since the creation of the Centre. Now it also complements the provisions put forward in the new Regulation on Serious Cross-Border Threats to Health and the Emergency Framework Regulation of HERA that have been approved by the Council at the same time, completing the European Health Union.</li> <li>- The strengthened mandate of ECDC and the array of unprecedented global challenges that shape the arena for delivering on the Centre’s new mission, place new expectations as regards the tasks and approaches to carrying out ECDC interventions. On the one hand, the amended ECDC Founding Regulation sets the legal basis for ECDC activities that became a priority following the COVID-19 outbreak. On the other hand, it introduces new areas of focus for ECDC interventions.</li> <li>- In particular, the amended ECDC Founding Regulation calls for the Centre to adopt a stronger role in supporting the EU Member States in the prevention and control of infectious disease threats, and to improve European preparedness and response planning ahead of future public health challenges by:             <ul style="list-style-type: none"> <li>- Epidemiological surveillance via integrated and digitalised systems enabling real-time surveillance, when relevant.</li> <li>- Joint preparedness and response planning, reporting, and monitoring with the EU Member States.</li> <li>- Stronger guidance through provision of non-binding recommendations and options for risk management.</li> <li>- Reinforced capacity for modelling and forecasting.</li> <li>- Focus on prevention and monitoring health systems capacity for prevention, diagnosis, and treatment.</li> <li>- Coordination of a network of EU reference laboratories and a network for substances of human origin.</li> <li>- Platform for post-authorisation monitoring of safety and effectiveness of vaccines, hosted jointly by</li> </ul> </li> </ul>



		EMA and ECDC. - Capacity to mobilise and deploy an EU Health Task Force to assist local response in Member States. - Fostering ECDC's contribution to the EU's international cooperation and commitment to global health security preparedness.
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## 1.2 Seat

Solna, Stockholm, Sweden

## 1.3 Budget Line

06 10 01 : European Centre for Disease Prevention and Control

## 1.4 Human Resources Overview

The table below presents the number of posts in the establishment plans, including the posts assigned to programmes financed outside the EU budget, whereas the number of Contract Agents / SNE only includes those financed under programmes financed within the EU Budget.

Human Resources	2023			2024	2025
	Authorised Budget	Actually filled as of 31/12/2023	Occupancy rate(%)	Authorised Budget	Draft Budget Request
<b>TOTAL AD</b>	155	151	97,42%	158	158
<b>TOTAL AST</b>	62	61	98,39%	61	61
<b>TOTAL AST/SC</b>	5	6	120,00%	6	6
<b>ESTABLISHMENT PLAN POSTS</b>	<b>222</b>	<b>218</b>	<b>98,20%</b>	<b>225</b>	<b>225</b>
<b>Contract Agents (CA)</b>	126	117	92,86%	128	128
<b>Seconded National Experts (SNE)</b>	5	3	60,00%	5	5
<b>TOTAL STAFF</b>	<b>353</b>	<b>338</b>	<b>95,75%</b>	<b>358</b>	<b>358</b>

## 1.5 Financial Resources Overview

### 1.5.1 Revenues Overview

#### 1.5.1.1 General revenues

REVENUES	2024	2025
	Revenues estimated by the agency	Budget Forecast
<b>EU contribution</b>	90 288 652	89 412 425
<b>Other Revenue</b>	2 592 714	2 815 932
<b>TOTAL REVENUES</b>	<b>92 881 366</b>	<b>92 228 357</b>

#### 1.5.1.2 Additional EU funding: contribution, grant and service level agreements

REVENUES	2024	2025
	Revenues estimated by the agency	Budget Forecast
<b>Additional EU funding stemming from grant agreements (FFR Art.7)</b>		
<b>Additional EU funding stemming from contribution agreements (FFR Art.7)</b>	8 649 449	
<b>Additional EU funding stemming from service level agreements (FFR Art. 43.2)</b>		

<b>TOTAL REVENUES</b>	<b>8 649 449</b>	
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### 1.5.2 Expenditure Overview

Expenditure	2024		2025	
	Commitment appropriations	Payment appropriations	Commitment appropriations	Payment appropriations
<b>Title 1 - Staff expenditure</b>	43 096 000	43 096 000	43 863 000	43 863 000
<b>Title 2 - Infrastructure and operating expenditure</b>	10 392 000	10 392 000	10 150 000	10 150 000
<b>Title 3 - Operational expenditure</b>	39 393 000	39 393 000	38 215 357	38 215 357
<b>TOTAL EXPENDITURE</b>	<b>92 881 000</b>	<b>92 881 000</b>	<b>92 228 357</b>	<b>92 228 357</b>

## 2 Human Resources

### 2.1 Establishment plan posts

The table below presents the number of posts in the establishment plans, including the posts assigned to programmes financed outside the EU budget.

Function group and grade	2023				2024		2025			
	Authorised Budget		Actually filled as of 31/12/2023		Authorised Budget		Request of the Agency		Draft Budget Request	
	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts
AD 16										
AD 15		1		1		1		1		1
AD 14		2				1		1		1
AD 13		3		1		3		3		3
AD 12		7		6		6		6		6
AD 11		8		5		8		8		8
AD 10		25		7		16		16		16
AD 9		24		21		24		24		24
AD 8		28		36		29		29		29
AD 7		29		10		23		23		23
AD 6		25		11		32		32		32
AD 5		3		53		15		15		15
<b>AD TOTAL</b>		<b>155</b>		<b>151</b>		<b>158</b>		<b>158</b>		<b>158</b>
AST 11										
AST 10		1				1		1		1
AST 9		2		1		2		2		2
AST 8		3		3		6		6		6
AST 7		11		4		6		6		6
AST 6		10		10		10		10		10
AST 5		15		10		15		15		15
AST 4		17		30		19		19		19

Function group and grade	2023				2024		2025			
	Authorised Budget		Actually filled as of 31/12/2023		Authorised Budget		Request of the Agency		Draft Budget Request	
	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts
AST 3		3		1		1		1		1
AST 2				1		1		1		1
AST 1				1						
AST TOTAL		62		61		61		61		61
AST/SC 6										
AST/SC 5										
AST/SC 4						2				
AST/SC 3		5				4		2		2
AST/SC 2				1				4		4
AST/SC 1				5						
AST/SC TOTAL		5		6		6		6		6
TOTAL		222		218		225		225		225
GRAND TOTAL		222		218		225		225		225

## 2.2 External personnel

### 2.2.1 Contract Agents

Contract agents	Authorised 2023	Recruited as of 31/12/2023	2024 estimate	Draft Budget 2025 estimate
Function Group IV	74	67	76	75
Function Group III	38	38	38	40
Function Group II	13	11	13	12
Function Group I	1	1	1	1
TOTAL	126	117	128	128

### 2.2.2 Seconded National Experts

Seconded National Experts	Authorised 2023	Recruited as of 31/12/2023	2024 estimate	Draft Budget 2025 estimate
TOTAL	5	3	5	5

## 3 Financial Resources

### 3.1 Revenues

#### 3.1.1 General revenues

REVENUES	General revenues				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
1 REVENUE FROM FEES AND CHARGES					

REVENUES	General revenues				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>2 EU CONTRIBUTION</b>	85 040 027	90 288 652	89 412 425	89 412 425	-0,97%
<i>- Of which assigned revenues deriving from previous years' surpluses</i>		17 866 467	10 755 088	10 755 088	-39,80%
<b>3 THIRD COUNTRIES CONTRIBUTION (incl. EEA/EFTA and candidate countries)</b>	2 566 882	2 592 714	2 815 932	2 815 932	8,61%
<i>- Of which EEA/EFTA (excl. Switzerland)</i>	2 566 882	2 592 714	2 815 932	2 815 932	8,61%
<i>- Of which candidate countries</i>					
<b>4 OTHER CONTRIBUTIONS</b>					
<b>5 ADMINISTRATIVE OPERATIONS</b>					
<i>- Of which interest generated by funds paid by the Commission by way of the EU contribution (FFR Art. 61)</i>					
<b>6 REVENUES FROM SERVICES RENDERED AGAINST PAYMENT</b>					
<b>7 CORRECTION OF BUDGETARY IMBALANCES</b>					
<b>TOTAL</b>	<b>87 606 909</b>	<b>92 881 366</b>	<b>92 228 357</b>	<b>92 228 357</b>	<b>-0,70%</b>

### 3.1.2 Additional EU funding: contribution, grant and service level agreements

REVENUES	Additional EU funding: contribution, grant and service level agreements				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>Additional EU funding stemming from grant agreements (FFR Art.7)</b>					
<b>Additional EU funding stemming from contribution agreements (FFR Art.7)</b>	5 783 270	8 649 449			-100%
<b>Additional EU funding stemming from service level agreements (FFR Art. 43.2)</b>					
<b>TOTAL</b>	<b>5 783 270</b>	<b>8 649 449</b>			<b>-100%</b>

### 3.2 Expenditure

#### 3.2.1 Commitment appropriations

EXPENDITURE	Commitment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>Title 1 - Staff expenditure</b>	<b>42 317 734</b>	<b>43 096 000</b>	<b>43 863 000</b>	<b>43 863 000</b>	<b>1,78%</b>
<b>Salaries &amp; allowances</b>	38 704 570	39 003 000	39 920 000	39 920 000	2,35%

EXPENDITURE	Commitment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<i>- Of which establishment plan posts</i>	29 694 735	29 253 000	30 070 000	30 070 000	2,79%
<i>- Of which external personnel</i>	9 009 835	9 750 000	9 850 000	9 850 000	1,03%
<b>Expenditure relating to Staff recruitment</b>	507 014	485 000	475 000	475 000	-2,06%
<b>Employer's pension contributions</b>					
<b>Mission expenses</b>	464 751	650 000	715 000	715 000	10,00%
<b>Socio-medical infrastructure</b>	159 539	280 000	300 000	300 000	7,14%
<b>Training</b>	514 997	500 000	500 000	500 000	0,00%
<b>External Services</b>	1 920 466	2 121 000	1 893 000	1 893 000	-10,75%
<b>Receptions, events and representation</b>	46 397	57 000	60 000	60 000	5,26%
<b>Social welfare</b>					
<b>Other Staff related expenditure</b>					
<b>Title 2 - Infrastructure and operating expenditure</b>	<b>9 410 609</b>	<b>10 392 000</b>	<b>10 150 000</b>	<b>10 150 000</b>	<b>-2,33%</b>
<b>Rental of buildings and associated costs</b>	4 848 092	5 049 000	4 732 000	4 732 000	-6,28%
<b>Information, communication technology and data processing</b>	3 515 913	3 925 000	4 083 000	4 083 000	4,03%
<b>Movable property and associated costs</b>	192 839	237 000	232 000	232 000	-2,11%
<b>Current administrative expenditure</b>	197 021	222 000	252 000	252 000	13,51%
<b>Postage / Telecommunications</b>	198 088	134 000	131 000	131 000	-2,24%
<b>Meeting expenses</b>	458 656	825 000	720 000	720 000	-12,73%
<b>Running costs in connection with operational activities</b>					
<b>Information and publishing</b>					
<b>Studies</b>					
<b>Other infrastructure and operating expenditure</b>					
<b>Title 3 - Operational expenditure</b>	<b>35 878 566</b>	<b>39 393 000</b>	<b>38 215 357</b>	<b>38 215 357</b>	<b>-2,99%</b>
<b>TOTAL</b>	<b>87 606 909</b>	<b>92 881 000</b>	<b>92 228 357</b>	<b>92 228 357</b>	<b>-0,70%</b>

## 3.2.2 Payment appropriations

EXPENDITURE	Payment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>Title 1 - Staff expenditure</b>	<b>42 317 734</b>	<b>43 096 000</b>	<b>43 863 000</b>	<b>43 863 000</b>	<b>1,78%</b>
Salaries & allowances	38 704 570	39 003 000	39 920 000	39 920 000	2,35%
- Of which establishment plan posts	29 694 735	29 253 000	30 070 000	30 070 000	2,79%
- Of which external personnel	9 009 835	9 750 000	9 850 000	9 850 000	1,03%
Expenditure relating to Staff recruitment	507 014	485 000	475 000	475 000	-2,06%
Employer's pension contributions					
Mission expenses	464 751	650 000	715 000	715 000	10,00%
Socio-medical infrastructure	159 539	280 000	300 000	300 000	7,14%
Training	514 997	500 000	500 000	500 000	0,00%
External Services	1 920 466	2 121 000	1 893 000	1 893 000	-10,75%
Receptions, events and representation	46 397	57 000	60 000	60 000	5,26%
Social welfare					
Other Staff related expenditure					
<b>Title 2 - Infrastructure and operating expenditure</b>	<b>9 410 609</b>	<b>10 392 000</b>	<b>10 150 000</b>	<b>10 150 000</b>	<b>-2,33%</b>
Rental of buildings and associated costs	4 848 092	5 049 000	4 732 000	4 732 000	-6,28%
Information, communication technology and data processing	3 515 913	3 925 000	4 083 000	4 083 000	4,03%
Movable property and associated costs	192 839	237 000	232 000	232 000	-2,11%
Current administrative expenditure	197 021	222 000	252 000	252 000	13,51%
Postage / Telecommunications	198 088	134 000	131 000	131 000	-2,24%
Meeting expenses	458 656	825 000	720 000	720 000	-12,73%
Running costs in connection with operational activities					
Information and publishing					
Studies					
Other infrastructure and operating expenditure					

EXPENDITURE	Payment appropriations				VAR 2025/2024 (%)
	Executed Budget 2023	Budget 2024	Draft Budget 2025		
			Agency request	Budget forecast	
Title 3 - Operational expenditure	35 878 566	39 393 000	38 215 357	38 215 357	-2,99%
<b>TOTAL</b>	<b>87 606 909</b>	<b>92 881 000</b>	<b>92 228 357</b>	<b>92 228 357</b>	<b>-0,70%</b>

### 3.3 Budget Outturn

First estimate of the 2023 surplus that should be reimbursed to the EU budget (as assigned revenue): EUR 10 755 088.58

## 4 Justification of needs

### Commission assessment

#### Human Resources

The ECDC request for staff is in line with the Commission instructions. The agency request is for 358 staff in the DB 2025 which is equal to 2024, being 225 temporary agents and 128 contract agents and 5 SNEs.

#### Financial Resources

The ECDC request for budget is in line with the Commission instructions.

The 2023 budget outturn (€10.8 million) is to be deducted from the 2025 contribution, so the net contribution will be €78.6 million. The budget outturn is substantially lower than the year before but still high. It is largely due by the lower than foreseen implementation of the HERA Incubator grants and is detailed in the financial fiche of the agency.

### 4.1 Human Resources - Agency Request

#### 4.1.1 Number of staff requested

Further to the increases in number of posts in the past years, the Centre received an additional 3 new TA posts and 2 new CA posts in 2024. These additional posts are the last posts that are part of the 73 new posts the Centre has received during the period 2021 to 2024 in relation to the expansion of the Centre's mandate.

In view of the expansion of the Centre's mandate, the workload will remain high in the years to come. Any growth in staffing as of 2025 onwards are likely to be linked to externally funded projects.

In 2025, the ECDC foresees: 225 Temporary Agent posts, 128 Contract Agent posts and 5 Seconded National Expert posts. In addition, ECDC foresees CA 28 posts from externally funded projects.

#### 4.1.2 Vacancy rate as of end 2023

The vacancy rate for the establishment plan posts represents 1.8% ( 98.2% post occupied). The vacancy rate for the Contract Agents posts represents 7.1 % ( 92.9 % post occupied). The vacancy rates have been impacted by the high number of new posts received in the last 3 years both related to the extended mandate and the project posts as well as the replacements of staff who have been successful in the recruitments of the new posts.

#### 4.1.3 Standard abatement ('abatement forfaitaire') applied

#### n/a4.1.4 Salary assumption for calculating salary line (% applied)

The budget for 2025 of 43 863 000 EUR, forecasts to accommodate the salaries and salary related costs of the implemented establishment plan and the Centre's contract staff. The budget for salary related expenditures increases by 2,4% compared to the 2024 budget. As it could be observed in previous years, the impact on the budget line for the weightings applied to the remunerations, remains an unknown and unpredictable macro-economic part of the ECDC's

budget planning and its execution. This is due to the correction coefficient applied to the salaries in Sweden, which is driven, to a large extent, by the fluctuations of the Swedish krona.

#### 4.1.5 Correction coefficient used

The correction coefficient is applied to the salaries in Sweden, which is driven by the fluctuations of the Swedish krona.

#### 4.1.6 Exchange rate used (if applicable)

The exchange rate SEK/EURO is applied by the Centre.

### 4.2 Financial Resources - Agency request

#### 4.2.1 Title 1

The budget for 2025 of 43 863 000EUR, forecasts to accommodate the salaries and salary related costs of the implemented establishment plan and the Centre's contract staff. The budget for salary related expenditures increases by 2.4 % compared to the 2024 budget to cater for the above average inflation and high wage indexation applied to salaries, as described in the Budget Circular for 2025.

#### 4.2.2 Title 2

The total budget for 2025 for Title II of 10 150 000 EUR decreases by 2.3% compared to 2024, mainly due to identified synergies and savings relating to the building, as well as in the areas of governance and administrative meetings and strategic management, consultancy, evaluation, and audit.

#### 4.2.3 Title 3

The operational budget 2025, under Title III, decreases by 3% compared to 2024 and is forecasted to reach 38 215 357 EUR. The operational budget will be used to implement ECDC work programme activities through external procurements, grants and meetings.

### 4.3 Ad hoc grants and delegation agreements

There are five Contribution Agreements in place:

- 1) Contribution Agreement: EU for Health Security in Africa EDF/2019 CRIS 416-738 signed with INTPA (DEVCO), Staffing 8 CA for 48 months
- 2) Contribution Agreement IPA6 CN 2019/409-781 & CN 422-255 signed with DG NEAR Staffing, 4 CA for 60 months (there was an amendment that increased the staffing from 1 to 2 CA)
- 3) Contribution Agreement: EU Initiative on Health Security ENI/2020/415-420 DG NEAR Staffing, 11 CA for 63 months
- 4) Contribution Agreement: Reinforcement of the European Vaccination Information Portal (EVIP), Staffing, 2 CA for 30 months
- 5) Contribution Agreement: Improving and strengthening the EU Early Warning and Response System and National Alert and Information System (EWRS), Staffing, 7 CA for 60 months

## 5 Other information

### 5.1 Buildings

#### 5.1.1 Current building(s)

#	Building Name and type	Location	SURFACE AREA(in m <sup>2</sup> )			RENTAL CONTRACT			Host country (grant or support)	Building present value(€)
			Office space	non-office	Total	RENT (€/year)	Duration	Type		



#	Building Name and type	Location	SURFACE AREA(in m <sup>2</sup> )			RENTAL CONTRACT			Host country (grant or support)	Building present value(€)
			Office space	non-office	Total	RENT (€/year)	Duration	Type		
1	Gustav III boulevard 40 Hilton 3 building -Main Building	16973, Solna, Sweden	9 407	4 905	14 312		Contract start date is 27/2/2018. Expiration date 27/2/33.	15-year contract with the option of 2 renewals of 5 years each. Termination notice period 12 months.	No financial support is provided by the Host Country.	
<b>TOTAL</b>			<b>9 407</b>	<b>4 905</b>	<b>14 312</b>					

### 5.1.2 Current building(s) Other comments

The rent cost projection without indexation for 2022 is 19,491,840 SEK per year. The same applies in 2023. In 2023 there is no financial support provided by the Host Country.

### 5.1.3 Building projects in the planning phase

There is a building project put in operation in the spring 2018. The total surface is 9407 sqm. A new 15-year contract with the option of 2 renewals of 5 years each was signed. The contract start date is 27/2/2018 and the expiration date is 27/2/33.

### 5.1.4 Building projects submitted to the European Parliament and the Council

## 5.2 European Schools

There are a number of alternatives regarding international schooling within the region where the Centre is situated (international schools, German, British, French, Finnish schools). There is no European school in Stockholm.

Public schools, whether Swedish or international, are free of charge. Private school fees are high; although national grants per student reduce fees. However, the private International School situated in the Stockholm City Centre charges very high fees and the double educational allowance only covers a minimal part of the fees of this school.

It should be noted that the seat agreement between the Centre and the Swedish government provides for the possibility to consider a European section or school.

## 5.3 Evaluation

### External evaluation

ECDC's amended Founding Regulation requires the Commission by 2025, and every 5 years thereafter, to commission an independent external evaluation of the Centre's performance in relation to its objectives, mandate, tasks, and procedures.

In 2018, ECDC launched its third external evaluation. The report together with the recommendations was published on the ECDC website in 2020. The report was also shared with the EU Institutions. Part of the accepted recommendations are addressed through the changes in ECDC mandate, while others were addressed jointly with the actions resulting from the external assessment of ECDC response to the pandemic as reported to the MB in March 2021 – their implementation was finalised by the end of 2021.

### Internal evaluations

ECDC has a procedure for the internal evaluation of its activities and outputs since 2015. Every year at least one of ECDC's projects/programmes or products have been assessed. The following internal evaluations have taken place:

- 2015: ECDC assessment of the ECDC IT general governance
- 2016: Evaluation on the deployment of ECDC experts in Africa
- 2017-onwards: Start of the evaluation of the ECDC Disease Programmes with the development of a common protocol for all Disease Programmes evaluations. The evaluated programmes were Influenza and other Respiratory Viruses (IRV) in 2018, Food and Waterborne Diseases (FWD) in 2019, and Tuberculosis in 2020; – outsourced

- 2018: evaluation of ECDC’s Intranet
- 2019: evaluation of the Document Management System - outsourced
- 2019: evaluation of ECDC Fellowship Programme - outsourced
- 2018-2020: EPHEUS (evaluation of the surveillance systems) – outsourced
- 2019-2020: TB programme – outsourced
- 2020: Strategic and performance analysis of ECDCs response to the COVID-19 pandemic - outsourced.
- 2021: Evaluation of ESCAIDE – outsourced
- 2022: Evaluation of cooperation with CDCs with which ECDC has bilateral arrangements in the form of MoU or Administrative Arrangement – outsourced
- 2023: Partnership project ECDC4AfricaCDC - outsourced
- 2024: Eurosurveillance, ECDC outsourcing/procurement – outsourced

Additionally, in 2022 the Centre worked on a specific guidance for internal evaluations of outbreaks and trained on its use the internal evaluators.

All evaluations are linked to the activities in the Single Programming Document. Evaluations are generally conducted ex-post or mid-term. Evaluations are carried out for interventions such as activities, programmes, projects, processes, the work of disease networks and in the future should be applied to more generic functions performed by the Centre (e.g., preparedness, epidemic intelligence, procurement).

The Financial Regulation (art. 29) requires regular ex-ante, interim or ex-post evaluations for certain interventions. Ex-ante evaluations are covered by Project Initiation Requests discussed and approved by Head of Units.

An indicative three-year multi-annual evaluation plan is approved by the Director, after consultation of the relevant internal stakeholders. It is drawn up considering the life cycle of the interventions, the operational and strategic needs of the Units, general requirements for evaluation, and any specific requirement for evaluation as set out in the legal base of the intervention. The objective is that key interventions addressed to external parties are periodically evaluated in proportion with the allocated resources and the expected impact. The timing of evaluations must enable the results to be fed into decisions on the design, renewal, modification, or suspension of activities. The criteria applied to rank and select potential evaluation topics are strategic or reputational impact, recurrent activities and programmes/projects with substantial annual budget, need for improvement or interest to be evaluated. The present evaluation plan is to be reviewed in 2024 in the light of the amended ECDC Founding Regulation and the EU Regulation on serious cross-border threats to health.

#### Stakeholder surveys

In 2015, ECDC launched a first stakeholder survey targeted to members of the Management Board, Advisory Forum, Competent Bodies, National Focal Points, and relevant external stakeholders (EU institutions, relevant EU agencies, international organisations). A second survey was done in 2016. The next stakeholder survey has been postponed avoiding duplication with the third external evaluation of ECDC and the external “Strategic and performance analysis of ECDC response to COVID-19 pandemic” performed in 2020 and took place during the summer 2022. The final report was shared with the ECDC Management Board in March 2023, and the action plan in June 2023. ECDC will follow up the implementation of these actions and report regularly to the Management Board. The next stakeholder survey is postponed to 2026, due to foreseen external evaluation of the Centre by the end of 2025.

#### 5.4 Privileges and immunities

Agency privileges	Privileges granted to staff	
	Protocol of privileges and immunities / diplomatic status	Education / day care
The Agency enjoys the privileges stipulated in the Protocol on the Privileges and Immunities of the European Union (Articles 1 to 4 of the Protocol)	Articles 11 to 15 of the Protocol on the Privileges and Immunities of the European Union are applicable to the staff of the Centre. This includes: - Immunity from jurisdiction as regards acts carried out by them in their official capacity. - Exemption from regulations restricting immigration and formalities for the registration of foreigners. - Right to import household effects from their last country of residence or from the country of which they are nationals The Director of the Centre and the Deputy to the Director together with their families are granted the immunities and privileges accorded to heads of diplomatic missions and members of their families.	Family members of staff have access to day care/education in accordance with Swedish legislation.

## 1 Overview

### 1.1 Creation/modification (legal base)

Decision	Date	Mission / Tasks/ Functions
Regulation (EC) 726/2004 of the European Parliament and the Council of 31 March 2004 (replacing Council Regulation (EEC) No 2309/93 of 22 July 1993) [as amended]	24/08/1993	Founding Regulation: In order to promote the protection of human and animal health and of consumers of medicinal products throughout the Community, and in order to promote the completion of the internal market through the adoption of uniform regulatory decisions based in scientific criteria concerning the placing on the market and the use of medicinal products, the objectives of the Agency shall be to provide the Member States and the institutions of the Community with the best possible scientific advice on any question relating to the evaluation of the quality, the safety, and the efficacy of medicinal products for human and veterinary use, which is referred to it in accordance with the provisions of the Community legislation relating to medicinal products.
Council Regulation (EC) No 297/95 of 10 February 1995	15/02/1995	Regulation on fees payable to the EMA laying down the fee levels and its implementation for centrally authorised medicinal products.
Regulation (EC) No 141/2000 of European Parliament and the Council of 16 December 1999	20/01/2000	Orphan Medicines Regulation laying down a Community procedure for the designation of medicinal products as orphan medicinal products and to provide incentives for the research, development and placing on the market of designated orphan medicinal products.
Directive 2001/83/EC of European Parliament and the Council	28/11/2001	Community code relating to medicinal products for human use
Directive 2004/24/EC of the European Parliament and the Council of 31 March 2004	30/04/2004	Traditional herbal medicinal products Directive amending, as regards traditional herbal medicinal products, Directive 2001/83/EC on the Community code relating to medicinal products for human use
Commission Regulation (EC) No 2049/2005 of 15 December 2005	16/12/2005	SME Regulation laying down rules regarding the payment of fees to, and the receipt of administrative assistance from, the European Medicines Agency by micro, small and medium-sized enterprises
Commission Regulation (EC) No 507/2006 of 29 March 2006	29/3/2006	Commission Regulation (EC) No 507/2006 of 29 March 2006 on the conditional marketing authorisation for medicinal products for human use falling within the scope of Regulation (EC) No 726/2004 of the European Parliament and of the Council (Text with EEA relevance)
Regulation (EC) No 1901/2006 of the European Parliament and the Council of 12 December 2006	26/01/2007	Paediatrics Regulation laying down rules concerning the development of medicinal products for human use in order to meet the specific therapeutic needs of the paediatric population, without subjecting the paediatric population to unnecessary clinical or other trials and in compliance with Directive 2001/20/EC.
Commission Regulation 658/2007 of 14 June 2007	15/06/2007 apply from 04/07/2007	Financial penalties for infringement of certain obligations in connection with marketing authorisations granted under Regulation (EC) No 726/2004.
Regulation (EC) No 1394/2007 of the European Parliament and the Council of 13 November 2007	30/12/2007	Advance Therapies Regulation laying down specific rules concerning the authorisation, supervision and pharmacovigilance of advanced therapy medicinal products.
Commission Regulation 1234/2008 of 24 November 2008	01/01/2009 apply from 01/01/2010	Variations Regulation laying down provisions concerning the examination of variations to the terms of the following marketing authorisations for medicinal products for human use and veterinary medicinal products.
Regulation (EC) No 470/2009 of the European Parliament and the Council of 6 May 2009	16/06/2009 apply from 05/07/2009	Community procedures for the establishment of residue limits of pharmacologically active substances in foodstuff of animal origin.
Commission Regulation (EC) No 668/2009	24/07/2009	Implementing Regulation (EC) No 1349/2007 with regards to the evaluation and certification of quality and non-quality data relating to advanced therapies medicinal products [...] developed by SMEs.
Commission Regulation (EU) No 37/2010 of 22 December 2009	22/12/2009 apply on the 20 <sup>th</sup> day after its publication	Commission Regulation (EU) No 37/2010 of 22 December 2009 on pharmacologically active substances and their classification regarding maximum residue limits in foodstuffs of animal origin

Regulation (EU) No 1235/2010 of the European Parliament and the Council of 15 December 2010	01/01/2011 apply from 02/07/2012	Pharmacovigilance Regulation amending Regulation (EC) No 726/2004 laying down Community procedures for the authorisation and supervision of medicinal products for human and veterinary use [...] and Regulation (EC) No 1394/2007 on advanced therapy medicinal products.
Commission Implementing Regulation (EU) 520/2012 of 19 June 2012	20/6/2012 apply from 10/7/2012	Commission Implementing Regulation (EU) No 520/2012 on the performance of pharmacovigilance activities provided for in Regulation (EC) No 726/2004 of the European Parliament and of the Council and Directive 2001/83/EC of the European Parliament and of the Council
Regulation (EU) No 536/2014 of the European Parliament and the Council of 16 April 2014	Apply no earlier than 28 May 2016	Regulation on Clinical trials on medicinal products for human use, and repealing Directive 2001/20/EC.
Regulation (EU) No 658/2014 of the European Parliament and the Council of 15 May 2014	15/05/2014 apply from 26/08/2014	Pharmacovigilance Fee Regulation laying down fees payable to the European Medicines Agency for the conduct of pharmacovigilance activities in respect of medicinal products for human use.
Regulation (EU) 2017/745 of the European Parliament and of the Council of 5 April 2017	5/04/2017 apply from 26/5/2020	Regulation of medical devices in the European Union, amending Directive 2001/83, Regulation (EC) No 178/2002 and Regulation (EC) No 1223/2009 and repealing Directives 90/385 and 93/42/EEC.
Regulation (EU) 2017/746 of the European Parliament and of the Council of 5 April 2017	5/04/2017 apply from 22/5/2022	Regulation of in vitro diagnostic medical devices in the European Union, repealing Directive 98/79/EC and Commission Decision 2010/227/EU.
Regulation (EU) 2019/6 of the European Parliament and of the Council of 11 December 2018	11/12/2018 apply from 28/01/2022	Regulation of veterinary medicinal products in the European Union, repealing Directive 2001/82/EC.
Regulation (EU) 2021/2282 of the European Parliament and of the Council of 15 December 2021	15/12/2021 apply from 12/01/2025	Regulation (EU) 2021/2282 of the European Parliament and of the Council of 15 December 2021 on health technology assessment and amending Directive 2011/24/EU (Text with EEA relevance)
Commission Implementing Regulation (EU) 2022/20 of 7 January 2022	07/01/2022 apply from 31/01/2022	Commission Implementing Regulation (EU) 2022/20 of 7 January 2022 laying down rules for the application of Regulation (EU) No 536/2014 of the European Parliament and of the Council as regards setting up the rules and procedures for the cooperation of the Member States in safety assessment of clinical trials (Text with EEA relevance)
Regulation (EU) 2022/123 of the European Parliament and of the Council of 25 January 2022	25/02/2022 apply from 01/03/2022	Regulation (EU) 2022/123 of the European Parliament and of the Council of 25 January 2022 on a reinforced role for the European Medicines Agency in crisis preparedness and management for medicinal products and medical devices.

## 1.2 Seat

6 Domenico Scarlattilaan, 1083 HS Amsterdam, The Netherlands

## 1.3 Budget Line

06 10 03 01 : Union contribution to the European Medicines Agency

06 10 03 02 : Special contribution for orphan medicinal products

## 1.4 Human Resources Overview

The table below presents the number of posts in the establishment plans, including the posts assigned to programmes financed outside the EU budget, whereas the number of Contract Agents / SNE only includes those financed under programmes financed within the EU Budget.

Human Resources	2023			2024	2025
	Authorised Budget	Actually filled as of 31/12/2023	Occupancy rate(%)	Authorised Budget	Draft Budget Request
<b>TOTAL AD</b>	495	477	96,36%	500	505

Human Resources	2023			2024	2025
	Authorised Budget	Actually filled as of 31/12/2023	Occupancy rate(%)	Authorised Budget	Draft Budget Request
TOTAL AST	187	187	100,00%	191	199
TOTAL AST/SC					
ESTABLISHMENT PLAN POSTS	<b>682</b>	<b>664</b>	<b>97,36%</b>	<b>691</b>	<b>704</b>
Contract Agents (CA)	203	204	100,49%	203	203
Seconded National Experts (SNE)	30	42	140,00%	45	45
TOTAL STAFF	<b>915</b>	<b>910</b>	<b>99,45%</b>	<b>939</b>	<b>952</b>

## 1.5 Financial Resources Overview

### 1.5.1 Revenues Overview

#### 1.5.1.1 General revenues

REVENUES	2024	2025
	Revenues estimated by the agency	Budget Forecast
EU contribution	34 000 000	47 282 487
Other Revenue	444 482 000	533 487 000
TOTAL REVENUES	<b>478 482 000</b>	<b>580 769 487</b>

#### 1.5.1.2 Additional EU funding: contribution, grant and service level agreements

REVENUES	2024	2025
	Revenues estimated by the agency	Budget Forecast
Additional EU funding stemming from grant agreements (FFR Art.7)		
Additional EU funding stemming from contribution agreements (FFR Art.7)		
Additional EU funding stemming from service level agreements (FFR Art. 43.2)		
TOTAL REVENUES		

### 1.5.2 Expenditure Overview

Expenditure	2024		2025	
	Commitment appropriations	Payment appropriations	Commitment appropriations	Payment appropriations
Title 1 - Staff expenditure	158 479 000	158 479 000	166 383 000	166 383 000
Title 2 - Infrastructure and operating expenditure	71 043 000	71 043 000	89 879 487	89 879 487
Title 3 - Operational expenditure	248 960 000	248 960 000	324 507 000	324 507 000
TOTAL EXPENDITURE	<b>478 482 000</b>	<b>478 482 000</b>	<b>580 769 487</b>	<b>580 769 487</b>

## 2 Human Resources

### 2.1 Establishment plan posts

The table below presents the number of posts in the establishment plans, including the posts assigned to programmes financed outside the EU budget.

Function group and grade	2023				2024		2025			
	Authorised Budget		Actually filled as of 31/12/2023		Authorised Budget		Request of the Agency		Draft Budget Request	
	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts
AD 16										
AD 15		3				3		3		3
AD 14		12		3		12		12		12
AD 13		12		11		12		15		15
AD 12		57		52		61		64		64
AD 11		49		49		50		49		49
AD 10		53		53		57		59		59
AD 9		66		66		82		94		94
AD 8		87		87		78		88		81
AD 7		89		89		90		85		85
AD 6		67		67		55		62		43
AD 5										
AD TOTAL		495		477		500		531		505
AST 11		2		2		3		3		3
AST 10		7		7		7		7		7
AST 9		10		10		10		13		13
AST 8		14		14		15		19		19
AST 7		25		25		29		38		38
AST 6		31		31		35		26		26
AST 5		43		43		49		56		56
AST 4		43		43		32		22		22
AST 3		12		12		11		14		15
AST 2										
AST 1										
AST TOTAL		187		187		191		198		199
AST/SC 6										
AST/SC 5										
AST/SC 4										
AST/SC 3										
AST/SC 2										
AST/SC 1										
AST/SC TOTAL										
TOTAL		682		664		691		729		704

Function group and grade	2023				2024		2025			
	Authorised Budget		Actually filled as of 31/12/2023		Authorised Budget		Request of the Agency		Draft Budget Request	
	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts
<b>GRAND TOTAL</b>	682		664		691		729		704	

## 2.2 External personnel

### 2.2.1 Contract Agents

Contract agents	Authorised 2023	Recruited as of 31/12/2023	2024 estimate	Draft Budget 2025 estimate
Function Group IV	122	107	125	128
Function Group III	81	97	78	75
Function Group II				
Function Group I				
<b>TOTAL</b>	<b>203</b>	<b>204</b>	<b>203</b>	<b>203</b>

### 2.2.2 Seconded National Experts

Seconded National Experts	Authorised 2023	Recruited as of 31/12/2023	2024 estimate	Draft Budget 2025 estimate
<b>TOTAL</b>	<b>30</b>	<b>42</b>	<b>45</b>	<b>45</b>

## 3 Financial Resources

### 3.1 Revenues

#### 3.1.1 General revenues

REVENUES	General revenues				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>1 REVENUE FROM FEES AND CHARGES</b>	387 090 034	441 910 000	530 081 000	530 081 000	19,95%
<b>2 EU CONTRIBUTION</b>	49 420 518	34 000 000	47 283 000	47 282 487	39,07%
- Of which assigned revenues deriving from previous years' surpluses	24 982 178	10 459 043	20 938	20 938	-100%
<b>3 THIRD COUNTRIES CONTRIBUTION (incl. EEA/EFTA and candidate countries)</b>	716 043	844 000	1 693 000	1 693 000	100,59%
- Of which EEA/EFTA (excl. Switzerland)	716 043	844 000	1 693 000	1 693 000	100,59%
- Of which candidate countries					
<b>4 OTHER CONTRIBUTIONS</b>					
<b>5 ADMINISTRATIVE OPERATIONS</b>	1 584 681	1 728 000	1 713 000	1 713 000	-0,87%
- Of which interest generated by funds paid by the Commission by way of the EU contribution (FFR Art. 61)					

REVENUES	General revenues				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>6 REVENUES FROM SERVICES RENDERED AGAINST PAYMENT</b>					
<b>7 CORRECTION OF BUDGETARY IMBALANCES</b>					
<b>TOTAL</b>	<b>438 811 276</b>	<b>478 482 000</b>	<b>580 770 000</b>	<b>580 769 487</b>	<b>21,38%</b>

### 3.1.2 Additional EU funding: contribution, grant and service level agreements

REVENUES	Additional EU funding: contribution, grant and service level agreements				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
Additional EU funding stemming from grant agreements (FFR Art.7)					
Additional EU funding stemming from contribution agreements (FFR Art.7)	2 887 708				
Additional EU funding stemming from service level agreements (FFR Art. 43.2)					
<b>TOTAL</b>	<b>2 887 708</b>				

### 3.2 Expenditure

#### 3.2.1 Commitment appropriations

EXPENDITURE	Commitment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>Title 1 - Staff expenditure</b>	<b>157 063 463</b>	<b>158 479 000</b>	<b>166 383 000</b>	<b>166 383 000</b>	<b>4,99%</b>
Salaries & allowances	114 282 252	114 594 000	122 580 000	122 580 000	6,97%
- Of which establishment plan posts	92 929 980	92 991 000	100 111 000	100 111 000	7,66%
- Of which external personnel	21 352 272	21 603 000	22 469 000	22 469 000	4,01%
Expenditure relating to Staff recruitment	132 726	300 000	200 000	200 000	-33,33%
Employer's pension contributions	17 696 437	17 687 000	17 436 000	17 436 000	-1,42%
Mission expenses	903 948	1 530 000	2 200 000	2 200 000	43,79%
Socio-medical infrastructure	2 886 491	3 604 000	3 822 000	3 822 000	6,05%
Training	1 064 662	1 250 000	1 416 000	1 416 000	13,28%
External Services	19 977 047	19 400 000	18 565 000	18 565 000	-4,30%



EXPENDITURE	Commitment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
Receptions, events and representation	119 900	114 000	164 000	164 000	43,86%
Social welfare					
Other Staff related expenditure					
<b>Title 2 - Infrastructure and operating expenditure</b>	<b>71 363 992</b>	<b>71 043 000</b>	<b>89 880 000</b>	<b>89 879 487</b>	<b>26,51%</b>
Rental of buildings and associated costs	17 013 332	17 999 000	32 769 000	32 769 000	82,06%
Information, communication technology and data processing	45 193 610	42 996 000	45 091 000	45 090 487	4,87%
Movable property and associated costs	635 874	759 000	659 000	659 000	-13,18%
Current administrative expenditure	1 412 687	1 939 000	1 798 000	1 798 000	-7,27%
Postage / Telecommunications	19 065	33 000	33 000	33 000	0,00%
Meeting expenses	90 691	122 000	125 000	125 000	2,46%
Running costs in connection with operational activities	2 028 975	1 172 000	2 241 000	2 241 000	91,21%
Information and publishing	1 700 226	1 410 000	2 118 000	2 118 000	50,21%
Studies	3 269 532	4 613 000	5 046 000	5 046 000	9,39%
Other infrastructure and operating expenditure					
<b>Title 3 - Operational expenditure</b>	<b>214 819 673</b>	<b>248 960 000</b>	<b>324 507 000</b>	<b>324 507 000</b>	<b>30,35%</b>
Meetings	4 743 998	5 648 000	7 391 000	7 391 000	30,86%
Evaluation of medicines	153 968 032	174 776 000	239 715 000	239 715 000	37,16%
Translation expenses	4 201 264	4 160 000	4 495 000	4 495 000	8,05%
Studies and consultants	11 726 253	24 403 000	31 937 000	31 937 000	30,87%
Information and publication	40 180 126	39 973 000	40 969 000	40 969 000	2,49%
<b>TOTAL</b>	<b>443 247 128</b>	<b>478 482 000</b>	<b>580 770 000</b>	<b>580 769 487</b>	<b>21,38%</b>

### 3.2.2 Payment appropriations

EXPENDITURE	Payment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	

EXPENDITURE	Payment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>Title 1 - Staff expenditure</b>	<b>157 063 463</b>	<b>158 479 000</b>	<b>166 383 000</b>	<b>166 383 000</b>	<b>4,99%</b>
Salaries & allowances	114 282 252	114 594 000	122 580 000	122 580 000	6,97%
- Of which establishment plan posts	92 929 980	92 991 000	100 111 000	100 111 000	7,66%
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Training	1 064 662	1 250 000	1 416 000	1 416 000	13,28%
External Services	19 977 047	19 400 000	18 565 000	18 565 000	-4,30%
Receptions, events and representation	119 900	114 000	164 000	164 000	43,86%
Social welfare					
Other Staff related expenditure					
<b>Title 2 - Infrastructure and operating expenditure</b>	<b>71 363 992</b>	<b>71 043 000</b>	<b>89 880 000</b>	<b>89 879 487</b>	<b>26,51%</b>
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Meeting expenses	90 691	122 000	125 000	125 000	2,46%
Running costs in connection with operational activities	2 028 975	1 172 000	2 241 000	2 241 000	91,21%
Information and publishing	1 700 226	1 410 000	2 118 000	2 118 000	50,21%
Studies	3 269 532	4 613 000	5 046 000	5 046 000	9,39%
Other infrastructure and operating expenditure					
<b>Title 3 - Operational expenditure</b>	<b>214 819 673</b>	<b>248 960 000</b>	<b>324 507 000</b>	<b>324 507 000</b>	<b>30,35%</b>

EXPENDITURE	Payment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
Meetings	4 743 998	5 648 000	7 391 000	7 391 000	30,86%
Evaluation of medicines	153 968 032	174 776 000	239 715 000	239 715 000	37,16%
Translation expenses	4 201 264	4 160 000	4 495 000	4 495 000	8,05%
Studies and consultants	11 726 253	24 403 000	31 937 000	31 937 000	30,87%
Information and publication	40 180 126	39 973 000	40 969 000	40 969 000	2,49%
<b>TOTAL</b>	<b>443 247 128</b>	<b>478 482 000</b>	<b>580 770 000</b>	<b>580 769 487</b>	<b>21,38%</b>

### 3.3 Budget Outturn

First estimate of the 2023 surplus that should be reimbursed to the EU budget (as assigned revenue): EUR 20,938. 59 (it includes EUR 800 000 non-automatic carry forward to 2024)

## 4 Justification of needs

### Commission assessment

#### Human Resources

As far as staff is concerned, the 2025 EMA Draft Budget request is for 977 posts: 729 Temporary Agents (+38 FTE compared to 2024), 203 Contract Agents (= compared to 2024) and 45 SNEs (= compared to 2024), so in total the staff request amounts to 977 FTE.

The Commission proposal is that EMA receives only 5 fee-financed additional temporary agents that will be frontloaded to 2025 from the 2026 allocation under the Pharma package, resulting to 704 Temporary Agents ( + 13 FTE compared to 2024 as cumulative increase from Pharma package and phasing out to temporary agents granted in the past for 2 years due to COVID), 203 Contract Agents (= compared to 2024) and 45 SNEs (= compared to 2024), so in total the Commission proposal results in 952 FTE for 2025.

#### Financial Resources

The EMA request for the DB 2025 includes a reinforcement of €13,282,487 (excluding EFTA) in order to cover the financial needs on the EMA building in London. The EMA net EU contribution for 2025 thus amount is €47,261,548.

### 4.1 Human Resources - Agency Request

#### 4.1.1 Number of staff requested

The Agency requests 729 posts for 2025.

In 2024 the establishment plan included 691 Temporary Agent posts. In 2025 it is foreseen that the Temporary Agent posts linked to COVID19 activities will be reduced by 10 compared to 2024. In addition, in agreement with the LFS of the Pharma package, the Agency will receive 18 Temporary Agent posts.

However, in view of the growing product portfolio, the Agency requests additional 30 TAs posts (4.6% of workforce which excludes COVID posts and resources foreseen for the revised pharma legislation) to cater for additional product-related workload both for human and veterinary medicines. The workload is estimated to increase by 9.8% between 2023 and 2025. The Agency managed to handle the increase of workload in 2024 however the gap is constantly widening. It is foreseen that approximately half of which will be covered through efficiency gains, while the other half needs to be resourced through fee funded posts.

It should be noted that applications-related fee income (without inflation) and associated workload have grown by 64% between 2014 to 2025 while the establishment plan increased by only 5,5% net of additional posts given for the mandate extension, Covid-19 related activities and the implementation of the new Pharma Legislation. The main drivers behind the significant volume of increase can be found in pre and post-marketing authorisation applications. In addition, the Agency has been given responsibility for significant new legal tasks, such as developing and managing of a pan-European clinical trials database, medical devices, personal data protection, access to documents, veterinary (partial staff agreed for the latter) legislation.

In the short term, EMA has managed to absorb some of the above-mentioned activities, both fee-related and new legislation-related, through efficiency gains and effective staff reallocation, but also through increased reliance on short-term 'interim' contracts and contractors.

This is not in the best interest given that the afore mentioned fee-related workload that increased over the years will not reduce but will continue at a pace of around 100 newly authorised products per year enabling the Agency to contribute to protection of public health and a robust and sustainable European Health Union. Increase in applications also means increases in scientific work related to their assessment, in supervision activities, in access to documents and clinical data publication activities, in stakeholder involvement and international collaboration activities, regulatory and legal challenges.

The impact of the Agency staffing on the European Commission pension system is constantly decreasing, with the EU contribution accounting for only 6% of the total revenues. Fee income registered a constant growth as mentioned while the Multiannual Financial Framework includes a reduction of the EU subsidy from Eur 50M in 2023 to Eur 34M as from 2024 according to the MFF 2021-2027.

#### *4.1.2 Vacancy rate as of end 2023*

At the end of 2023 the Agency occupied 664 of 682 Temporary Agent posts in the establishment plan, resulting a vacancy rate of 3%.

#### *4.1.3 Standard abatement ('abatement forfaitaire') applied*

In 2025 the Agency expects to see around 10 retirements. This will result in abatement rate of 1.06% (including TAs and Cas) of 935.

#### *4.1.4 Salary assumption for calculating salary line (% applied)*

In calculating salaries for 2025, an increase of 2,00% (July-December) was assumed.

#### *4.1.5 Correction coefficient used*

A duty station weighting (correction coefficient) of 114.6 was assumed when establishing PDB2025.

#### *4.1.6 Exchange rate used (if applicable)*

Infor-Euro rates for August 2023 have been applied as they were the most recent rates available at the time of establishment of PDB2025.

## **4.2 Financial Resources - Agency request**

### *4.2.1 Title 1*

Title I figures for 2025 reflect an increase of EUR 7 904 000 (+4,99%) compared to 2024, mainly due to an increase in the salaries and allowances chapter, driven by wage inflation and step change increases and 38 additional TA posts. This increase is funded through fees and is furthermore partly offset by lower expenditure on external services.

### *4.2.2 Title 2*

Title II figures for 2025 show a increase of EUR 5 079 000 (+7,2%) compared to 2024. The increase is due to higher building expenditure linked to general inflationary increase, fitting-out and other projects postponed from 2024, IT maintenance expenditure.

#### 4.2.3 Title 3

Expenditure Title III reflects an overall increase of EUR 75 547 000 (+30,4%) compared to 2024. The allocations allow for:

- increased payments of EUR 64 939 000 (+37.2%) to National Competent Authorities (NCAs) for the evaluation of medicines in line with higher remuneration to Member States as per draft New Fee Regulation expected to come into force in January 2025 as well as the increase in workload.
- increased activities on scientific studies of EUR 6 641 000 (+31,5%) mainly related to DARWIN maintenance expenditure and studies postponed from 2024 due to budget restrictions to support the evaluation services.
- increase meeting reimbursement expenditure of EUR 1 614 000 due to higher travel costs and increased number of meetings which were scaled down in 2024 due to budget restrictions.
- minor increase in IT development expenditure of EUR 996 000 (+2.5%) due to general inflationary increase.

#### 4.3 Ad hoc grants and delegation agreements

As indicated annex XI of the SPD 2025 – 2027 the Agency is executing the following Grants and Cooperation agreements:

	General information					Financial and HR impact			
	Actual or expected date of the signature	Total amount of contribution	Duration	Counterpart	Short description		2023	2024	2025
<b>Grants received</b>									
1. PREMIER	29/06/2020	EUR 47,000	6 years from 01/09/2020	Innovative Medicines Initiative 2 Joint Undertaking	Prioritisation and Risk Evaluation of Medicines in the Environment	Amount	8,000	8,000	8,000
						Number of CAs/FTE	0.06	0.06	0.06
						Number of SNEs/FTE	0	0	0
2. SISAQOL	30/10/2020	EUR 76,800	4 years from 01/01/2021	Innovative Medicines Initiative 2 Joint Undertaking	Setting International Standards in Analysing Patient-Reported Outcomes and Quality of Life endpoints	Amount	18,000	18,000	-
						Number of CAs/FTE	0.75	0.75	0
						Number of SNEs/FTE	0	0	0
<b>Contribution Agreements</b>									
1. IPA 2020-2022	19/12/2019	EUR 254,919	4 years from 01/01/2020	European Commission DG NEAR	Participation of candidate countries and potential candidates in EMA trainings and activities	Amount	84,919		-
						Number of CAs/FTE	tbc	tbc	-
						Number of SNEs/FTE	0	0	0
2. IPA 2024-2026	Q4 2023	EUR 600,000	3 years from 01/01/2024	European Commission DG NEAR	Participation of candidate countries and potential candidates in EMA trainings and activities	Amount	-	200,000	200,000
						Number of CAs/FTE			
						Number of SNEs/FTE			
3. ePi II	Q1 2024	EUR 3.29 million	2 years from signature in 2024	European Commission, DG SANTE/ EU4Health	Development of electronic product information (ePI) for EU medicines	Amount	-	1,645,000	1,645,000
						Number of CAs/FTE	-	tbc	tbc
						Number of SNEs/FTE	-	tbc	tbc

4. MAV+	Q4 2023	EUR million	10	5 years from signature in 2023	European Commission, DG INTPA	Team Europe Initiative (TEI) on Manufacturing and Access to Vaccines, Medicines and Health Technologies (MAV+) in Africa	Amount	2,000,000	2,000,000	2,000,000
						Number of CAs/FTE	0	1	1	
						Number of SNEs/FTE	tbc	tbc	tbc	

EMA does not provide services to other EU entities, hence has no corresponding service level agreements.

## 5 Other information

### 5.1 Buildings

#### 5.1.1 Current building(s)

#	Building Name and type	Location	SURFACE AREA (in m <sup>2</sup> )			RENTAL CONTRACT			Host country (grant or support)	Building present value(€)
			Office space	non-office	Total	RENT (€/year)	Duration	Type		
1	Multi-tenanted office building; EMA lease covers parts of the basement, ground and promenade levels	30 Churchill Place, London, E14 5EU, UK	18 448	8 002	26 450		25 years from 1 July 2014	lease		
2	EMA Building, purpose built, single occupant	Domenico Scarlattilaan 6 1083 HS Amsterdam The Netherlands	22 719	10 692	33 411	10 721 000	20 years from 1 January 2020	Lease	The Netherlands provides 3 mln. EUR for rent reductions of 150 000,00 for each year of the 20y lease	
<b>TOTAL</b>			<b>41 167</b>	<b>18 694</b>	<b>59 861</b>	<b>10 721 000</b>				

#### 5.1.2 Current building(s) Other comments

Since July 2019 the Agency has sublet its former headquarters in London; the amounts paid to the Agency's landlord were matched by those of the sub-tenant to EMA and were managed under fund source CL. WeWork initiated the Chapter 11 bankruptcy proceedings and is currently renegotiating and terminating lease agreements worldwide, in the wake of COVID pandemic, the move to hybrid work habits of the global population and resulting impacts of these and other macro-economic factors on the office commercial real estate sector. The tenant formally requested on 7 November 2023 the suspension of their rent payment for Q1 2024, while committing to continue paying the other charges pertaining to the premises (e.g. estate and service charges, utilities etc.). Following extensive negotiations in Q1 2024 WeWork and the Agency reached an agreement on the continuation of the lease agreement that formed the basis for a Building dossier submitted and approved by the Budgetary Authority in April 2024. The agreement foresees a reduction of the rent that can be partially offset by a percentage of the turnover realised by WeWork, all charges pertaining to the premises will continue to be covered by WeWork and an early termination clause in case the Agency is able to find a more favourable deal. As presented in the Building Dossier the rent reduction should be covered by an increase of the EC Contribution taking account of the legal framework and ensuring that public health activities of EMA and national competent authorities are protected. The requirement for permanent political solution to this post-Brexit matter remains.

#### 5.1.3 Building projects in the planning phase

n/a

#### 5.1.4 Building projects submitted to the European Parliament and the Council

n/a

## 5.2 European Schools

The Agency's staff members who make use of European schools in general have their children enrolled at the European School in Bergen, NL (type 1 school) and at the European School in the Hague, NL (type 2 school).

## 5.3 Evaluation

The latest evaluation of the Agency's operation pursuant to Article 86 of the Regulation (EC) No 726/2004 was published on 31 August 2021 and is available in the form of a [Report from the Commission to the European Parliament and the Council on the experience acquired with the procedures for authorising and supervising medicinal products for human use, in accordance with the requirements set out in the EU legislation on medicinal products for human use \(COM/2021/497 final\)](#). The study assessed the extent to which the current marketing-authorisation system for medicines met its objectives in the period 2010-2017. This report links to the pharmaceutical strategy for Europe and will inform its implementation, with regard to possible legislative and non-legislative measures. It also complements the ongoing revisions of: (i) the EU regulations on medicines for rare diseases and on medicines for children; and (ii) the Regulation on the European Medicines Agency's fee system. The implementation of the report's recommendations is being planned and will depend on the changes in the EU pharmaceutical legislation which will be proposed by the European Commission and ultimately agreed by the European Parliament and Council of the EU. Further details on this evaluation report, including the supporting studies commissioned for it, are available at: [https://health.ec.europa.eu/medicinal-products/legal-framework-governing-medicinal-products-human-use-eu\\_en#related-information](https://health.ec.europa.eu/medicinal-products/legal-framework-governing-medicinal-products-human-use-eu_en#related-information)

The previous evaluation of the Agency took place in 2009, and resulted in a [European Commission report](#) that was published in January 2010. The Agency's follow up to the recommendations from this report has been described in detail in the Programming Document 2018-2020.

## 5.4 Privileges and immunities

Agency privileges	Privileges granted to staff	
	Protocol of privileges and immunities / diplomatic status	Education / day care
The Agency has diplomatic status	Staff do not pay national taxes on their Union salary	European schools in The Hague and Bergen, both more than 50km from the Agency's new headquarters in Amsterdam
Within the scope of its official activities, the Agency, its assets, income and other property shall be exempt from all direct taxes, whether levied by national, provincial or local authorities.	Internationally recruited staff can buy tax-free vehicle(s)	Agency does not have a day care facility but provides financial contribution using the same rules as EC for nursery contribution to European kindergarten.
The Agency is exempt from a number of indirect taxes (further details to be consulted from the Seat Agreement between the Kingdom of the Netherlands and the European Medicines Agency).	Internationally recruited staff is exempt from certain taxations (further details to be consulted from the Seat Agreement between the Kingdom of the Netherlands and the European Medicines Agency).	Eligible staff with children (regardless of where they attend school) receive the double education allowance per child, as the Agency's new permanent seat is more than 50km from the nearest European School
	Agency staff are covered by JSIS and exempt from contributions to Dutch social security and NHS, although issues of insufficient access to the Dutch health system for staff member's spouses and children continue to cause problems	

## 1 Overview

### 1.1 Creation/modification (legal base)

Decision	Date	Mission/ Tasks / Functions
Regulation (EEC) no 1365/75 of the Council of 26 May 1975 on the creation of a European Foundation for the improvement of living and working conditions	26/05/1975	Contribute to the planning and establishment of better living and working conditions through action designed to increase and disseminate knowledge likely to assist this development. It should deal with the following issues: Man at work; organisation of work and particularly job design; problems peculiar to certain categories of workers; long-term aspects of improvement to the environment; distribution of human activities in space and time
Extension of activities	1977	Launch of the European Industrial Relations Observatory (EIRO) on a proposal from the European Commission adopted by the Administrative Board
Extension of activities	2001	Launch of the European Monitoring Centre on Change (EMCC) on a proposal from the European Commission endorsed by the Presidency Conclusions of the Nice European Council and adopted by the Administrative Board
Modification to the Founding Regulation	2003	Amendments to various administrative procedures and adjustment to new Financial Regulation; Modification to governance provisions; adjustment to new Staff Regulations
Regulation (EU) 2019/127 of the European Parliament and the Council	16/01/2019	Eurofound shall enhance and disseminate knowledge, provide evidence and services for the purpose of policy making, including research-based conclusions, and shall facilitate knowledge sharing among and between Union and national actors. Eurofound's objective shall be to support the shaping and implementing policies concerning the improvement of living and working conditions, devising employment policies, and promoting the dialogue between management and labour.

### 1.2 Seat

Dublin, Ireland

### 1.3 Budget Line

07 10 01 : European Foundation for the improvement of living and working conditions (Eurofound)

### 1.4 Human Resources Overview

The table below presents the number of posts in the establishment plans, including the posts assigned to programmes financed outside the EU budget, whereas the number of Contract Agents / SNE only includes those financed under programmes financed within the EU Budget.

Human Resources	2023			2024	2025
	Authorised Budget	Actually filled as of 31/12/2023	Occupancy rate(%)	Authorised Budget	Draft Budget Request
<b>TOTAL AD</b>	51	47	92,16%	51	51
<b>TOTAL AST</b>	38	38	100,00%	39	39
<b>TOTAL AST/SC</b>	2	1	50,00%	1	1
<b>ESTABLISHMENT PLAN POSTS</b>	<b>91</b>	<b>86</b>	<b>94,51%</b>	<b>91</b>	<b>91</b>
<b>Contract Agents (CA)</b>	13	9	69,23%	13	13
<b>Seconded National Experts (SNE)</b>	1		0,00%	1	1
<b>TOTAL STAFF</b>	<b>105</b>	<b>95</b>	<b>90,48%</b>	<b>105</b>	<b>105</b>

### 1.5 Financial Resources Overview

#### 1.5.1 Revenues Overview

##### 1.5.1.1 General revenues

REVENUES	2024	2025
	Revenues estimated by the agency	Budget Forecast



<b>EU contribution</b>	24 054 000	24 522 000
<b>Other Revenue</b>	206 000	198 000
<b>TOTAL REVENUES</b>	<b>24 260 000</b>	<b>24 720 000</b>

#### 1.5.1.2 Additional EU funding: contribution, grant and service level agreements

REVENUES	2024	2025
	Revenues estimated by the agency	Budget Forecast
Additional EU funding stemming from grant agreements (FFR Art.7)		
Additional EU funding stemming from contribution agreements (FFR Art.7)		
Additional EU funding stemming from service level agreements (FFR Art. 43.2)	100 000	25 000
<b>TOTAL REVENUES</b>	<b>100 000</b>	<b>25 000</b>

#### 1.5.2 Expenditure Overview

Expenditure	2024		2025	
	Commitment appropriations	Payment appropriations	Commitment appropriations	Payment appropriations
<b>Title 1 - Staff expenditure</b>	16 360 000	16 360 000	16 660 000	16 660 000
<b>Title 2 - Infrastructure and operating expenditure</b>	1 720 000	1 720 000	1 840 000	1 840 000
<b>Title 3 - Operational expenditure</b>	6 180 000	6 180 000	6 220 000	6 220 000
<b>TOTAL EXPENDITURE</b>	<b>24 260 000</b>	<b>24 260 000</b>	<b>24 720 000</b>	<b>24 720 000</b>

## 2 Human Resources

### 2.1 Establishment plan posts

The table below presents the number of posts in the establishment plans, including the posts assigned to programmes financed outside the EU budget.

Function group and grade	2023				2024		2025			
	Authorised Budget		Actually filled as of 31/12/2023		Authorised Budget		Request of the Agency		Draft Budget Request	
	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts
AD 16										
AD 15										
AD 14		2		1		2		2		2
AD 13	2	4	2	2	2	4	2	4	2	4
AD 12		5		5		5		5		5
AD 11	1	4		1	1	4	1	2	1	2
AD 10		5	1	3	1	5	1	5	1	5

Function group and grade	2023				2024		2025			
	Authorised Budget		Actually filled as of 31/12/2023		Authorised Budget		Request of the Agency		Draft Budget Request	
	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts
AD 9	1	7	1	8		8		9		9
AD 8		8		10		7		8		8
AD 7		7		3		7		8		8
AD 6		3		4		3		4		4
AD 5		2		6		2				
AD TOTAL	4	47	4	43	4	47	4	47	4	47
AST 11		2				2		2		2
AST 10		1				2		2		2
AST 9	2	7		7	2	8	2	8	2	8
AST 8	1	9	1	1	2	6	1	4	1	4
AST 7	2	5	3	6	1	5	1	7	1	7
AST 6		2		5		3		4		4
AST 5		6		4		6		4		4
AST 4		1		4		1	1	1	1	1
AST 3				3		1		2		2
AST 2			1	3						
AST 1										
AST TOTAL	5	33	5	33	5	34	5	34	5	34
AST/SC 6										
AST/SC 5										
AST/SC 4										
AST/SC 3		1				1		1		1
AST/SC 2		1		1						
AST/SC 1										
AST/SC TOTAL		2		1		1		1		1
TOTAL	9	82	9	77	9	82	9	82	9	82
GRAND TOTAL	91		86		91		91		91	

## 2.2 External personnel

### 2.2.1 Contract Agents

Contract agents	Authorised 2023	Recruited as of 31/12/2023	2024 estimate	Draft Budget 2025 estimate
Function Group IV	7	6	7	7
Function Group III	2	1	2	2
Function Group II	4	2	4	4
Function Group I				

Contract agents	Authorised 2023	Recruited as of 31/12/2023	2024 estimate	Draft Budget 2025 estimate
<b>TOTAL</b>	<b>13</b>	<b>9</b>	<b>13</b>	<b>13</b>

### 2.2.2 Seconded National Experts

Seconded National Experts	Authorised 2023	Recruited as of 31/12/2023	2024 estimate	Draft Budget 2025 estimate
<b>TOTAL</b>	<b>1</b>		<b>1</b>	<b>1</b>

## 3 Financial Resources

### 3.1 Revenues

#### 3.1.1 General revenues

REVENUES	General revenues				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>1 REVENUE FROM FEES AND CHARGES</b>					
<b>2 EU CONTRIBUTION</b>	23 595 000	24 054 000	24 522 000	24 522 000	1,95%
<i>- Of which assigned revenues deriving from previous years' surpluses</i>	17 912	14 028	0	0	-100%
<b>3 THIRD COUNTRIES CONTRIBUTION (incl. EEA/EFTA and candidate countries)</b>					
<i>- Of which EEA/EFTA (excl. Switzerland)</i>					
<i>- Of which candidate countries</i>					
<b>4 OTHER CONTRIBUTIONS</b>					
<b>5 ADMINISTRATIVE OPERATIONS</b>	12 704	10 000	8 000	8 000	-20,00%
<i>- Of which interest generated by funds paid by the Commission by way of the EU contribution (FFR Art. 61)</i>					
<b>6 REVENUES FROM SERVICES RENDERED AGAINST PAYMENT</b>	715 450	196 000	190 000	190 000	-3,06%
<b>7 CORRECTION OF BUDGETARY IMBALANCES</b>					
<b>TOTAL</b>	<b>24 323 154</b>	<b>24 260 000</b>	<b>24 720 000</b>	<b>24 720 000</b>	<b>1,90%</b>

#### 3.1.2 Additional EU funding: contribution, grant and service level agreements

REVENUES	Additional EU funding: contribution, grant and service level agreements				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>Additional EU funding stemming from grant agreements (FFR Art.7)</b>	35 161				

REVENUES	Additional EU funding: contribution, grant and service level agreements				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
Additional EU funding stemming from contribution agreements (FFR Art.7)	810 000				
Additional EU funding stemming from service level agreements (FFR Art. 43.2)	125 000	100 000	25 000	25 000	-75,00%
<b>TOTAL</b>	<b>970 161</b>	<b>100 000</b>	<b>25 000</b>	<b>25 000</b>	<b>-75,00%</b>

### 3.2 Expenditure

#### 3.2.1 Commitment appropriations

EXPENDITURE	Commitment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>Title 1 - Staff expenditure</b>	<b>16 289 118</b>	<b>16 360 000</b>	<b>16 660 000</b>	<b>16 660 000</b>	<b>1,83%</b>
Salaries & allowances	15 215 976	15 359 000	15 612 000	15 612 000	1,65%
- Of which establishment plan posts	14 743 138	14 899 000	15 145 000	15 145 000	1,65%
- Of which external personnel	472 838	460 000	467 000	467 000	1,52%
Expenditure relating to Staff recruitment	119 989	129 000	131 000	131 000	1,55%
Employer's pension contributions					
Mission expenses	111 531	125 000	150 000	150 000	20,00%
Socio-medical infrastructure	149 482	183 000	185 000	185 000	1,09%
Training	107 902	120 000	120 000	120 000	0,00%
External Services	584 238	444 000	462 000	462 000	4,05%
Receptions, events and representation					
Social welfare					
Other Staff related expenditure					
<b>Title 2 - Infrastructure and operating expenditure</b>	<b>1 892 594</b>	<b>1 720 000</b>	<b>1 840 000</b>	<b>1 840 000</b>	<b>6,98%</b>
Rental of buildings and associated costs	719 483	731 000	776 000	776 000	6,16%
Information, communication technology and data processing	986 782	840 000	915 000	915 000	8,93%
Movable property and associated costs	143 443	103 000	103 000	103 000	0,00%

EXPENDITURE	Commitment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
Current administrative expenditure	19 386	20 000	20 000	20 000	0,00%
Postage / Telecommunications	23 500	26 000	26 000	26 000	0,00%
Meeting expenses					
Running costs in connection with operational activities					
Information and publishing					
Studies					
Other infrastructure and operating expenditure					
<b>Title 3 - Operational expenditure</b>	<b>6 777 074</b>	<b>6 180 000</b>	<b>6 220 000</b>	<b>6 220 000</b>	<b>0,65%</b>
<b>TOTAL</b>	<b>24 958 786</b>	<b>24 260 000</b>	<b>24 720 000</b>	<b>24 720 000</b>	<b>1,90%</b>

### 3.2.2 Payment appropriations

EXPENDITURE	Payment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>Title 1 - Staff expenditure</b>	<b>16 067 952</b>	<b>16 360 000</b>	<b>16 660 000</b>	<b>16 660 000</b>	<b>1,83%</b>
Salaries & allowances	15 215 976	15 359 000	15 612 000	15 612 000	1,65%
- <i>Of which establishment plan posts</i>	<i>14 743 138</i>	<i>14 899 000</i>	<i>15 145 000</i>	<i>15 145 000</i>	<i>1,65%</i>
- <i>Of which external personnel</i>	<i>472 838</i>	<i>460 000</i>	<i>467 000</i>	<i>467 000</i>	<i>1,52%</i>
Expenditure relating to Staff recruitment	119 989	129 000	131 000	131 000	1,55%
Employer's pension contributions					
Mission expenses	107 242	125 000	150 000	150 000	20,00%
Socio-medical infrastructure	92 879	183 000	185 000	185 000	1,09%
Training	69 922	120 000	120 000	120 000	0,00%
External Services	461 944	444 000	462 000	462 000	4,05%
Receptions, events and representation					
Social welfare					

EXPENDITURE	Payment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
Other Staff related expenditure					
<b>Title 2 - Infrastructure and operating expenditure</b>	<b>1 478 812</b>	<b>1 720 000</b>	<b>1 840 000</b>	<b>1 840 000</b>	<b>6,98%</b>
Rental of buildings and associated costs	518 721	731 000	776 000	776 000	6,16%
Information, communication technology and data processing	842 380	840 000	915 000	915 000	8,93%
Movable property and associated costs	78 898	103 000	103 000	103 000	0,00%
Current administrative expenditure	19 286	20 000	20 000	20 000	0,00%
Postage / Telecommunications	19 527	26 000	26 000	26 000	0,00%
Meeting expenses					
Running costs in connection with operational activities					
Information and publishing					
Studies					
Other infrastructure and operating expenditure					
<b>Title 3 - Operational expenditure</b>	<b>2 940 905</b>	<b>6 180 000</b>	<b>6 220 000</b>	<b>6 220 000</b>	<b>0,65%</b>
<b>TOTAL</b>	<b>20 487 669</b>	<b>24 260 000</b>	<b>24 720 000</b>	<b>24 720 000</b>	<b>1,90%</b>

### 3.3 Budget Outturn

First estimate of the 2023 surplus that should be reimbursed to the EU budget (as assigned revenue): EUR 0  
2023 budget execution stands at 100 %.

## 4 Justification of needs

### Commission assessment

#### Human Resources

Following the Agency Instructions of the Budget Circular 2025, EUROFOUND proposes to maintain a stable number of establishment plan posts in 2025 compared to the budget 2024 (91 posts) which is fully supported by the Commission.

#### Financial Resources

Financial resources requested are in line with the financial programming for 2025-2027.

#### **4.1 Human Resources - Agency Request**

##### *4.1.1 Number of staff requested*

Establishment plan posts: 91  
Contract Agents: 13  
Seconded National Experts: 1  
TOTAL: 105

##### *4.1.2 Vacancy rate as of end 2023*

Establishment plan: 88\*) or 96.7 % out of 91 posts filled  
Contract Agents: 9 or 64 % out of 13 posts filled  
Seconded National experts: 0 or 0 % out of 1 post filled  
Total: 98 or 92.3 % of 105 posts filled

\*) Includes two contracts offered and accepted in 2023 staff commencing in early 2024.

The table below shows the breakdown for Establishment Plan Posts.

ESTABLISHMENT PLAN POSTS	Authorised Budget	Filled as of 31/12/23	Occupancy rate %
Administrators (AD)	51	47	92%
Assistants (AST)	38	38	100%
Assistants/Secretaries (AST/SC)	1	1	100%
TOTAL ESTABLISHMENT PLAN POSTS	91	86*	95%

\*Excluding the post offered as per the note above

##### *4.1.3 Standard abatement ('abatement forfaitaire') applied*

N/A

##### *4.1.4 Salary assumption for calculating salary line (% applied)*

Eurofound has followed the guidance in the Budgetary Circular 2025 which advises that a salary update of +5,3% to be applied as from 1 July 2024, +0,6% to be applied as from 1 April 2025 and +3,7% to be applied as from 1 July 2025. Additionally, Eurofound expects the Irish Country coefficient to remain stable. Based on the above and staff turnover, Eurofound assumes an average increase of ca. 2 % per annum in salary lines.

##### *4.1.5 Correction coefficient used*

139.4 as applicable from 1.7.2023 and expected to remain stable.

##### *4.1.6 Exchange rate used (if applicable)*

N/A.

#### **4.2 Financial Resources - Agency request**

##### *4.2.1 Title 1*

In consultation with DG EMPL the Agency's subsidy request for 2023, 2024 and the following years was increased by 650,000 EUR to mitigate the budget impact of the steep increase of the country coefficient in recent years. In 2020, the coefficient increased by almost 10 percentage points from 119.2 to 129. In 2021 there was a further increase to 133.6 and in 2022 to 136.3 and the latest adjustments from 1.7.2023 to 139.4.

The overall appropriations for title 1 including the aforementioned 650,000 EUR is forecasted at 16,660,000 EUR (in 2024: 16,360,000 EUR) including only a small inflation-based increase of 300,000 EUR or 1.8 %. This amount seems realistic as long as there is no further increase of the country coefficient.

During the Covid19 pandemic in 2020/2021 and still partly in 2022 significant savings in title 1 (e.g. missions, training, staff catering) were achieved which helped to partly cope with the unexpected coefficient increases. Nevertheless, some of the cost increases in Title 1 needed to be balanced by reductions in Title 3. With the additional subsidy of 650,000 EUR, this trend of a shrinking title 3 should be stopped and reverted. At the same time, many savings started in title 1 will continue in the ‘new normal’: mission budget will not return to pre-Covid levels (more online and hybrid meetings) and savings are also planned to continue for catering and other budget lines.

#### 4.2.2 Title 2

Title 2 appropriations are expected to increase by EUR 120,000 (7.0 % higher compared to 2024).

The planned title 2 (administrative expenditure) level for 2025 is 1,840 million EUR.

Inflation will affect most budget lines. The big cost increases in 2024 in title 2 are ICT infrastructure related cost increases due to further requirements for digital solutions including a heightened focus on prevention of cyber-related crime and attacks. These trends will continue during the period and also impact 2025. Also, it needs to be ensured that Eurofound can deliver on its sustainability programme, particularly the environmental sustainability which will be required to eventually achieve carbon neutrality.

Similar to title 1, significant efforts are to be continued to limit the budget increases in title 2.

#### 4.2.3 Title 3

Title 3 (operational expenditure) appropriations are expected to increase by EUR 40,000 (or 0.6 % compared to 2024) to 6,220,000 EUR. The small increase in title 3 is mainly expected to partly cover rising costs due to inflation.

Despite the small increase, title 3 for 2025 is still significantly lower than 2010 when the budget was about 7,8 million EUR (title 3 in 2025 will be about 20% lower than in 2010).

It should be noted that in the medium-term title 3 will require additional funds for financing the Network of European Correspondents (NEC). Contractors’ prices went up on average by 10% in 2023. The increase is, therefore, relevant to ensure the planned delivery of NEC outputs incl. the representativeness studies.

In addition, the budget allocation ‘Reacting to ad-hoc Information Requests’ has been increased by 75,000 EUR to 400,000 EUR (in 2024: 325,000 EUR). In 2022 and 2023, there were cuts to offset the increase of the country coefficient. The funds for this activity are reserved to respond to ad-hoc requirements by stakeholders.

### 4.3 Ad hoc grants and delegation agreements

1) The service level agreement (SLA) with DG Employment to carry out a three-year pilot project on minimum wages entered to its final year in 2023. Eurofound received 1,000,000 EUR to fund the project from DG Employment in 2021. The final reporting will take place in 2024.

The pilot project has the following independent project modules:

- Enforcement of minimum wages and compliance (Approaches to quantification, map institutions, policy analysis for selected sectors).
- Database on minimum wage rates in collective agreements (Concept, pilot and populate the database).
- Regulating independent workers minimum pay rates or tariffs (Comparative report).

2) Eurofound entered to a new three-year agreement with DG Neighbourhood and Enlargement Negotiations (DG NEAR) for an Instrument for Pre-Accession Assistance (IPA) amounting to 900,000 EUR in 2023. 810,000 EUR was received as pre-financing in 2023. The remainder of the funds (90,000 EUR) are expected in 2026.

3) Eurofound entered to a new 18-month-long service level agreement (SLA) with DG Employment on working time reduction in July 2023. Eurofound received 125,000 EUR to fund the project from DG Employment in 2023. It is expected that there will be a payment of 100,000 EUR in 2024 and the final payment of 25,000 EUR in 2025.



## 5 Other information

### 5.1 Buildings

#### 5.1.1 Current building(s)

#	Building Name and type	Location	SURFACE AREA(in m <sup>2</sup> )			RENTAL CONTRACT			Host country (grant or support)	Building present value(€)
			Office space	non-office	Total	RENT (€/year)	Duration	Type		
1	Main building and conference centre	Dublin	2 000	500	2 500		n/a	n/a	n/a	731 745
2	Loughlinstown House and grounds (historical, listed building)	Dublin	350	150	500		None; EUR 250 000 was paid in 2000 for a 99-year lease (from 2001 on)	99-year lease	n/a	
3	Brussels Liaison Office (BLO)	Brussels, 18, Avenue d'Auderghem	100		100	27 050	Lease agreement with annual termination clause	Lease agreement with annual termination clause	n/a	
<b>TOTAL</b>			<b>2 450</b>	<b>650</b>	<b>3 100</b>	<b>27 050</b>				<b>731 745</b>

#### 5.1.2 Current building(s) Other comments

None.

#### 5.1.3 Building projects in the planning phase

No new buildings or building extensions are planned. No change of surface area.

#### 5.1.4 Building projects submitted to the European Parliament and the Council

N/A

## 5.2 European Schools

There is one European School, Type II, providing education up to level 5, based in Dunshaughlin, Co. Meath. However, it does not offer the European Baccalaureate degree and is also for logistical reasons not a viable option for Eurofound staff. No child of Eurofound staff is currently attending the school.

Eurofound has discussed the schooling question with the Irish Authorities, particularly in the context of the Irish Government's commitment in the Seat Agreement to be open to providing for the education of the children of Eurofound staff on a similar basis to what is provided for EU staff located elsewhere. Following these consultations, Eurofound staff were surveyed on their preferences. There was a strong preference for maintaining the level of choice that is currently available to them and continuing with payment of the double education allowance in respect of children attending second level education. On the basis of this feedback Eurofound will not pursue the matter of an Accredited European School for the time being.

Eurofound together with the Commission's and Parliament's office in Ireland have established an arrangement for many years with a private school, St Andrew's College, Blackrock, which operates at both primary and secondary level. This school is used by many of Eurofound's staff.

Agreement in place with the European School(s)				
Contribution agreements signed with the EC on type I European schools	Yes		No	X
Contribution agreements signed with the EC on type II European schools	Yes		No	X
Number of service contracts in place with international schools:	0			

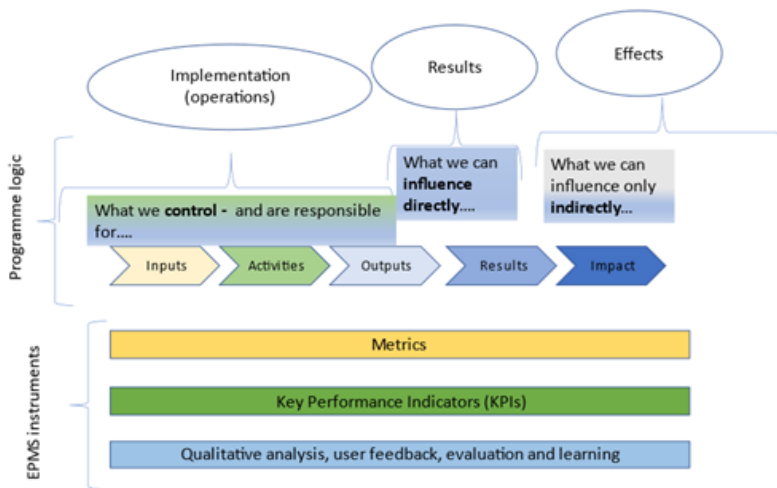
Description of any other solutions or actions in place: Issuing school allowance as per SR/CEOS

### 5.3 Evaluation

Eurofound’s performance monitoring system (EPMS) aims to foster a culture of continuous organisational improvement. Using a series of instruments of ongoing monitoring and evaluation, it provides the necessary information for accountability of organisational performance as expressed in the annual work programmes which are supported by multi-annual strategies and programmes. Eurofound complies with the regulatory requirements<sup>43</sup> of ‘Results-Based Management’ in demonstrating its performance.

The EPMS provides the instruments to adapt where necessary to achieve the outputs and results as intended. This can be visualised as follows:

EPMS model (to be updated with confirmed logic model for 2025-2028 in Q3/2024)]



### Monitoring

The Agency has a long tradition in monitoring the implementation of its annual work programme against a set of quantitative and qualitative indicators and metrics.

At strategic level a set of Key performance indicators aid the requirement for regular information at management and operational level on the organisational performance towards achieving the objectives. These Key Performance Indicators (KPIs) are in place with a strong emphasis on the result (uptake and use) of Eurofound’s knowledge, as well its efficiency (inputs and outputs). Draft KPIs will be available in the final draft 2024.

### Evaluation

Evaluation is defined as an evidence-based judgement. It assesses the extent to which an intervention has been:

- relevant given the needs and its mandate and objectives,
- effective and efficient,
- coherent both internally and with other EU policy interventions and achieved EU added value<sup>44</sup>.

Eurofound evaluation practices are based on the principles of the European Commission, ‘Better Regulation Guidelines and Toolkit’ It applies the above-mentioned evaluation requirements and provisions in a **multiannual perspective** of its 2025-2028 programme taking a **modular and complementary approach** to implementing a coherent set of evaluation activities. This approach aims to ensure a proportional and effective use of resources in meeting the evaluation requirements, as well as a way of ensuring that the required evaluation activities are applied in such a way to maximise their utility for the Agency in a multiannual perspective. The programme distinguishes between thematic evaluation and

<sup>43</sup> Article 29 Financial Regulation (2019)

<sup>44</sup> According to European Commission Better Regulation evaluation guidelines

programme evaluation and recurring activities such as user feedback and project reviews, as well as training and reporting.

### Thematic evaluation

These evaluations can be different in scope as they need to be proportionate to the objectives and expenditure. They can serve as a basis for decision making about new activities or for assessing the performance on criteria of effectiveness, efficiency, coherence and/or relevance to Eurofound’s strategy and programmes. The Management will select a theme on an annual basis. The thematic evaluation will be decided in Q3/2024.

### Programme evaluation

As an Agency of the European Commission, Eurofound is subject to a programme evaluation every four years<sup>45</sup>. The evaluation is initiated by DG Employment supported by an external contractor. The latest evaluation covered the period 2017-2022. At the same time three other Agencies in the policy field of DG Employment, Social inclusion and Equality were evaluated: Cedefop, ETF, EU OSHA. In 2024 the Commission presented its conclusions and recommendations. The response of Eurofound includes an action plan for improvements. The action plan and an indication of the level of implementation foreseen for 2025 will be added in Q3 2024.

### The main findings of the latest evaluation available are as follows:

Interim findings accompanying an ex-ante evaluation of the Programming Document 2025-2028 are that the programme is forward looking and addresses stakeholder needs, that the strategy and objectives are relevant to those needs, that the programme is consistent with programming guidelines and that assumptions and expected results and impacts are realisable and funded.

Draft findings of the 2024 evaluation of the four EMP agencies confirmed the direction of the new programme in terms of relevance and focus on collaboration and synergies (efficiency). Findings about the Programme between 2017 and 2022 cite the timeliness and relevance of its outputs and improved uptake of its findings in key European-level policy documents. A majority of staff, stakeholders, and respondents to the Public Consultation, indicated that Eurofound had achieved its objectives to a large or moderate extent[1].

### Recurring activities

- New contractual arrangements will be put in place for procurement of external evaluation and feedback services.
- User feedback data collection and analysis about Eurofound’s services will take place – based on a bi-annual cycle.

### 5.4 Privileges and immunities

The Irish government and Eurofound concluded a Seat Agreement and a related Memorandum of Understanding on 10 November 2015. It entered into effect on 19 July 2016. These documents replaced previous arrangements that were based on written correspondence between Eurofound and the services of the Irish government. The new Seat Agreement and Memorandum of Understanding are based on the Vienna Convention (Protocol on privileges and immunities), as well as guidelines and templates prepared by the Commission and the Agencies’ Legal Network.

Agency privileges	Privileges granted to staff	
	Protocol on privileges and immunities/diplomatic status	Education/day care

<sup>45</sup> Ex article 28.2 of Regulation (EU) 2019/127

[1] Study supporting the evaluation of EU Agencies: Eurofound, Cedefop, ETF and EU-OSHA VT/2022/015, Draft from August 2023

Agency privileges	Privileges granted to staff	
<p>The Agency has diplomatic status.</p> <p>In common with other EU institutions, Eurofound is exempt from VAT.</p> <p>Eurofound meets the full cost of office furniture, security and infrastructure.</p> <p>There is no contribution by ministries and regional governments.</p>	<p>No staff member has diplomatic status, but senior staff are entitled to a Laisser-Passer document to facilitate travel; however, this privilege is currently not availed of. The Protocol on privileges and immunities is applicable to all staff recruited under the Staff Regulations. This entitles them and their families to enter Ireland without being subject to the usual immigration procedures, for staff to travel to and from work without hindrance, for staff to transfer residence to Ireland without payment of import duty on their effects and motor cars. Staff are exempt from national income tax on their earnings on the basis that they are liable to a tax for the benefit of the Communities on salaries, wages and emoluments paid to them by the Communities.</p> <p>There are no continuous VAT exemptions for staff, with the exception of the director.</p> <p>Staff recruited from outside Ireland may purchase up to two cars without payment of tax or import charges. They may also purchase household goods free of VAT during the first 24 months after moving to Ireland.</p>	<p>There is no access to subsidised day-care facilities for staff.</p> <p>Educational allowances are paid to staff in accordance with the provisions of the Staff Regulations.</p> <p>School fees are not paid directly by Eurofound. Staff sending their children to private schools may qualify for the non-flat-rate education allowance (the child must be at least six years of age) in accordance with the provisions of the Staff Regulations.</p>



## 1 Overview

### 1.1 Creation/modification (legal base)

Decision	Date	Mission/ Tasks / Functions
Council Regulation (EC) No 2062/94	18/07/1994	Workers and employers need to be made aware of the risks that they face, and how to manage them. But health and safety bodies in the individual EU Member States cannot do this alone. That is why the European Agency for Safety and Health at Work was set up, in 1994.
Council Regulation (EC) No 1643/95	29/06/1995	Our mission is to make Europe's workplaces safer, healthier and more productive. We do this by bringing together and sharing knowledge and information, to promote a culture of risk prevention. Located in Bilbao, Spain, we have a dedicated staff of occupational safety and health (OSH), communication and administrative specialists. At the national level, we are represented through a network of focal points, which are usually the lead OSH bodies in the individual Member States. The Agency is a tripartite organisation, this means that we work with governments, employers and workers representatives. We are a single reference point for OSH information. We collect, analyse and disseminate technical, scientific and economic information on OSH risks. We share good practice, and communicate information in a variety of ways to reach workers and workplaces. Our awareness raising activities include our two-year Healthy Workplaces campaigns. We also provide information on our website, via our electronic newsletter OSH mail, and in a range of printed publications. We help to explain European legislation on OSH. And we look out for risks which may only be emerging, due to the fast pace of change in the workplace. Through our research we aim to identify new and emerging risks. Initiatives such as the Agency's European Survey of Enterprises on New and Emerging Risks (ESENER) help to give an overview of safety and health at work in Europe, describe the trends and underlying factors, and anticipate changes in work and their likely consequences for safety and health. Additionally, The Agency aims to stimulate debate and reflection among the Agency's stakeholders and to provide a platform for debate between policy-makers at various levels.
Council Regulation (EC) No 1654/2003	18/06/2003	Updating of the Agency's regulation in accordance with new EU financial and public document access provisions
Council Regulation (EC) No 1112/2005	24/06/2005	Modification of the Agency's government and management structures
European Parliament and Council Regulation (EU) 2019/126 repealing Council Regulation (EC) No 2062/94	16/01/2019	EU-OSHA's objective shall be to provide the Union institutions and bodies, the Member States, the social partners and other actors involved in the field of safety and health at work with relevant technical, scientific and economic information and qualified expertise in that field in order to improve the working environment as regards the protection of the safety and health of workers. To that end, EU-OSHA shall enhance and disseminate knowledge, provide evidence and services for the purpose of policy making, including research-based conclusions, and shall facilitate knowledge sharing among and between Union and national actors.

### 1.2 Seat

Santiago de Compostela 12, 5th floor - 48003 Bilbao, Spain

### 1.3 Budget Line

07 10 02 : European Agency for Safety and Health at Work (EU-OSHA)

### 1.4 Human Resources Overview

The table below presents the number of posts in the establishment plans, including the posts assigned to programmes financed outside the EU budget, whereas the number of Contract Agents / SNE only includes those financed under programmes financed within the EU Budget.

Human Resources	2023			2024	2025
	Authorised Budget	Actually filled as of 31/12/2023	Occupancy rate(%)	Authorised Budget	Draft Budget Request
<b>TOTAL AD</b>	24	23	95,83%	25	25
<b>TOTAL AST</b>	16	16	100,00%	15	15
<b>TOTAL AST/SC</b>					
<b>ESTABLISHMENT PLAN POSTS</b>	<b>40</b>	<b>39</b>	<b>97,50%</b>	<b>40</b>	<b>40</b>

Human Resources	2023			2024	2025
	Authorised Budget	Actually filled as of 31/12/2023	Occupancy rate(%)	Authorised Budget	Draft Budget Request
Contract Agents (CA)	25	25	100,00%	25	25
Seconded National Experts (SNE)					
<b>TOTAL STAFF</b>	<b>65</b>	<b>64</b>	<b>98,46%</b>	<b>65</b>	<b>65</b>

### 1.5 Financial Resources Overview

#### 1.5.1 Revenues Overview

##### 1.5.1.1 General revenues

REVENUES	2024	2025
	Revenues estimated by the agency	Budget Forecast
EU contribution	16 790 319	17 126 000
Other Revenue	690 831	695 100
<b>TOTAL REVENUES</b>	<b>17 481 150</b>	<b>17 821 100</b>

##### 1.5.1.2 Additional EU funding: contribution, grant and service level agreements

REVENUES	2024	2025
	Revenues estimated by the agency	Budget Forecast
Additional EU funding stemming from grant agreements (FFR Art.7)		
Additional EU funding stemming from contribution agreements (FFR Art.7)	p.m.	p.m.
Additional EU funding stemming from service level agreements (FFR Art. 43.2)		
<b>TOTAL REVENUES</b>	<b>p.m.</b>	<b>p.m.</b>

#### 1.5.2 Expenditure Overview

Expenditure	2024		2025	
	Commitment appropriations	Payment appropriations	Commitment appropriations	Payment appropriations
Title 1 - Staff expenditure	8 430 000	8 430 000	8 622 000	8 622 000
Title 2 - Infrastructure and operating expenditure	1 925 000	1 925 000	1 965 000	1 965 000
Title 3 - Operational expenditure	7 126 150	7 126 150	7 234 100	7 234 100
Title 4 - Specific projects ad hoc grants, delegation agreement (R0)	p.m.	p.m.	p.m.	p.m.
<b>TOTAL EXPENDITURE</b>	<b>17 481 150</b>	<b>17 481 150</b>	<b>17 821 100</b>	<b>17 821 100</b>

## 2 Human Resources

### 2.1 Establishment plan posts

The table below presents the number of posts in the establishment plans, including the posts assigned to programmes financed outside the EU budget.

Function group and grade	2023				2024		2025			
	Authorised Budget		Actually filled as of 31/12/2023		Authorised Budget		Request of the Agency		Draft Budget Request	
	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts
AD 16										
AD 15										
AD 14		3		3		3		2		2
AD 13								1		1
AD 12		4		1		4		2		2
AD 11		2		3		4		5		5
AD 10		6		6		6		7		7
AD 9		5		5		3		4		4
AD 8		2		2		3		1		1
AD 7		2		2		1		2		2
AD 6				1		1		1		1
AD 5										
AD TOTAL		24		23		25		25		25
AST 11										
AST 10										
AST 9		1		1						
AST 8		1				3		3		3
AST 7		6		3		7		8		8
AST 6		4		7		3		2		2
AST 5		4		5		2		2		2
AST 4										
AST 3										
AST 2										
AST 1										
AST TOTAL		16		16		15		15		15
AST/SC 6										
AST/SC 5										
AST/SC 4										
AST/SC 3										
AST/SC 2										
AST/SC 1										
AST/SC TOTAL										
TOTAL		40		39		40		40		40



Function group and grade	2023				2024		2025			
	Authorised Budget		Actually filled as of 31/12/2023		Authorised Budget		Request of the Agency		Draft Budget Request	
	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts
<b>GRAND TOTAL</b>	<b>40</b>		<b>39</b>		<b>40</b>		<b>40</b>		<b>40</b>	

## 2.2 External personnel

### 2.2.1 Contract Agents

Contract agents	Authorised 2023	Recruited as of 31/12/2023	2024 estimate	Draft Budget 2025 estimate
Function Group IV	6	6	7	10
Function Group III	14	12	14	10
Function Group II	5	7	4	5
Function Group I				
<b>TOTAL</b>	<b>25</b>	<b>25</b>	<b>25</b>	<b>25</b>

### 2.2.2 Seconded National Experts

Seconded National Experts	Authorised 2023	Recruited as of 31/12/2023	2024 estimate	Draft Budget 2025 estimate
<b>TOTAL</b>				

## 3 Financial Resources

### 3.1 Revenues

#### 3.1.1 General revenues

REVENUES	General revenues				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>1 REVENUE FROM FEES AND CHARGES</b>					
<b>2 EU CONTRIBUTION</b>	16 220 554	16 790 319	17 126 000	17 126 000	2,00%
- Of which assigned revenues deriving from previous years' surpluses	154 655	289 254	490 731	490 731	69,65%
<b>3 THIRD COUNTRIES CONTRIBUTION (incl. EEA/EFTA and candidate countries)</b>	470 731	590 731	595 000	595 000	0,72%
- Of which EEA/EFTA (excl. Switzerland)	470 731	590 731	595 000	595 000	0,72%
- Of which candidate countries					
<b>4 OTHER CONTRIBUTIONS</b>	100 100	100 100	100 100	100 100	0,00%
<b>5 ADMINISTRATIVE OPERATIONS</b>					
- Of which interest generated by funds paid by the Commission by way of the EU contribution (FFR Art. 61)					

REVENUES	General revenues				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>6 REVENUES FROM SERVICES RENDERED AGAINST PAYMENT</b>					
<b>7 CORRECTION OF BUDGETARY IMBALANCES</b>					
<b>TOTAL</b>	<b>16 791 385</b>	<b>17 481 150</b>	<b>17 821 100</b>	<b>17 821 100</b>	<b>1,94%</b>

### 3.1.2 Additional EU funding: contribution, grant and service level agreements

REVENUES	Additional EU funding: contribution, grant and service level agreements				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>Additional EU funding stemming from grant agreements (FFR Art.7)</b>					
<b>Additional EU funding stemming from contribution agreements (FFR Art.7)</b>	598 078	p.m.	p.m.	p.m.	
<b>Additional EU funding stemming from service level agreements (FFR Art. 43.2)</b>					
<b>TOTAL</b>	<b>598 078</b>	<b>p.m.</b>	<b>p.m.</b>	<b>p.m.</b>	

## 3.2 Expenditure

### 3.2.1 Commitment appropriations

EXPENDITURE	Commitment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>Title 1 - Staff expenditure</b>	<b>7 722 881</b>	<b>8 430 000</b>	<b>8 622 000</b>	<b>8 622 000</b>	<b>2,28%</b>
<b>Salaries &amp; allowances</b>	7 059 200	7 685 000	7 842 000	7 842 000	2,04%
<i>- Of which establishment plan posts</i>	5 254 945	5 735 000	5 832 000	5 832 000	1,69%
<i>- Of which external personnel</i>	1 804 255	1 950 000	2 010 000	2 010 000	3,08%
<b>Expenditure relating to Staff recruitment</b>	32 685	20 000	20 000	20 000	0,00%
<b>Employer's pension contributions</b>					
<b>Mission expenses</b>		45 000	45 000	45 000	0,00%
<b>Socio-medical infrastructure</b>	31 183	60 000	60 000	60 000	0,00%
<b>Training</b>	124 433	135 000	135 000	135 000	0,00%
<b>External Services</b>	475 380	485 000	520 000	520 000	7,22%

EXPENDITURE	Commitment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
Receptions, events and representation					
Social welfare					
Other Staff related expenditure					
<b>Title 2 - Infrastructure and operating expenditure</b>	<b>1 630 321</b>	<b>1 925 000</b>	<b>1 965 000</b>	<b>1 965 000</b>	<b>2,08%</b>
Rental of buildings and associated costs	622 392	845 000	890 000	890 000	5,33%
Information, communication technology and data processing	881 355	885 000	900 000	900 000	1,69%
Movable property and associated costs		20 000	20 000	20 000	0,00%
Current administrative expenditure	62 226	110 000	90 000	90 000	-18,18%
Postage / Telecommunications	64 348	65 000	65 000	65 000	0,00%
Meeting expenses					
Running costs in connection with operational activities					
Information and publishing					
Studies					
Other infrastructure and operating expenditure					
<b>Title 3 - Operational expenditure</b>	<b>7 208 505</b>	<b>7 126 150</b>	<b>7 234 100</b>	<b>7 234 100</b>	<b>1,51%</b>
Priority areas & operational activities	7 160 179	7 052 150	7 196 100	7 196 100	2,04%
Support to operational activities	48 326	74 000	38 000	38 000	-48,65%
Communication, Campaigning and Promotion					
Networking and Coordination					
Prevention and Research					
<b>Title 4 - Specific projects ad hoc grants, delegation agreement (R0)</b>	<b>491 325</b>	<b>p.m.</b>	<b>p.m.</b>	<b>p.m.</b>	
IPA II 2016 programme					
IPA II 2018 programme	5 412	p.m.	p.m.	p.m.	
IPA III 2022 programme	485 913	p.m.	p.m.	p.m.	
<b>TOTAL</b>	<b>17 053 032</b>	<b>17 481 150</b>	<b>17 821 100</b>	<b>17 821 100</b>	<b>1,94%</b>

3.2.2 Payment appropriations

EXPENDITURE	Payment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>Title 1 - Staff expenditure</b>	<b>7 569 094</b>	<b>8 430 000</b>	<b>8 622 000</b>	<b>8 622 000</b>	<b>2,28%</b>
Salaries & allowances	7 059 200	7 685 000	7 842 000	7 842 000	2,04%
- Of which establishment plan posts	5 254 945	5 735 000	5 832 000	5 832 000	1,69%
- Of which external personnel	1 804 255	1 950 000	2 010 000	2 010 000	3,08%
Expenditure relating to Staff recruitment	13 162	20 000	20 000	20 000	0,00%
Employer's pension contributions					
Mission expenses		45 000	45 000	45 000	0,00%
Socio-medical infrastructure	20 822	60 000	60 000	60 000	0,00%
Training	58 407	135 000	135 000	135 000	0,00%
External Services	417 503	485 000	520 000	520 000	7,22%
Receptions, events and representation					
Social welfare					
Other Staff related expenditure					
<b>Title 2 - Infrastructure and operating expenditure</b>	<b>936 884</b>	<b>1 925 000</b>	<b>1 965 000</b>	<b>1 965 000</b>	<b>2,08%</b>
Rental of buildings and associated costs	493 185	845 000	890 000	890 000	5,33%
Information, communication technology and data processing	396 389	885 000	900 000	900 000	1,69%
Movable property and associated costs		20 000	20 000	20 000	0,00%
Current administrative expenditure	34 553	110 000	90 000	90 000	-18,18%
Postage / Telecommunications	12 757	65 000	65 000	65 000	0,00%
Meeting expenses					
Running costs in connection with operational activities					
Information and publishing					
Studies					

EXPENDITURE	Payment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
Other infrastructure and operating expenditure					
<b>Title 3 - Operational expenditure</b>	<b>3 222 623</b>	<b>7 126 150</b>	<b>7 234 100</b>	<b>7 234 100</b>	<b>1,51%</b>
Priority areas & operational activities	3 204 265	7 052 150	7 196 100	7 196 100	2,04%
Support to operational activities	18 358	74 000	38 000	38 000	-48,65%
Communication, Campaigning and Promotion					
Networking and Coordination					
Prevention and Research					
<b>Title 4 - Specific projects ad hoc grants, delegation agreement (R0)</b>	<b>152 625</b>	<b>p.m.</b>	<b>p.m.</b>	<b>p.m.</b>	
IPA II 2016 programme					
IPA II 2018 programme	5 412	p.m.	p.m.	p.m.	
IPA III 2022 programme	147 213	p.m.	p.m.	p.m.	
<b>TOTAL</b>	<b>11 881 226</b>	<b>17 481 150</b>	<b>17 821 100</b>	<b>17 821 100</b>	<b>1,94%</b>

### 3.3 Budget Outturn

First estimate of the 2023 surplus that should be reimbursed to the EU budget (as assigned revenue): EUR 490 731.41

## 4 Justification of needs

### Commission assessment

#### Human Resources

Following the Agency Instructions of the Budget Circular 2025, EU-OSHA proposes to maintain a stable number of establishment plan posts in 2025 compared to the budget 2024 (40 posts).

#### Financial Resources

Financial resources requested are in line with the financial programming for 2025-2027.

#### 4.1 Human Resources - Agency Request

##### 4.1.1 Number of staff requested

EU-OSHA anticipates that its staff resources will continue to remain stable over the period 2025-2027.

EU-OSHA will make use of the opportunity for career development introduced by the Implementing Rule on recruitment of Contract Agents in 2019 and the newly adopted policy derived from it on exceptional internal selection procedures for Contract Agents. Between 2019 and 2023, the Agency launched successfully 2 of such procedures and intends to launch others on an ad-hoc basis to match available skills with the evolving actual needs of the Agency during 2025-2027. The combination of increased digitalised processes widely implemented at the

Agency and evolving staff skills and competencies result in a reduced demand of basic administrative support in general. In addition, in its workforce planning exercise, the Agency considers both potential retirement and evolving job profiles needs. All this results inevitably in an increased number of higher function groups and relative decrease of lower ones, as evidenced in Annex IV.

In 2025 therefore, the Agency assumes to continue counting on a number of staff resources totalling 65 staff (40 TA and 25 CA).

#### *4.1.2 Vacancy rate as of end 2023*

The general occupation rate is of 98,5% (39/40 TA + 25/25 CA).

The recruitment selection procedure related to the vacant post (TA - Head of Prevention and Research Unit) is expected to be completed in Q1/2024 concluded in January 2024.

#### *4.1.3 Standard abatement ('abatement forfaitaire') applied*

No abatement is applied since it is planned to have all posts filled.

#### *4.1.4 Salary assumption for calculating salary line (% applied)*

Salary lines for OSHA staff in 2025 do consider:

- an Establishment Plan of 40 Temporary Agents fully occupied and the employment of 25 Contract Agents full time equivalent;
- a minimal increase linked to annual reclassification exercise and increase in steps;
- the assumption that there will be a total 2,0 % yearly adaptation for covering both basic salary increase (+4,0%) and Spanish weighting factor estimated at 97,0% in 2025 (considering 1. current salary weighting of 94,7%, 2. OECD forecasts re inflation for Spain 2024 vs EU area, 3. recruitment grade of new staff in principle lower than that of staff retiring in 2025/2026).

Any adjustment (+/-) upon salary adaptation 2024 will be reflected in the final Budget 2025.

#### *4.1.5 Correction coefficient used*

Estimated weighting factor 2025: 97,0%

#### *4.1.6 Exchange rate used (if applicable)*

N/A

## **4.2 Financial Resources - Agency request**

### *4.2.1 Title 1*

The Title 1 is proposed at EUR 8 622 000 in order to cover an Establishment Plan of 40 Temporary Agents and the employment of 25 Contract Agents full time equivalent. It also anticipates related increase in steps and reclassification (2024 and 2025 exercises). It will also cover general staff expenditure such staff learning & development, shared services DGHR/PMO, the outsourcing of the accounting function to ETF, support services (interim staff workers), specific recruitment cost linked to newcomers and departure cost linked to leavers, social expenditure and traineeships.

To be noted that as from 2024 and newly adopted budget structure for the administrative expenditure, the missions of administrative nature (formerly under budget item 3100 - Operational support) are under the Title 1 for a total of EUR 45 000.

Compared to 2024, the total increase for the staff expenditure is EUR 192 000 (+2,3%).

### *4.2.2 Title 2*

The total appropriations for the Title 2 of the expenditure is proposed at EUR 1 965 000. Compared to 2024, it

represents an increase of EUR 40 000 (+2,1%) basically for anticipating inflation/index price increase for building and facilities running costs. It also anticipates the implementation of the Agency's ICT policy, cybersecurity related projects, telecom expenses and other general administrative expenses.

#### 4.2.3 Title 3

The appropriations for Title 3 finance the operational expenditure on the activities defined in EU-OSHA's draft Single Programming Document 2025-2027. The activities fall within six strategic priority areas defined in the Agency's Strategy. Key expenditures in 2025 are ESENER and OSH Barometer, OiRA, Awareness raising actions, multilingualism and the Healthy Workplaces Campaign on Digitalisation. Other important research expenditures are for the Foresight on climate change and OSH, the OSH Overview on Psychosocial risks and mental health, the OSH Overview on the Health and social care Sector and the OSH Overview cardiovascular diseases. Title 3 is adjusted in line with the limitations of resources and reflects the operational priorities, as detailed in the draft Single Programming Document 2025-2027. The Management Board of EU-OSHA adopted the draft Single Programming Document 2025-2027 and the draft budget 2025 in its meeting 25 January 2024. Both documents were prepared and agreed in line with the budgetary circular received from the Commission and the revised MFF. However, the Management Board clearly stated the need for more resources for EU-OSHA considering the needs for improving occupational safety and health in Europe and also the demands from EU-OSHA's stakeholders, cf. particularly the European Pillar of Social Rights and the EU Strategic Framework on Health and Safety at Work. Having said that, the Management Board and the Agency are fully committed to meeting the needs in the best possible way with the resources available. The total appropriations requested for the title 3 of the agency's expenditure is EUR 7 234 100.

#### 4.3 Ad hoc grants and delegation agreements

The contribution agreement IPA/2019/412-828 (2019-2022) for "Preparatory measures for the future participation of IPA II beneficiaries is now closed and is pending of DGNEAR evaluation of the narrative report sent in November 2023 and of financial report sent in January 2024. Out of the initial budget EUR 399 584, a total of EUR 318 171 was spent (79.6% of the total contribution). Pre-financing expected to be returned in 2024 is EUR 81 413.

The contribution agreement IPA/2022/440-372 (2022-2025) EU-OSHA for "Preparatory measures for the future participation of IPA III beneficiaries in the network of the European Agency for Safety and Health at Work" was signed end of 2022. The objective of the action is to support the beneficiaries in their approximation to and adoption of the EU acquis. The proposed action is for an operational period 1/1/2023 – 31/12/2025, has a total budget EUR 598 078 and finances the employment of a Contract Agent FGIV for the management of the project. This contribution agreement is to be seen as the continuation of previous similar initiatives ensuring sustainability. The Contract Agent FGIV post mentioned above is not part of the estimated number of Contract Agents requested by EU-OSHA for 2025 - refer to section "2.2.1 Contract Agents". The amount of EUR 598 078 was cashed in 2023. The amount actually paid the first year is EUR 147 213 (24.6% of the total contribution).

## 5 Other information

### 5.1 Buildings

#### 5.1.1 Current building(s)

#	Building Name and type	Location	SURFACE AREA (in m <sup>2</sup> )			RENTAL CONTRACT			Host country (grant or support)	Building present value(€)
			Office space	non-office	Total	RENT (€/year)	Duration	Type		
1	Miribilla Building	c/ Santiago de Compostela 12 E-48003 Bilbao - SPAIN	2 360	387	2 747	365 000	8 years and afterwards automatic renewal on a yearly basis	Renting contract	100 100	
2	Multiburo - NCI SA	Square de Meeus 38/40 B-1000 Brussels - BELGIUM	30		30	53 500	Renewal on a yearly basis	Renting contract		
<b>TOTAL</b>			<b>2 390</b>	<b>387</b>	<b>2 777</b>	<b>418 500</b>				

### 5.1.2 Current building(s) Other comments

Not applicable.

### 5.1.3 Building projects in the planning phase

Not applicable.

### 5.1.4 Building projects submitted to the European Parliament and the Council

N/A

## 5.2 European Schools

Schooling is a key factor in fostering multilingualism and enabling EU-OSHA to attract and retain qualified staff members. There is no European school at the Agency's seat, Bilbao. Consequently, the Agency pays the education allowances in line with the provisions of the Staff Regulations. No extra financial support is currently allocated to its staff in this regard.

In addition to local schools in Spanish and Basque language, international schools are located within the city and its outskirts; these help the Agency to attract a more diverse workforce although the offer is still relatively limited. The Agency is committed to continue fostering its multilingual environment and providing a multicultural education for the children of its staff.

## 5.3 Evaluation

In April 2019, the Commission published its Staff Working Document (SWD) on the evaluation of the four agencies (EU-OSHA, Eurofound, ETF and Cedefop) in the policy field of DG EMPL. The conclusions on EU-OSHA were very positive and the good performance of EU-OSHA was recognised throughout the evaluation and the SWD. The SWD included a number of recommendations – most of them directed at the four agencies in common, and a few directly targeted at the individual agencies. The Management Board of EU-OSHA adopted an action plan to address these recommendations in January 2020 which was amended in June 2020. The action plan was fully implemented by the end of 2021. The detailed status as of December 2021 is included in the Single Programming Document 2024-2026. In late 2022, the Commission has started a new evaluation of the four Agencies. It is expected that the SWD is published by mid 2024.

The 2019 evaluation report is available here:

<https://ec.europa.eu/social/main.jsp?catId=738&langId=en&pubId=8206>.

This link is also accessible from EU-OSHA's website

## 5.4 Privileges and immunities

Agency privileges	Privileges granted to staff
	Protocol of privileges and immunities / diplomatic status Education / day care
The Agency receives an annual subsidy of EUR 100 100 from local and national authorities	Annual contribution of local authorities from kingdom of Spain (EUR 60 100) and Basque Regional Government (EUR 40 000)
Seat agreement	A seat agreement has been signed with the Kingdom of Spain on 31 March 2014 foresees a maximum EUR 100 000 (but actually EUR 60 100) per year as a contribution to rent related expenditure. The Agency's staff is accredited with the Spanish Ministry of Foreign Affairs with non-diplomatic status with the exception of the Executive Director.
VAT Exemption	Non Spanish staff members are entitled to VAT exemptions for purchases of goods and purchase of one new car during the first year of service.



## 1 Overview

### 1.1 Creation/modification (legal base)

Decision	Date	Mission / Tasks / Functions
Regulation 337/75	10 February 1975	Regulation (EEC) No 337/75 of the Council of 10 February 1975 establishing a European Centre for the Development of Vocational Training
Regulation 1946/93	30 June 1993	Council Regulation (EEC) No 1946/93 of 30 June 1993 amending Regulation (EEC) No 337/75 establishing a European Centre for the Development of Vocational Training
Regulation 1131/94	16 May 1994	Council Regulation (EC) No 1131/94 of 16 May 1994 amending Regulation (EEC) No 337/75 establishing a European Centre for the Development of Vocational Training
Regulation 251/95	6 February 1995	Council Regulation (EC) No 251/95 of 6 February 1995 amending Regulation (EEC) No 337/75 establishing a European Centre for the Development of Vocational Training
Regulation 354/95	20 February 1995	Council Regulation (EC) No 354/95 of 20 February 1995 amending Regulation (EEC) No 337/75 establishing a European Centre for the Development of Vocational Training
Regulation 1655/2003	18 June 2003	Council Regulation (EC) No 1655/2003 of 18 June 2003 amending Regulation (EEC) No 337/75 establishing a European Centre for the Development of Vocational Training and repealing Regulation (EEC) No 1416/76
Regulation 2051/2004	25 October 2004	Council Regulation (EC) No 2051/2004 of 25 October 2004 amending Regulation (EEC) No 337/75 establishing a European Centre for the Development of Vocational Training
Regulation 2019/128	16 January 2019	Regulation (EU) 2019/128 of the European Parliament and of the Council of 16 January 2019, establishing a European Centre for the Development of Vocational Training (Cedefop) and repealing Council Regulation (EC) no 337/75

### 1.2 Seat

Thessaloniki - Greece

### 1.3 Budget Line

07 10 03 : European Centre for the Development of Vocational Training (Cedefop)

### 1.4 Human Resources Overview

The table below presents the number of posts in the establishment plans, including the posts assigned to programmes financed outside the EU budget, whereas the number of Contract Agents / SNE only includes those financed under programmes financed within the EU Budget.

Human Resources	2023			2024	2025
	Authorised Budget	Actually filled as of 31/12/2023	Occupancy rate(%)	Authorised Budget	Draft Budget Request
<b>TOTAL AD</b>	49	51	104,08%	52	52
<b>TOTAL AST</b>	42	38	90,48%	39	39
<b>TOTAL AST/SC</b>					
<b>ESTABLISHMENT PLAN POSTS</b>	<b>91</b>	<b>89</b>	<b>97,80%</b>	<b>91</b>	<b>91</b>
Contract Agents (CA)	25	22	88,00%	25	25
Seconded National Experts (SNE)	4	5	125,00%	4	4
<b>TOTAL STAFF</b>	<b>120</b>	<b>116</b>	<b>96,67%</b>	<b>120</b>	<b>120</b>

### 1.5 Financial Resources Overview

#### 1.5.1 Revenues Overview

##### 1.5.1.1 General revenues

REVENUES	2024	2025
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	Revenues estimated by the agency	Budget Forecast
EU contribution	19 459 000	20 175 551
Other Revenue	755 679	845 558
<b>TOTAL REVENUES</b>	<b>20 214 679</b>	<b>21 021 109</b>

1.5.1.2 Additional EU funding: contribution, grant and service level agreements

REVENUES	2024	2025
	Revenues estimated by the agency	Budget Forecast
Additional EU funding stemming from grant agreements (FFR Art.7)		
Additional EU funding stemming from contribution agreements (FFR Art.7)		
Additional EU funding stemming from service level agreements (FFR Art. 43.2)	60 000	125 000
<b>TOTAL REVENUES</b>	<b>60 000</b>	<b>125 000</b>

1.5.2 Expenditure Overview

Expenditure	2024		2025	
	Commitment appropriations	Payment appropriations	Commitment appropriations	Payment appropriations
Title 1 - Staff expenditure	13 281 379	13 281 379	14 090 909	14 090 909
Title 2 - Infrastructure and operating expenditure	1 901 800	1 901 800	2 376 300	2 376 300
Title 3 - Operational expenditure	5 031 500	5 031 500	4 553 900	4 553 900
<b>TOTAL EXPENDITURE</b>	<b>20 214 679</b>	<b>20 214 679</b>	<b>21 021 109</b>	<b>21 021 109</b>

## 2 Human Resources

### 2.1 Establishment plan posts

The table below presents the number of posts in the establishment plans, including the posts assigned to programmes financed outside the EU budget.

Function group and grade	2023				2024		2025			
	Authorised Budget		Actually filled as of 31/12/2023		Authorised Budget		Request of the Agency		Draft Budget Request	
	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts
AD 16										
AD 15		1		1		1		1		1
AD 14		1		1		2		2		2
AD 13		4		4		2		2		2
AD 12	2	11	2	11	1	5		6		6
AD 11		9		9		3		3		3

Function group and grade	2023				2024		2025			
	Authorised Budget		Actually filled as of 31/12/2023		Authorised Budget		Request of the Agency		Draft Budget Request	
	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts
AD 10		9		9		7		9		9
AD 9		7		7		7		5		5
AD 8		2		2		3		4		3
AD 7		2		2		6		6		6
AD 6		1		1		12		12		12
AD 5				2		3		3		3
AD TOTAL	2	47	2	49	1	51		53		52
AST 11		2		2		1		2		2
AST 10	1	3	1	3	1	2	1	2	1	2
AST 9	3	5	3	5	1	2	1		1	
AST 8	2	5	2	5	4	2	4	3	4	3
AST 7		9		7		10		11		11
AST 6		8		8		5		7		7
AST 5		3		2		6		4		4
AST 4		1				3		2		2
AST 3						2		2		2
AST 2										
AST 1										
AST TOTAL	6	36	6	32	6	33	6	33	6	33
AST/SC 6										
AST/SC 5										
AST/SC 4										
AST/SC 3										
AST/SC 2										
AST/SC 1										
AST/SC TOTAL										
TOTAL	8	83	8	81	7	84	6	86	6	85
GRAND TOTAL	91		89		91		92		91	

## 2.2 External personnel

### 2.2.1 Contract Agents

Contract agents	Authorised 2023	Recruited as of 31/12/2023	2024 estimate	Draft Budget 2025 estimate
Function Group IV	6	7	8	8
Function Group III	5	3	4	4
Function Group II	11	10	11	11

Contract agents	Authorised 2023	Recruited as of 31/12/2023	2024 estimate	Draft Budget 2025 estimate
Function Group I	3	2	2	2
<b>TOTAL</b>	<b>25</b>	<b>22</b>	<b>25</b>	<b>25</b>

### 2.2.2 Seconded National Experts

Seconded National Experts	Authorised 2023	Recruited as of 31/12/2023	2024 estimate	Draft Budget 2025 estimate
<b>TOTAL</b>	<b>4</b>	<b>5</b>	<b>4</b>	<b>4</b>

## 3 Financial Resources

### 3.1 Revenues

#### 3.1.1 General revenues

REVENUES	General revenues				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>1 REVENUE FROM FEES AND CHARGES</b>					
<b>2 EU CONTRIBUTION</b>	20 130 610	19 459 000	20 633 000	20 175 551	3,68%
- Of which assigned revenues deriving from previous years' surpluses	193 956	305 945	404 190	404 190	32,11%
<b>3 THIRD COUNTRIES CONTRIBUTION (incl. EEA/EFTA and candidate countries)</b>	553 283	685 679	710 558	710 558	3,63%
- Of which EEA/EFTA (excl. Switzerland)	553 283	685 679	710 558	710 558	3,63%
- Of which candidate countries					
<b>4 OTHER CONTRIBUTIONS</b>					
<b>5 ADMINISTRATIVE OPERATIONS</b>	10 000	10 000	10 000	10 000	0,00%
- Of which interest generated by funds paid by the Commission by way of the EU contribution (FFR Art. 61)					
<b>6 REVENUES FROM SERVICES RENDERED AGAINST PAYMENT</b>		60 000	125 000	125 000	108,33%
<b>7 CORRECTION OF BUDGETARY IMBALANCES</b>					
<b>TOTAL</b>	<b>20 693 893</b>	<b>20 214 679</b>	<b>21 478 558</b>	<b>21 021 109</b>	<b>3,99%</b>

#### 3.1.2 Additional EU funding: contribution, grant and service level agreements

REVENUES	Additional EU funding: contribution, grant and service level agreements				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
Additional EU funding stemming from grant agreements (FFR Art.7)					

REVENUES	Additional EU funding: contribution, grant and service level agreements				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
Additional EU funding stemming from contribution agreements (FFR Art.7)					
Additional EU funding stemming from service level agreements (FFR Art. 43.2)		60 000	125 000	125 000	108,33%
<b>TOTAL</b>		<b>60 000</b>	<b>125 000</b>	<b>125 000</b>	<b>108,33%</b>

### 3.2 Expenditure

#### 3.2.1 Commitment appropriations

EXPENDITURE	Commitment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>Title 1 - Staff expenditure</b>	<b>12 878 636</b>	<b>13 281 379</b>	<b>14 090 909</b>	<b>14 090 909</b>	<b>6,10%</b>
Salaries & allowances	11 967 299	12 471 400	13 191 000	13 191 000	5,77%
- Of which establishment plan posts	10 370 836	10 676 000	11 236 000	11 236 000	5,25%
- Of which external personnel	1 596 463	1 795 400	1 955 000	1 955 000	8,89%
Expenditure relating to Staff recruitment	160 405	230 000	235 000	235 000	2,17%
Employer's pension contributions					
Mission expenses	102 908	22 400	22 400	22 400	0,00%
Socio-medical infrastructure	227 803	240 000	248 000	248 000	3,33%
Training	161 092	40 000	100 000	100 000	150,00%
External Services	250 844	266 000	283 000	283 000	6,39%
Receptions, events and representation	8 285	11 579	11 509	11 509	-0,60%
Social welfare					
Other Staff related expenditure					
<b>Title 2 - Infrastructure and operating expenditure</b>	<b>1 687 032</b>	<b>1 901 800</b>	<b>2 376 300</b>	<b>2 376 300</b>	<b>24,95%</b>
Rental of buildings and associated costs	730 475	755 000	698 000	698 000	-7,55%
Information, communication technology and data processing	759 416	930 800	1 086 800	1 086 800	16,76%
Movable property and associated costs	13 473				

EXPENDITURE	Commitment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
Current administrative expenditure	95 668	206 000	254 000	254 000	23,30%
Postage / Telecommunications	80 543	10 000	10 000	10 000	0,00%
Meeting expenses	7 457				
Running costs in connection with operational activities					
Information and publishing					
Studies					
Other infrastructure and operating expenditure			327 500	327 500	100%
<b>Title 3 - Operational expenditure</b>	<b>5 068 949</b>	<b>5 031 500</b>	<b>4 553 900</b>	<b>4 553 900</b>	<b>-9,49%</b>
Transversal activities	260 418	351 200	318 700	318 700	-9,25%
Research and Policy Analysis	2 395 097	2 181 200	2 025 600	2 025 600	-7,13%
Enhanced Cooperation in VET and LLL	1 795 435	1 818 600	1 618 400	1 618 400	-11,01%
Information, Communications and Dissemination	617 999	680 500	591 200	591 200	-13,12%
<b>TOTAL</b>	<b>19 634 617</b>	<b>20 214 679</b>	<b>21 021 109</b>	<b>21 021 109</b>	<b>3,99%</b>

### 3.2.2 Payment appropriations

EXPENDITURE	Payment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>Title 1 - Staff expenditure</b>	<b>12 906 250</b>	<b>13 281 379</b>	<b>14 090 909</b>	<b>14 090 909</b>	<b>6,10%</b>
Salaries & allowances	11 967 299	12 471 400	13 191 000	13 191 000	5,77%
- Of which establishment plan posts	10 370 836	10 676 000	11 236 000	11 236 000	5,25%
- Of which external personnel	1 596 463	1 795 400	1 955 000	1 955 000	8,89%
Expenditure relating to Staff recruitment	171 109	230 000	235 000	235 000	2,17%
Employer's pension contributions					
Mission expenses	91 068	22 400	22 400	22 400	0,00%
Socio-medical infrastructure	219 343	240 000	248 000	248 000	3,33%

EXPENDITURE	Payment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
Training	113 208	40 000	100 000	100 000	150,00%
External Services	326 000	266 000	283 000	283 000	6,39%
Receptions, events and representation	18 223	11 579	11 509	11 509	-0,60%
Social welfare					
Other Staff related expenditure					
<b>Title 2 - Infrastructure and operating expenditure</b>	<b>1 970 499</b>	<b>1 901 800</b>	<b>2 376 300</b>	<b>2 376 300</b>	<b>24,95%</b>
Rental of buildings and associated costs	713 977	755 000	698 000	698 000	-7,55%
Information, communication technology and data processing	863 850	930 800	1 086 800	1 086 800	16,76%
Movable property and associated costs	13 290				
Current administrative expenditure	171 297	206 000	254 000	254 000	23,30%
Postage / Telecommunications	202 689	10 000	10 000	10 000	0,00%
Meeting expenses	5 396				
Running costs in connection with operational activities					
Information and publishing					
Studies					
Other infrastructure and operating expenditure			327 500	327 500	100%
<b>Title 3 - Operational expenditure</b>	<b>5 219 270</b>	<b>5 031 500</b>	<b>4 553 900</b>	<b>4 553 900</b>	<b>-9,49%</b>
Transversal activities	180 994	351 200	318 700	318 700	-9,25%
Research and Policy Analysis	2 788 987	2 181 200	2 025 600	2 025 600	-7,13%
Enhanced Cooperation in VET and LLL	1 730 619	1 818 600	1 618 400	1 618 400	-11,01%
Information, Communications and Dissemination	518 670	680 500	591 200	591 200	-13,12%
<b>TOTAL</b>	<b>20 096 019</b>	<b>20 214 679</b>	<b>21 021 109</b>	<b>21 021 109</b>	<b>3,99%</b>

### 3.3 Budget Outturn

First estimate of the 2023 surplus that should be reimbursed to the EU budget (as assigned revenue): EUR 404 190.

## 4 Justification of needs

### Commission assessment

#### Human Resources

Cedefop's request for 2025 includes one additional AD8 post in comparison with the Commission's Working Document on Decentralised Agencies for the MFF 2021-27. This additional post is needed to implement the requirements of the new Cybersecurity Regulation which significantly increases the compliance measures imposed on the agency and has a disproportionate impact on resources.

As regards external staff, the human resources planning for 2025 includes 5 SNEs, one of which is cost free, and 25 CAs.

The Commission proposes to keep stable staffing. Indeed, the Commission cannot support any increase in staff for any decentralised agencies notably the reinforcement for the cybersecurity aspects. In that respect, DG EMPL agencies could build staff synergies.

#### Financial Resources

The agency's request is above (EUR 785 000) the EU contribution foreseen in the financial programming for the period 2025-2027 and is justified as follows:

- The salary cost of an additional AD8 post in the establishment plan post representing EUR 130 000;
- The temporary reinforcement of Cedefop's budget by the Commission over the three budgetary following years (2025-27) for their premises, for an estimated total amount of MEUR 1.5.

For 2025, Cedefop is requesting a budget reinforcement of EUR 655 000. These funds are foreseen for the following expenditure:

- acquisition and installation of new audio-visual equipment in the conference centre - 3 conference rooms and one studio (EUR 450 000);
- construction and cabling work in the conference centre (EUR 105 000);
- acquisition of new furniture and equipment for the conference centre (EUR 50 000), and
- the recruitment of an interim agent to reinforce temporarily Cedefop's Facilities team (EUR 50 000).

The Commission considers that only part of their building project can be accepted as the upgrade of agency conference facilities should be covered by its regular subsidy. Consequently, the Commission agrees to add 50% of their EUR 655 000 request to the financial programming (+ EUR 327 500). On the other hand, the Commission cut the financial increase requested for the additional AD8 post that cannot be supported.

#### **4.1 Human Resources - Agency Request**

##### *4.1.1 Number of staff requested*

Cedefop's establishment plan foresees 92 posts for 2025.

Cedefop's request for the year 2025 includes one additional AD8 post in comparison with the Commission's Working Document on Decentralised Agencies for the MFF 2021-27.

The new Cybersecurity Regulation <sup>46</sup>, which came into force in January 2024 foresees the mandatory implementation of a set of cybersecurity measures by all EUIBAs, independently of their size. The new Regulation increases significantly the compliance requirements imposed on the Agency and has a disproportionate impact on resources. To preserve the mission of the Agency whilst meeting the newly imposed requirements, the only way forward is to request an additional post in Cedefop's establishment plan from 2025 onwards.

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<sup>46</sup> 'Regulation of the European Parliament and of the Council laying down measures for a high common level of cybersecurity at the institutions, bodies, offices and agencies of the Union'



Through discussions with sister Agencies, Cedefop found a clear benefit for sharing resources. The five Employment Agencies face similar challenges and resources' needs to implement the Cybersecurity Regulation. This makes the sharing of resources not only desirable politically, but also an effective solution: by sharing resources among Agencies of the Employment cluster, the total number of FTEs needed to comply with the Cybersecurity Regulation will be significantly less than if each Agency would cope on their own.

In consequence, if the request for one additional AD8 post in the establishment of Cedefop is granted, together with a corresponding increase of the EU subsidy, the Agency will share the additional resource with at least one of its sister Agencies, by signing a Service Level Agreement.

The human resources planning for 2025 includes also 5 SNE, one of which is cost free, and 25 Contract Agents.

#### *4.1.2 Vacancy rate as of end 2023*

89 out of 91 establishment plan posts were filled in as of 31/12/2023. This represents a vacancy rate of 2%.

#### *4.1.3 Standard abatement ('abatement forfaitaire') applied*

Based on past experience, historical turn-over rate and recruitment plans to replace staff departing, an abatement rate of 3% was applied to the budget estimate on Title 1 costs.

#### *4.1.4 Salary assumption for calculating salary line (% applied)*

For the purposes of salary projections, Cedefop has used as a basis an increase ratio of 2.31% which accounts for the expected annual pay update for 2025 directed by the European Commission. The 2023 annual salary indexation resulted in an increase of the salaries by +2.7% due to inflation and an increase of the weighting factor for Greece of +3.9% (compared to 01/01/23). The indexation has had an impact on the 2024 budget projections which had to be increased significantly. In addition to the 2023 salary increase, the European Commission estimates a further increase of +5.3% in 2024 salaries and 2.3% in 2025 salaries (0.6% for 3 months, and 3.6% for 6 months in 2025) which have been both applied in the calculations of 2025 salary cost. The Agency also foresaw the replacement of staff retiring with new staff recruited at entry levels. In 2025, 2 staff members are planned to retire compared to 5 in 2024.

#### *4.1.5 Correction coefficient used*

The evolution of the weighting factor has become increasingly unpredictable in recent years and experience is not a reliable guide. This illustrates the vulnerability of budgetary planning and management to external factors which are outside Cedefop's control. For the purposes of salary projections, Cedefop used the weighting factor in place in December 2023 (i.e. 89,6%).

#### *4.1.6 Exchange rate used (if applicable)*

Not applicable.

## **4.2 Financial Resources - Agency request**

### *4.2.1 Title 1*

For Title 1, the estimate for 2025 is based on the provisions for the establishment plan and its occupation as well as the request for one additional post of grade AD8 in the establishment plan of the Agency, linked to the new obligations and tasks stemming from the new Cybersecurity Regulation (see also 4.1.1.). It considers estimated salary adjustments (see 4.1.4), planned recruitments, turnover and retirements, and the staff resources needed for

the implementation of Cedefop's activities, thus representing an increase of 7.07% in 2025 compared to 2024. Salary and allowance costs are calculated based on the December 2023 salaries, increased by 2024 and 2025 estimated salary indexation impact, and include estimates for staff career progression (automatic step increase, promotion and reclassification exercises). However, projections for Title 1 do not include any possible significant change in the weighting factor for Greece having an impact on salaries and allowances, which the Agency cannot foresee. Natural increases in staff costs imply an increasing pressure on the overall budget given that any cap imposed by the MFF needs to be respected and most staff costs are inelastic. In consequence, Cedefop will have to absorb any increase in staff expenditure by refocusing and further reducing its activities and deliverables (negative priorities) in Titles 2 and 3.

#### 4.2.2 Title 2

For the year 2025, budget in Title 2 is planned to increase by about 42% in comparison to 2024. The Agency's estimates for 2025-27 are built on the assumption that energy prices and inflationary pressure will drop compared to earlier years to remain at a moderate level, and that Cedefop's own electricity production using photovoltaic panels allows for significant savings on energy bills. The significant increase in Title 2 in comparison to 2024 is due for a large part to: (a) the impact of the new Cybersecurity Regulation on the budget dedicated to ICT, and (b) a temporary budget reinforcement that the European Commission has agreed, in principle, to provide to Cedefop.

The temporary reinforcement of Cedefop's budget by the Commission will be spread over three budgetary years (2025-27), for an estimated total amount of 1.5 Mio Euros. This budget will be exclusively used for the upgrade and refurbishment of Cedefop premises, investing in projects carefully selected for their positive returns, i.e. efficiency and productivity enhancements as well as budget savings. These investments will also be focused on reducing Green House Gas emissions, in line with Cedefop's climate neutrality strategy.

For 2025, Cedefop estimates needing a budget reinforcement of 655,000€. These funds will be used (a) to refurbish the conference centre which is part of its premises (605,000€) and (b) to employ for 12 months additional personnel (interim agent) with specialised expertise required to reinforce Cedefop's Facilities team (50,000€).

Refurbishing Cedefop's conference centre is rendered necessary by the obsolescence of Cedefop's infrastructure as well as changing technical requirements for holding online and hybrid meetings. Upgrading and refurbishing Cedefop's conference centre will allow the Agency to maintain and strengthen its professional standing within the VET and skills community, whilst reducing emissions linked to missions and conferences (by 70% in 2030 in comparison to 2019), assorted with budget savings related to travelling.

Accordingly, the budget reinforcement requested in the budget 2025, includes the following types of expenditures:

- Acquisition and installation of new audio-visual equipment in the conference centre – 3 conference rooms and one studio (450,000€)
- Construction and cabling work in the conference centre (105,000€)
- Acquisition of new furniture and equipment for the conference centre (50,000€)
- Additional personnel (interim agent) required to reinforce temporarily Cedefop's Facilities team (50,000€)

The amount of the 2025 budget reinforcement is based on expert's estimates for the types of supplies, works and services to be ordered by Cedefop in 2025. Should the final expenditure be less than the estimated amount, Cedefop will use the remaining amount to finance works to take place in 2026 or 2027, following prior agreement with the Commission.

#### 4.2.3 Title 3

Title 3 decreases by 9.49% in 2025, compared to 2024. Title 3 is negatively impacted by the progressive increase of Title 1 as well as the Cybersecurity Regulation, which increases the budget dedicated to cybersecurity in Title 2.

To continue maximising its operational budget, the Agency will continue to pursue efficiency gains, seek synergies and shared services with other Agencies, and apply a staff policy which will maintain a balance between attractiveness as an employer and savings in staff costs whenever possible.

#### 4.3 Ad hoc grants and delegation agreements

Not applicable

### 5 Other information

#### 5.1 Buildings

##### 5.1.1 Current building(s)

#	Building Name and type	Location	SURFACE AREA (in m <sup>2</sup> )			RENTAL CONTRACT			Host country (grant or support)	Building present value(€)
			Office space	non-office	Total	RENT (€/year)	Duration	Type		
1	Cedefop building	Thessaloniki	4 550	5 015,28	9 565,28		N/A	N/A	Building granted by host country	1 035 853
2	Cedefop Liaison office	Brussels	25,6	17,12	42,72	20 912		SLA with OIB		
<b>TOTAL</b>			<b>4 575,6</b>	<b>5 032,4</b>	<b>9 608</b>	<b>20 912</b>				<b>1 035 853</b>

##### 5.1.2 Current building(s) Other comments

The total surface of Thessaloniki office is 9 565,28 m<sup>2</sup>.

It is a four-storey building, set in its own grounds on the outskirts of the city of Thessaloniki, and bears a net Book Value of EUR 1.04 million as per 2023 provisional annual accounts.

##### 5.1.3 Building projects in the planning phase

On top of the refurbishment of its conference centre in 2025 (see 4.2.2.), Cedefop plans in 2026 and 2027 (a) various investments to improve the energy efficiency of the building (e.g. installation of heat pumps to replace heat oil burners, further insulation of the building, new building management system), leading to a reduction of greenhouse gas emissions and financial savings; and (b) to transform its office building to promote new ways of working and make a more effective use of premises in a post Covid era where most staff make a wide use of teleworking.

##### 5.1.4 Building projects submitted to the European Parliament and the Council

Not applicable

#### 5.2 European Schools

There is no European School in Thessaloniki. In its absence, Cedefop implements specific policies to support schooling of staff's children.

#### 5.3 Evaluation

Pursuant to Article 27(2) of the Agency Regulation<sup>47</sup>, external evaluations of Cedefop are conducted on a 5-year

<sup>47</sup> <https://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:32019R0128&from=EN>

basis by external evaluators on behalf of Cedefop’s partner DG (DG EMPL). The last periodic external evaluation of Cedefop was completed in 2018. It assessed Cedefop individually as well as in a cross-cutting perspective vis-à-vis the other Agencies (then) falling under the remit of DG Employment i.e. Eurofound, the ETF and EU-OSHA. The outcomes of the cross-agency evaluation confirmed the good quality of the Agencies’ work despite budgetary and HR constraints, their alignment with the EU agenda and the uniqueness of their outputs and services. Potential overlaps at the level of the agencies’ mandate did not occur in practice. By September 2022, Cedefop had implemented all agreed actions the related recommendations were formally closed by DGEMPL. Progress in implementing the agreed actions was discussed with the Executive and Management Boards throughout the process.

The current periodic external evaluation started in October 2022. As in the previous one, it assesses Cedefop individually as well as in a cross-cutting perspective vis-à-vis the other Agencies as regards their relevance, effectiveness, efficiency, coherence and EU added value, identifying possible synergies and structural changes. The evaluation focuses on the period 2017-22. The final evaluation report and the related Commission’s Staff Working Document are expected in 2024. Upon receipt of the latter, Cedefop will shape an action plan to address the recommendations stemming from the external evaluation.

In accordance with Article 29.1 of Cedefop’s Financial Regulation, Cedefop undertakes both ex-ante and ex-post evaluations of all programmes and activities which entail significant spending. Cedefop follows the European Commission’s Guidelines for Evaluation and applies evaluation requirements and EU guidelines in a multi-annual perspective to implement a coherent set of evaluation and control activities. The latter are reflected in Cedefop’s revised Evaluation Policy which was adopted by the Executive Director on 14 November 2019. Outcomes of evaluations and controls are presented regularly to the Executive Board, Management Board, the European Commission (in line with Art. 11 paragraph 5 point (k) of Cedefop’s Regulation), in the annual report and in the CAAR. A consolidated action plan – including actions envisaged, responsibilities, deadlines and status of implementation – is prepared and monitored by the Internal Control Coordinator and made available to all staff on the Agency’s Intranet.

#### 5.4 Privileges and immunities

Agency privileges	Privileges granted to staff	
	Protocol of privileges and immunities of the European Union	Education / day care
<p>In accordance with Art. 21 of Regulation (EU) 2019/128 of the European Parliament and of the Council of 16 January 2019, the protocol No 7 on the privileges and immunities of the European Union annexes to the TEU and the TFEU applies to the Agency and its staff.</p> <p>The Greek Government and Cedefop signed a Seat Agreement on 24 November 2021, which was ratified by Greek Law 5050/2023 on 15 September 2023 and entered into force on 6 October 2023 and is applicable to Cedefop and its staff.</p>	<p>In accordance with Art. 21 of Regulation (EU) 2019/128 of the European Parliament and of the Council of 16 January 2019, the protocol No 7 on the privileges and immunities of the European Union annexes to the TEU and the TFEU applies to the Agency and its staff.</p> <p>The Greek Government and Cedefop signed a Seat Agreement on 24 November 2021, which was ratified by Greek Law 5050/2023 on 15 September 2023 and entered into force on 6 October 2023 and is</p>	<p>Cedefop implements specific policies to support schooling of staff’s children</p> <ul style="list-style-type: none"> <li>· Financial support for pre-school attendance (DIR 2012/219)</li> <li>· Cover of English-schooling fees on case-by-case basis for staff subject to criteria related to continuity of schooling and previous education (Internal decision 2014-08)</li> <li>· Financing of the International Baccalaureate (Internal decision 2015-02)</li> <li>· Increased financial support for primary and secondary schooling of children of staff</li> </ul>

## 1 Overview

### 1.1 Creation/modification (legal base)

Decision	Date	Mission/ Tasks / Functions
Council Regulation (EC) No 168/2007 as amended by Council Regulation (EU) 2022/555	07/04/2022	<ul style="list-style-type: none"> <li>- Collect, record, analyse and disseminate relevant, objective, reliable and comparable information and data, including results from research and monitoring communicated to it by Member States, Union institutions as well as bodies, offices and agencies of the Union, research centres, national bodies, non-governmental organisations, third countries and international organisations and in particular by the competent bodies of the Council of Europe;</li> <li>- Develop methods and standards to improve the comparability, objectivity and reliability of data at European level, in cooperation with the Commission and the Member States;</li> <li>- Carry out, cooperate with or encourage scientific research and surveys, preparatory studies and feasibility studies, including, where appropriate and compatible with its priorities and its annual work programme, at the request of the European Parliament, the Council or the Commission;</li> <li>- Formulate and publish conclusions and opinions on specific thematic topics, for the Union institutions and the Member States when implementing Community law, either on its own initiative or at the request of the European Parliament, the Council or the Commission;</li> <li>- Publish an annual report on fundamental rights issues covered by the areas of the Agency's activity, also highlighting examples of good practice;</li> <li>- Publish thematic reports based on its analysis, research and surveys;</li> <li>- Publish an annual report on its activities; and</li> <li>- Develop a communication strategy and promote dialogue with civil society, in order to raise public awareness of fundamental rights and actively inform about its work.</li> </ul>

### 1.2 Seat

Vienna, Austria

### 1.3 Budget Line

07 10 04 : European Union Agency for Fundamental Rights (FRA)

### 1.4 Human Resources Overview

The table below presents the number of posts in the establishment plans, including the posts assigned to programmes financed outside the EU budget, whereas the number of Contract Agents / SNE only includes those financed under programmes financed within the EU Budget.

Human Resources	2023			2024	2025
	Authorised Budget	Actually filled as of 31/12/2023	Occupancy rate(%)	Authorised Budget	Draft Budget Request
<b>TOTAL AD</b>	48	47	97,92%	48	54
<b>TOTAL AST</b>	24	22	91,67%	24	18
<b>TOTAL AST/SC</b>					
<b>ESTABLISHMENT PLAN POSTS</b>	<b>72</b>	<b>69</b>	<b>95,83%</b>	<b>72</b>	<b>72</b>
Contract Agents (CA)	34	31	91,18%	34	34
Seconded National Experts (SNE)	9	6	66,67%	9	9
<b>TOTAL STAFF</b>	<b>115</b>	<b>106</b>	<b>92,17%</b>	<b>115</b>	<b>115</b>

### 1.5 Financial Resources Overview

#### 1.5.1 Revenues Overview

##### 1.5.1.1 General revenues

REVENUES	2024	2025
	Revenues estimated by the agency	Budget Forecast

<b>EU contribution</b>	26 566 000	25 656 675
<b>Other Revenue</b>	603 000	636 000
<b>TOTAL REVENUES</b>	<b>27 169 000</b>	<b>26 292 675</b>

#### 1.5.1.2 Additional EU funding: contribution, grant and service level agreements

REVENUES	2024	2025
	Revenues estimated by the agency	Budget Forecast
Additional EU funding stemming from grant agreements (FFR Art.7)		
Additional EU funding stemming from contribution agreements (FFR Art.7)		
Additional EU funding stemming from service level agreements (FFR Art. 43.2)		
<b>TOTAL REVENUES</b>		

#### 1.5.2 Expenditure Overview

Expenditure	2024		2025	
	Commitment appropriations	Payment appropriations	Commitment appropriations	Payment appropriations
<b>Title 1 - Staff expenditure</b>	17 321 000	17 321 000	17 826 000	17 826 000
<b>Title 2 - Infrastructure and operating expenditure</b>	3 828 000	3 828 000	2 761 000	2 761 000
<b>Title 3 - Operational expenditure</b>	6 020 000	6 020 000	5 705 675	5 705 675
<b>Title 4 - Other operational expenditure</b>				
<b>TOTAL EXPENDITURE</b>	<b>27 169 000</b>	<b>27 169 000</b>	<b>26 292 675</b>	<b>26 292 675</b>

## 2 Human Resources

### 2.1 Establishment plan posts

The table below presents the number of posts in the establishment plans, including the posts assigned to programmes financed outside the EU budget.

Function group and grade	2023				2024		2025			
	Authorised Budget		Actually filled as of 31/12/2023		Authorised Budget		Request of the Agency		Draft Budget Request	
	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts
AD 16										
AD 15		1								
AD 14		3		1		3		2		2
AD 13		3		2		2		3		3
AD 12		1		3		5		6		6

Function group and grade	2023				2024		2025			
	Authorised Budget		Actually filled as of 31/12/2023		Authorised Budget		Request of the Agency		Draft Budget Request	
	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts
AD 11		6		4		7		8		8
AD 10		12		6		10		10		10
AD 9		10		13		10		9		9
AD 8		9		8		6		5		5
AD 7		1		6		2		2		2
AD 6		1				2		3		3
AD 5		1		4		1		8		6
AD TOTAL		48		47		48		56		54
AST 11								1		1
AST 10		4		1		2		1		1
AST 9		2		5		4		4		4
AST 8		3				4		4		4
AST 7		6		7		5		2		2
AST 6		7		6		5		5		5
AST 5		2		3		2		1		1
AST 4						2				
AST 3										
AST 2										
AST 1										
AST TOTAL		24		22		24		18		18
AST/SC 6										
AST/SC 5										
AST/SC 4										
AST/SC 3										
AST/SC 2										
AST/SC 1										
AST/SC TOTAL										
TOTAL		72		69		72		74		72
GRAND TOTAL		72		69		72		74		72

## 2.2 External personnel

### 2.2.1 Contract Agents

Contract agents	Authorised 2023	Recruited as of 31/12/2023	2024 estimate	Draft Budget 2025 estimate
Function Group IV	21	19	21	21
Function Group III	11	8	11	11

Contract agents	Authorised 2023	Recruited as of 31/12/2023	2024 estimate	Draft Budget 2025 estimate
Function Group II	2	4	2	2
Function Group I				
<b>TOTAL</b>	<b>34</b>	<b>31</b>	<b>34</b>	<b>34</b>

### 2.2.2 Seconded National Experts

Seconded National Experts	Authorised 2023	Recruited as of 31/12/2023	2024 estimate	Draft Budget 2025 estimate
<b>TOTAL</b>	<b>9</b>	<b>6</b>	<b>9</b>	<b>9</b>

## 3 Financial Resources

### 3.1 Revenues

#### 3.1.1 General revenues

REVENUES	General revenues				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>1 REVENUE FROM FEES AND CHARGES</b>					
<b>2 EU CONTRIBUTION</b>	24 660 395	26 566 000	25 656 675	25 656 675	-3,42%
- Of which assigned revenues deriving from previous years' surpluses	85 270	102 682	190 792	190 792	85,81%
<b>3 THIRD COUNTRIES CONTRIBUTION (incl. EEA/EFTA and candidate countries)</b>	1 132 572	603 000	636 000	636 000	5,47%
- Of which EEA/EFTA (excl. Switzerland)	574 572				
- Of which candidate countries	558 000	603 000	636 000	636 000	5,47%
<b>4 OTHER CONTRIBUTIONS</b>	98 063				
<b>5 ADMINISTRATIVE OPERATIONS</b>					
- Of which interest generated by funds paid by the Commission by way of the EU contribution (FFR Art. 61)					
<b>6 REVENUES FROM SERVICES RENDERED AGAINST PAYMENT</b>					
<b>7 CORRECTION OF BUDGETARY IMBALANCES</b>					
<b>TOTAL</b>	<b>25 891 030</b>	<b>27 169 000</b>	<b>26 292 675</b>	<b>26 292 675</b>	<b>-3,23%</b>

#### 3.1.2 Additional EU funding: contribution, grant and service level agreements

REVENUES	Additional EU funding: contribution, grant and service level agreements				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	



REVENUES	Additional EU funding: contribution, grant and service level agreements				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
Additional EU funding stemming from grant agreements (FFR Art.7)					
Additional EU funding stemming from contribution agreements (FFR Art.7)					
Additional EU funding stemming from service level agreements (FFR Art. 43.2)					
<b>TOTAL</b>					

### 3.2 Expenditure

#### 3.2.1 Commitment appropriations

EXPENDITURE	Commitment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>Title 1 - Staff expenditure</b>	<b>15 666 328</b>	<b>17 321 000</b>	<b>17 826 000</b>	<b>17 826 000</b>	<b>2,92%</b>
Salaries & allowances	13 985 722	15 542 000	16 020 000	16 020 000	3,08%
- Of which establishment plan posts	10 571 808	11 598 000	12 070 000	12 070 000	4,07%
- Of which external personnel	3 413 914	3 944 000	3 950 000	3 950 000	0,15%
Expenditure relating to Staff recruitment	111 656	195 000	105 000	105 000	-46,15%
Employer's pension contributions					
Mission expenses	46 668	45 000	53 000	53 000	17,78%
Socio-medical infrastructure	71 398	75 000	80 000	80 000	6,67%
Training	139 303	175 000	175 000	175 000	0,00%
External Services	128 826	135 000	140 000	140 000	3,70%
Receptions, events and representation	1 969	3 000	5 000	5 000	66,67%
Social welfare	1 158 496	1 101 000	1 198 000	1 198 000	8,81%
Other Staff related expenditure	22 290	50 000	50 000	50 000	0,00%
<b>Title 2 - Infrastructure and operating expenditure</b>	<b>2 454 934</b>	<b>3 828 000</b>	<b>2 761 000</b>	<b>2 761 000</b>	<b>-27,87%</b>
Rental of buildings and associated costs	1 734 240	2 256 000	1 547 000	1 547 000	-31,43%
Information, communication technology and data processing	524 272	747 000	792 000	792 000	6,02%

EXPENDITURE	Commitment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
Movable property and associated costs	12 866	247 000	103 000	103 000	-58,30%
Current administrative expenditure	48 149	360 000	103 000	103 000	-71,39%
Postage / Telecommunications	93 729	168 000	157 000	157 000	-6,55%
Meeting expenses	5 769	14 000	18 000	18 000	28,57%
Running costs in connection with operational activities					
Information and publishing	1 871	2 000	2 000	2 000	0,00%
Studies	34 038	34 000	39 000	39 000	14,71%
Other infrastructure and operating expenditure					
<b>Title 3 - Operational expenditure</b>	<b>7 517 135</b>	<b>6 020 000</b>	<b>5 705 675</b>	<b>5 705 675</b>	<b>-5,22%</b>
Justice, Digital and Migration	2 929 871	1 126 000	1 516 000	1 516 000	34,64%
Fair and equal societies					
Just, digital and secure societies					
Migration and asylum					
Supporting human rights protection systems					
Communication and Events	1 581 450	1 141 000	1 370 000	1 370 000	20,07%
Equality, Roma & Social Rights	1 881 114	2 949 870	1 535 000	1 535 000	-47,96%
Institutional Cooperation & Networks	995 962	670 000	1 145 000	1 145 000	70,90%
Horizontal operational activities	128 738	120 000	139 675	139 675	16,40%
Reserve for Title 3		13 130			-100%
<b>Title 4 - Other operational expenditure</b>	<b>1 190 312</b>				
Cooperation Agreements	1 190 312				
<b>TOTAL</b>	<b>26 828 709</b>	<b>27 169 000</b>	<b>26 292 675</b>	<b>26 292 675</b>	<b>-3,23%</b>

### 3.2.2 Payment appropriations

EXPENDITURE	Payment appropriations			
	Executed Budget	Budget 2024	Draft Budget 2025	VAR

	2023		Agency request	Budget forecast	2025/2024 (%)
<b>Title 1 - Staff expenditure</b>	<b>15 598 049</b>	<b>17 321 000</b>	<b>17 826 000</b>	<b>17 826 000</b>	<b>2,92%</b>
Salaries & allowances	14 006 213	15 542 000	16 020 000	16 020 000	3,08%
- <i>Of which establishment plan posts</i>	<i>10 589 058</i>	<i>11 598 000</i>	<i>12 070 000</i>	<i>12 070 000</i>	<i>4,07%</i>
- <i>Of which external personnel</i>	<i>3 417 155</i>	<i>3 944 000</i>	<i>3 950 000</i>	<i>3 950 000</i>	<i>0,15%</i>
<b>Expenditure relating to Staff recruitment</b>	68 997	195 000	105 000	105 000	-46,15%
<b>Employer's pension contributions</b>					
Mission expenses	47 200	45 000	53 000	53 000	17,78%
Socio-medical infrastructure	57 482	75 000	80 000	80 000	6,67%
Training	127 736	175 000	175 000	175 000	0,00%
External Services	128 826	135 000	140 000	140 000	3,70%
Receptions, events and representation	1 969	3 000	5 000	5 000	66,67%
Social welfare	1 143 496	1 101 000	1 198 000	1 198 000	8,81%
Other Staff related expenditure	16 130	50 000	50 000	50 000	0,00%
<b>Title 2 - Infrastructure and operating expenditure</b>	<b>2 334 565</b>	<b>3 828 000</b>	<b>2 761 000</b>	<b>2 761 000</b>	<b>-27,87%</b>
Rental of buildings and associated costs	1 714 219	2 256 000	1 547 000	1 547 000	-31,43%
Information, communication technology and data processing	506 390	747 000	792 000	792 000	6,02%
Movable property and associated costs	12 866	247 000	103 000	103 000	-58,30%
Current administrative expenditure	43 225	360 000	103 000	103 000	-71,39%
Postage / Telecommunications	50 225	168 000	157 000	157 000	-6,55%
Meeting expenses	5 769	14 000	18 000	18 000	28,57%
Running costs in connection with operational activities					
Information and publishing	1 871	2 000	2 000	2 000	0,00%
Studies		34 000	39 000	39 000	14,71%
Other infrastructure and operating expenditure					
<b>Title 3 - Operational expenditure</b>	<b>1 773 112</b>	<b>6 020 000</b>	<b>5 705 675</b>	<b>5 705 675</b>	<b>-5,22%</b>
Justice, Digital and Migration	447 617	1 126 000	1 516 000	1 516 000	34,64%

EXPENDITURE	Payment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
Fair and equal societies					
Just, digital and secure societies					
Migration and asylum					
Supporting human rights protection systems					
Communication and Events	400 130	1 141 000	1 370 000	1 370 000	20,07%
Equality, Roma & Social Rights	577 221	2 949 870	1 535 000	1 535 000	-47,96%
Institutional Cooperation & Networks	348 144	670 000	1 145 000	1 145 000	70,90%
Horizontal operational activities		120 000	139 675	139 675	16,40%
Reserve for Title 3		13 130			-100%
Title 4 - Other operational expenditure	1 154 787				
Cooperation Agreements	1 154 787				
<b>TOTAL</b>	<b>20 860 513</b>	<b>27 169 000</b>	<b>26 292 675</b>	<b>26 292 675</b>	<b>-3,23%</b>

### 3.3 Budget Outturn

First estimate of the 2023 surplus that should be reimbursed to the EU budget (as assigned revenue): 190,792.27 EUR.

## 4 Justification of needs

### Commission assessment

#### Human Resources

The Commission does not agree to grant FRA additional posts financed by the programmed amount; the Commission shares the view that the continuously growing requests made to FRA via legal acts are unsustainable. Commission services should be made aware that legal acts that assign additional tasks to FRA should be accompanied by a Legislative Financial Statement (LFS), assigning appropriate budget and posts to the Agency. The same position should be taken during legislative procedures, if these tasks are suggested by EP/Council.

#### Financial Resources

The Commission welcomes FRA budgetary request which is in line with the programmed amount of EUR 25 656 674.

### 4.1 Human Resources - Agency Request

#### 4.1.1 Number of staff requested

With the adoption of Regulation 2022/555 amending FRA's founding Regulation, FRA's mandate has been expanded to include new activities under the former third pillar, namely in the areas of police cooperation and judicial cooperation in criminal matters. These new tasks in the area of police and judicial cooperation require the Agency to have sufficient

resources and appropriate expertise. Requests to work in these areas have increased as of 2022 under the amended Regulation. For example, as part of its new role within the EU Innovation Hub on Internal Security, FRA has been requested to provide its expert input into the work of the innovation labs of JHA Agencies, encompassing Europol's work in the area of law enforcement and artificial intelligence. These requests grow in number and go beyond what the Agency is able to deliver due to lack of resources, especially given the large-scale nature of these projects involving often complex operational, technical and legal issues. In this context, the Agency has also been asked to contribute to, or to initiate, a number of its own projects in the area of police and judicial cooperation, which it is unable to do.

It is therefore imperative that the Agency is offered the possibility in the years following the adoption of its amended Founding Regulation to increase its operational capacity with profiles covering the areas of police and judicial cooperation in criminal matters.

Considering the adoption of the new Regulation and the new work it brings with it, and the constant increase in existing tasks (further explained under the 'Growth of existing tasks'), it is assessed that the Agency's human resources needs have to be increased by 5 AD positions which would be supported by 4 Contractual Agents FGIV and 2 Contractual Agents FGIII.

This increase should be done gradually with 2 TAs posts requested to be added in the Establishment plan in 2025.

#### A. New tasks

### POLICE AND JUDICIAL COOPERATION IN CRIMINAL MATTERS

The amendment of FRA's Founding Regulation in 2022 resulted in the Agency being able to undertake research and provide expert input in the field of police and judicial cooperation in criminal matters. As a result of the amendment, European institutions, bodies and agencies have increased their requests for FRA's evidence-based advice in these areas.

Following an internal assessment of the existing human resources and expertise in house, compared to the ongoing tasks, there have been identified the following human resources needs for tackling the new tasks:

- 4 ADs, 3 CA FGIV and 2 CA FGIII, with the following profiles:

- 1 AD- Legal experts – focusing on criminal law;

- 1 AD; 1 CA FG IV; 1 CA FG III - Experts with practitioner experience having worked with law enforcement and the judiciary in the field of criminal law;;

- 1 AD; 1 CA FG IV; 1 CA FG III - Technical experts to support the work in AI and related technological developments with respect to law enforcement and the judiciary;

- 1 AD; 1 CA FG IV - Fundamental rights experts with direct experience of having worked with law enforcement and the judiciary in the field of criminal law.

#### B. Growth of Existing Tasks

Several existing and several new EU law instruments in the field of justice and home affairs assign specific tasks to FRA. Pending legislation, further envisaged new activities for the agency are particularly in the fields of migration and asylum where FRA is extensively referred to in law with specific tasks, which is closely linked to digitalisation and artificial intelligence, whereas the Agency's human resources were not increased since 2017.

FRA has assessed the impact in the growth in existing tasks included in existing and proposed instruments and policy documents vis-à-vis its in-house capacity to meet new demands. It is therefore imperative that the Agency is offered the possibility in the coming years to respond positively to growth areas where there is demand.

Following an internal assessment of the existing human resources and expertise in house, compared to the ongoing tasks, there have been identified the following human resources needs for tackling the growth of existing tasks as mentioned above:

- 1 ADs, 1 CA FGIV with the following profiles:

- 1 AD - to reinforce FRA's response for the growth of existing tasks in the area of artificial intelligence, biometrics, quantitative research and data analysis.

- 1 CA FGIV – to reinforce FRA's work on a range of fundamental rights affected by the Russian aggression in Ukraine.

#### 4.1.2 Vacancy rate as of end 2023

95.8% (69 posts out of 72 were occupied)

#### *4.1.3 Standard abatement ('abatement forfaitaire') applied*

N/A

#### *4.1.4 Salary assumption for calculating salary line (% applied)*

On the current salary grid the following percentages were applied:

1.7% January 2023-June 2023

1.0% July 2023- December 2023

2.7 % July 2024- December 2024

#### *4.1.5 Correction coefficient used*

The current correction coefficient was used (112.0%).

#### *4.1.6 Exchange rate used (if applicable)*

N/A

### **4.2 Financial Resources - Agency request**

#### *4.2.1 Title 1*

Title I amounts to €17,826,000, which corresponds to a 2.9% increase compared to 2024 final budget. This increase refers mainly to the increase of the salaries and the additional posts that have been estimated. The remainder of Title I is estimated based on actual needs taking into consideration, where appropriate, the 2023 executed budget, the total number of staff and their allowances.

#### *4.2.2 Title 2*

Title II amounts to €2,761,000, which corresponds to a 27.9% decrease compared to the 2024 final budget. This decrease refers mainly to the foreseen move to a new office building in 2024, where the budget was increased accordingly.

#### *4.2.3 Title 3*

Title III amounts to €5,705,675 representing 22 % of the overall budget for the financial year 2025 which, within the relevant areas of work, will be used to implement the following areas of activity :

#### **EQUALITY, ROMA and SOCIAL RIGHTS**

FRA's large-scale survey data collection forms a central pillar of the Agency's work

In 2025, the Agency will publish results of the 2024 Roma survey and disseminate the results widely.

FRA will further deepen its engagement in the areas of corporate social responsibility and due diligence. FRA will continue its work on fundamental rights and environmental protection started in 2023, including policies aimed at green transition, driven by the goal of policy coherence between climate and environmental commitments and human rights obligations. It will also embark on research relating to social protection and poverty,

#### **JUSTICE, DIGITAL and MIGRATION**

With respect to the area 'Just, Digital and Migration', the Agency's data continues to fill a 'knowledge gap' that serves to inform the European Commission, and other key actors, about the implementation of law in practice with respect to both duty bearers and rights holders.

In 2025 FRA will publish its research on the implications of the application of individual provisions of the Terrorist Content Online Regulation. FRA publish a joint FRA-EIGE report based on the comparative results of the second Violence against Women survey. It will contribute to through publishing two main reports dealing with AI, one on assessing high-risk AI and one on the use of remote biometric identification in the context of law enforcement. In

addition, FRA will publish a report on digitalisation of justice in the course of 2025. FRA will continue to disseminate findings from its work on online content moderation to inform the Digital Service Act in its implementation.

FRA’s work in the area of migration and asylum will support a fundamental rights compliant implementation of the Pact on Migration and Asylum. In parallel, the Agency will need to deploy increased resources to accommodate requests concerning data input to and attendance at the Commission’s Blueprint meetings concerning migration preparedness and crisis management.

#### INSTITUTIONAL COOPERATION and NETWORKS

The Agency fosters cooperation with and provides advice to the Agency’s stakeholders at the international, EU, national and local levels. It informs the work of policy and law makers within the EU institutions and coordinates stakeholder networks, such as the Fundamental Rights Platform and the network of National Liaison Officers appointed by Member States as the Agency’s contact points at the governmental level.

In 2025, the Agency will seek to foster a data-driven, human rights-based approach to strategic foresight in the area of fundamental rights. The Agency will continue reinforcing its work on candidate countries participating in its work as observers, including through dedicated data collection on selected fundamental rights issues in these countries.

The Agency will update and further expand its Charter training materials and Charterpedia tool.

FRA will continue to deliver on its tasks as member of the EU Framework required by Article 33 (2) of the Convention on the Rights of Persons with Disabilities (CRPD).

The European Union Fundamental Rights Information System (EFRIS), will be maintained and further improved while expanding the circle of users. As in previous years, the Agency will provide a submission to the European Commission’s annual rule of law report.

#### COMMUNICATION and EVENTS

In implementing its communication activities, FRA will follow the guiding principles of the ‘10 keys to effectively communicating human rights’.

FRA will also continue to intensify its convening power to create a safe and inclusive space for dialogue on pressing human rights issues.

#### 4.3 Ad hoc grants and delegation agreements

N/A – Cooperation under the EEA and Norway Grants Financial Mechanism is running out in 2024.

### 5 Other information

#### 5.1 Buildings

##### 5.1.1 Current building(s)

#	Building Name and type	Location	SURFACE AREA (in m²)			RENTAL CONTRACT			Host country (grant or support)	Building present value(€)
			Office space	non-office	Total	RENT (€/year)	Duration	Type		
1	FRA building	Schwarzenbergplatz 11 AT-1040 Vienna Austria	3 704	1 842	5 546	1 000 401	Lease agreement for an initial period of 10 years with the provision for an indefinite period.		N/A	
<b>TOTAL</b>			<b>3 704</b>	<b>1 842</b>	<b>5 546</b>	<b>1 000 401</b>				

##### 5.1.2 Current building(s) Other comments

It should be noted that the offices are accommodated in an old building which was renovated in 2008 keeping its original layout and does not provide any luxurious modern amenities. The Agency is currently looking for new premises. The Agency submitted its request for new premises to the European Parliament and Council budget authorities and received their agreement in March 2023. The procedure for the identification of new premises is currently in progress and it is expected to be finalised within 2024.

### *5.1.3 Building projects in the planning phase*

The Agency is current prospecting the market following approval by the European Parliament and Commission.

### *5.1.4 Building projects submitted to the European Parliament and the Council*

The Agency in accordance with the Financial Regulations provisions requested and received from the European Parliament and the Council approval to prospect the market for new premises. The main reasons for this initiative are to find new premises which will offer the necessary facilities and modern working environment in accordance with the hybrid way of working and to become climate neutral by 2030.

It is worth noting that the Agency is looking to decrease the size of the office space and where possible to reduce the rental costs.

## **5.2 European Schools**

N/A

## **5.3 Evaluation**

In line with its Founding Regulation, FRA regularly evaluates its activities with the dual objective of demonstrating accountability for resource utilization and to ensure continuous organizational improvement and learning. Evaluations provide an independent and objective judgment, supporting decision-making and contributing to strategic planning and the design of future interventions. Depending on the stage of the project's life cycle the evaluations at FRA are conducted, ex-ante, interim or ex-post.

Based on the Financial Rules of the Agency, projects and activities that entail significant spending shall be subject to ex-ante and retrospective evaluations, which shall be proportionate to the objectives and expenditure.

Ex-ante evaluations support the preparation of interventions and shall identify and analyse the issues to be addressed, the added value of Union involvement, objectives, expected effects of different options and monitoring and evaluation arrangements. Interim or ex-post evaluations shall assess the performance of the programme or activity, including aspects such as effectiveness, efficiency, coherence, relevance and EU added value. They shall be undertaken periodically and in sufficient time for the findings to feed back into the planning cycle for the preparation of related programmes and activities.

Four evaluations of FRA projects and activities are being conducted in 2023 through the new inter-agency framework contract for evaluations and feedback services by an external, independent contractor:

1. Ex-Ante Evaluation of the project 'Ensuring the right to environmental protection'
2. Ex-Ante Evaluation of the project 'The impact of addressing terrorist content online on fundamental rights'
3. Ex-Post Evaluation of FRA's work to address fundamental rights challenges resulting from the Russian aggression war in Ukraine (including the following projects):
  - FRA Survey on displaced persons fleeing the war in Ukraine
  - Local efforts to integrate displaced persons fleeing the Russian invasion of Ukraine: challenges and promising practices the war in Ukraine
  - Violence and related human rights abuses against women fleeing the war in Ukraine
  - Periodic Bulletins: Key fundamental rights considerations in the EU Member States regarding the war in Ukraine
4. Ex-Post Evaluation of the project 'Providing assistance and expertise on the EU Charter of Fundamental Rights'

All four evaluations were launched in October 2023. The external evaluation team initially developed a methodological approach, engaging in scoping interviews, reconstructing the intervention logic, and finalising the study methodology and work plan.

The evaluation team will further conduct consultations with key project stakeholders, including target groups and beneficiaries. The evaluation reports will be drafted drawing on the analysis and triangulation of data from various sources and will generate conclusions and recommendations based on the main evaluation findings.

A presentation meeting will be held in early 2023 during which the external contractor will present the evaluation findings, conclusions and recommendations and discuss the results of the evaluation exercise with FRA operational



services. The results of the evaluations will be published in the Consolidated Annual Activity Report for 2023, which will include a detailed follow-up plan addressing the evaluation recommendations.

#### 5.4 Privileges and immunities

Agency privileges	Privileges granted to staff	
	Protocol of privileges and immunities / diplomatic status	Education / day care
The Agency is recognised as an international organisation.	The Director, the Heads of Unit, the Heads of Sector and two designated senior staff members with grades AD9 or above, have been granted diplomatic status. They can claim VAT reimbursement and register tax free vehicles every two years.	In the absence of a European School and a European Sector in Austria the Agency has adopted two social measures: one regarding financial support to nursery schools and day care centres, and another one to Multi-lingual tuition for children of the Agency staff In Vienna.
The Agency enjoys VAT exemption.	The Agency's staff members (the remaining Temporary Agents and all Contract Agents) can register a tax free vehicle every four years. This excludes Austrian nationals.	-
No other privileges are offered to the Agency.	The Agency has been granted access to the UN Commissary, where staff members can purchase certain tax free items up to a limit based on their annual salary in accordance with the UN conditions.	-

## 1 Overview

### 1.1 Creation/modification (legal base)

Decision	Date	Mission / Tasks / Functions
Regulation (EC)1922/2006 of the European Parliament and of the Council on establishing a European Institute for Gender Equality	20/12/2006	<p>The Institute's mission is to be the European knowledge centre on gender equality issues.</p> <p>The Institute has been designed to contribute to and strengthen the promotion of gender equality, including gender mainstreaming in all EU policies and the resulting national policies, and the fight against discrimination based on sex, and to raise EU citizens' awareness of gender equality by providing technical assistance to the EU institutions and the authorities of the Member States, which cannot be sufficiently achieved by the Member States and can therefore, by reason of the scale of the action, be better achieved at EU level, the EU may adopt measures, in accordance with the principle of subsidiarity as set out in Article 5 of the Treaty. In accordance with the principle of proportionality, as set out in that Article, this Regulation does not go beyond what is necessary to achieve those objectives.</p> <p>The Institute shall collect, analyse and disseminate relevant objective, comparable and reliable information as regards gender equality, including results from research and best practice. The Institute shall set up and coordinate a European Network on Gender Equality, involving the centres, bodies, organisations and experts dealing with gender equality and gender mainstreaming.</p> <p>The Institute shall make information on gender mainstreaming available to public and private organisations; and provide information to the EU Institutions on gender equality and gender mainstreaming in the accession and candidate countries.</p>

### 1.2 Seat

Vilnius, Lithuania

### 1.3 Budget Line

07 10 05 : European Institute for Gender Equality (EIGE)

### 1.4 Human Resources Overview

The table below presents the number of posts in the establishment plans, including the posts assigned to programmes financed outside the EU budget, whereas the number of Contract Agents / SNE only includes those financed under programmes financed within the EU Budget.

Human Resources	2023			2024	2025
	Authorised Budget	Actually filled as of 31/12/2023	Occupancy rate(%)	Authorised Budget	Draft Budget Request
<b>TOTAL AD</b>	21	21	100,00%	21	22
<b>TOTAL AST</b>	6	6	100,00%	6	6
<b>TOTAL AST/SC</b>					
<b>ESTABLISHMENT PLAN POSTS</b>	<b>27</b>	<b>27</b>	<b>100,00%</b>	<b>27</b>	<b>28</b>
<b>Contract Agents (CA)</b>	10	14	140,00%	12	14
<b>Seconded National Experts (SNE)</b>	5	4	80,00%	5	5
<b>TOTAL STAFF</b>	<b>42</b>	<b>45</b>	<b>107,14%</b>	<b>44</b>	<b>47</b>

### 1.5 Financial Resources Overview

#### 1.5.1 Revenues Overview

##### 1.5.1.1 General revenues

REVENUES	2024	2025
	Revenues estimated by the agency	Budget Forecast
<b>EU contribution</b>	9 349 488	10 360 841

Other Revenue		
<b>TOTAL REVENUES</b>	<b>9 349 488</b>	<b>10 360 841</b>

#### 1.5.1.2 Additional EU funding: contribution, grant and service level agreements

REVENUES	2024	2025
	Revenues estimated by the agency	Budget Forecast
Additional EU funding stemming from grant agreements (FFR Art.7)		
Additional EU funding stemming from contribution agreements (FFR Art.7)		
Additional EU funding stemming from service level agreements (FFR Art. 43.2)		
<b>TOTAL REVENUES</b>		

#### 1.5.2 Expenditure Overview

Expenditure	2024		2025	
	Commitment appropriations	Payment appropriations	Commitment appropriations	Payment appropriations
<b>Title 1 - Staff expenditure</b>	4 856 988	4 856 988	5 402 933	5 402 933
<b>Title 2 - Infrastructure and operating expenditure</b>	1 292 500	1 292 500	1 400 908	1 400 908
<b>Title 3 - Operational expenditure</b>	3 200 000	3 200 000	3 557 000	3 557 000
<b>TOTAL EXPENDITURE</b>	<b>9 349 488</b>	<b>9 349 488</b>	<b>10 360 841</b>	<b>10 360 841</b>

## 2 Human Resources

### 2.1 Establishment plan posts

The table below presents the number of posts in the establishment plans, including the posts assigned to programmes financed outside the EU budget.

Function group and grade	2023				2024		2025			
	Authorised Budget		Actually filled as of 31/12/2023		Authorised Budget		Request of the Agency		Draft Budget Request	
	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts
AD 16										
AD 15										
AD 14		1		1		1		1		1
AD 13		1				1		1		1
AD 12				1						
AD 11		3		1		3		4		4
AD 10		1		2		1				
AD 9		3				3		4		4
AD 8		5		7		5		4		4

Function group and grade	2023				2024		2025			
	Authorised Budget		Actually filled as of 31/12/2023		Authorised Budget		Request of the Agency		Draft Budget Request	
	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts
AD 7		4		3		5		5		5
AD 6		3		4		2		3		3
AD 5				2						
AD TOTAL		21		21		21		22		22
AST 11										
AST 10										
AST 9		1		1		1		1		1
AST 8										
AST 7		3		2		2		4		4
AST 6		1		2		2		1		1
AST 5		1		1		1				
AST 4										
AST 3										
AST 2										
AST 1										
AST TOTAL		6		6		6		6		6
AST/SC 6										
AST/SC 5										
AST/SC 4										
AST/SC 3										
AST/SC 2										
AST/SC 1										
AST/SC TOTAL										
TOTAL		27		27		27		28		28
GRAND TOTAL		27		27		27		28		28

## 2.2 External personnel

### 2.2.1 Contract Agents

Contract agents	Authorised 2023	Recruited as of 31/12/2023	2024 estimate	Draft Budget 2025 estimate
Function Group IV	3	5	5	7
Function Group III	5	6	5	5
Function Group II	2	3	2	2
Function Group I				
TOTAL	10	14	12	14

## 2.2.2 Seconded National Experts

Seconded National Experts	Authorised 2023	Recruited as of 31/12/2023	2024 estimate	Draft Budget 2025 estimate
<b>TOTAL</b>	<b>5</b>	<b>4</b>	<b>5</b>	<b>5</b>

## 3 Financial Resources

### 3.1 Revenues

#### 3.1.1 General revenues

REVENUES	General revenues				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>1 REVENUE FROM FEES AND CHARGES</b>					
<b>2 EU CONTRIBUTION</b>	9 216 276	9 349 488	10 651 000	10 360 841	10,82%
- Of which assigned revenues deriving from previous years' surpluses	122 337	248 115	178 176	178 176	-28,19%
<b>3 THIRD COUNTRIES CONTRIBUTION (incl. EEA/EFTA and candidate countries)</b>					
- Of which EEA/EFTA (excl. Switzerland)					
- Of which candidate countries					
<b>4 OTHER CONTRIBUTIONS</b>					
<b>5 ADMINISTRATIVE OPERATIONS</b>					
- Of which interest generated by funds paid by the Commission by way of the EU contribution (FFR Art. 61)					
<b>6 REVENUES FROM SERVICES RENDERED AGAINST PAYMENT</b>					
<b>7 CORRECTION OF BUDGETARY IMBALANCES</b>					
<b>TOTAL</b>	<b>9 216 276</b>	<b>9 349 488</b>	<b>10 651 000</b>	<b>10 360 841</b>	<b>10,82%</b>

#### 3.1.2 Additional EU funding: contribution, grant and service level agreements

REVENUES	Additional EU funding: contribution, grant and service level agreements				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
Additional EU funding stemming from grant agreements (FFR Art.7)					
Additional EU funding stemming from contribution agreements (FFR Art.7)	190 007				
Additional EU funding stemming from service level agreements (FFR Art. 43.2)					
<b>TOTAL</b>	<b>190 007</b>				

## 3.2 Expenditure

### 3.2.1 Commitment appropriations

EXPENDITURE	Commitment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>Title 1 - Staff expenditure</b>	<b>4 921 243</b>	<b>4 856 988</b>	<b>5 693 092</b>	<b>5 402 933</b>	<b>11,24%</b>
Salaries & allowances	4 540 888	4 549 988	5 393 892	5 103 733	12,17%
- Of which establishment plan posts	3 409 971	3 434 988	3 700 945	3 700 945	7,74%
- Of which external personnel	1 130 917	1 115 000	1 692 947	1 402 788	25,81%
Expenditure relating to Staff recruitment	1 161	2 000	3 000	3 000	50,00%
Employer's pension contributions					
Mission expenses	25 900	15 000	20 000	20 000	33,33%
Socio-medical infrastructure	195 589	170 000	150 000	150 000	-11,76%
Training	103 623	75 000	80 000	80 000	6,67%
External Services	51 400	40 000	42 000	42 000	5,00%
Receptions, events and representation	2 682	5 000	4 200	4 200	-16,00%
Social welfare					
Other Staff related expenditure					
<b>Title 2 - Infrastructure and operating expenditure</b>	<b>1 198 492</b>	<b>1 292 500</b>	<b>1 400 908</b>	<b>1 400 908</b>	<b>8,39%</b>
Rental of buildings and associated costs	717 150	672 628	739 728	739 728	9,98%
Information, communication technology and data processing	235 008	309 000	275 000	275 000	-11,00%
Movable property and associated costs	1 863		7 000	7 000	100%
Current administrative expenditure	118 493	122 500	137 000	137 000	11,84%
Postage / Telecommunications					
Meeting expenses	119 750	173 372	192 180	192 180	10,85%
Running costs in connection with operational activities					
Information and publishing	6 228	15 000	50 000	50 000	233,33%
Studies					

EXPENDITURE	Commitment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
Other infrastructure and operating expenditure					
<b>Title 3 - Operational expenditure</b>	<b>3 096 541</b>	<b>3 200 000</b>	<b>3 557 000</b>	<b>3 557 000</b>	<b>11,16%</b>
Translations	27 837	30 000	30 000	30 000	0,00%
Operational Missions	128 000	44 000	140 000	140 000	218,18%
Research, statistics and indices	525 132	660 000	505 000	505 000	-23,48%
Gender Based Violence	832 333	320 000	950 000	950 000	196,88%
Implementing Gender Mainstreaming	983 154	1 010 000	997 000	997 000	-1,29%
Stakeholders and Communication	600 085	1 136 000	935 000	935 000	-17,69%
Effective organisation and Bodies of EIGE					
External assigned expenses					
<b>TOTAL</b>	<b>9 216 276</b>	<b>9 349 488</b>	<b>10 651 000</b>	<b>10 360 841</b>	<b>10,82%</b>

### 3.2.2 Payment appropriations

EXPENDITURE	Payment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>Title 1 - Staff expenditure</b>	<b>4 921 243</b>	<b>4 856 988</b>	<b>5 693 092</b>	<b>5 402 933</b>	<b>11,24%</b>
Salaries & allowances	4 540 888	4 549 988	5 393 892	5 103 733	12,17%
- Of which establishment plan posts	3 409 971	3 434 988	3 700 945	3 700 945	7,74%
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Expenditure relating to Staff recruitment	1 161	2 000	3 000	3 000	50,00%
Employer's pension contributions					
Mission expenses	25 900	15 000	20 000	20 000	33,33%
Socio-medical infrastructure	195 589	170 000	150 000	150 000	-11,76%
Training	103 623	75 000	80 000	80 000	6,67%
External Services	51 400	40 000	42 000	42 000	5,00%

EXPENDITURE	Payment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
Receptions, events and representation	2 682	5 000	4 200	4 200	-16,00%
Social welfare					
Other Staff related expenditure					
<b>Title 2 - Infrastructure and operating expenditure</b>	<b>1 198 492</b>	<b>1 292 500</b>	<b>1 400 908</b>	<b>1 400 908</b>	<b>8,39%</b>
Rental of buildings and associated costs	717 150	672 628	739 728	739 728	9,98%
Information, communication technology and data processing	235 008	309 000	275 000	275 000	-11,00%
Movable property and associated costs	1 863		7 000	7 000	100%
Current administrative expenditure	118 493	122 500	137 000	137 000	11,84%
Postage / Telecommunications					
Meeting expenses	119 750	173 372	192 180	192 180	10,85%
Running costs in connection with operational activities					
Information and publishing	6 228	15 000	50 000	50 000	233,33%
Studies					
Other infrastructure and operating expenditure					
<b>Title 3 - Operational expenditure</b>	<b>3 096 541</b>	<b>3 200 000</b>	<b>3 557 000</b>	<b>3 557 000</b>	<b>11,16%</b>
Translations	27 837	30 000	30 000	30 000	0,00%
Operational Missions	128 000	44 000	140 000	140 000	218,18%
Research, statistics and indices	525 132	660 000	505 000	505 000	-23,48%
Gender Based Violence	832 333	320 000	950 000	950 000	196,88%
Implementing Gender Mainstreaming	983 154	1 010 000	997 000	997 000	-1,29%
Stakeholders and Communication	600 085	1 136 000	935 000	935 000	-17,69%
Effective organisation and Bodies of EIGE					
External assigned expenses					
<b>TOTAL</b>	<b>9 216 276</b>	<b>9 349 488</b>	<b>10 651 000</b>	<b>10 360 841</b>	<b>10,82%</b>



### **3.3 Budget Outturn**

First estimate of the 2023 surplus that should be reimbursed to the EU budget (as assigned revenue): EUR 178 176.

## **4 Justification of needs**

### **Commission assessment**

#### **Human Resources**

The Commission supports a budget request for EIGE in line with the financial programming of EUR 10 360 841. This already takes into account additional staff resources foreseen in the relevant Legislative Financial Statement (1 additional TA and 2 additional CAs foreseen in the VAW proposal – COM(2022)105). The Commission does not support the 6 additional CAs requested by EIGE in 2025 for an amount of EUR 290 159.

#### **Financial Resources**

The Commission supports the agreed budget in line with the financial programming of EUR 10 360 841.

#### **Agency request for Human Resources**

EIGE has identified its need for resources in 2025 and puts forward a request for six additional CAs to be deployed towards operational and support activities, amounting EUR 290 000, as follows:

- three CAs in FG II as administrative assistants to 3 units, i.e. Research & Policy Support, Outreach & Engagement and Administration;
- one CA in FG IV as legal officer in the Administration Unit
- one CA in FG IV as programme officer - technical assistance/capacity building in the Outreach & Engagement Unit;
- one CA FG III as programme assistant- technical assistance/capacity building in Outreach & Engagement Unit.

The basis for EIGE's request is supported by the following:

- A sharp and continuous rise in requests for technical support from stakeholders and growth in scope of certain operational activities have increased the workload of staff beyond acceptable levels (14 out of 42 operational staff work on an average 1.35-1.5 FTEs per head);
- The second external evaluation confirms the severe understaffing of the Agency and that several key services and project portfolios remain without any back-up arrangements, posing inherent risks for business continuity;
- The reduction in the Establishment Plan from 30 to 27 in the period 2014-2017; the three posts have never been recuperated;
- Following the CJEU ruling of 11.11 2021 in Case C-948/19 which confirmed equal net pay of interim workers with statutory staff, EIGE assessed that it is no longer feasible nor financially sound to engage interim workforce. Interim workforce has been in the past essential for EIGE to ensure clerical and administrative support. Due to this, the only option would be for EIGE to engage CAs for such type of tasks.

In addition, in addition to two contract agents (FGIV) and one temporary agent (AD 6) proposed in the financial statement for the Directive on violence against women and domestic violence.

#### **4.1 Human Resources - Agency Request**

##### **4.1.1 Number of staff requested**

Six contract agent posts are requested for 2025 in addition to two contract agents (FGIV) and one temporary agent (AD 6) proposed in the financial statement for the Directive on violence against women and domestic violence.

##### **4.1.2 Vacancy rate as of end 2023**

The vacancy rate as of the end of 2023 was zero.

##### **4.1.3 Standard abatement ('abatement forfaitaire') applied**

#### *4.1.4 Salary assumption for calculating salary line (% applied)*

The following assumptions were made for 2025:

- An Establishment Plan of 28 posts, 20 Contract Agent posts, 5 SNE positions and 10 trainee posts.
- A country coefficient of 93.4% and an inflation rate +5,3% to be applied as from 1 July 2024, +0,6% to be applied as from 1 April 2025 and +3,7% to be applied as from 1 July 2025.
- Staff whose contracts terminated/not extended entitled to the following: double resettlement allowance (2 basic salaries), travel out and removal costs reimbursement.
- New staff members (TAs and CAs) are expected to have the following average profile: expatriate, married, with 0.5 children, receiving education allowance.
- A natural turnover of 10% for TAs and 10% for CAs projected (entitled to installation allowance (single basic salary taken), daily allowances for seven months and removal costs reimbursement).

#### *4.1.5 Correction coefficient used*

93.4%

#### *4.1.6 Exchange rate used (if applicable)*

### **4.2 Financial Resources - Agency request**

#### *4.2.1 Title 1*

Appropriations under Title I are intended to cover staff expenditure as foreseen in the Establishment Plan for 2025, as well as external personnel, training and missions of administrative nature. This Title also takes into account career development possibilities for staff (in step and in grade). Title I also covers socio-medical expenses as well as services provided by third parties related to staff.

On 9-10 November for its 41st meeting, EIGE's Management Board (MB) approved the Draft Budget 2025, amounting to EUR 10,361,000.00.

In December 2023, PMO communicated to EIGE the final indexation and the country coefficient for the Agency for the year 2023, which presented an increase of 2.7% and 6% respectively in comparison to 2022. Furthermore, the estimations of the Commission in the Budgetary Circular 2025 (Ref. ARES(2023)8743970 – 20/12/2023) indicates, with regards to salary expenditure, an update of +5,3% to be applied as from 1 July 2024, +0,6% to be applied as from 1 April 2025 and +3,7% to be applied as from 1 July 2025.

#### *4.2.2 Title 2*

Appropriations under Title II are intended to cover rent and relevant premises services, IT, movable property, current administrative expenditure and some other operations' related services. The external meeting expenses are intended mainly to cover the cost of organisation of meetings for the Management Board (with relevant interpretation services) and the Experts' Forum.

#### *4.2.3 Title 3*

Appropriations under Title III are intended to cover preparation and implementation activities of the Single Programming Document 2025-2027, as well as translations and operational missions required for the performance of the activities of the Institute, under its mandate. The implementation of the SPD 2025-2027 is to be performed by carrying out research and data collection, update and development of tools and methods for gender mainstreaming, communicating gender equality and supporting the key stakeholders. These activities will focus on thematic priorities in line with the Commission's Political Guidelines and the priorities of the EU Gender Equality Strategy 2020 – 2025.

### **4.3 Ad hoc grants and delegation agreements**

0.00

## 5 Other information

### 5.1 Buildings

#### 5.1.1 Current building(s)

#	Building Name and type	Location	SURFACE AREA(in m <sup>2</sup> )			RENTAL CONTRACT			Host country (grant or support)	Building present value(€)
			Office space	non-office	Total	RENT (€/year)	Duration	Type		
1	The House of EU	Gedimino pr. 16, Vilnius, Lithuania	1 780,79	271,34	2 052,13	470 000	Lease contract for 10 years (starting in 2023)	Lease		
2	EIGE Liaison Office	17-21 avenue de la Joyeuse Entrée, 1040 Brussels, Belgium	27,8		27,8	7 500	6 months			
<b>TOTAL</b>			<b>1 808,59</b>	<b>271,34</b>	<b>2 079,93</b>	<b>477 500</b>				

#### 5.1.2 Current building(s) Other comments

N/A

#### 5.1.3 Building projects in the planning phase

N/A

#### 5.1.4 Building projects submitted to the European Parliament and the Council

### 5.2 European Schools

N/A

### 5.3 Evaluation

In line with Art 20 of Regulation (EC) No 1922/2006, EIGE's Management Board commissions the organisation of the external evaluation of the Institute. By decision of the Management Board in its 32nd meeting in June 2019, the second evaluation of EIGE took place in 2022. The evaluation report was presented in the November 2022, Management Board meeting. The Management Board has issued its recommendations to the Commission and to EIGE's management in February 2023. EIGE is drafting an action plan to address the recommendations.

### 5.4 Privileges and immunities

Accreditation status as per agreement drawn up between EIGE and the Government of the Republic of Lithuania and signed in Vilnius on 24/10/2012.

Agency privileges	Privileges granted to staff	
	Protocol of privileges and immunities / diplomatic status	Education / day care
Immunity and inviolability Exemptions from all direct taxes	Immunity from jurisdiction as regards acts carried out in official capacity. Exemption from regulations restricting immigration and formalities for registration of foreigners. Exemption from national taxes on salaries, wages and emoluments paid by EIGE. VAT exemption during first year of services (for non-Lithuanian residents). The Director and management staff accorded the privileges and immunities accorded to the staff of diplomatic missions in accordance with Vienna convention of diplomatic relations of 18 April 1961	Same rights and access to preschool and school education as for the nationals of the Republic of Lithuania.

## 1 Overview

### 1.1 Creation/modification (legal base)

Decision	Date	Mission/ Tasks / Functions
Council Regulation (EC) No. 1360/90	07/05/1990	Provide assistance in the definition of training needs and priorities Act as a clearing house to provide information on current initiatives and future needs in the training field, and provide a framework through which offers of assistance can be channelled On the basis of (a) and (b) above: Examine the scope for joint ventures of training assistance Fund the design and the preparation of such projects. Implement, at the request of the Commission or of the eligible countries in cooperation with the governing board, vocational training programmes. For activities and projects which are funded by the Foundation: arrange for the appropriate public and/or private bodies with a proven training record and the necessary expertise to design, prepare, implement and/or manage projects on a flexible, decentralized basis. In collaboration with the Commission, assist in the monitoring and evaluation of the overall effectiveness of training assistance to the eligible countries. Disseminate information and encourage exchanges of experience, with a focus on the countries of Central and Eastern Europe designated as eligible for economic aid by the Council in Regulation (EEC) No 3906/89 or in any subsequent relevant legal act.
Council Regulation (EC) No.2063/90	27/07/1994	Addition to ETF's geographic scope to include the independent States of the former Soviet Union and Mongolia which are the beneficiaries of the programme to assist economic reform and recovery under Regulation (Euratom, EEC) No 2053/93 or in any subsequent relevant legal act.
Council Regulation (EC) No.1572/98	17/07/1998	Addition to ETF's geographic scope to include the Mediterranean non-member countries and territories which are the beneficiaries of the financial and technical measures to accompany the reform of their economic and social structures pursuant to Regulation (EC) No 1488/96 or any subsequent relevant legal act.
Council Regulation (EC) No. 2666 /2000	05/12/2000	Addition to ETF's geographic scope to include Albania, Bosnia-Herzegovina; Croatia; the Federal Republic of Yugoslavia, the Former Yugoslav Republic of Macedonia
Council Regulation (EC) No. 1648/2003	18/06/2003	Amending Regulation (EEC) No 1360/90 establishing a European Training Foundation, in order to adapt it to the new Financial regulations of ETF
Council Regulation (EC) No 1339/2008	16/12/2008	Recast of Council Regulation (EC) No 1339/2008 establishing a European Training Foundation. Recasting of ETF Regulation in line with external assistance instruments, greater flexibility in geographic scope, and human capital development. The ETF's functions under the recast regulation are to: - provide information, policy analyses and advice on human capital development issues in partner countries; - promote knowledge and analysis of skills needs in national and local labour markets; - support relevant stakeholders in partner countries in building capacity in human capital development; - facilitate the exchange of information and experience among donors engaged in human capital development reform in partner countries; - support the delivery of EU assistance to partner countries in the field of human capital development; - disseminate information and encourage networking and the exchange of experience and good practice between the EU and partner countries and amongst partner countries in human capital development issues; - contribute, at the Commission's request, to the analysis of the overall effectiveness of training assistance to the partner countries

### 1.2 Seat

Torino, Italy

### 1.3 Budget Line

07 10 06 : European Training Foundation (ETF)

### 1.4 Human Resources Overview

The table below presents the number of posts in the establishment plans, including the posts assigned to programmes financed outside the EU budget, whereas the number of Contract Agents / SNE only includes those financed under programmes financed within the EU Budget.

Human Resources	2023			2024	2025
	Authorised Budget	Actually filled as of 31/12/2023	Occupancy rate(%)	Authorised Budget	Draft Budget Request

Human Resources	2023			2024	2025
	Authorised Budget	Actually filled as of 31/12/2023	Occupancy rate(%)	Authorised Budget	Draft Budget Request
TOTAL AD	59	59	100,00%	63	65
TOTAL AST	27	27	100,00%	23	21
TOTAL AST/SC					
<b>ESTABLISHMENT PLAN POSTS</b>	<b>86</b>	<b>86</b>	<b>100,00%</b>	<b>86</b>	<b>86</b>
Contract Agents (CA)	42	40	95,24%	42	42
Seconded National Experts (SNE)					
<b>TOTAL STAFF</b>	<b>128</b>	<b>126</b>	<b>98,44%</b>	<b>128</b>	<b>128</b>

## 1.5 Financial Resources Overview

### 1.5.1 Revenues Overview

#### 1.5.1.1 General revenues

REVENUES	2024	2025
	Revenues estimated by the agency	Budget Forecast
EU contribution	23 162 000	23 625 020
Other Revenue		
<b>TOTAL REVENUES</b>	<b>23 162 000</b>	<b>23 625 020</b>

#### 1.5.1.2 Additional EU funding: contribution, grant and service level agreements

REVENUES	2024	2025
	Revenues estimated by the agency	Budget Forecast
Additional EU funding stemming from grant agreements (FFR Art.7)		
Additional EU funding stemming from contribution agreements (FFR Art.7)	4 900 000	4 080 000
Additional EU funding stemming from service level agreements (FFR Art. 43.2)	139 000	66 000
<b>TOTAL REVENUES</b>	<b>5 039 000</b>	<b>4 146 000</b>

### 1.5.2 Expenditure Overview

Expenditure	2024		2025	
	Commitment appropriations	Payment appropriations	Commitment appropriations	Payment appropriations
Title 1 - Staff expenditure	16 653 400	16 653 400	17 186 500	17 186 500
Title 2 - Infrastructure and operating expenditure	2 170 600	2 170 600	2 076 170	2 076 170
Title 3 - Operational expenditure	4 338 000	4 338 000	4 362 350	4 362 350
<b>TOTAL EXPENDITURE</b>	<b>23 162 000</b>	<b>23 162 000</b>	<b>23 625 020</b>	<b>23 625 020</b>

## 2 Human Resources

### 2.1 Establishment plan posts

The table below presents the number of posts in the establishment plans, including the posts assigned to programmes financed outside the EU budget.

Function group and grade	2023				2024		2025			
	Authorised Budget		Actually filled as of 31/12/2023		Authorised Budget		Request of the Agency		Draft Budget Request	
	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts
AD 16										
AD 15										
AD 14		1		1		1		1		1
AD 13		5		2		3		3		3
AD 12		12		6		9		9		9
AD 11		10		8		10		10		10
AD 10		10		11		10		10		10
AD 9		12		9		12		12		12
AD 8		5		5		7		7		7
AD 7		4		15		7		8		8
AD 6										
AD 5				2		4		5		5
AD TOTAL		59		59		63		65		65
AST 11										
AST 10		2		2		2		2		2
AST 9		13		12		9		9		9
AST 8		6		1		6		6		6
AST 7		4		5		4		3		3
AST 6		2		3		2		1		1
AST 5				4						
AST 4										
AST 3										
AST 2										
AST 1										
AST TOTAL		27		27		23		21		21
AST/SC 6										
AST/SC 5										
AST/SC 4										
AST/SC 3										
AST/SC 2										
AST/SC 1										
AST/SC TOTAL										
TOTAL		86		86		86		86		86

Function group and grade	2023				2024		2025			
	Authorised Budget		Actually filled as of 31/12/2023		Authorised Budget		Request of the Agency		Draft Budget Request	
	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts
<b>GRAND TOTAL</b>	86		86		86		86		86	

## 2.2 External personnel

### 2.2.1 Contract Agents

Contract agents	Authorised 2023	Recruited as of 31/12/2023	2024 estimate	Draft Budget 2025 estimate
Function Group IV	14	13	14	14
Function Group III	24	23	24	24
Function Group II	4	4	4	4
Function Group I				
<b>TOTAL</b>	<b>42</b>	<b>40</b>	<b>42</b>	<b>42</b>

### 2.2.2 Seconded National Experts

Seconded National Experts	Authorised 2023	Recruited as of 31/12/2023	2024 estimate	Draft Budget 2025 estimate
<b>TOTAL</b>				

## 3 Financial Resources

### 3.1 Revenues

#### 3.1.1 General revenues

REVENUES	General revenues				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>1 REVENUE FROM FEES AND CHARGES</b>					
<b>2 EU CONTRIBUTION</b>	22 627 956	23 162 000	24 125 000	23 625 020	2,00%
- Of which assigned revenues deriving from previous years' surpluses	93 864	62 209	82 675	82 675	32,90%
<b>3 THIRD COUNTRIES CONTRIBUTION (incl. EEA/EFTA and candidate countries)</b>					
- Of which EEA/EFTA (excl. Switzerland)					
- Of which candidate countries					
<b>4 OTHER CONTRIBUTIONS</b>					
<b>5 ADMINISTRATIVE OPERATIONS</b>					
- Of which interest generated by funds paid by the Commission by way of the EU contribution (FFR Art. 61)					

REVENUES	General revenues				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>6 REVENUES FROM SERVICES RENDERED AGAINST PAYMENT</b>					
<b>7 CORRECTION OF BUDGETARY IMBALANCES</b>					
<b>TOTAL</b>	<b>22 627 956</b>	<b>23 162 000</b>	<b>24 125 000</b>	<b>23 625 020</b>	<b>2,00%</b>

### 3.1.2 Additional EU funding: contribution, grant and service level agreements

REVENUES	Additional EU funding: contribution, grant and service level agreements				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>Additional EU funding stemming from grant agreements (FFR Art.7)</b>					
<b>Additional EU funding stemming from contribution agreements (FFR Art.7)</b>	4 380 000	4 900 000	4 080 000	4 080 000	-16,73%
<b>Additional EU funding stemming from service level agreements (FFR Art. 43.2)</b>	1 485 000	139 000	66 000	66 000	-52,52%
<b>TOTAL</b>	<b>5 865 000</b>	<b>5 039 000</b>	<b>4 146 000</b>	<b>4 146 000</b>	<b>-17,72%</b>

### 3.2 Expenditure

#### 3.2.1 Commitment appropriations

EXPENDITURE	Commitment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>Title 1 - Staff expenditure</b>	<b>15 771 632</b>	<b>16 653 400</b>	<b>17 186 500</b>	<b>17 186 500</b>	<b>3,20%</b>
<b>Salaries &amp; allowances</b>	15 025 971	15 987 200	16 474 000	16 474 000	3,04%
<i>- Of which establishment plan posts</i>	<i>12 076 562</i>	<i>12 679 000</i>	<i>13 127 000</i>	<i>13 127 000</i>	<i>3,53%</i>
<i>- Of which external personnel</i>	<i>2 949 409</i>	<i>3 308 200</i>	<i>3 347 000</i>	<i>3 347 000</i>	<i>1,17%</i>
<b>Expenditure relating to Staff recruitment</b>	1 650	9 000	20 000	20 000	122,22%
<b>Employer's pension contributions</b>					
<b>Mission expenses</b>	82 576	78 800	81 750	81 750	3,74%
<b>Socio-medical infrastructure</b>	29 390	45 000	45 000	45 000	0,00%
<b>Training</b>	116 302	159 000	120 000	120 000	-24,53%
<b>External Services</b>	401 479	261 900	314 250	314 250	19,99%



EXPENDITURE	Commitment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
Receptions, events and representation	1 664	4 000	4 000	4 000	0,00%
Social welfare	112 600	108 500	127 500	127 500	17,51%
Other Staff related expenditure					
<b>Title 2 - Infrastructure and operating expenditure</b>	<b>2 363 076</b>	<b>2 170 600</b>	<b>2 076 170</b>	<b>2 076 170</b>	<b>-4,35%</b>
Rental of buildings and associated costs	904 801	770 600	792 940	792 940	2,90%
Information, communication technology and data processing	1 306 764	1 241 700	1 128 030	1 128 030	-9,15%
Movable property and associated costs	10 000	5 000	5 000	5 000	0,00%
Current administrative expenditure	41 406	48 100	45 000	45 000	-6,44%
Postage / Telecommunications	3 000	5 200	5 200	5 200	0,00%
Meeting expenses	97 105	100 000	100 000	100 000	0,00%
Running costs in connection with operational activities					
Information and publishing					
Studies					
Other infrastructure and operating expenditure					
<b>Title 3 - Operational expenditure</b>	<b>4 459 908</b>	<b>4 338 000</b>	<b>4 362 350</b>	<b>4 362 350</b>	<b>0,56%</b>
Communication	404 865	375 000	375 000	375 000	0,00%
Corporate Performance and Stakeholders	237 995	248 000	240 000	240 000	-3,23%
Operational projects	3 414 048	3 315 000	3 347 350	3 347 350	0,98%
Operational Missions	403 000	400 000	400 000	400 000	0,00%
<b>TOTAL</b>	<b>22 594 616</b>	<b>23 162 000</b>	<b>23 625 020</b>	<b>23 625 020</b>	<b>2,00%</b>

### 3.2.2 Payment appropriations

EXPENDITURE	Payment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
Title 1 - Staff expenditure	15 771 632	16 653 400	17 186 500	17 186 500	3,20%

EXPENDITURE	Payment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
Salaries & allowances	15 025 971	15 987 200	16 474 000	16 474 000	3,04%
- Of which establishment plan posts	12 076 562	12 679 000	13 127 000	13 127 000	3,53%
- Of which external personnel	2 949 409	3 308 200	3 347 000	3 347 000	1,17%
Expenditure relating to Staff recruitment	1 650	9 000	20 000	20 000	122,22%
Employer's pension contributions					
Mission expenses	82 576	78 800	81 750	81 750	3,74%
Socio-medical infrastructure	29 390	45 000	45 000	45 000	0,00%
Training	116 302	159 000	120 000	120 000	-24,53%
External Services	401 479	261 900	314 250	314 250	19,99%
Receptions, events and representation	1 664	4 000	4 000	4 000	0,00%
Social welfare	112 600	108 500	127 500	127 500	17,51%
Other Staff related expenditure					
<b>Title 2 - Infrastructure and operating expenditure</b>	<b>2 363 076</b>	<b>2 170 600</b>	<b>2 076 170</b>	<b>2 076 170</b>	<b>-4,35%</b>
Rental of buildings and associated costs	904 801	770 600	792 940	792 940	2,90%
Information, communication technology and data processing	1 306 764	1 241 700	1 128 030	1 128 030	-9,15%
Movable property and associated costs	10 000	5 000	5 000	5 000	0,00%
Current administrative expenditure	41 406	48 100	45 000	45 000	-6,44%
Postage / Telecommunications	3 000	5 200	5 200	5 200	0,00%
Meeting expenses	97 105	100 000	100 000	100 000	0,00%
Running costs in connection with operational activities					
Information and publishing					
Studies					
Other infrastructure and operating expenditure					
<b>Title 3 - Operational expenditure</b>	<b>4 416 469</b>	<b>4 338 000</b>	<b>4 362 350</b>	<b>4 362 350</b>	<b>0,56%</b>
Communication	325 436	375 000	375 000	375 000	0,00%

EXPENDITURE	Payment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
Corporate Performance and Stakeholders	190 579	248 000	240 000	240 000	-3,23%
Operational projects	3 518 038	3 315 000	3 347 350	3 347 350	0,98%
Operational Missions	382 416	400 000	400 000	400 000	0,00%
<b>TOTAL</b>	<b>22 551 177</b>	<b>23 162 000</b>	<b>23 625 020</b>	<b>23 625 020</b>	<b>2,00%</b>

### 3.3 Budget Outturn

First estimate of the 2023 surplus that should be reimbursed to the EU budget (as assigned revenue): EUR 82 675

## 4 Justification of needs

### Commission assessment

#### Human Resources

During the period 2025-27, ETF proposes to maintain its number of establishment plan posts stable at 86. As a certain number of TA's will retire between 2025 and 2026, ETF envisages to convert AST posts into AD posts. These conversions mainly concern the expert profiles for which recruitments will be done in AD5 and AD7 grades, as per EC recommendation in 2022, and for which there won't be a financial impact. On the other hand, these retirements allow the agency to enable savings deriving from the departure of senior staff replaced by more junior staff.

As regards external personnel, due to the retirement of the local agent on 31/1/2024, the number is expected to increase from 42 to 43 already in 2024 considering the replacement of the local agent by a contract agent. Budget allocated to this staff category will be transferred to the contract agent budgetary envelope ensuring financial coverage for an additional contract agent FG II.

Finally, ETF intends to recruit 2 SNE's.

The Commission proposes to keep stable staffing, including external staff. Indeed, the Commission cannot support any increase in staff for any decentralised agencies. As regards the conversion of 2 AST posts into AD posts, the Commission repeats that this conversion should remain budgetary neutral.

#### Financial Resources

The agency's request for 2025 is above (EUR 500 000) the EU contribution foreseen in the financial programming for the period 2025-2027. As ETF current convention for the premises expires mid-2027, these additional funds are requested to prepare in 2025 the executive project -3 options are currently under assessment- and tenders for the works to start in 2026 and be completed mid-2027. Depending on the Italian authorities and the option retained for this building project, ETF envisages to ask for a temporary reinforcement of their budget by the Commission in 2026 and 2027 as well. This reinforcement could amount to MEUR 8-9 over the 3 years.

The Commission considers that their building project is not mature enough at this stage, and thus sticks to the 2025 financial programming.

### 4.1 Human Resources - Agency Request

#### 4.1.1 Number of staff requested

During the period 2025-27, the ETF's total staff population will remain stable at 86. Some staff working part-time will retire in 2024 and therefore we expect to offset only 1 full-time equivalent with an additional temporary agent as foreseen by article 38.2 of the ETF Financial Regulation. Furthermore, considering the evolution of the Italian legislation and its related restrictions for the use of temporary workers, offsetting of the unplanned staff shortages is becoming very difficult. A possible solution, recommended by DG HR, is to offer short-term employment contracts to contract agents

and ETF may continue to resort to this. The ETF's HCD experts are a scarce and valued resource on which the agency relies for its added value. All efforts will therefore continue to ensure that the proportion of staff allocated to operational activities is close to 75%. With this in mind, between 2025 and 2026, a number of Temporary Agents will retire; some of those holding an AST contract are expected to be converted into AD positions. These conversions mainly concern the expert profiles for which recruitments will be done in AD5 and AD7 grades, as per EC recommendation in 2022.

As regards external personnel, the total authorised number remains stable in 2024 at 42. This number is expected to increase to 43 already in 2024 considering the replacement of the retired Local Agent.

As for Seconded National Expert we envisage to have 2 during in 2024 and beyond. Finally, to deliver on additional services or new tasks, additional external staff is financed from contribution or service-level agreements negotiated.

#### *4.1.2 Vacancy rate as of end 2023*

As shown in the establishment plan 2023 all positions were filled. As for contract agents, two positions are vacant.

#### *4.1.3 Standard abatement ('abatement forfaitaire') applied*

Not applicable.

#### *4.1.4 Salary assumption for calculating salary line (% applied)*

The main assumptions are:

- An annual salary increase linked to the estimated salary adaptation of +5,3% to be applied as from 1 July 2024, +0,6% to be applied as from 1 April 2025 and +3,7% to be applied as from 1 July 2025 with no decrease in the weighting factor;
- An upward impact on salary costs linked to the automatic increase in step and the annual reclassification exercise;
- A volatile turnover because of the first wave of staff that may retire and with the aim of a complete establishment plan;
- Some savings from working conditions and from replacement of senior staff with junior staff;
- Offsetting of 40% of the costs of the Accountant Officer as per SLA with EU-OSHA on sharing of accounting services;
- Offsetting of project manager and of remuneration costs as per Contribution Agreement for DARYA.

#### *4.1.5 Correction coefficient used*

The correction coefficient is expected to remain stable at the current 97.3%.

#### *4.1.6 Exchange rate used (if applicable)*

## **4.2 Financial Resources - Agency request**

### *4.2.1 Title 1*

The forecast for expenditure on Title 1 - Staff expenditure, is based on the following assumptions: a cumulative salary adaptation in line with the Commission's assumptions<sup>48</sup> (+5,3% to be applied as from 1 July 2024, +0,6% to be applied as from 1 April 2025 and +3,7% to be applied as from 1 July 2025) and a no decrease in the weighting factor. In addition, an upward impact on salary costs due to the automatic increase in step and the annual reclassification exercise on the one hand, a complete establishment plan and savings deriving from the retirement of senior staff replaced by more junior staff on the other hand, both affect the Title 1 forecast. In addition, the ETF has introduced in 2021 a paid traineeship programme and we estimate to continue to offer it in 2025 and beyond. Also, the ETF will introduce, as of 2024, positions for 2 seconded national experts. Overall, the expectation is that there will be a net increase of 3.2% in Title 1 expenditure compared to the 2024 budget.

### *4.2.2 Title 2*

Regular activities:

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<sup>48</sup> Budget Circular for 2025 – Agency Instructions (20 Dec 2023) – ARES (2023) 8743970

The forecast for expenditure on Title 2 – infrastructure covering the regular activities is estimated at €2.08 million, a decrease of 4.4% compared to 2024. This mainly covers expenditure on facilities and IT. The agency has taken measures linked to greening for contained consumption on utilities, translating in efficiency gains and environmental performance. The agency within the budget allocated will implement the necessary measures for the EU cyber security framework, absorbing the new requests, adopting decisions to ensure continuity of services and quality in the context of budget assumptions not foreseeing extra contributions for the additional EU regulatory demands. The allocation to Title2 will not allow in 2025 for further adaptations to make the agency progress towards a higher digital and green transition of administrative and operational services. This will represent a risk if the budget constraints will continue in the coming years.

#### Extraordinary needs:

The ETF current premises have a convention expiring mid 2027. In coordination with DGEMPL, ETF carried a feasibility study to look into possible options. To match the expiry date of current premises, a decision will be needed in 2024 to be able to prepare in 2025 the executive project and tender for the works to start in 2026 and be completed mid 2027.

There are currently three options under assessment: (a) re-building an existing building (provided by the Regione Piemonte), (b) refurbishment of existing building in Villa Gualino and (c) rental of a new building. A decision is expected around June 2024. Any option requires renovation works to match current EC standards. The estimated cost of the project and tender specs preparation is of approx. 500,000€, which would bring Title 2 at €2.58 million, an increase of 18.7% compared to 2024.

#### 4.2.3 Title 3

As an agency working at the centre of the geopolitical changes effecting EU needs and in fast-growing thematic area of human capital development and skills, ETF is an agency working at a cruising speed attempting to offer its expertise and impact to the maximum. With staff costs expected to further increase and infrastructure costs expect to slightly decrease, ETF is capable to maintain the budget forecast for Title 3 in nominal value as compared to that of 2024, safeguarding operational activities though with little margin. On the one hand, this shows that the ETF has been increasingly able to deliver more value for money by increasing efficiency in delivering activities. In fact, the experience of 2020-2023 linked to COVID-19 and ETF's accelerated digitalisation, as well as its overall sustainability and increased partnerships have all enabled the ETF to re-consider the modalities used to deliver its activities. On the other hand, this also demonstrates ETF's ability to continue providing a relevant contribution to the external dimension of Human Capital Development of the EU. Within the space of the ETF subsidy, it ensures core services while also taking in and efficiently delivering extra-subsidy projects that are aligned to its mandate and planned activities.

However, it is important to highlight that the current allocation for 2025 already requires for the agency to prioritise on a continued basis to match the request to keep flexibility and ad-hoc and short-term support services to the EC. Moreover, this manoeuvring space in Title 3 is fragile, inflation is at risk and, in general, this would still mean that the annual subsidy increase is mostly absorbed by Title 1, with an unpredictable annual increase of expenses superior to the predicted 2%. As per consolidated practice, savings in Title 1 will be assigned to operational activities and, if necessary, to infrastructure improvements.

Following a mid-term review of the ETF strategy 2027, the agency is also reviewing its prioritisation to ensure relevance and results orientation towards impact indicators of broader EU objectives. Anticipated calibration measures for the period 2024-2027, should further support the agency to ensure the strategy fit of its operational activities in 2025.

#### 4.3 Ad hoc grants and delegation agreements

	2023	2024	2025
ACQF II - Second phase of the project on African Continental Qualification Framework – contribution agreement with DGINTPA for €5m across 4 years (2023-2026)	1 750 000	1 300 000	1 150 000
Darya - Dialogue and Action for Resourceful Youth in Central Asia -contribution agreement with DG INTPA for €10m across 5 years (2022-2027)	2 000 000	2 000 000	2 000 000
Rwanda TVET- Support to the preparation of an action in the TVET sector in Rwanda – contribution agreement with DG INTPA for €0.18m for 12 months (2023-2024)	180 000		
EaP - Supporting Education Reforms & Skills in the Eastern Partnership region (SER) – contribution agreement with DG NEAR for €2.5m across 2 years (2024-2026)		1 210 000	600 000

Egypt TVET (TA4TE) - EU Technical Assistant to the Ministry of Education and Technical Education TE 2.0 strategy (TA4TE) – contribution agreement with DG NEAR for €0.5m in 2024 across 12 months (2024-2025)	450 000	50 000
International Dimension of Centres of Vocational Excellence: Implementing international cooperation – Service level agreement with DG EMPL for €1.5m across 2 years (2023-2024)	1 425 000	75 000
EIB - Facility for gender-responsive and inclusive investments in the EU neighbourhood - Support the EIB in the preparation of EFSD+ Window 1 Investment Projects – contribution agreement in preparation with EIB for €1m across 3 years (2024-2026)		340 000 330 000

## 5 Other information

### 5.1 Buildings

#### 5.1.1 Current building(s)

#	Building Name and type	Location	SURFACE AREA(in m <sup>2</sup> )			RENTAL CONTRACT			Host country (grant or support)	Building present value(€)
			Office space	non-office	Total	RENT (€/year)	Duration	Type		
1	Villa Gualino	Turin, Italy	2 175	3 825	6 000	1	Rent is covered by a Convention complemented by detailed service contracts		No	
<b>TOTAL</b>			<b>2 175</b>	<b>3 825</b>	<b>6 000</b>	<b>1</b>				

#### 5.1.2 Current building(s) Other comments

Regarding current building a recent change in property has been communicated in 2024 that may have implications on current conditions. The issue is being followed in coordination with DGEMPL and Ministry of Foreign Affairs. Should an important change be confirmed on current conditions, it will be communicated including budget implications.

#### 5.1.3 Building projects in the planning phase

As mentioned above under 4.2.2 ETF has carried out a prefeasibility study for options for future premises post 2027 considering the expiry date of current convention and contract in mid 2027. The study has been carried out in coordination with DGEMPL and following new EC standards. A series of consultations with relevant partners has followed. The study foresees three options, includes a swot analysis as well as an analysis of costs.

a) to remain in current premises, Villa Gualino, with considerable maintenance works (building in poor state since 2011) and renovation work to match EC standards (environmental standards, hybrid work conditions, etc). The building has changed property end 2023 and the implications on e.g. new rental conditions could change

b) to move to the UN Campus in Turin, rebuilding a pavilion in line with the new standards on building sustainability and taking into account the EC guidelines. No rent is foreseen since the building belongs to the Municipality that will put it at disposal in exchange of no rent.

c) rent a building, with more contained renovation works required against higher recurrent cost of rental.

A decision is expected in 2024 to be followed by the preparation of the building project for the Parliament and Council. Once approved, a detailed project and tender specifications for the refurbishment works will be drawn up in 2025.

The options would have a budget impact up to 9M€.

#### 5.1.4 Building projects submitted to the European Parliament and the Council

No building project has yet been submitted to the European Parliament and Council.

### 5.2 European Schools

There is no European school in Turin. Due to the absence of a European School in Turin, and the fact that there are several international schools, but which are extremely expensive, the ETF covers up to 50% of the cost above the ceiling

foreseen in the Staff Regulations. This is done with the scope to support the ETF's capacity to attract and retain staff as a social support measure.

### 5.3 Evaluation

Evaluations in the ETF are integrated into the overall performance management system of the Agency and are commissioned either by the ETF or by the European Commission.

As an Agency of the European Commission, the ETF is subject to regular (4 year) evaluation by the Commission in consultation with the Governing Board of the implementation of the ETF Regulation. The Commission presents the results of the evaluation to the European Parliament, Council and European Economic and Social Committee following which the ETF formulates an action plan to remedy any problems or implement any recommendations. The action plan is entered into the ETF Improvement Plan with regular report to the Commission and Governing Board. The latest evaluation exercise took place in 2023 and ETF is currently awaiting final report for follow up.

ETF commissions evaluations that mainly focus on assessing the extent to which the ETF's activities have achieved planned results, their added value and impact. According to the ETF Financial Regulation, retrospective evaluations shall be undertaken periodically and in sufficient time for the findings to be taken into account in ex-ante evaluations or impact assessments that support the preparation of related programme activities. In this framework, ETF has also commissioned a mid-term review of its 2027 strategy and in 2025 it will work on the implementation of its recommendations and adjustments of its roadmap 2024-2027.

### 5.4 Privileges and immunities

<i>Agency privileges</i>	<i>Privileges granted to staff</i>
	<i>Protocol of privileges and immunities / diplomatic status Education / day care</i>
<ul style="list-style-type: none"> <li>* Local premises have been provided by local authorities on the basis of a convention that provides for the following main essential points: ETF to participate in the costs of refurbishing the premises to be used, ETF to pay a symbolic rent, ETF to participate in the costs of maintenance of the building</li> <li>* General support is provided by Italy against unauthorized access or other forms of disturbances to the premises.</li> <li>*ETF is authorized to install and operate communications systems.</li> <li>* ETF official communication is not subject to any restrictions or to confidentiality breaches.</li> <li>*The Protocol of privileges and immunities is applicable to ETF.</li> <li>* ETF, its assets and funds may not be subject to administrative or legal measures of constraints.</li> <li>*Premises (including temporary premises) and buildings are inviolable, except in case of emergencies/ fire.</li> <li>* ETF, its assets and funds are exempt from taxes or direct duties, except for taxes on public services.</li> <li>* ETF is exempt from the payment of VAT for purchases of goods or service. The value of the exemption is established in the law applicable to international organizations in Italy.</li> <li>* ETF imports and exports are exempted from customs duties, taxes, prohibitions or restrictions.</li> <li>* Goods transported as hand baggage are treated as diplomatic luggage.</li> <li>* ETF vehicles are exempted from any taxes, duties or fees or from any import prohibitions/ restrictions.</li> <li>* ETF exempted from payment social security and health insurance contributions on salaries paid to staff, except for local agents<sup>49</sup>.</li> </ul>	<ul style="list-style-type: none"> <li>*Staff immune from legal proceedings for acts performed in the exercise of their official duties.</li> <li>* Staff exempted from taxes on salaries and emoluments paid by ETF.</li> <li>* Staff, spouses and dependent members of family not subject to immigration restrictions or registration formalities for foreigners.</li> <li>* For currency exchange staff has the same privileges as officials of equal rank in the diplomatic missions.</li> <li>* Staff, spouses and dependent members of family receive assistance for repatriation in the event of international crises.</li> <li>* Staff who is neither permanently resident in Italy at the time of their appointment, nor Italian, may, duty-free and without prohibitions and restrictions, import from the country of their last residence or the country of which they are nationals, when they first take up their post, for a period of one year from their appointment for a maximum of two shipments, their own furniture and personal effects, including a vehicle bought at the conditions of that country, which will be registered in special series.</li> <li>* Staff may export, in the year following the date of cessation of their duties, without prohibitions and restrictions, their own furniture and personal effects, including vehicles.</li> <li>* The ETF Director, spouse and dependent members of family, is granted privileges and immunities, facilities and concessions granted by the Italy to members of equivalent rank in the diplomatic corps in Italy.</li> <li>* Staff, who is neither permanently resident in Italy at the time of their appointment nor Italian, may, when they first take up their post, for a period of one year from their appointment purchase a motor vehicle free from taxes and charges.</li> <li>* Italy issues a special identity card to staff, spouses and dependent members of family to prove that the holder is ETF staff and enjoys privileges and immunities.</li> </ul>

<sup>49</sup> In relation to the health pandemic there are ongoing difficulties in clarifying the health insurance coverage for ETF staff and access to the Italian national health service. This concerns questions about coverage, procedure and services, in particular in case of procedures which are only administered by the Italian national health service (e.g. vaccinations).





## 1 Overview

### 1.1 Creation/modification (legal base)

Decision	Date	Mission / Tasks / Functions
2002/187/JHA (OJ: L 63/1 06/03/2002)	28/02/2002	Eurojust's tasks comprise the coordination of multilateral investigations and prosecutions and improving and facilitating judicial cooperation in criminal matters.
2003/659/JHA (OJ L 245/44 29/09/2003)	18/06/2003	Amending Decision 2002/187/JHA on some specific provisions regarding the adoption of the budget. Tasks and objectives remain the same.
2009/426/JHA (OJ L 138/14 04/06/2009)	16/12/2008	Amending Decision 2002/187/JHA on the strengthening of Eurojust. Important changes are made, including on tasks and objectives of Eurojust.
2018/1727 (OJ L 295/138 21/11/2018)	14/11/2018	Regulation (EU) 2018/1727 of the European Parliament and of the Council of 14 November 2018 on the European Union Agency for Criminal Justice Cooperation (Eurojust), and replacing and repealing Council Decision 2002/187/JHA
2022/838 (OJ L 148 31/05/2022)	30/05/2022	Regulation (EU) 2022/838 of the European Parliament and of the Council of 30 May 2022 amending Regulation (EU) 2018/1727 as regards the preservation, analysis and storage at Eurojust of evidence relating to genocide, crimes against humanity, war crimes and related criminal offences
2023/2131 (OJ 2023/2131 11/10/2023)	04/10/2023	Regulation (EU) 2023/2131 of the European Parliament and of the Council of 4 October 2023 amending Regulation (EU) 2018/1727 of the European Parliament and of the Council and Council Decision 2005/671/JHA, as regards digital information exchange in terrorism cases

### 1.2 Seat

The Hague, The Netherlands

### 1.3 Budget Line

07 10 07 : European Union Agency for Criminal Justice Cooperation (Eurojust)

### 1.4 Human Resources Overview

The table below presents the number of posts in the establishment plans, including the posts assigned to programmes financed outside the EU budget, whereas the number of Contract Agents / SNE only includes those financed under programmes financed within the EU Budget.

Human Resources	2023			2024	2025
	Authorised Budget	Actually filled as of 31/12/2023	Occupancy rate(%)	Authorised Budget	Draft Budget Request
<b>TOTAL AD</b>	125	120	96,00%	134	137
<b>TOTAL AST</b>	107	109	101,87%	109	109
<b>TOTAL AST/SC</b>					
<b>ESTABLISHMENT PLAN POSTS</b>	<b>232</b>	<b>229</b>	<b>98,71%</b>	<b>243</b>	<b>246</b>
<b>Contract Agents (CA)</b>	18	18	100,00%	18	18
<b>Seconded National Experts (SNE)</b>	24	22	91,67%	24	24
<b>TOTAL STAFF</b>	<b>274</b>	<b>269</b>	<b>98,18%</b>	<b>285</b>	<b>288</b>

### 1.5 Financial Resources Overview

#### 1.5.1 Revenues Overview

##### 1.5.1.1 General revenues

REVENUES	2024	2025
	Revenues estimated by the agency	Budget Forecast

<b>EU contribution</b>	62 117 612	68 513 872
<b>Other Revenue</b>	p.m.	
<b>TOTAL REVENUES</b>	<b>62 117 612</b>	<b>68 513 872</b>

1.5.1.2 Additional EU funding: contribution, grant and service level agreements

REVENUES	2024	2025
	Revenues estimated by the agency	Budget Forecast
Additional EU funding stemming from grant agreements (FFR Art.7)	p.m.	
Additional EU funding stemming from contribution agreements (FFR Art.7)	p.m.	
Additional EU funding stemming from service level agreements (FFR Art. 43.2)	p.m.	
<b>TOTAL REVENUES</b>	<b>p.m.</b>	

1.5.2 Expenditure Overview

Expenditure	2024		2025	
	Commitment appropriations	Payment appropriations	Commitment appropriations	Payment appropriations
<b>Title 1 - Staff expenditure</b>	32 978 185	32 978 185	35 702 800	35 702 800
<b>Title 2 - Infrastructure and operating expenditure</b>	13 920 627	13 920 627	15 287 572	15 287 572
<b>Title 3 - Operational expenditure</b>	11 030 800	15 218 800	17 523 500	17 175 500
<b>Title 4 - Operational projects expenditure</b>	p.m.	p.m.	p.m.	p.m.
<b>TOTAL EXPENDITURE</b>	<b>57 929 612</b>	<b>62 117 612</b>	<b>68 513 872</b>	<b>68 165 872</b>

## 2 Human Resources

### 2.1 Establishment plan posts

The table below presents the number of posts in the establishment plans, including the posts assigned to programmes financed outside the EU budget.

Function group and grade	2023				2024		2025			
	Authorised Budget		Actually filled as of 31/12/2023		Authorised Budget		Request of the Agency		Draft Budget Request	
	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts
AD 16										
AD 15										
AD 14		1		1		1		1		1
AD 13		1				1		1		1
AD 12		2		3		3		3		3

Function group and grade	2023				2024		2025			
	Authorised Budget		Actually filled as of 31/12/2023		Authorised Budget		Request of the Agency		Draft Budget Request	
	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts
AD 11		7		3		6		9		6
AD 10		14		12		15		16		15
AD 9		23		17		20		20		20
AD 8		24		14		25		29		25
AD 7		26		24		27		26		28
AD 6		4		17		5		14		5
AD 5		23		29		31		51		33
<b>AD TOTAL</b>		125		120		134		170		137
AST 11										
AST 10										
AST 9		1		1		1		1		1
AST 8		1		1		1		3		1
AST 7		1		2		1		4		1
AST 6		17		19		17		20		17
AST 5		53		27		53		57		53
AST 4		34		35		36		22		36
AST 3				15				6		
AST 2				9						
AST 1										
<b>AST TOTAL</b>		107		109		109		113		109
AST/SC 6										
AST/SC 5										
AST/SC 4										
AST/SC 3										
AST/SC 2										
AST/SC 1										
<b>AST/SC TOTAL</b>										
<b>TOTAL</b>		232		229		243		283		246
<b>GRAND TOTAL</b>		232		229		243		283		246

## 2.2 External personnel

### 2.2.1 Contract Agents

Contract agents	Authorised 2023	Recruited as of 31/12/2023	2024 estimate	Draft Budget 2025 estimate
Function Group IV	8	4	8	8
Function Group III	4	12	4	4

Contract agents	Authorised 2023	Recruited as of 31/12/2023	2024 estimate	Draft Budget 2025 estimate
Function Group II	6	2	6	6
Function Group I				
<b>TOTAL</b>	<b>18</b>	<b>18</b>	<b>18</b>	<b>18</b>

### 2.2.2 Seconded National Experts

Seconded National Experts	Authorised 2023	Recruited as of 31/12/2023	2024 estimate	Draft Budget 2025 estimate
<b>TOTAL</b>	<b>24</b>	<b>22</b>	<b>24</b>	<b>24</b>

## 3 Financial Resources

### 3.1 Revenues

#### 3.1.1 General revenues

REVENUES	General revenues				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>1 REVENUE FROM FEES AND CHARGES</b>					
<b>2 EU CONTRIBUTION</b>	59 163 112	62 117 612	81 383 400	68 513 872	10,30%
- Of which assigned revenues deriving from previous years' surpluses	297 652	177 440	440 903	440 903	148,48%
<b>3 THIRD COUNTRIES CONTRIBUTION (incl. EEA/EFTA and candidate countries)</b>					
- Of which EEA/EFTA (excl. Switzerland)					
- Of which candidate countries					
<b>4 OTHER CONTRIBUTIONS</b>	1 417 327	p.m.	p.m.		
<b>5 ADMINISTRATIVE OPERATIONS</b>	592 948	p.m.	p.m.		
- Of which interest generated by funds paid by the Commission by way of the EU contribution (FFR Art. 61)	90 859				
<b>6 REVENUES FROM SERVICES RENDERED AGAINST PAYMENT</b>					
<b>7 CORRECTION OF BUDGETARY IMBALANCES</b>					
<b>TOTAL</b>	<b>61 173 387</b>	<b>62 117 612</b>	<b>81 383 400</b>	<b>68 513 872</b>	<b>10,30%</b>

#### 3.1.2 Additional EU funding: contribution, grant and service level agreements

REVENUES	Additional EU funding: contribution, grant and service level agreements				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	

REVENUES	Additional EU funding: contribution, grant and service level agreements				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
Additional EU funding stemming from grant agreements (FFR Art.7)		p.m.	p.m.		
Additional EU funding stemming from contribution agreements (FFR Art.7)	14 025 028	p.m.	p.m.		
Additional EU funding stemming from service level agreements (FFR Art. 43.2)	259 402	p.m.	p.m.		
<b>TOTAL</b>	<b>14 284 430</b>	<b>p.m.</b>	<b>p.m.</b>		

### 3.2 Expenditure

#### 3.2.1 Commitment appropriations

EXPENDITURE	Commitment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>Title 1 - Staff expenditure</b>	<b>31 485 281</b>	<b>32 978 185</b>	<b>46 080 200</b>	<b>35 702 800</b>	<b>8,26%</b>
Salaries & allowances	30 135 529	31 797 868	44 708 400	34 400 000	8,18%
- Of which establishment plan posts	27 268 628	28 629 868	40 382 895	30 960 000	8,14%
- Of which external personnel	2 866 901	3 168 000	4 325 505	3 440 000	8,59%
Expenditure relating to Staff recruitment	120 240	60 217	132 200	132 200	119,54%
Employer's pension contributions					
Mission expenses	49 861	83 000	72 000	72 000	-13,25%
Socio-medical infrastructure	216 324	290 200	287 000	270 000	-6,96%
Training	367 121	366 000	354 100	354 100	-3,25%
External Services	558 456	345 900	486 500	434 500	25,61%
Receptions, events and representation					
Social welfare	37 750	35 000	40 000	40 000	14,29%
Other Staff related expenditure					
<b>Title 2 - Infrastructure and operating expenditure</b>	<b>14 272 927</b>	<b>13 920 627</b>	<b>18 367 700</b>	<b>15 287 572</b>	<b>9,82%</b>
Rental of buildings and associated costs	7 718 953	6 888 030	11 288 100	10 537 972	52,99%
Information, communication technology and data processing	6 086 481	6 675 665	6 668 000	4 338 000	-35,02%

EXPENDITURE	Commitment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
Movable property and associated costs	94 570	104 000	105 600	105 600	1,54%
Current administrative expenditure	51 398	57 500	54 400	54 400	-5,39%
Postage / Telecommunications	321 525	195 432	251 600	251 600	28,74%
Meeting expenses					
Running costs in connection with operational activities					
Information and publishing					
Studies					
Other infrastructure and operating expenditure					
<b>Title 3 - Operational expenditure</b>	<b>10 860 066</b>	<b>11 030 800</b>	<b>17 283 500</b>	<b>17 523 500</b>	<b>58,86%</b>
Meetings, trainings and representation expenses	3 699 414	3 648 600	4 348 600	4 748 600	30,15%
Operational and experts missions	2 033 631	746 300	906 400	906 400	21,45%
Public relations and publications	796 699	917 400	917 400	917 400	0,00%
Data processing and documentation expenditure	1 381 747	3 202 300	8 123 500	8 123 500	153,68%
Translation of documents	451 793				
EJN projects, meetings and other expenses	434 997	435 000	532 800	532 800	22,48%
EJCN meetings and other expenses			210 000	50 000	100%
Joint Investigation Team (JIT) meetings and other expenses	1 987 451	2 011 100	2 174 300	2 174 300	8,11%
Meetings on genocide and other expenses	74 334	70 100	70 500	70 500	0,57%
<b>Title 4 - Operational projects expenditure</b>	<b>3 952 145</b>	<b>p.m.</b>	<b>p.m.</b>	<b>p.m.</b>	
Operational expenditure related to projects based on agreements	3 952 145	p.m.	p.m.	p.m.	
<b>TOTAL</b>	<b>60 570 419</b>	<b>57 929 612</b>	<b>81 731 400</b>	<b>68 513 872</b>	<b>18,27%</b>

### 3.2.2 Payment appropriations

EXPENDITURE	Payment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	

EXPENDITURE	Payment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>Title 1 - Staff expenditure</b>	<b>31 378 805</b>	<b>32 978 185</b>	<b>46 080 200</b>	<b>35 702 800</b>	<b>8,26%</b>
Salaries & allowances	30 076 322	31 797 868	44 708 400	34 400 000	8,18%
- <i>Of which establishment plan posts</i>	27 209 632	28 629 868	40 382 895	30 960 000	8,14%
- <i>Of which external personnel</i>	2 866 690	3 168 000	4 325 505	3 440 000	8,59%
Expenditure relating to Staff recruitment	139 516	60 217	132 200	132 200	119,54%
Employer's pension contributions					
Mission expenses	50 473	83 000	72 000	72 000	-13,25%
Socio-medical infrastructure	189 712	290 200	287 000	270 000	-6,96%
Training	328 819	366 000	354 100	354 100	-3,25%
External Services	562 773	345 900	486 500	434 500	25,61%
Receptions, events and representation					
Social welfare	31 190	35 000	40 000	40 000	14,29%
Other Staff related expenditure					
<b>Title 2 - Infrastructure and operating expenditure</b>	<b>14 688 505</b>	<b>13 920 627</b>	<b>18 367 700</b>	<b>15 287 572</b>	<b>9,82%</b>
Rental of buildings and associated costs	7 725 024	6 888 030	11 288 100	10 537 972	52,99%
Information, communication technology and data processing	6 482 236	6 675 665	6 668 000	4 338 000	-35,02%
Movable property and associated costs	114 726	104 000	105 600	105 600	1,54%
Current administrative expenditure	46 088	57 500	54 400	54 400	-5,39%
Postage / Telecommunications	320 431	195 432	251 600	251 600	28,74%
Meeting expenses					
Running costs in connection with operational activities					
Information and publishing					
Studies					
Other infrastructure and operating expenditure					
<b>Title 3 - Operational expenditure</b>	<b>15 574 791</b>	<b>15 218 800</b>	<b>16 935 500</b>	<b>17 175 500</b>	<b>12,86%</b>

EXPENDITURE	Payment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
Meetings, trainings and representation expenses	3 316 571	3 648 600	4 348 600	4 748 600	30,15%
Operational and experts missions	2 010 977	746 300	906 400	906 400	21,45%
Public relations and publications	814 081	917 400	917 400	917 400	0,00%
Data processing and documentation expenditure	6 629 405	7 422 300	7 675 500	7 775 500	4,76%
Translation of documents	434 582				
EJN projects, meetings and other expenses	544 077	435 000	532 800	532 800	22,48%
EJCN meetings and other expenses			210 000	50 000	100%
Joint Investigation Team (JIT) meetings and other expenses	1 746 826	1 979 100	2 274 300	2 174 300	9,86%
Meetings on genocide and other expenses	78 272	70 100	70 500	70 500	0,57%
<b>Title 4 - Operational projects expenditure</b>	<b>2 733 906</b>	<b>p.m.</b>	<b>p.m.</b>	<b>p.m.</b>	
Operational expenditure related to projects based on agreements	2 733 906	p.m.	p.m.	p.m.	
<b>TOTAL</b>	<b>64 376 007</b>	<b>62 117 612</b>	<b>81 383 400</b>	<b>68 165 872</b>	<b>9,74%</b>

### 3.3 Budget Outturn

First estimate of the 2023 surplus that should be reimbursed to the EU budget (as assigned revenue): EUR 445 928

## 4 Justification of needs

### Commission assessment

While the Commission acknowledges the impact of inflation on all Agencies, it understands that such impact was particularly severe on Eurojust, over the past years, for which the average annual deflator was unable to compensate. It therefore supports EUR 68.5 million in the commitment appropriations and EUR 68.1 million in payment appropriations for Eurojust in 2025. The Commission supports an increase of EUR 3 million compared to the updated MFF programming for 2025 corresponding to EUR 2,2 million for inflation and EUR 0,8 million for the Network of Prosecutors (including 2 additional posts).

### 4.1 Human Resources - Agency Request

#### 4.1.1 Number of staff requested

The total of Eurojust statutory and non-statutory staff in 2025 will amount to:

- Temporary staff (TA): 283
- Contract staff (CA): 23
- SNE: 25
- Non-statutory staff: 102

Total: 433



The draft establishment plan 2025 includes 283 temporary staff (TA), i.e. 40 more than in 2024.

First of all, these include 6 posts foreseen under Commission's Legislative Financial Statements (LFSs) on the establishment of the JIT Collaboration Platform (JIT CP) and on the digital information exchange in terrorism cases (respectively COM/2021/756 Final and COM/2021/757 Final, henceforth JIT CP and CTR LFSs), of which 1 already foreseen for 2025 and 5 initially foreseen for 2026 but requested to be frontloaded to 2025,

Eurojust also requests 34 additional posts for:

(i) better supporting the new Case Management System (CMS) development and other digitalisation initiatives under the Digital Criminal Justice (DCJ) programme/projects (8);

(ii) covering the accumulated staffing shortfalls in key agency priorities, such as casework (4), ECRIS-TCN (2), four-year cooperation strategy (2), cooperation initiatives with partners (1), externally funded projects (1), data management and reporting (1), knowledge retention (1), external stakeholder contributions (1), ICT security and infrastructure (1) and horizontal HR support (1);

(iii) enhancing the support to the Core International Crimes Evidence Database (CICED) (7); establishing the new European Judicial Cybercrime Network (EJCN) secretariat (2); and implementing the new cybersecurity regulation (2).

In addition, Eurojust's Draft Budget 2025 estimate includes budgetary provisions for 5 additional contract staff (CA) to cover further staffing needs linked to the new CMS and other digitalisation initiatives under the DCJ programme/projects (4 FTE) and the new cybersecurity regulation (1 FTE), as well as 1 additional SNE to cover further staffing needs linked to the new EJCN secretariat.

Further justifications for Eurojust's 2025 human resource estimates can be found in the agency's Draft Budget general guidelines, provided as Annex V of Eurojust's College Decision 2024-01 of 30 January 2024.

#### *4.1.2 Vacancy rate as of end 2023*

On 31 December 2023, 229 temporary staff posts were filled, leading to a vacancy rate of 2%.

#### *4.1.3 Standard abatement ('abatement forfaitaire') applied*

A 2% vacancy rate is applied to account for turnover and part-time incumbency of posts.

#### *4.1.4 Salary assumption for calculating salary line (% applied)*

For preparing its Draft Budget 2025 estimates, concerning salary indexation updates, Eurojust assumed an indexation update of +5,3% as of 1 July 2024, an update of +0,6% as of 1 April 2025 and an update of +3,7% as of 1 July 2025, in line with Commission's Agency Instructions for the Budget Circular 2025. Furthermore, it assumed a vacancy rate of 2%.

#### *4.1.5 Correction coefficient used*

For preparing its Draft Budget 2025 estimates, Eurojust assumed for 2024 a correction coefficient of 0,4% and for 2025 a correction coefficient of 0,8%, in line with the latest forecasts for the inflation growth in the Netherlands as compared to Belgium.

#### *4.1.6 Exchange rate used (if applicable)*

N/A

## **4.2 Financial Resources - Agency request**

### *4.2.1 Title 1*

Eurojust's Draft Budget 2025 estimate reflects the agency's priorities set in its Multi-Annual Strategy (MAS) 2025-2027 and its multi-annual workload projections and new tasks. It amounts to EUR 81 731 400 and contributes to the MAS 2025-2027, by allocating the 77% of the agency's human and financial resources to its core tasks and priorities, under MAS objectives 1-Casework (44%), 2-Cooperation (10%) and 3-Digitalisation (23%).

At EUR 81,7 M, Eurojust’s Draft Budget 2024 request exceeds by EUR 16,2 M (25%) the revised MFF baseline (EUR 65,5 M). This MFF deviation reflects other significant factors and agency needs that the initial MFF provision for a standard 2% deflator cannot sufficiently accommodate, namely:

- High inflation growth (EUR 6,8 M), particularly concerning staff/SNE costs (EUR 4,2 M), building rent, maintenance and security services (EUR 2 M) and other outsourced services (EUR 0,6 M);

- New agency tasks (EUR 5,2 M), such as the cybersecurity regulation (EUR 1,2 M), the EJCN secretariat (EUR 0,6 M), the CICED (EUR 1,1 M), as well as the CMS, the CTR, the JIT CP and other digitalisation actions under the DCJ programme/projects (EUR 2,3 M); and

- Workload growth and business continuity requirements (EUR 4,2 M), covering the growing staffing needs to support MAS priorities in certain key areas (EUR 2,4 M), horizontal increases in other staff services (EUR 0,3 M) and a new Video Conferencing/Audio Visual (VC/AV) infrastructure (EUR 1,5 M).

Further justifications for Eurojust’s 2025 financial resource estimates can be found in the agency’s Draft Budget general guidelines, provided as Annex V of Eurojust’s College Decision 2024-01 of 30 January 2024.

#### EUR 46 080 200 in both Commitment and Payment appropriations

Title 1 “significant” increases (over 2024 budget)	EUR 13,1 M
1. Salaries and allowances (Chapter 11) This increase is due to: - The additional costs for 40 new temporary staff (↑ EUR 6.2 M), 5 new contract staff (↑ EUR 413 K) and 1 new SNE (↑ EUR 85 K), as per the detailed justifications provided in Annex V Eurojust’s Draft Budget 2025 general guidelines; - The annual statutory remuneration adjustments for the 239 temporary staff (↑ EUR 5.1 M), 18 contract staff (↑ EUR 225 K) and 24 SNE (↑ EUR 360 K), authorised in the 2024 establishment plan and budget; and - An estimated increase in the European School subsidy (↑ EUR 564 K), reflecting indexation adjustments and a forecasted growth in children registrations, also driven by the requested staff increases.	EUR 12,9 M (↑41%)  (1), (2), (3), (4)
2. External services (Chapter 15) This increase relates to: - Administrative assistance for HR (↑ EUR 71 K), reflecting the higher Pay Master Office service costs under the Commission SLA due to the updated price list of the baseline services and the increase in volumes; and - Consultancy on staffing and institutional matters (↑ EUR 70 K), reflecting primarily the actual budget implementation trends for external legal advice during the past years.	EUR 141 K (↑41%)
3. Expenditure related to staff recruitment (Chapter 12) This increase primarily reflects the impact of the requested staff increases, as well as higher prices for LinkedIn and assessment centre services.	EUR 72 K (↑120%)

(1). Eurojust estimates its staff salaries using: as basis the average actual salaries per post type (i.e. AD, AST, FG, SNE); Commission’s assumptions for indexation increases in 2024-2025; Eurojust’s assumptions for correction coefficient adjustments in 2024-2025; an assumed vacancy rate of 2% in 2025; and a provision for expected step changes and possible reclassifications.

(2) Eurojust’s 2024 budget includes a residual budget shortfall of approximately EUR 2,7 M for covering the high inflation impact on existing staff/SNE costs. Hence, the DB 2025 estimates show a higher increase over an understated 2024 baseline.

(3) Eurojust understates its Draft Budget 2025 estimates for temporary staff by approximately EUR 0,6 M, expecting to keep funding externally the 4 posts granted in its establishment plan 2024 – upon Commission’s proposal – for supporting the ICPA.

(4) Eurojust understates the DB 2025 estimates for contract staff by approximately EUR 2 M, expecting to fund through Denmark’s financial contribution for 2025 up to 25 additional contract staff, in order to cover certain high priority operational needs and a growing yearly FTE loss due to maternity, parental, family and sick leave.

#### 4.2.2 Title 2

#### EUR 18 367 700 in both Commitment and Payment appropriations

Title 2 “significant” increases (over 2024 budget)	EUR 4,5 M
4. Rental of building and associated costs (Chapter 20) This increase relates to: - Building and ground rent (↑ EUR 88 K), reflecting inflationary adjustments to the rental costs as per Eurojust’s lease agreement with the host state and the estimated Consumer Price Index in the Netherlands; - Maintenance, cleaning and utilities (↑ EUR 3 M), reflecting the costs for implementing a new VC/AV infrastructure (EUR 1.5 M), inflationary adjustments for utilities (↑ EUR 1 081 K), maintenance activities foreseen by the host state SLA (↑ EUR 314 K), and cleaning services (↑ EUR 42 K), as well as additional logistics/handyman support services (EUR 40 K); and - Security management (↑ EUR 1.3 M), reflecting inflationary adjustments for the outsourced security and reception services (↑ EUR 386 K) and additional consultancy and other ICT security services for the new cybersecurity regulation (↑ EUR 830 K).	EUR 4,4 M (↑64%)  (1), (2)
5. Postage and telecommunications (Chapter 24) This increase concerns the telecommunication and internet service charges, reflecting the actual 2023 budget implementation trends and the expected inflationary impact for 2024-2025.	EUR 56 K (↑29%)

(1) Eurojust’s 2024 budget includes a residual budget shortfall of approximately EUR 1,6 M for covering the high inflation impact on building rent, utilities and security services expenditure. Hence, for all these areas, the DB 2025 estimates show a higher increase over an understated 2024 baseline.

(2) Eurojust will re-estimate these costs at a later stage, in line with the latest inflationary developments and the ongoing negotiations for relevant sectors’ Collective Labour Agreements in the Netherlands. Subsequently, it may need to revise in Q4 2024 its final 2025 budget allocations and/or – if needed – request in 2025 an amending budget for any residual shortfalls.

#### 4.2.3 Title 3

#### EUR 17 283 500 in Commitment appropriations and EUR 16 935 500 in Payment appropriations (1)

Title 3 “significant” increases (over 2024 budget)	EUR 6,3 M
6. Data processing and documentation expenditure (Chapter 33) This increase relates to: - New Eurojust CMS development (↑ EUR 4,7 M), as per the yearly cost foreseen in Commission’s CTR LFS; and - Eurojust’s support to the new JIT CP (↑ EUR 250 K), as per the one-off technical costs foreseen for the first implementation year in Commission’s JIT CP LFS.	EUR 4,9 M (↑154%)
7. Meetings, trainings and representation expenses (Chapter 30) - Coordination meetings and centres (↑ EUR 462 K), reflecting the foreseen growth in the number and average cost of meetings, driven respectively by the ever-increasing demand for this core Eurojust operational tool and the high inflation of which the impact is already evident in the actual 2023 costs, mostly concerning travel and accommodation costs; and - Other Eurojust meetings (↑ EUR 239 K), reflecting a higher number and average cost for these meetings in view of actual 2023 budget trends and high inflation. Concerning specifically coordination meetings, Eurojust expects to offset most of the budgetary impact, through continuing to capitalise on the lessons learnt from the COVID-19 pandemic and thus organise a minimum percentage of hybrid (30%) and virtual (10%) meetings. The planned investments in the agency’s VC/AV infrastructure are essential for retaining these COVID-19 efficiencies.	EUR 700 K (↑19%)
8. EJCN meetings and other expenses (Chapter 36) This increase reflects the additional non-staff costs for stepping up Eurojust’s support to the EJCN, with the establishment of a dedicated new secretariat as per the Council Conclusions of 25 November 2022. These concern the organisation of 2 EJCN plenary meetings and other meetings of the 5 EJCN subgroups, as well as the development and maintenance of a new EJCN website for supporting judicial practitioners.	EUR 210 K (New)
9. JIT meetings and other expenses (Chapter 37) This increase reflects an increase in Eurojust’s financial assistance to JITs, in line with the approved College assumption to reinforce this key operational tool and cover the continuous growth of national authorities’ demand for more JIT grants, with a total available budget of EUR 2,1 M.	EUR 163 K (↑8%)
10. Operational and experts missions (Chapter 31) This increase relates to:	EUR 160 K (↑22%)

- Member State compensation for the College President (↑ EUR 95 K), taking the average of the 3 highest annual salaries for prosecutors across all EU member states; and - Operational missions (↑ EUR 65 K), reflecting an increased demand for common and other operational missions in line with the expected growth in operational workload, recent inflation and mission growth trends and a provision for DCJ-related missions.	
11. EJN meetings and other expenses (Chapter 35) This increase reflects inflationary increases in the secretariat's meeting and mission costs including the EJN plenary meetings, an increase in the grants to fund operational regional and national meetings of the EJN contact points and a new provision for translations.	EUR 98 K (↑23%)

(1) Title 3 and total commitment appropriations exceed the payment ones by EUR 348 000, since Eurojust uses differentiated appropriations for the DCJ programme/projects and JIT grants.

#### 4.3 Ad hoc grants and delegation agreements

In accordance with FFR Articles 7 and 43.2, Eurojust plans to implement operational projects with external funding received based on corresponding grant, contribution and/or service level agreements. Eurojust will treat this funding as external assigned revenue and implement this expenditure under budget title 4 (Operational projects expenditure).

Eurojust's draft Single Programming Document 2025-2027 provides an overview and high-level plan for the ongoing and expected agreements (refer to Annex XI), summarises their scope and link to the agency's mandate and objectives (refer to objective 2.3.1 of the Annual Work Programme 2025) and provides further information on their financial and human resources (refer to respective Annexes III and IV).

More specifically, in 2025 Eurojust will or may implement externally funded agreements related to the:

- EuroMed Justice programme (ongoing), with a total amount of EUR 6 000 000 for 2024-2027 and an amount of EUR 1 500 000 and 6.5 FTE of contract staff estimated for 2025;
- SIRIUS project (ongoing), with a total amount of EUR 1 265 436 for 2021-2024 and the continuation of the project after 2024 subject to further consultation with the Commission and Europol;
- Western Balkans Criminal Justice project (ongoing), with a total amount up to EUR 6 M for 2022-2026 and an amount of EUR 1 600 000 and 5 FTE of contract staff estimated for 2025;
- ICPA project (ongoing), with a total amount of EUR 8 300 000 for 2021-2024 and the continuation of the project and funding modalities after 2024 subject to further consultation with the Commission;
- Impunity Observatory project (expected to be initiated in 2024), with a total amount up to EUR 3 M for 2024-2028 and an amount of EUR 651 627 and 3 FTE of contract staff estimated for 2025; and
- IPC project (ongoing), with a total amount of EUR 750 000 for 2021-2024 and the continuation of the project after 2024 subject to further consultation with the EUIPO.

## 5 Other information

### 5.1 Buildings

#### 5.1.1 Current building(s)

#	Building Name and type	Location	SURFACE AREA(in m²)			RENTAL CONTRACT			Host country (grant or support)	Building present value(€)
			Office space	non-office	Total	RENT (€/year)	Duration	Type		
1	Eurojust Building (office and parking)	Johan de Wittlaan 9 2517 JR The Hague The Netherlands	20 231	8 277	28 508	3 387 000	15 plus 5 years as of date of delivery (24 March 2017)	Lease contract	Estimated rent per year for the Host State is twice the amount paid by Eurojust	
<b>TOTAL</b>			<b>20 231</b>	<b>8 277</b>	<b>28 508</b>	<b>3 387 000</b>				

### 5.1.2 Current building(s) Other comments

Eurojust's lease agreement with the host state is based on a 'build-and-maintain' concept, as approved by the Commission. In addition to the annual rent (calculated as per Annex IV of the lease agreement), Eurojust also incurs an annual fee and/or costs with the host state (calculated as per Annex VI of the lease agreement) for:

- Maintenance services that consist of (i) the service level agreement for preventive and corrective maintenance, including replacements (estimated at EUR 794 000 for 2025); and (ii) any additional work due to changes to the building upon Eurojust's request or damages caused by Eurojust (estimated at EUR 312 400 for 2025); and
- Utilities which are estimated at EUR 1 545 900 for 2025, excluding the energy tax for which Eurojust is exempt.

Moreover, Eurojust has an administrative arrangement with Commission's Directorate-General for Organisational Development and Services, for renting office space for its Brussels liaison officer (19m<sup>2</sup> at an estimated annual rent of EUR 6 000 for 2025).

### 5.1.3 Building projects in the planning phase

Pending completion of the currently ongoing negotiations with the host state and further assessment of the exact technical requirements and related costs, Eurojust has not included in this DB 2025 estimate the rent and maintenance costs for the new satellite building. The cost of this investment, which is needed to accommodate the current and foreseen agency's growth, is provisionally estimated at EUR 1,4 M. Eurojust will re-estimate these costs at a later stage and may thus need to request an amending budget for 2025 or defer this investment for a subsequent year.

### 5.1.4 Building projects submitted to the European Parliament and the Council

N/A

## 5.2 European Schools

Agreement in place with the European School(s) of:	The Hague			
Contribution agreements with Commission on type I European schools	Yes		No	√
Contribution agreements with Commission on type II European schools	Yes	√	No	
Number of service contracts in place with international schools:	N/A			
Description of any other solutions or actions in place:	International education facilities in the Hague include the International school of the Hague as well as the American, British, French and German schools.			

## 5.3 Evaluation

Following the entry into force of the Eurojust Regulation (EJR) as of 12 December 2019 and as foreseen in Article 69, by 13 December 2024 the Commission is expected to commission an evaluation of the implementation and impact of the EJR, and the effectiveness and efficiency of Eurojust and its working practices. The Commission has already started preparations for this evaluation that Eurojust will support as required. The agency expects the first findings from this evaluation process in the course of 2025. It will subsequently follow up with the implementation of the findings, and if relevant, provide support to any new Commission legislative proposal to amend the EJR for addressing these findings.

## 5.4 Privileges and immunities

Agency privileges	Privileges granted to staff	
	Protocol of privileges and immunities/diplomatic status	Education/day care
The privileges and immunities of the agency are based on the Seat Agreement between Eurojust and the Netherlands, the Agreement on Privileges and	The privileges and immunities of Eurojust post-holders are based on the Seat Agreement between Eurojust and the Netherlands, the Agreement on	Eurojust staff receive education allowances for school fees. Staff has to pay

<p>Immunities between Eurojust and the Netherlands and Protocol No.7 annexed to the Treaty of the EU.</p> <p>Within the scope of its official activities, Eurojust is exempt, inter alia, from: import taxes and duties, motor vehicle tax, tax on passenger motor vehicles and motorcycles, value-added tax paid on goods and services supplied on a recurring basis or involving considerable expenditure, excise duties included in the price of alcoholic beverages and hydrocarbons such as fuel oils and motor fuels, real property transfer tax, insurance tax, energy tax and, tax on water mains.</p> <p>The host state authorities shall ensure that the Headquarters is supplied with electricity, water, sewerage, gas, post, telephone, telegraph, local transportation, drainage, collection of refuse, fire protection and snow removal from public streets.</p> <p>The Dutch Government shall permit Eurojust to communicate freely without the need for special permission and to dispatch and receive official correspondence by courier or in sealed bags which shall have the same privileges and immunities as diplomatic couriers and bags.</p>	<p>Privileges and Immunities between Eurojust and the Netherlands and Protocol No.7 annexed to the EU Treaty. Two different regimes apply: National Members are granted the same privileges as heads of diplomatic missions (Article 11 of the Seat Agreement), whereas Assistants to National Members are granted the same privileges as diplomatic agents (Article 13 of the Seat Agreement).</p> <p>National Members, Deputies and Assistants as well as the Administrative Director and the highest ranking staff and their family members are granted “AO” status by the host state and benefit from certain VAT exemptions and, exemption from excise duties for alcoholic beverages, tobacco and fuel.</p> <p>“AO” status also provides for exemption from tax on cars and motorcycles (BPM) and road tax (MRB) for two cars registered on the post-holder’s name at the same time.</p> <p>Eurojust post-holders are exempted from VAT for the purchase of cars. Eurojust staff members are exempted from Dutch income tax and from all compulsory contributions to the social security organisations of the Netherlands.</p> <p>Additional exemptions include duties in relation to water authority charges, municipal tax on second homes, dog licences and tax for installations on public land or water.</p>	<p>for the education of its children.</p> <p>As a courtesy of the host state, Eurojust post-holders may request the Dutch subsidy for the reimbursement of a percentage of day care and after-school care costs of accredited centres.</p> <p>Eurojust reimburses in full the tuition fees of staff and SNEs whose children are studying at the European School in The Hague.</p>
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## 1 Overview

### 1.1 Creation/modification (legal base)

Decision	Date	Mission / Tasks / Functions
Council Regulation (EU) 2017/1939 implementing enhanced cooperation on the establishment of the European Public Prosecutor's Office ('the EPPO')	12 October 2017	The EPPO shall be responsible for investigating, prosecuting and bringing to judgment the perpetrators of, and accomplices to, criminal offences affecting the financial interests of the Union which are provided for in Directive (EU) 2017/1371 and determined by this Regulation. In that respect the EPPO shall undertake investigations, and carry out acts of prosecution and exercise the functions of prosecutor in the competent courts of the Member States, until the case has been finally disposed of.

### 1.2 Seat

Luxembourg, Grand Duchy of Luxembourg

### 1.3 Budget Line

07 10 08 : European Public Prosecutor's Office (EPPO)

### 1.4 Human Resources Overview

The table below presents the number of posts in the establishment plans, including the posts assigned to programmes financed outside the EU budget, whereas the number of Contract Agents / SNE only includes those financed under programmes financed within the EU Budget.

Human Resources	2023			2024	2025
	Authorised Budget	Actually filled as of 31/12/2023	Occupancy rate(%)	Authorised Budget	Draft Budget Request
<b>TOTAL AD</b>	146	133	91,10%	160	160
<b>TOTAL AST</b>	49	48	97,96%	68	68
<b>TOTAL AST/SC</b>	4	4	100,00%	4	4
<b>ESTABLISHMENT PLAN POSTS</b>	<b>199</b>	<b>185</b>	<b>92,96%</b>	<b>232</b>	<b>232</b>
<b>Contract Agents (CA)</b>	28	27	96,43%	28	28
<b>Seconded National Experts (SNE)</b>	29	24	82,76%	29	29
<b>TOTAL STAFF</b>	<b>256</b>	<b>236</b>	<b>92,19%</b>	<b>289</b>	<b>289</b>

### 1.5 Financial Resources Overview

#### 1.5.1 Revenues Overview

##### 1.5.1.1 General revenues

REVENUES	2024	2025
	Revenues estimated by the agency	Budget Forecast
<b>EU contribution</b>	75 488 321	79 326 087
<b>Other Revenue</b>		
<b>TOTAL REVENUES</b>	<b>75 488 321</b>	<b>79 326 087</b>

1.5.1.2 Additional EU funding: contribution, grant and service level agreements

REVENUES	2024	2025
	Revenues estimated by the agency	Budget Forecast
Additional EU funding stemming from grant agreements (FFR Art.7)		
Additional EU funding stemming from contribution agreements (FFR Art.7)		
Additional EU funding stemming from service level agreements (FFR Art. 43.2)		
<b>TOTAL REVENUES</b>		

1.5.2 Expenditure Overview

Expenditure	2024		2025	
	Commitment appropriations	Payment appropriations	Commitment appropriations	Payment appropriations
<b>Title 1 - Staff expenditure</b>	33 691 000	33 691 000	35 751 000	35 751 000
<b>Title 2 - Infrastructure and operating expenditure</b>	7 446 000	7 446 000	8 246 000	8 246 000
<b>Title 3 - Operational expenditure</b>	34 351 321	34 351 321	35 329 087	35 329 087
<b>TOTAL EXPENDITURE</b>	<b>75 488 321</b>	<b>75 488 321</b>	<b>79 326 087</b>	<b>79 326 087</b>

## 2 Human Resources

### 2.1 Establishment plan posts

The table below presents the number of posts in the establishment plans, including the posts assigned to programmes financed outside the EU budget.

Function group and grade	2023				2024		2025			
	Authorised Budget		Actually filled as of 31/12/2023		Authorised Budget		Request of the Agency		Draft Budget Request	
	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts
AD 16										
AD 15		1		1		1		1		1
AD 14		1		1		1		1		1
AD 13		23		23		25		28		25
AD 12		3		1		3		3		3
AD 11		2		1		2		5		2
AD 10		9		10		9		11		9
AD 9		8		3		8		11		8
AD 8		17		11		20		26		20
AD 7		40		31		44		64		44
AD 6		33		35		37		64		37
AD 5		9		16		10		40		10
<b>AD TOTAL</b>		<b>146</b>		<b>133</b>		<b>160</b>		<b>254</b>		<b>160</b>



Function group and grade	2023				2024		2025			
	Authorised Budget		Actually filled as of 31/12/2023		Authorised Budget		Request of the Agency		Draft Budget Request	
	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts
AST 11										
AST 10										
AST 9		1				1		1		1
AST 8		1				1		1		1
AST 7								1		
AST 6		3		2		3		3		3
AST 5		13		2		13		15		13
AST 4		25		29		33		80		33
AST 3		6		15		17		101		17
AST 2										
AST 1										
AST TOTAL		49		48		68		202		68
AST/SC 6										
AST/SC 5										
AST/SC 4										
AST/SC 3		1		1		1				1
AST/SC 2		3		3		3				3
AST/SC 1										
AST/SC TOTAL		4		4		4				4
TOTAL		199		185		232		456		232
GRAND TOTAL		199		185		232		456		232

## 2.2 External personnel

### 2.2.1 Contract Agents

Contract agents	Authorised 2023	Recruited as of 31/12/2023	2024 estimate	Draft Budget 2025 estimate
Function Group IV	14	8	14	14
Function Group III	14	18	14	14
Function Group II		1		
Function Group I				
TOTAL	28	27	28	28

### 2.2.2 Seconded National Experts

Seconded National Experts	Authorised 2023	Recruited as of 31/12/2023	2024 estimate	Draft Budget 2025 estimate
TOTAL	29	24	29	29

### 3 Financial Resources

#### 3.1 Revenues

##### 3.1.1 General revenues

REVENUES	General revenues				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>1 REVENUE FROM FEES AND CHARGES</b>					
<b>2 EU CONTRIBUTION</b>	65 996 393	75 488 321	108 100 000	79 326 087	5,08%
- Of which assigned revenues deriving from previous years' surpluses	895 298	1 580 592	1 957 901	1 957 901	23,87%
<b>3 THIRD COUNTRIES CONTRIBUTION (incl. EEA/EFTA and candidate countries)</b>					
- Of which EEA/EFTA (excl. Switzerland)					
- Of which candidate countries					
<b>4 OTHER CONTRIBUTIONS</b>					
<b>5 ADMINISTRATIVE OPERATIONS</b>	91 626				
- Of which interest generated by funds paid by the Commission by way of the EU contribution (FFR Art. 61)					
<b>6 REVENUES FROM SERVICES RENDERED AGAINST PAYMENT</b>					
<b>7 CORRECTION OF BUDGETARY IMBALANCES</b>					
<b>TOTAL</b>	<b>66 088 019</b>	<b>75 488 321</b>	<b>108 100 000</b>	<b>79 326 087</b>	<b>5,08%</b>

##### 3.1.2 Additional EU funding: contribution, grant and service level agreements

REVENUES	Additional EU funding: contribution, grant and service level agreements				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
Additional EU funding stemming from grant agreements (FFR Art.7)					
Additional EU funding stemming from contribution agreements (FFR Art.7)					
Additional EU funding stemming from service level agreements (FFR Art. 43.2)					
<b>TOTAL</b>					

#### 3.2 Expenditure

##### 3.2.1 Commitment appropriations

EXPENDITURE	Commitment appropriations			
	Executed Budget	Budget 2024	Draft Budget 2025	VAR

	2023		Agency request	Budget forecast	2025/2024 (%)
<b>Title 1 - Staff expenditure</b>	<b>29 405 882</b>	<b>33 691 000</b>	<b>51 820 000</b>	<b>35 751 000</b>	<b>6,11%</b>
Salaries & allowances	25 137 755	29 250 000	44 230 000	30 710 000	4,99%
- <i>Of which establishment plan posts</i>	23 547 495	27 500 000	41 270 000	28 960 000	5,31%
- <i>Of which external personnel</i>	1 590 260	1 750 000	2 960 000	1 750 000	0,00%
<b>Expenditure relating to Staff recruitment</b>	<b>1 117 130</b>	<b>795 000</b>	<b>2 150 000</b>	<b>1 095 000</b>	<b>37,74%</b>
<b>Employer's pension contributions</b>					
Mission expenses	30 000	35 000	40 000	35 000	0,00%
<b>Socio-medical infrastructure</b>	<b>1 052 555</b>	<b>1 730 000</b>	<b>3 240 000</b>	<b>2 030 000</b>	<b>17,34%</b>
Training	346 554	225 000	260 000	225 000	0,00%
External Services	1 583 648	1 606 000	1 850 000	1 606 000	0,00%
Receptions, events and representation	15 000	20 000	20 000	20 000	0,00%
Social welfare					
Other Staff related expenditure	123 240	30 000	30 000	30 000	0,00%
<b>Title 2 - Infrastructure and operating expenditure</b>	<b>8 164 464</b>	<b>7 446 000</b>	<b>11 900 000</b>	<b>8 246 000</b>	<b>10,74%</b>
Rental of buildings and associated costs	3 174 344	3 157 000	4 100 000	3 357 000	6,34%
Information, communication technology and data processing	4 636 405	3 873 000	6 970 000	4 373 000	12,91%
Movable property and associated costs	274 502	344 000	755 000	444 000	29,07%
Current administrative expenditure	79 213	72 000	75 000	72 000	0,00%
Postage / Telecommunications					
Meeting expenses					
Running costs in connection with operational activities					
Information and publishing					
Studies					
Other infrastructure and operating expenditure					
<b>Title 3 - Operational expenditure</b>	<b>28 148 371</b>	<b>34 351 321</b>	<b>44 380 000</b>	<b>35 329 087</b>	<b>2,85%</b>
<b>TOTAL</b>	<b>65 718 717</b>	<b>75 488 321</b>	<b>108 100 000</b>	<b>79 326 087</b>	<b>5,08%</b>

3.2.2 Payment appropriations

EXPENDITURE	Payment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>Title 1 - Staff expenditure</b>	<b>28 964 721</b>	<b>33 691 000</b>	<b>51 820 000</b>	<b>35 751 000</b>	<b>6,11%</b>
Salaries & allowances	25 137 755	29 250 000	44 230 000	30 710 000	4,99%
- Of which establishment plan posts	23 547 495	27 500 000	41 270 000	28 960 000	5,31%
- Of which external personnel	1 590 260	1 750 000	2 960 000	1 750 000	0,00%
<b>Expenditure relating to Staff recruitment</b>	<b>1 081 375</b>	<b>795 000</b>	<b>2 150 000</b>	<b>1 095 000</b>	<b>37,74%</b>
<b>Employer's pension contributions</b>					
Mission expenses	26 194	35 000	40 000	35 000	0,00%
Socio-medical infrastructure	980 590	1 730 000	3 240 000	2 030 000	17,34%
Training	227 388	225 000	260 000	225 000	0,00%
External Services	1 376 647	1 606 000	1 850 000	1 606 000	0,00%
Receptions, events and representation	12 377	20 000	20 000	20 000	0,00%
Social welfare					
Other Staff related expenditure	122 395	30 000	30 000	30 000	0,00%
<b>Title 2 - Infrastructure and operating expenditure</b>	<b>4 560 883</b>	<b>7 446 000</b>	<b>11 900 000</b>	<b>8 246 000</b>	<b>10,74%</b>
Rental of buildings and associated costs	2 475 516	3 157 000	4 100 000	3 357 000	6,34%
Information, communication technology and data processing	1 837 480	3 873 000	6 970 000	4 373 000	12,91%
Movable property and associated costs	181 764	344 000	755 000	444 000	29,07%
Current administrative expenditure	66 123	72 000	75 000	72 000	0,00%
Postage / Telecommunications					
Meeting expenses					
Running costs in connection with operational activities					
Information and publishing					
Studies					

EXPENDITURE	Payment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
Other infrastructure and operating expenditure					
Title 3 - Operational expenditure	22 800 124	34 351 321	44 380 000	35 329 087	2,85%
<b>TOTAL</b>	<b>56 325 728</b>	<b>75 488 321</b>	<b>108 100 000</b>	<b>79 326 087</b>	<b>5,08%</b>

### 3.3 Budget Outturn

First estimate of the 2023 surplus that should be reimbursed to the EU budget (as assigned revenue): 1 957 902 EUR

## 4 Justification of needs

### Commission assessment

#### Human Resources

In 2025, the Commission partly supports the EPPO's requests for additional human resources as they were reflected in the Draft Amending Budget (DAB) 3/2024 in order to reinforce the EPPO by allocating an additional twenty establishment plan posts for the recruitment of European Prosecutors and the necessary support functions, to take account of the additional workload linked to two additional participating Member States. The Commission notes indeed that, in 2025, **two more Member States will be participating in the EPPO**, Poland and Sweden. Poland has already joined the enhanced cooperation on the EPPO in February 2024, while Sweden is expected to join it soon. 2025 will thus be the first full year in which both Member States will be participating in the EPPO.

The other EPPO's requests concerning the staff, including the conversion of CAs into TAs, are not supported.

#### Financial Resources

The Commission supports the EPPO's requests for additional EUR 6 million in financial resources in 2025 linked to the reinforcement received by the EPPO in the DAB 3/2024.

Hence, the Commission supports granting the EPPO **EUR 79 326 087 in 2025**, which is EUR 6 million higher than the programmed amount in 2025.

### 4.1 Human Resources - Agency Request

#### 4.1.1 Number of staff requested

EPPO's needs for 2025 includes an increase of 244 posts in number of Statutory Staff/SNEs at Central Office and 50 posts in number of EDPs, to the total of 429 posts available in 2024, in order to continue establishing an EPPO prosecution capacity at central and national levels.

As part of the policy of transitioning from the use of Contract Agents to Temporary Agents, the request includes the conversion of the remaining 28 Contract Agents posts to Temporary Agents.

The request includes the resources needed to acquire and operate from 2025 onward EPPO's own Digital Workplace Services in full independence from the European Commission, with (i) a request for internalisation of 11 posts for which services are currently being provided by long-term service providers in the absence of available statutory positions to EPPO, and (ii) additional 26 posts to deliver and operate normal operations of EPPO's autonomous Digital Workplace Services.

In addition, certain upgrades in grades are requested in the establishment plan to allow for reclassification in 2025.

The financial resources for 50 European Delegated Prosecutors (EDPs) above the 160 earmarked in 2024 are also requested in 2025. Out of which 24 EDPs at least are requested in the frame of the ongoing discussions on Poland's future participation in the EPPO.

#### *4.1.2 Vacancy rate as of end 2023*

The vacancy rate on 31.12.2023 was 7.8% of central office statutory posts. This results mainly from the challenges to attract and retain highly specialised personnel in a very dynamic labour market in Luxembourg, as well as the turnover with a high hiring rate of internal candidates. The vacancy rate on 31.12.2023 was 18% for the EDPs, with 131 out of the 140 posts filled.

#### *4.1.3 Standard abatement ('abatement forfaitaire') applied*

During the first years of the operation of EPPO all posts are essential but solely the lack of attractiveness of the employment conditions offered in job markets in Luxembourg affected the number of vacancies.

#### *4.1.4 Salary assumption for calculating salary line (% applied)*

For 2025, the assumptions to calculate salaries for establishment plan staff were (i) based on the actual salaries paid for the staff approved in the establishment plan 2024, and (ii) average costs provided by DG Budg (Note for the attention of RUF Members on average costs to be used from January 2024) for additional posts requested for 2025. Indexation have been applied as per the rates recommended by DG Budg to prepare the 2025 budget (+5.3% projected as of 1st July 2024 and +4% projected as of 1st July 2025). It is assumed an average occupancy rate of 95% over the year on staff to be estimated in place at the end of 2024, and gradual hiring on the additional posts requested (40% occupancy rate over the year). It is noted that conversion of Contract Agents is estimated to take place around mid-year 2025 that is why the budget request includes an equivalent of 6 months salaries to cover the Contract Agents remuneration in 2025.

#### *4.1.5 Correction coefficient used*

Not applicable

#### *4.1.6 Exchange rate used (if applicable)*

Not applicable

### **4.2 Financial Resources - Agency request**

#### *4.2.1 Title 1*

For Title 1 the budget request includes salaries and allowances for 513 staff (456 Temporary Agents and 57 Seconded National Experts) based on the calculations explained in section 4.1.4 above.

It also includes one off costs for expenditure concerning the recruitment of some of these staff, costs for missions of EPPO administrative staff, training, medical service costs, costs related to the European Schools as well as other external services including interim staff and charges related to chargeback from services provided under Service Level Agreements signed between the EPPO and various Commission's services (PMO, DG Budg, DG HR, etc.).

#### *4.2.2 Title 2*

Title 2 includes the utility costs and security ('gardiennage') for EPPO's premises in Tour B building (premises offered rent free by the Luxembourgish authorities) in the Luxembourg Kirchberg plateau. Other costs under this title include furniture and administrative ICT related costs. Financial resources are request to cover the full implementation of IT Autonomy and start of own digital workplace operations.

#### *4.2.3 Title 3*

Title 3 includes EPPO's operational expenditure. This comprises of costs relating to EPPO Case Management System (CMS) and CMS Ecosystem development, and other operational ICT tools. It also covers costs for investigation measures as per Articles 91.5 and 91.6 of the EPPO Regulation, and other costs related to investigation activities. In addition, it includes the estimated remuneration for a total of 210 European Delegated Prosecutors (EDPs) at the decentralised level and operational missions' costs (budget covering remuneration of 160 full time EDPs and the additional 50 EDPs needed with gradual hiring over the year). Finally, it includes costs for close protection services and for linguistic services.

### 4.3 Ad hoc grants and delegation agreements

No applicable

## 5 Other information

### 5.1 Buildings

#### 5.1.1 Current building(s)

#	Building Name and type	Location	SURFACE AREA (in m <sup>2</sup> )			RENTAL CONTRACT			Host country (grant or support)	Building present value(€)
			Office space	non-office	Total	RENT (€/year)	Duration	Type		
1	Tour B	Kirchberg, Luxembourg	6 367	4 090	10 457					
<b>TOTAL</b>			<b>6 367</b>	<b>4 090</b>	<b>10 457</b>					

#### 5.1.2 Current building(s) Other comments

The EPPO has moved to its permanent premises in Tower B (and its annex) in the Luxembourg Kirchberg plateau since January 2021. The building is provided rent-free by the Luxembourgish authorities. EPPO still is liable to pay utility and other costs related to the usage of the building.

#### 5.1.3 Building projects in the planning phase

Not applicable

#### 5.1.4 Building projects submitted to the European Parliament and the Council

Not applicable

### 5.2 European Schools

The annual contribution for attendance in the 2 European Schools of Luxembourg have been estimated to 2 500 000 euros in 2025. The annual fees for 2024 amount to 1.125 million EUR for 83 pupils of EPPO staff (for 212 Temporary Agents in the approved Establishment plan 2024). In proportion, for 456 Temporary Agents requested in 2025, it is estimated 178 pupils for school year 2025. Inflation costs have been applied.

### 5.3 Evaluation

Not applicable

### 5.4 Privileges and immunities

Agency privileges	Privileges granted to staff	
	Protocol of privileges and immunities / diplomatic status	Education / day care
	Diplomatic status granted for the European Chief Prosecutor and all 22 European Prosecutors.	

## 1 Overview

### 1.1 Creation/modification (legal base)

Decision	Date	Mission / Tasks / Functions
Regulation (EU) 2019/1149 of the European Parliament and of the Council of 20 June 2019 establishing a European Labour Authority, amending Regulations (EC) No 883/2004, (EU) No 492/2011, and (EU) 2016/589 and repealing Decision (EU) 2016/344	11 July 2019	<p>The objective of the Authority is to contribute to ensuring fair labour mobility across the Union and assist Member States and the Commission in the coordination of social security systems within the Union.</p> <p>To this end, the Authority shall facilitate access to information on rights and obligations regarding labour mobility across the Union as well as to relevant services; facilitate and enhance cooperation between Member States in the enforcement of relevant Union law across the Union, including facilitating concerted and joint inspections; mediate and facilitate a solution in cases of cross-border disputes between Member States; and support cooperation between Member States in tackling undeclared work.</p>

### 1.2 Seat

Bratislava, Slovakia

### 1.3 Budget Line

07 10 09 : European Labour Authority (ELA)

### 1.4 Human Resources Overview

The table below presents the number of posts in the establishment plans, including the posts assigned to programmes financed outside the EU budget, whereas the number of Contract Agents / SNE only includes those financed under programmes financed within the EU Budget.

Human Resources	2023			2024	2025
	Authorised Budget	Actually filled as of 31/12/2023	Occupancy rate(%)	Authorised Budget	Draft Budget Request
<b>TOTAL AD</b>	52	50	96,15%	52	52
<b>TOTAL AST</b>	15	15	100,00%	15	15
<b>TOTAL AST/SC</b>	2	2	100,00%	2	2
<b>ESTABLISHMENT PLAN POSTS</b>	<b>69</b>	<b>67</b>	<b>97,10%</b>	<b>69</b>	<b>69</b>
<b>Contract Agents (CA)</b>	15	14	93,33%	20	20
<b>Seconded National Experts (SNE)</b>	60	59	98,33%	55	55
<b>TOTAL STAFF</b>	<b>144</b>	<b>140</b>	<b>97,22%</b>	<b>144</b>	<b>144</b>

### 1.5 Financial Resources Overview

#### 1.5.1 Revenues Overview

##### 1.5.1.1 General revenues

REVENUES	2024	2025
	Revenues estimated by the agency	Budget Forecast
<b>EU contribution</b>	48 426 694	50 116 425
<b>Other Revenue</b>		
<b>TOTAL REVENUES</b>	<b>48 426 694</b>	<b>50 116 425</b>



1.5.1.2 Additional EU funding: contribution, grant and service level agreements

REVENUES	2024	2025
	Revenues estimated by the agency	Budget Forecast
Additional EU funding stemming from grant agreements (FFR Art.7)		
Additional EU funding stemming from contribution agreements (FFR Art.7)		
Additional EU funding stemming from service level agreements (FFR Art. 43.2)		
<b>TOTAL REVENUES</b>		

1.5.2 Expenditure Overview

Expenditure	2024		2025	
	Commitment appropriations	Payment appropriations	Commitment appropriations	Payment appropriations
<b>Title 1 - Staff expenditure</b>	15 697 700	15 697 700	15 301 105	15 301 105
<b>Title 2 - Infrastructure and operating expenditure</b>	4 244 000	4 244 000	3 614 000	3 614 000
<b>Title 3 - Operational expenditure</b>	28 484 994	15 534 994	31 201 320	29 282 805
<b>TOTAL EXPENDITURE</b>	<b>48 426 694</b>	<b>35 476 694</b>	<b>50 116 425</b>	<b>48 197 910</b>

## 2 Human Resources

### 2.1 Establishment plan posts

The table below presents the number of posts in the establishment plans, including the posts assigned to programmes financed outside the EU budget.

Function group and grade	2023				2024		2025			
	Authorised Budget		Actually filled as of 31/12/2023		Authorised Budget		Request of the Agency		Draft Budget Request	
	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts
AD 16										
AD 15								1		
AD 14		1		1		1				1
AD 13										
AD 12								1		1
AD 11		3		5		5		4		4
AD 10		3				1		1		1
AD 9		1		3		5		8		5
AD 8		14		11		14		18		14
AD 7		10		10		8		10		8
AD 6		18		19		18		19		18
AD 5		2		1						
<b>AD TOTAL</b>		<b>52</b>		<b>50</b>		<b>52</b>		<b>62</b>		<b>52</b>

Function group and grade	2023				2024		2025			
	Authorised Budget		Actually filled as of 31/12/2023		Authorised Budget		Request of the Agency		Draft Budget Request	
	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts
AST 11										
AST 10										
AST 9										
AST 8										
AST 7										
AST 6										
AST 5		1		2		2		6		6
AST 4		6		5		12		9		9
AST 3		8		8		1				
AST 2										
AST 1										
AST TOTAL		15		15		15		15		15
AST/SC 6										
AST/SC 5										
AST/SC 4										
AST/SC 3								2		2
AST/SC 2		2		2		2				
AST/SC 1										
AST/SC TOTAL		2		2		2		2		2
TOTAL		69		67		69		79		69
GRAND TOTAL		69		67		69		79		69

## 2.2 External personnel

### 2.2.1 Contract Agents

Contract agents	Authorised 2023	Recruited as of 31/12/2023	2024 estimate	Draft Budget 2025 estimate
Function Group IV	9	6	14	14
Function Group III	6	8	6	6
Function Group II				
Function Group I				
TOTAL	15	14	20	20

### 2.2.2 Seconded National Experts

Seconded National Experts	Authorised 2023	Recruited as of 31/12/2023	2024 estimate	Draft Budget 2025 estimate
TOTAL	60	59	55	55

### 3 Financial Resources

#### 3.1 Revenues

##### 3.1.1 General revenues

REVENUES	General revenues				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>1 REVENUE FROM FEES AND CHARGES</b>					
<b>2 EU CONTRIBUTION</b>	37 462 062	48 426 694	50 946 705	50 116 425	3,49%
- Of which assigned revenues deriving from previous years' surpluses			934 046	934 046	100%
<b>3 THIRD COUNTRIES CONTRIBUTION (incl. EEA/EFTA and candidate countries)</b>					
- Of which EEA/EFTA (excl. Switzerland)					
- Of which candidate countries					
<b>4 OTHER CONTRIBUTIONS</b>					
<b>5 ADMINISTRATIVE OPERATIONS</b>					
- Of which interest generated by funds paid by the Commission by way of the EU contribution (FFR Art. 61)					
<b>6 REVENUES FROM SERVICES RENDERED AGAINST PAYMENT</b>					
<b>7 CORRECTION OF BUDGETARY IMBALANCES</b>					
<b>TOTAL</b>	<b>37 462 062</b>	<b>48 426 694</b>	<b>50 946 705</b>	<b>50 116 425</b>	<b>3,49%</b>

##### 3.1.2 Additional EU funding: contribution, grant and service level agreements

REVENUES	Additional EU funding: contribution, grant and service level agreements				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
Additional EU funding stemming from grant agreements (FFR Art.7)					
Additional EU funding stemming from contribution agreements (FFR Art.7)					
Additional EU funding stemming from service level agreements (FFR Art. 43.2)					
<b>TOTAL</b>					

#### 3.2 Expenditure

##### 3.2.1 Commitment appropriations

EXPENDITURE	Commitment appropriations			
	Executed Budget	Budget 2024	Draft Budget 2025	VAR

	2023		Agency request	Budget forecast	2025/2024 (%)
<b>Title 1 - Staff expenditure</b>	<b>12 108 205</b>	<b>15 697 700</b>	<b>15 301 105</b>	<b>15 301 105</b>	<b>-2,53%</b>
Salaries & allowances	9 294 365	11 650 000	11 395 920	11 395 920	-2,18%
- <i>Of which establishment plan posts</i>	6 246 931	8 500 000	8 094 720	8 094 720	-4,77%
- <i>Of which external personnel</i>	3 047 434	3 150 000	3 301 200	3 301 200	4,80%
<b>Expenditure relating to Staff recruitment</b>	225 553	35 000	50 000	50 000	42,86%
<b>Employer's pension contributions</b>					
Mission expenses	370 000	220 000	250 000	250 000	13,64%
Socio-medical infrastructure	1 081 469	1 725 700	1 789 485	1 789 485	3,70%
Training	178 192	400 000	440 000	440 000	10,00%
External Services	949 259	1 607 000	1 305 700	1 305 700	-18,75%
Receptions, events and representation	9 367	60 000	70 000	70 000	16,67%
Social welfare					
Other Staff related expenditure					
<b>Title 2 - Infrastructure and operating expenditure</b>	<b>4 547 470</b>	<b>4 244 000</b>	<b>3 614 000</b>	<b>3 614 000</b>	<b>-14,84%</b>
Rental of buildings and associated costs	206 501	375 000	321 000	321 000	-14,40%
Information, communication technology and data processing	2 680 871	3 085 000	2 740 000	2 740 000	-11,18%
Movable property and associated costs	96 251	116 000	55 000	55 000	-52,59%
Current administrative expenditure	394 112	315 000	115 000	115 000	-63,49%
Postage / Telecommunications	7 200	3 000	3 000	3 000	0,00%
Meeting expenses	2 501	50 000	80 000	80 000	60,00%
Running costs in connection with operational activities					
Information and publishing	674 775	300 000	300 000	300 000	0,00%
Studies					
Other infrastructure and operating expenditure	485 259				
<b>Title 3 - Operational expenditure</b>	<b>20 806 388</b>	<b>28 484 994</b>	<b>31 201 320</b>	<b>31 201 320</b>	<b>9,54%</b>
<b>Task 1: Access to information and coordination of EURES</b>	11 309 178	13 735 378	14 295 000	14 295 000	4,07%

EXPENDITURE	Commitment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>Task 2: Cooperation and exchange of information between Member States</b>	852 536	1 550 000	1 450 000	1 450 000	-6,45%
<b>Task 3: Concerted and joint inspections</b>	1 016 500	1 830 000	2 100 000	2 100 000	14,75%
<b>Task 4: Analyses and risk assessment</b>	1 280 598	1 640 000	1 640 000	1 640 000	0,00%
<b>Task 5: Capacity Building</b>	1 842 560	1 750 000	1 750 000	1 750 000	0,00%
<b>Task 6: Support to Member States in tackling undeclared work</b>	1 222 176	1 114 716	1 114 716	1 114 716	0,00%
<b>Task 7: Mediation disputes between Member States</b>	49 120	250 000	350 000	350 000	40,00%
<b>Communication activities on operational tasks</b>	3 233 720	6 614 900	8 501 604	8 501 604	28,52%
<b>Pillar I: Facilitating access to information and services</b>					
<b>Pillar II: Enhancing and supporting cooperation and joint action</b>					
<b>Pillar III: Mediation and facilitating solutions in cross border disputes</b>					
<b>Pillar IV: Increasing capacity and knowledge</b>					
<b>Pillar V: Horizontal activities - Enabling European Labour Authority</b>					
<b>TOTAL</b>	<b>37 462 063</b>	<b>48 426 694</b>	<b>50 116 425</b>	<b>50 116 425</b>	<b>3,49%</b>

### 3.2.2 Payment appropriations

EXPENDITURE	Payment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>Title 1 - Staff expenditure</b>	<b>11 280 831</b>	<b>15 697 700</b>	<b>15 301 105</b>	<b>15 301 105</b>	<b>-2,53%</b>
<b>Salaries &amp; allowances</b>	9 294 365	11 650 000	11 395 920	11 395 920	-2,18%
<i>- Of which establishment plan posts</i>	6 246 931	8 500 000	8 094 720	8 094 720	-4,77%
<i>- Of which external personnel</i>	3 047 434	3 150 000	3 301 200	3 301 200	4,80%
<b>Expenditure relating to Staff recruitment</b>	224 553	35 000	50 000	50 000	42,86%
<b>Employer's pension contributions</b>					
<b>Mission expenses</b>	280 982	220 000	250 000	250 000	13,64%
<b>Socio-medical infrastructure</b>	1 047 920	1 725 700	1 789 485	1 789 485	3,70%

EXPENDITURE	Payment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
Training	98 557	400 000	440 000	440 000	10,00%
External Services	327 417	1 607 000	1 305 700	1 305 700	-18,75%
Receptions, events and representation	7 037	60 000	70 000	70 000	16,67%
Social welfare					
Other Staff related expenditure					
<b>Title 2 - Infrastructure and operating expenditure</b>	<b>1 102 993</b>	<b>4 244 000</b>	<b>3 614 000</b>	<b>3 614 000</b>	<b>-14,84%</b>
Rental of buildings and associated costs	100 360	375 000	321 000	321 000	-14,40%
Information, communication technology and data processing	526 343	3 085 000	2 740 000	2 740 000	-11,18%
Movable property and associated costs	9 300	116 000	55 000	55 000	-52,59%
Current administrative expenditure	388 529	315 000	115 000	115 000	-63,49%
Postage / Telecommunications	2 630	3 000	3 000	3 000	0,00%
Meeting expenses	2 501	50 000	80 000	80 000	60,00%
Running costs in connection with operational activities					
Information and publishing	73 330	300 000	300 000	300 000	0,00%
Studies					
Other infrastructure and operating expenditure					
<b>Title 3 - Operational expenditure</b>	<b>9 703 527</b>	<b>15 534 994</b>	<b>29 282 805</b>	<b>29 282 805</b>	<b>88,50%</b>
Task 1: Access to information and coordination of EURES	4 891 117	7 700 000	13 735 378	13 735 378	78,38%
Task 2: Cooperation and exchange of information between Member States	678 986	600 000	1 520 000	1 520 000	153,33%
Task 3: Concerted and joint inspections	818 167	1 314 994	1 911 000	1 911 000	45,32%
Task 4: Analyses and risk assessment	669 461	800 000	1 640 000	1 640 000	105,00%
Task 5: Capacity Building	671 036	2 000 000	1 750 000	1 750 000	-12,50%
Task 6: Support to Member States in tackling undeclared work	791 851	1 100 000	1 114 716	1 114 716	1,34%
Task 7: Mediation disputes between Member States	251 595	150 000	280 000	280 000	86,67%
Communication activities on operational tasks	931 314	1 870 000	7 331 711	7 331 711	292,07%

EXPENDITURE	Payment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
Pillar I: Facilitating access to information and services					
Pillar II: Enhancing and supporting cooperation and joint action					
Pillar III: Mediation and facilitating solutions in cross border disputes					
Pillar IV: Increasing capacity and knowledge					
Pillar V: Horizontal activities - Enabling European Labour Authority					
<b>TOTAL</b>	<b>22 087 351</b>	<b>35 476 694</b>	<b>48 197 910</b>	<b>48 197 910</b>	<b>35,86%</b>

### 3.3 Budget Outturn

First estimate of the 2023 surplus that should be reimbursed to the EU budget (as assigned revenue): EUR 934 046

## 4 Justification of needs

### Commission assessment

#### Human Resources

In 2024, ELA reaches its cruising speed, with 100% of staff accounted from 1st January 2024. The related legislative financial statement (LFS) accompanying the founding regulation foresees 144 FTEs in terms of total number of staff for 2024. For 2024, ELA received the possibility for conversion of 5 SNEs posts into 5 CA FG IV posts as a compromise during the budgetary hearing.

As from 2025, ELA requests further need of human resources as follows:

- Conversion of 10 SNEs into establishment plan TA AD posts to ensure operational stability and effective delivery of the mandate;
- In order to comply with the new Cybersecurity Regulation, ELA is requesting one additional CA FG IV post; this additional CA FG IV request assumes that the cybersecurity aspects of the EURES portal are covered by the European Commission. Otherwise, ELA would need an additional 2.5 FTEs TA AD to implement the requirements of the Cybersecurity Regulation;
- ELA also requests a second CA FG IV for accountancy services.

The Commission proposes to keep stable staffing, including external staff. Indeed, the Commission cannot support any increase in staff for any decentralised agencies notably the reinforcement for the cybersecurity or accounting aspects. In that respect, DG EMPL agencies could build staff synergies. As regards the conversion of 10 SNEs into establishment plan posts TA AD posts, the Commission recalls last year agreement on conversion of 5 SNEs into 5 CAs. This change cannot be repeated yearly.

#### Financial Resources

Considering the non-conversion of 10 SNEs into establishment plan TA AD posts, the financial resources are below the 2025 financial programming. Indeed, the Commission cut the financial increase (- EUR 830 280) requested by the agency under their Title 1.

As previous years, ELA is requesting lower payment appropriations than the level of commitment appropriations. This is justified, among other things, by their approach to differentiate commitment appropriations from payment appropriations

at the level of their operational expenditure (Title 3) which seems quite acceptable and well founded in terms of sound financial management. The Commission fully agrees with this approach.

#### 4.1 Human Resources - Agency Request

##### 4.1.1 Number of staff requested

In 2024, ELA received the possibility for conversion of 5 SNE posts into 5 CA FG IV posts. The conversion of 5 SNEs into 5 CAs only in very limited way mitigated the structural and operational challenges of its workforce operational stability in the implementation of ELA's mandate stemming from the high share of SNEs in overall number of posts attributed to ELA. This share is still the highest among all EU agencies.

To cope with the increasing demand for its services and the new regulatory obligations, ELA proposes the following changes in its staff allocation from 2025 onwards:

\* Transforming 10 SNEs into permanent TA AD positions to ensure operational stability and effective delivery of the mandate.

\* Adding 1 CA in Function Group IV for accountancy to cope with the evolving responsibilities and demands associated with the support of ELA's accountant with accounting tasks such as periodic account reconciliation, bank account reconciliation, year-end closure activities and other accounting matters

\* Adding 1 CA in Function Group IV for cyber security services in compliance with the respective regulations. The new Cybersecurity Regulation requires ELA to implement and update a set of baseline cybersecurity measures within 24 months from its adoption. The new Regulation imposes higher compliance requirements on ELA and has a disproportionate impact on the resources needed for this task. The additional FG IV request assumes that the cybersecurity aspects of the EURES Portal are covered by the European Commission. Otherwise, ELA would need an additional 2.5 FTE TA AD to implement the requirements of the Cybersecurity Regulation by the European Commission. If not, ELA would need an additional 2.5 FTE TA AD to implement the requirements of the Cybersecurity Regulation

Following extensive consultations with DGEMPL Agencies, a significant advantage was identified for pooling resources to comply with the Cybersecurity Regulation. The estimated human resources needs are 3 extra FTE posts in total, based on the scale of the demands. Without receiving additional posts, the EMPL Agencies can only meet these needs by reducing their core business capacity. The specific way of distributing the human resources would have to be decided among the 5 Agencies.

##### 4.1.2 Vacancy rate as of end 2023

At the end of 2023, after significant recruitment efforts, ELA reached its highest occupation rate so far. 140 posts (67 temporary agents and 14 contract agents, 59 SNEs (incl. 27 NLOs)) were filled. Compared to the 117 people at the end of 2022, this corresponds to an increase in occupancy rate in total staff from 89 % to 97 % from 2022 to 2023. The turnover ratio in 2023 improved to 5,43 %.

#### A. Statutory staff and SNE

Staff	Year N-1 (2023) *		
	Authorised Budget	Filled as of 31/12/2023	Occupancy rate %
<b>ESTABLISHMENT PLAN POSTS</b>			
Administrators (AD)	52	50	96%
Assistants (AST)	15	15	100%
Assistants/Secretaries (AST/SC)	2	2	100%
<b>TOTAL ESTABLISHMENT PLAN POSTS</b>	<b>69</b>	<b>67</b>	<b>97%</b>
<b>EXTERNAL STAFF</b>	<b>FTE authorised budget</b>	<b>FTE as of 31/12/2023</b>	<b>Execution Rate %</b>
Contract Agents (CA)	15	14	93%
Seconded National Experts (SNE)	60	59	98%



TOTAL EXTERNAL STAFF	75	73	97%
TOTAL STAFF	144	140	97%

Overall, the vacancy rate at the end of 2023 stood at 3 %.

Most of 2023 posts are expected to be filled in by Q1 2024 considering end of year resignations.

#### *4.1.3 Standard abatement ('abatement forfaitaire') applied*

The salary costs are estimated based on the assumption that all the employees will be recruited by the end of 2024. The standard abatement applied is 2%

#### *4.1.4 Salary assumption for calculating salary line (% applied)*

Estimates of the cost of human resources are based on actual staff costs at the ELA and the salary categories defined by the Staff Regulations. To ensure adequacy to the cost of life in the host country, the correction coefficient in force in Bratislava applies to the salaries. The budget appropriations covering staff expenditure for year 2024 are based on the estimate of a total of 69 temporary agents (52 AD, 15 AST, 2 AST/SC) and 20 contract agents and 55 SNEs. The results of the appraisal and reclassification for Temporary Agents and Contractual Agents have been taken also into account, in the assumption that the necessary steps are implemented by the ELA.

#### *4.1.5 Correction coefficient used*

The correction coefficient rate applied for Bratislava based staff is the one established for year 2023, namely 84.8%.

#### *4.1.6 Exchange rate used (if applicable)*

Not applicable.

### **4.2 Financial Resources - Agency request**

#### *4.2.1 Title 1*

The appropriations requested for the staff expenditure amount to EUR 16,131,385. It is a natural progression of the budget considering:

- the salaries and allowances of the total number of staff expected to be employed by the Authority in 2025
- allowances and cost linked to recruitment, e.g., daily subsistence and installation allowances, removal expenses, etc.
- estimation linked to annual reclassification exercise and increase in steps;
- the assumption that there will be an yearly adaptation of salary and Slovak weighting factor to be increased & evaluated at 85% in 2025;
- estimation for the early childhood centres and schooling costs of staff;
- other staff related costs & related services (e.g. training, integration related costs, PMO. etc.) and traineeship program and staff support (e.g. interim staff).

#### *4.2.2 Title 2*

The total Title 2 infrastructure and operating spending is expected to drop by 15%. The main cause of the drop is that IT facilities have been set up to guarantee the smooth functioning of the Agency and also ELA premises (Headquarter in Bratislava and Liaison office in Brussels) have been completely equipped.

#### *4.2.3 Title 3*

ELA will continue its comprehensive and action-oriented approach to addressing issues in application and enforcement of fair labour mobility in the most relevant sectors for labour mobility, leveraging its analytical capacity as well as progressively developed foresight activities.

Building on close cooperation and expansion of its network in previous years, the Authority will continue to implement the partnership principle throughout its activities. The Authority will continue to mainstream partnership principle in its activities. The National Liaison Officers (NLOs) will remain a crucial link between the authority and Member States, be it national authorities or social partners. The Authority will seek to further broaden the outreach of its activities, covering more institutions and stakeholders in Member States, not only at national, but also regional level, where relevant.

The Authority will also continue to implement its sector specific approach, considering the developments in the EU labour market as well as the input from the Member States, EU institutions, and social partners, including sectoral ones, while at the same time to ensure that main areas under the ELA remit are comprehensively covered.

The Authority will continue to monitor the imbalances in the labour market, reflecting the conclusions of the 2024 analyses on labour shortages and surpluses.

#### 4.3 Ad hoc grants and delegation agreements

Not applicable

### 5 Other information

#### 5.1 Buildings

##### 5.1.1 Current building(s)

#	Building Name and type	Location	SURFACE AREA (in m <sup>2</sup> )			RENTAL CONTRACT			Host country (grant or support)	Building present value(€)
			Office space	non-office	Total	RENT (€/year)	Duration	Type		
1	Landererova 12 (L12)	Landererova 12 (L12)	3 437	1 282	4 719	12	20 years	Sublease	SK is covering rental costs during the first 10 years	
2	ELA Liaison office	Brussels	41	49	90	42 066	1 YEAR	LEASE	EC, OIB support within the SLA contract	
<b>TOTAL</b>			<b>3 478</b>	<b>1 331</b>	<b>4 809</b>	<b>42 078</b>				

##### 5.1.2 Current building(s) Other comments

On 13 June 2019, the Decision (EU) 2019/1199 on the location of the seat of the ELA - Bratislava, Slovakia - was taken by common accord between the Representatives of the Governments of the Member States. In this budgetary statement for 2024, no rental costs for the building are included for ELA's headquarter in Bratislava.

EUR 110 000 is foreseen to cover the expected liaison office rent in Brussels and parking spot requirements in the headquarter.

##### 5.1.3 Building projects in the planning phase

Not applicable

##### 5.1.4 Building projects submitted to the European Parliament and the Council

Not applicable

#### 5.2 European Schools

In the absence of a European school in Bratislava, the education fees in international pre-schools and schools will be covered by the Authority by entering into bilateral agreements with those schools. This is in line with best practice in other Decentralised Agencies of the EU facing a similar situation. The Management Board has adopted decisions to that effect.

### ***5.3 Evaluation***

In accordance with Article 40 of Regulation (EU) 2019/1149 OF THE EUROPEAN PARLIAMENT AND OF THE COUNCIL of 20 June 2019 establishing a European Labour Authority, amending Regulations (EC) No 883/2004, (EU) No 492/2011, and (EU) 2016/589 and repealing Decision (EU) 2016/344, by 1 August 2024, and every five years thereafter, the Commission shall assess the Authority's performance in relation to its objectives, mandate and tasks. The evaluation shall, in particular, address the experiences gained from the mediation procedure pursuant to Article 13. It shall also assess whether there is a need to modify the mandate of the Authority and the scope of its activities, including the extension of the scope to cover sector specific needs, and the financial implications of any such modification, taking into account also the work carried out by Union agencies in those areas. The evaluation shall also explore further synergies and streamlining with agencies in the area of employment and social policy. On the basis of the evaluation, the Commission may, as appropriate, submit legislative proposals to review the scope of this Regulation.

### ***5.4 Privileges and immunities***

The Protocol on the Privileges and Immunities of the European Union and the Headquarters' Agreement with Slovakia shall apply to the Authority and its staff.

### 3.3 Decentralised agencies of Heading 3 – Natural Resources and Environment

#### 3.3.1 European Fisheries Control Agency – EFCA

## 1 Overview

### 1.1 Creation/modification (legal base)

Decision	Date	Mission/ Tasks / Functions
Regulation (EU) 2019/473 of the European Parliament and of the Council (as amended by Regulation 2023/2842 of 22 November 2023).	19 March 2019	<ul style="list-style-type: none"> <li>• to coordinate control and inspection by Member States relating to the control and inspection obligations of the EU;</li> <li>• to coordinate the deployment of the national means of control and inspection pooled by the Member States concerned in accordance with this Regulation;</li> <li>• to assist Member States in reporting information on fishing activities and control and inspection activities to the Commission and third parties;</li> <li>• in the field of its competences, to assist Member States to fulfil their tasks and obligations under the rules of the Common Fisheries Policy;</li> <li>• to assist Member States and the Commission in harmonising the application of the Common Fisheries Policy, and thereby to contribute to the achievement of its objectives, including the sustainable exploitation of marine biological resources;</li> <li>• to contribute to, and participate in, the work of Member States and the Commission on research into, and development of, control and inspection techniques and to develop pilot projects on research into, and development of, such techniques;</li> <li>• to contribute to the coordination of inspector training and the exchange of experience between Member States;</li> <li>• to coordinate the operations to combat illegal, unreported and unregulated fishing in conformity with EU rules;</li> <li>• to assist in the uniform implementation of the control system of the common fisheries policy, including in particular:               <ol style="list-style-type: none"> <li>1) Organisation of operational coordination of control activities by Member States for the implementation of specific control and inspection programmes, control programmes related to illegal, unreported and unregulated (IUU) fishing and international control and inspection programmes</li> <li>2) Inspections as necessary to fulfil the Agency’s tasks</li> </ol> </li> <li>• to cooperate with European Border and Coast Guard Agency, and the European Maritime Safety Agency, each within its mandate, to support the national authorities carrying out coast guard functions, by providing services, information, equipment and training as well as by coordinating multipurpose operations.</li> <li>• where appropriate, to cooperate with and coordinate activities with other decentralised agencies of the Union within the scope of their tasks, missions, and areas of activity;</li> <li>• to assist the Commission in the performance of tasks assigned to the Commission in legislative acts of the Union with regard to the objectives of the Agency.</li> </ul> <p>In addition, among other competences:</p> <ol style="list-style-type: none"> <li>1) Operational coordination by the Agency shall cover control of all activities covered by the Common Fisheries Policy;</li> <li>2) Officials of the Agency may be assigned as Union inspectors in accordance with Article 79 of Regulation (EC) No 1224/2009;</li> <li>3) The Agency may acquire, rent or charter the equipment that is necessary for the implementation of the joint deployment plans;</li> <li>4) The Agency shall, where appropriate:           <ol style="list-style-type: none"> <li>(a) issue manuals on harmonised standards of inspections;</li> <li>(b) develop guidance material reflecting the best practices in the field of control of the Common Fisheries Policy, including on the training of control officials, and update this on a regular basis;</li> <li>(c) provide the Commission with the necessary technical and administrative support to carry out its tasks;</li> </ol> </li> <li>5) With due regard to the different legal systems in the individual Member States, the Agency shall facilitate cooperation between Member States and between them and the Commission in the development of harmonised standards for control in accordance with EU legislation and taking into account best practices in Member States and agreed international standards;</li> <li>6) Upon a notification by the Commission or of its own initiative the Agency shall set up an Emergency Unit, where a situation involving direct, indirect or potential serious risk to the Common Fisheries Policy is identified, and the risk cannot be prevented, eliminated, or reduced by existing means or cannot adequately be managed;</li> <li>7) The Agency shall contribute to the implementation of the EU Integrated Maritime Policy, and in particular conclude administrative agreements with other bodies in matters covered by Regulation (EU) 2019/473 after approval by the Administrative Board. The Executive Director shall inform the Administrative Board thereof at an early stage of such negotiations.</li> <li>8) The Agency shall, in cooperation with the European Border and Coast Guard Agency and the European Maritime Safety Agency, support national authorities carrying out coast guard functions at national and Union level and, where appropriate, at international level by:           <ol style="list-style-type: none"> <li>(a) sharing, fusing and analysing information available in ship reporting systems and other information systems hosted by or accessible to those agencies, in accordance with their respective legal bases and without prejudice to the ownership of data by Member States;</li> <li>(b) providing surveillance and communication services based on state-of-the-art technology, including space-</li> </ol> </li> </ol>

		<p>based and ground infrastructure and sensors mounted on any kind of platform;</p> <p>(c) building capacity by drawing up guidelines and recommendations and by establishing best practices as well as by providing training and exchange of staff;</p> <p>(d) enhancing the exchange of information and cooperation on coast guard functions including by analysing operational challenges and emerging risks in the maritime domain;</p> <p>(e) sharing capacity by planning and implementing multipurpose operations and by sharing assets and other capabilities, to the extent that these activities are coordinated by those agencies and are agreed to by the competent authorities of the Member States concerned.</p>
Commission Decision 2009/988/EU	18 December 2009	<p>By this Decision, the Commission designated the EFCA as the body to carry out certain tasks under the IUU Regulation. These tasks are as follows:</p> <ul style="list-style-type: none"> <li>• transmit notifications, with copy to the Commission, on denials of landing or transshipment authorisations by third country vessels to flag State(s) and, if appropriate copies of these notifications, to Regional Fisheries Management Organisations in accordance with Article 11(3) of Regulation (EC) No 1005/2008;</li> <li>• upon request from the Commission, provide for the conduct of on-the-spot audits, alone or in cooperation with the Commission, to verify the effective implementation of agreed cooperation arrangements with third countries in accordance with Article 20(4), second subparagraph (c) of Regulation (EC) No 1005/2008;</li> <li>• communicate to Member States and flag States, with copy to the Commission, additional information submitted by the Member States to the Commission which is relevant for the establishment of the European Union IUU vessel list in accordance with Article 25(2) of Regulation (EC) No 1005/2008;</li> <li>• transmit sightings reports to all Member States, with copy to the Commission, and, if appropriate, to the Executive Secretary of the relevant Regional Fisheries Management Organisation in accordance with Article 48(4) of Regulation (EC) No 1005/2008;</li> <li>• transmit to the Executive Secretary of the relevant Regional Fisheries Management Organisation, with copy to the Commission, information from a Member State in response to a sighting report on one of its vessels from a contracting party to that Regional Fisheries Management Organisation in accordance with Article 48(5) of Regulation (EC) No 1005/2008.</li> </ul>
Regulation (EU) No 1380/2013 of the European Parliament and of the Council	11 December 2013	<p>This regulation adopted the new Common Fisheries Policy. As regards the Agency:</p> <ul style="list-style-type: none"> <li>• the Union shall, including through the Agency, cooperate with third countries and international organisations dealing with fisheries, including Regional Fisheries Management Organisations, to strengthen compliance with measures, especially those to combat IUU fishing, in order to ensure that measures adopted by such international organisations are strictly adhered to.</li> <li>• Control and enforcement of the CFP shall in particular be based on and shall include cooperation and coordination between Member States, the Commission and the Agency;</li> </ul> <p>The Agency may assist the expert group on compliance meetings as an observer.</p>
Regulation (EU) 2019/833 of the European Parliament and of the Council	20 May 2019	<p>This Regulation empowers the Agency to coordinate the surveillance and inspection activities for the EU in the NAFO Regulatory Area and to draw up, in cooperation with the Member States a plan for the EU participation in the international Scheme of control (art. 28).</p>
Commission Implementing Regulation (EU) 433/2012	23 May 2012	<p>This Regulation, in line with the Regulation (EU) 1236/2010 of the European Parliament and the Council, and in relation with the fishing activities in the NEAFC Regulatory Area, designs the Agency to:</p> <ul style="list-style-type: none"> <li>• Coordinate the surveillance and inspection activities of the EU in the area;</li> <li>• Prepare a plan in cooperation with Member States for the EU participation in the International Scheme of control;</li> <li>• Receive and prepare reports on inspection and infringement in the NEAFC area.</li> </ul>

## 1.2 Seat

Vigo, Spain

## 1.3 Budget Line

08 10 01 : European Fisheries Control Agency

## 1.4 Human Resources Overview

The table below presents the number of posts in the establishment plans, including the posts assigned to programmes financed outside the EU budget, whereas the number of Contract Agents / SNE only includes those financed under programmes financed within the EU Budget.

Human Resources	2023			2024	2025
	Authorised Budget	Actually filled as of 31/12/2023	Occupancy rate(%)	Authorised Budget	Draft Budget Request
<b>TOTAL AD</b>	42	41	97,62%	42	42
<b>TOTAL AST</b>	35	33	94,29%	35	35
<b>TOTAL AST/SC</b>					

Human Resources	2023			2024	2025
	Authorised Budget	Actually filled as of 31/12/2023	Occupancy rate(%)	Authorised Budget	Draft Budget Request
<b>ESTABLISHMENT PLAN POSTS</b>	<b>77</b>	<b>74</b>	<b>96,10%</b>	<b>77</b>	<b>77</b>
Contract Agents (CA)	11	11	100,00%	11	11
Seconded National Experts (SNE)	5	5	100,00%	5	5
<b>TOTAL STAFF</b>	<b>93</b>	<b>90</b>	<b>96,77%</b>	<b>93</b>	<b>93</b>

## 1.5 Financial Resources Overview

### 1.5.1 Revenues Overview

#### 1.5.1.1 General revenues

REVENUES	2024	2025
	Revenues estimated by the agency	Budget Forecast
EU contribution	30 584 000	31 093 000
Other Revenue		
<b>TOTAL REVENUES</b>	<b>30 584 000</b>	<b>31 093 000</b>

#### 1.5.1.2 Additional EU funding: contribution, grant and service level agreements

REVENUES	2024	2025
	Revenues estimated by the agency	Budget Forecast
Additional EU funding stemming from grant agreements (FFR Art.7)	-	-
Additional EU funding stemming from contribution agreements (FFR Art.7)	-	-
Additional EU funding stemming from service level agreements (FFR Art. 43.2)	-	-
<b>TOTAL REVENUES</b>	<b>-</b>	<b>-</b>

### 1.5.2 Expenditure Overview

Expenditure	2024		2025	
	Commitment appropriations	Payment appropriations	Commitment appropriations	Payment appropriations
<b>Title 1 - Staff expenditure</b>	12 296 000	12 296 000	12 450 000	12 450 000
<b>Title 2 - Infrastructure and operating expenditure</b>	1 950 000	1 950 000	2 000 000	2 000 000
<b>Title 3 - Operational expenditure</b>	16 338 000	16 338 000	16 643 000	16 643 000
<b>TOTAL EXPENDITURE</b>	<b>30 584 000</b>	<b>30 584 000</b>	<b>31 093 000</b>	<b>31 093 000</b>

## 2 Human Resources

### 2.1 Establishment plan posts

The table below presents the number of posts in the establishment plans, including the posts assigned to programmes financed outside the EU budget.

Function group and grade	2023				2024		2025			
	Authorised Budget		Actually filled as of 31/12/2023		Authorised Budget		Request of the Agency		Draft Budget Request	
	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts
AD 16										
AD 15		1		1						
AD 14		2		2		3		3		3
AD 13		1		1		1		1		1
AD 12		2		2		2		4		3
AD 11		4		3		7		7		8
AD 10		8		8		8		8		5
AD 9		11		11		12		11		11
AD 8		4		4		2		8		8
AD 7		9		9		7				3
AD 6										
AD 5										
AD TOTAL		42		41		42		42		42
AST 11										
AST 10		6		6		6		6		6
AST 9		3		4		4		4		4
AST 8		3		4		4		5		5
AST 7		7		7		7		7		7
AST 6		2		3		3		5		5
AST 5		7		4		4		8		6
AST 4		7		5		7				2
AST 3										
AST 2										
AST 1										
AST TOTAL		35		33		35		35		35
AST/SC 6										
AST/SC 5										
AST/SC 4										
AST/SC 3										
AST/SC 2										
AST/SC 1										
AST/SC TOTAL										
TOTAL		77		74		77		77		77

Function group and grade	2023				2024		2025			
	Authorised Budget		Actually filled as of 31/12/2023		Authorised Budget		Request of the Agency		Draft Budget Request	
	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts
<b>GRAND TOTAL</b>	77		74		77		77		77	

## 2.2 External personnel

### 2.2.1 Contract Agents

Contract agents	Authorised 2023	Recruited as of 31/12/2023	2024 estimate	Draft Budget 2025 estimate
Function Group IV	1	1	1	1
Function Group III	9	9	9	9
Function Group II	1	1	1	1
Function Group I				
<b>TOTAL</b>	<b>11</b>	<b>11</b>	<b>11</b>	<b>11</b>

### 2.2.2 Seconded National Experts

Seconded National Experts	Authorised 2023	Recruited as of 31/12/2023	2024 estimate	Draft Budget 2025 estimate
<b>TOTAL</b>	<b>5</b>	<b>5</b>	<b>5</b>	<b>5</b>

## 3 Financial Resources

### 3.1 Revenues

#### 3.1.1 General revenues

REVENUES	General revenues				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>1 REVENUE FROM FEES AND CHARGES</b>					
<b>2 EU CONTRIBUTION</b>	30 097 954	30 584 000	31 093 000	31 093 000	1,66%
- Of which assigned revenues deriving from previous years' surpluses	562 667	730 122	1 128 828	1 128 828	54,61%
<b>3 THIRD COUNTRIES CONTRIBUTION (incl. EEA/EFTA and candidate countries)</b>					
- Of which EEA/EFTA (excl. Switzerland)					
- Of which candidate countries					
<b>4 OTHER CONTRIBUTIONS</b>					
<b>5 ADMINISTRATIVE OPERATIONS</b>					
- Of which interest generated by funds paid by the Commission by way of the EU contribution (FFR)					



REVENUES	General revenues				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<i>Art. 61)</i>					
<b>6 REVENUES FROM SERVICES RENDERED AGAINST PAYMENT</b>					
<b>7 CORRECTION OF BUDGETARY IMBALANCES</b>					
<b>TOTAL</b>	<b>30 097 954</b>	<b>30 584 000</b>	<b>31 093 000</b>	<b>31 093 000</b>	<b>1,66%</b>

### 3.1.2 Additional EU funding: contribution, grant and service level agreements

REVENUES	Additional EU funding: contribution, grant and service level agreements				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
Additional EU funding stemming from grant agreements (FFR Art.7)	61 523	-	-	-	
Additional EU funding stemming from contribution agreements (FFR Art.7)	-	-	-	-	
Additional EU funding stemming from service level agreements (FFR Art. 43.2)	-	-	-	-	
<b>TOTAL</b>	<b>61 523</b>	<b>-</b>	<b>-</b>	<b>-</b>	

### 3.2 Expenditure

#### 3.2.1 Commitment appropriations

EXPENDITURE	Commitment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>Title 1 - Staff expenditure</b>	<b>11 434 776</b>	<b>12 296 000</b>	<b>12 450 000</b>	<b>12 450 000</b>	<b>1,25%</b>
<b>Salaries &amp; allowances</b>	11 005 000	11 785 000	11 930 000	11 930 000	1,23%
<i>- Of which establishment plan posts</i>	<i>9 631 740</i>	<i>10 595 000</i>	<i>10 700 000</i>	<i>10 700 000</i>	<i>0,99%</i>
<i>- Of which external personnel</i>	<i>1 373 260</i>	<i>1 190 000</i>	<i>1 230 000</i>	<i>1 230 000</i>	<i>3,36%</i>
<b>Expenditure relating to Staff recruitment</b>	189 985	242 000	245 000	245 000	1,24%
<b>Employer's pension contributions</b>					
<b>Mission expenses</b>	47 081	40 000	45 000	45 000	12,50%
<b>Socio-medical infrastructure</b>	15 183	30 000	30 000	30 000	0,00%
<b>Training</b>	135 208	169 000	170 000	170 000	0,59%

EXPENDITURE	Commitment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
External Services					
Receptions, events and representation	1 024	5 000	5 000	5 000	0,00%
Social welfare	41 295	25 000	25 000	25 000	0,00%
Other Staff related expenditure					
<b>Title 2 - Infrastructure and operating expenditure</b>	<b>2 513 420</b>	<b>1 950 000</b>	<b>2 000 000</b>	<b>2 000 000</b>	<b>2,56%</b>
Rental of buildings and associated costs	408 921	415 000	420 000	420 000	1,20%
Information, communication technology and data processing	677 296	820 000	835 000	835 000	1,83%
Movable property and associated costs	789 891	80 000	85 000	85 000	6,25%
Current administrative expenditure	39 351	35 000	35 000	35 000	0,00%
Postage / Telecommunications	74 484	70 000	75 000	75 000	7,14%
Meeting expenses	51 159	75 000	80 000	80 000	6,67%
Running costs in connection with operational activities	358 614	345 000	350 000	350 000	1,45%
Information and publishing	113 704	110 000	120 000	120 000	9,09%
Studies					
Other infrastructure and operating expenditure					
<b>Title 3 - Operational expenditure</b>	<b>16 131 394</b>	<b>16 338 000</b>	<b>16 643 000</b>	<b>16 643 000</b>	<b>1,87%</b>
<b>TOTAL</b>	<b>30 079 590</b>	<b>30 584 000</b>	<b>31 093 000</b>	<b>31 093 000</b>	<b>1,66%</b>

### 3.2.2 Payment appropriations

EXPENDITURE	Payment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>Title 1 - Staff expenditure</b>	<b>11 324 323</b>	<b>12 296 000</b>	<b>12 450 000</b>	<b>12 450 000</b>	<b>1,25%</b>
Salaries & allowances	10 952 302	11 785 000	11 930 000	11 930 000	1,23%
- Of which establishment plan posts	9 622 137	10 595 000	10 700 000	10 700 000	0,99%
- Of which external personnel	1 330 165	1 190 000	1 230 000	1 230 000	3,36%

EXPENDITURE	Payment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
Expenditure relating to Staff recruitment	188 985	242 000	245 000	245 000	1,24%
Employer's pension contributions					
Mission expenses	42 951	40 000	45 000	45 000	12,50%
Socio-medical infrastructure	14 317	30 000	30 000	30 000	0,00%
Training	111 949	169 000	170 000	170 000	0,59%
External Services					
Receptions, events and representation	1 024	5 000	5 000	5 000	0,00%
Social welfare	12 795	25 000	25 000	25 000	0,00%
Other Staff related expenditure					
<b>Title 2 - Infrastructure and operating expenditure</b>	<b>1 387 348</b>	<b>1 950 000</b>	<b>2 000 000</b>	<b>2 000 000</b>	<b>2,56%</b>
Rental of buildings and associated costs	302 147	415 000	420 000	420 000	1,20%
Information, communication technology and data processing	450 985	820 000	835 000	835 000	1,83%
Movable property and associated costs	96 225	80 000	85 000	85 000	6,25%
Current administrative expenditure	37 473	35 000	35 000	35 000	0,00%
Postage / Telecommunications	63 282	70 000	75 000	75 000	7,14%
Meeting expenses	51 159	75 000	80 000	80 000	6,67%
Running costs in connection with operational activities	330 766	345 000	350 000	350 000	1,45%
Information and publishing	55 311	110 000	120 000	120 000	9,09%
Studies					
Other infrastructure and operating expenditure					
<b>Title 3 - Operational expenditure</b>	<b>9 796 262</b>	<b>16 338 000</b>	<b>16 643 000</b>	<b>16 643 000</b>	<b>1,87%</b>
<b>TOTAL</b>	<b>22 507 933</b>	<b>30 584 000</b>	<b>31 093 000</b>	<b>31 093 000</b>	<b>1,66%</b>

### 3.3 Budget Outturn

First estimate of the 2023 surplus that should be reimbursed to the EU budget (as assigned revenue): 1 128 828 EUR.

## 4 Justification of needs

### Commission assessment

#### Human Resources

In line with the latest update of the MFF 2021-2027, EFCA requests 77 establishment plan posts for 2025.

#### Financial Resources

This request (EU contribution of EUR 31 093 000) is in conformity with the MFF 2021-2027, which provides the breakdown of the amounts envisaged for each decentralised agency for the period 2021-2027.

#### **4.1 Human Resources - Agency Request**

##### *4.1.1 Number of staff requested*

EFCA requests a total of 77 posts (42 AD and 35 AST) for the Establishment plan for 2025.

EFCA requests 11 contract agent positions and 5 seconded national expert positions.

##### *4.1.2 Vacancy rate as of end 2023*

On 31/12/2023 the vacancy rate for Temporary Agents was 4%. This includes job offers sent before 31 December 2023.

On 31/12/2023 the number of Contract Agents was 11. In addition, there were 14 CAs funded by different projects.

On 31/12/2023 the number of Seconded National Experts was 5. In addition, there was 1 SNE funded by the PESCAO project.

##### *4.1.3 Standard abatement ('abatement forfaitaire') applied*

N/A

##### *4.1.4 Salary assumption for calculating salary line (% applied)*

The estimations on salary expenditures are based on the current staffing situation and entitlement status extrapolated for the future period, and the recruitment plan aiming for full occupancy.

##### *4.1.5 Correction coefficient used*

The Commission, in its budget 2025 circular, suggested decentralized agencies to apply, as a general basis for 2025 budget, a general increase of 5.3% applicable from July 2024, 0.6% increase to be applied from 1 April 2025, and 3.7% increase applicable from July 2025.

##### *4.1.6 Exchange rate used (if applicable)*

N/A

#### **4.2 Financial Resources - Agency request**

##### *4.2.1 Title 1*

The staff expenditure (Title I) has been estimated taking into consideration a full occupation of the 77 posts under the draft establishment plan for 2025, 16 external staff positions (this figure does not include the staff covered by the additional EU funding (7 contract agents)), and the corresponding step increases and estimated reclassifications.

##### *4.2.2 Title 2*

EFCA is applying 2.5% increase for 2025, compared to the level of appropriations of 2024.

Higher increase of 9.1% increase has been applied to chapter 27 “Communication”, and 6.67% on chapter 25 “Expenditure on formal and other meetings”.

As shown in the rest of the chapters of title II, EFCA continues to streamline in its administrative expenditure in general within the expected activity growth environment.

#### 4.2.3 Title 3

The operational budget will increase by 1.9% in 2025 in respect of the 2024 budget. The increase is mainly aimed at covering the potential price adjustments of existing contracts.

#### 4.3 Ad hoc grants and delegation agreements

Currently assigned revenue is dedicated towards implementation of 3 contribution agreements and 2 ad-hoc grants with an implementation period running between 2022 and 2027 (R0 fund source):

1) contribution agreement for action “Analysis for the weighing process of fisheries products in the Member States and strategy” is planned to be implemented until 31/10/2024.

2) contribution agreement for action “Mediterranean virtual regional training academy on fisheries control and inspection” (e-FishMed)” is planned to be implemented until 31/01/2025.

3) contribution agreement for action “Implementation of the results of the Coast Guard qualifications Network and the Practical Handbook on European cooperation on coast guard functions” is planned to be implemented until 31/01/2027.

4) implementation of grant agreement for PESCOAO action will be closed / finalised in 2024 (activities have finished on 31/12/2023).

5) grant agreement for action “Cooperation with Algeria” is planned to be implemented until 28/02/2026.

In case of justified needs, external assigned revenue will be carried over to the following years (2025-2027), for the implementation of relevant programs.

## 5 Other information

### 5.1 Buildings

#### 5.1.1 Current building(s)

#	Building Name and type	Location	SURFACE AREA(in m <sup>2</sup> )			RENTAL CONTRACT			Host country (grant or support)	Building present value(€)
			Office space	non-office	Total	RENT (€/year)	Duration	Type		
1	Edificio Odriozola	Av. García Barbón, 4 – 36201 Vigo (Pontevedra) Spain	3 790	301	4 091	59 111	5 years (October 2022 - October 2027) Rent ground to 6th floor paid directly by Spanish Authorities	Rent of the 7th floor paid by EFCA	Spain	
<b>TOTAL</b>			<b>3 790</b>	<b>301</b>	<b>4 091</b>	<b>59 111</b>				

#### 5.1.2 Current building(s) Other comments

EFCA uses all floors (ground floor to 7th) and 2 parking floors of its current building. The Host member State covers the rental costs of floors 0 to 6 through a direct agreement with the owner of the building.

In addition, EFCA has the following related costs:

- EUR 59 111/year for a yearly renewable 7th floor rent agreement + security arrangement on the basement for the duration of the occupation of the building by EFCA;
- EUR 24 298/year for a yearly renewable building general maintenance agreement.

### 5.1.3 Building projects in the planning phase

The agreement between the Spanish Government and the owner of the building where the Agency is established was renewed for 5 more years, starting October 2022.

This contract increased EFCA's office space, as it included the ground floor of the building necessary to allocate appropriate spaces for the new staff recruited in 2021/2022. EFCA will finalize a reform of the ground floor of its building in 2024.

In 2025, building projects plans are limited to punctual adaptation of the workplace to the evolution of the needs and according to possible improvement of the environmental efficiency where possible.

No structural projects are expected, and office surfaces are expected to remain stable.

### 5.1.4 Building projects submitted to the European Parliament and the Council

EFCA does not foresee building projects with significant financial implication as defined in EFCA's Financial Regulation.

## 5.2 European Schools

N/A

## 5.3 Evaluation

Regarding the third five-year external independent evaluation of the Agency for the period 2017-2021, an Evaluation Steering Committee (ESC) was set up in March 2021 and the mandate was presented to the Administrative Board meeting of 21 April 2021 for discussion. The terms of reference were adopted by the Administrative Board in its meeting of 4 June 2021 and EFCA subsequently launched the procurement procedure and signed a contract with the winning company on 17 November 2021. In the Kick-off meeting on 26 November 2021 the External Evaluator presented the technical offer and refined the evaluation methodology and strategy for data collection and analysis, based on discussions and feedback from the ESC during the subsequent inception phase. On 29 July 2022 the External Evaluator presented a draft final report which was submitted to the Members of the Administrative Board for comments. On the basis of the feedback provided, the Evaluator finalised the report.

Finally, a Seminar on the Five-Year Independent External Evaluation of the EFCA was held the day before the Administrative Board on 26 October 2022, which brought valuable input to the Administrative Board for the issuing of recommendations to the European Commission regarding changes to the Founding Regulation, the Agency and its working practices, as required by the Financial Regulation.

Both the evaluation findings and recommendations were made public and can be found here: <https://www.efca.europa.eu/en/content/external-evaluation-2021>.

## 5.4 Privileges and immunities

Agency privileges	Privileges granted to staff	
	Protocol of privileges and immunities / diplomatic status	Education / day care
VAT exempted (invoices >300€)	VAT exempted for vehicle purchases, special ID cards	N/A

### 3.3.2 European Environment Agency – EEA

#### 1 Overview

##### 1.1 Creation/modification (legal base)

Decision	Date	Mission/ Tasks / Functions
Council Regulation (EEC) No. 1210/90	07/05/1990	Establishment of the European Environment Agency and the European environment information and observation network - established the objective of the EEA, 10 tasks to be carried out to achieve the objective, and priority areas of work
Council Regulation 933/1999	29/04/1999	Following a first evaluation of the Agency as required in the Founding Regulation: the objective of the EEA was revised to include reference to sustainable development, some of the tasks were revised slightly, three new tasks were added, one priority area of work was added, enabling the management board to be extended to representatives on non-EU countries, the election of a bureau delegated to take executive decisions on behalf of the management board was enabled, an article listing possible further tasks for the Agency was deleted, and requirements for two further evaluations of the Agency were specified.
Regulation (EC) No 401/2009 of the European Parliament and of the Council of 23 April 2009 on the European Environment Agency and the European Environment Information and Observation Network	23/04/2009	The Regulation codified Council Regulation (EEC) No 1210/90 and superseded the various acts incorporated in it.
Regulation (EC) No 1641/2003 of the European Parliament and of the Council (L 245 1 29.9.2003)	22/07/2003	Revised Article 6 to indicate that Regulation (EC) No 1049/2001 of the European Parliament and of the Council of 30 May 2001 regarding access to European Parliament, Council and Commission documents shall apply to documents held by the Agency
8 <sup>th</sup> Environmental Action Programme (Decision (EU) 2022/591 of the European Parliament and of the Council)	06/04/2022	The overarching aim of the 8th EAP is to accelerate the Union's transition to a climate-neutral, resource-efficient clean and circular economy in a just and inclusive way and achieve the environmental objectives of the United Nations' Agenda 2030 and its Sustainable Development Goals, fully endorsing the environmental and climate objectives of the European Green Deal.
European Climate Law (Regulation (EU) 2021/1119)	09/07/2021	Establishing the European Scientific Advisory Board for Climate Change, whose secretariat is hosted by the EEA, and giving tasks and resources to the EEA to support the reporting on progress towards climate neutrality and the monitoring and evaluation of progress on adaptation.
Proposal for a Regulation of the European Parliament and of the Council amending Regulations (EU) 2018/841 as regards the scope, simplifying the compliance rules, setting out the targets of the Member States for 2030 and committing to the collective achievement of climate neutrality by 2035 in the land use, forestry and agriculture sector, and (EU) 2018/1999 as regards improvement in monitoring, reporting, tracking of progress and review (COM(2021) 554) (LULUCF Regulation)	14/07/2021	The Agency will support the Commission on the following aspects: <ol style="list-style-type: none"> <li>1. Additional quality checks on agriculture and LULUCF emissions inventories, including consistency checks between EU and MS greenhouse gas inventory data and carbon certification schemes.</li> <li>2. Support comprehensive review of agriculture and LULUCF sector emission inventories.</li> <li>3. Facilitate improved and annual geographical tracking of carbon pools and developing a pan-European dataset for progress tracking and assessment; Safeguard that increased carbon removals do not lead to negative impact on the environment.</li> </ol>
Proposal for a Regulation of the European Parliament and of the Council on reporting of environmental data from industrial installations and establishing an Industrial Emissions Portal (COM(2022) 157) (recast of E-PRTR Regulation)	5/04/2022	The Agency is to establish an upgraded, expanded, user friendly and fully operational Industrial Emissions Portal.
Proposal for a Regulation of the European Parliament and of the Council on nature restoration (COM(2022) 304) (Nature Restoration Law)	22/06/2022	The Agency will support the Commission with thematic expertise covering the 'ecosystem targets', data analytics expertise to support reporting, support for the overall reporting and the monitoring network for pollinators.
Proposal for a Directive of the European Parliament and of the Council amending Directive 2000/60/EC establishing a framework for Community action in the field of water policy, Directive 2006/118/EC on the protection of groundwater against	26/10/2022	The Agency shall carry out: <ol style="list-style-type: none"> <li>1. Support on centralising and processing monitoring and status data – additional resources for EEA to ensure more regular information on water status – better implementation – identification of new needs.</li> <li>2. Data processing and analysis for the implementation of</li> </ol>

pollution and deterioration and Directive 2008/105/EC on environmental quality standards in the field of water policy (COM(2022) 540) (Zero Pollution Package)		the urban wastewater treatment directive. 3. Tasks related to the reporting and exchange of information of air quality data and assessment of ambient air quality.
Proposal for a Regulation of the European Parliament and of the Council amending Regulation (EU) 2019/1242 as regards strengthening the CO <sub>2</sub> emission performance standards for new heavy-duty vehicles and integrating reporting obligations (COM(2023) 88)	14/02/2023	The Agency will contribute to the coordination of the data collection activities. The proposal requires additional data assessment by the Commission and the Agency due to the newly covered vehicle groups, the provisions on small volume manufacturers exemptions and the transfer of vehicles.
Proposal for a Directive of the European Parliament and of the Council on substantiation and communication of explicit environmental claims (COM(2023) 166).	22/03/2023	The Agency will be tasked with a detailed analysis of information reported by the Member States as per Article 20(1) – (3) and publish reports every two years with the assessment of the evolution of green claims across the EU.
Proposal for a Regulation of the European Parliament and of the Council amending Regulations (EC) No 178/2002, (EC) No 401/2009, (EU) 2017/745 and (EU) 2019/1021 of the European Parliament and of the Council as regards the re-attribution of scientific and technical tasks and improving cooperation among Union agencies in the area of chemicals (COM(2023) 783)	7/12/2023	The EEA will play a leading role in the development of a chemical indicator framework (in collaboration with ECHA), collection, host and maintenance of human biomonitoring data, and in the establishment, operation and maintenance of an Early Warning System for emerging chemical risks.
Proposal for a Directive of the European Parliament and of the Council amending Directive 2008/98/EC on waste (COM(2023) 420)	5/07/2023	Management of enhanced reporting requirements and data flows as the proposal lays down changes in the reporting requirements of Member States with regard to the re-use of products data flow to the European Environmental Agency.
Proposal for a Regulation of the European Parliament and of the Council on a monitoring framework for resilient European forests (COM(2023) 728)	22/11/2023	The European Environment Agency shall: 1. assist the Commission in the implementation of the forestmonitoring system including the Forest Information System for Europe. Support (with the Commission) exploring and developing soil remote sensing products, to assist the Member States in monitoring the relevant soil descriptors.
Proposal for a Directive of the European Parliament and of the Council on Soil Monitoring and Resilience (Soil Monitoring Law) (COM(2023) 416)	5/07/2023	The European Environment Agency will create a new infrastructure for reporting analyses, support for policies on soil protection and the work needed to integrate soil data with other policy areas.

## 1.2 Seat

Copenhagen, Denmark

## 1.3 Budget Line

09 10 02 : European Environment Agency

## 1.4 Human Resources Overview

The table below presents the number of posts in the establishment plans, including the posts assigned to programmes financed outside the EU budget, whereas the number of Contract Agents / SNE only includes those financed under programmes financed within the EU Budget.

Human Resources	2023			2024	2025
	Authorised Budget	Actually filled as of 31/12/2023	Occupancy rate(%)	Authorised Budget	Draft Budget Request
<b>TOTAL AD</b>	104	99	95,19%	120	129
<b>TOTAL AST</b>	61	54	88,52%	56	55
<b>TOTAL AST/SC</b>					
<b>ESTABLISHMENT PLAN POSTS</b>	<b>165</b>	<b>153</b>	<b>92,73%</b>	<b>176</b>	<b>184</b>
<b>Contract Agents (CA)</b>	93	83	89,25%	101	107
<b>Seconded National Experts (SNE)</b>	20	18	90,00%	20	20
<b>TOTAL STAFF</b>	<b>278</b>	<b>254</b>	<b>91,37%</b>	<b>297</b>	<b>311</b>



## 1.5 Financial Resources Overview

### 1.5.1 Revenues Overview

#### 1.5.1.1 General revenues

REVENUES	2024	2025
	Revenues estimated by the agency	Budget Forecast
EU contribution	60 974 417	66 127 345
Other Revenue	7 559 179	7 931 632
<b>TOTAL REVENUES</b>	<b>68 533 596</b>	<b>74 058 977</b>

#### 1.5.1.2 Additional EU funding: contribution, grant and service level agreements

REVENUES	2024	2025
	Revenues estimated by the agency	Budget Forecast
Additional EU funding stemming from contribution agreements (FFR Art.7)	27 151 000	25 039 000
Additional EU funding stemming from service level agreements (FFR Art. 43.2)		
<b>TOTAL REVENUES</b>	<b>27 151 000</b>	<b>25 039 000</b>

### 1.5.2 Expenditure Overview

Expenditure	2024		2025	
	Commitment appropriations	Payment appropriations	Commitment appropriations	Payment appropriations
Title 1 - Staff expenditure	42 748 596	42 748 596	46 861 977	46 861 977
Title 2 - Infrastructure and operating expenditure	6 396 000	6 396 000	5 903 000	5 903 000
Title 3 - Operational expenditure	19 389 000	19 389 000	21 294 000	21 294 000
<b>TOTAL EXPENDITURE</b>	<b>68 533 596</b>	<b>68 533 596</b>	<b>74 058 977</b>	<b>74 058 977</b>

## 2 Human Resources

### 2.1 Establishment plan posts

The table below presents the number of posts in the establishment plans, including the posts assigned to programmes financed outside the EU budget.

Function group and grade	2023				2024		2025			
	Authorised Budget		Actually filled as of 31/12/2023		Authorised Budget		Request of the Agency		Draft Budget Request	
	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts
AD 16										
AD 15		1				1		1		
AD 14		2		1		3		2		2
AD 13	1	6	1	2	1	5	1	5	1	5
AD 12		16		3		8		6		6
AD 11		10		8		14		14		14
AD 10		11		14		14		14		14
AD 9		9		10		10		11		11
AD 8		6		8		12		14		14
AD 7		12		17		22		25		25
AD 6		30		35		30		37		35
AD 5								2		2
AD TOTAL	1	103	1	98	1	119	1	131	1	128
AST 11		2				1		1		1
AST 10	1	5	1	2	1	3	1	3	1	3
AST 9	2	11	1	5	2	7	2	7	2	7
AST 8		11		7		9		9		9
AST 7		11		7		9		10		10
AST 6		10		12		11		10		10
AST 5		7		9		7		7		7
AST 4		1		5		4		3		3
AST 3			1	3		2		4		2
AST 2				1						
AST 1										
AST TOTAL	3	58	3	51	3	53	3	54	3	52
AST/SC 6										
AST/SC 5										
AST/SC 4										
AST/SC 3										
AST/SC 2										
AST/SC 1										
AST/SC TOTAL										
TOTAL	4	161	4	149	4	172	4	185	4	180
GRAND TOTAL	165		153		176		189		184	

## 2.2 External personnel

### 2.2.1 Contract Agents

Contract agents	Authorised 2023	Recruited as of 31/12/2023	2024 estimate	Draft Budget 2025 estimate
Function Group IV	70	64	83	89
Function Group III	12	17	16	16
Function Group II	11	2	2	2
Function Group I				
<b>TOTAL</b>	<b>93</b>	<b>83</b>	<b>101</b>	<b>107</b>

### 2.2.2 Seconded National Experts

Seconded National Experts	Authorised 2023	Recruited as of 31/12/2023	2024 estimate	Draft Budget 2025 estimate
<b>TOTAL</b>	<b>20</b>	<b>18</b>	<b>20</b>	<b>20</b>

## 3 Financial Resources

### 3.1 Revenues

#### 3.1.1 General revenues

REVENUES	General revenues				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>1 REVENUE FROM FEES AND CHARGES</b>					
<b>2 EU CONTRIBUTION</b>	52 050 630	60 974 417	67 357 345	66 127 345	8,45%
- Of which assigned revenues deriving from previous years' surpluses	171 623	251 873	332 053	332 053	31,83%
<b>3 THIRD COUNTRIES CONTRIBUTION (incl. EEA/EFTA and candidate countries)</b>	4 647 055	5 300 867	5 526 505	5 482 471	3,43%
- Of which EEA/EFTA (excl. Switzerland)	1 520 055	2 173 867	2 399 505	2 355 471	8,35%
- Of which candidate countries	3 127 000	3 127 000	3 127 000	3 127 000	0,00%
<b>4 OTHER CONTRIBUTIONS</b>	1 921 445	2 258 312	2 494 716	2 449 161	8,45%
<b>5 ADMINISTRATIVE OPERATIONS</b>					
- Of which interest generated by funds paid by the Commission by way of the EU contribution (FFR Art. 61)					
<b>6 REVENUES FROM SERVICES RENDERED AGAINST PAYMENT</b>					
<b>7 CORRECTION OF BUDGETARY IMBALANCES</b>					

REVENUES	General revenues				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>TOTAL</b>	<b>58 619 130</b>	<b>68 533 596</b>	<b>75 378 566</b>	<b>74 058 977</b>	<b>8,06%</b>

### 3.1.2 Additional EU funding: contribution, grant and service level agreements

REVENUES	Additional EU funding: contribution, grant and service level agreements				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>Additional EU funding stemming from grant agreements (FFR Art.7)</b>					
<b>Additional EU funding stemming from contribution agreements (FFR Art.7)</b>	13 744 000	27 151 000	25 039 000	25 039 000	-7,78%
<b>Additional EU funding stemming from service level agreements (FFR Art. 43.2)</b>	3 751 000				
<b>TOTAL</b>	<b>17 495 000</b>	<b>27 151 000</b>	<b>25 039 000</b>	<b>25 039 000</b>	<b>-7,78%</b>

## 3.2 Expenditure

### 3.2.1 Commitment appropriations

EXPENDITURE	Commitment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>Title 1 - Staff expenditure</b>	<b>35 113 460</b>	<b>42 748 596</b>	<b>48 181 566</b>	<b>46 861 977</b>	<b>9,62%</b>
<b>Salaries &amp; allowances</b>	33 371 798	40 256 596	46 039 566	44 719 977	11,09%
<i>- Of which establishment plan posts</i>	23 628 434	27 926 596	32 619 566	31 299 977	12,08%
<i>- Of which external personnel</i>	9 743 364	12 330 000	13 420 000	13 420 000	8,84%
<b>Expenditure relating to Staff recruitment</b>	491 970	900 000	500 000	500 000	-44,44%
<b>Employer's pension contributions</b>					
<b>Mission expenses</b>	401 000	450 000	470 000	470 000	4,44%
<b>Socio-medical infrastructure</b>	429 574	467 000	483 000	483 000	3,43%
<b>Training</b>	401 118	650 000	663 000	663 000	2,00%
<b>External Services</b>					
<b>Receptions, events and representation</b>					

EXPENDITURE	Commitment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
Social welfare					
Other Staff related expenditure	18 000	25 000	26 000	26 000	4,00%
<b>Title 2 - Infrastructure and operating expenditure</b>	<b>6 592 474</b>	<b>6 396 000</b>	<b>5 903 000</b>	<b>5 903 000</b>	<b>-7,71%</b>
Rental of buildings and associated costs	4 873 391	4 514 000	4 092 000	4 092 000	-9,35%
Information, communication technology and data processing					
Movable property and associated costs	748 869	752 000	661 000	661 000	-12,10%
Current administrative expenditure	766 913	887 000	903 000	903 000	1,80%
Postage / Telecommunications	13 000	13 000	13 000	13 000	0,00%
Meeting expenses	178 669	220 000	224 000	224 000	1,82%
Running costs in connection with operational activities					
Information and publishing					
Studies					
Other infrastructure and operating expenditure	11 632	10 000	10 000	10 000	0,00%
<b>Title 3 - Operational expenditure</b>	<b>16 913 196</b>	<b>19 389 000</b>	<b>21 294 000</b>	<b>21 294 000</b>	<b>9,83%</b>
Resources	15 670 861	17 263 000	18 022 000	18 022 000	4,40%
Strategic Actions	1 242 335	2 126 000	3 272 000	3 272 000	53,90%
<b>TOTAL</b>	<b>58 619 130</b>	<b>68 533 596</b>	<b>75 378 566</b>	<b>74 058 977</b>	<b>8,06%</b>

### 3.2.2 Payment appropriations

EXPENDITURE	Payment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>Title 1 - Staff expenditure</b>	<b>35 113 460</b>	<b>42 748 596</b>	<b>48 181 566</b>	<b>46 861 977</b>	<b>9,62%</b>
Salaries & allowances	33 371 798	40 256 596	46 039 566	44 719 977	11,09%
- Of which establishment plan posts	23 628 434	27 926 596	32 619 566	31 299 977	12,08%
- Of which external personnel	9 743 364	12 330 000	13 420 000	13 420 000	8,84%

EXPENDITURE	Payment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
Expenditure relating to Staff recruitment	491 970	900 000	500 000	500 000	-44,44%
Employer's pension contributions					
Mission expenses	401 000	450 000	470 000	470 000	4,44%
Socio-medical infrastructure	429 574	467 000	483 000	483 000	3,43%
Training	401 118	650 000	663 000	663 000	2,00%
External Services					
Receptions, events and representation					
Social welfare	18 000	25 000	26 000	26 000	4,00%
Other Staff related expenditure					
<b>Title 2 - Infrastructure and operating expenditure</b>	<b>6 592 474</b>	<b>6 396 000</b>	<b>5 903 000</b>	<b>5 903 000</b>	<b>-7,71%</b>
Rental of buildings and associated costs	4 873 391	4 514 000	4 092 000	4 092 000	-9,35%
Information, communication technology and data processing					
Movable property and associated costs	748 869	752 000	661 000	661 000	-12,10%
Current administrative expenditure	766 913	887 000	903 000	903 000	1,80%
Postage / Telecommunications	13 000	13 000	13 000	13 000	0,00%
Meeting expenses	178 669	220 000	224 000	224 000	1,82%
Running costs in connection with operational activities					
Information and publishing					
Studies					
Other infrastructure and operating expenditure	11 632	10 000	10 000	10 000	0,00%
<b>Title 3 - Operational expenditure</b>	<b>16 913 196</b>	<b>19 389 000</b>	<b>21 294 000</b>	<b>21 294 000</b>	<b>9,83%</b>
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Strategic Actions	1 242 335	2 126 000	3 272 000	3 272 000	53,90%
<b>TOTAL</b>	<b>58 619 130</b>	<b>68 533 596</b>	<b>75 378 566</b>	<b>74 058 977</b>	<b>8,06%</b>

### 3.3 Budget Outturn

A positive budgetary result is to be reimbursed to the Commission. The positive result for 2023 is EUR 332 053.

## 4 Justification of needs

### Commission assessment

#### Human Resources

The establishment plan (temporary agents (TA) & fonctionnaires), contract agent (CA) and seconded national expert (SNE) posts in the Draft Budget Request and Agency Request for 2025 have been prepared in accordance with the Budget Circular 2025 guidelines:

Stable staffing relative to the approved establishment plan and posts for 2024.

Additional posts stemming from legislative financial statements accompanying new legislation.

A breakdown of the posts for the EEA, showing the additional posts stemming from the legislative financial statements, is given in Section 4.1.1.

The Agency Request deviates from the Draft Budget Request in requesting 5 additional support posts, explained in Section 4.1.1. This request for additional posts is not taken on board in the Draft Budget Request, as the Commission invites the agency to make the best use of available resources and continue discussions on possibilities for de-prioritisation of certain tasks.

The Agency requested one AD15 post, but the Commission did not retain this request and kept this post at AD14 level.

#### Financial Resources

The draft budget request (Budget Forecast) and Agency Request for 2025 have been prepared in accordance with the Budget Circular 2025 guidelines:

A 2% annual indexation to the EU subvention to deliver the existing work programme.

Additional resources stemming from legislative financial statements accompanying new legislation.

The development of the EU Subvention, showing the additional resources, is therefore as follows:

	2023	2024	2025
Baseline Work Programme	44,808,514	45,704,683	46,618,778
8th EAP	3,287,000	3,338,000	3,390,000
European Climate Law	3,459,546	3,528,533	3,599,604
SEVESO	495,570	935,763	970,678
LULUCF	0	2,297,000	3,343,000
Nature Restoration	0	2,954,112	3,010,834
E-PRTR Regulation (recast)		649,816	558,412
Zero Pollution Package		1,187,476	2,042,851
Carbon Removals & HDVs		379,034	835,058
Green Claims			274,986
One Substance One Assessment			594,916
Forest Monitoring & Soil Health Laws			888,228
EU Subvention	52,050,630	60,974,417	66,127,345
Third Countries &	6,270,733	7,559,179	7,931,632

Other Contributions			
General Revenue (EUR)	58,321,363	68,533,596	74,058,977

The additional resources commencing in 2024 and 2025 are contingent to the adoption of the relevant legislation, except for LULUCF, which has already been adopted.

The EEA receives, in addition to its EU subvention, contributions to its budget from the EFTA agreement and Switzerland as member country, which increase in proportion to the EU subvention, and Türkiye as member country, which is a fixed amount.

#### **4.1 Human Resources - Agency Request**

##### *4.1.1 Number of staff requested*

A breakdown of the additional posts stemming from legislative financial statements, and the year these posts were first included in the EEA's establishment and staffing plans, is listed below:

8 <sup>th</sup> EAP	9 TA, 6 CA (2021)
European Climate Law	10 TA, 6 CA (2022)
SEVESO Directive	3 TA, 1 CA (2023)
LULUCF Regulation	8 TA, 3 CA (4 TA & 1 CA post in 2023, remainder in 2024)
Nature Restoration Law	7 TA, 5 CA (2024)
E-PRTR Regulation (recast)	2 TA (2024)
Zero Pollution Package	5 TA, 3 CA (2024)
Carbon Removals & HDVs	5 TA, 3 CA (2024), with additional CA post in 2025
Green Claims	1 TA, 1 CA (2025)
One Substance One Assessment	4 TA, 2 CA (2025)
Forest Monitoring & Soil Health Laws	3 TA, 2 CA (2025)

Following instructions from DG BUDG, a TA post given to the EEA by Parliament in 2021 to deliver tasks for Sustainable Finance Taxonomy, has been removed from the EEA's establishment plan in 2024.

#### **Additional support posts**

The additional 86 posts listed above have been almost exclusively operational posts, for the recruitment of thematic and data experts to deliver the new tasks. Only two of the posts have been specified for support staff: a secretary for the European Scientific Advisory Board on Climate Change secretariat under the European Climate Law and a procurement officer under the Nature Restoration Law.

This has resulted in a substantial reduction in the ratio of support to operational staff and placed an untenable burden on support functions.

Parliament in their discharge of the 2020 budget raised their concerns regarding this, stating:

*“Deplores that the ratio between support staff responsible for administration as well as coordination and operational staff working on content, is out of balance; suggests that the Agency should receive more support staff, to guarantee its functioning.”*



To address this problem, Parliament adopted amendments to the EEA's 2022, 2023 and 2024 budgets to give additional support posts. However, all three amendments were subsequently removed during Conciliation. The untenable situation for support functions hence remains unresolved.

The Agency Request therefore includes five TA posts: three AD6 posts for finance, legal and HR expertise to deal with the increasing complexity and coordination of administration in the larger organisation and two AST3 posts for a finance and HR officer to deliver the increased transactional activity. This request does not address the increased support burden experienced in communication and IT.

The establishment table includes the conversion of an existing AST8 post to AD6 at the beginning of 2025. The conversion is made with the departure of the incumbent in the AST post, is budget neutral, and is made to allow replacement with a staff member to perform more complex and analytical tasks, given the growing size and complexity of the Agency.

#### *4.1.2 Vacancy rate as of end 2023*

In 2023 the EEA again experienced a very challenging recruitment year: a high demand to fill both existing vacancies and new posts, in particular under the European Climate Law and for the Secretariat to European Scientific Advisory Board on Climate Change, and a continued shortage of recruitment staff. As a result of the austerity measure reductions in the MFF 2014-20, the EEA currently has only two recruitment officers. Not only the recruitment procedure but also the onboarding procedure were demanding and challenging, having also only two HR officers to be in charge of all onboarding activities.

On top, due to budget restrictions, EEA could not respond to these challenges with engaging several full-time interims but was limited to only one support interim together with redeploying 50% a secretary from one of the EEA's operational departments to support in organisational matters which lead to significant accumulation of extra hours in recruitment and onboarding.

Secondly, we continued with virtual recruitment procedures, using its new recruitment system Systal, a practice that had already been well received by candidates and EEA recruiting managers since 2020. Thirdly, we continued with broad based procedures to generate large reserve lists from which vacancies could be filled.

As a result of these efforts, 2023 was also a very successful recruitment year: more than 1,500 applications were processed, and high occupancy was achieved by year end. The EEA has achieved a 97% occupancy rate among AD positions (3 posts vacant), a 96% rate for ASTs (2 posts remained empty), in total an occupancy rate of almost 97% of the establishment plan posts. Further, 95% of the CA posts (5 posts vacant) and 18 SNE positions were filled at year-end (2 vacant positions).

Selection procedures are already in progress for the vacancies 2024 (additional new tasks) and the remaining vacant posts of 2023 and are expected to be completed in early 2024.

#### *4.1.3 Standard abatement ('abatement forfaitaire') applied*

#### *4.1.4 Salary assumption for calculating salary line (% applied)*

The EEA has applied a salary update of +5.3% from 1 July 2024, an interim +0.6% from 1 April 2025 and +3.7% from 1 July 2025, as stipulated in the Budget Circular 2025.

#### *4.1.5 Correction coefficient used*

The correction coefficient for remuneration for Denmark from 1 July 2023 is 1.314. This has been assumed unchanged for the 2025 budget.

#### *4.1.6 Exchange rate used (if applicable)*

DKK exchange rate budgeted as unchanged.

## **4.2 Financial Resources - Agency request**

### *4.2.1 Title 1*

The Budget Forecast has applied the salary updates communicated in the Budget Circular 2025, with an unchanged correction coefficient for Denmark (refer to sections 4.1.4 and 4.1.5 above).

Furthermore, the forecasted salary and other Title 1 expenditure reflects the additional posts stemming from legislative financial statements as outlined in Section 4.1.1.

The Agency Request deviates from the Budget Forecast by including resources in Chapter 11 for 5 temporary agent (TA) posts for support staff. The budget was calculated using the Commission's guidance for legislative financial statements of EUR 246 000 per TA post.

Substantial recruitment of new posts and replacements is anticipated in 2024 (Chapter 12). This budget is reduced in 2025 as a result of lower anticipated recruitment.

The mission budget (Chapter 13) reflects physical travel at approximately half of pre-Covid levels, supporting the EEA's ambitions for climate neutrality; the annual budget increases reflect price increases and additional staff.

### *4.2.2 Title 2*

The budget for Title 2 reflects the expenditure needed to run the EEA's essential office facilities, and staff IT and telephony services and equipment.

The EEA is currently converting its premises from individual office space to open activity-based working space. This facilitates face-to-face collaboration, adjusts to the increased teleworking and virtual collaboration, and provides greater flexibility. This has in turn allowed for approximately 50% additional staff to be accommodated without an increase in office space. These renovations will be largely completed by the end of 2024, hence the reductions to the Chapter 21 and 22 budgets in 2025.

To leverage the benefits of shared services, the EEA increasingly makes use of personnel, finance, procurement and IT security systems and services provided by the Commission, which comprise most of the Chapter 23 budget.

The budget also covers the EEA's governance structures, primarily its Management Board and Scientific Committee (Chapter 25).

### *4.2.3 Title 3*

Substantially the largest portion of the EEA's Chapter 33 Resources budget is for the grant agreements with seven European Topic Centres (ETCs), comprising consortia of Member State institutions, which collaborate with the EEA in delivering its work programme tasks. The budget also comprises expenditure for its IT infrastructure and development to deliver its legislative data flows, systems and reporting obligations, its communication publications and outreach expenditure, expert meetings supporting in particular the European Environment Information and Observation Network (Eionet), and for activities of the European Scientific Advisory Board on Climate Change. The increase in this budget for 2025 is driven by the additional resources for the new tasks.

The EEA's Chapter 35 Areas of Work budget comprises expenditure on direct actions under the EEA's strategy for 2021-30. These actions focus particularly on the EEA's tasks to support the Commission's priorities under the European Green Deal and the 8<sup>th</sup> EAP: protecting biodiversity, mitigating and adapting to climate change, supporting zero pollution initiatives and human health, promoting the circular economy and developing sustainability. The large increase in this budget in 2025 comprises funds earmarked in the LULUCF finance fiche for the commissioning of a comprehensive study every second year.

Given that the 2% annual indexation for the EEA's EU subvention is significantly lower than the salary increases and inflation rates used for the Title 1 & 2 budgets, the increases in these budgets are placing pressure on its Title 3 operational budget.

#### *4.3 Ad hoc grants and delegation agreements*

The EEA has a number of grant, contribution and service level agreements with the Commission. The agreements that are in force at the time of writing are listed below. The information provided for each agreement is the type of agreement (grant GA, contribution CA, service level SLA), the partner directorate general, the dedicated contract agent (CA) posts, the total budget and the duration of the agreement.

- **PARC GA, DG RTD, 2 CAs, EUR 2.9 million, May 2022 - Apr 2029.** The EEA participates as a partner in the consortium for the Partnership for the Assessment of the Risks of Chemicals funded by Horizon Europe.
- **Copernicus CA: DG DEFIS, 12 CAs, EUR 135 million, Nov 2021 - Dec 2028.** To provide pan-European and Local Component Land Services and In-situ Coordination.
- **IPA III CA: DG NEAR, 5 CAs, EUR 3.9 million, Jan 2023 - Dec 2025.** Cooperation with Western Balkan countries under the Instrument for Pre-Accession (IPA) for Green Agenda and Energy Community activities.
- **NDICI CA: DG NEAR, 2 CAs, EUR 1.0 million, Jan 2023 - Dec 2025.** Cooperation with Ukraine, Georgia and Moldova under the Instrument for Pre-Accession (IPA) for Energy Community activities.
- **EuroGEO SLA: DG RTD, 2 CAs, EUR 1.5 million, Dec 2020 - Apr 2024.** The agreement covers a project 'Mainstreaming GEOSS data sharing and management principles in support of Europe's environment' under the Horizon 2020 programme. The EEA and DG RTD are in discussions to extend this activity beyond April 2024.
- **European Climate and Health Observatory SLA: DG SANTE, 1 CA, EUR 1.5 million, Aug 2021 - Jul 2025.** To support the health content developments and maintain the platform of the European Climate and Health Observatory. The EEA and DG SANTE are in discussions to expand the Observatory activities and include tasks on cross-border health risks, increasing the budget and extending the SLA to the end of 2029.
- **Regional & Urban Environmental Indicators SLA: DG REGIO, 2 CAs, EUR 1.3 million, Jan 2022 - Dec 2024.** To support the implementation of regional and urban environmental indicators and analysis, addressing regional and urban land use, and various aspects of air pollution in Europe.
- **Mission on Adaptation to Climate Change SLA: DG CLIMA, 4 CAs, EUR 2.9 million, May 2022 - Apr 2025.** Developing a support system tailored to the needs of the Mission in the Climate-ADAPT platform.
- **European Climate Risk Assessment SLA: DG CLIMA, 2 CAs, EUR 1.8 million, May 2022 - Dec 2024.** To support the development of the first EU-wide climate risk assessment.
- **EEA - Eurostat Cooperation SLA: DG ESTAT, 3 CAs, EUR 2.0 million, Jan 2023 - Dec 2025.** Cooperation to enrich and make increased use of ESTAT data and accounts.
- **Nitrates SLA: DG JRC, 2 CAs, EUR 871,000, Dec 2023 - Dec 2025.** To provide technical and scientific assistance to the Commission for the Nitrates Directive for the reporting cycle 2023-2025, and with a view to a potential transfer of this responsibility from JRC to EEA.

## **5 Other information**

### *5.1 Buildings*

### 5.1.1 Current building(s)

#	Building Name and type	Location	SURFACE AREA(in m <sup>2</sup> )			RENTAL CONTRACT			Host country (grant or support)	Building present value(€)
			Office space	non-office	Total	RENT (€/year)	Duration	Type		
1	Down-town (centrally located late 19th century building)	Kongens Nytorv 6	5 760	1 166	6 926	2 150 000	Commercial lease agreement valid until one of the parties denounces it			
2	Part of a down-town (centrally located) late 19th century building	Kongens Nytorv 8	2 460		2 460	800 000	Commercial lease agreement valid until one of the parties denounces it			
<b>TOTAL</b>			<b>8 220</b>	<b>1 166</b>	<b>9 386</b>	<b>2 950 000</b>				

### 5.1.2 Current building(s) Other comments

EEA is undergoing a refurbishment project, aiming at optimising the leased space to offer an efficient working environment better suited to its mission and the anticipated growing staffing numbers. The refurbishment project focuses on the building located at Kongens Nytorv No 6, which is solely occupied by the EEA. The refurbishment project of the office space in the floors above ground is expected to be completed by the end of 2024. Further transformation of the conference room and the leased space in the building located at Kongens Nytorv No 8 might be considered in 2025.

### 5.1.3 Building projects in the planning phase

None

### 5.1.4 Building projects submitted to the European Parliament and the Council

## 5.2 European Schools

The first European baccalaureate students graduated in June 2023. We have not received any feedback on the pass rate and the uptake of further education with the EB. We are also not informed on whether the EB has been viewed favourably or not within the Danish third level environment. This form of feedback will be requested from the school.

With the rapid expansion of the Agency, the fact that there is a European school has been a significant factor in the recruitment of candidates. However, this has resulted in a larger than anticipated shortfall in the budgeting for the contribution agreement. As the number of students continues to grow, the estimated budget for 2024 is foreseen to be in the order of EUR 550,000, with an additional EUR 185,000 in the shortfall from 2023. It is hoped that by 2025, this figure will begin to stabilise for budgeting purposes at around EUR 750,000 to EUR 800,000.

## 5.3 Evaluation

The European Commission initiated an evaluation of the European Environment Agency (EEA) and its European Environment Information and Observation Network (Eionet) in the autumn 2022. The scope of the evaluation covers the period 2017 - 2021. Like the previous evaluation, the current evaluation follows the Better Regulation guidelines, including an analysis of five main themes: effectiveness, efficiency, relevance, coherence, and European added value.

a) In line with the Better Regulation guidelines, the evaluation is organised as an independent study commissioned by the European Commission and conducted by a contractor. The independent study provides the evidence base for the subsequent staff working document (SWD) by the European Commission. The support study was finalised in November

2023, and the SWD is expected towards the summer 2024. The SWD has been selected for scrutiny by the Regulatory Scrutiny Board (RSB), and the exact timing of the adoption of the SWD depends on the scrutiny. The European Commission will publish the SWD, the opinion of the RSB, and the support study when the SWD is adopted.

b) In line with the Better Regulation guidelines, the evaluation is organised as an independent study commissioned by the European Commission and conducted by a contractor. The independent study provides the evidence base for the subsequent staff working document (SWD) by the European Commission. The SWD has been selected for scrutiny by the Regulatory Scrutiny Board (RSB). The first draft of the SWD was shared with the RSB together with the finalised support study towards the end of 2023. In Q1 2024, the European Commission is updating the SWD according to the RSB guidance and running a subsequent interservice consultation. Once updated and finalised, the SWD will be adopted. The European Commission will publish the SWD, together with the opinion of the RSB, and the support study when the SWD has been adopted (summer 2024 tbc).

#### 5.4 Privileges and immunities

Agency privileges	Privileges granted to staff	
	Protocol of privileges and immunities / diplomatic status	Education / day care
The Agency has diplomatic status.	Since 1 <sup>st</sup> April 2017 Agency staff have the option to be registered either with Danish Protocol or with a full CPR in the Danish system. Senior management have full diplomatic status.	Agency statutory staff receive education allowances in line with the Staff regulations.
The Agency has exemption from VAT. The Agency pays the VAT on Danish invoices then claims it back from the Danish Protocol.	Externally recruited Agency staff can buy one car free of VAT and registration tax within a period of one year as from the date of taking up duties.	No specific privileges. Agency staff have access to day care facilities within Denmark but this can be problematic for those staff who wish to or need to register via the Protocol Dept. rather than via the normal immigration services (thus obtaining a full 'CPR' number).

### 3.3.3 *European Chemicals Agency – ECHA*

The information on the Environmental directives and International conventions strand of ECHA is presented in paragraph 2.1.10.

### 3.4 Decentralised agencies of Heading 4 – Migration and Border Management

#### 3.4.1 European Union Agency for Asylum – EUAA

##### 1 Overview

##### 1.1 Creation/modification (legal base)

Decision	Date	Mission/ Tasks / Functions
Regulation (EU) No 439/2010 of the European Parliament and of the Council establishing a European Asylum Support Office	19 May 2010	EASO's founding mission was to contribute to the implementation of the CEAS by enhancing practical cooperation, stimulating information exchange, ensuring convergence in the assessment of protection needs in the Member States, and providing operational and technical assistance to Member States subject to pressure on their asylum and reception systems. EASO's main tasks are: - providing practical and technical support to Member States and the EU Institutions; - providing operational support to Member States that have specific needs and to Member States subject to particular pressure on their asylum and reception systems caused by sudden and extra-ordinary situations of arrivals on their territory; and - providing scientific input for EU policymaking and legislation in all areas having a direct or indirect impact on asylum and migration. This Regulation was superseded by Regulation (EU) 2021/2305.
Regulation (EU) 2021/2303 of the European Parliament and of the Council on the European Union Agency for Asylum and repealing Regulation (EU) No 439/2010	15 December 2021	According to the tasks in Article 2 of the EUAA Regulation, the Agency will support Member States in the field of asylum and reception and on the implementation of the CEAS. This shall be done by facilitating, coordinating, and strengthening practical cooperation and information exchange among Member States, with support from Liaison Officers. Information on relevant Third Countries, countries of origin and the safe country concept will be shared through reports, common analyses, guidance notes and thematic European networks. The Agency will deliver effective operational and technical assistance to Member States, in particular, to those whose asylum systems are under disproportionate pressure. This should include the relocation/transfer of applicants/beneficiaries of international protection within the Union, the deployment of asylum support teams and experts from the asylum reserve pool to complement the asylum intervention pool. The Agency will also develop Operational standards, indicators, guidelines, and best practices in regards to the implementation of all instruments of Union law on asylum. The Agency will also monitor the operational and technical application of the CEAS to enhance European asylum and reception systems, and will train Member State officials and implement a European asylum curriculum to assist Member States when carrying out CEAS-related tasks and obligations under Regulation (EU) No 604/2013. Finally, the Agency is to provide resettlement and third country support, facilitated by Liaison Officers deployed to third countries, as well as engaging in communication activities in the relevant areas. Entry into force of the Regulation was 19/01/2022, except for the Monitoring mechanism, which will enter into application on 31/12/2023.

##### 1.2 Seat

Valletta (Malta)

##### 1.3 Budget Line

10 10 01 : European Union Agency for Asylum (EUAA)

##### 1.4 Human Resources Overview

The table below presents the number of posts in the establishment plans, including the posts assigned to programmes financed outside the EU budget, whereas the number of Contract Agents / SNE only includes those financed under programmes financed within the EU Budget.

Human Resources	2023			2024	2025
	Authorised Budget	Actually filled as of 31/12/2023	Occupancy rate(%)	Authorised Budget	Draft Budget Request
TOTAL AD	236	210	88,98%	236	243
TOTAL AST	135	121	89,63%	135	128
TOTAL AST/SC					

Human Resources	2023			2024	2025
	Authorised Budget	Actually filled as of 31/12/2023	Occupancy rate(%)	Authorised Budget	Draft Budget Request
<b>ESTABLISHMENT PLAN POSTS</b>	<b>371</b>	<b>331</b>	<b>89,22%</b>	<b>371</b>	<b>371</b>
Contract Agents (CA)	213	194	91,08%	183	248
Seconded National Experts (SNE)	11	6	54,55%	11	11
<b>TOTAL STAFF</b>	<b>595</b>	<b>531</b>	<b>89,24%</b>	<b>565</b>	<b>630</b>

## 1.5 Financial Resources Overview

### 1.5.1 Revenues Overview

#### 1.5.1.1 General revenues

REVENUES	2024	2025
	Revenues estimated by the agency	Budget Forecast
EU contribution	181 677 829	238 311 385
Other Revenue	p.m.	p.m.
<b>TOTAL REVENUES</b>	<b>181 677 829</b>	<b>238 311 385</b>

#### 1.5.1.2 Additional EU funding: contribution, grant and service level agreements

REVENUES	2024	2025
	Revenues estimated by the agency	Budget Forecast
Additional EU funding stemming from grant agreements (FFR Art.7)	p.m.	p.m.
Additional EU funding stemming from contribution agreements (FFR Art.7)		
Additional EU funding stemming from service level agreements (FFR Art. 43.2)		
<b>TOTAL REVENUES</b>	<b>p.m.</b>	<b>p.m.</b>

### 1.5.2 Expenditure Overview

Expenditure	2024		2025	
	Commitment appropriations	Payment appropriations	Commitment appropriations	Payment appropriations
<b>Title 1 - Staff expenditure</b>	52 490 712	52 490 712	61 996 747	61 996 747
<b>Title 2 - Infrastructure and operating expenditure</b>	20 729 542	20 729 542	22 083 993	22 083 993
<b>Title 3 - Operational expenditure</b>	108 457 575	108 457 575	154 230 645	154 230 645
<b>TOTAL EXPENDITURE</b>	<b>181 677 829</b>	<b>181 677 829</b>	<b>238 311 385</b>	<b>238 311 385</b>



## 2 Human Resources

### 2.1 Establishment plan posts

The table below presents the number of posts in the establishment plans, including the posts assigned to programmes financed outside the EU budget.

Function group and grade	2023				2024		2025			
	Authorised Budget		Actually filled as of 31/12/2023		Authorised Budget		Request of the Agency		Draft Budget Request	
	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts
AD 16										
AD 15		1		1		1		1		1
AD 14										
AD 13		3		2		3		4		4
AD 12		5		4		7		8		8
AD 11		3		2		3		8		4
AD 10		17		10		20		21		21
AD 9		23		23		30		39		35
AD 8		70		60		61		71		67
AD 7		68		65		65		70		71
AD 6		26		25		30		15		22
AD 5		20		18		16		6		10
AD TOTAL		236		210		236		243		243
AST 11										
AST 10										
AST 9										
AST 8										
AST 7										
AST 6		5		4		5		8		8
AST 5		30		27		32		30		30
AST 4		60		53		58		60		60
AST 3		33		30		33		30		30
AST 2		7		7		7				
AST 1										
AST TOTAL		135		121		135		128		128
AST/SC 6										
AST/SC 5										
AST/SC 4										
AST/SC 3										
AST/SC 2										
AST/SC 1										
AST/SC TOTAL										

Function group and grade	2023				2024		2025			
	Authorised Budget		Actually filled as of 31/12/2023		Authorised Budget		Request of the Agency		Draft Budget Request	
	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts
<b>TOTAL</b>		371		331		371		371		371
<b>GRAND TOTAL</b>	371		331		371		371		371	

## 2.2 External personnel

### 2.2.1 Contract Agents

Contract agents	Authorised 2023	Recruited as of 31/12/2023	2024 estimate	Draft Budget 2025 estimate
Function Group IV	154	109	92	175
Function Group III	43	65	69	54
Function Group II	16	20	22	19
Function Group I				
<b>TOTAL</b>	<b>213</b>	<b>194</b>	<b>183</b>	<b>248</b>

### 2.2.2 Seconded National Experts

Seconded National Experts	Authorised 2023	Recruited as of 31/12/2023	2024 estimate	Draft Budget 2025 estimate
<b>TOTAL</b>	<b>11</b>	<b>6</b>	<b>11</b>	<b>11</b>

## 3 Financial Resources

### 3.1 Revenues

#### 3.1.1 General revenues

REVENUES	General revenues				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>1 REVENUE FROM FEES AND CHARGES</b>					
<b>2 EU CONTRIBUTION</b>	170 135 127	181 677 829	185 311 385	238 311 385	31,17%
- Of which assigned revenues deriving from previous years' surpluses	7 965 840	12 576 654	5 586 553	5 586 553	-55,58%
<b>3 THIRD COUNTRIES CONTRIBUTION (incl. EEA/EFTA and candidate countries)</b>	4 623 651	p.m.	p.m.	p.m.	
- Of which EEA/EFTA (excl. Switzerland)	4 623 651	p.m.	p.m.	p.m.	
- Of which candidate countries					
<b>4 OTHER CONTRIBUTIONS</b>	2 052 501	p.m.	p.m.	p.m.	
<b>5 ADMINISTRATIVE OPERATIONS</b>	320 459	p.m.	p.m.	p.m.	

REVENUES	General revenues				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<i>- Of which interest generated by funds paid by the Commission by way of the EU contribution (FFR Art. 61)</i>	185 536				
<b>6 REVENUES FROM SERVICES RENDERED AGAINST PAYMENT</b>					
<b>7 CORRECTION OF BUDGETARY IMBALANCES</b>					
<b>TOTAL</b>	<b>177 131 738</b>	<b>181 677 829</b>	<b>185 311 385</b>	<b>238 311 385</b>	<b>31,17%</b>

### 3.1.2 Additional EU funding: contribution, grant and service level agreements

REVENUES	Additional EU funding: contribution, grant and service level agreements				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>Additional EU funding stemming from grant agreements (FFR Art.7)</b>		p.m.	p.m.	p.m.	
<b>Additional EU funding stemming from contribution agreements (FFR Art.7)</b>					
<b>Additional EU funding stemming from service level agreements (FFR Art. 43.2)</b>					
<b>TOTAL</b>		<b>p.m.</b>	<b>p.m.</b>	<b>p.m.</b>	

### 3.2 Expenditure

#### 3.2.1 Commitment appropriations

EXPENDITURE	Commitment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>Title 1 - Staff expenditure</b>	<b>53 871 750</b>	<b>52 490 712</b>	<b>53 996 747</b>	<b>61 996 747</b>	<b>18,11%</b>
<b>Salaries &amp; allowances</b>	44 177 858	43 610 000	44 470 947	52 470 947	20,32%
<i>- Of which establishment plan posts</i>	32 357 300	33 900 000	34 449 000	34 449 000	1,62%
<i>- Of which external personnel</i>	11 820 558	9 710 000	10 021 947	18 021 947	85,60%
<b>Expenditure relating to Staff recruitment</b>	156 173	225 000	234 000	234 000	4,00%
<b>Employer's pension contributions</b>					
<b>Mission expenses</b>	3 104 562	2 100 712	2 500 000	2 500 000	19,01%
<b>Socio-medical infrastructure</b>	3 069 666	3 555 000	3 742 800	3 742 800	5,28%
<b>Training</b>	788 621	800 000	815 000	815 000	1,88%

EXPENDITURE	Commitment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
External Services	2 572 323	2 180 000	2 214 000	2 214 000	1,56%
Receptions, events and representation	2 547	20 000	20 000	20 000	0,00%
Social welfare					
Other Staff related expenditure					
<b>Title 2 - Infrastructure and operating expenditure</b>	<b>17 731 427</b>	<b>20 729 542</b>	<b>22 083 993</b>	<b>22 083 993</b>	<b>6,53%</b>
Rental of buildings and associated costs	7 761 984	9 996 600	11 615 545	11 615 545	16,19%
Information, communication technology and data processing	8 641 647	8 112 667	8 162 000	8 162 000	0,61%
Movable property and associated costs					
Current administrative expenditure	1 327 796	2 620 275	2 306 448	2 306 448	-11,98%
Postage / Telecommunications					
Meeting expenses					
Running costs in connection with operational activities					
Information and publishing					
Studies					
Other infrastructure and operating expenditure					
<b>Title 3 - Operational expenditure</b>	<b>88 766 651</b>	<b>108 457 575</b>	<b>109 230 645</b>	<b>154 230 645</b>	<b>42,20%</b>
Information, Analysis and Knowledge Development	2 328 569	3 724 000	3 945 000	4 945 000	32,79%
Support for MS practical cooperation	8 667 949	12 005 825	11 997 300	15 997 300	33,25%
Operational support	77 546 894	89 211 750	92 219 345	132 219 345	48,21%
Cooperation with civil society and stakeholders	159 136	230 000	230 000	230 000	0,00%
EUAA monitoring of application of the CEAS	64 103	384 000	784 000	784 000	104,17%
Protection of fundamental rights		53 000	55 000	55 000	3,77%
EUAA grants		2 849 000			-100%
<b>TOTAL</b>	<b>160 369 828</b>	<b>181 677 829</b>	<b>185 311 385</b>	<b>238 311 385</b>	<b>31,17%</b>

3.2.2 Payment appropriations

EXPENDITURE	Payment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>Title 1 - Staff expenditure</b>	<b>52 868 544</b>	<b>52 490 712</b>	<b>53 996 747</b>	<b>61 996 747</b>	<b>18,11%</b>
Salaries & allowances	44 177 858	43 610 000	44 470 947	52 470 947	20,32%
- Of which establishment plan posts	32 357 300	33 900 000	34 449 000	34 449 000	1,62%
- Of which external personnel	11 820 558	9 710 000	10 021 947	18 021 947	85,60%
Expenditure relating to Staff recruitment	123 650	225 000	234 000	234 000	4,00%
Employer's pension contributions					
Mission expenses	2 611 014	2 100 712	2 500 000	2 500 000	19,01%
Socio-medical infrastructure	2 936 637	3 555 000	3 742 800	3 742 800	5,28%
Training	641 629	800 000	815 000	815 000	1,88%
External Services	2 375 209	2 180 000	2 214 000	2 214 000	1,56%
Receptions, events and representation	2 547	20 000	20 000	20 000	0,00%
Social welfare					
Other Staff related expenditure					
<b>Title 2 - Infrastructure and operating expenditure</b>	<b>11 889 096</b>	<b>20 729 542</b>	<b>22 083 993</b>	<b>22 083 993</b>	<b>6,53%</b>
Rental of buildings and associated costs	5 275 451	9 996 600	11 615 545	11 615 545	16,19%
Information, communication technology and data processing	5 684 841	8 112 667	8 162 000	8 162 000	0,61%
Movable property and associated costs					
Current administrative expenditure	928 804	2 620 275	2 306 448	2 306 448	-11,98%
Postage / Telecommunications					
Meeting expenses					
Running costs in connection with operational activities					
Information and publishing					
Studies					
Other infrastructure and operating expenditure					

EXPENDITURE	Payment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>Title 3 - Operational expenditure</b>	<b>93 995 550</b>	<b>108 457 575</b>	<b>109 230 645</b>	<b>154 230 645</b>	<b>42,20%</b>
Information, Analysis and Knowledge Development	2 266 907	3 724 000	3 945 000	4 945 000	32,79%
Support for MS practical cooperation	8 286 245	12 005 825	11 997 300	15 997 300	33,25%
Operational support	83 288 315	89 211 750	92 219 345	132 219 345	48,21%
Cooperation with civil society and stakeholders	116 213	230 000	230 000	230 000	0,00%
EUAA monitoring of application of the CEAS	37 870	384 000	784 000	784 000	104,17%
Protection of fundamental rights		53 000	55 000	55 000	3,77%
EUAA grants		2 849 000			-100%
<b>TOTAL</b>	<b>158 753 190</b>	<b>181 677 829</b>	<b>185 311 385</b>	<b>238 311 385</b>	<b>31,17%</b>

### 3.3 Budget Outturn

First estimate of the 2023 surplus that should be reimbursed to the EU budget (as assigned revenue): EUR 5,586,553.43

## 4 Justification of needs

### Commission assessment

#### Human Resources

The Commission supports 371 establishment plan posts, 248 contract agents and 11 seconded national experts, in line with the applicable legislative financial statements, the MFF Mid-Term Revision.

#### Financial Resources

The Agency's request is in line with the programmed EU contribution for 2025 of EUR 238.3 million, which includes the EU 53 million in appropriations and 75 Contract Agent posts added in the MFF Mid-Term Revision.

### 4.1 Human Resources - Agency Request

#### 4.1.1 Number of staff requested

The Agency requests to upgrade 49 Temporary Agents and seven regular Contract Agents in 2025. The upgrade of the posts will enable the Agency to have more 'knowledge workers' at its disposal to address expertise gaps for newly mandated tasks and to ensure business continuity. As outlined in the EUAA strategy and the prioritisation mechanism, the Agency is currently further centralising and streamlining administrative tasks. This is combined with outsourcing services to reduce the administrative burden on EUAA staff to free resources for operational tasks and activities.

Moreover, the Agency is requesting 63 additional posts for the tasks that were added to the EUAA regulation during the co-legislator negotiations (7 in 2024, 30 in 2025, 26 in 2026).

#### 4.1.2 Vacancy rate as of end 2023

61 posts out of 505 (Recruitment plan) were vacant at the end of 2023 = 12.08%.

64 posts out of 595 (Recruitment plan + short term CAs) were vacant at the end of 2023 = 10.76%.

#### 4.1.3 Standard abatement ('abatement forfaitaire') applied

#### 4.1.4 Salary assumption for calculating salary line (% applied)

#### 4.1.5 Correction coefficient used

MALTA	ITALY	CYPRUS	SPAIN	GREECE	POLAND	BELGIUM
93.2%	97.3%	82,5%	94.7%	89.6%	80.5%	100%

#### 4.1.6 Exchange rate used (if applicable)

### 4.2 Financial Resources - Agency request

#### 4.2.1 Title 1

In terms of overall budget request, the draft budget requested by EUAA for 2025 is aligned with the Multiannual Financial Framework 2021-2027, corrected with the revised thresholds due to higher than planned inflation. The total budget request is therefore set at 185,311,385 EUR. The increase in Title 1 reflects the growth in human resources costs including inflation.

#### 4.2.2 Title 2

The expenditure in Title 2 'Infrastructure and operating expenses' in 2025 is aligned with the needs of the Agency in terms of coping with a multi-location office structure and essential ICT costs to ensure a smooth management of the complex multi-locational configuration. It also reflects the increase in infrastructure and IT to accommodate all recruited staff (including office space, equipment, meeting rooms, etc.).

#### 4.2.3 Title 3

The evolution of the operational expenditure in Title 3 shows a steady increase of operational needs in the coming years (+0.71% growth in 2025 compared to 2024).

The key operational expense on Title 3 of the Agency's budget is the operational and technical assistance provided to Member States under particular pressure, delivered in line with the agreed Operational Plans. Specific operational support for the implementation of the Common European Asylum System (CEAS) and operations will be maintained, together with specific support for short-term emergency operations. The main part of budget is foreseen for the deployment of asylum support teams in field operations in order to provide the required support to Member States facing asylum pressure. The resources engaged by the Agency include Member State experts and individual experts nominated by Member States, as well as interpreters, cultural mediators, temporary caseworkers and temporary support staff engaged from service providers by means of framework contracts.

The operational expenditure of EUAA is strictly dependent on the request for support from Member States, therefore the operational expenditure is characterised by a certain degree of volatility. To prepare for this, associated countries' contributions are allocated as a reserve in Chapter 36 of the budget to promptly respond to unforeseeable requests for support from Member States by mobilising the necessary funds.

### 4.3 Ad hoc grants and delegation agreements

The Agency will continue delivering capacity building support actions to key Third Countries' asylum and reception systems, in line with the revised external cooperation strategy, the EU external relations policy, and

guidance from the Agency's Fundamental Rights Officer. In particular, the Agency will continue to provide priority support to Türkiye, the Western Balkans (WB) and Middle East and North Africa (MENA) Region. This will be implemented through the Agency's own budget, including EU+ countries' earmarked contributions for project initiatives,

through the implementation of the Instrument for Pre-Accession Assistance (IPA) Programme, in partnership with European Border and Coast Guard Agency (Frontex), International Organisation for Migration (IOM) and the United Nations High Commissioner for Refugees (UNHCR) as well as the Neighbourhood, Development and International Cooperation Instrument (NDICI) funding.

On 26 June 2022 EUAA signed with the Directorate General for Neighbourhood and Enlargement Negotiations (DG NEAR) the Contribution Agreement for the implementation of the IPA project phase III (February 2022 - January 2025) for the “Regional Support to Protection Sensitive Migration Management in the Western Balkans and Turkey” with a total budget of €6M, after successful conclusion of the previous IPA II programme.

The contribution agreement with DG NEAR regarding the action “Implementing the EUAA-Egypt Cooperation: Enhancing the protection space for asylum-seekers and refugees in Egypt” under NDICI funding was signed on 23 December 2023 with an implementation duration of 36 months starting from 1 November 2023. The total cost of the action is estimated at 1,500,000 EUR.

The EUAA Regional Pilot capacity building project to enhance North-South and South-South knowledge exchanges and cooperation on asylum and reception policies and processes, is implemented within the framework of the Regional Development and Protection Programme (RDPP) for North Africa (NA), Phase V (16 November 2020 – 30 June 2025). Funded by Czechia and Denmark, it is implemented thanks to voluntary and ear-marked contributions to EUAA Regional Pilot Project in support of North Africa and Niger (500,000 EUR Czechia and 551,216.61 EUR from Denmark).

## 5 Other information

### 5.1 Buildings

#### 5.1.1 Current building(s)

#	Building Name and type	Location	SURFACE AREA (in m <sup>2</sup> )			RENTAL CONTRACT			Host country (grant or support)	Building present value(€)
			Office space	non-office	Total	RENT (€/year)	Duration	Type		
1	Transport Building	Malta Xatt 1-Ghassara tal-Gheneb (Winemakers Wharf), Valletta Harbour, Malta	9 208	3 082	12 290	2 399 828	Until 05.02.2028 (extendable)	Lease agreement (Seat Agreement)	Malta (in kind support of approx. €500,000)	
2	Trident Park, Notabile Gardens, no. 4, level 2	Mdina Road, Zone 2, Central Business District, Birkirkara CBD 2010, Malta	2 159		2 159	737 892	7 years (first 2 years ‘di fermo’ and the following 5 ‘di rispetto’ (extendable)	Lease agreement (lease commences: Office 05.02.2024 and training area on 01.04.2024)		
3	Operational office in Rome, Italy	Via della Cordonata, 7, 00187 Rome	825	351	1 176	300 000	01.08.2023 to 31/07/2029	Lease Agreement	Italy	
4	Operational office in Athens	Keranis Building, 5th Floor, Thivon 198, Ag. Ioannis Rentis 182 33, Athens, Greece	1 108		1 108		Until 31.12.2025 (extendable)	Administrative agreement with the Greek authorities (hosted by GAS)	Greece	
5	Operational office in Cyprus	10 Strovolos Avenue, 2011 Strovolos, Nicosia, Cyprus	1 371		1 371	252 000	23.05.2028 (extendable)	Lease Agreement	Cyprus	
6	Brussels Liaison Office	Conseil Central de l’Economie Avenue d’Auderghem 20, Brussels,	42		42	7 358	31.11.2024	Lease Agreement	Belgium	
7	EU Delegation to Türkiye	Ugur Mumcu Cadessi 88 – Kat 5, 06700, Gaziosmanpasa, Ankara, Türkiye	14	8	22	13 853	indefinite	Administrative Arrangement	Türkiye	



#	Building Name and type	Location	SURFACE AREA(in m <sup>2</sup> )			RENTAL CONTRACT			Host country (grant or support)	Building present value(€)
			Office space	non-office	Total	RENT (€/year)	Duration	Type		
8	EU Delegation to Serbia	Vladimira Popovica 40, 11070, New Belgrade, Serbia	13	6	19	7 320	indefinite	Administrative Arrangement	Serbia	
9	EU Delegation to Cairo (Egypt)	Nile City Towers, North Tower, 2005c, Corniche El Nil, 10th floor, Ramlet Boulaq, 11221 in Cairo	14	3	17	11 088	indefinite	Administrative Arrangement	Egypt	
10	Madrid (Spain)	José Abascal 39 Street – 28003, Madrid. Ministry of Inclusion	60,3		60,3		n/a	Administrative agreement for a temporary arrangement		
11	Gran Canaria (Spain)	Casa del Mar, Leon y Castillo 322 Street, 35007, Las Palmas, Las Palmas de Gran Canaria	75,95	4,18	80,13		n/a	Administrative agreement for a temporary arrangement		
<b>TOTAL</b>			<b>143 454,18</b>	<b>18</b>	<b>3 729 339</b>					
			<b>890,25</b>	<b>344,43</b>						

### *5.1.2 Current building(s) Other comments*

#### Malta

Due to increase in staff, the current premises are too small to support the Agency in the execution of its mandate. Additional space of 2,200 - 2,700 sqm has been procured and should be operational by February 2024. It should accommodate 125 workstations as well as training facilities for 80-120 delegates.

#### Spain

EUAA personnel is currently premised in office space provided temporarily free of charge by the Spanish authorities. As EUAA personnel in Madrid has increased beyond the capacity of present premises, a building procedure for a representative office in Madrid is under preparation.

#### Lithuania

EUAA personnel was initially premised in office space provided by local authorities. As this solution was no longer feasible, the Agency procured serviced working stations for staff and personnel deployed in Vilnius. As per the service framework contract signed, a minimum of three working stations are provided for a period of two years starting from April 2023.

#### Romania

The decision on a lease contract is postponed and will depend on the evolution of EUAA operations there. In the meantime, the Agency has recourse to rental of working stations.

The current service contract for working stations in Bucharest expires on 6 November 2024.

#### Slovenia

EUAA personnel is premised temporarily in office space of local authorities, free of charge. Procurement of serviced workstations in the Slovene capital is being finalised to service EUAA needs until the end of the provision of operational and technical assistance.

#### Austria

EUAA personnel is premised in office space provided by the Federal Agency for Reception and Support Services, until the end of the current operational plan in 2024.

#### Belgium

Current lease will be renewed for a further six months at the end of September 2024 with an option to extend another two months. In the meantime, EUAA will be looking to launch a procurement procedure for independent offices, as plans for the rental of shared premises with Frontex, European Union Agency for the Operational Management of Large-Scale IT Systems in the Area of Freedom, Security and Justice (eu-LISA), and European Union Agency for Law Enforcement Training (CEPOL) did not materialise.

#### Co-location arrangements

At request of the European External Action Service (EEAS), a Service Level Agreement is being negotiated, whereby co-location administrative arrangements between the Agency and the EEAS would be converted to Office Hosting Arrangements.

#### Other

The EUAA Regulation requires the Agency to deploy liaison officers to the Member States, with the possibility for one liaison officer covering a maximum of four Member States. The Regulation also provides for the possibility to deploy liaison officers to third countries. Subject to the final decision of the Management Board on where liaison officers are to be deployed and hosted, liaison offices will need to be opened accordingly. The EUAA is considering short- or medium-term rental solutions.

If required by operational needs, the Agency may consider the need to open offices in other Member States.

### *5.1.3 Building projects in the planning phase*

### *5.1.4 Building projects submitted to the European Parliament and the Council*

## 5.2 European Schools

In Malta and other places of the Agency's work assignment, such as Italy (Rome), Cyprus, Spain (Madrid) or Greece (Athens), there is an absence of European Schools as well as of the accredited European Schools of type I and II.

The exception to the above is Brussels, Belgium, where the education in the European School is available. In addition, a Service Level Agreement has been signed with pre-primary schools.

In 2016 the Management Board adopted two decisions which regulate specifically the payment of the education cost in the pre-primary educational establishments and schools offering primary and secondary education. These two decisions are fostering a non-fees education paying approach, for all Agency staff and their dependent children, in all affected locations. This approach is non-discriminatory and fully respecting the geographical balance among the Agency's staff members and their dependent children.

The Agency's administration undertakes all legal steps in establishing the Service Level Agreement with chosen a school, if this is not in place yet. The Agency is strictly covering the eligible education costs.

The Agency has in total 96 Service Level Agreements in place with schools which are either fully international or not primarily international in their character and are providing pre-primary, primary and secondary education (44 in Malta, 19 in Italy, 16 in Greece, 12 in Cyprus, 2 in Spain, 2 in Poland and 1 in Belgium).

## 5.3 Evaluation

### Evaluation approach

Requirements for conducting evaluations are laid down in the Agency's Founding and Financial Regulations, and form part of the Internal Control Framework. As provided in the Agency's Financial Regulation (Article 29), any programmes and activities that entail significant spending shall be subject to ex ante and retrospective evaluations.

The dedicated Agency-wide Evaluation Advisory Group, established by the Executive Director in 2021, promotes harmonisation of evaluations within the Agency and facilitates multi-annual evaluation planning and reporting, synergies and collaboration.

### Evaluation plan for 2024

Intervention Title	Reasoned justification	Evaluation type	Evaluation start	Evaluation type
Successor to pilot for North Africa and Niger (under RDPP)	Fulfilment of objective 2 within 2.6.1, in work programme 2024	Ex ante	Q2 2024	Internal
Operational plan 2022-24: Slovenia	Mandatory ex post evaluation under EUAA Regulation	Ex post	Q2 2024	Internal
Horizontal operational plans evaluation	Fulfilment of relevant objectives within 2.1.1, in work programme 2024.	Ex post	Q2 2024	External
European asylum curriculum	Fulfilment of objectives 1 and 2 within 2.3.1, in work programme 2024	Ex post	Q3 2024	External
Operational plan 2022-24: Cyprus	Mandatory ex post evaluation under EUAA Regulation	Ex post	Q3 2024	External
Operational plan 2022-24: Greece	Mandatory ex post evaluation under EUAA Regulation	Ex post	Q3 2024	External
Operational plan 2022-24: Italy	Mandatory ex post evaluation under EUAA Regulation	Ex post	Q3 2024	External
Operational plan 2022-24:	Mandatory ex post	Ex post	Q3 2024	External

Intervention Title	Reasoned justification	Evaluation type	Evaluation start	Evaluation type
Malta	evaluation under EUAA Regulation			
Operational plan 2023-24: The Netherlands	Mandatory ex post evaluation under EUAA Regulation	Ex post	Q4 2024	Internal
Operational plan 2023-24: Belgium	Mandatory ex post evaluation under EUAA Regulation	Ex post	Q4 2024	Internal
Operational plan 2023-24: Austria	Mandatory ex post evaluation under EUAA Regulation	Ex post	Q4 2024	Internal
Operational plan 2023-24: Bulgaria	Mandatory ex post evaluation under EUAA Regulation	Ex post	Q4 2024	Internal
Road map: Morocco	Fulfilment of objective 2 within 2.6.1, in work programme 2024	Ex ante	Q4 2024	External
Impact evaluation (randomised control trial)	Fulfilment of relevant objectives within 2.1.1, in work programme 2024.	N.A.	Q4 2024	External

#### 5.4 Privileges and immunities

The Seat Agreement between the Government of Malta and EASO was signed in 2011. The agreement describes the privileges and immunities that the Agency's statutory staff benefit from. The main advantages are VAT-exempted purchases, the details of which are available in the document published in the following link:

<https://euaa.europa.eu/sites/default/files/EASO%20SEAT%20AGREEMENT%20EN%20and%20MT.pdf>

The Seat Agreement continues to apply to the EUAA.

### 3.4.2 European Border and Coast Guard Agency – EBCGA

#### 1 Overview

##### 1.1 Creation/modification (legal base)

Decision	Date	Mission/ Tasks / Functions
Regulation (EU) 2020/493 of the European Parliament and of the Council of 30 March 2020 on the False and Authentic Documents Online (FADO) system and repealing Council Joint Action 98/700/JHA	30/03/2020	This regulation constitutes the necessary new legal basis for governing the FADO system. It sets the responsibilities for the European Border and Coast Guard Agency. In the performance of its task in accordance with Article 79 of Regulation (EU) 2019/1896, the Agency shall ensure the proper and reliable functioning of the FADO system and provide support to the competent Member State authorities in the detection of false documents. The Agency shall be responsible for entering in the FADO system in a timely and efficient manner the information obtained and shall guarantee the uniformity and quality of that information.
Regulation (EU) 2019/1896 of the European Parliament and of the Council of 13 November 2019 on the European Border and Coast Guard and repealing Regulations (EU) No 1052/2013 and (EU) 2016/1624	13/11/2019	This regulation establishes a European Border and Coast Guard to ensure European integrated border management at the external borders with a view to managing those borders efficiently in full compliance with fundamental rights and to increasing the efficiency of the Union return policy. The Regulation is also a founding Regulation for the European Border and Coast Guard Agency.
Regulation (EU) 2018/1240 of the European Parliament and of the Council of 12 September 2018 establishing a European Travel Information and Authorisation System (ETIAS) and amending Regulations (EU) No 1077/2011, (EU) No 515/2014, (EU) 2016/399, (EU) 2016/1624 and (EU) 2017/2226 (OJ L 236, 19.9.2018, p. 1)	12/09/2018	This Regulation establishes a European Travel Information and Authorisation System (ETIAS) within which the ETIAS Central Unit will be part of Frontex. The ETIAS Central Unit should be responsible for verifying, in cases where the automated application process has reported a hit, whether the applicant's personal data correspond to the personal data of the person having triggered that hit. Where a hit is confirmed or where doubts remain, the ETIAS Central Unit should initiate the manual processing of the application. It should also carry out regular audits of the processing of applications and of the implementation of the ETIAS screening rules. It should furthermore be responsible for fulfilling a number of support tasks such as ensuring the necessary notifications are sent and providing information and support. It should be operational 24 hours a day, 7 days a week.
Regulation (EU) No 656/2014 establishing the rules for the surveillance of the external sea borders in the context of operational cooperation coordinated by Frontex	15/05/2014	In accordance with this Regulation: - Frontex must establish its operational plans for sea operations. -new elements for Frontex coordinated joint operations at sea, such as on the protection of fundamental rights, on interception, disembarkation and on SAR have been included.
Regulation (EU) 2019/817 of the European Parliament and of the Council of 20 May 2019 on establishing a framework for interoperability between EU information systems in the field of borders and visa and amending Regulations (EC) No 767/2008, (EU) 2016/399, (EU) 2017/2226, (EU) 2018/1240, (EU) 2018/1726 and (EU) 2018/1861 of the European Parliament and of the Council and Council Decisions 2004/512/EC and 2008/633/JHA	20/05/2019	The regulation set rules for interoperability between EU information systems for security, border and migration management, with the aim to address the structural shortcomings related to those systems that impede the work of national authorities and to ensure that border guards, customs authorities, police officers and judicial authorities have the necessary information at their disposal. The interoperability components should cover the EES, VIS, ETIAS, Eurodac, SIS, and ECRIS-TCN. They should also cover Europol data, but only to the extent of enabling Europol data to be queried simultaneously with those EU information systems.

##### 1.2 Seat

Warsaw, Poland.

### 1.3 Budget Line

11 10 01 : European Border and Coast Guard Agency (Frontex)

### 1.4 Human Resources Overview

The table below presents the number of posts in the establishment plans, including the posts assigned to programmes financed outside the EU budget, whereas the number of Contract Agents / SNE only includes those financed under programmes financed within the EU Budget.

Human Resources	2023			2024	2025
	Authorised Budget	Actually filled as of 31/12/2023	Occupancy rate(%)	Authorised Budget	Draft Budget Request
<b>TOTAL AD</b>	650	545	83,85%	770	888
<b>TOTAL AST</b>	650	624	96,00%	775	899
<b>TOTAL AST/SC</b>					
<b>ESTABLISHMENT PLAN POSTS</b>	<b>1300</b>	<b>1169</b>	<b>89,92%</b>	<b>1545</b>	<b>1787</b>
<b>Contract Agents (CA)</b>	979	856	87,44%	1193	1427
<b>Seconded National Experts (SNE)</b>	220	198	90,00%	220	220
<b>TOTAL STAFF</b>	<b>2499</b>	<b>2223</b>	<b>88,96%</b>	<b>2958</b>	<b>3434</b>

### 1.5 Financial Resources Overview

#### 1.5.1 Revenues Overview

##### 1.5.1.1 General revenues

REVENUES	2024	2025
	Revenues estimated by the agency	Budget Forecast
<b>EU contribution</b>	858 873 136	1 047 948 570
<b>Other Revenue</b>	63 201 000	78 763 000
<b>TOTAL REVENUES</b>	<b>922 074 136</b>	<b>1 126 711 570</b>

##### 1.5.1.2 Additional EU funding: contribution, grant and service level agreements

REVENUES	2024	2025
	Revenues estimated by the agency	Budget Forecast
<b>Additional EU funding stemming from grant agreements (FFR Art.7)</b>	1 742 357	2 742 357
<b>Additional EU funding stemming from contribution agreements (FFR Art.7)</b>	2 020 000	2 020 000
<b>Additional EU funding stemming from service level agreements (FFR Art. 43.2)</b>		
<b>TOTAL REVENUES</b>	<b>3 762 357</b>	<b>4 762 357</b>

#### 1.5.2 Expenditure Overview

Expenditure	2024	2025

	Commitment appropriations	Payment appropriations	Commitment appropriations	Payment appropriations
<b>Title 1 - Staff expenditure</b>	247 709 000	247 709 000	275 109 229	275 109 229
<b>Title 2 - Infrastructure and operating expenditure</b>	64 974 259	64 974 259	77 633 500	77 633 500
<b>Title 3 - Operational expenditure</b>	609 390 877	609 390 877	775 869 736	775 869 736
<b>Title 4 - Earmarked Expenditure</b>				
<b>TOTAL EXPENDITURE</b>	<b>922 074 136</b>	<b>922 074 136</b>	<b>1 128 612 465</b>	<b>1 128 612 465</b>

## 2 Human Resources

### 2.1 Establishment plan posts

The table below presents the number of posts in the establishment plans, including the posts assigned to programmes financed outside the EU budget.

Function group and grade	2023				2024		2025			
	Authorised Budget		Actually filled as of 31/12/2023		Authorised Budget		Request of the Agency		Draft Budget Request	
	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts
AD 16										
AD 15		1				1		1		1
AD 14		6	2			8		10		10
AD 13		15	9			16		18		18
AD 12		31	22			35		40		40
AD 11		36	31			38		39		39
AD 10		29	22			53		68		68
AD 9		94	43			166		205		205
AD 8		248	118			342		418		418
AD 7		120	207			61		65		65
AD 6		50	49			46		32		24
AD 5		20	42			4				
<b>AD TOTAL</b>		<b>650</b>	<b>545</b>			<b>770</b>		<b>896</b>		<b>888</b>
AST 11										
AST 10		1				1		2		2
AST 9		5	4			7		8		8
AST 8		11	7			13		15		15
AST 7		10	13			8		5		5
AST 6		18	5			19		20		20
AST 5		115	11			305		494		494
AST 4		489	581			422		355		355
AST 3		1	3							
AST 2										

Function group and grade	2023				2024		2025			
	Authorised Budget		Actually filled as of 31/12/2023		Authorised Budget		Request of the Agency		Draft Budget Request	
	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts
AST 1										
AST TOTAL		650	624			775		8999		899
AST/SC 6										
AST/SC 5										
AST/SC 4										
AST/SC 3										
AST/SC 2										
AST/SC 1										
AST/SC TOTAL										
TOTAL		1300	1169			1545		1795		1787
GRAND TOTAL	1300		1169		1545		1795		1787	

## 2.2 External personnel

### 2.2.1 Contract Agents

Contract agents	Authorised 2023	Recruited as of 31/12/2023	2024 estimate	Draft Budget 2025 estimate
Function Group IV	836	731	1052	1286
Function Group III	100	88	100	100
Function Group II	25	16	23	23
Function Group I	18	21	18	18
TOTAL	979	856	1193	1427

### 2.2.2 Seconded National Experts

Seconded National Experts	Authorised 2023	Recruited as of 31/12/2023	2024 estimate	Draft Budget 2025 estimate
TOTAL	220	198	220	220

## 3 Financial Resources

### 3.1 Revenues

#### 3.1.1 General revenues

REVENUES	General revenues				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
1 REVENUE FROM FEES AND CHARGES					
2 EU CONTRIBUTION	767 967 124	858 873 136	1 048 511 570	1 047 948 570	22,01%



REVENUES	General revenues				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
- Of which assigned revenues deriving from previous years' surpluses	45 322 615	49 543 694	50 872 404	50 872 404	2,68%
<b>3 THIRD COUNTRIES CONTRIBUTION (incl. EEA/EFTA and candidate countries)</b>	54 990 000	63 201 000	78 663 000	78 763 000	24,62%
- Of which EEA/EFTA (excl. Switzerland)	54 990 000	63 201 000	78 663 000	78 763 000	24,62%
- Of which candidate countries					
<b>4 OTHER CONTRIBUTIONS</b>					
<b>5 ADMINISTRATIVE OPERATIONS</b>					
- Of which interest generated by funds paid by the Commission by way of the EU contribution (FFR Art. 61)					
<b>6 REVENUES FROM SERVICES RENDERED AGAINST PAYMENT</b>					
<b>7 CORRECTION OF BUDGETARY IMBALANCES</b>					
<b>TOTAL</b>	<b>822 957 124</b>	<b>922 074 136</b>	<b>1 127 174 570</b>	<b>1 126 711 570</b>	<b>22,19%</b>

### 3.1.2 Additional EU funding: contribution, grant and service level agreements

REVENUES	Additional EU funding: contribution, grant and service level agreements				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
Additional EU funding stemming from grant agreements (FFR Art.7)	2 061 237	1 742 357	2 742 357	2 742 357	57,39%
Additional EU funding stemming from contribution agreements (FFR Art.7)	10 296 074	2 020 000	2 020 000	2 020 000	0,00%
Additional EU funding stemming from service level agreements (FFR Art. 43.2)					
<b>TOTAL</b>	<b>12 357 311</b>	<b>3 762 357</b>	<b>4 762 357</b>	<b>4 762 357</b>	<b>26,58%</b>

## 3.2 Expenditure

### 3.2.1 Commitment appropriations

EXPENDITURE	Commitment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>Title 1 - Staff expenditure</b>	<b>193 282 739</b>	<b>247 709 000</b>	<b>275 109 229</b>	<b>275 109 229</b>	<b>11,06%</b>
Salaries & allowances	175 526 108	225 252 000	245 931 229	245 931 229	9,18%
- Of which establishment plan posts	106 884 476	137 164 449	165 498 162	165 498 162	20,66%

EXPENDITURE	Commitment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<i>- Of which external personnel</i>	68 641 632	88 087 551	80 433 067	80 433 067	-8,69%
<b>Expenditure relating to Staff recruitment</b>	3 220 479	2 996 500	2 500 000	2 500 000	-16,57%
<b>Employer's pension contributions</b>					
<b>Mission expenses</b>	1 095 613	982 500	1 178 000	1 178 000	19,90%
<b>Socio-medical infrastructure</b>	574 537	2 030 000	2 500 000	2 500 000	23,15%
<b>Training</b>					
<b>External Services</b>					
<b>Receptions, events and representation</b>	3 328 761	4 270 000	6 000 000	6 000 000	40,52%
<b>Social welfare</b>	168 191	320 000	2 000 000	2 000 000	525,00%
<b>Other Staff related expenditure</b>	9 369 050	11 858 000	15 000 000	15 000 000	26,50%
<b>Title 2 - Infrastructure and operating expenditure</b>	<b>59 135 406</b>	<b>64 974 259</b>	<b>77 633 500</b>	<b>77 633 500</b>	<b>19,48%</b>
<b>Rental of buildings and associated costs</b>	15 244 757	16 678 038	44 000 000	44 000 000	163,82%
<b>Information, communication technology and data processing</b>	36 621 869	39 564 213	23 506 000	23 506 000	-40,59%
<b>Movable property and associated costs</b>	131 091	175 594	195 500	195 500	11,34%
<b>Current administrative expenditure</b>	5 142 583	6 417 535	7 476 000	7 476 000	16,49%
<b>Postage / Telecommunications</b>					
<b>Meeting expenses</b>	1 205 291	1 235 113	1 500 000	1 500 000	21,45%
<b>Running costs in connection with operational activities</b>					
<b>Information and publishing</b>	789 815	903 766	956 000	956 000	5,78%
<b>Studies</b>					
<b>Other infrastructure and operating expenditure</b>					
<b>Title 3 - Operational expenditure</b>	<b>570 538 981</b>	<b>609 390 877</b>	<b>774 431 841</b>	<b>775 869 736</b>	<b>27,32%</b>
<b>European Standing Corps</b>	219 677 942	242 733 471	317 801 343	317 801 343	30,93%
<b>Agency equipment (own and MS)</b>	174 832 130	174 642 976	208 761 393	208 761 393	19,54%
<b>Return activities</b>	101 335 560	93 786 264	126 750 000	126 750 000	35,15%

EXPENDITURE	Commitment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
Information and data analytics	8 576 311	9 417 616	14 500 000	14 500 000	53,97%
Fundamental rights activities	1 053 426	1 537 691	2 000 000	2 000 000	30,07%
Strengthening capacities	5 954 250	8 764 092	21 755 300	21 755 300	148,23%
Digitalisation	28 174 006	41 758 040	33 000 000	33 000 000	-20,97%
Horizontal operational support	29 046 364	24 288 730	37 311 700	37 311 700	53,62%
Operational reserve (art.115(14))		11 000 000	11 562 105	13 000 000	18,18%
ETIAS	1 888 992	1 461 997	990 000	990 000	-32,28%
Title 4 - Earmarked Expenditure					
External Relations					
Copernicus					
<b>TOTAL</b>	<b>822 957 126</b>	<b>922 074 136</b>	<b>1 127 174 570</b>	<b>1 128 612 465</b>	<b>22,40%</b>

### 3.2.2 Payment appropriations

EXPENDITURE	Payment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
Title 1 - Staff expenditure	187 294 735	247 709 000	275 109 229	275 109 229	11,06%
Salaries & allowances	175 517 417	225 252 000	245 931 229	245 931 229	9,18%
- Of which establishment plan posts	106 879 183	137 164 449	165 498 162	165 498 162	20,66%
- Of which external personnel	68 638 234	88 087 551	80 433 067	80 433 067	-8,69%
Expenditure relating to Staff recruitment	623 600	2 996 500	2 500 000	2 500 000	-16,57%
Employer's pension contributions					
Mission expenses	845 318	982 500	1 178 000	1 178 000	19,90%
Socio-medical infrastructure	377 654	2 030 000	2 500 000	2 500 000	23,15%
Training					
External Services					

EXPENDITURE	Payment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
Receptions, events and representation	2 731 568	4 270 000	6 000 000	6 000 000	40,52%
Social welfare	145 393	320 000	2 000 000	2 000 000	525,00%
Other Staff related expenditure	7 053 785	11 858 000	15 000 000	15 000 000	26,50%
<b>Title 2 - Infrastructure and operating expenditure</b>	<b>35 049 181</b>	<b>64 974 259</b>	<b>77 633 500</b>	<b>77 633 500</b>	<b>19,48%</b>
Rental of buildings and associated costs	14 371 766	16 678 038	44 000 000	44 000 000	163,82%
Information, communication technology and data processing	17 188 591	39 564 213	23 506 000	23 506 000	-40,59%
Movable property and associated costs	37 688	175 594	195 500	195 500	11,34%
Current administrative expenditure	2 468 309	6 417 535	7 476 000	7 476 000	16,49%
Postage / Telecommunications					
Meeting expenses	594 686	1 235 113	1 500 000	1 500 000	21,45%
Running costs in connection with operational activities					
Information and publishing	388 141	903 766	956 000	956 000	5,78%
Studies					
Other infrastructure and operating expenditure					
<b>Title 3 - Operational expenditure</b>	<b>236 858 510</b>	<b>609 390 877</b>	<b>774 431 841</b>	<b>775 869 736</b>	<b>27,32%</b>
European Standing Corps	58 946 168	242 733 471	317 801 343	317 801 343	30,93%
Agency equipment (own and MS)	73 520 397	174 642 976	208 761 393	208 761 393	19,54%
Return activities	71 708 754	93 786 264	126 750 000	126 750 000	35,15%
Information and data analytics	3 544 467	9 417 616	14 500 000	14 500 000	53,97%
Fundamental rights activities	646 003	1 537 691	2 000 000	2 000 000	30,07%
Strengthening capacities	2 640 555	8 764 092	21 755 300	21 755 300	148,23%
Digitalisation	8 376 345	41 758 040	33 000 000	33 000 000	-20,97%
Horizontal operational support	16 642 370	24 288 730	37 311 700	37 311 700	53,62%
Operational reserve (art.115(14))		11 000 000	11 562 105	13 000 000	18,18%
ETIAS	833 451	1 461 997	990 000	990 000	-32,28%

EXPENDITURE	Payment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>Title 4 - Earmarked Expenditure</b>					
<b>External Relations</b>					
<b>Copernicus</b>					
<b>TOTAL</b>	<b>459 202 426</b>	<b>922 074 136</b>	<b>1 127 174 570</b>	<b>1 128 612 465</b>	<b>22,40%</b>

### 3.3 Budget Outturn

First estimate of the 2023 surplus that should be reimbursed to the EU budget (as assigned revenue): EUR 50,872,404.09

## 4 Justification of needs

### Commission assessment

#### Human Resources

The requested staff numbers take into account the agreement reached between Frontex and eu-LISA in 2023 to prolong until the end of 2027 the temporary transfer to eu-LISA of 21 Contract agents (FG IV). The request furthermore includes a temporary transfer to Europol of 5 Temporary agents (2 AD7 and 3 AD6) and 20 Contract agents (FG IV) based on an agreement between the two agencies for the period 2024-2027 included.

Frontex' request for Human resources under draft Budget 2025 doesn't take into account the recent Anti-smuggling and the Eurodac proposals, therefore the Commission proposes to include them. The Anti-smuggling proposal foresees an offsetting of Europol staff increase (3 Temporary agents and 5 Contract agents in 2025) with a reduction of the future reinforcement in Frontex staff.

Eurodac proposal envisages that the half of new resources for eu-LISA required for operational support and maintenance (5 Temporary agents and 7 Contract agents) as of 2025 will be offset against the future staff increases of Frontex.

The Contract agents stemming from these two proposals are temporary considered in FG IV (12 in total for 2025), while the Temporary agents (8 in total for 2025) are temporary allocated in AD6. The final breakdown per grades of both categories of staff will be updated following the exchange of letters between the executive directors.

#### Financial Resources

The programmed EU contribution for the European Border and Coast Guard Agency (Frontex) for 2025 is EUR 1 049 286 465. The final EU contribution requested by the Agency amounts to EUR 1 048 511 570 and takes into account the reduction of EUR 1 337 895 to cover the cost of 21 contract agents temporarily reassigned (2025-2027) to eu-LISA.

In its request for DB 2025 Frontex didn't take into account the Anti-smuggling proposal in terms of staff costs of EUR 563 000, therefore the Commission adjusted the request of the agency taking into account the Anti-smuggling proposal.

Frontex still has to incorporate this reduction of the EU contribution into the agency budget.

### 4.1 Human Resources - Agency Request

#### 4.1.1 Number of staff requested

Frontex is requesting for the year 2025 the overall total number of 3,454 positions (as foreseen in the Legislative Financial Statement COM(2018)631 for the setting up of the European Border and Coast Guard Standing Corps during the period 2020-2027.

In details the staff requested for 2025 is:

- 896 Temporary Agents in AD function group (the number of TA positions requested does not include the 5 positions temporary reallocated to EUROPOL for the delivery of services in the context of implementation of EES and ETIAS)
- 899 Temporary Agents in AST function group
- 1439 Contract Agents (the number of CA positions requested does not include the positions temporary reallocated to EU-LISA and EUROPOL for the delivery of services in the context of implementation of EES and ETIAS, 21 positions to EU-LISA, 20 positions to Europol)
- 220 Seconded National Experts.

#### *4.1.2 Vacancy rate as of end 2023*

11.0 %

Overall vacancy rate on 31 December 2023 is 11.0 % (Establishment plan posts: 10.1 %, contract agents: 12.6 %, seconded national expert: 10.0 %).

#### *4.1.3 Standard abatement ('abatement forfaitaire') applied*

n/a

#### *4.1.4 Salary assumption for calculating salary line (% applied)*

The budget for salaries lines is calculated based on the average expenditure per staff per month and on the number of agent's man-months worked in the organisation. The baseline for calculation is last year budget expenditure (2023) corrected by annual adjustments foreseen for years n & n+1 (4% annual update of remuneration of EU servants) and the correction coefficient for Poland (set to max of 85) plus the additional cost for foreseen reclassification of the staff.

#### *4.1.5 Correction coefficient used*

Current CC used is 80,5 % (as of July 2023)

#### *4.1.6 Exchange rate used (if applicable)*

Current exchange rate used is 4,4485 (as of July 2023)

### **4.2 Financial Resources - Agency request**

#### *4.2.1 Title 1*

Salaries and allowances are expected to grow by 22% in 2025 compared to 2024 given the scope of the planned increase in the active staff both in HQs and SC. The establishment plan for 2025 foresees 1,795 posts whereas for 2024 – 1545 posts. This represents a 18% growth of staff.

#### *4.2.2 Title 2*

Infrastructure and operating expenditure are expected to grow by 57% in 2025 compared to 2024. The reason for the growth is due to planned first tranche of the expenditure for permanent premises construction. The level of expenditure for the construction works in 2025 is estimated at 25 MEUR.

#### *4.2.3 Title 3*

The scope of operations is foreseen to increase by 17%. This increase on financial resources in comparison to 2024 is needed to address a vigorous overhaul of operational activities in all dimensions including deployment and equipment of the standing corps, return-related activities and the continuation of multiannual investments related to major developments on operational IT systems as well as the programme of acquisition / leasing of technical equipment.

Particularly, the 17% growth in operational expenditure is foreseen due to the following factors:

- Increase in number of deployments of SC by 29% from 2024 to 2025.
- An increase in training of SC expenditure foreseen for 2025 in comparison to 2024 by 27% derive from the fact, that there are 300 SC cat .1 foreseen for the basic training in 2024, while for 2025 the number is to increase up to 400 cadets.
- Higher costs of use of technical equipment by 19% derive from higher costs of Frontex Surveillance, MALE RPAS, VMM and interpretation services.
- Return operations are expected to grow by 35% given the growing prices of scheduled and charter flights and the growing scope of operations.
- Spending towards Strengthening Capabilities will increase by 112%, where further new initiatives are planned for Technology & Innovation pilot projects in addition to continued Research and Innovation projects from previous years particularly Pilot projects for Manned and Unmanned Systems, Protection against Directed Energy Weapons, unmanned surveillance solutions and APP4EES (Application for Entry-Exit System).
- Operational automation and information processing is expected to continue with further development of the curtail operational software and hardware and development of the confidential information system.
- The scope of events and meetings is expected to grow given the increase of activities.
- In 2025, the budget allocation for Information and Data Analytics will see an increase of 37% as significant investment is planned, especially Maps production, Satellite Imagery, Oceanographic Data and Visualisation services, Meteorological Services, Purchase of Aeronautical Charts, acquirement of highly specialised expertise in the area of Human Intelligence Analysis, services for border surveillance from SatCen and development of EUROSUR among others.
- Operational reserve as indicated in Art 115(14) of the EBCG 2019/1896 regulation, always at the level of at least 2 % of the allocation provided jointly for joint operations at the external borders and operational activities in the area of return. The operational reserve for 2025 is set at 2.3% of the allocation provided jointly for joint operations at the external borders and operational activities in the area of return. The amount is calculated based on the allocations for deployment of standing corps, acquisition and leasing of technical equipment and allocation for return operations. The slightly higher level is set for 2025 to ensure adequate response to growing demand for return operations facing the increasing migration pressure and to respond adequately to worsening situation especially at the Eastern border of the European Union with rapid border interventions.

#### 4.3 Ad hoc grants and delegation agreements

In 2025 Frontex is to implement three grant agreements and one Delegation Agreement, all funded by the European Commission:

- Delegation Agreement on Copernicus 2022-2028 signed, on 15 November 2021, Contribution Agreement on Copernicus with the European Commission, represented by DG GROW, on the implementation of the border surveillance component of the Copernicus Security Service.
- Grant agreement IPA III “Protection sensitive migration management in the Western Balkans”
- Grant agreement IPA III “Border security in the Western Balkans”
- Grant agreement “EU4BS” (ENI-2018-398-919) (enhance border security in the Southern Neighbourhood, by fostering bilateral and regional co-operation) signed on 1 December 2018. In 2023 the Project has been further extended for additional 20 months (until 30 April 2025) at no additional cost.

## 5 Other information

### 5.1 Buildings

#### 5.1.1 Current building(s)

#	Building Name and type	Location	SURFACE AREA(in m <sup>2</sup> )			RENTAL CONTRACT			Host country (grant or support)	Building present value(€)
			Office space	non-office	Total	RENT (€/year)	Duration	Type		
1	Warsaw Spire, office space (HQ)	Warsaw	20 473	1 079	21 552	9 808 675	Until 31/12/2026	Lease agreement	N/A	
2	Wronia 31, office space (HQ)	Warsaw	8 003	227	8 230	3 552 000	Until 31/12/2026	Lease agreement	N/A	

#	Building Name and type	Location	SURFACE AREA(in m²)			RENTAL CONTRACT			Host country (grant or support)	Building present value(€)
			Office space	non-office	Total	RENT (€/year)	Duration	Type		
3	CCE, office space (FLO)	Brussels	151		151	81 715	Until 31/12/2026	Lease agreement	N/A	
4	HCG tower, office space (EURTF)	Piraeus	460	275	735		N/A	N/A Memorandum of Understanding, Seat Agreement	Greece	
5	Part of building, office space (EURTF)	Catania	550	50	600		Until 18/11/2024	Free Loan Agreement	Municipality of Catania	
6	Delegation of EU to Turkey, office space (FLO)	Ankara	17	10	27	29 325	N/A	Administrative Arrangement	N/A	
7	Delegation of the EU to the Republic of Niger, office Space (FLO)	Niamey	60	12	72	39 330	N/A	Administrative Arrangement	N/A	
8	Delegation of the European Union to the Republic of Serbia, office space (FLO)	Belgrade	26	4	30	18 400	N/A	Administrative Arrangement	N/A	
9	Office space (FLO)	Budapest	12		12		N/A	Memorandum of Understanding	Hungary	
10	Office space (FLO)	Stockholm	9		9		N/A	Memorandum of Understanding	Sweden	
11	Office space (FLO)	Bratislava	17		17		N/A	Memorandum of Understanding	Slovakia	
12	Office Space (FLO)	Potsdam	22		22		N/A	Cooperation agreement	Germany	
13	Office Space (FLO)	Paris	15		15		N/A	Administrative arrangement	France	
14	Office Space (FLO)	Rome	11		11		N/A	Memorandum of understanding	Italy	
15	Office Space (FLO)	Riga	13		13		N/A	Memorandum of understanding	Latvia	
16	Delegation of the European Union to Senegal, office space (FLO)	Dakar	24	19	43	24 380		Administrative Arrangement		
17	Delegation of the European Union to Albania, office space (FLO)	Tirana	13	10	23	19 550		Administrative Arrangement		
18	Office space (FLO)	Sofia	16		16	4 200		Memorandum of Understanding Financial arrangement	Bulgaria	
19	Office space (FLO)	Madrid	20		20			Memorandum of Understanding	Spain	
20	European Union Delegation to Moldova, FLO to EaP	Chisinau	14	4	18		N/A	Service Level Agreement and Office Hosting Agreement	N/A	
21	ETIAS CU & AOF	Warsaw	3 778	50	3 828	1 092 000	Until 28/05/2028	Lease agreement	N/A	
<b>TOTAL</b>			<b>33 704</b>	<b>1 740</b>	<b>35 444</b>	<b>14 669 575</b>				



### *5.1.2 Current building(s) Other comments*

In January 2024 Frontex leases a total of 33,560 square meters in three buildings as the Headquarters. They are leased under long-term contracts and located in Warsaw, Poland. Following the approvals of the European Parliament and of the Council, the duration of the Lease Agreement for Spire B was extended until 31 December 2026. Following completed fit-out, the Lease Agreement for ETIAS Central Unit & Alternative Office Facility premises was commenced on 29 May 2023 and the lease duration is until 28 May 2028.

Additional premises are made available to the Brussels Liaison Office, EURTF Catania and to the Frontex liaisons officers (FLOs) in several EU Member States and non-EU countries. Some of the premises have been provided free of charge by the hosting authorities.

### *5.1.3 Building projects in the planning phase*

Seen the end of lease of the current HQ premises in Warsaw Spire and Wronia 31, the Agency will start a market prospection to bridge the office requirements of the Agency until the move into the new HQ is realised.

Considering the end of the lease for the Brussels office on 31-Dec-2026, the local market will be prospected order to secure office space beyond 2026.

### *5.1.4 Building projects submitted to the European Parliament and the Council*

An Early Information Note was presented in the EP Budgets Committee Meeting on 27.10.2021 and the Council was informed on 25.10.2021 in accordance with art 266(2) of the 2018 EU Financial Regulations on the launch of a tender for Design & Build contract for the Frontex Permanent Premises.

The current timeline foresees by the end of 2024 the finalisation of the procurement procedure and the request for approval by the Budgetary Authority on the draft contracts intended to be used. This will include the request for approval to finance the building acquisition through a loan in line with art 266(3) and art 266(6) of the 2018 EU Financial Regulations.

## **5.2 European Schools**

Following the Headquarter Agreement from 1<sup>st</sup> November 2017 between Frontex and the Republic of Poland, an accredited European school in Warsaw has been established with a view to provide multilingual European oriented schooling for all children of Frontex staff. The school received accreditation on 24 June 2021, applicable with retroactive effect as of September 2020.

Frontex is reimbursing the cost of schooling of Frontex statutory staff children in the accredited European School Warsaw via a Mandate Service Agreement with the European Commission on one hand and of Frontex SNE children via a direct Contribution Agreement with the school.

In addition, Frontex has concluded direct Contribution Agreements with the accredited European Schools in Tallinn, Parma and Ljubljana to reimburse the cost of schooling of Frontex statutory staff children attending those schools.

## **5.3 Evaluation**

Since Frontex was set up, two external evaluations have been undertaken, one in 2009 and one in 2015. Both have centred on stakeholder and staff views of the efficiency and effectiveness of the agency rather than on quantitative data on performance. Overall, both evaluations concluded that Frontex had successfully achieved its remit. The findings of the last evaluation report were made public: [http://frontex.europa.eu/assets/Publications/General/Final\\_Report\\_on\\_External\\_Evaluation\\_of\\_Frontex.pdf](http://frontex.europa.eu/assets/Publications/General/Final_Report_on_External_Evaluation_of_Frontex.pdf)

In 2022-2023 the Commission was carrying out an evaluation of the EBCG Regulations in accordance with Article 121, together with a review of the Standing corps in accordance with Article 59. The results should be presented in early 2024.

#### 5.4 Privileges and immunities

<b>Agency privileges</b>	<b>Privileges granted to staff</b>
	<b>Protocol of privileges and immunities / diplomatic status</b>
<b>All Staff members</b>	<b>Irrespective of nationality enjoy privileges and immunities as defined in Protocol 7</b>
<b>All staff members</b>	<b>Irrespective of nationality tax and duty- free transfer of resettlement property to Poland</b>
<b>All Staff members</b>	<b>Expatriate privileges (Polish citizens and Polish permanent residents are excluded):</b>
	<b>Value-added tax (VAT) reimbursement when purchasing a motor-vehicle (maximum 1 vehicle every 3 years)</b>
<b>New Staff members</b>	<b>Expatriate privileges (Polish citizens and Polish permanent residents are excluded):</b>
	<b>Installation incentive - VAT reimbursement (up to a threshold) for purchasing furniture and household articles in Poland (valid 12 months during the first 2 years of employment)</b>
<b>Specified Group of staff</b>	<b>Diplomatic status in Poland</b>
<b>(Annex II HQ Agreement)</b>	<b>Full scope of the diplomatic immunities and privileges is applicable (Polish citizens and Polish permanent residents are excluded from the diplomatic status following international custom) except for economic privileges.</b>

HQ Agreement privileges are equally applicable to all expatriate staff members - to statutory staff (TAs, CAs) and SNEs - regardless of their grading or type of performed function. Without prejudice to the provisions of this Agreement, Protocol No 7, and other relevant European Union law, the Agency and its staff shall respect the law of the Republic of Poland in line with Article 41 paragraph 1 of the Vienna Convention on Diplomatic Relations of 18 April 1961.

### 3.4.3 European Agency for the operational management of large-scale IT systems in the area of freedom, security and justice – EU-LISA

## 1 Overview

### 1.1 Creation/modification (legal base)

Decision	Date	Mission/ Tasks / Functions
Regulation (EU) 2018/1726 of the European Parliament and of the Council on the European Union Agency for the Operational Management of Large-Scale IT Systems in the Area of Freedom, Security and Justice (eu-LISA), and amending Regulation (EC) No 1987/2006 and Council Decision 2007/533/JHA and repealing Regulation (EU) No 1077/2011	14 November 2018 (adoption) 11 December 2018 (entry into force)	Operational management of the SIS II, VIS and Eurodac large-scale IT systems; supervision, security and coordination of relations between the Member States and the provider; monitoring, reporting and statistics related to these systems; training on the technical use of these systems and training of experts on the technical aspects of SIS II in the framework of Schengen evaluation; preparation, development or operational management of new large-scale information systems (EES, ETIAS, DubliNet, ECRIS-TCN and the ECRIS reference implementation) and training on the technical use of these systems; monitoring of research; developing the necessary actions to enable interoperability between large-scale IT systems; carrying out of pilot projects, budget implementation tasks for proof of concept, testing activities and any other support to Member States and the Commission; operational management of the cross-border judicial tool e-CODEX.

### 1.2 Seat

The seat of the Agency is in Tallinn, Estonia. The development and operational management of IT systems are carried out in Strasbourg, France (technical site). A backup site is installed in Sankt Johann im Pongau, Austria.

### 1.3 Budget Line

11 10 02 : European Union Agency for the Operational Management of Large-Scale IT Systems in the Area of Freedom, Security and Justice (eu-LISA)

### 1.4 Human Resources Overview

The table below presents the number of posts in the establishment plans, including the posts assigned to programmes financed outside the EU budget, whereas the number of Contract Agents / SNE only includes those financed under programmes financed within the EU Budget.

Human Resources	2023			2024	2025
	Authorised Budget	Actually filled as of 31/12/2023	Occupancy rate(%)	Authorised Budget	Draft Budget Request
<b>TOTAL AD</b>	169	148	87,57%	175	216
<b>TOTAL AST</b>	53	50	94,34%	53	53
<b>TOTAL AST/SC</b>					
<b>ESTABLISHMENT PLAN POSTS</b>	<b>222</b>	<b>198</b>	<b>89,19%</b>	<b>228</b>	<b>269</b>
<b>Contract Agents (CA)</b>	166	135	81,33%	165	193
<b>Seconded National Experts (SNE)</b>	11	9	81,82%	11	11
<b>TOTAL STAFF</b>	<b>399</b>	<b>342</b>	<b>85,71%</b>	<b>404</b>	<b>473</b>

### 1.5 Financial Resources Overview

#### 1.5.1 Revenues Overview

##### 1.5.1.1 General revenues

REVENUES	2024	2025
	Revenues estimated by the agency	Budget Forecast

<b>EU contribution</b>	257 407 492	309 790 613
<b>Other Revenue</b>		
<b>TOTAL REVENUES</b>	<b>257 407 492</b>	<b>309 790 613</b>

#### 1.5.1.2 Additional EU funding: contribution, grant and service level agreements

REVENUES	2024	2025
	Revenues estimated by the agency	Budget Forecast
<b>Additional EU funding stemming from grant agreements (FFR Art.7)</b>		
<b>Additional EU funding stemming from contribution agreements (FFR Art.7)</b>	3 608 000	4 116 000
<b>Additional EU funding stemming from service level agreements (FFR Art. 43.2)</b>		
<b>TOTAL REVENUES</b>	<b>3 608 000</b>	<b>4 116 000</b>

#### 1.5.2 Expenditure Overview

Expenditure	2024		2025	
	Commitment appropriations	Payment appropriations	Commitment appropriations	Payment appropriations
<b>Title 1 - Staff expenditure</b>	44 044 164	44 044 164	51 797 895	51 797 895
<b>Title 2 - Infrastructure and operating expenditure</b>	31 386 000	31 386 000	36 606 969	36 606 969
<b>Title 3 - Operational expenditure</b>	190 006 000	181 977 328	221 385 749	200 414 000
<b>TOTAL EXPENDITURE</b>	<b>265 436 164</b>	<b>257 407 492</b>	<b>309 790 613</b>	<b>288 818 864</b>

## 2 Human Resources

### 2.1 Establishment plan posts

The table below presents the number of posts in the establishment plans, including the posts assigned to programmes financed outside the EU budget.

Function group and grade	2023				2024		2025			
	Authorised Budget		Actually filled as of 31/12/2023		Authorised Budget		Request of the Agency		Draft Budget Request	
	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts
AD 16										
AD 15		1								
AD 14		1		2		2		2		2
AD 13		3		1		3		3		3
AD 12		4		3		4		5		5
AD 11		11		2		11		10		10

Function group and grade	2023				2024		2025			
	Authorised Budget		Actually filled as of 31/12/2023		Authorised Budget		Request of the Agency		Draft Budget Request	
	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts
AD 10		12		11		13		15		15
AD 9		22		18		27		28		26
AD 8		38		25		41		36		32
AD 7		11		27		8		10		16
AD 6		46		13		49		51		51
AD 5		20		46		17		52		56
AD TOTAL		169		148		175		212		216
AST 11										
AST 10										
AST 9		1		1		1		1		1
AST 8		4		2		5		6		6
AST 7		6		4		8		10		10
AST 6		12		12		12		12		12
AST 5		11		11		10		9		9
AST 4		13		6		15		11		11
AST 3		6		14		2		4		4
AST 2										
AST 1										
AST TOTAL		53		50		53		53		53
AST/SC 6										
AST/SC 5										
AST/SC 4										
AST/SC 3										
AST/SC 2										
AST/SC 1										
AST/SC TOTAL										
TOTAL		222		198		228		265		269
GRAND TOTAL		222		198		228		265		269

## 2.2 External personnel

### 2.2.1 Contract Agents

Contract agents	Authorised 2023	Recruited as of 31/12/2023	2024 estimate	Draft Budget 2025 estimate
Function Group IV	108	89	109	137
Function Group III	57	44	55	55
Function Group II	1	2	1	1

Contract agents	Authorised 2023	Recruited as of 31/12/2023	2024 estimate	Draft Budget 2025 estimate
Function Group I				
<b>TOTAL</b>	<b>166</b>	<b>135</b>	<b>165</b>	<b>193</b>

### 2.2.2 Seconded National Experts

Seconded National Experts	Authorised 2023	Recruited as of 31/12/2023	2024 estimate	Draft Budget 2025 estimate
<b>TOTAL</b>	<b>11</b>	<b>9</b>	<b>11</b>	<b>11</b>

## 3 Financial Resources

### 3.1 Revenues

#### 3.1.1 General revenues

REVENUES	General revenues				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>1 REVENUE FROM FEES AND CHARGES</b>					
<b>2 EU CONTRIBUTION</b>	280 676 140	257 407 492	255 683 969	309 790 613	20,35%
- <i>Of which assigned revenues deriving from previous years' surpluses</i>	3 075 730	26 281 667	1 127 728	1 107 604	-95,79%
<b>3 THIRD COUNTRIES CONTRIBUTION (incl. EEA/EFTA and candidate countries)</b>	21 363 803				
- <i>Of which EEA/EFTA (excl. Switzerland)</i>	21 363 803				
- <i>Of which candidate countries</i>					
<b>4 OTHER CONTRIBUTIONS</b>	55 375				
<b>5 ADMINISTRATIVE OPERATIONS</b>					
- <i>Of which interest generated by funds paid by the Commission by way of the EU contribution (FFR Art. 61)</i>					
<b>6 REVENUES FROM SERVICES RENDERED AGAINST PAYMENT</b>					
<b>7 CORRECTION OF BUDGETARY IMBALANCES</b>					
<b>TOTAL</b>	<b>302 095 318</b>	<b>257 407 492</b>	<b>255 683 969</b>	<b>309 790 613</b>	<b>20,35%</b>

#### 3.1.2 Additional EU funding: contribution, grant and service level agreements

REVENUES	Additional EU funding: contribution, grant and service level agreements				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>Additional EU funding stemming from grant agreements (FFR Art.7)</b>					

REVENUES	Additional EU funding: contribution, grant and service level agreements				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
Additional EU funding stemming from contribution agreements (FFR Art.7)		3 608 000	4 116 000	4 116 000	14,08%
Additional EU funding stemming from service level agreements (FFR Art. 43.2)					
<b>TOTAL</b>		<b>3 608 000</b>	<b>4 116 000</b>	<b>4 116 000</b>	<b>14,08%</b>

### 3.2 Expenditure

#### 3.2.1 Commitment appropriations

EXPENDITURE	Commitment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>Title 1 - Staff expenditure</b>	<b>41 668 671</b>	<b>44 044 164</b>	<b>50 460 000</b>	<b>51 797 895</b>	<b>17,60%</b>
Salaries & allowances	38 216 685	39 249 164	45 850 000	47 187 895	20,23%
- Of which establishment plan posts	25 884 418	26 013 557	32 932 000	32 932 000	26,60%
- Of which external personnel	12 332 267	13 235 607	12 918 000	14 255 895	7,71%
Expenditure relating to Staff recruitment	299 159	203 000	840 000	840 000	313,79%
Employer's pension contributions					
Mission expenses	585 846	660 000	560 000	560 000	-15,15%
Socio-medical infrastructure	1 537 497	2 522 000	1 910 000	1 910 000	-24,27%
Training	1 029 484	1 410 000	1 300 000	1 300 000	-7,80%
External Services					
Receptions, events and representation					
Social welfare					
Other Staff related expenditure					
<b>Title 2 - Infrastructure and operating expenditure</b>	<b>27 461 491</b>	<b>31 386 000</b>	<b>36 606 969</b>	<b>36 606 969</b>	<b>16,63%</b>
Rental of buildings and associated costs	4 457 749	8 950 000	12 451 869	12 451 869	39,13%
Information, communication technology and data processing	8 190 823	3 754 000	7 059 000	7 059 000	88,04%
Movable property and associated costs	135 666	436 000	950 000	950 000	117,89%

EXPENDITURE	Commitment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
Current administrative expenditure	1 522 676	1 686 000	1 318 100	1 318 100	-21,82%
Postage / Telecommunications					
Meeting expenses	562 450	747 000	813 000	813 000	8,84%
Running costs in connection with operational activities					
Information and publishing	1 016 420	1 540 000	1 450 000	1 450 000	-5,84%
Studies					
Other infrastructure and operating expenditure	11 575 707	14 273 000	12 565 000	12 565 000	-11,97%
<b>Title 3 - Operational expenditure</b>	<b>214 193 871</b>	<b>190 006 000</b>	<b>170 064 031</b>	<b>221 385 749</b>	<b>16,52%</b>
Infrastructure	50 131 324	55 749 545	77 200 000	77 200 000	38,48%
HOME Affairs	144 355 486	114 542 970	71 189 012	122 510 730	6,96%
Justice	6 288 768	4 291 000	5 752 019	5 752 019	34,05%
Operational support activities	13 418 293	15 422 485	15 923 000	15 923 000	3,25%
Support to MS and EC					
<b>TOTAL</b>	<b>283 324 033</b>	<b>265 436 164</b>	<b>257 131 000</b>	<b>309 790 613</b>	<b>16,71%</b>

### 3.2.2 Payment appropriations

EXPENDITURE	Payment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>Title 1 - Staff expenditure</b>	<b>40 789 468</b>	<b>44 044 164</b>	<b>50 460 000</b>	<b>51 797 895</b>	<b>17,60%</b>
Salaries & allowances	38 216 685	39 249 164	45 850 000	47 187 895	20,23%
- Of which establishment plan posts	25 884 418	26 013 557	32 932 000	32 932 000	26,60%
- Of which external personnel	12 332 267	13 235 607	12 918 000	14 255 895	7,71%
Expenditure relating to Staff recruitment	51 236	203 000	840 000	840 000	313,79%
Employer's pension contributions					
Mission expenses	562 756	660 000	560 000	560 000	-15,15%



EXPENDITURE	Payment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
Socio-medical infrastructure	1 222 412	2 522 000	1 910 000	1 910 000	-24,27%
Training	736 379	1 410 000	1 300 000	1 300 000	-7,80%
External Services					
Receptions, events and representation					
Social welfare					
Other Staff related expenditure					
<b>Title 2 - Infrastructure and operating expenditure</b>	<b>15 107 431</b>	<b>31 386 000</b>	<b>36 606 969</b>	<b>36 606 969</b>	<b>16,63%</b>
Rental of buildings and associated costs	3 311 803	8 950 000	12 451 869	12 451 869	39,13%
Information, communication technology and data processing	5 005 886	3 754 000	7 059 000	7 059 000	88,04%
Movable property and associated costs	114 865	436 000	950 000	950 000	117,89%
Current administrative expenditure	1 245 756	1 686 000	1 318 100	1 318 100	-21,82%
Postage / Telecommunications					
Meeting expenses	124 151	747 000	813 000	813 000	8,84%
Running costs in connection with operational activities					
Information and publishing	398 873	1 540 000	1 450 000	1 450 000	-5,84%
Studies					
Other infrastructure and operating expenditure	4 906 097	14 273 000	12 565 000	12 565 000	-11,97%
<b>Title 3 - Operational expenditure</b>	<b>246 143 044</b>	<b>181 977 328</b>	<b>168 617 000</b>	<b>200 414 000</b>	<b>10,13%</b>
Infrastructure	56 422 565	51 004 466	55 294 000	55 294 000	8,41%
HOME Affairs	175 233 162	112 303 205	90 585 000	122 382 000	8,97%
Justice	3 306 322	4 396 486	6 015 000	6 015 000	36,81%
Operational support activities	11 180 995	14 273 171	16 723 000	16 723 000	17,16%
Support to MS and EC					
<b>TOTAL</b>	<b>302 039 943</b>	<b>257 407 492</b>	<b>255 683 969</b>	<b>288 818 864</b>	<b>12,20%</b>

### 3.3 Budget Outturn

First estimate of the 2023 surplus that should be reimbursed to the EU budget (as assigned revenue): EUR 1 107 604

## 4 Justification of needs

### Commission assessment

#### Human Resources

The Commission supports the Agency's request for additional staff in 2025, taking into account additional posts for 2024 and 2025 deriving from the adopted Regulations and the ongoing Commission proposals (Eurodac and Screening), for which the adoption of the respective Regulations is still awaited.

#### Financial Resources

The Commission proposes for eu-LISA for 2025 an EU Contribution of 309 790 613 euro, deriving from the financial programming and the additional budget allocations linked to the legislative financial statements for the Commission proposal on Screening and the cost of 21 contract agents temporarily reassigned from Frontex to eu-LISA.

### 4.1 Human Resources - Agency Request

#### 4.1.1 Number of staff requested

The staff planning includes additional staff for the tasks deriving from the adopted Regulations and the Commission proposals, for which the adoption of the respective regulations is still awaited. At the same time, it includes a decrease of staff as envisaged in the Interoperability and VIS recast planning. It includes also staff “on a loan” under an agreement with Frontex to provide assistance to carriers’ services. In case these posts cannot be covered from the EU budget directly, an extension of this agreement for another three years from 2025 until the end of 2027 has been envisaged. An overview of the staff plan is summarized in a table:

	TA	CA	SNE	Total
Staff planned under the adopted Regulations	217	159	11	387
Staff planned under the adopted Commission proposals (respective Regulations to be adopted)	23	7		30
Additional staff in Annex XIII of the SPD 2025-2027	25			25
Total	265	166	11	442

Additional staff is requested for areas where the Agency is currently understaffed including several horizontal positions necessary to ensure proper organisational functioning, or where the scope of work has increased due to the progress made with implementing the new systems entrusted to eu-LISA and the introduction of the new way of working that calls for enhancing internal technical capacity. This request concerns 25 TA AD 5 posts, out of which 20 posts are for the test management, network and infrastructure services and 5 posts are for legal, internal audit, ethics and planning functions.

#### 4.1.2 Vacancy rate as of end 2023

A vacancy rate, calculated at the end of 2023 was 14.29%, showing a decrease in comparison to 2022.

A more detailed distribution is presented in a table:

Type of staff	Vacancy rate (staff in place)
TA	10.81%
CA	18.67%
SNE	18.18%
Total	14.29%

An improvement of the situation comparing with the previous year is visible even stronger by taking into account the issued engagement offers as after including them in calculation a vacancy rate would be 6.52%.

Factors contributing to the higher-than-expected vacancy rate were similar to those in 2022: staff turnover above 5%; exploitation of the established reserve lists; posts linked legal instruments where adoption was delayed and, therefore, the recruitment was not possible; another unsuccessful procurement of medical service in Strasbourg.

#### *4.1.3 Standard abatement ('abatement forfaitaire') applied*

Not applicable at eu-LISA.

#### *4.1.4 Salary assumption for calculating salary line (% applied)*

The calculation of the salary costs for the establishment plan posts is based on the PMO's data on the temporary staff deployed in Tallinn, Strasbourg and Brussels, basic salary for grades and steps in 2023 or the initial grades for vacant posts, correction coefficients at eu-LISA locations, actual allowances paid in 2023 (family, expatriation, education etc.) and expected reclassifications. The costs for external personnel (contract staff and SNEs) are based on PMO's standard salary and allowances calculations and the data on entitlements for allowances in 2023. With regards to salary expenditure, a 2% indexation based on the 2024 voted budget has been included in the estimate.

#### *4.1.5 Correction coefficient used*

eu-LISA applies as of 1 July 2023 the following correction coefficient on the salaries for the posts assigned in:

Tallinn – 98.9%; Strasbourg – 119.5%; Brussels – 100%

#### *4.1.6 Exchange rate used (if applicable)*

Not applicable.

### **4.2 Financial Resources - Agency request**

#### *4.2.1 Title 1*

Total expenditures in Title 1 amount to EUR 50 460 000, out of which the following amounts are conditional:

- EUR 988 000 are subject to the adoption of the proposal for a regulation of the European Parliament and of the Council on automated data exchange for police cooperation (“Prüm II”), amending Council Decisions 2008/615/JHA and 2008/616/JHA and Regulations (EU) 2018/1726, 2019/817 and 2019/818 of the European Parliament and of the Council.
- EUR 1 397 000 are subject to the adoption of the proposal for a regulation of the European Parliament and of the Council on the collection and transfer of advance passenger information (API) for enhancing and facilitating external border controls, amending Regulation (EU) 2019/817 and Regulation (EU) 2018/1726, and repealing Council Directive 2004/82/EC.

#### *4.2.2 Title 2*

Total expenditures in Title 2 amount to EUR 36 606 969, linked to amongst others expenditure for premises (EUR 12 451 869), Corporate IT & Telecom (EUR 7 059 000), external support services (EUR 8 706 000) and Corporate Security (EUR 3 859 000).

#### *4.2.3 Title 3*

In 2025, with expenditure set under Title 3, eu-LISA aims to ensure 24x7 availability and stability of the systems under its management. At the same time, the Agency will continue to increase the value added by the systems and services provided to the Member States through their evolutions and implement projects that are essential in order to improve efficiency of its operations and management of the systems under its responsibility.

## Commitment Appropriations

Total expenditures in Title 3 for Commitment Appropriations amount to EUR 170 064 031, linked to the development and maintenance of both IT infrastructure (e.g. Shared system infrastructure, networks, back-up sites), Operational support activities (external support services, direct support, meetings and missions), systems linked to Justice and Home Affairs (SIS II, Interoperability, EES, ETIAS, VIS/BMS, Eurodac, Prüm, API, JIT, ECRIS, e-Codex)

The following amounts are conditional:

- EUR 3 550 000 are subject to the adoption of the proposal for a regulation of the European Parliament and of the Council on automated data exchange for police cooperation (“Prüm II”), amending Council Decisions 2008/615/JHA and 2008/616/JHA and Regulations (EU) 2018/1726, 2019/817 and 2019/818 of the European Parliament and of the Council.
- EUR 1 200 000 are subject to the adoption of the proposal for a regulation of the European Parliament and of the Council on the collection and transfer of Advance Passenger Information (API) for enhancing and facilitating external border controls, amending Regulation (EU) 2019/817 and Regulation (EU) 2018/1726, and repealing Council Directive 2004/82/EC.

## Payment Appropriations

Total expenditures in Title 3 for Payment Appropriations amount to EUR 168 617 000, linked to the development and maintenance of both IT infrastructure (e.g. Shared system infrastructure, networks, back-up sites), Operational support activities (external support services, direct support, meetings and missions), systems linked to Justice and Home Affairs (SIS II, Interoperability, EES, ETIAS, VIS/BMS, Eurodac, Prüm, API, JIT, ECRIS, e-Codex)

The following amounts are conditional:

- EUR 3 550 000 are subject to the adoption of the proposal for a regulation of the European Parliament and of the Council on automated data exchange for police cooperation (“Prüm II”), amending Council Decisions 2008/615/JHA and 2008/616/JHA and Regulations (EU) 2018/1726, 2019/817 and 2019/818 of the European Parliament and of the Council.
- EUR 1 200 000 are subject to the adoption of the proposal for a regulation of the European Parliament and of the Council on the collection and transfer of advance passenger information (API) for enhancing and facilitating external border controls, amending Regulation (EU) 2019/817 and Regulation (EU) 2018/1726, and repealing Council Directive 2004/82/EC.

### 4.3 Ad hoc grants and delegation agreements

## 5 Other information

### 5.1 Buildings

#### 5.1.1 Current building(s)

#	Building Name and type	Location	SURFACE AREA (in m <sup>2</sup> )			RENTAL CONTRACT			Host country (grant or support)	Building present value(€)
			Office space	non-office	Total	RENT (€/year)	Duration	Type		
1	Headquarters	eu-LISA, Vesilennuki 5, Tallinn, Estonia	1 161,4	3 235,9	4 397,3		N/A	N/A	EE built and transferred new HQ for Agency in a non-exchange transaction	6 971 222
2	Operational Site	eu-LISA, 18 Rue de la Faisanderie 67100 Strasbourg, France	2 155	5 687	7 842		N/A	N/A	FR granted entire premises for 1 EUR in 29 May 2013	19 742 659

#	Building Name and type	Location	SURFACE AREA(in m <sup>2</sup> )			RENTAL CONTRACT			Host country (grant or support)	Building present value(€)
			Office space	non-office	Total	RENT (€/year)	Duration	Type		
3	Back-up Site	Austrian Central Federal Back-Up Center in Sankt Johann im Pongau, Austria	223	403	626	640 000	indefinite	Indefinite Operational Agreement with the Republic of Austria		
4	eu-LISA liaison office	20 avenue d'Auderghem, 1040 Brussels.	98		98	26 292	Until 31/01/2025	Rent Agreement	N/A	
5	eu-LISA temporary office space	PLATON building 4 Rue Jean Sapidus 67400 Illkirch-Grafenstaden Strasbourg France	2 074,4		2 074,4	639 985	Until 09/12/2029	Rent	N/A	
<b>TOTAL</b>			<b>5 711,8</b>	<b>9 325,9</b>	<b>15 037,7</b>	<b>1 306 277</b>				<b>26 713 881</b>

### 5.1.2 Current building(s) Other comments

#### **Liaison Office (Brussels)**

eu-LISA has the urgent and persisting need for a modern and energy efficient office space in Brussels, Belgium, to accommodate its liaison office and to ensure to the staff the appropriate working conditions and well-being in the light of higher demand for a work space from the colleagues visiting liaison office for their missions to Brussels. Currently, the office space is outdated and don't respect the European Green initiative to reduce the energy consumption on the buildings uses by European Union institutions. Therefore, the Agency launched a negotiated procedure in Q3/2023, to relocate this office in a modern building.

At the time of writing the evaluation of the tender is ongoing therefore the lease cost cannot be clearly established but is estimated around 6 500 euros per month excluding the fit-out work cost.

#### **Operational Site Strasbourg**

The lack of office space and the issues around the quality of the working conditions in the Operational site in Strasbourg poses a serious threat to the implementation of the Interoperability Roadmap, eu-LISA is focusing, as matter of urgency, on addressing the capacity issues of the Strasbourg location where the challenge is most pressing, especially considering that currently 73% of the employees are based in the Strasbourg together with all the external contractors associated with the operational management and the development of the systems.

The Agency is working to identify solutions to ensure the efficiency of eu-LISA's operations by providing timely and high-quality corporate facilities in all Agency locations, to facilitate environmentally sustainable daily operation, to improve employee well-being and to ensure compliance with occupational health and safety requirements.

With this in mind, in December 2023 the Agency has launched the negotiated procedure without prior publication of a contract notice in accordance with Point 11.1(g) of Annex I of the EU Financial Regulation, applicable by virtue of Art. 89 of eu-LISA Financial Rules, in order to acquire the necessary lease contract for the office rent.

### 5.1.3 Building projects in the planning phase

To address the needs, the Agency has implemented short-term measures, like leasing external office spaces in Illkirch-Grafenstaden and extending the main data centre with the MDC1, to cover the needs until the second extension of the operational site in Strasbourg is available.

Due to the fact that the second extension project is postponed for financial reasons, the Agency defined an alternative building strategy. However, a strategic, long-term approach is needed to manage the growing requirements.

The operational site in Strasbourg, due to its critical infrastructure status, should focus on technical aspects and gradually expand to accommodate new data centre capacities. The backup site's purpose remains its backup role. Office spaces should cater only to teams needing on-site work for operational management, while administrative tasks can be done from leased offices.

The constraints include budget limitations until 2028 and the nearing capacity limits of the current data centre and office spaces. As already mentioned, to cover the needs, ensure the availability of working space and ensure adequate working condition for the Staff, the strategic approach aims to focus on building leasing in the Strasbourg area (Aspire project). In parallel eu-LISA is working closely with the Estonian government to evaluate the possibility of building an extension to the Headquarters to ensure the hosting capacities of the Agency in a long-term perspective.

To ensure the computing capacities the Agency will deploy modular data centres in Strasbourg operational site as needed.

#### 5.1.4 Building projects submitted to the European Parliament and the Council

In the coming years, the Agency's crucial role in the sustainable functioning of the Schengen Area will continue to grow, together with its increasing contribution to the successful delivery of political and operational priorities in the JHA domain. Therefore, the Agency has initiated a project called Second Extension to extend the power, cooling and hosting capacities of its operational site in Strasbourg. The preliminary studies have been realised, the construction programme is defined, technical specifications for the call for tender is specified, and the related financial budget is established.

The Agency lacks the necessary financial resources to adequately address the high expenditures associated with this project. In light of these circumstances pertaining to the project's financial situation, a decision has been made Q1/2023 before to launch the design call for tender to temporarily suspend the project, with plans to resume it in the next MFF. In this regard the second extension project could be completed by 2034.

In light of new initiatives in the JHA domain and the evolving needs of the current IT systems, eu-LISA has identified a greater need for Data Centre computing capacities earlier than initially anticipated. Consequently, the second extension project has been integrated into a programme called the Capacity Increase Programme. This programme aims to oversee and coordinate the various projects within eu-LISA, including the Second Extension Project, the Modular Data Centre 2 (MDC2) project, and the Power and Cooling Capacity Increase project. Given the Agency's growing role in ensuring the sustainable functioning of the Schengen area and its significant contribution to the efficient operation of the EU's JHA domain, the Capacity Increase Programme remains a high priority.

In light of these considerations, eu-LISA has made the following decisions for the way forward:

- Addressing the short and mid-term computing capacity needs on the current site by adopting a modular approach and adding infrastructure components (refer to the Modular Data Centre 2 (MDC2) project).
- Addressing the mid-term solution for power and cooling capacity upgrades.
- Addressing the long-term computing capacity and office space needs through the Second Extension project.

The following table demonstrates the main milestones in the updated planning of Capacity Increase Programme from 2023 onwards.

Projects milestones	To be achieved by
Management Board request to the Budgetary Authority for the MDC2 phase 1	Q4 2023
Initiation phase of the Cooling Capacity Increase project	Q4 2023
Order of the MDC2 modules and required infrastructure	Q1 2024
Power capacity increase short term solution implemented	Q3 2024
Cooling capacity increase short term solution implemented	Q3 2024
Go live of the MDC2 project phase 1	Q4 2024
Power capacity increase long term solution implemented	Q4 2025
Cooling capacity increase long term solution implemented	Q3 2026

The estimated budgetary distribution is presented in the table below:

	2023	2024	2025	2026	2027	2028
Modular Data Centre 2	80,000	10,680,382	6 673 000	7 723 000	6 500 000	3 000 000
Power and Cooling Capacity Increase		983,000	3 166 200			

The Agency intends to fund the MDC2 infrastructure project and the Power and Cooling Capacity Increase Project with the revenue collected in accordance with article 46(3) of the eu-LISA Regulation (EU) 2018/1726. As this revenue was already collected, the project can be funded without any increase to the EU subsidy as defined by the Multi-Annual Financial Framework. The pre-approval of the Budgetary Authority is planned to be requested prior to the signature of the contract for the development of the MDC2 modules.

The MDC2 budget forecast are estimated from 2025 – 2028 as the project phases will be implemented according to the technology to be deployed.

### 5.2 European Schools

eu-LISA signed with the European Commission the Mandate and Service Agreement for the financial contribution of the Agency to the European Schools in Tallinn and Strasbourg in 2014. The number of children in the European Schools in Tallinn and Strasbourg was 139 in 2023, which increased compared to 2022 by 19 pupils. The Agency's contribution is expected to increase for the school years 2024/2025, depending on the number of children of the additional staff joining in the years 2024 and 2025.

Since 2014, eu-LISA pays a nursery allowance to its staff for covering the expenses for a daily care of small children younger than 4 years for whom the European Schools cannot provide its care.

### 5.3 Evaluation

The last evaluation report from April 2016 identified a possible need for a revision or an extension of the tasks entrusted to eu-LISA in the establishing regulation. Link to online documents made public: [http://ec.europa.eu/smart-regulation/roadmaps/docs/2016\\_home\\_003\\_evaluation\\_eu-lisa\\_en.pdf](http://ec.europa.eu/smart-regulation/roadmaps/docs/2016_home_003_evaluation_eu-lisa_en.pdf). In accordance with Article 39 of eu-LISA's establishing Regulation, the Commission will complete a new evaluation of eu-LISA in 2024. A benchmarking exercise is currently ongoing and to be finalized to gain a comprehensive overview of the performance of all JHA information systems under its remit. The results of eu-LISA's own external evaluation of its operations, service management, security and business continuity will feed into the Commission's evaluation.

### 5.4 Privileges and immunities

Agency privileges	Privileges granted to staff	
	Protocol of privileges and immunities / diplomatic status	Education / day care
ESTONIA: eu-LISA's statutory staff in Tallinn provided they are not permanent residents of Estonia before taking up their appointment in the Agency will receive reimbursement from the Estonian government of a sum equal to the VAT paid for the purchase of goods in Estonia (limited to a specific list of goods) during a period of 1 year from taking up duties at the Agency in Tallinn to facilitate their establishment in Estonia. eu-LISA's statutory staff in Tallinn and family members forming part of their household are	Headquarters Agreement between eu-LISA and the Republic of Estonia Article 12	European School functioning as of September 2013

Agency privileges	Privileges granted to staff	
<p>exempt from all compulsory contributions to the Estonian social security scheme insofar as they are covered by the scheme of social security benefits of officials and other servants of the Union</p>		
<p>FRANCE: eu-LISA's statutory staff in Strasbourg and family members forming part of their household are exempt from all compulsory contributions to the French social security scheme insofar as they are covered by the scheme of social security benefits of officials and other servants of the Union. To the extent that they are covered by the social security scheme of their state of origin seconded experts are also exempt from all compulsory contributions to the French social security scheme</p>	<p>Agreement on the technical site of the European Union Agency for the Operational Management of Large-Scale IT Systems in the Area of Freedom Security and Justice between eu-LISA and the Government of France Article 13</p>	<p>European School in Strasbourg</p>
<p>AUSTRIA: in accordance with EU protocol of privileges and immunities</p>	<p>n/a (no permanent staff)</p>	<p>n/a (no permanente staff)</p>



### 3.5 Decentralised agencies of Heading 5 –Security and Defence

#### 3.5.1 European Union Agency for Law Enforcement Cooperation – EUROPOL

##### 1 Overview

##### 1.1 Creation/modification (legal base)

Decision	Date	Mission/ Tasks / Functions
<p>Regulation (EU) 2016/794 of the European Parliament and of the Council on the European Union Agency for Law Enforcement Cooperation (Europol) and replacing and repealing Council Decisions 2009/371/JHA, 2009/934/JHA, 2009/935/JHA, 2009/936/JHA and 2009/968/JHA, Regulation (EU) 2022/991 of the European Parliament and of the Council of 8 June 2022 amending Regulation (EU) 2016/794, as regards Europol's cooperation with private parties, the processing of personal data by Europol in support of criminal investigations, and Europol's role in research and innovation</p>	<p>Entry into force 01/05/2017, amendment entry into force 28/06/2022</p>	<p>Europol shall support and strengthen action by the competent authorities of the Member States and their mutual cooperation in preventing and combating serious crime affecting two or more Member States, terrorism and forms of crime which affect a common interest covered by a Union policy.</p> <p>Europol's shall (a) collect, store, process, analyse and exchange information, including criminal intelligence; (b) notify the Member States, via the national units established or designated, without delay of any information and connections between criminal offences concerning them; (c) coordinate, organise and implement investigative and operational actions to support and strengthen actions by the competent authorities of the Member States, that are carried out: (i) jointly with the competent authorities of the Member States; or (ii) in the context of joint investigation teams and, where appropriate, in liaison with Eurojust; (d) participate in joint investigation teams, as well as propose that they be set up; (e) provide information and analytical support to Member States in connection with major international events; (f) prepare threat assessments, strategic and operational analyses and general situation reports; (g) develop, share and promote specialist knowledge of crime prevention methods, investigative procedures and technical and forensic methods, and provide advice to Member States; (h) support Member States' cross-border information exchange activities, operations and investigations, as well as joint investigation teams, including by providing operational, technical and financial support; (ha) provide administrative and financial support to Member States' special intervention units as referred to in Council Decision 2008/617/JHA; (i) provide specialised training and assist Member States in organising training, including with the provision of financial support, within the scope of its objectives and in accordance with the staffing and budgetary resources at its disposal in coordination with the European Union Agency for Law Enforcement Training (CEPOL); (j) cooperate with the Union bodies established on the basis of Title V of the TFEU, with OLAF and the European Union Agency for Cybersecurity (ENISA) established by Regulation (EU) 2019/881 of the European Parliament and of the Council, in particular through the exchange of information and provision of analytical support in areas that fall within their respective competences; (k) provide information and support to EU crisis management structures and missions established on the basis of the TEU, within the scope of Europol's objectives; (l) develop Union centres of specialised expertise for combating certain types of crime falling within the scope of Europol's objectives, in particular the European Cybercrime Centre; (m) support Member States' actions in preventing and combating forms of crime which are facilitated, promoted or committed using the internet, including by: (i) assisting the competent authorities of the Member States, upon their request, in responding to cyberattacks of suspected criminal origin; (ii) cooperating with competent authorities of the Member States with regard to removal orders, in accordance with Article 14 of Regulation (EU) 2021/784; and (iii) making referrals of online content to the online service providers concerned for their voluntary consideration of the compatibility of that content with their own</p>

terms and conditions; (r) support Member States in identifying persons whose criminal activities fall within the forms of crime listed in the amended Europol Regulation and who constitute a high risk for security; (s) facilitate joint, coordinated and prioritised investigations regarding persons referred to in point (r); (t) support Member States in processing data provided by third countries or international organisations to Europol on persons involved in terrorism or in serious crime and propose the possible entry by the Member States, at their discretion and subject to their verification and analysis of those data, of information alerts on third-country nationals in the interest of the Union ('information alerts') in the Schengen Information System (SIS), in accordance with Regulation (EU) 2018/1862 of the European Parliament and the Council; (u) support the implementation of the evaluation and monitoring mechanism to verify the application of the Schengen acquis under Regulation (EU) No 1053/2013, within the scope of Europol's objectives, through the provision of expertise and analyses, where relevant; (v) proactively monitor research and innovation activities that are relevant for the achievement of Europol's objectives and contribute to such activities by supporting related activities of Member States and by implementing its own research and innovation activities, including projects for the development, training, testing and validation of algorithms for the development of specific tools for the use by law enforcement authorities, and disseminate the results of the activities to the Member States; (w) contribute to creating synergies between the research and innovation activities of Union bodies that are relevant for the achievement of Europol's objectives, including through the EU Innovation Hub for Internal Security, and in close cooperation with Member States; (x) support, upon their request, Member States' actions in addressing online crisis situations, in particular by providing private parties with the information necessary to identify relevant online content; (y) support Member States' actions in addressing the online dissemination of online child sexual abuse material; (z) cooperate, in accordance with Article 12 of Directive (EU) 2019/1153 of the European Parliament and of the Council, with Financial Intelligence Units (FIUs) established pursuant to Directive (EU) 2015/849 of the European Parliament and of the Council, through the relevant Europol national unit or, if allowed by the relevant Member State, by direct contact with the FIUs, in particular through the exchange of information and the provision of analyses to Member States to support cross-border investigations into the money laundering activities of transnational criminal organisations and terrorist financing.

Europol shall provide strategic analyses and threat assessments to assist the Council and the Commission in laying down strategic and operational priorities of the Union for fighting crime; it shall also assist in the operational implementation of those priorities, in particular in the European Multidisciplinary Platform Against Criminal Threats (EMPACT), including by facilitating and providing administrative, logistical, financial and operational support to operational and strategic activities led by Member States; provide strategic analyses and threat assessments to assist the efficient and effective use of the resources available at national and Union level for operational activities and the support of those activities; Europol shall also provide threat assessment analyses based on the information it holds on criminal phenomena and trends to support the Commission and the Member States in carrying out risk assessments; it shall also act as the Central Office for combating euro counterfeiting in accordance with Council Decision 2005/511/JHA. Europol shall also encourage the coordination of measures carried out to fight euro counterfeiting by the competent authorities of the Member States or in the context of joint investigation teams, where appropriate in liaison with Union bodies and the authorities of third countries; and shall

		not apply coercive measures in carrying out its tasks; Europol shall assist the Member States and the Commission in identifying key research themes; it shall support the Member States in the screening, as regards the expected implications for security, of specific cases of foreign direct investments into the Union under Regulation (EU) 2019/452 of the European Parliament and of the Council that concern undertakings that provide technologies, including software, used by Europol for the prevention and investigation of crimes that fall within Europol's objectives.
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## 1.2 Seat

The Hague (Den Haag), the Netherlands.

## 1.3 Budget Line

12 10 01 : European Union Agency for Law Enforcement Cooperation (Europol)

## 1.4 Human Resources Overview

The table below presents the number of posts in the establishment plans, including the posts assigned to programmes financed outside the EU budget, whereas the number of Contract Agents / SNE only includes those financed under programmes financed within the EU Budget.

Human Resources	2023			2024	2025
	Authorised Budget	Actually filled as of 31/12/2023	Occupancy rate(%)	Authorised Budget	Draft Budget Request
<b>TOTAL AD</b>	693	682	98,41%	731	753
<b>TOTAL AST</b>	23	22	95,65%	23	23
<b>TOTAL AST/SC</b>					
<b>ESTABLISHMENT PLAN POSTS</b>	<b>716</b>	<b>704</b>	<b>98,32%</b>	<b>754</b>	<b>776</b>
<b>Contract Agents (CA)</b>	235	223	94,89%	255	260
<b>Seconded National Experts (SNE)</b>	121	89	73,55%	121	132
<b>TOTAL STAFF</b>	<b>1072</b>	<b>1016</b>	<b>94,78%</b>	<b>1130</b>	<b>1168</b>

## 1.5 Financial Resources Overview

### 1.5.1 Revenues Overview

#### 1.5.1.1 General revenues

REVENUES	2024	2025
	Revenues estimated by the agency	Budget Forecast
<b>EU contribution</b>	218 227 705	239 372 697
<b>Other Revenue</b>		
<b>TOTAL REVENUES</b>	<b>218 227 705</b>	<b>239 372 697</b>

#### 1.5.1.2 Additional EU funding: contribution, grant and service level agreements

REVENUES	2024	2025
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	Revenues estimated by the agency	Budget Forecast
Additional EU funding stemming from grant agreements (FFR Art.7)	222 800	167 100
Additional EU funding stemming from contribution agreements (FFR Art.7)	656 912	
Additional EU funding stemming from service level agreements (FFR Art. 43.2)	1 130 000	1 030 000
<b>TOTAL REVENUES</b>	<b>2 009 712</b>	<b>1 197 100</b>

### 1.5.2 Expenditure Overview

Expenditure	2024		2025	
	Commitment appropriations	Payment appropriations	Commitment appropriations	Payment appropriations
<b>Title 1 - Staff expenditure</b>	117 817 323	117 817 323	127 604 601	127 604 601
<b>Title 2 - Infrastructure and operating expenditure</b>	15 105 338	15 105 338	13 983 399	13 983 399
<b>Title 3 - Operational expenditure</b>	85 305 044	82 796 844	97 784 697	93 302 197
<b>TOTAL EXPENDITURE</b>	<b>218 227 705</b>	<b>215 719 505</b>	<b>239 372 697</b>	<b>234 890 197</b>

## 2 Human Resources

### 2.1 Establishment plan posts

The table below presents the number of posts in the establishment plans, including the posts assigned to programmes financed outside the EU budget.

Function group and grade	2023				2024		2025			
	Authorised Budget		Actually filled as of 31/12/2023		Authorised Budget		Request of the Agency		Draft Budget Request	
	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts
AD 16		1		1		1		1		1
AD 15				1		1		1		1
AD 14		3		2		2		2		2
AD 13		2				3		4		3
AD 12		11		14		11		11		11
AD 11		10		4		11		15		11
AD 10		21		20		24		29		24
AD 9		47		46		51		62		51
AD 8		92		79		105		133		105
AD 7		216		225		239		255		244
AD 6		282		281		276		288		293
AD 5		8		9		7		7		7
<b>AD TOTAL</b>		<b>693</b>		<b>682</b>		<b>731</b>		<b>808</b>		<b>753</b>

Function group and grade	2023				2024		2025			
	Authorised Budget		Actually filled as of 31/12/2023		Authorised Budget		Request of the Agency		Draft Budget Request	
	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts
AST 11										
AST 10										
AST 9										
AST 8		1		1		1		1		1
AST 7		2		1		3		3		3
AST 6		5		5		5		6		6
AST 5		4		4		3		2		2
AST 4		3		3		3		3		3
AST 3		2		3		3		4		4
AST 2		6		5		5		4		4
AST 1										
AST TOTAL		23		22		23		23		23
AST/SC 6										
AST/SC 5										
AST/SC 4										
AST/SC 3										
AST/SC 2										
AST/SC 1										
AST/SC TOTAL										
TOTAL		716		704		754		831		776
GRAND TOTAL		716		704		754		831		776

## 2.2 External personnel

### 2.2.1 Contract Agents

Contract agents	Authorised 2023	Recruited as of 31/12/2023	2024 estimate	Draft Budget 2025 estimate
Function Group IV	59	62	79	84
Function Group III	118	109	118	118
Function Group II	58	52	58	58
Function Group I				
TOTAL	235	223	255	260

### 2.2.2 Seconded National Experts

Seconded National Experts	Authorised 2023	Recruited as of 31/12/2023	2024 estimate	Draft Budget 2025 estimate
TOTAL	121	89	121	132

### 3 Financial Resources

#### 3.1 Revenues

##### 3.1.1 General revenues

REVENUES	General revenues				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>1 REVENUE FROM FEES AND CHARGES</b>					
<b>2 EU CONTRIBUTION</b>	207 176 212	218 227 705	269 328 074	239 372 697	9,69%
- Of which assigned revenues deriving from previous years' surpluses	5 098 619	10 314 092	6 283 397	6 283 397	-39,08%
<b>3 THIRD COUNTRIES CONTRIBUTION (incl. EEA/EFTA and candidate countries)</b>					
- Of which EEA/EFTA (excl. Switzerland)					
- Of which candidate countries					
<b>4 OTHER CONTRIBUTIONS</b>					
<b>5 ADMINISTRATIVE OPERATIONS</b>					
- Of which interest generated by funds paid by the Commission by way of the EU contribution (FFR Art. 61)					
<b>6 REVENUES FROM SERVICES RENDERED AGAINST PAYMENT</b>					
<b>7 CORRECTION OF BUDGETARY IMBALANCES</b>					
<b>TOTAL</b>	<b>207 176 212</b>	<b>218 227 705</b>	<b>269 328 074</b>	<b>239 372 697</b>	<b>9,69%</b>

##### 3.1.2 Additional EU funding: contribution, grant and service level agreements

REVENUES	Additional EU funding: contribution, grant and service level agreements				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>Additional EU funding stemming from grant agreements (FFR Art.7)</b>	787 881	222 800	167 100	167 100	-25,00%
<b>Additional EU funding stemming from contribution agreements (FFR Art.7)</b>	1 688 942	656 912			-100%
<b>Additional EU funding stemming from service level agreements (FFR Art. 43.2)</b>	1 062 144	1 130 000	1 030 000	1 030 000	-8,85%
<b>TOTAL</b>	<b>3 538 967</b>	<b>2 009 712</b>	<b>1 197 100</b>	<b>1 197 100</b>	<b>-40,43%</b>

### 3.2 Expenditure

#### 3.2.1 Commitment appropriations

EXPENDITURE	Commitment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>Title 1 - Staff expenditure</b>	<b>114 234 450</b>	<b>117 817 323</b>	<b>146 564 978</b>	<b>127 604 601</b>	<b>8,31%</b>
Salaries & allowances	105 395 153	106 471 800	131 324 000	113 332 000	6,44%
- Of which establishment plan posts	87 964 759	88 718 800	108 484 000	94 593 000	6,62%
- Of which external personnel	17 430 394	17 753 000	22 840 000	18 739 000	5,55%
Expenditure relating to Staff recruitment					
Employer's pension contributions					
Mission expenses					
Socio-medical infrastructure	878 665	1 074 318	1 460 197	1 460 197	35,92%
Training	135 000	292 500	298 000	298 000	1,88%
External Services					
Receptions, events and representation	120 722	111 500	111 200	111 200	-0,27%
Social welfare					
Other Staff related expenditure	7 704 910	9 867 205	13 371 581	12 403 204	25,70%
<b>Title 2 - Infrastructure and operating expenditure</b>	<b>15 310 202</b>	<b>15 105 338</b>	<b>17 198 399</b>	<b>13 983 399</b>	<b>-7,43%</b>
Rental of buildings and associated costs	10 487 653	11 061 114	13 060 616	9 845 616	-10,99%
Information, communication technology and data processing	1 919 781	1 339 000	1 339 000	1 339 000	0,00%
Movable property and associated costs	643 909	1 082 888	1 146 230	1 146 230	5,85%
Current administrative expenditure	391 968	540 036	568 847	568 847	5,34%
Postage / Telecommunications	1 009 196	70 300	71 706	71 706	2,00%
Meeting expenses	857 695	1 012 000	1 012 000	1 012 000	0,00%
Running costs in connection with operational activities					
Information and publishing					
Studies					

EXPENDITURE	Commitment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
Other infrastructure and operating expenditure					
<b>Title 3 - Operational expenditure</b>	<b>77 176 709</b>	<b>85 305 044</b>	<b>105 564 697</b>	<b>97 784 697</b>	<b>14,63%</b>
Operations	16 090 786	15 012 475	16 180 562	16 477 187	9,76%
Operational information technology	40 692 851	45 845 456	63 312 022	55 479 397	21,01%
Telecommunication costs for operational activities	606 210	1 803 113	1 803 113	1 803 113	0,00%
Seconded National Experts (Operational)	6 508 092	7 739 000	8 489 000	8 245 000	6,54%
EPCC	251 499	270 000	270 000	270 000	0,00%
Heads of Europol national Units	127 016	160 000	160 000	160 000	0,00%
Operational expenditure related to subsidies and grants					
Operational expenditure related to research and development projects					
Decryption platform	1 128 308	1 000 000	1 000 000	1 000 000	0,00%
Grants	11 771 947	13 475 000	14 350 000	14 350 000	6,49%
<b>TOTAL</b>	<b>206 721 361</b>	<b>218 227 705</b>	<b>269 328 074</b>	<b>239 372 697</b>	<b>9,69%</b>

### 3.2.2 Payment appropriations

EXPENDITURE	Payment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>Title 1 - Staff expenditure</b>	<b>114 234 450</b>	<b>117 817 323</b>	<b>146 564 978</b>	<b>127 604 601</b>	<b>8,31%</b>
Salaries & allowances	105 395 153	106 471 800	131 324 000	113 332 000	6,44%
- Of which establishment plan posts	87 964 759	88 718 800	108 484 000	94 593 000	6,62%
- Of which external personnel	17 430 394	17 753 000	22 840 000	18 739 000	5,55%
Expenditure relating to Staff recruitment					
Employer's pension contributions					
Mission expenses					
Socio-medical infrastructure	878 665	1 074 318	1 460 197	1 460 197	35,92%



EXPENDITURE	Payment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
Training	135 000	292 500	298 000	298 000	1,88%
External Services					
Receptions, events and representation	120 722	111 500	111 200	111 200	-0,27%
Social welfare					
Other Staff related expenditure	7 704 910	9 867 205	13 371 581	12 403 204	25,70%
<b>Title 2 - Infrastructure and operating expenditure</b>	<b>15 310 202</b>	<b>15 105 338</b>	<b>17 198 399</b>	<b>13 983 399</b>	<b>-7,43%</b>
Rental of buildings and associated costs	10 487 653	11 061 114	13 060 616	9 845 616	-10,99%
Information, communication technology and data processing	1 919 781	1 339 000	1 339 000	1 339 000	0,00%
Movable property and associated costs	643 909	1 082 888	1 146 230	1 146 230	5,85%
Current administrative expenditure	391 968	540 036	568 847	568 847	5,34%
Postage / Telecommunications	1 009 196	70 300	71 706	71 706	2,00%
Meeting expenses	857 695	1 012 000	1 012 000	1 012 000	0,00%
Running costs in connection with operational activities					
Information and publishing					
Studies					
Other infrastructure and operating expenditure					
<b>Title 3 - Operational expenditure</b>	<b>75 085 605</b>	<b>82 796 844</b>	<b>101 082 197</b>	<b>93 302 197</b>	<b>12,69%</b>
Operations	16 090 786	15 012 475	16 180 562	16 477 187	9,76%
Operational information technology	40 692 851	45 845 456	63 312 022	55 479 397	21,01%
Telecommunication costs for operational activities	606 210	1 803 113	1 803 113	1 803 113	0,00%
Seconded National Experts (Operational)	6 508 092	7 739 000	8 489 000	8 245 000	6,54%
EPCC	251 499	270 000	270 000	270 000	0,00%
Heads of Europol national Units	127 016	160 000	160 000	160 000	0,00%
Operational expenditure related to subsidies and grants					
Operational expenditure related to research and development projects					

EXPENDITURE	Payment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
Decryption platform	1 128 308	1 000 000	1 000 000	1 000 000	0,00%
Grants	9 680 843	10 966 800	9 867 500	9 867 500	-10,02%
<b>TOTAL</b>	<b>204 630 257</b>	<b>215 719 505</b>	<b>264 845 574</b>	<b>234 890 197</b>	<b>8,89%</b>

### 3.3 Budget Outturn

First estimate of the 2023 surplus that should be reimbursed to the EU budget (as assigned revenue): EUR 6 283 397

## 4 Justification of needs

### Commission assessment

#### Human Resources

The Agency is requesting 55 TAs, 20 CAs and 2 SNEs on top of the additional staff foreseen in the new mandates (amended regulation, Prüm II, anti-smuggling) with the purpose of implementing tasks in relation to the Digital Services Act (no funding foreseen for Europol in the LFS), the Interoperability, the second Data Centre, the Information Exchange Directive and the Strategic Housing Roadmap, endorsed by the Europol Management Board of 26/01/2024. The agency claims not having enough resources to implement those tasks.

The Commission does not support this additional request. On top of their planned LFS for 2021-2027, Europol already received 160 additional staff from the amended regulation, 6.5 (rounded to 7) additional staff from Prüm II regulation, should receive 50 additional staff from the anti-smuggling regulation and received 5 temporary ADs and 20 CAs a loan from Frontex from 2024 until 2027 to carry out Interoperability tasks.

#### Financial Resources

The agency requests a total EU contribution of EUR 269 328 074, nearly EUR 30 million above the financial programming and applicable LFS.

The Commission does not support this requests and proposes an EU contribution of EUR 239 372 697 for 2025 including the extra funds for the amended regulation, Prüm II regulation and the proposal for anti-smuggling.

### 4.1 Human Resources - Agency Request

#### 4.1.1 Number of staff requested

As detailed in section I – General Context of Europol’s draft Programming Document 2025-2027, a significant number of new and expanded tasks are foreseen for Europol, stemming from Union policies and legislation. However, additional resources to perform these new tasks have not (or insufficiently) been allocated to Europol in the Legislative Financial Statements (LFS) of these initiatives – only some resources were allocated to the Agency in the Interoperability Regulations<sup>50</sup>, the Prüm II Regulation and the legislative proposal to prevent and fight migrant smuggling, the latter under negotiation. While a significant number of resources were provided to the Agency as part of and for the purpose of implementing the amended Europol Regulation, some priority projects are expected to have a significant multi-year impact on the resources of the agency. In addition, inflation pressures affecting mainly staff costs were estimated and

<sup>50</sup> Europol received 14 TAs in the period 2019-2020.

communicated by the European Commission on 20 December 2023<sup>51</sup> and are expected to further compress the existing budget in 2025. As a consequence, Europol, will not be in a position to absorb fully its additional tasks without an adequate reinforcement to its resources.

While resource pressures are evident in various areas, Europol has focused its estimates only on the following high-priority, high-impact initiatives, for which no dedicated or insufficient resources were foreseen in the relevant legislative financial statements (where applicable):

- Digital Services Act (DSA);
- Interoperability (I/O);
- Second Data Centre;
- Information Exchange Directive (IED);
- Strategic Housing Roadmap (SHR).

In addition, the agency is requesting funding to offset the impact of inflation on staff costs, as estimated in the Budget Circular 2025. The additional funds currently proposed by the European Commission for Europol in the LFS of the new legislative proposal to prevent and fight migrant smuggling have been provisionally included in the PD 2025-2027, in line with the Budget Circular for the preparation of the draft budget 2025. In this respect, it is worth highlighting that the additional resources proposed by the Commission in the LFS are significantly lower than the resources estimated by Europol for the full implementation of the proposed new Regulation, especially with regard to the final number of TA posts. Therefore, subject to the outcome of the ongoing negotiations, Europol will be able to support the implementation of this new initiative to the extent covered by the final amount of additional resources, or by de-prioritising and delaying other activities. Nonetheless, Europol acknowledges that part of the funds foreseen is intended to support the Agency's work on biometrics and SIENA integrations, which can also partially serve the objectives of Interoperability and the Information Exchange Directive - as such; those funds have been deducted from the final total additional budget requested.

### **Temporary agents**

Starting from the 2024 Establishment Plan of 754 posts, the net number of posts in 2025 is envisaged to increase by 77 Temporary Agent (TA) posts, including: 19 posts stemming from the amended Europol Regulation, 3 posts from the new legislative proposal to prevent and fight migrant smuggling and an additional 55 posts to adequately perform new tasks for which resources were not allocated to Europol in the Legislative Financial Statements (LFS).

### **Contract Agents**

As a result of the new legislative proposal to prevent and fight migrant smuggling and the Agency's request, the number of CAs in 2025 is envisaged to rise by 25 posts, to a total number of 280.

### **Seconded National Experts**

The number of Seconded National Experts (SNEs) in 2025 is foreseen to increase to 134, with additional 11 from the new legislative proposal to prevent and fight migrant smuggling and two for the Interoperability programme and 2 for the Interoperability programme.

#### *4.1.2 Vacancy rate as of end 2023*

Total Europol vacancy rate: 4,1% (44/1072)

Individual vacancy rate per category (excluding posts funded by grants): TA: 1,7% (12/716) ; CA: 3% (7/235); SNE: 20,7% (25/121)

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<sup>51</sup> Budget Circular for 2025 – Agency Instructions Ref. Ares(2023)8743970 -20/12/2023.

#### 4.1.3 Standard abatement ('abatement forfaitaire') applied

No vacancy rate has been applied.

#### 4.1.4 Salary assumption for calculating salary line (% applied)

2023: + 2,7%; 2024: + 2%; 2025: + 2%

#### 4.1.5 Correction coefficient used

111,8% for 2024 and 2025 (applicable coefficient known at the time of planning)

#### 4.1.6 Exchange rate used (if applicable)

N.A.

### 4.2 Financial Resources - Agency request

#### 4.2.1 Title 1

For overall reasoning for agency's request, see also section 4.1.1 above

Financial Resources (€)	Yearly increase		
	2025	2026	2027
<b>TOTAL</b>	<b>45 713 377</b>	<b>54 309 064</b>	<b>61 415 221</b>
<i>Proposal on a Regulation to prevent and fight migrant smuggling</i>	15 758 000	19 679 000	13 456 000
<i>Additional Agency Request (incl. EUR 13 million for inflation)</i>	29 955 377	34 630 064	47 959 221

#### **For What concerns Title 1:**

Staff related expenditure in 2025 amounts to EUR 146 564 978, and represents 54,4% of the total draft estimate 2025. It reflects an increase of EUR 28 747 655 or 24,4% compared to the 2024 budget.

The draft estimate 2025 foresees an expenditure related to an overall 831 TAs and 280 CAs, including the Agency's additional resource request of 55 TAs and 20 CAs. The 2025 draft estimate also considers the full year financial effect of new staff in 2024 (+38 TAs and +20 CAs), as well as the indexation and weighting coefficient for The Netherlands related to the 2024 adjustments as well as the assumptions for salary adjustments included in the Budget Circular 2025.

The remaining increase of EUR 3 895 455 is mainly due to additional external security officers and consultancy services, required for the new developments of the Strategic Housing Roadmap (SHR), temporary interim workers, as well as higher catering costs.

Title 1 remains non-differentiated and, as such, there is no change between commitment and payment appropriations.

#### 4.2.2 Title 2

The budget for other administrative activities comes to a total of EUR 17 198 399 and represents 6,4% of the total draft estimate 2025. This is EUR 2 093 061 or 13,9% above the 2024 budget.

EUR 1 999 502 increase is mainly related to additional Rental of buildings and associated costs (Chapter 20). Moreover, higher running costs of electricity and gas are included in the estimations, due to the latest price developments on the market.

Title 2 remains non-differentiated and, as such, there is no change between commitment and payment appropriations.

#### 4.2.3 Title 3

The draft estimate 2025 for operational activities under Title 3 comes to EUR 105 564 697, and represents 39,2% of the total draft estimate 2025. Compared to the budget 2024, the expenditure increases by EUR 20 259 653 or 23,7%, mainly in the ICT area.

The draft estimate 2025 for Operations (Chapter 30) comes to EUR 16 180 562, which is EUR 1 168 087 or 7,8% higher than the budget 2024. EUR 768 375 are foreseen for the additional operational support related to the new legislative proposal to prevent and fight migrant smuggling. The remaining increase is mainly related to the missions area, to take into consideration the higher market prices as well as for the additional support to the Operational Task Force (Guest Experts) activities.

Operational ICT services and programmes (Chapters 31 and 32 together) come to a total of EUR 63 312 022, which is an increase of EUR 17 466 566 or 26,8% compared to the budget 2024. The increase is mainly due to the additional ICT resources needed to adequately perform the new tasks related to the Digital Services Act (DSA), the new Data Centre, the Interoperability project and the Information Exchange Directive (IED), as well as in order to further support the continuation of the SHR program.

With respect to the Seconded National Experts (Chapter 33), the draft estimate 2025 foresees an expenditure of EUR 8 489 000, which is EUR 750 000 or 9,7% above the budget 2024.

The draft estimate 2025 included in the new Grants Chapter (Chapter 39) foresees commitment appropriations for a total of EUR 14 350 000, necessary to cover the total legal obligations related to operations to be carried out over more than one financial year. This budget includes EUR 6 000 000 for ATLAS grants, EUR 6 000 000 for Operational task forces grants, EUR 2 000 000 for EMPACT and EUR 350 000 for the Innovation grants. The activities related to the other grants are supported, during 2025, by the expenditure set aside during 2024 under the DAs scheme.

Payment appropriations related to Grants amount to EUR 9 867 500 which represent the actual payments to beneficiaries planned during the 2025 financial year. The amount is related to EUR 3 600 000 for ATLAS, EUR 3 100 000 for OTF Grants, 2 862 500 for EMPACT, EUR 185 000 for Innovation Grants and EUR 120 000 for support against EURO counterfeiting grants.

#### 4.3 Ad hoc grants and delegation agreements

	Date of signature	Total amount	General information			Financial and HR impacts								
			Duration	Counterpart	Short description	N-1 (2024)		N (2025)		N+1 (2026)		N+2 (2027)		
<b>Grant agreements</b>														
6. H2020 - STARLIGHT 101021797 - part of consortium coordinated by CEA, FR	05/05/2021 (starting date 1/10/2021)	17,000,000 for the consortium of which 891,200 for Eurropol	48 months	European Commission Research Executive Agency	Sustainable Autonomy and Resilience for LEAs using AI against High priority Threats	Amount	CA	PA	CA	PA	CA	PA	CA	PA
							222,800	222,800	167,100	167,100	-	-	-	-
						Number of CAs	3		3		0		0	
						Number of SNEs	0		0		0		0	
						Amount	CA	PA	CA	PA	CA	PA	CA	PA
							222,800	222,800	167,100	167,100	-	-	-	-
						Number of CAs	3		3		0		0	
						Number of SNEs	0		0		0		0	
Total grant agreements														
<b>Contribution agreements</b>														
1. EaP EMPACT ENI/2020 / 416-376	11/06/2020 (starting date 1/7/2020)	2,500,000	48 months	European Commission DG Near	Fighting organised crime in the EaP region	Amount	CA	PA	CA	PA	CA	PA	CA	PA
							312,500	312,500	-	-	-	-	-	-
						Number of CAs	2		0		0		0	
						Number of SNEs	0		0		0		0	
2. SIRIUS phase 2 New Agreement	21/12/2020 (starting date 1/1/2021)	3,491,891.50 (2,226,456 Eurapol, 1,265,435.50 Eurjust)	42 months (staff for year 1 still in SIRIUS II)	European Commission Service for Foreign Policy Instruments	International Digital Cooperation - Crossborder access to electronic evidence	Amount	CA	PA	CA	PA	CA	PA	CA	PA
							344,412	344,412	-	-	-	-	-	-
						Number of CAs	7		0		0		0	
						Number of SNEs	0		0		0		0	
						Amount	CA	PA	CA	PA	CA	PA	CA	PA
							656,912	656,912	-	-	-	-	-	-
						Number of CAs	9		0		0		0	
						Number of SNEs	0		0		0		0	
Total contribution agreements														
<b>Service-level agreements</b>														
1. EUIPO - IP Crime and Fraud	26/07/2023 (starting date 1/1/2024)	maximum 4,120,000 (1,030,000 per year)	48 months	The European Union Intellectual Property Office (EUIPO)	To support law enforcement authorities preventing crime and fraud related to Intellectual Property Rights	Amount	CA	PA	CA	PA	CA	PA	CA	PA
							1,030,000	1,030,000	1,030,000	1,030,000	1,030,000	1,030,000	1,030,000	1,030,000
						Number of CAs	2		2		2		2	
						Number of SNEs	8		8		8		8	
2. The European Union Agency for Law Enforcement Training (funded via Contribution Agreement with DG Near)	05/08/2020	850,000	Maximum duration until 30/9/2024	The European Union Agency for Law Enforcement Training	EUROMED POLICE V (Contract No. ENI/2020/414-940), WB PaCT (Contract No. 2019/413-822) and TOPCOP (Contract No. ENI/2020/415-941) projects	Amount	CA	PA	CA	PA	CA	PA	CA	PA
							100,000	100,000	-	-	-	-	-	-
						Number of CAs	2		0		0		0	
						Number of SNEs	0		0		0		0	
						Amount	CA	PA	CA	PA	CA	PA	CA	PA
							1,130,000	1,130,000	1,030,000	1,030,000	1,030,000	1,030,000	1,030,000	1,030,000
						Number of CAs	4		2		2		2	
						Number of SNEs	8		8		8		8	
Total service-level agreements														
<b>TOTAL AGREEMENTS</b>														
						Amount	CA	PA	CA	PA	CA	PA	CA	PA
							2,009,712	2,009,712	1,197,100	1,197,100	1,030,000	1,030,000	1,030,000	1,030,000
						Number of CAs	16		5		2		2	
						Number of SNEs	8		8		8		8	

The number of external staff financed with ad hoc grants and delegation agreements in 2025 is 13 (5 CA and 8 SNE).

## 5 Other information

### 5.1 Buildings

#### 5.1.1 Current building(s)

#	Building Name and type	Location	SURFACE AREA(in m <sup>2</sup> )			RENTAL CONTRACT			Host country (grant or support)	Building present value(€)
			Office space	non-office	Total	RENT (€/year)	Duration	Type		
1	Europol Headquarters	Eisenhowerlaan 73, 2517 KK, The Hague Netherlands	10 000	22 500	32 500		Lease Agreement is valid for 20 years and was signed on 1 March 2011.	Lease agreement	Host State support by providing and maintaining the accommodation.	
2	Europol / Temporary Satellite Building	Jan Willem Frisolaan 13, 2517JS The Hague	1 200	1 500	2 700		Lease Agreement is valid for 3+1 years and was signed on 6 September 2019.	Lease agreement	Host State support by providing and maintaining the accommodation.	
<b>TOTAL</b>			<b>11 200</b>	<b>24 000</b>	<b>35 200</b>					

#### 5.1.2 Current building(s) Other comments

#### 5.1.3 Building projects in the planning phase

Europol is facing a shortage of workplaces, meeting facilities and data centre capacity in its Headquarters. Therefore, Europol and the Host State, represented by the Ministry of Justice and Security, have developed a Strategic Housing Roadmap (SHR) for the period 2016 – 2031. (expiration of the first term Lease Agreement).

#### Strategic Housing Roadmap (SHR)

The main objective of the Strategic Housing Roadmap (SHR) Programme is to proactively align Europol's growth and new business demands with the housing needs of the organisation, enabling timely planning and development of the necessary housing solutions.

#### Building projects in planning phase:

*Mid-Term Housing Solution (MTHS)*, increasing workplace capacity and supporting spatial functions in HQ1, Eisenhowerlaan 73, The Hague, as well the implementation of the strengthening process of the Plank Floor Slabs of the building, due to construction issues.

*Long-Term Housing Measures (LTHM)*, creating additional workplace capacity and spatial supporting functions via a HQ2, in The Hague.

*Temporary Satellite Building 1 (TSB 1)*, temporary workplaces to support organisational growth and new business demands via a dedicated office building in The Hague. The building is required until this capacity is restored via a Temporary Satellite Building 3.

*Temporary Satellite Building 2 (TSB 2)*, temporary workplaces to support organisational growth and new business demands. The building is required for creating move space in HQ1 during the implementation process of the Mid-Term Housing Solution in the HQ1, as well until the delivery of the HQ2 office building in The Hague.

*Temporary Satellite Building 3 (TSB 3)*, temporary workplaces to support organisational growth and new business demands and the replacement of TSB 1, as the lease period of this building cannot be aligned with the delivery date of the Long-Term Housing Measures. The building is required until the delivery of the HQ2 office building in The Hague.

*Toren van Oud, Low-rise building*, an adjacent building to HQ1, rented by the Host State in 2023. The building will be used to relocate spatial supporting functions from HQ1, in order to make space available for new operational supporting functions, which will be implemented via the MTHS in HQ1.

*Hot Data Centre (HDC)*, an external data centre outside the perimeter of The Hague. Originally projected in the LTHM, the HQ2, however, it was concluded that two hot data centres (HQ1 and HQ2) are at the same location do not meet Europol’s business continuity demands. Discussions with the Host State to determine a suitable highly secured location in the Netherlands are ongoing.

*Data Recovery Site Austria*, Europol’s Data Recovery Site is hosted at a location owned by the Republic of Austria, which is used to continuously store a backup of Europol’s data and is therefore important for Europol’s ICT business continuity.

#### 5.1.4 Building projects submitted to the European Parliament and the Council

### 5.2 European Schools

The establishment of the European School of The Hague was agreed in 2011 and it opened its doors in school year 2012/2013. The Commission partially subsidises the school fees for the European School in The Hague (ESH) based on a mutual Mandate and Service agreement. The expenditure for the European School will continue to rise with the staff growth.

### 5.3 Evaluation

The main findings of the latest evaluation available are as follows:

#### Internal monitoring & evaluation

Europol management monitors the implementation status of all planned actions, projects and indicators on a quarterly basis, to assess the overall progress and to take corrective actions where needed. This is done via the **Consolidated Annual Activity Report (CAAR)** and the Europol **Internal Audit Capability (IAC)**. Moreover, The **DPO** and **Head of the Data Protection Function (DPF)** is accountable to the MB and has to ensure, in an independent manner, that the processing of personal data by Europol, including personal data relating to staff members, is done in a way that is both lawful and in compliance with the provisions set out in the Europol Regulation.

#### External monitoring & evaluation

The **Internal Audit Service (IAS)**, supported by the IAC and Europol, performs a risk assessment on Europol’s governance, administrative and support process areas at regular intervals, with a view to identifying the overall risk profile of key administrative processes outside the core business area. The **European Data Protection Supervisor (EDPS)** holds regular meetings with the Data Protection Function (DPF) of Europol; the DPF facilitates the EDPS’ annual and other inspection activities. The **European Court of Auditors (ECA)** conducts annual audits on Europol’s implementation of the funds for each financial year, including the annual accounts presented to the discharge authority, as well as performance and ad-hoc audits engagements with respect to the mandate of Europol.

### 5.4 Privileges and immunities

Agency privileges	Privileges granted to staff	
	Protocol of privileges and immunities / diplomatic status	Education / day care
According to Article 63(1) Europol Regulation the Protocol on Privileges and Immunities of the European Union (“Protocol No. 7” to the Treaty on European Union and the Treaty on the Functioning	According to Article 63(1) Europol Regulation the following legal acts apply to Europol’s staff (including the Executive Director and the Deputy Executive Directors): <ul style="list-style-type: none"> <li>- Protocol on Privileges and Immunities of the European Union (“Protocol No. 7” to the Treaty on European Union and the Treaty on the Functioning of the EU)</li> </ul>	Europol staff members can benefit from the ordinary rules

Agency privileges	Privileges granted to staff	
<p>of the European Union) applies to Europol.</p> <p>The Protocol is supplemented by the Agreement of 15 October 1998 between the Kingdom of the Netherlands and Europol concerning the Headquarters of Europol (see Art. 70 Europol Regulation).</p>	<p>- Regulation (Euratom, ECSC, EEC) No. 549/69 of 25 March 1969 determining the categories of officials and other servants of the European Communities to whom the provisions of Article 12, the second paragraph of Article 13 and Article 14 of the Protocol on the Privileges and Immunities of the Communities apply (as last amended by Regulation (EC) No. 371/2009 of 27 November 2008)</p> <p>Protocol and Regulation are supplemented by the Agreement of 15 October 1998 between the Kingdom of the Netherlands and Europol concerning the Headquarters of Europol (see Art. 70 Europol Regulation), which is itself supplemented regarding staff privileges and immunities by a number of <i>Notes Verbales</i> some specific to Europol and others directed towards all international and EU organisations in The Netherlands. The most significant of these is an exchange of <i>Notes Verbales</i> of 25 October 2007.</p>	<p>regarding tax benefits linked to day care expenses just as any other residents of the Netherlands</p>



### 3.5.2 European Union Agency for Law Enforcement Training – CEPOL

#### 1 Overview

##### 1.1 Creation/modification (legal base)

Decision	Date	Mission/ Tasks / Functions
REGULATION (EU) 2015/2219 OF THE EUROPEAN PARLIAMENT AND OF THE COUNCIL of 25 November 2015 on the European Union Agency for Law Enforcement Training (CEPOL) and replacing and repealing Council Decision 2005/681/JHA	01/07/2016	<p>The new legal basis presents several key tasks for CEPOL:</p> <ul style="list-style-type: none"> <li>•A wider target group of “law enforcement officials”.</li> <li>•Coordination and implementation, addressing the European dimension of serious and organised crime, terrorism, public order, and CSDP preparedness.</li> <li>• Assessment of EU initiatives in defined fields, building the capacity of third countries, multiannual strategic training needs assessments, promotion of mutual recognition of training for EU Member States.</li> <li>•CEPOL’s remit in the area of research relevant for training and external relations has been extended.</li> <li>•CEPOL is a fully fledged EU agency in terms of legal construction, tasked inter alia to bring together a network of law enforcement training institutes. CEPOL Secretariat becomes staff of the agency.</li> <li>•The Governing Board becomes a Management Board (with the Commission as a voting member), gaining powers of Appointing Authority and competences in determining CEPOL’s internal organisation.</li> <li>•The Executive Director shall make proposals to the Management Board, and implement both the budget and the work programme(s) and the European Commission is included in the appointment mechanism.</li> </ul>

##### 1.2 Seat

Budapest, Hungary

##### 1.3 Budget Line

12 10 02 : European Union Agency for Law Enforcement Training (CEPOL)

##### 1.4 Human Resources Overview

The table below presents the number of posts in the establishment plans, including the posts assigned to programmes financed outside the EU budget, whereas the number of Contract Agents / SNE only includes those financed under programmes financed within the EU Budget.

Human Resources	2023			2024	2025
	Authorised Budget	Actually filled as of 31/12/2023	Occupancy rate(%)	Authorised Budget	Draft Budget Request
<b>TOTAL AD</b>	26	25	96,15%	26	26
<b>TOTAL AST</b>	7	6	85,71%	7	7
<b>TOTAL AST/SC</b>					
<b>ESTABLISHMENT PLAN POSTS</b>	<b>33</b>	<b>31</b>	<b>93,94%</b>	<b>33</b>	<b>33</b>
<b>Contract Agents (CA)</b>	19	19	100,00%	19	19
<b>Seconded National Experts (SNE)</b>	4	4	100,00%	4	4
<b>TOTAL STAFF</b>	<b>56</b>	<b>54</b>	<b>96,43%</b>	<b>56</b>	<b>56</b>

##### 1.5 Financial Resources Overview

###### 1.5.1 Revenues Overview

###### 1.5.1.1 General revenues

REVENUES	2024	2025
	Revenues estimated by the agency	Budget Forecast
<b>EU contribution</b>	11 435 499	11 664 209

Other Revenue		
<b>TOTAL REVENUES</b>	<b>11 435 499</b>	<b>11 664 209</b>

1.5.1.2 Additional EU funding: contribution, grant and service level agreements

REVENUES	2024	2025
	Revenues estimated by the agency	Budget Forecast
Additional EU funding stemming from grant agreements (FFR Art.7)		
Additional EU funding stemming from contribution agreements (FFR Art.7)	p.m.	2 500 000
Additional EU funding stemming from service level agreements (FFR Art. 43.2)		
<b>TOTAL REVENUES</b>	<b>p.m.</b>	<b>2 500 000</b>

1.5.2 Expenditure Overview

Expenditure	2024		2025	
	Commitment appropriations	Payment appropriations	Commitment appropriations	Payment appropriations
<b>Title 1 - Staff expenditure</b>	5 290 496	5 290 496	5 396 306	5 396 306
<b>Title 2 - Infrastructure and operating expenditure</b>	563 463	563 463	574 732	574 732
<b>Title 3 - Operational expenditure</b>	5 581 540	5 581 540	5 693 171	5 693 171
<b>Title 4 - Operational expenditure</b>				
<b>TOTAL EXPENDITURE</b>	<b>11 435 499</b>	<b>11 435 499</b>	<b>11 664 209</b>	<b>11 664 209</b>

## 2 Human Resources

### 2.1 Establishment plan posts

The table below presents the number of posts in the establishment plans, including the posts assigned to programmes financed outside the EU budget.

Function group and grade	2023				2024		2025			
	Authorised Budget		Actually filled as of 31/12/2023		Authorised Budget		Request of the Agency		Draft Budget Request	
	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts
AD 16										
AD 15										
AD 14		1		1		1		1		1
AD 13		1				1		1		1
AD 12		1		1		2		2		2
AD 11		3		1		2		3		3

Function group and grade	2023				2024		2025			
	Authorised Budget		Actually filled as of 31/12/2023		Authorised Budget		Request of the Agency		Draft Budget Request	
	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts
AD 10				3		1		1		1
AD 9		1				3		2		2
AD 8		4		5		6		7		7
AD 7		8		5		6		7		7
AD 6		3		5		3		2		2
AD 5		4		4		1				
AD TOTAL		26		25		26		26		26
AST 11										
AST 10										
AST 9										
AST 8										
AST 7						1		1		1
AST 6		1		1				3		3
AST 5		2		1		4		2		2
AST 4		4		4		2		1		1
AST 3										
AST 2										
AST 1										
AST TOTAL		7		6		7		7		7
AST/SC 6										
AST/SC 5										
AST/SC 4										
AST/SC 3										
AST/SC 2										
AST/SC 1										
AST/SC TOTAL										
TOTAL		33		31		33		33		33
GRAND TOTAL	33		31		33		33		33	

## 2.2 External personnel

### 2.2.1 Contract Agents

Contract agents	Authorised 2023	Recruited as of 31/12/2023	2024 estimate	Draft Budget 2025 estimate
Function Group IV	7	6	7	7
Function Group III	12	13	12	12
Function Group II				

Contract agents	Authorised 2023	Recruited as of 31/12/2023	2024 estimate	Draft Budget 2025 estimate
Function Group I				
<b>TOTAL</b>	<b>19</b>	<b>19</b>	<b>19</b>	<b>19</b>

### 2.2.2 Seconded National Experts

Seconded National Experts	Authorised 2023	Recruited as of 31/12/2023	2024 estimate	Draft Budget 2025 estimate
<b>TOTAL</b>	<b>4</b>	<b>4</b>	<b>4</b>	<b>4</b>

## 3 Financial Resources

### 3.1 Revenues

#### 3.1.1 General revenues

REVENUES	General revenues				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>1 REVENUE FROM FEES AND CHARGES</b>					
<b>2 EU CONTRIBUTION</b>	11 211 273	11 435 499	11 664 209	11 664 209	2,00%
- Of which assigned revenues deriving from previous years' surpluses	405 197	283 108	93 443	93 443	-66,99%
<b>3 THIRD COUNTRIES CONTRIBUTION (incl. EEA/EFTA and candidate countries)</b>					
- Of which EEA/EFTA (excl. Switzerland)					
- Of which candidate countries					
<b>4 OTHER CONTRIBUTIONS</b>					
<b>5 ADMINISTRATIVE OPERATIONS</b>					
- Of which interest generated by funds paid by the Commission by way of the EU contribution (FFR Art. 61)					
<b>6 REVENUES FROM SERVICES RENDERED AGAINST PAYMENT</b>					
<b>7 CORRECTION OF BUDGETARY IMBALANCES</b>					
<b>TOTAL</b>	<b>11 211 273</b>	<b>11 435 499</b>	<b>11 664 209</b>	<b>11 664 209</b>	<b>2,00%</b>

#### 3.1.2 Additional EU funding: contribution, grant and service level agreements

REVENUES	Additional EU funding: contribution, grant and service level agreements				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
Additional EU funding stemming from grant agreements (FFR Art.7)					

REVENUES	Additional EU funding: contribution, grant and service level agreements				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
Additional EU funding stemming from contribution agreements (FFR Art.7)	3 789 520	p.m.	2 500 000	2 500 000	100%
Additional EU funding stemming from service level agreements (FFR Art. 43.2)					
<b>TOTAL</b>	<b>3 789 520</b>	<b>p.m.</b>	<b>2 500 000</b>	<b>2 500 000</b>	<b>100%</b>

### 3.2 Expenditure

#### 3.2.1 Commitment appropriations

EXPENDITURE	Commitment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>Title 1 - Staff expenditure</b>	<b>5 379 040</b>	<b>5 290 496</b>	<b>5 396 306</b>	<b>5 396 306</b>	<b>2,00%</b>
Salaries & allowances	4 510 864	4 488 000	4 577 760	4 577 760	2,00%
- Of which establishment plan posts	3 024 774	3 139 422	3 121 200	3 121 200	-0,58%
- Of which external personnel	1 486 090	1 348 578	1 456 560	1 456 560	8,01%
Expenditure relating to Staff recruitment	23 678	9 180	9 364	9 364	2,00%
Employer's pension contributions					
Mission expenses	15 623	30 600	31 212	31 212	2,00%
Socio-medical infrastructure	572 733	483 481	493 151	493 151	2,00%
Training	31 973	57 895	59 053	59 053	2,00%
External Services	214 308	209 100	213 282	213 282	2,00%
Receptions, events and representation	1 139	3 060	3 121	3 121	1,99%
Social welfare	8 722	9 180	9 363	9 363	1,99%
Other Staff related expenditure					
<b>Title 2 - Infrastructure and operating expenditure</b>	<b>620 214</b>	<b>563 463</b>	<b>574 732</b>	<b>574 732</b>	<b>2,00%</b>
Rental of buildings and associated costs	46 068	56 100	57 222	57 222	2,00%
Information, communication technology and data processing	532 463	456 037	465 157	465 157	2,00%
Movable property and associated costs	9 611	18 686	19 060	19 060	2,00%

EXPENDITURE	Commitment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
Current administrative expenditure	28 705	26 520	27 050	27 050	2,00%
Postage / Telecommunications	3 367	6 120	6 243	6 243	2,01%
Meeting expenses					
Running costs in connection with operational activities					
Information and publishing					
Studies					
Other infrastructure and operating expenditure					
<b>Title 3 - Operational expenditure</b>	<b>5 212 019</b>	<b>5 581 540</b>	<b>5 693 171</b>	<b>5 693 171</b>	<b>2,00%</b>
Bodies and organs	301 970	330 649	337 262	337 262	2,00%
Courses and seminars	3 583 301	4 319 700	4 406 094	4 406 094	2,00%
Other programme activities	1 326 748	931 191	949 815	949 815	2,00%
Evaluation					
Missions					
Other operational activities					
<b>Title 4 - Operational expenditure</b>					
Expenditure relating to persons working for CT MENA project					
Travel					
Equipment and supplies					
Local office					
Other costs, services					
Other					
Indirect costs					
Provision for contingency reserve					
Taxes					
<b>TOTAL</b>	<b>11 211 273</b>	<b>11 435 499</b>	<b>11 664 209</b>	<b>11 664 209</b>	<b>2,00%</b>

### 3.2.2 Payment appropriations

EXPENDITURE	Payment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>Title 1 - Staff expenditure</b>	<b>5 311 787</b>	<b>5 290 496</b>	<b>5 396 306</b>	<b>5 396 306</b>	<b>2,00%</b>
Salaries & allowances	4 492 209	4 488 000	4 577 760	4 577 760	2,00%
- Of which establishment plan posts	3 024 774	3 139 422	3 121 200	3 121 200	-0,58%
- Of which external personnel	1 467 435	1 348 578	1 456 560	1 456 560	8,01%
Expenditure relating to Staff recruitment	12 885	9 180	9 364	9 364	2,00%
Employer's pension contributions					
Mission expenses	15 423	30 600	31 212	31 212	2,00%
Socio-medical infrastructure	570 439	483 481	493 151	493 151	2,00%
Training	30 593	57 895	59 053	59 053	2,00%
External Services	180 489	209 100	213 282	213 282	2,00%
Receptions, events and representation	1 027	3 060	3 121	3 121	1,99%
Social welfare	8 722	9 180	9 363	9 363	1,99%
Other Staff related expenditure					
<b>Title 2 - Infrastructure and operating expenditure</b>	<b>459 568</b>	<b>563 463</b>	<b>574 732</b>	<b>574 732</b>	<b>2,00%</b>
Rental of buildings and associated costs	45 656	56 100	57 222	57 222	2,00%
Information, communication technology and data processing	386 646	456 037	465 157	465 157	2,00%
Movable property and associated costs	9 111	18 686	19 060	19 060	2,00%
Current administrative expenditure	15 013	26 520	27 050	27 050	2,00%
Postage / Telecommunications	3 142	6 120	6 243	6 243	2,01%
Meeting expenses					
Running costs in connection with operational activities					
Information and publishing					
Studies					

EXPENDITURE	Payment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
Other infrastructure and operating expenditure					
<b>Title 3 - Operational expenditure</b>	<b>3 983 097</b>	<b>5 581 540</b>	<b>5 693 171</b>	<b>5 693 171</b>	<b>2,00%</b>
Bodies and organs	175 511	330 649	337 262	337 262	2,00%
Courses and seminars	2 960 751	4 319 700	4 406 094	4 406 094	2,00%
Other programme activities	846 835	931 191	949 815	949 815	2,00%
Evaluation					
Missions					
Other operational activities					
<b>Title 4 - Operational expenditure</b>					
Expenditure relating to persons working for CT MENA project					
Travel					
Equipment and supplies					
Local office					
Other costs, services					
Other					
Indirect costs					
Provision for contingency reserve					
Taxes					
<b>TOTAL</b>	<b>9 754 452</b>	<b>11 435 499</b>	<b>11 664 209</b>	<b>11 664 209</b>	<b>2,00%</b>

### 3.3 Budget Outturn

First estimate of the 2023 surplus that should be reimbursed to the EU budget (as assigned revenue): 93 443 EUR.

## 4 Justification of needs

### Commission assessment

#### Human Resources

The Commission supports the request of the Agency (no new staff requested in DB 2025).



## **Financial Resources**

The Commission supports the Agency's DB 2025 request (+2% compared to the 2024 voted budget & in line with financial programming).

### ***4.1 Human Resources - Agency Request***

#### *4.1.1 Number of staff requested*

CEPOL's goal for 2025 is to fully engage with all law enforcement sectors, implement its research agenda, and ensure quality, transferability, and mobility of CEPOL training and education through standardization and certification. The agency is seeking additional staffing in line with the ambitious goals of the 2023-2027 Strategy. For the year 2025, CEPOL has requested staffing levels consistent with the currently authorized number of Temporary Agent (TA) and Contract Agent (CA) posts, aligned with the MFF 2021-2027.

The Staff Establishment plan has been adjusted to accommodate the Agency's reclassification planning. This includes adjustments to various grade levels from AD11 to AST4 to create room for reclassification and anticipated changes in staffing needs based on reclassification.

#### *4.1.2 Vacancy rate as of end 2023*

On 31 December 2023, the vacancy rate was 3,57%. Out of the 3 vacant positions, 2 have been published by end of December 2023 and 1 published early January 2024.

#### *4.1.3 Standard abatement ('abatement forfaitaire') applied*

CEPOL foresees no abatement in 2025, the Agency is currently under-resourced and standard abatement within the normal range is associated with efficiencies achieved through the implementation of mature processes.

#### *4.1.4 Salary assumption for calculating salary line (% applied)*

The 2025 salaries are based on a 98% occupancy rate assumption, 2% general inflation, consideration of the individual family and personal circumstances of the employees, utilization of the 2024 averages, and the correction coefficient for Hungary at the end of 2023.

#### *4.1.5 Correction coefficient used*

The correction coefficient for Hungary at the end of 2023 was 86,7 %. Flexibility is foreseen for the exchange rate fluctuations of Hungarian currency that may affect both the correction coefficient and the actual salary payments.

#### *4.1.6 Exchange rate used (if applicable)*

### ***4.2 Financial Resources - Agency request***

#### *4.2.1 Title 1*

Title 1 includes expenses for staff, such as salaries and allowances for various types of personnel including Contract Agents, Seconded National Experts, trainees, and interim staff to fill vacant positions. It also covers recruitment expenses, mainly for online platform costs and pre-recruitment medical expenses, administrative mission costs, charges for staff annual medical examinations, and schooling and nursery costs for employees' children attending international schools in the absence of European School or European sections in a national school in Budapest. Additionally, PMO charges and other costs related to Service Level Agreements with the commission that are related to staff are also funded from this Title.

#### 4.2.2 Title 2

The 2025 budget request for Infrastructure and Operating expenditure amounts to EUR 563 000 representing a solid 2% increase compared to the 2024 voted budget for this title.

Main expenditure items are IT investments and maintenance, the rental of liaison office in Brussels, parking place, office equipment's and current administrative expenses

#### 4.2.3 Title 3

The CEPOL legal mandate tasks CEPOL with a coordination and implementation role in EU law enforcement training and requests it to fully align its activities to the relevant political priorities articulated at Union level. The work programme 2025 will continue to support all key priority areas deriving from the EU Security Union Strategy and other policy documents, in line with the principles of the Law Enforcement Training Scheme and the CEPOL Strategy Adopted by the Management board in 2022. <https://www.cepol.europa.eu/documents/annex-management-board-decision-152022mb>.

In accordance with the CEPOL Regulation, the EU Strategic Training Needs Assessment will be deployed in 2025 to set out the training priorities at EU level between 2026-2029.

When it comes to assisting the achievement of EU policy priorities concerning internal security, CEPOL will address the identified training needs with implementing training activities as follows:

- The volume and scope of training on serious organised crime shall be expanded, the agency shall systematically implement a training portfolio in each EMPACT criminal priority areas consisting of onsite, online training actions and the exchange programme.
- Dedicated activities shall facilitate the functioning of the EMPACT mechanism (Drivers, National EMPACT Coordinators, Coordinators, Action Leaders) and the overall coordination of the Common Horizontal Strategic Goal 6 (Capacity building through training, networking and innovation).
- Need to address a significant training demand in the area of cybercrime , artificial intelligence, big data, electronic evidence and cybersecurity.
- The volume and scope of training on counterterrorism shall be expanded in line with the Counter-Terrorism Agenda for the EU.
- Training on interoperability, law enforcement information exchange and specialist law enforcement techniques, with the increase of the use of SIS, other large-scale IT systems, travel intelligence, Prüm, operational agencies - tools designed to support cross border cooperation calls for significant increase in raising knowledge on these tools and supporting specialist networks, and on the EU Police Cooperation Code.
- Fundamental rights training. Beyond the training activities CEPOL will undertake a mapping of fundamental rights training delivery of the member states to enable the agency enhance coordination and more precisely targeted training design and implementation.
- CEPOL will pilot new, innovative training activities addressing the core capability gaps of law enforcement officials and to foster a common law enforcement culture trough training.
- In terms of improving training modes a further development of training environment is foreseen, e.g. technologies, methodologies: enforcing the technological solutions for education and learning particularly in the area of interactive online learning solutions through the electronic Learning management System, LEEd. CEPOL will also implement an updated mobility programme for las enforcement officials.

CEPOL also aims to promote accreditation in law enforcement training and improve its training offer in line with the EU adult learning polices. A major step is foreseen in terms of preparing a Sectoral Qualification Framework (SQF) for police to assist the member states and EU training providers with this instrument to align the training activities across the EU. The agency will also pilot the accredited diploma courses on fundamental rights and financial investigations providing micro-credential system. Furthermore, CEPOL will deliver a Digital Competency certification programme for law enforcement trainers based on the Digital Competence Framework for Educators.

### 4.3 Ad hoc grants and delegation agreements

CEPOL manages, in accordance with its legal basis, dedicated Union External Assistance funds to assist third countries in building their capacities in relevant law enforcement policy areas, in line with the established priorities of the Union. In 2020, CEPOL has signed agreements for 4 multiannual projects with a budget of EUR 23.5 million. A new agreement for the implementation of the 5th project EU4SecurityMoldova has been signed on 1 November 2023 with a budget of 5,5 MEUR.

In 2025 CEPOL will continue to implement the project EU4Security Moldova, budget EUR 5,5 million, duration 36 months, 6 FTEs, estimated to start on 01 November 2023, funded by the European Commission and managed by DG NEAR.

CEPOL will pursue its efforts in partner countries of particular EU policy importance with the continuous support of other JHA agencies, such as Europol and Eurojust<sup>55</sup>, Frontex, EMCDDA, EUAA. In the implementation of the projects activities, CEPOL shall continue the close cooperation with the EU Delegations and the CSPD missions.

CEPOL is engaged in dialogues with respective Commission Services concerning the implementation of projects in the Southern Neighbourhood, the Western Balkans and the Eastern Partnership region.

In the framework of negotiations with Foreign Policy Instrument, CEPOL aims to develop and implement the global facility CT INFLOW with an estimated budget of EUR 6,000,000 and a duration of 48 months, starting in Q2 2024.

In the framework of negotiations with DG NEAR, CEPOL and Europol aims to develop and implement the project EUROMED Police with an estimated budget of EUR 6,000,000 and a duration of 48 months, starting in Q4 2024.

In the framework of negotiations with DG NEAR, CEPOL and Europol aims to develop and implement the project Training and Operational Partnership against Organised Crime (TOPCOP) with an estimated budget of EUR 5,200,000 and a duration of 48 months, starting in Q3 2024.

In the framework of negotiations with DG NEAR, CEPOL and Europol aims to develop and implement the project Western Balkans Project against Crime and Terrorism (WB PaCT) with an estimated budget of EUR 6,000,000 and a duration of 48 months, starting in Q1 2024.

Human resource planning for the projects, not part of the Agencies' Staff Establishment plan and financed from externally assigned revenue dedicated for the implementation of the corresponding projects:

Budget overview of the current projects:

Expenditure (commitment appropriations)	up to end of 2022	2 023	2 024	2 025
	Executed (EUR)	Executed (EUR)	Envisaged (EUR)	Envisaged (EUR)
52_1 Western Balkans Project against Crime and Terrorism project (WB PaCT)	2 355 478	606 087	138 435	
53 Enhancing Information Exchange and Criminal Justice Responses to Terrorism in the Middle East and North Africa project (CT INFLOW)	3 941 495	2 534 851	1 023 654	
54 Enhancing operational capacities of the South Partner Countries to fight serious and organised crime and strengthening strategic cooperation project (EUROMED Police)	3 734 891	1 693 743	1 531 908	
55 Training and Operational Partnership against Organised Crime project (TOPCOP)	3 318 245	1 930 964	750 791	
56 EU4Security Moldova	-	42 485	2 957 515	2 500 000
<b>TOTAL</b>	<b>13 350 109</b>	<b>6 808 131</b>	<b>6 402 303</b>	<b>2 500 000</b>

Additional information on the (expected) contribution agreements and staffing:

1. EU4MD started on 1 November 2023, 36 months duration
2. WBpact1 closed on 31 March 2024. WBpact2 started on 1 April 2024, 48 months duration.
3. CTINFLOW 1 will end on 30 June 2024. New follow up project under negotiations, expected starting date 1 July 2024, 48 months duration.
4. TOPCOP 1 will end on 30 June 2024. New follow up project under negotiations, expected starting date 1 July 2024, 48 months duration.
5. EUROMED 1 will end of 30 September 2024. New follow up project under negotiations, expected starting date 1 October 2024, 48 months duration.

In case positions envisaged to be filled in by SNEs (in case nominating states would not second) positions would be filed in by CAs FGIV from the existing reserve list.

Human Resources <sup>[1]</sup>	2023	2024	2025	2026
	Envisaged FTE	Envisaged FTE	Envisaged FTE	Envisaged FTE
<b>CT INFLOW (IFS/2019/410-531)</b>	<b>12</b>	<b>9</b>	<b>9</b>	<b>9</b>
Contract Agents (CA)	11	6	6	6
Seconded National Experts (SNE)	1	3	3	3
<b>EUROMED Police (ENI/2020/414-940)</b>	<b>13</b>	<b>11</b>	<b>10</b>	<b>10</b>
Contract Agents (CA) <sup>[1]</sup>	13	11	9	9
Seconded National Experts (SNE)	0	0	1	1
<b>TOPCOP (ENI/2020/415-941)</b>	<b>10</b>	<b>9</b>	<b>9</b>	<b>9</b>
Contract Agents (CA) <sup>[2]</sup>	10	8	8	8
Seconded National Experts (SNE)	0	1	1	1
<b>WB PaCT (2019/413-822)</b>	<b>6</b>	<b>9</b>	<b>9</b>	<b>9</b>
Contract Agents (CA) <sup>[3]</sup>	6	8	8	8
Seconded National Experts (SNE)	0	1	1	1
<b>EU4Security Moldova(*)</b>	<b>6</b>	<b>6</b>	<b>6</b>	<b>6</b>
Contract Agents (CA)	4	4	4	4
Seconded National Experts (SNE)	2	2	2	2
<b>TOTAL</b>	<b>47</b>	<b>44</b>	<b>43</b>	<b>43</b>

(\*) EU4MD started on 1 November – staffing on 31 December 2023 was only 1 FGIV. 2 SNEs +2 FGIII recruited in 2024.

## 5 Other information

### 5.1 Buildings

#### 5.1.1 Current building(s)

#	Building Name and type	Location	SURFACE AREA(in m <sup>2</sup> )			RENTAL CONTRACT			Host country (grant or support)	Building present value(€)
			Office space	non-office	Total	RENT (€/year)	Duration	Type		

<sup>[1]</sup> 1 out of the 12 CAs is based at Europol

<sup>[2]</sup> 1 out of the 10 CAs is based at Europol

<sup>[3]</sup> 1 out of the 6 CAs is based at Europol

#	Building Name and type	Location	SURFACE AREA(in m <sup>2</sup> )			RENTAL CONTRACT			Host country (grant or support)	Building present value(€)
			Office space	non-office	Total	RENT (€/year)	Duration	Type		
1	CEPOL Headquarters	1066 Budapest, Ó utca 27, Hungary	978	1 145	2 123		10 years free of charge as from 1 September 2014. Negotiation for the new HQ is ongoing.	Free of charge	Host country provides: accommodation, utility, maintenance, security and reception services.	
2	Project Office	1062, Budapest, Aradi street 8-10	1 036	54	1 090	252 460	Until 31 MAY 2024, extension is under negotiation to cover period the New HQ is not yet available	Rental paid by externally financed projects		
3	CEPOL Cybercrime Academy	1126 Budapest, Böszörményi út 27	80		80			Free of charge	Offered by host country	
4	CEPOL Liaison Office	1040 Brussels, Avenue de la Joyeuse Entrée 17-20	48		48	15 354	5 year rental contract as from 1st November 2023	Commercially rented office		
<b>TOTAL</b>			<b>2 142</b>	<b>1 199</b>	<b>3 341</b>	<b>267 814</b>				

### 5.1.2 Current building(s) Other comments

A new HQ Agreement was signed at the Ministry of Interior on 27 February 2024, with the Hungarian Minister of Interior and CEPOL Executive Director as signatories and is now in ratification process in the Hungarian Parliament. The HQA covers *inter alia* a new building put at the disposal of CEPOL by Hungary: BIF tower, Ulloi ut 114-116, 1101 Budapest.

The General Directorate of Public Procurement and Supply (Közbeszerzési és Ellátási Főigazgatóság, or 'KEF') is overseeing the fit-out/refurbishment of the building as the Hungarian authority in charge. For this exercise, Hungary has put aside an amount of HUF 2.5Bn.

Representatives from CEPOL, the BIF Tower owner and its architects involved in the project, have been engaging in regular thematic meetings to finalize the design of various areas of the building. From 1 May, KEF has agreed that CEPOL and the building owner can have bilateral meetings, without the direct involvement of KEF, under the agreement that the refurbishment shall be done on time and on budget. This should enable the speeding up of the process – which has been going slow as a consequence of the involvement of 3 parties.

First estimates of the costs related to CEPOL wishes indicated that the costs would be between HUF 3 and 3.5Bn. CEPOL did make a request for a detailed budget/cost overview but has not received this so far. On 8 May 2024, BIF and CEPOL will have a meeting in which the budget will be discussed on a line-by-line basis. After this meeting we hope to have full clarity about both the costs foreseen what is included in the budget. After this meeting, CEPOL will – as discussed earlier with DG HOME D1 and E1 – share this information to find a solution for the gap between budget and estimated costs.

CEPOL's physical relocation to the BIF Tower is planned to be completed by the end 2024, during the Christmas period.

### 5.1.3 Building projects in the planning phase

CEPOL's personnel has surpassed the originally planned capacity of the building. The current structure was intended for 53 staff members, but there are currently over 115 staff members, including those from four capacity building projects that are actively being carried out as well as interim staff. To address this, CEPOL is renting additional office space outside the Headquarters for the Capacity Building Projects, using the allocated budget for those projects. Additionally, the flagship Cybercrime Academy (CCA) is situated at the premises of the International Training Centre of the Hungarian Ministry of Interior. CEPOL is currently in advanced negotiations for a new Headquarters Building, which will be

provided by the Hungarian authorities. It is expected that the new HQ Building will be able to accommodate the growing number of staff as well as provide more training rooms for both residential (in-person) and online trainings, and have space for the Cyber Crime Academy.

A new HQ Agreement was signed at the Ministry of Interior on 27 February 2024, with the Hungarian Minister of Interior and CEPOL Executive Director as signatories and is now in ratification process in the Hungarian Parliament. The HQA covers *inter alia* a new building put at the disposal of CEPOL by Hungary: BIF tower, Ulloi ut 114-116, 1101 Budapest.

The General Directorate of Public Procurement and Supply (Közbeszerzési és Ellátási Főigazgatóság, or 'KEF') is overseeing the fit-out/refurbishment of the building as the Hungarian authority in charge. For this exercise, Hungary has put aside an amount of HUF 2.5Bn.

First estimates of the costs related to CEPOL wishes indicated that the costs would be between HUF 3 and 3.5Bn. CEPOL did make a request for a detailed budget/cost overview but has not received this so far. CEPOL will share the full budget information once available to find a solution for the gap between budget and estimated costs.

CEPOL's physical relocation to the BIF Tower is planned to be completed by the end 2024, during the Christmas period.

#### *5.1.4 Building projects submitted to the European Parliament and the Council*

### **5.2 European Schools**

There are no European School or European sections in a national school in Budapest. This situation is not foreseen to change in the coming years. Therefore CEPOL's Management Board decided that CEPOL shall pay the school fees (registration and attendance fees, school transportation costs). As a consequence, the school shall be considered as non-fee paying and the staff member concerned shall not receive the education allowance provided for in Article 3 of Annex VII of the Staff Regulations.

### **5.3 Evaluation**

CEPOL is evaluated every five years by an independent external evaluator for its utility, relevance, effectiveness and efficiency and its working practices. The main aim of the evaluation is primarily the improvement of the quality of training.

Since the new CEPOL regulation (2015/2219)<sup>52</sup> came into force, the first five year evaluation and review was foreseen as per Article 32 of CEPOL regulation in 2021. In April 2022, [The European Commission has published the report](#) positively evaluating the work of the European Union Agency for Law Enforcement Training (CEPOL), with the following conclusion:

*'The evaluation recognised the overall positive contribution of the Agency to the policy needs, objectives and values of the Security Union and their valuable activity in third countries. In all five criteria evaluated, CEPOL was globally found to score well, being effective in carrying out relevant activities contributing to a European law enforcement culture, providing added value compared to the national level, utilising resources efficiently and in a coherent manner within the EU security architecture.*

*While acknowledging CEPOL's contribution to enhancing security through training of and building a common culture among law enforcement actors, the evaluation identified some issues deserving attention. Those concern the internal functioning of the Agency, its corporate image and culture, and the relationship with the Management Board. Based on these, the evaluation issued the recommendations [...] which do not require changes affecting either the budgetary resources or the legal framework, and are therefore relatively easy to implement.*

*As envisaged in Article 32 of the CEPOL Regulation, the next five-year evaluation will assess how these recommendations have been addressed. Looking at the medium to long term, key questions will have to be raised, as to the very future of training of EU law enforcement and the role of the Agency, in a rapidly evolving security environment and*

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<sup>52</sup> [Regulation \(EU\) 2015/2219](#) of the EP and of the Council on the European Union Agency for Law Enforcement Training (CEPOL)

in a digital age. Notably, consideration should be given to how the Agency should best play its role given its mandate and resources.’

Details concerning the planned implementation of the Commission’s recommendations are included in programming document Annex IX Evaluations.

The main areas of improvement concern increasing the outreach and effectiveness of CEPOL training programmes by:

- expanding the train-the-trainer programme
- supporting CNUs to set-up national cascading system
- further invest in cybercrime training offer to cover for relevant topics to be better addressed at the European level

strengthening the coordination capacity for CEPOL to become “the EU hub for law enforcement training”.

#### 5.4 Privileges and immunities

Agency privileges	Privileges granted to staff	
	Protocol of privileges and immunities / diplomatic status	Education / day care
CEPOL can request the reimbursement of incurred VAT in line with the HQ agreement signed and the applicable Hungarian regulations	<p>CEPOL staff, with the exception of Hungarian nationals are issued a special identity card similar to those issued for members of diplomatic corps of the Member States of the EU in Hungary. CEPOL Staff is entitled to enjoy the privileges and immunities, exemptions and facilities granted by Hungary to members of the diplomatic corps of the Member States of the European Union in Hungary. The Protocol of privileges and immunities applies to the Director of CEPOL and the staff of its Secretariat, with the exception of staff seconded from the Member States and Hungarian nationals. Staff is entitled to reimbursement of VAT in accordance with the relevant rules foreseen for resident officials of international organizations in Hungary, up to 300.000 HUF of value of VAT/year during the first 2 years of employment in Hungary. Staff – with the exception of Hungarian nationals – are entitled to import from their last country of residence or from the country of which they are nationals, free of duty and without prohibitions or restrictions, within 12 months from the date of establishment of normal place of residence in the customs territory of the European Union, furniture and personal effect, including motor vehicles, that shall be registered under diplomatic plates. CEPOL is currently negotiating a new headquarters seat agreement with the Hungarian Authorities. This agreement will likely involve a revision of the privileges and immunities for the staff.</p>	<p>There is no European School in Budapest or at a reasonable distance from Budapest. Also, there is no European section in a national school. On the basis of current information, this situation is not foreseen to change in the coming years.</p> <p>CEPOL Governing Board decided that CEPOL shall pay the school fees. As a consequence, the school shall be considered as non-fee paying and the staff member concerned shall not receive the education allowance provided for in Article 3 of Annex VII of the Staff Regulations. The costs covered by CEPOL shall be:</p> <ul style="list-style-type: none"> <li>- the registration and attendance fees</li> <li>- the school transportation costs.</li> </ul> <p>All other costs are excluded, in conformity with Commission Decision C (2004)131-53-2004 on general implementing provisions for the grant of the education allowance.</p>

### 3.5.3 European Union Drugs Agency - EUDA

#### 1 Overview

##### 1.1 Creation/modification (legal base)

Decision	Date	Mission/ Tasks / Functions
Council Regulation (EEC) 302/93	08/02/1993	This regulation establishing the EMCDDA, was repealed by Regulation (EC) No 1920/2006.
Regulation (EC) 1920/2006 on the European Monitoring Centre for Drugs and Drug Addiction (recast)	12/12/2006	<p>The EMCDDA's objective is to provide the EU and its Member States with factual, objective, reliable and comparable information at European level on drugs, drug addiction and their consequences. To achieve its objective, the Centre shall perform the following tasks: a) collection and analysis of existing data; b) improvement of data-comparison methods; c) dissemination of data; d) cooperation with European and international bodies and organisations and with third countries; e) identification of new developments and changing trends.</p> <p>The recast Regulation stipulates that the Centre shall focus on the following priority areas: monitoring the state of the drugs problem and emerging trends; monitoring the solutions applied to drug related problems; assessing the risks of new psychoactive substances and maintaining a rapid information system; and developing tools and instruments to facilitate the Member States' and the Commission's monitoring and evaluation of their respective drugs policies.</p> <p>The EMCDDA's tasks were extended through the recast Regulation. The collection, registration and analysis work must also cover data on emerging trends in poly drug use, including the combined use of licit and illicit psychoactive substances, but also information on best practices in the Member States and the exchange of such practices among them. The EMCDDA was also required to develop tools and instruments to facilitate the Member States' and the Commission's monitoring and evaluation of their respective drugs policies and strategies. The scope of the Centre's technical assistance was extended to certain non-Community countries such as the candidates for EU accession or the countries of the Western Balkans. Lastly, the recast Regulation introduced several organisational changes, such as the reference to the Vice-Chairperson of the Management Board and the Executive Committee, a new composition and selection procedure for the Scientific Committee.</p> <p>Furthermore, a new piece of legislation (Regulation (EU) 2017/2101 of the European Parliament and of the Council of 15 November 2017 amending Regulation EC No 1920/2006) was adopted on 24 October 2017, replacing Council Decision 2005/387/JHA as of 23 November 2018. The 2005 legal instrument set out well-defined and tight deadlines for all the tasks covered therein; the deadlines imposed by the new regulation are even stricter and the times allowed have been reduced by more than half, i.e. to two weeks for collecting data from the Reitox national focal points, to five weeks for drafting the initial report and to six weeks for preparing a requested risk assessment. The new regulation foresees the inclusion of a few other concrete new tasks, additional information and new working procedures in the operation of the EWS and risk assessments.</p>
Regulation (EU) 2023/1322 on the European Union Drugs Agency (EUDA) and repealing Regulation (EC) 1920/2006	27/06/2023	<p>This regulation provides for a targeted revision of the mandate of the EMCDDA and seeks to strengthen its mandate in order to ensure that the future Agency can react effectively to new challenges, provide better support to Member States, and contribute to developments at international level. It expands the monitoring function of the Centre and adds two new functions to the original 'Monitoring' mandate: 'Preparedness' for better action and 'Competence Development' for better interventions.</p> <p>In particular, this legislation aims to expressly cover poly-substance based addictions; strengthen monitoring and threat assessment capabilities; establish a network of laboratories to ensure that all forensic and toxicological information is available to the Agency; reinforce the position of national focal points to ensure that they are able to provide relevant data; establish the competence of the Agency to develop EU-level prevention and awareness raising campaigns as well as issue alerts in case particularly dangerous substances are available on the market. Furthermore it clarifies the role of the Agency in the international arena and adapt the institutional framework of the Agency to the common approach of the European Parliament, the Council of the EU and the European Commission on decentralised EU agencies.</p>

##### 1.2 Seat

Lisbon, Portugal



### 1.3 Budget Line

12 10 03 :European Union Drugs Agency (EUDA), previously the European Monitoring Centre for Drugs and Drug Addiction (EMCDDA)<sup>o</sup>

### 1.4 Human Resources Overview

The table below presents the number of posts in the establishment plans, including the posts assigned to programmes financed outside the EU budget, whereas the number of Contract Agents / SNE only includes those financed under programmes financed within the EU Budget.

Human Resources	2023			2024	2025
	Authorised Budget	Actually filled as of 31/12/2023	Occupancy rate(%)	Authorised Budget	Draft Budget Request
<b>TOTAL AD</b>	51	48	94,12%	61	67
<b>TOTAL AST</b>	25	25	100,00%	28	31
<b>TOTAL AST/SC</b>					
<b>ESTABLISHMENT PLAN POSTS</b>	<b>76</b>	<b>73</b>	<b>96,05%</b>	<b>89</b>	<b>98</b>
Contract Agents (CA)	34	27	79,41%	34	35
Seconded National Experts (SNE)	1		0,00%	1	1
<b>TOTAL STAFF</b>	<b>111</b>	<b>100</b>	<b>90,09%</b>	<b>124</b>	<b>134</b>

### 1.5 Financial Resources Overview

#### 1.5.1 Revenues Overview

##### 1.5.1.1 General revenues

REVENUES	2024	2025
	Revenues estimated by the agency	Budget Forecast
<b>EU contribution</b>	32 131 775	33 988 672
<b>Other Revenue</b>	1 521 334	1 614 268
<b>TOTAL REVENUES</b>	<b>33 653 109</b>	<b>35 602 940</b>

##### 1.5.1.2 Additional EU funding: contribution, grant and service level agreements

REVENUES	2024	2025
	Revenues estimated by the agency	Budget Forecast
<b>Additional EU funding stemming from grant agreements (FFR Art.7)</b>	931 843	730 849
<b>Additional EU funding stemming from contribution agreements (FFR Art.7)</b>		
<b>Additional EU funding stemming from service level agreements (FFR Art. 43.2)</b>		
<b>TOTAL REVENUES</b>	<b>931 843</b>	<b>730 849</b>

##### 1.5.2 Expenditure Overview

Expenditure	2024	2025
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	Commitment appropriations	Payment appropriations	Commitment appropriations	Payment appropriations
<b>Title 1 - Staff expenditure</b>	16 005 715	16 005 715	19 594 495	19 594 495
<b>Title 2 - Infrastructure and operating expenditure</b>	5 085 543	5 085 543	4 341 314	4 341 314
<b>Title 3 - Operational expenditure</b>	13 493 694	13 493 694	12 397 980	12 397 980
<b>TOTAL EXPENDITURE</b>	<b>34 584 952</b>	<b>34 584 952</b>	<b>36 333 789</b>	<b>36 333 789</b>

## 2 Human Resources

### 2.1 Establishment plan posts

The table below presents the number of posts in the establishment plans, including the posts assigned to programmes financed outside the EU budget.

Function group and grade	2023				2024		2025			
	Authorised Budget		Actually filled as of 31/12/2023		Authorised Budget		Request of the Agency		Draft Budget Request	
	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts
AD 16										
AD 15		1		1		1		1		1
AD 14		1		2		2		2		2
AD 13	1	3	1	2	1	3	1	3	1	3
AD 12	3	8		8	3	7	3	7	3	7
AD 11	1	9		6	1	9	1	9	1	9
AD 10		10	2	8		10		10		10
AD 9		8		6		10		8		8
AD 8		5		6		5		7		7
AD 7		1		2		1		1		1
AD 6				4		8		14		14
AD 5										
<b>AD TOTAL</b>	<b>5</b>	<b>46</b>	<b>3</b>	<b>45</b>	<b>5</b>	<b>56</b>	<b>5</b>	<b>62</b>	<b>5</b>	<b>62</b>
AST 11		1		1		1		1		1
AST 10		2				2		2		2
AST 9	1	6		5	1	6	1	6	1	6
AST 8	1	5		3	1	5	1	5	1	5
AST 7		6	1	5		6		6		6
AST 6		3		5		3		3		3
AST 5				1						
AST 4			1	1				1		1
AST 3						3		5		5
AST 2				2						
AST 1										

Function group and grade	2023				2024		2025			
	Authorised Budget		Actually filled as of 31/12/2023		Authorised Budget		Request of the Agency		Draft Budget Request	
	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts
<b>AST TOTAL</b>	2	23	2	23	2	26	2	29	2	29
AST/SC 6										
AST/SC 5										
AST/SC 4										
AST/SC 3										
AST/SC 2										
AST/SC 1										
AST/SC TOTAL										
<b>TOTAL</b>	7	69	5	68	7	82	7	91	7	91
<b>GRAND TOTAL</b>	76		73		89		98		98	

## 2.2 External personnel

### 2.2.1 Contract Agents

Contract agents	Authorised 2023	Recruited as of 31/12/2023	2024 estimate	Draft Budget 2025 estimate
Function Group IV	8	3	8	8
Function Group III	10	13	10	11
Function Group II	14	10	14	14
Function Group I	2	1	2	2
<b>TOTAL</b>	<b>34</b>	<b>27</b>	<b>34</b>	<b>35</b>

### 2.2.2 Seconded National Experts

Seconded National Experts	Authorised 2023	Recruited as of 31/12/2023	2024 estimate	Draft Budget 2025 estimate
<b>TOTAL</b>	<b>1</b>		<b>1</b>	<b>1</b>

## 3 Financial Resources

### 3.1 Revenues

#### 3.1.1 General revenues

REVENUES	General revenues				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>1 REVENUE FROM FEES AND CHARGES</b>					
<b>2 EU CONTRIBUTION</b>	18 352 938	32 131 775	33 988 672	33 988 672	5,78%

REVENUES	General revenues				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
- Of which assigned revenues deriving from previous years' surpluses	113 656	58 239	12 224	12 143	-79,15%
<b>3 THIRD COUNTRIES CONTRIBUTION (incl. EEA/EFTA and candidate countries)</b>	866 840	1 521 334	1 614 268	1 614 268	6,11%
- Of which EEA/EFTA (excl. Switzerland)	538 234	946 021	1 005 707	1 005 707	6,31%
- Of which candidate countries	328 606	575 313	608 561	608 561	5,78%
<b>4 OTHER CONTRIBUTIONS</b>					
<b>5 ADMINISTRATIVE OPERATIONS</b>	89 782				
- Of which interest generated by funds paid by the Commission by way of the EU contribution (FFR Art. 61)	89 782				
<b>6 REVENUES FROM SERVICES RENDERED AGAINST PAYMENT</b>					
<b>7 CORRECTION OF BUDGETARY IMBALANCES</b>					
<b>TOTAL</b>	<b>19 309 560</b>	<b>33 653 109</b>	<b>35 602 940</b>	<b>35 602 940</b>	<b>5,79%</b>

### 3.1.2 Additional EU funding: contribution, grant and service level agreements

REVENUES	Additional EU funding: contribution, grant and service level agreements				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
Additional EU funding stemming from grant agreements (FFR Art.7)	2 772 514	931 843	730 849	730 849	-21,57%
Additional EU funding stemming from contribution agreements (FFR Art.7)					
Additional EU funding stemming from service level agreements (FFR Art. 43.2)					
<b>TOTAL</b>	<b>2 772 514</b>	<b>931 843</b>	<b>730 849</b>	<b>730 849</b>	<b>-21,57%</b>

## 3.2 Expenditure

### 3.2.1 Commitment appropriations

EXPENDITURE	Commitment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>Title 1 - Staff expenditure</b>	<b>13 519 091</b>	<b>16 005 715</b>	<b>19 594 495</b>	<b>19 594 495</b>	<b>22,42%</b>
<b>Salaries &amp; allowances</b>	13 451 822	15 786 240	19 373 185	19 373 185	22,72%
- Of which establishment plan posts	11 556 480	13 150 236	16 403 332	16 403 332	24,74%

EXPENDITURE	Commitment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<i>- Of which external personnel</i>	1 895 342	2 636 004	2 969 853	2 969 853	12,66%
<b>Expenditure relating to Staff recruitment</b>	24 999	55 975	16 560	16 560	-70,42%
<b>Employer's pension contributions</b>					
<b>Mission expenses</b>					
<b>Socio-medical infrastructure</b>					
<b>Training</b>	42 270	163 500	204 750	204 750	25,23%
<b>External Services</b>					
<b>Receptions, events and representation</b>					
<b>Social welfare</b>					
<b>Other Staff related expenditure</b>					
<b>Title 2 - Infrastructure and operating expenditure</b>	<b>2 571 407</b>	<b>5 085 543</b>	<b>4 341 314</b>	<b>4 341 314</b>	<b>-14,63%</b>
<b>Rental of buildings and associated costs</b>	1 413 317	1 897 503	1 767 114	1 767 114	-6,87%
<b>Information, communication technology and data processing</b>	976 853	2 799 000	2 197 440	2 197 440	-21,49%
<b>Movable property and associated costs</b>	71 950	158 740	136 490	136 490	-14,02%
<b>Current administrative expenditure</b>	35 395	41 000	43 200	43 200	5,37%
<b>Postage / Telecommunications</b>	52 614	123 000	127 410	127 410	3,59%
<b>Meeting expenses</b>					
<b>Running costs in connection with operational activities</b>					
<b>Information and publishing</b>					
<b>Studies</b>					
<b>Other infrastructure and operating expenditure</b>	21 278	66 300	69 660	69 660	5,07%
<b>Title 3 - Operational expenditure</b>	<b>5 377 102</b>	<b>13 493 694</b>	<b>12 397 980</b>	<b>12 397 980</b>	<b>-8,12%</b>
<b>Information and Publishing</b>	533 915	1 512 000	1 234 000	1 234 000	-18,39%
<b>Studies</b>	687 244	6 916 361	6 145 151	6 145 151	-11,15%
<b>REITOX</b>	1 607 891	2 700 000	2 700 000	2 700 000	0,00%

EXPENDITURE	Commitment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
Mission expenses	181 879	330 450	359 100	359 100	8,67%
Meeting expenses	424 862	1 100 040	1 225 880	1 225 880	11,44%
Receptions and events	1 500	3 000	3 000	3 000	0,00%
Expenditure IPA and ENP1 projects	1 939 811	931 843	730 849	730 849	-21,57%
Expenditure related to IPA projects	519 367				
Expenditure related to ENP1 projects	1 420 444	931 843	730 849	730 849	-21,57%
<b>TOTAL</b>	<b>21 467 600</b>	<b>34 584 952</b>	<b>36 333 789</b>	<b>36 333 789</b>	<b>5,06%</b>

### 3.2.2 Payment appropriations

EXPENDITURE	Payment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>Title 1 - Staff expenditure</b>	<b>13 503 409</b>	<b>16 005 715</b>	<b>19 594 495</b>	<b>19 594 495</b>	<b>22,42%</b>
Salaries & allowances	13 451 822	15 786 240	19 373 185	19 373 185	22,72%
- Of which establishment plan posts	11 556 480	13 150 236	16 403 332	16 403 332	24,74%
- Of which external personnel	1 895 342	2 636 004	2 969 853	2 969 853	12,66%
Expenditure relating to Staff recruitment	13 602	55 975	16 560	16 560	-70,42%
Employer's pension contributions					
Mission expenses					
Socio-medical infrastructure					
Training	37 985	163 500	204 750	204 750	25,23%
External Services					
Receptions, events and representation					
Social welfare					
Other Staff related expenditure					
<b>Title 2 - Infrastructure and operating expenditure</b>	<b>2 004 504</b>	<b>5 085 543</b>	<b>4 341 314</b>	<b>4 341 314</b>	<b>-14,63%</b>

EXPENDITURE	Payment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
Rental of buildings and associated costs	1 303 352	1 897 503	1 767 114	1 767 114	-6,87%
Information, communication technology and data processing	549 635	2 799 000	2 197 440	2 197 440	-21,49%
Movable property and associated costs	61 095	158 740	136 490	136 490	-14,02%
Current administrative expenditure	29 763	41 000	43 200	43 200	5,37%
Postage / Telecommunications	49 514	123 000	127 410	127 410	3,59%
Meeting expenses					
Running costs in connection with operational activities					
Information and publishing					
Studies					
Other infrastructure and operating expenditure	11 145	66 300	69 660	69 660	5,07%
<b>Title 3 - Operational expenditure</b>	<b>4 870 350</b>	<b>13 493 694</b>	<b>12 397 980</b>	<b>12 397 980</b>	<b>-8,12%</b>
Information and Publishing	413 607	1 512 000	1 234 000	1 234 000	-18,39%
Studies	826 321	6 916 361	6 145 151	6 145 151	-11,15%
REITOX	1 571 631	2 700 000	2 700 000	2 700 000	0,00%
Mission expenses	146 000	330 450	359 100	359 100	8,67%
Meeting expenses	405 753	1 100 040	1 225 880	1 225 880	11,44%
Receptions and events	1 096	3 000	3 000	3 000	0,00%
Expenditure IPA and ENP1 projects	1 505 942	931 843	730 849	730 849	-21,57%
Expenditure related to IPA projects	370 783				
Expenditure related to ENP1 projects	1 135 159	931 843	730 849	730 849	-21,57%
<b>TOTAL</b>	<b>20 378 263</b>	<b>34 584 952</b>	<b>36 333 789</b>	<b>36 333 789</b>	<b>5,06%</b>

### 3.3 Budget Outturn

First estimate of the 2023 surplus that should be reimbursed to the EU budget (as assigned revenue): EUR 12 143,92.

## 4 Justification of needs

### Commission assessment

#### Human Resources

The Commission supports EMCDDA/EUDA's request for 9 additional temporary agents leading to a total of 98 establishment plan posts (67 AD and 31 AST), which is in line with the Legal Financial Statement (LFS), accompanying the Commission proposal for the Regulation on the European Union Drugs Agency.

The agency requested 5 additional contract agents in comparison to the LFS, to cope with the HR, budget/financial and procurement-related activities and operation required and entailed by the implementation of the deepened EMCDDA/EUDA mandate. As the mandate is only starting mid-2024 the Commission does not find it justified to immediately add new posts on top.

#### Financial Resources

The Commission supports the requested EU contribution of EUR 33 988 672 for 2025, which is in line with the Financial programming.

### **4.1 Human Resources - Agency Request**

#### *4.1.1 Number of staff requested*

As foreseen for the implementation of the deepened EMCDDA/EUDA mandate pursuant to Regulation (EU) 2023/1322, 9 additional authorised posts for temporary agents (TA) as well as 1 additional contract agent are required for 2025 to ensure that the EMCDDA/EUDA is able to effectively cope with this implementation. Furthermore 4 additional contract agents (2 CA FGIV, 1 FGIII and 1FGII) are foreseen to ensure the minimum operating capacity needed to effectively cope with the HR, budget/financial and procurement-related activities and operation required and entailed by the implementation of the deepened EMCDDA/EUDA mandate.

#### *4.1.2 Vacancy rate as of end 2023*

Overall vacancy rate on 31 December 2023 is 9,91% (3,95 % for establishment plan posts; 20,59% for contact agents and 100% for seconded national experts).

#### *4.1.3 Standard abatement ('abatement forfaitaire') applied*

N/A

#### *4.1.4 Salary assumption for calculating salary line (% applied)*

The salary assumption for the annual adjustment of the remuneration of EU staff in Portugal (salary increase plus increase of the correction factor) is 3% for 2024 and 2.5% for 2025.

#### *4.1.5 Correction coefficient used*

96,6%

#### *4.1.6 Exchange rate used (if applicable)*

N/A

### **4.2 Financial Resources - Agency request**

#### *4.2.1 Title 1*

The amount of the EU 2025 subsidy requested by the EMCDDA/EUDA aims at providing for the resources required to ensure the proper functioning of the EMCDDA/EUDA and the implementation of its 2025 work programme, as set out in its 2025-27 Single Programming Document (SPD).



The requested budget will allow the agency to fully deploy the allocated human resources and to cope with the remuneration costs for all staff in post, including for the referred additional staff and the relevant recruitment operations. and meet the automatic and compulsory adjustments required in 2025 in accordance with EU Staff Regulations (namely: staff's automatic progression to the next step and estimated annual adjustment of the EU staff's remuneration, including the variation of the relevant correction coefficient).

#### 4.2.2 Title 2

The budget will allow the agency to finance the running costs for the renting and functioning of the EMCDDA/EUDA premises and infrastructures, as well as for the essential administrative and IT support services and supplies required for this purpose. This will encompass the 2025 expenditure required to meet the infrastructure-related needs for adjustment entailed by the EMCDDA/EUDA's new tasks/mandate.

#### 4.2.3 Title 3

The budget will ensure the effective execution of operational activities and projects aimed at implementing the EMCDDA/EUDA 2025 work programme as set out in the EMCDDA/EUDA 2025–27 SPD. This will encompass, in particular, the execution of the operations required for the implementation of the EUDA's new tasks/mandate and a possible maximum co-financing of EUR 100 000 for each Reitox national focal points (NFP)

### 4.3 Ad hoc grants and delegation agreements

Pursuant to grant agreements concluded in previous exercises, the EMCDDA/EUDA relies on ad hoc grants from the EU budget for the implementation of specific projects for technical assistance to Third Countries (IPA Pre-accession countries and European Neighbourhood Policy East and South countries).

These grants have been entered into the EMCDDA/EUDA annual budgets as external assigned appropriations, in accordance with the applicable financial rules.

By relying exclusively on these appropriations, and for the purpose of the implementation of the aforementioned technical assistance projects, the EMCDDA/EUDA has engaged the following additional contract agents for the limited duration of this implementation:

- 4 CAs funded by assigned appropriations for EU4MD2 technical assistance project
- 3 CAs funded by assigned appropriations for IPA8 technical assistance project

## 5 Other information

### 5.1 Buildings

#### 5.1.1 Current building(s)

#	Building Name and type	Location	SURFACE AREA(in m <sup>2</sup> )			RENTAL CONTRACT			Host country (grant or support)	Building present value(€)
			Office space	non-office	Total	RENT (€/year)	Duration	Type		
1	Cais do Sodré, Lisbon, office building, rented	Lisbon, Portugal	5 846	674	6 520	1 107 461	Rental for 25 years with option to buy	Office building	The Host country supported the installation by providing the office furniture for the headquarters.	
<b>TOTAL</b>			<b>5 846</b>	<b>674</b>	<b>6 520</b>	<b>1 107 461</b>				

### 5.1.2 Current building(s) Other comments

Since 2009, the EMCDDA/EUDA has rented from the Lisbon Port Authority its main office building and a second office building, the Relogio Building, which is located next to the main building in the centre of Lisbon. Both buildings are part of a complex of four buildings that are interconnected by an underground car park, where the EMCDDA/EUDA rents 61 parking spots. This complex is shared with EMSA. In early 2016, the company Bensaude S.A. concluded a contract for the sublease of parts of the Relogio Building. The date of effect of this contract is 1 May 2016 and it has an initial duration of 5 years, which was extended for a further period of 5 years. The current end date of this contract is 1 May 2026.

The EMCDDA/EUDA is going to pay special attention to the adjustments that the EMCDDA/EUDA's premises and infrastructure may require for the implementation of its expected new mandate. The new applicable rules on staff's telework/hybrid work should allow for some optimization of the office space requirements, and the corresponding adjustment of the relevant needs. Without prejudice to this, these needs require the use of the areas currently subleased to Bensaude S.A. in 2026 and the canteen areas shared with EMSA in 2024. The EMCDDA/EUDA is in the process to negotiate the exclusive use of the Palacete Relogio Building with EMSA and Bensaude in 2023.

### 5.1.3 Building projects in the planning phase

An architect is to be hired in 2024 to develop an office layout concept for both Buildings taking into account the future needs of the EMCDDA/EUDA and its mandate. The viability of open space offices and activity-based work space within the existing two buildings is to be explored. Based on the outcome, potentially considerable licencing, certification and remodelling needs might be identified.

### 5.1.4 Building projects submitted to the European Parliament and the Council

No new building projects have been submitted.

## 5.2 European Schools

Not applicable to EMCDDA, as there is no European school in Lisbon.

## 5.3 Evaluation

In line with Article 23 of the EMCDDA founding Regulation recast, the European Commission shall carry out an external evaluation of the agency every six years and forward the evaluation report to the European Parliament, the Council and the Management Board of the EMCDDA. The previous evaluation was completed in mid-2012. The fourth external evaluation of the agency was completed in November 2018. It covered the last two multi-annual work programmes of the EMCDDA, namely 2013-2015 and 2016-2018.

The main findings of the last evaluation were that EMCDDA appropriately addressed the objectives, tasks and priorities set out in its Regulation, as well as the EU Drugs Strategy, its Action Plans and the European Agenda on Security. The EMCDDA is well recognised and highly regarded as a centre for excellence in providing information on the drug phenomenon, not only in Europe but internationally.

The EMCDDA has used the available human and financial resources efficiently to deliver the outputs, outcomes and impacts set out in its work programmes. The evaluation also found a high degree of coherence between the regulatory framework and the objectives and activities set out in the three-year EMCDDA Strategies and annual work programmes. The objectives and activities of the Centre are coherent with the EU Drugs Strategy and the EU Action Plans on Drugs, and complement those of the European Commission and other EU Agencies.

The EMCDDA has an excellent reputation as the main source of comprehensive, scientific and reliable EU-level drug-related information, and is used by national, EU and international stakeholders, especially policy makers, researchers and practitioners.

## 5.4 Privileges and immunities

Agency privileges	Privileges granted to staff	
	Protocol of privileges and immunities /	Education / day care

Agency privileges	Privileges granted to staff	
	diplomatic status	
<p>The Portuguese Government granted the EMCDDA with diplomatic status by means of the conclusion of a seat agreement on 26th June 1996 (Protocol between the Portuguese Government and the EMCDDA regarding the functioning of the agency in Portugal and the installation of its headquarters in Lisbon). Through this Agreement, which entered into force in May 1998, the Portuguese Government applies the Protocol on the Privileges and Immunities of the European Communities to the EMCDDA, exempting the agency from payment of all national, regional or municipal rates and taxes as regards the fixed assets it owns or rents, as well as from customs duties and from any other taxes, prohibitions or restrictions on goods of any kind which it imports or exports in the exercise of its official business (VAT, etc.)</p>	<p>Protocol on the Privileges and Immunities of the European Communities is applicable to EMCDDA staff. The Protocol concluded between the Portuguese Government and the EMCDDA regarding the functioning of the agency in Portugal and the installation of its headquarters in Lisbon, grants the EMCDDA staff the privileges and immunities, exemptions and facilities recognised by the Portuguese State to members of a comparable category of the diplomatic corps in Portugal. As a consequence EMCDDA staff is entitled to purchase furniture and /or household aids VAT free. This exemption does not cover expenditure for food supplies and beverages, property works, including materials, water; gas; electricity, food and beverages services; hotels or similar services, fixed line telephone services. Limited exemption is granted from the payment of the Portuguese tax and VAT on the purchase and registration of vehicles.</p>	<p>There is no European or accredited school that can be attended free of charge in the area where the EMCDDA has its seat. As per the Memorandum of Understanding signed in 2004 by the Portuguese Government, the EMCDDA and EMSA concerning the common premises of the two agencies in Lisbon, the Portuguese Government committed itself to do its utmost (jointly with EMSA and EMCDDA) to find the best possible solution for providing schooling for the children of EMSA and EMCDDA staff. In this context it agreed to pursue either the establishment of a European School in Lisbon or the signature of partial agreements between the European School Board and the main international schools in the Lisbon area. However, difficulties have been encountered for the implementation of this solution. In December 2019 the Board of Governors of the European Schools gave its approval to the creation of an Accredited European School in Lisbon. The EMCDDA is providing in synergy with EMSA, its cooperation for the successful implementation of this initiative by the national authorities.in charge of this implementation</p>

### 3.6 Decentralised agencies of Heading 7 – Administration

#### 3.6.1 Translation Centre for the Bodies of the European Union – CDT

##### 1 Overview

##### 1.1 Creation/modification (legal base)

Decision	Date	Mission/ Tasks / Functions
Council Regulation (EC) No. 1645/2003	18/06/2003	Rational response to the translation needs of a large number of European agencies and offices
Council Regulation (EC) No. 2610/95	30/10/1995	The active participation of the Centre in inter institutional cooperation
Council Regulation (EC) No. 2965/94	28/11/1994	To meet the translation needs of the other decentralised Community Agencies

##### 1.2 Seat

Luxembourg

##### 1.3 Budget Line

20 10 01 : Translation Centre for bodies of the European Union

##### 1.4 Human Resources Overview

The table below presents the number of posts in the establishment plans, including the posts assigned to programmes financed outside the EU budget, whereas the number of Contract Agents / SNE only includes those financed under programmes financed within the EU Budget.

Human Resources	2023			2024	2025
	Authorised Budget	Actually filled as of 31/12/2023	Occupancy rate(%)	Authorised Budget	Draft Budget Request
<b>TOTAL AD</b>	139	122	87,77%	139	139
<b>TOTAL AST</b>	52	48	92,31%	52	52
<b>TOTAL AST/SC</b>	2	2	100,00%	2	2
<b>ESTABLISHMENT PLAN POSTS</b>	<b>193</b>	<b>172</b>	<b>89,12%</b>	<b>193</b>	<b>193</b>
<b>Contract Agents (CA)</b>	35	19	54,29%	35	30
<b>Seconded National Experts (SNE)</b>					
<b>TOTAL STAFF</b>	<b>228</b>	<b>191</b>	<b>83,77%</b>	<b>228</b>	<b>223</b>

##### 1.5 Financial Resources Overview

##### 1.5.1 Revenues Overview

##### 1.5.1.1 General revenues

REVENUES	2024	2025
	Revenues estimated by the agency	Budget Forecast
<b>EU contribution</b>		
<b>Other Revenue</b>	49 380 800	46 954 100

<b>TOTAL REVENUES</b>	<b>49 380 800</b>	<b>46 954 100</b>
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### 1.5.1.2 Additional EU funding: contribution, grant and service level agreements

REVENUES	2024	2025
	Revenues estimated by the agency	Budget Forecast
Additional EU funding stemming from grant agreements (FFR Art.7)		
Additional EU funding stemming from contribution agreements (FFR Art.7)		
Additional EU funding stemming from service level agreements (FFR Art. 43.2)		
<b>TOTAL REVENUES</b>		

### 1.5.2 Expenditure Overview

Expenditure	2024		2025	
	Commitment appropriations	Payment appropriations	Commitment appropriations	Payment appropriations
<b>Title 1 - Staff expenditure</b>	32 363 500	32 363 500	30 464 300	30 464 300
<b>Title 2 - Infrastructure and operating expenditure</b>	8 196 400	8 196 400	8 348 800	8 348 800
<b>Title 3 - Operational expenditure</b>	8 820 900	8 820 900	8 141 000	8 141 000
<b>Title 10 - Reserves</b>				
<b>TOTAL EXPENDITURE</b>	<b>49 380 800</b>	<b>49 380 800</b>	<b>46 954 100</b>	<b>46 954 100</b>

## 2 Human Resources

### 2.1 Establishment plan posts

The table below presents the number of posts in the establishment plans, including the posts assigned to programmes financed outside the EU budget.

Function group and grade	2023				2024		2025			
	Authorised Budget		Actually filled as of 31/12/2023		Authorised Budget		Request of the Agency		Draft Budget Request	
	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts
AD 16										
AD 15										
AD 14	1	1		1	1	1	1	1	1	1
AD 13	3		1		3		3		3	
AD 12	13	7	8	2	11	7	13	6	13	6
AD 11	7	6	3	7	5	5	7	5	7	5
AD 10	8	7	4	6	8	8	10	8	10	8

Function group and grade	2023				2024		2025			
	Authorised Budget		Actually filled as of 31/12/2023		Authorised Budget		Request of the Agency		Draft Budget Request	
	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts
AD 9	7	21	6	15	7	22	9	22	9	22
AD 8	6	24	7	15	9	20	3	25	3	25
AD 7	1	18	6	16	1	15	1	18	1	18
AD 6		8	2	11	1	10		6		6
AD 5	1			12	1	4		1		1
AD TOTAL	47	92	37	85	47	92	47	92	47	92
AST 11										
AST 10	1		1		1		1		1	
AST 9	2	2	2	1	2	2	2	2	2	2
AST 8		1		1		2	1	2	1	2
AST 7	1	7	1	5	1	8		8		8
AST 6		10		11		11		11		11
AST 5		17		11		15		15		15
AST 4		10		10		8		8		8
AST 3		1		4		2		2		2
AST 2				1						
AST 1										
AST TOTAL	4	48	4	44	4	48	4	48	4	48
AST/SC 6										
AST/SC 5										
AST/SC 4										
AST/SC 3		2		2		2		2		2
AST/SC 2										
AST/SC 1										
AST/SC TOTAL		2		2		2		2		2
TOTAL	51	142	41	131	51	142	51	142	51	142
GRAND TOTAL	193		172		193		193		193	

## 2.2 External personnel

### 2.2.1 Contract Agents

Contract agents	Authorised 2023	Recruited as of 31/12/2023	2024 estimate	Draft Budget 2025 estimate
Function Group IV	20	6	20	16
Function Group III	15	13	15	14
Function Group II				
Function Group I				

Contract agents	Authorised 2023	Recruited as of 31/12/2023	2024 estimate	Draft Budget 2025 estimate
<b>TOTAL</b>	<b>35</b>	<b>19</b>	<b>35</b>	<b>30</b>

### 2.2.2 Seconded National Experts

Seconded National Experts	Authorised 2023	Recruited as of 31/12/2023	2024 estimate	Draft Budget 2025 estimate
<b>TOTAL</b>				

## 3 Financial Resources

### 3.1 Revenues

#### 3.1.1 General revenues

REVENUES	General revenues				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>1 REVENUE FROM FEES AND CHARGES</b>	41 358 811	44 142 500	41 662 800	41 662 800	-5,62%
<b>2 EU CONTRIBUTION</b>					
<i>- Of which assigned revenues deriving from previous years' surpluses</i>					
<b>3 THIRD COUNTRIES CONTRIBUTION (incl. EEA/EFTA and candidate countries)</b>					
<i>- Of which EEA/EFTA (excl. Switzerland)</i>					
<i>- Of which candidate countries</i>					
<b>4 OTHER CONTRIBUTIONS</b>	697 017	804 300	870 200	870 200	8,19%
<b>5 ADMINISTRATIVE OPERATIONS</b>	1 103 932	708 300	516 200	516 200	-27,12%
<i>- Of which interest generated by funds paid by the Commission by way of the EU contribution (FFR Art. 61)</i>					
<b>6 REVENUES FROM SERVICES RENDERED AGAINST PAYMENT</b>					
<b>7 CORRECTION OF BUDGETARY IMBALANCES</b>		3 725 700	3 904 900	3 904 900	4,81%
<b>TOTAL</b>	<b>43 159 760</b>	<b>49 380 800</b>	<b>46 954 100</b>	<b>46 954 100</b>	<b>-4,91%</b>

#### 3.1.2 Additional EU funding: contribution, grant and service level agreements

REVENUES	Additional EU funding: contribution, grant and service level agreements				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>Additional EU funding stemming from grant agreements (FFR Art.7)</b>					

REVENUES	Additional EU funding: contribution, grant and service level agreements				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
Additional EU funding stemming from contribution agreements (FFR Art.7)					
Additional EU funding stemming from service level agreements (FFR Art. 43.2)					
<b>TOTAL</b>					

### 3.2 Expenditure

#### 3.2.1 Commitment appropriations

EXPENDITURE	Commitment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>Title 1 - Staff expenditure</b>	<b>27 982 710</b>	<b>32 363 500</b>	<b>30 464 300</b>	<b>30 464 300</b>	<b>-5,87%</b>
Salaries & allowances	23 247 772	26 832 200	25 303 000	25 303 000	-5,70%
- Of which establishment plan posts	21 730 851	24 555 400	23 627 800	23 627 800	-3,78%
- Of which external personnel	1 516 921	2 276 800	1 675 200	1 675 200	-26,42%
Expenditure relating to Staff recruitment	106 658	287 600	248 000	248 000	-13,77%
Employer's pension contributions	3 825 759	4 177 200	3 781 400	3 781 400	-9,48%
Mission expenses	27 388	62 800	67 300	67 300	7,17%
Socio-medical infrastructure	716 043	835 200	850 200	850 200	1,80%
Training	58 696	105 000	150 000	150 000	42,86%
External Services					
Receptions, events and representation	394	2 500	2 500	2 500	0,00%
Social welfare		61 000	61 900	61 900	1,48%
Other Staff related expenditure					
<b>Title 2 - Infrastructure and operating expenditure</b>	<b>7 143 378</b>	<b>8 196 400</b>	<b>8 348 800</b>	<b>8 348 800</b>	<b>1,86%</b>
Rental of buildings and associated costs	3 191 722	3 119 600	3 145 800	3 145 800	0,84%
Information, communication technology and data processing	3 536 436	4 467 100	4 463 900	4 463 900	-0,07%
Movable property and associated costs	48 685	63 900	63 100	63 100	-1,25%



EXPENDITURE	Commitment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
Current administrative expenditure	203 074	236 000	261 000	261 000	10,59%
Postage / Telecommunications	85 108	144 300	145 000	145 000	0,49%
Meeting expenses	2 100	22 000	72 000	72 000	227,27%
Running costs in connection with operational activities	32 154	57 500	62 000	62 000	7,83%
Information and publishing	14 490	36 000	36 000	36 000	0,00%
Studies	29 609	50 000	100 000	100 000	100,00%
Other infrastructure and operating expenditure					
<b>Title 3 - Operational expenditure</b>	<b>8 371 715</b>	<b>8 820 900</b>	<b>8 141 000</b>	<b>8 141 000</b>	<b>-7,71%</b>
External translation services	7 599 974	7 975 000	7 220 000	7 220 000	-9,47%
Expenditure relating to interinstitutional cooperation	771 741	845 900	921 000	921 000	8,88%
Expenditure linked to the e-Cdt programme					
Title 10 - Reserves					
<b>TOTAL</b>	<b>43 497 803</b>	<b>49 380 800</b>	<b>46 954 100</b>	<b>46 954 100</b>	<b>-4,91%</b>

### 3.2.2 Payment appropriations

EXPENDITURE	Payment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>Title 1 - Staff expenditure</b>	<b>27 982 710</b>	<b>32 363 500</b>	<b>30 464 300</b>	<b>30 464 300</b>	<b>-5,87%</b>
Salaries & allowances	23 247 772	26 832 200	25 303 000	25 303 000	-5,70%
- Of which establishment plan posts	21 730 851	24 555 400	23 627 800	23 627 800	-3,78%
- Of which external personnel	1 516 921	2 276 800	1 675 200	1 675 200	-26,42%
Expenditure relating to Staff recruitment	106 658	287 600	248 000	248 000	-13,77%
Employer's pension contributions	3 825 759	4 177 200	3 781 400	3 781 400	-9,48%
Mission expenses	27 388	62 800	67 300	67 300	7,17%
Socio-medical infrastructure	716 043	835 200	850 200	850 200	1,80%

EXPENDITURE	Payment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
Training	58 696	105 000	150 000	150 000	42,86%
External Services					
Receptions, events and representation	394	2 500	2 500	2 500	0,00%
Social welfare		61 000	61 900	61 900	1,48%
Other Staff related expenditure					
<b>Title 2 - Infrastructure and operating expenditure</b>	<b>7 143 378</b>	<b>8 196 400</b>	<b>8 348 800</b>	<b>8 348 800</b>	<b>1,86%</b>
Rental of buildings and associated costs	3 191 722	3 119 600	3 145 800	3 145 800	0,84%
Information, communication technology and data processing	3 536 436	4 467 100	4 463 900	4 463 900	-0,07%
Movable property and associated costs	48 685	63 900	63 100	63 100	-1,25%
Current administrative expenditure	203 074	236 000	261 000	261 000	10,59%
Postage / Telecommunications	85 108	144 300	145 000	145 000	0,49%
Meeting expenses	2 100	22 000	72 000	72 000	227,27%
Running costs in connection with operational activities	32 154	57 500	62 000	62 000	7,83%
Information and publishing	14 490	36 000	36 000	36 000	0,00%
Studies	29 609	50 000	100 000	100 000	100,00%
Other infrastructure and operating expenditure					
<b>Title 3 - Operational expenditure</b>	<b>8 371 715</b>	<b>8 820 900</b>	<b>8 141 000</b>	<b>8 141 000</b>	<b>-7,71%</b>
External translation services	7 599 974	7 975 000	7 220 000	7 220 000	-9,47%
Expenditure relating to interinstitutional cooperation	771 741	845 900	921 000	921 000	8,88%
Expenditure linked to the e-Cdt programme					
Title 10 - Reserves					
<b>TOTAL</b>	<b>43 497 803</b>	<b>49 380 800</b>	<b>46 954 100</b>	<b>46 954 100</b>	<b>-4,91%</b>

### 3.3 Budget Outturn

First estimate of the 2022 surplus that should be reimbursed to the EU budget (as assigned revenue): EUR

## 4 Justification of needs

### Commission assessment

#### Human Resources

#### Financial Resources

##### *4.1 Human Resources - Agency Request*

###### *4.1.1 Number of staff requested*

At the end of 2023, the Centre employed 172 staff, namely 41 officials and 131 temporary staff. Following a decision by the budgetary authority, the 2022 establishment plan remained at the level of 193 posts. In the period 2025-2027, the Centre's staff resources is expected to be fairly stable. At the moment, the Centre maintains its strategic decision to maintain several posts vacant as a matter of sound financial management. Over the past two years, considerable additional costs have been incurred due to subsequent salary indexations and increases in infrastructure costs. The Centre has taken a prudent approach on recruitment and welcomed eight new Officials and Temporary Agents, along with six Contract Agents and managed to limit replacements by agency staff to 2.6 FTE. For the same reason, traineeships were on hold. At the same time, the Centre continues to modernise its infrastructure and working methods, enabling us to carry out our activities despite a significant reduction of its establishment plan (from 233 in 2009 to 193 in 2023).

###### *4.1.2 Vacancy rate as of end 2023*

The vacancy rate for officials and temporary staff for 2023 was 16.1 % and the turnover for 2023 was 10.2 %.

###### *4.1.3 Standard abatement ('abatement forfaitaire') applied*

Not applicable

###### *4.1.4 Salary assumption for calculating salary line (% applied)*

The Centre's budget included the possibility for annual salary adjustments.

###### *4.1.5 Correction coefficient used*

Not applicable

###### *4.1.6 Exchange rate used (if applicable)*

Not applicable

##### *4.2 Financial Resources - Agency request*

###### *4.2.1 Title 1*

The budget for Title 1, 'Staff', in 2025 is EUR 30.5 million, 5.9 % less (EUR 1.9 million) than for 2024. The Centre's budget provides for possible annual salary adjustments, as well as biennial step advancements and promotions. The 2025 budget is based on an establishment plan of 193 posts. The budget also includes the Centre's financial contribution to the European Schools. The full contribution is estimated at around EUR 620 000. The budget also considers factors such as the turnover ratio and staff work patterns. The estimates for 2026 and 2027 follow the same assumptions of an establishment plan of 193 posts and with possible annual salary adjustments, amounting to EUR 30.7 million and EUR 31.3 million, respectively.

#### 4.2.2 Title 2

The budget for Title 2, ‘Buildings, equipment and miscellaneous operating expenditure’, will be EUR 8.4 million in 2025. This is a 1.9 % increase compared with 2024, mainly due to the organisation of events for the 25th anniversary of the Centre and index-linked costs on IT equipments and rental of buildings.

The expenditure in Title 2 includes expenditure for the hosting of a data centre for ERA. In conformity with the principle of universality, the revenue received from ERA is recorded as revenue, as opposed to offsetting the expenditure.

For 2026 and 2027, the Centre estimates that expenditure in Title 2 will amount to EUR 8.3 million per annum. This reflects IT investments that are required in order to respond to clients’ needs through the implementation of the actions set out in this programming document and includes an increase to account for indexations of various goods and services.

#### 4.2.3 Title 3

The budget for Title 3, ‘Operational expenditure’, covers the outsourcing of translation services and technical services relating to language services and interinstitutional cooperation. It amounts to EUR 8.1 million for 2025, which is lower than the 2024 budget by EUR 0.7 million and EUR 0.2 million less (-2.8 %) than the 2023 outturn. For 2026 and 2027, the Centre estimates that expenditure in Title 3 will amount to EUR 8.2 million per annum.

The budget for external translation services constitutes the main part of the title’s budget, namely 88.7 % in 2025. The actual cost of these services depends on a number of factors, such as the language combinations of clients’ requests, changes in the ranking of suppliers under existing framework contracts and the prices agreed under future framework contracts, which also depend on economic developments in the Member States. The budget is estimated at EUR 7.2 million for 2025, and EUR 7.2 million for 2026 and 2027. The amounts are in line with the forecast volumes and the Centre’s expectation that the investment in translation technologies will have a positive impact on the expenditure for external translation services. Clearly, real expenditure will heavily depend on the actual demand from the Centre’s clients and the actual impact of translation technologies. The forecast for interinstitutional cooperation in 2025 is EUR 0.9 million, which is 8.9 % higher than in 2024, reflecting the plans for the IATE terminology database and the forecasts provided for the other interinstitutional tools. For 2026 and 2027, the forecast expenditure is EUR 0.9 million and EUR 1 million, respectively. To a large extent, these amounts are matched by the revenue the Centre receives for its services within the context of interinstitutional cooperation.

### 4.3 Ad hoc grants and delegation agreements

## 5 Other information

### 5.1 Buildings

#### 5.1.1 Current building(s)

#	Building Name and type	Location	SURFACE AREA (in m <sup>2</sup> )			RENTAL CONTRACT			Host country (grant or support)	Building present value(€)
			Office space	non-office	Total	RENT (€/year)	Duration	Type		
1	Bâtiment TECHNOPOLIS	12E, rue Guillaume Kroll L-1882 Luxembourg Luxembourg	4 449,37	1 155,73	5 605,1	1 538 031	Until October 2030 (the end of the rental contract)	Rental contract for office space and parking space Fixed term lease	Subvention from the Luxembourg government of EUR 170 000 up to 2030	
<b>TOTAL</b>			<b>4 449,37</b>	<b>1 155,73</b>	<b>5 605,1</b>	<b>1 538 031</b>				

#### 5.1.2 Current building(s) Other comments

Not applicable

### 5.1.3 Building projects in the planning phase

Not applicable.

### 5.1.4 Building projects submitted to the European Parliament and the Council

## 5.2 European Schools

The staff members of the Centre have access to the two European schools in Luxembourg. The Centre agreed on an SLA with DG HR and started paying a financial contribution for the schooling of children in the European schools I and II in Luxembourg on a pro-rata basis as from 2020. From 2022, the full contribution for the staff's children is paid by the Centre.

## 5.3 Evaluation

The Centre's performance monitoring system is based on the alignment of the business objectives stated in the Centre's Strategy. In accordance with standard operating procedures, the Centre's management tracks the Centre's progress on the implementation of its work programmes and multi-year initiatives by conducting quarterly performance reviews of department dashboards, the mid-term Strategy review, the Centre's scorecard, and the Centre's risk register. The Centre's management also assesses its internal control system on an annual basis. The IT Steering Committee screens, approves and monitors improvement projects on a monthly basis. Budget analyses are reported to the Centre's Director on a monthly basis. In line with its Financial Regulation, the Centre undertakes ex ante and ex post evaluations of programmes and activities that entail significant spending. The Director reports on current developments and all issues of importance to the management board and in particular, in the form of an Annual Activity Report. The latter mirrors the structure of the Centre's work programme and provides all the necessary indicators to facilitate the management board's oversight duties. The Centre is audited on an annual basis by the Court of Auditors and by the Commission's Internal Audit Service.

## 5.4 Privileges and immunities

Agency privileges	Privileges granted to staff	
	Protocol of privileges and immunities / diplomatic status	Education / day care
<p>In July 2014, the Centre signed a headquarters agreement with the host country, the Grand Duchy of Luxembourg. The Centre, its property, funding and assets enjoy immunity in Luxembourg from every form of judicial process. The Centre's premises are inviolable.</p> <p>Within the scope of its official activities, the Centre, its assets, income, property and its operations and transactions authorised by Regulation (EC) No 2965/94 are exempt from all forms of taxation, present and future.</p>	<p>Every 36 months, officials and other servants (temporary and contract staff) may purchase a car with a temporary exemption of VAT in the Grand Duchy of Luxembourg or in another EU Member State. The staff member must have a contract with the Centre (or an Institution in Luxembourg) of at least six months and live in Luxembourg. The exemption is granted subject to reimbursement of the VAT relating to the selling of the previous car purchase with temporary VAT exemption. If the staff member leaves the Centre or moves abroad, he/she will have to reimburse VAT on the car.</p>	<p>The Centre's staff benefit from all the facilities available to staff of the other institutions located in Luxembourg, namely: the European Parliament nurseries, private nurseries, after-school childcare and the Study Centre managed by the European Commission's Office for Infrastructure and Logistics (OIL), the European Schools, international schools, the French secondary school, the Luxembourg state nursery and primary schools, Luxembourg secondary schools and training centres and the University of Luxembourg.</p> <p>The Centre applies all the provisions laid down in the Staff Regulations (annex VII) and in the general implementing rules regarding the education allowance. The education allowance is paid by the Centre and is granted to officials, temporary and contract staff, and to other beneficiaries legally entitled to this allowance.</p>



### 3.7 Fully self-financed decentralised agencies

The individual budgetary financial statements of the fully self-financed decentralised agencies are included for information purposes only and reflect the views and information as submitted by these agencies and adopted by the Agencies' Budget Committees.

#### 3.7.1 Single Resolution Board – SRB

##### 1 Overview

##### 1.1 Creation/modification (legal base)

Decision	Date	Mission/ Tasks / Functions
Regulation (EU) No 806/2014 on the Single Resolution Mechanism	15/07/2015	The Board will carry out specified tasks concerning the preparation for the resolution of credit institutions and their actual resolution where they are failing or likely to fail.

##### 1.2 Seat

Brussels Belgium

##### 1.3 Budget Line

Not applicable

##### 1.4 Human Resources Overview

The table below presents the number of posts in the establishment plans, including the posts assigned to programmes financed outside the EU budget, whereas the number of Contract Agents / SNE only includes those financed under programmes financed within the EU Budget.

Human Resources	2023			2024	2025
	Authorised Budget	Actually filled as of 31/12/2023	Occupancy rate(%)	Authorised Budget	Draft Budget Request
<b>TOTAL AD</b>	383	366	95,56%	414	424
<b>TOTAL AST</b>	51	50	98,04%	52	58
<b>TOTAL AST/SC</b>	23	20	86,96%	24	24
<b>ESTABLISHMENT PLAN POSTS</b>	<b>457</b>	<b>436</b>	<b>95,40%</b>	<b>490</b>	<b>506</b>
<b>Contract Agents (CA)</b>					
<b>Seconded National Experts (SNE)</b>	35	22	62,86%	25	27
<b>TOTAL STAFF</b>	<b>492</b>	<b>458</b>	<b>93,09%</b>	<b>515</b>	<b>533</b>

##### 1.5 Financial Resources Overview

##### 1.5.1 Revenues Overview

##### 1.5.1.1 General revenues

REVENUES	2024	2025
	Revenues estimated by the agency	Budget Forecast
<b>EU contribution</b>		
<b>Other Revenue</b>	163 800 000	165 500 000
<b>TOTAL REVENUES</b>	<b>163 800 000</b>	<b>165 500 000</b>

1.5.1.2 Additional EU funding: contribution, grant and service level agreements

REVENUES	2024	2025
	Revenues estimated by the agency	Budget Forecast
Additional EU funding stemming from grant agreements (FFR Art.7)		
Additional EU funding stemming from contribution agreements (FFR Art.7)		
Additional EU funding stemming from service level agreements (FFR Art. 43.2)		
<b>TOTAL REVENUES</b>		

1.5.2 Expenditure Overview

Expenditure	2024		2025	
	Commitment appropriations	Payment appropriations	Commitment appropriations	Payment appropriations
<b>Title 1 - Staff expenditure</b>	80 550 000	80 550 000	86 840 000	86 840 000
<b>Title 2 - Infrastructure and operating expenditure</b>	30 350 000	30 350 000	28 000 000	28 000 000
<b>Title 3 - Operational expenditure</b>	90 665 000	52 900 000	85 925 000	50 660 000
<b>Title 4 - Single Resolution Fund</b>				
<b>TOTAL EXPENDITURE</b>	<b>201 565 000</b>	<b>163 800 000</b>	<b>200 765 000</b>	<b>165 500 000</b>

## 2 Human Resources

### 2.1 Establishment plan posts

The table below presents the number of posts in the establishment plans, including the posts assigned to programmes financed outside the EU budget.

Function group and grade	2023				2024		2025			
	Authorised Budget		Actually filled as of 31/12/2023		Authorised Budget		Request of the Agency		Draft Budget Request	
	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts
AD 16										
AD 15										
AD 14		1				2		2		2
AD 13		3		3		6		6		6
AD 12		8		6		10		10		10
AD 11		11		6		20		20		20
AD 10		20		23		29		42		42
AD 9		59		45		76		76		76



Function group and grade	2023				2024		2025			
	Authorised Budget		Actually filled as of 31/12/2023		Authorised Budget		Request of the Agency		Draft Budget Request	
	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts
AD 8		80		67		94		103		103
AD 7		76		66		79		79		79
AD 6		87		74		82		72		72
AD 5		38		76		16		14		14
AD TOTAL		383		366		414		424		424
AST 11										
AST 10										
AST 9										
AST 8										
AST 7		2				4		4		4
AST 6		7		4		12		15		15
AST 5		16		12		20		20		20
AST 4		20		19		14		15		15
AST 3		6		15		2		4		4
AST 2										
AST 1										
AST TOTAL		51		50		52		58		58
AST/SC 6										
AST/SC 5										
AST/SC 4		2				5		5		5
AST/SC 3		10		5		13		13		13
AST/SC 2		10		7		4		4		4
AST/SC 1		1		8		2		2		2
AST/SC TOTAL		23		20		24		24		24
TOTAL		457		436		490		506		506
GRAND TOTAL		457		436		490		506		506

## 2.2 External personnel

### 2.2.1 Contract Agents

Contract agents	Authorised 2023	Recruited as of 31/12/2023	2024 estimate	Draft Budget 2025 estimate
Function Group IV				
Function Group III				
Function Group II				
Function Group I				
TOTAL				

## 2.2.2 Seconded National Experts

Seconded National Experts	Authorised 2023	Recruited as of 31/12/2023	2024 estimate	Draft Budget 2025 estimate
<b>TOTAL</b>	<b>35</b>	<b>22</b>	<b>25</b>	<b>27</b>

## 3 Financial Resources

### 3.1 Revenues

#### 3.1.1 General revenues

REVENUES	General revenues				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>1 REVENUE FROM FEES AND CHARGES</b>	108 240 203	163 800 000	165 500 000	165 500 000	1,04%
<b>2 EU CONTRIBUTION</b>					
- <i>Of which assigned revenues deriving from previous years' surpluses</i>					
<b>3 THIRD COUNTRIES CONTRIBUTION (incl. EEA/EFTA and candidate countries)</b>					
- <i>Of which EEA/EFTA (excl. Switzerland)</i>					
- <i>Of which candidate countries</i>					
<b>4 OTHER CONTRIBUTIONS</b>	11 012 305 050				
<b>5 ADMINISTRATIVE OPERATIONS</b>					
- <i>Of which interest generated by funds paid by the Commission by way of the EU contribution (FFR Art. 61)</i>					
<b>6 REVENUES FROM SERVICES RENDERED AGAINST PAYMENT</b>					
<b>7 CORRECTION OF BUDGETARY IMBALANCES</b>					
<b>TOTAL</b>	<b>11 120 545 253</b>	<b>163 800 000</b>	<b>165 500 000</b>	<b>165 500 000</b>	<b>1,04%</b>

#### 3.1.2 Additional EU funding: contribution, grant and service level agreements

REVENUES	Additional EU funding: contribution, grant and service level agreements				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
Additional EU funding stemming from grant agreements (FFR Art.7)					
Additional EU funding stemming from contribution agreements (FFR Art.7)					
Additional EU funding stemming from service level agreements (FFR Art. 43.2)					

REVENUES	Additional EU funding: contribution, grant and service level agreements				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>TOTAL</b>					

### 3.2 Expenditure

#### 3.2.1 Commitment appropriations

EXPENDITURE	Commitment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>Title 1 - Staff expenditure</b>	<b>64 107 436</b>	<b>80 550 000</b>	<b>86 840 000</b>	<b>86 840 000</b>	<b>7,81%</b>
Salaries & allowances	51 416 203	64 240 000	69 400 000	69 400 000	8,03%
- <i>Of which establishment plan posts</i>	49 851 988	62 570 000	67 400 000	67 400 000	7,72%
- <i>Of which external personnel</i>	1 564 215	1 670 000	2 000 000	2 000 000	19,76%
Expenditure relating to Staff recruitment	670 049	920 000	900 000	900 000	-2,17%
Employer's pension contributions	7 784 352	9 360 000	10 600 000	10 600 000	13,25%
Mission expenses	5 653	20 000	20 000	20 000	0,00%
Socio-medical infrastructure	2 123 205	2 900 000	2 800 000	2 800 000	-3,45%
Training	479 319	650 000	760 000	760 000	16,92%
External Services	1 627 655	2 450 000	2 350 000	2 350 000	-4,08%
Receptions, events and representation	1 000	10 000	10 000	10 000	0,00%
Social welfare					
Other Staff related expenditure					
<b>Title 2 - Infrastructure and operating expenditure</b>	<b>19 868 900</b>	<b>30 350 000</b>	<b>28 000 000</b>	<b>28 000 000</b>	<b>-7,74%</b>
Rental of buildings and associated costs	9 343 900	9 115 000	9 300 000	9 300 000	2,03%
Information, communication technology and data processing	7 911 796	16 000 000	13 270 000	13 270 000	-17,06%
Movable property and associated costs	1 212 017	2 130 000	2 200 000	2 200 000	3,29%
Current administrative expenditure	908 221	2 045 000	2 030 000	2 030 000	-0,73%
Postage / Telecommunications	492 966	1 060 000	1 200 000	1 200 000	13,21%

EXPENDITURE	Commitment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
Meeting expenses					
Running costs in connection with operational activities					
Information and publishing					
Studies					
Other infrastructure and operating expenditure					
<b>Title 3 - Operational expenditure</b>	<b>50 002 425</b>	<b>90 665 000</b>	<b>85 925 000</b>	<b>85 925 000</b>	<b>-5,23%</b>
Chapter 30 - SRB operations					
Plenary and executive sessions of the Board					
Appeal panel					
Communication, publication, translation					
Operational mission expenses					
Operation meetings expenses					
IT tools					
Support activities to the Fund					
Studies and consultancy					
Other operation expenditure					
Crisis contingency					
<b>Chapter 31 - SRB operations</b>	<b>27 024 161</b>	<b>22 115 000</b>	<b>18 175 000</b>	<b>18 175 000</b>	<b>-17,82%</b>
Governance	74 174	150 000	150 000	150 000	0,00%
Support activities to the Fund	14 226 262	1 135 000	2 175 000	2 175 000	91,63%
Resolution readiness	1 250 000	5 150 000	300 000	300 000	-94,17%
Resolution Framework	443 528	1 000 000	1 000 000	1 000 000	0,00%
Communications	1 520 584	1 900 000	2 250 000	2 250 000	18,42%
Missions	1 110 505	1 500 000	1 500 000	1 500 000	0,00%
Operational ICT	8 399 108	11 280 000	10 800 000	10 800 000	-4,26%

EXPENDITURE	Commitment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
Chapter 32 - Contingencies	22 978 264	68 550 000	67 750 000	67 750 000	-1,17%
Appeal panel	765 570	1 000 000	1 000 000	1 000 000	0,00%
Communications during crisis		1 000 000	1 000 000	1 000 000	0,00%
Contingency for the Fund		3 000 000	3 000 000	3 000 000	0,00%
Legal and litigation	8 122 973	13 500 000	12 700 000	12 700 000	-5,93%
Consultancy and advice	14 089 721	50 050 000	50 050 000	50 050 000	0,00%
Title 4 - Single Resolution Fund					
Usage of the Fund within Resolution Schemes					
Investments					
Investments returns					
Interest paid on loans in accordance with SRM Article 72(1)					
Interest paid on loans in accordance with SRM Articles 73 and 74					
Bank and other financial charges					
Commitment fees on bridge financing arrangements					
Negative budget result from the previous year					
Refunds					
Other operating expenditures					
<b>TOTAL</b>	<b>133 978 761</b>	<b>201 565 000</b>	<b>200 765 000</b>	<b>200 765 000</b>	<b>-0,40%</b>

### 3.2.2 Payment appropriations

EXPENDITURE	Payment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
Title 1 - Staff expenditure	63 488 136	80 550 000	86 840 000	86 840 000	7,81%
Salaries & allowances	51 333 362	64 240 000	69 400 000	69 400 000	8,03%
- Of which establishment plan posts	49 851 988	62 570 000	67 400 000	67 400 000	7,72%

EXPENDITURE	Payment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<i>- Of which external personnel</i>	1 481 374	1 670 000	2 000 000	2 000 000	19,76%
<b>Expenditure relating to Staff recruitment</b>	660 049	920 000	900 000	900 000	-2,17%
<b>Employer's pension contributions</b>	7 784 352	9 360 000	10 600 000	10 600 000	13,25%
<b>Mission expenses</b>	5 153	20 000	20 000	20 000	0,00%
<b>Socio-medical infrastructure</b>	1 862 330	2 900 000	2 800 000	2 800 000	-3,45%
<b>Training</b>	375 055	650 000	760 000	760 000	16,92%
<b>External Services</b>	1 466 835	2 450 000	2 350 000	2 350 000	-4,08%
<b>Receptions, events and representation</b>	1 000	10 000	10 000	10 000	0,00%
<b>Social welfare</b>					
<b>Other Staff related expenditure</b>					
<b>Title 2 - Infrastructure and operating expenditure</b>	<b>15 086 866</b>	<b>30 350 000</b>	<b>28 000 000</b>	<b>28 000 000</b>	<b>-7,74%</b>
<b>Rental of buildings and associated costs</b>	7 674 145	9 115 000	9 300 000	9 300 000	2,03%
<b>Information, communication technology and data processing</b>	5 787 938	16 000 000	13 270 000	13 270 000	-17,06%
<b>Movable property and associated costs</b>	749 161	2 130 000	2 200 000	2 200 000	3,29%
<b>Current administrative expenditure</b>	520 600	2 045 000	2 030 000	2 030 000	-0,73%
<b>Postage / Telecommunications</b>	355 022	1 060 000	1 200 000	1 200 000	13,21%
<b>Meeting expenses</b>					
<b>Running costs in connection with operational activities</b>					
<b>Information and publishing</b>					
<b>Studies</b>					
<b>Other infrastructure and operating expenditure</b>					
<b>Title 3 - Operational expenditure</b>	<b>25 658 826</b>	<b>52 900 000</b>	<b>50 660 000</b>	<b>50 660 000</b>	<b>-4,23%</b>
<b>Chapter 30 - SRB operations</b>					
<b>Plenary and executive sessions of the Board</b>					
<b>Appeal panel</b>					

EXPENDITURE	Payment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
Communication, publication, translation					
Operational mission expenses					
Operation meetings expenses					
IT tools					
Support activities to the Fund					
Studies and consultancy					
Other operation expenditure					
Crisis contingency					
Chapter 31 - SRB operations	15 183 114	22 850 000	20 610 000	20 610 000	-9,80%
Governance	54 679	150 000	150 000	150 000	0,00%
Support activities to the Fund	3 889 483	4 200 000	4 345 000	4 345 000	3,45%
Resolution readiness	510 533	3 350 000	1 500 000	1 500 000	-55,22%
Resolution Framework	229 103	1 000 000	850 000	850 000	-15,00%
Communications	1 011 665	1 700 000	1 900 000	1 900 000	11,76%
Missions	1 010 505	1 500 000	1 500 000	1 500 000	0,00%
Operational ICT	8 477 146	10 950 000	10 365 000	10 365 000	-5,34%
Chapter 32 - Contingencies	10 475 712	30 050 000	30 050 000	30 050 000	0,00%
Appeal panel	424 570	1 000 000	1 000 000	1 000 000	0,00%
Communications during crisis		1 000 000	1 000 000	1 000 000	0,00%
Contingency for the Fund		3 000 000	3 000 000	3 000 000	0,00%
Legal and litigation	4 978 371	10 000 000	10 000 000	10 000 000	0,00%
Consultancy and advice	5 072 771	15 050 000	15 050 000	15 050 000	0,00%
Title 4 - Single Resolution Fund					
Usage of the Fund within Resolution Schemes					
Investments					

EXPENDITURE	Payment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
Investments returns					
Interest paid on loans in accordance with SRM Article 72(1)					
Interest paid on loans in accordance with SRM Articles 73 and 74					
Bank and other financial charges					
Commitment fees on bridge financing arrangements					
Negative budget result from the previous year					
Refunds					
Other operating expenditures					
<b>TOTAL</b>	<b>104 233 828</b>	<b>163 800 000</b>	<b>165 500 000</b>	<b>165 500 000</b>	<b>1,04%</b>

### 3.3 Budget Outturn

First estimate of the 2023 budget outturn surplus that should reduce the SRB administrative contributions to be levied in 2025: EUR 37 447 377

## 4 Justification of needs

### Commission assessment

#### Human Resources

The Commission takes note of the SRB's request for 506 Temporary Agent posts and 27 Seconded National Expert posts.

#### Financial Resources

The Commission takes note of SRB's 2025 draft budget consisting of a total of EUR 200 765 000 of commitment appropriations and EUR 165 500 000 of payment appropriations.

#### 4.1 Human Resources - Agency Request

##### 4.1.1 Number of staff requested

The number of the SRB temporary agents foreseen in the preliminary draft establishment plan 2025 will be 506 temporary agents and 27 SNEs. To be noted that these headcounts could be adapted as the SRB draft budget 2025 will be finalised in October 2024.

##### 4.1.2 Vacancy rate as of end 2023

The vacancy rate at the end of 2023 was 4.1% (436 posts filled out of 457 posts)



#### 4.1.3 Standard abatement ('abatement forfaitaire') applied

#### 4.1.4 Salary assumption for calculating salary line (% applied)

#### 4.1.5 Correction coefficient used

#### 4.1.6 Exchange rate used (if applicable)

### 4.2 Financial Resources - Agency request

#### 4.2.1 Title 1

Total of EUR 86.4 million, an increase of EUR 6.3 million compared to 2024: Mainly for expenditure related to the payroll and staff allowances in Chapter 11, largely due to the indexation of the salary costs caused by the inflationary pressures. Apart from the usual increase due to indexation, promotion and seniority, based on the Staff Regulation's provisions, the increase in this regard is further driven by the forecast growth in the SRB's staff population by 2025. Towards the end of 2025, it is expected that the SRB staff population will be close to 480 filled posts and that the annual vacancy rate will drop from 6.3% in 2024 to 5.1% in 2025. The increase of 7 TAs compared to 2024 (499 TAs) will result to approximately to EUR 1 million in chapter 11.

#### 4.2.2 Title 2

Total of EUR 28 million, a decrease of EUR 2.3 million compared to 2024: Mainly in ICT expenditure: majority of the renewals of hardware, telecommunications equipment to be implemented in 2024.

Efficiency gains foreseen in digitalisation and due to the build-up in 2024 of the capacity of the ICT team for implementing the strategic projects, which will lead to a reduction of external support.

#### 4.2.3 Title 3

Total of EUR 50.6 million, a decrease of EUR 2.2 million compared to 2024: Chapter 31 (in payment appropriations):

Less payments appropriations of 2,2 M mainly for resolution readiness as project of Valuation will be mainly implemented in 2024, Chapter 32 (in payment appropriations) Contingencies budget remain the same as in 2024

### 4.3 Ad hoc grants and delegation agreements

## 5 Other information

### 5.1 Buildings

#### 5.1.1 Current building(s)

#	Building Name and type	Location	SURFACE AREA(in m <sup>2</sup> )			RENTAL CONTRACT			Host country (grant or support)	Building present value(€)
			Office space	non-office	Total	RENT (€/year)	Duration	Type		
1	Treurenberg (T-22)	Rue Treurenberg 22 1000 Brussels Belgium	4 064	5 748	9 812	2 947 333	15 years (until 2031)	Usufruct	n/a	
<b>TOTAL</b>			<b>4 064</b>	<b>5 748</b>	<b>9 812</b>	<b>2 947 333</b>				

### 5.1.2 Current building(s) Other comments

### 5.1.3 Building projects in the planning phase

### 5.1.4 Building projects submitted to the European Parliament and the Council

## 5.2 European Schools

In reference to Commission's Decision C(2013) 4886 of 01/08/2013 and the additional agreement signed between SRB and the European Commission on 27/5/2015 in respect to the allocation of costs related to the European Schools, SRB's budget includes the European School contribution amounts related to SRB's staff pupils.

## 5.3 Evaluation

In accordance with the SRM Article 94, by 31 December 2018, and every three years thereafter, the Commission shall publish a report on the application of the SRM.

## 5.4 Privileges and immunities

Agency privileges	Privileges granted to staff	
	Protocol of privileges and immunities / diplomatic status	Education / day care
Protocol No 7 on the Privileges and Immunities of the European Union annexed to the TEU and to the TFEU shall apply to the Board and its staff		

### 3.7.2 Community Plant Variety Office – CPVO

## 1 Overview

### 1.1 Creation/modification (legal base)

Decision	Date	Mission / Tasks / Functions
Council Regulation 2100/94	27/07/1994	EU Plant Variety Rights

### 1.2 Seat

Angers, France

### 1.3 Budget Line

Not applicable

### 1.4 Human Resources Overview

The table below presents the number of posts in the establishment plans, including the posts assigned to programmes financed outside the EU budget, whereas the number of Contract Agents / SNE only includes those financed under programmes financed within the EU Budget.

Human Resources	2023			2024	2025
	Authorised Budget	Actually filled as of 31/12/2023	Occupancy rate(%)	Authorised Budget	Draft Budget Request
<b>TOTAL AD</b>	27	22	81,48%	28	28
<b>TOTAL AST</b>	24	23	95,83%	23	23
<b>TOTAL AST/SC</b>					
<b>ESTABLISHMENT PLAN POSTS</b>	<b>51</b>	<b>45</b>	<b>88,24%</b>	<b>51</b>	<b>51</b>
Contract Agents (CA)	6	5	83,33%	6	6
Seconded National Experts (SNE)					
<b>TOTAL STAFF</b>	<b>57</b>	<b>50</b>	<b>87,72%</b>	<b>57</b>	<b>57</b>

### 1.5 Financial Resources Overview

#### 1.5.1 Revenues Overview

##### 1.5.1.1 General revenues

REVENUES	2024	2025
	Revenues estimated by the agency	Budget Forecast
EU contribution		
Other Revenue	26 558 700	22 050 750
<b>TOTAL REVENUES</b>	<b>26 558 700</b>	<b>22 050 750</b>

##### 1.5.1.2 Additional EU funding: contribution, grant and service level agreements

REVENUES	2024	2025
	Revenues estimated by the agency	Budget Forecast
Additional EU funding stemming from grant agreements (FFR Art.7)		

Additional EU funding stemming from contribution agreements (FFR Art.7)		
Additional EU funding stemming from service level agreements (FFR Art. 43.2)		
<b>TOTAL REVENUES</b>		

### 1.5.2 Expenditure Overview

Expenditure	2024		2025	
	Commitment appropriations	Payment appropriations	Commitment appropriations	Payment appropriations
<b>Title 1 - Staff expenditure</b>	10 356 000	10 356 000	11 554 000	11 554 000
<b>Title 2 - Infrastructure and operating expenditure</b>	2 769 700	2 769 700	2 140 000	2 140 000
<b>Title 3 - Operational expenditure</b>	9 172 000	13 433 000	8 380 000	8 356 750
<b>TOTAL EXPENDITURE</b>	<b>22 297 700</b>	<b>26 558 700</b>	<b>22 074 000</b>	<b>22 050 750</b>

## 2 Human Resources

### 2.1 Establishment plan posts

The table below presents the number of posts in the establishment plans, including the posts assigned to programmes financed outside the EU budget.

Function group and grade	2023				2024		2025			
	Authorised Budget		Actually filled as of 31/12/2023		Authorised Budget		Request of the Agency		Draft Budget Request	
	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts
AD 16										
AD 15										
AD 14	2	1	1	1	2	1	2	1	2	1
AD 13		1	1			1		1		1
AD 12		1		1	1	1	1	1	1	1
AD 11	2	1	1		1	1	1	2	1	2
AD 10		3	1	2		4		3		3
AD 9		2		3		2		2		2
AD 8		1		1		2		3		3
AD 7		6		4		5		6		6
AD 6		6		5		4		2		2
AD 5	1			1	1	2	1	2	1	2
<b>AD TOTAL</b>	<b>5</b>	<b>22</b>	<b>4</b>	<b>18</b>	<b>5</b>	<b>23</b>	<b>5</b>	<b>23</b>	<b>5</b>	<b>23</b>
AST 11		1				2		2		2
AST 10		2		2		1		1		1
AST 9		3		3		4		4		4
AST 8	1	4		4	1	3	1	4	1	4

Function group and grade	2023				2024		2025			
	Authorised Budget		Actually filled as of 31/12/2023		Authorised Budget		Request of the Agency		Draft Budget Request	
	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts
AST 7		9	1	7		8		7		7
AST 6				2		1		1		1
AST 5		4		4		3		3		3
AST 4										
AST 3										
AST 2										
AST 1										
AST TOTAL	1	23	1	22	1	22	1	22	1	22
AST/SC 6										
AST/SC 5										
AST/SC 4										
AST/SC 3										
AST/SC 2										
AST/SC 1										
AST/SC TOTAL										
TOTAL	6	45	5	40	6	45	6	45	6	45
GRAND TOTAL	51		45		51		51		51	

## 2.2 External personnel

### 2.2.1 Contract Agents

Contract agents	Authorised 2023	Recruited as of 31/12/2023	2024 estimate	Draft Budget 2025 estimate
Function Group IV	3	2	3	3
Function Group III	3	3	3	3
Function Group II				
Function Group I				
TOTAL	6	5	6	6

### 2.2.2 Seconded National Experts

Seconded National Experts	Authorised 2023	Recruited as of 31/12/2023	2024 estimate	Draft Budget 2025 estimate
TOTAL				

(1) p.m

### 3 Financial Resources

#### 3.1 Revenues

##### 3.1.1 General revenues

REVENUES	General revenues				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>1 REVENUE FROM FEES AND CHARGES</b>	19 398 433	21 702 000	20 925 000	20 925 000	-3,58%
<b>2 EU CONTRIBUTION</b>					
- Of which assigned revenues deriving from previous years' surpluses					
<b>3 THIRD COUNTRIES CONTRIBUTION (incl. EEA/EFTA and candidate countries)</b>					
- Of which EEA/EFTA (excl. Switzerland)					
- Of which candidate countries					
<b>4 OTHER CONTRIBUTIONS</b>					
<b>5 ADMINISTRATIVE OPERATIONS</b>	274 956	95 000	100 000	100 000	5,26%
- Of which interest generated by funds paid by the Commission by way of the EU contribution (FFR Art. 61)					
<b>6 REVENUES FROM SERVICES RENDERED AGAINST PAYMENT</b>					
<b>7 CORRECTION OF BUDGETARY IMBALANCES</b>	-654 483	4 761 700	1 025 750	1 025 750	-78,46%
<b>TOTAL</b>	<b>19 018 906</b>	<b>26 558 700</b>	<b>22 050 750</b>	<b>22 050 750</b>	<b>-16,97%</b>

##### 3.1.2 Additional EU funding: contribution, grant and service level agreements

REVENUES	Additional EU funding: contribution, grant and service level agreements				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
Additional EU funding stemming from grant agreements (FFR Art.7)					
Additional EU funding stemming from contribution agreements (FFR Art.7)					
Additional EU funding stemming from service level agreements (FFR Art. 43.2)					
<b>TOTAL</b>					

#### 3.2 Expenditure

##### 3.2.1 Commitment appropriations

EXPENDITURE	Commitment appropriations			
	Executed Budget	Budget 2024	Draft Budget 2025	VAR

	2023		Agency request	Budget forecast	2025/2024 (%)
<b>Title 1 - Staff expenditure</b>	<b>9 057 283</b>	<b>10 356 000</b>	<b>11 554 000</b>	<b>11 554 000</b>	<b>11,57%</b>
Salaries & allowances	7 492 432	8 387 000	9 519 000	9 519 000	13,50%
- <i>Of which establishment plan posts</i>	7 118 573	7 974 000	9 111 000	9 111 000	14,26%
- <i>Of which external personnel</i>	373 859	413 000	408 000	408 000	-1,21%
<b>Expenditure relating to Staff recruitment</b>	12 793	50 000	11 000	11 000	-78,00%
<b>Employer's pension contributions</b>	1 095 727	1 258 000	1 428 000	1 428 000	13,51%
<b>Mission expenses</b>	120 481	155 000	155 000	155 000	0,00%
<b>Socio-medical infrastructure</b>	18 088	30 000	15 000	15 000	-50,00%
<b>Training</b>	73 876	150 000	150 000	150 000	0,00%
<b>External Services</b>					
<b>Receptions, events and representation</b>	846	2 000	2 000	2 000	0,00%
<b>Social welfare</b>	11 477	31 000	31 000	31 000	0,00%
<b>Other Staff related expenditure</b>	231 563	293 000	243 000	243 000	-17,06%
<b>Title 2 - Infrastructure and operating expenditure</b>	<b>1 640 110</b>	<b>2 769 700</b>	<b>2 140 000</b>	<b>2 140 000</b>	<b>-22,74%</b>
<b>Rental of buildings and associated costs</b>	219 501	1 068 000	532 000	532 000	-50,19%
<b>Information, communication technology and data processing</b>	1 150 428	1 220 000	1 209 000	1 209 000	-0,90%
<b>Movable property and associated costs</b>	12 235	16 700	17 000	17 000	1,80%
<b>Current administrative expenditure</b>	14 464	48 000	42 000	42 000	-12,50%
<b>Postage / Telecommunications</b>	46 675	75 000	63 000	63 000	-16,00%
<b>Meeting expenses</b>	114 228	217 000	182 000	182 000	-16,13%
<b>Running costs in connection with operational activities</b>					
<b>Information and publishing</b>					
<b>Studies</b>	82 579	125 000	95 000	95 000	-24,00%
<b>Other infrastructure and operating expenditure</b>					
<b>Title 3 - Operational expenditure</b>	<b>13 861 906</b>	<b>9 172 000</b>	<b>8 380 000</b>	<b>8 380 000</b>	<b>-8,63%</b>
<b>TOTAL</b>	<b>24 559 299</b>	<b>22 297 700</b>	<b>22 074 000</b>	<b>22 074 000</b>	<b>-1,00%</b>

3.2.2 Payment appropriations

EXPENDITURE	Payment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>Title 1 - Staff expenditure</b>	<b>9 057 283</b>	<b>10 356 000</b>	<b>11 554 000</b>	<b>11 554 000</b>	<b>11,57%</b>
Salaries & allowances	7 492 432	8 387 000	9 519 000	9 519 000	13,50%
- Of which establishment plan posts	7 118 573	7 974 000	9 111 000	9 111 000	14,26%
- Of which external personnel	373 859	413 000	408 000	408 000	-1,21%
Expenditure relating to Staff recruitment	12 793	50 000	11 000	11 000	-78,00%
Employer's pension contributions	1 095 727	1 258 000	1 428 000	1 428 000	13,51%
Mission expenses	120 481	155 000	155 000	155 000	0,00%
Socio-medical infrastructure	18 088	30 000	15 000	15 000	-50,00%
Training	73 876	150 000	150 000	150 000	0,00%
External Services					
Receptions, events and representation	846	2 000	2 000	2 000	0,00%
Social welfare	11 477	31 000	31 000	31 000	0,00%
Other Staff related expenditure	231 563	293 000	243 000	243 000	-17,06%
<b>Title 2 - Infrastructure and operating expenditure</b>	<b>1 640 110</b>	<b>2 769 700</b>	<b>2 140 000</b>	<b>2 140 000</b>	<b>-22,74%</b>
Rental of buildings and associated costs	219 501	1 068 000	532 000	532 000	-50,19%
Information, communication technology and data processing	1 150 428	1 220 000	1 209 000	1 209 000	-0,90%
Movable property and associated costs	12 235	16 700	17 000	17 000	1,80%
Current administrative expenditure	14 464	48 000	42 000	42 000	-12,50%
Postage / Telecommunications	46 675	75 000	63 000	63 000	-16,00%
Meeting expenses	114 228	217 000	182 000	182 000	-16,13%
Running costs in connection with operational activities					
Information and publishing					
Studies	82 579	125 000	95 000	95 000	-24,00%



EXPENDITURE	Payment appropriations				VAR 2025/2024 (%)
	Executed Budget 2023	Budget 2024	Draft Budget 2025		
			Agency request	Budget forecast	
Other infrastructure and operating expenditure					
Title 3 - Operational expenditure	8 321 512	13 433 000	8 356 750	8 356 750	-37,79%
<b>TOTAL</b>	<b>19 018 905</b>	<b>26 558 700</b>	<b>22 050 750</b>	<b>22 050 750</b>	<b>-16,97%</b>

### 3.3 Budget Outturn

First estimate of the 2022 surplus that should be reimbursed to the EU budget (as assigned revenue): NOT APPLICABLE

## 4 Justification of needs

### Commission assessment

#### Human Resources

The Commission acknowledges that CPVO applies a prudent approach to management of human and financial resources, with all amounts approved in advance by the Administrative Council.

The Administrative Council of the CPVO is the Budgetary Authority, and decides on the establishment plan. For 2025, the CPVO proposes to maintain the staffing level at 57 FTE, being 51 Temporary Agents and 6 contract agents.

#### Financial Resources

The CPVO is a self-financed, demand-driven agency which receives no money from the European Union General Budget, so no EU subsidy is being paid.

#### 4.1 Human Resources - Agency Request

##### 4.1.1 Number of staff requested

The number of staff requested by the Agency in 2025 foresees no increase compared to 2024 – i.e. 51 Establishment plan posts out of which 28 ADs and 23 ASTs and 6 CA.

##### 4.1.2 Vacancy rate as of end 2023

##### 4.1.3 Standard abatement ('abatement forfaitaire') applied

n/a

##### 4.1.4 Salary assumption for calculating salary line (% applied)

n/a

##### 4.1.5 Correction coefficient used

n/a

##### 4.1.6 Exchange rate used (if applicable)

n/a

#### 4.2 Financial Resources - Agency request

##### 4.2.1 Title 1

n/a

#### 4.2.2 Title 2

n/a

#### 4.2.3 Title 3

n/a

#### 4.3 Ad hoc grants and delegation agreements

### 5 Other information

#### 5.1 Buildings

##### 5.1.1 Current building(s)

#	Building Name and type	Location	SURFACE AREA(in m <sup>2</sup> )			RENTAL CONTRACT			Host country (grant or support)	Building present value(€)
			Office space	non- office	Total	RENT (€/year)	Duration	Type		
1	Immeuble HBM	3 Boulevard Foch, 49000 Angers			930				France Owner CPVO	:
2	Immeuble Foch 9	9 boulevard Foch, 49000 Angers			660				France Owner CPVO	:
3	Co-propriété MB-2	3bis Boulevard Foch, 49000 Angers			216				France Owner CPVO	:
4	Co-propriété MB-RdC	3 bis Boulevard Foch, 49000 Angers			60,7				France Owner CPVO	:
<b>TOTAL</b>					<b>1 866,7</b>					

##### 5.1.2 Current building(s) Other comments

The Administrative Council of the CPVO agreed in its autumn meeting to begin selling the existing CPVO buildings once the purchase of the new “Nymphe” building is finalised.

##### 5.1.3 Building projects in the planning phase

n/a

##### 5.1.4 Building projects submitted to the European Parliament and the Council

The Administrative Council agreed in the Spring 2023 meeting that the CPVO should purchase a new building following a formal market propection. The construction phase for this new building starts in Q4 2023 with completion expected in Q2-Q3 2025. At the time of writing, the CPVO expects signature of the contract for the purchase on 2 August 2023. Works will take place throughout 2024 and early 2025 with an expected move by September 2025 at the latest. The details of the new building are shown below.

#	Building Name and type	Location	SURFACE AREA(in m <sup>2</sup> )			RENTAL CONTRACT					Host country (grant or support)
			Office space	non- office	Total	RENT (€/year)	Duration of the contract	Type	Breakout clause Y/N	Conditions attached to the breakout clause (if applicable)	
1	Nymphe Building	Carré d’Orge mont, Angers			1650	N/A	N/A	N/A	N/A	N/A	N/A
2	Drouet building (55 parking spaces)	Carré d’Orge mont	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
<b>TOTAL</b>					<b>1650</b>						

## 5.2 European Schools

Due to the location of the CPVO, there is limited accessibility and a lack of European or international schools.

## 5.3 Evaluation

The CPVO organized regularly and at least every six years, an evaluation of its activities. An evaluation was organized in 2016-2017. The ex post evaluation was launched in 2021.

## 5.4 Privileges and immunities

The Basic Regulation of the CPVO refers to the Protocol on Privileges and Immunities of the European Communities. The CPVO does not have a Seat Agreement with the French Government. The CPVO has made numerous attempts to secure a Seat Agreement with the French Government. Unfortunately, such efforts have not resulted in any meaningful interaction or engagement from the French Government. The CPVO will continue to seek such an agreement.

Agency privileges	Privileges granted to staff	
	Protocol of privileges and immunities / diplomatic status	Education / day care

1 Overview

1.1 Creation/modification (legal base)

Regulation	Date	Mission / Tasks / Functions
<p>Regulation (EU) 2017/1001 of the European Parliament and of the Council of 14 June 2017 on the European Union trade mark (OJ L 154, 16.6.2017, p. 1–99)</p>	<p>14/06/2017</p>	<p>The Office was established in 1994 to manage the EU trade mark (EUTM), created through Council Regulation (EC) No 40/94, and from 2003, the Registered Community Design (RCD), created by Council Regulation (EC) No 6/2002 in order to improve the creation of a single market and to harmonise the protection of industrial property within the European Union.</p> <p>EUTMs and RCDs are intellectual property (IP) titles which enjoy uniform protection throughout the entire area of the EU. The Office carries out examination, registration, opposition and cancellation procedures for EUTMs and examination, registration and invalidity procedures for RCDs. All decisions adversely affecting a party to proceedings can be appealed to the Boards of Appeal of the Office.</p> <p>In order to further support IP rights holders, the Office engages in a wide range of cooperation and convergence activities with other IP offices. The Office houses the European Observatory on Infringements of Intellectual Property Rights (the Observatory). It also acts on behalf of the Commission, as Implementing Agency for EU-funded projects which promote robust IP systems, EU tools and IP practice in the following regions: Africa, the Caribbean, Latin America, South-East Asia, China, Georgia, Mercosur, Ukraine and Moldova.</p> <p>The tasks of EUIPO are defined in Article 151 of Regulation (EU) 2017/1001 as follows:</p> <ul style="list-style-type: none"> <li>- <u>Trade marks</u>: administration and promotion of the EU trade mark system established in Regulation (EU) 2017/1001</li> <li>- <u>Community Designs</u>: administration and promotion of the European Union design system established in Council Regulation (EC) No 6/2002</li> <li>- <u>Cooperation and convergence activities</u>: promoting convergence of practices and tools in the fields of trade marks and designs in cooperation with the central industrial property offices in the Member States, including the Benelux Office for Intellectual Property.</li> <li>- <u>Enforcement of intellectual property rights according to Regulation (EU) No 386/2012</u>: through the European Observatory on Infringements of Intellectual Property Rights, the Office also covers matters relating to the enforcement of intellectual property rights, fighting against piracy and</li> </ul>

		<p>counterfeiting and aims to help businesses, especially small businesses, access and use intellectual property rights more effectively.</p> <ul style="list-style-type: none"> <li>- <u>Trade secrets</u>: By 9 June 2021, the EUIPO, in the context of the activities of the European Observatory on Infringements of Intellectual Property Rights, shall prepare an initial report on the litigation trends regarding the unlawful acquisition, use or disclosure of trade secrets pursuant to the application of the Directive (EU) 2016/943. In addition, in order to review whether those measures fulfil their intended objective, the EUIPO will assist the Commission in examining the application of the Directive (EU) 2016/943 and the effectiveness of the national measures taken.</li> <li>- <u>Orphan works</u>: creation of a single online database for the Union containing such information and for making it available to the public at large in a transparent manner.</li> <li>- <u>Out-of-commerce works</u>: the establishment and management of a public single online portal for the out-of-commerce works.</li> <li>- <u>Geographical indications for craft and industrial products</u>: administration and promotion of geographical indications for craft and industrial products, in particular the tasks conferred on it under Regulation (EU) 2023/2411 of the European Parliament and of the Council and promotion of the system for the protection of those geographical indications.</li> <li>- <u>Cooperation</u>: The Office also cooperates with institutions, authorities, bodies, industrial property offices, international and non-governmental organisations in relation to the tasks conferred on it in Article 151 paragraph 1 of Regulation (EU) 2017/1001.</li> <li>- <u>Mediation</u>: The Office may provide voluntary mediation services for the purpose of assisting parties in reaching a friendly settlement.</li> </ul>
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Regulation	Date	Mission / Tasks / Functions
Council Regulation (EC) No 6/2002 of 12 December 2001 on Community designs (OJ L 003, 05.01.2002, p. 1 – 24)	12/12/2001	This Regulation extended the scope of the Office to the Registered Community Designs (RCDs). It established a unified system for obtaining a RCD to which uniform protection was given throughout the entire territory of the EU.

Regulation	Date	Mission / Tasks / Functions
Regulation (EU) No 386/2012 of the European Parliament and of the Council of 19 April 2012 on entrusting the Office for Harmonization in the Internal Market (Trade Marks and Designs) with tasks related to the enforcement of intellectual property rights, including the assembling of public and private-sector representatives as a European Observatory on Infringements of	19/04/2012	<p>This Regulation entrusted the Office with certain tasks and activities, financed by making use of its own budgetary means, aimed at facilitating and supporting the activities of national authorities, the private sector and the Union institutions in the fight against infringements of the IP rights.</p> <p>The Observatory covers matters relating to the prevention of IP rights infringement, the enforcement of IP rights, fighting against piracy and counterfeiting and aims to help businesses, especially small businesses, access and use IP rights more</p>

Intellectual Property Rights (OJ L 129, 16.5.2012, p. 1–6)		effectively.
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Directive	Date	Mission / Tasks / Functions
Directive 2012/28/EU of the European Parliament and of the Council of 25 October 2012 on certain permitted uses of orphan works (OJ L 299, 27.10.2012, p. 5-12)	25/10/2012	The Office manages the Orphan Works Database, a single online database for the EU containing such information and making it available to the public and thus allowing Europe's cultural heritage to be more accessible.

Regulation	Date	Mission / Tasks / Functions
Regulation (EU) No 608/2013 of the European Parliament and of the Council of 12 June 2013 concerning customs enforcement of intellectual property rights (OJ L 181, 29.6.2013, p. 15–34)	12/06/2013	The EUIPO, in the context of the activities of the European Observatory on Infringements of Intellectual Property Rights, has the task to collect, analyse and disseminate relevant objective, comparable and reliable data regarding customs enforcement of IP rights. This Regulation was complemented by Implementing Regulation (EU) No 1352/2013 establishing the forms concerning customs enforcement of IP rights.

Directive	Date	Mission / Tasks / Functions
Directive (EU) 2016/943 of the European Parliament and of the Council of 8 June 2016 on the protection of undisclosed know-how and business information (trade secrets) against their unlawful acquisition, use and disclosure (OJ L 157, 15.6.2016, p. 1-18)	08/06/2016	The EUIPO assists the Commission in examining the application of this Directive and the effectiveness of the national measures taken regarding the unlawful acquisition, use or disclosure of trade secrets.

Regulation	Date	Mission / Tasks / Functions
Regulation (EU) 2019/517 of the European Parliament and of the Council of 19 March 2019 on the implementation and functioning of the .eu top-level domain name (OJ L 91, 29.3.2019, p. 25-35)	19/03/2019	The EUIPO cooperates with the Registry for .eu domain names with a view to combating the speculative and abusive registrations of domain names, including cybersquatting, and providing simple administrative procedures, in particular for small and medium-sized enterprises (SMEs). Commission Implementing Regulation (EU) 2020/857 of 17 June 2020 lays down the principles to be included in the contract between the European Commission and the .eu top-level domain Registry.

Directive	Date	Mission / Tasks / Functions
Directive (EU) 2019/790 of the European Parliament and of the Council of 17 April 2019 on copyright and related rights in the Digital Single Market (OJ L 130, 17.05.2019, p. 92–125)	17/04/2019	The EUIPO is responsible for establishing and managing a public single online portal for the out-of-commerce works. The portal is used for mass digitisation projects implemented by the cultural heritage institutions, as the central European transparency (publicity) measure for the out-of-commerce works.

Regulation	Date	Mission/Tasks/Functions
Regulation (EU) 2021/690 of the European Parliament and of the Council of 28 April 2021 establishing a programme for the internal market, competitiveness of enterprises, including small and medium-sized enterprises, the area of plants, animals, food and feed, and European statistics (Single Market Programme) (OJ L 153, 3.5.2021, p. 1–47)	28/04/2021	As part of the Single Market Programme complemented by the Commission Implementing Decisions, the European Commission proposed a new action to introduce IP vouchers for post-COVID-19 recovery and green and digital transitions to be implemented by the EUIPO. The action aims at improving the capacity of SMEs to leverage IP as a part of their business growth plans by providing financial relief to SMEs on IP related costs.

Regulation	Date	Mission / Tasks / Functions
Regulation (EU) 2023/2411 of the European Parliament and of the Council of 18 October 2023 on the protection of geographical indications for craft and industrial products (OJ L, 2023/2411, 27.10.2023)	18/10/2023	This Regulation introduces a new EU scheme for geographical indications for craft and industrial products where the EUIPO will be the EU competent authority responsible for managing the registration process. The application date is set to 1 December 2025.

### 1.2 Seat

Alicante, Spain

### 1.3 Budget Line

Not applicable

### 1.4 Human Resources Overview

The table below presents the number of posts in the establishment plans, including the posts assigned to programmes financed outside the EU budget, whereas the number of Contract Agents / SNE only includes those financed under programmes financed within the EU Budget.

Human Resources	2023			2024	2025
	Authorised Budget	Actually filled as of 31/12/2023	Occupancy rate(%)	Authorised Budget	Draft Budget Request
<b>TOTAL AD</b>	677	539	79,62%	700	711
<b>TOTAL AST</b>	495	425	85,86%	472	461
<b>TOTAL AST/SC</b>					
<b>ESTABLISHMENT PLAN POSTS</b>	<b>1172</b>	<b>964</b>	<b>82,25%</b>	<b>1172</b>	<b>1172</b>
<b>Contract Agents (CA)</b>	235	213	90,64%	227	217
<b>Seconded National Experts (SNE)</b>	75	55	73,33%	60	60
<b>TOTAL STAFF</b>	<b>1482</b>	<b>1232</b>	<b>83,13%</b>	<b>1459</b>	<b>1449</b>

## 1.5 Financial Resources Overview

### 1.5.1 Revenues Overview

#### 1.5.1.1 General revenues

REVENUES	2024	2025
	Revenues estimated by the agency	Budget Forecast
EU contribution		
Other Revenue	437 090 280	441 429 875
<b>TOTAL REVENUES</b>	<b>437 090 280</b>	<b>441 429 875</b>

#### 1.5.1.2 Additional EU funding: contribution, grant and service level agreements

REVENUES	2024	2025
	Revenues estimated by the agency	Budget Forecast
Additional EU funding stemming from grant agreements (FFR Art.7)		
Additional EU funding stemming from contribution agreements (FFR Art.7)	p.m.	p.m.
Additional EU funding stemming from service level agreements (FFR Art. 43.2)		
<b>TOTAL REVENUES</b>	<b>p.m.</b>	<b>p.m.</b>

### 1.5.2 Expenditure Overview

Expenditure	2024		2025	
	Commitment appropriations	Payment appropriations	Commitment appropriations	Payment appropriations
Title 1 - Staff expenditure	171 047 034	171 047 034	181 593 959	181 593 959
Title 2 - Infrastructure and operating expenditure	65 153 863	65 153 863	61 989 548	61 989 548
Title 3 - Operational expenditure	56 790 003	56 790 003	56 587 325	56 587 325
Title 4 - Contribution to the EU policies	25 238 201	25 238 201	17 620 348	17 620 348
Title 5 - Offsetting to Member States			15 427 749	15 427 749
Title 10 - Other expenditure	118 861 179	118 861 179	108 210 946	108 210 946
<b>TOTAL EXPENDITURE</b>	<b>437 090 280</b>	<b>437 090 280</b>	<b>441 429 875</b>	<b>441 429 875</b>

## 2 Human Resources

### 2.1 Establishment plan posts

The table below presents the number of posts in the establishment plans, including the posts assigned to programmes financed outside the EU budget.



Function group and grade	2023				2024		2025			
	Authorised Budget		Actually filled as of 31/12/2023		Authorised Budget		Request of the Agency		Draft Budget Request	
	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts
AD 16		1				1		1		1
AD 15	1	2		1	1	2	1	2	1	2
AD 14	21	11	15	3	20	11	23	13	23	13
AD 13	25	11	24	6	25	13	22	14	22	14
AD 12	17	24	12	18	14	23	14	23	14	23
AD 11	12	11	9	9	10	15	13	16	13	16
AD 10	16	14	16	12	22	20	25	19	25	19
AD 9	32	12	28	8	37	15	44	19	44	19
AD 8	46	21	47	20	48	23	46	41	46	41
AD 7	47	54	40	52	38	71	49	125	49	125
AD 6	14	285	19	199	69	222	85	116	85	116
AD 5			1							
AD TOTAL	231	446	211	328	284	416	322	389	322	389
AST 11	8	1	8		12	1	15	2	15	2
AST 10	20	2	18	2	22	3	22	3	22	3
AST 9	76	14	53	5	59	11	65	14	65	14
AST 8	27	6	56	10	57	14	51	13	51	13
AST 7	68	19	47	12	53	12	47	13	47	13
AST 6	46	11	31	17	32	15	43	16	43	16
AST 5	54	21	50	6	58	15	51	16	51	16
AST 4	37	15	53	26	37	18	26	28	26	28
AST 3	31	39	6	25	4	49	3	33	3	33
AST 2										
AST 1										
AST TOTAL	367	128	322	103	334	138	323	138	323	138
AST/SC 6										
AST/SC 5										
AST/SC 4										
AST/SC 3										
AST/SC 2										
AST/SC 1										
AST/SC TOTAL										
TOTAL	598	574	533	431	618	554	645	527	645	527
GRAND TOTAL	1172		964		1172		1172		1172	

## 2.2 External personnel

### 2.2.1 Contract Agents

Contract agents	Authorised 2023	Recruited as of 31/12/2023	2024 estimate	Draft Budget 2025 estimate
Function Group IV	184	178	190	188
Function Group III	46	31	33	25
Function Group II				
Function Group I	5	4	4	4
<b>TOTAL</b>	<b>235</b>	<b>213</b>	<b>227</b>	<b>217</b>

### 2.2.2 Seconded National Experts

Seconded National Experts	Authorised 2023	Recruited as of 31/12/2023	2024 estimate	Draft Budget 2025 estimate
<b>TOTAL</b>	<b>75</b>	<b>55</b>	<b>60</b>	<b>60</b>

## 3 Financial Resources

### 3.1 Revenues

#### 3.1.1 General revenues

REVENUES	General revenues				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>1 REVENUE FROM FEES AND CHARGES</b>	310 217 179	315 200 743	326 251 469	326 251 469	3,51%
<b>2 EU CONTRIBUTION</b>					
- Of which assigned revenues deriving from previous years' surpluses					
<b>3 THIRD COUNTRIES CONTRIBUTION (incl. EEA/EFTA and candidate countries)</b>					
- Of which EEA/EFTA (excl. Switzerland)					
- Of which candidate countries					
<b>4 OTHER CONTRIBUTIONS</b>					
<b>5 ADMINISTRATIVE OPERATIONS</b>					
- Of which interest generated by funds paid by the Commission by way of the EU contribution (FFR Art. 61)					
<b>6 REVENUES FROM SERVICES RENDERED AGAINST PAYMENT</b>					
<b>7 CORRECTION OF BUDGETARY IMBALANCES</b>		121 889 537	115 178 406	115 178 406	-5,51%
<b>TOTAL</b>	<b>310 217 179</b>	<b>437 090 280</b>	<b>441 429 875</b>	<b>441 429 875</b>	<b>0,99%</b>

### 3.1.2 Additional EU funding: contribution, grant and service level agreements

REVENUES	Additional EU funding: contribution, grant and service level agreements				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
Additional EU funding stemming from grant agreements (FFR Art.7)					
Additional EU funding stemming from contribution agreements (FFR Art.7)	6 624 019	p.m.	p.m.	p.m.	
Additional EU funding stemming from service level agreements (FFR Art. 43.2)					
<b>TOTAL</b>	<b>6 624 019</b>	<b>p.m.</b>	<b>p.m.</b>	<b>p.m.</b>	

### 3.2 Expenditure

#### 3.2.1 Commitment appropriations

EXPENDITURE	Commitment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>Title 1 - Staff expenditure</b>	<b>155 886 357</b>	<b>171 047 034</b>	<b>181 593 959</b>	<b>181 593 959</b>	<b>6,17%</b>
Salaries & allowances	128 738 698	140 315 303	149 558 828	149 558 828	6,59%
- Of which establishment plan posts	122 460 178	134 466 528	143 625 685	143 625 685	6,81%
- Of which external personnel	6 278 520	5 848 775	5 933 143	5 933 143	1,44%
Expenditure relating to Staff recruitment	1 060 283	1 065 775	1 078 893	1 078 893	1,23%
Employer's pension contributions	21 286 842	24 329 444	25 678 801	25 678 801	5,55%
Mission expenses	1 100 282	1 339 500	1 085 000	1 085 000	-19,00%
Socio-medical infrastructure	447 763	442 678	444 047	444 047	0,31%
Training	1 248 651	1 382 667	1 403 788	1 403 788	1,53%
External Services					
Receptions, events and representation	4 293	18 400	18 400	18 400	0,00%
Social welfare	517 843	653 267	804 540	804 540	23,16%
Other Staff related expenditure	1 481 702	1 500 000	1 521 662	1 521 662	1,44%
<b>Title 2 - Infrastructure and operating expenditure</b>	<b>68 634 301</b>	<b>65 153 863</b>	<b>61 989 548</b>	<b>61 989 548</b>	<b>-4,86%</b>
Rental of buildings and associated costs	10 927 726	10 553 000	10 168 600	10 168 600	-3,64%

EXPENDITURE	Commitment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
Information, communication technology and data processing	37 612 927	34 979 870	33 118 013	33 118 013	-5,32%
Movable property and associated costs	3 659 044	2 599 000	2 599 000	2 599 000	0,00%
Current administrative expenditure	6 916 253	7 416 021	7 737 780	7 737 780	4,34%
Postage / Telecommunications	1 258 774	1 244 986	1 245 836	1 245 836	0,07%
Meeting expenses	3 355 998	3 926 730	3 787 609	3 787 609	-3,54%
Running costs in connection with operational activities					
Information and publishing					
Studies	4 903 579	4 434 256	3 332 710	3 332 710	-24,84%
Other infrastructure and operating expenditure					
<b>Title 3 - Operational expenditure</b>	<b>54 168 586</b>	<b>56 790 003</b>	<b>56 587 325</b>	<b>56 587 325</b>	<b>-0,36%</b>
Observatory	6 045 732	6 848 487	6 075 552	6 075 552	-11,29%
EU Cooperation	32 009 052	33 540 320	33 961 956	33 961 956	1,26%
Communication, promotion and integration	2 024 871	1 975 000	1 891 000	1 891 000	-4,25%
Expenditure regarding the community trademark and design registration procedure	14 088 931	14 426 196	14 658 817	14 658 817	1,61%
<b>Title 4 - Contribution to the EU policies</b>	<b>59 690 306</b>	<b>25 238 201</b>	<b>17 620 348</b>	<b>17 620 348</b>	<b>-30,18%</b>
<b>Title 5 - Offsetting to Member States</b>	<b>15 157 810</b>		<b>15 427 749</b>	<b>15 427 749</b>	<b>100%</b>
<b>Title 10 - Other expenditure</b>		<b>118 861 179</b>	<b>108 210 946</b>	<b>108 210 946</b>	<b>-8,96%</b>
<b>TOTAL</b>	<b>353 537 360</b>	<b>437 090 280</b>	<b>441 429 875</b>	<b>441 429 875</b>	<b>0,99%</b>

### 3.2.2 Payment appropriations

EXPENDITURE	Payment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>Title 1 - Staff expenditure</b>	<b>155 886 357</b>	<b>171 047 034</b>	<b>181 593 959</b>	<b>181 593 959</b>	<b>6,17%</b>
Salaries & allowances	128 738 698	140 315 303	149 558 828	149 558 828	6,59%
- Of which establishment plan posts	122 460 178	134 466 528	143 625 685	143 625 685	6,81%

EXPENDITURE	Payment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<i>- Of which external personnel</i>	6 278 520	5 848 775	5 933 143	5 933 143	1,44%
<b>Expenditure relating to Staff recruitment</b>	1 060 283	1 065 775	1 078 893	1 078 893	1,23%
<b>Employer's pension contributions</b>	21 286 842	24 329 444	25 678 801	25 678 801	5,55%
<b>Mission expenses</b>	1 100 282	1 339 500	1 085 000	1 085 000	-19,00%
<b>Socio-medical infrastructure</b>	447 763	442 678	444 047	444 047	0,31%
<b>Training</b>	1 248 651	1 382 667	1 403 788	1 403 788	1,53%
<b>External Services</b>					
<b>Receptions, events and representation</b>	4 293	18 400	18 400	18 400	0,00%
<b>Social welfare</b>	517 843	653 267	804 540	804 540	23,16%
<b>Other Staff related expenditure</b>	1 481 702	1 500 000	1 521 662	1 521 662	1,44%
<b>Title 2 - Infrastructure and operating expenditure</b>	<b>68 634 301</b>	<b>65 153 863</b>	<b>61 989 548</b>	<b>61 989 548</b>	<b>-4,86%</b>
<b>Rental of buildings and associated costs</b>	10 927 726	10 553 000	10 168 600	10 168 600	-3,64%
<b>Information, communication technology and data processing</b>	37 612 927	34 979 870	33 118 013	33 118 013	-5,32%
<b>Movable property and associated costs</b>	3 659 044	2 599 000	2 599 000	2 599 000	0,00%
<b>Current administrative expenditure</b>	6 916 253	7 416 021	7 737 780	7 737 780	4,34%
<b>Postage / Telecommunications</b>	1 258 774	1 244 986	1 245 836	1 245 836	0,07%
<b>Meeting expenses</b>	3 355 998	3 926 730	3 787 609	3 787 609	-3,54%
<b>Running costs in connection with operational activities</b>					
<b>Information and publishing</b>					
<b>Studies</b>	4 903 579	4 434 256	3 332 710	3 332 710	-24,84%
<b>Other infrastructure and operating expenditure</b>					
<b>Title 3 - Operational expenditure</b>	<b>54 168 586</b>	<b>56 790 003</b>	<b>56 587 325</b>	<b>56 587 325</b>	<b>-0,36%</b>
<b>Observatory</b>	6 045 732	6 848 487	6 075 552	6 075 552	-11,29%
<b>EU Cooperation</b>	32 009 052	33 540 320	33 961 956	33 961 956	1,26%
<b>Communication, promotion and integration</b>	2 024 871	1 975 000	1 891 000	1 891 000	-4,25%

EXPENDITURE	Payment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
Expenditure regarding the community trademark and design registration procedure	14 088 931	14 426 196	14 658 817	14 658 817	1,61%
Title 4 - Contribution to the EU policies	56 690 306	25 238 201	17 620 348	17 620 348	-30,18%
Title 5 - Offsetting to Member States	15 157 810		15 427 749	15 427 749	100%
Title 10 - Other expenditure		118 861 179	108 210 946	108 210 946	-8,96%
<b>TOTAL</b>	<b>350 537 360</b>	<b>437 090 280</b>	<b>441 429 875</b>	<b>441 429 875</b>	<b>0,99%</b>

### 3.3 Budget Outturn

First estimate of the 2022 surplus that should be reimbursed to the EU budget (as assigned revenue): EUR

## 4 Justification of needs

### Commission assessment

#### Human Resources

- The increase in the budgetary requirements for 2025 against 2024 primarily stem from inflationary pressures and planned salary increments corresponding to seniority, aligning with the multiannual trend observed in previous years.

#### Observed issues for closer monitoring and follow-up.

- The requested staff increase for 2025, compared to the positions actually filled at year-end 2023, reflects a notable rise of 17.6%. Moreover, for the permanent AD positions, the requested increase for 2025 against the actually filled positions by the end of 2023 reflects an even more impressive surge of 52.6%, rising from 211 to 322. An explanation from the EUIPO may be necessary to evaluate the workload of the Agency and the rationale behind such an increase, especially considering the Agency's current occupancy rate of only 83%.
- A disproportionate increase of nearly one-third (31.9%) in the requested total AD positions is observed, compared to the positions actually filled at year-end 2023. Even if this increase were to be justified by an increased workload, opportunities should be explored to enhance the number of ASTs and, notably, CAs instead of solely focusing on expanding AD positions. Moreover, even if EUIPO adheres to the total authorised staff numbers, for the second consecutive year, they adjust the distribution between AD and AST positions, favouring more AD positions.

In addition, the Commission encourages EUIPO to decrease the number of authorised establishment plan posts and align it to the number of actually filled positions.

#### Financial Resources

The planned budget for 2025 shows a consistent increase with the consistent multiyear trend observed in recent years.

#### Observed issues for closer monitoring and follow-up.

- An evident trend is emerging wherein the allocations for all Expenditure Titles from Title 2 onwards are being decreased, with the aim of maximising the allocation for Title 1, "Staff Expenditure". While this practice is commonplace among many other EU organisations, exceeding certain thresholds (i.e., 2-3% annually) may prompt questions about the true necessity of the increased expenditures in all categories except "Staff Expenditure" in previous years. The increases in Title 1 also underline the need to align the number of authorised establishment plan posts to the number of actually filled positions.

- b) Title 10 “Other expenditure” represents more than ¼ of the total budget (27.2%), yet no details are given to the nature of this expenditure. This was already the case in previous years. It appears that from the Agency's standpoint, given its status as a fully fee-financed entity, it should be granted a certain level of flexibility in managing its budget. However, being an organisation established by the EU, EUIPO is expected to uphold the principle of transparency.
- c) Aligned with IPSAS guidelines, the figures detailed in the "Correction of Budgetary Imbalances" section should not extend beyond minimal and well-justified adjustments. Moreover, such adjustments are not intended to serve the purpose of reconciling revenue and expenditure over multiple years and are therefore not perceived as a good strategy for longer-term. Yet, in the DB 2025 they account for 26% of the total revenue, indicating the necessity for a comprehensive explanation.

In addition, the Commission encourages EUIPO to analyse how to present the ex-ante budget and the ex-post budget execution on a more comparable basis, by showing past accumulated surpluses and expenditure planned in future years on a separate basis.

#### **4.1 Human Resources - Agency Request**

##### *4.1.1 Number of staff requested*

A disproportionate increase of nearly one-third (31.9%) in the requested total AD positions is observed, compared to the positions actually filled at year-end 2023. Even if this increase were to be justified by an increased workload, opportunities should be explored to enhance the number of ASTs and, notably, CAs instead of solely focusing on expanding AD positions. Moreover, even if EUIPO adheres to the total authorised staff numbers, for the second consecutive year, the Office adjusts the distribution between AD and AST positions, favouring more AD positions than authorised.

##### *4.1.2 Vacancy rate as of end 2023*

The requested staff increase for 2025, compared to the positions actually filled at year-end 2023, reflects a notable rise of 17.6%. An explanation from the EUIPO may be necessary to evaluate the workload of the Agency and the rationale behind such an increase, especially considering the Agency's current occupancy rate of only 83%.

The Commission encourages EUIPO to align the number of authorised establishment plan posts downwards, to the number of actually filled positions.

##### *4.1.3 Standard abatement ('abatement forfaitaire') applied*

##### *4.1.4 Salary assumption for calculating salary line (% applied)*

##### *4.1.5 Correction coefficient used*

##### *4.1.6 Exchange rate used (if applicable)*

#### **4.2 Financial Resources - Agency request**

##### *4.2.1 Title 1*

##### *4.2.2 Title 2*

##### *4.2.3 Title 3*

#### **4.3 Ad hoc grants and delegation agreements**

## 5 Other information

### 5.1 Buildings

#### 5.1.1 Current building(s)

#	Building Name and type	Location	SURFACE AREA(in m <sup>2</sup> )			RENTAL CONTRACT			Host country (grant or support)	Building present value(€)
			Office space	non-office	Total	RENT (€/year)	Duration	Type		
<b>TOTAL</b>										

#### 5.1.2 Current building(s) Other comments

#### 5.1.3 Building projects in the planning phase

#### 5.1.4 Building projects submitted to the European Parliament and the Council

### 5.2 European Schools

### 5.3 Evaluation

Not finalised yet.

### 5.4 Privileges and immunities

Agency privileges	Privileges granted to staff	
	Protocol of privileges and immunities / diplomatic status	Education / day care



## PART II – EXECUTIVE AGENCIES

### 1 MAIN BUDGETARY TRENDS: EU CONTRIBUTION AND STAFFING LEVEL FOR 2025

In line with the Commission’s ‘delegation package’<sup>53</sup>, the Commission will continue to make intensive use of executive agencies in the management of spending programmes in 2025.

In general, the EU budget contribution to cover the running costs of the six executive agencies in the 2025 draft budget (EUR 394,5 million) is larger than the amounts foreseen in the final version of the delegation package for 2025, due the impact of the upward revision of salary expenditure. The amounts requested for individual agencies take account of observed vacancy rates and the impact of the salary updates in 2024 and 2025 as expected at the time of the preparation of the draft budget.

The table below shows the requested appropriations for 2025 by agency, as compared to the amounts included in the 2024 budget. The increased contribution requested for 2025 is mainly due to the requested staff increase for 2025 – staff numbers continue to increase overall compared to 2024, although to a smaller extent than planned in the delegation package – and the salary adjustments since 2022.

*(in million EUR, at current prices)*

EU budget contribution to executive agencies	Draft budget (DB)		Budget		Difference		Difference	
	2025		2024		2025 - 2024		2025 / 2024	
	(1)		(2)		(1 - 2)		(1 / 2)	
	CA	PA	CA	PA	CA	PA	CA	PA
European Climate, Infrastructure and Environment Executive Agency (CINEA)	55,7	55,7	52,8	52,8	2,9	2,9	5,6 %	5,6 %
European Health and Digital Executive Agency (HaDEA)	56,3	56,3	51,8	51,8	4,5	4,5	8,7 %	8,7 %
European Research Executive Agency (REA)	102,6	102,6	109,1	109,1	-6,4	-6,5	-6,0 %	-6,0 %
European Research Council Executive Agency (ERCEA)	64,7	64,7	59,0	59,0	5,7	5,7	9,7 %	9,7 %
European Innovation Council and SMEs Executive Agency (EISMEA)	44,0	44,0	43,3	43,3	0,7	0,7	1,6 %	1,6 %
European Education and Culture Executive Agency (EACEA)	71,2	71,2	67,1	67,1	4,0	4,0	6,0 %	6,0 %
<b>Total</b>	<b>394,5</b>	<b>394,5</b>	<b>383,1</b>	<b>383,1</b>	<b>11,4</b>	<b>11,4</b>	<b>3,0 %</b>	<b>3,0 %</b>

The main change reflected for the 2025 draft budget compared to the delegation package relates to the adjustments of staffing levels as a consequence of the changes mentioned above, which affect the budgetary envelopes of programmes delegated to executive agencies. As such, the initial staff level communicated in the delegation package in 2027 was 3 482 FTE<sup>54</sup>, i.e. an increase of 817 FTE compared to 2020 (including staff financed outside the EU Budget). Taking into account the revised estimates of the envelopes expected to be delegated between 2021 and 2027, the estimated staff level of the executive agencies in 2027 has been reduced to 3 382 FTE, of which 3 357 FTE under the EU budget.

These reductions will be reflected gradually until 2027, starting with a reduction of 53 (23 posts and 30 FTE) in 2025 compared to the initial estimates for this year. While these adjustments in the staffing level of executive agencies are expected to generate savings on their overall running costs, the EU contribution to executive agencies in the 2025 Draft Budget is above the programming made at the time of the delegation package, due to the higher-than-expected salary adjustments since 2022.

Moreover, the operational contributions of third countries to EU programmes – significantly increased with the association of the United Kingdom to Horizon Europe – are generating additional workload in the executive agencies. The staff levels are adjusted accordingly, while all direct and indirect administrative costs incurred by this staff, including the employer’s contributions to pensions, are fully covered by the amounts resulting from the third country contributions.

As a consequence, the proposed number of staff in the executive agencies increases to 3 330 FTE in 2025 (+ 62 FTE compared to 2024, of which 55 temporary agents and 7 contract agents), including establishment plan posts financed outside the EU budget (+ 53 temporary agent posts compared to 2024). Overall, the total staff is reduced compared to the staff numbers foreseen in the specific financial statements accompanying the Commission’s delegation decisions, as well

<sup>53</sup> Commission Implementing Decision (EU) 2021/173 of 12 February 2021 establishing the European Climate, Infrastructure and Environment Executive Agency, the European Health and Digital Executive Agency, the European Research Executive Agency, the European Innovation Council and SMEs Executive Agency, the European Research Council Executive Agency, and the European Education and Culture Executive Agency and repealing Implementing Decisions 2013/801/EU, 2013/771/EU, 2013/778/EU, 2013/779/EU, 2013/776/EU and 2013/770/EU (OJ L 50, 15.2.2021, p. 9).

<sup>54</sup> Considering the adjustments introduced since 2021, notably outside the EU budget for the Innovation Fund as an effect of increase of carbon prices, this number is adjusted from 3 429 at the level of 2027.

as in the Communication to the Commission on the delegation of tasks to executive agencies. More details on the staffing levels by agency are shown in the table below:

Staffing levels in executive agencies	Staffing levels for 2024		Staffing levels requested in DB 2025	
	Establishment plan posts (*)	Contract agents (FTE)	Establishment plan posts (*)	Contract agents (FTE)
European Climate, Infrastructure and Environment Executive Agency (CINEA)	160	355	166	366
European Health and Digital Executive Agency (HaDEA)	118	322	124	323
European Research Executive Agency (REA)	229	660	250	662
European Research Council Executive Agency (ERCEA)	136	377	153	365
European Innovation Council and SMEs Executive Agency (EISMEA)	106	253	104	242
European Education and Culture Executive Agency (EACEA)	141	411	148	427
<b>Total</b>	<b>890</b>	<b>2 378</b>	<b>945</b>	<b>2 385</b>
<b>Grand Total</b>	<b>3 268</b>		<b>3 330</b>	

*\*including posts in the establishment plans financed from NGEU and programmes outside the EU budget, as follows: For 2024, 44 posts in CINEA, 11 posts in HADEA, 15 posts in EISMEA, 8 posts in ERCEA, 7 posts in REA and 4 posts in EACEA. For 2025, 46 posts in CINEA, 16 posts in HADEA, 17 posts in EISMEA, 29 posts in ERCEA, 29 posts in REA and 5 posts in EACEA.*

The necessary additional staff increase in the agencies following the delegation of tasks is compensated by a reduction of human resources in the Commission. The decrease in the expected level of staff in the executive agencies in 2027 will also impact the planned offsetting due by the Commission for the delegation of tasks.

According to the Chapeau Communication, the Commission was expected to offset a total of 426 FTE, for a corresponding increase of staff in executive agencies at the level of 817 FTE by 2027, from 2 665 FTE to 3 482 FTE<sup>55</sup>. By applying the offsetting principles underpinning the delegation package, a revised level of increase of staffing in executive agencies of 717 FTE by 2027, from 2 665 FTE to 3 382 FTE, would result in a revised number of FTE to be offset on the Commission side of 358 FTE for the full period 2021-2027. Taking into account that up to 2024 included, the Commission has implemented a total offsetting of 282 FTE, the remaining offsetting to be implemented by the Commission between 2025 and 2027 is 76 FTE.

In 2025, the increase in the staffing levels and related administrative expenditure in the executive agencies linked to the delegation of tasks is compensated by a further reduction of 14 FTE in the Commission. This results in a net reduction of the Commission establishment plans of 14 posts. The total number of ‘freed’ and ‘frozen’ posts over the period is shown in the table below:

‘Freed’ and ‘frozen’ posts: ensuring budgetary neutrality	Total number of freed and frozen posts until 2024		Total number of freed and frozen posts in 2025	
	Establishment plan posts	Contract agents (FTE)	Establishment plan posts	Contract agents (FTE)
<i>Total ‘freed’</i>	148	69	14	
<i>Total ‘frozen’</i>	65			
<b>Total</b>	<b>213</b>	<b>69</b>	<b>14</b>	
<b>Grand Total</b>	<b>282</b>		<b>14</b>	

## 2 INDIVIDUAL BUDGETARY STATEMENTS

The individual budgetary financial statements for executive agencies include information on the set-up of the executive agency, the operational programmes managed by it, the EU contribution to and the operating budget of the executive agency (revenue and expenditure), the establishment plan, contract agents and Seconded National Experts, freed and frozen posts, buildings, and evaluations.

<sup>55</sup> Considering the adjustments introduced since 2021, notably for the Innovation Fund as an effect of increase of carbon prices, this number is adjusted to 3 482 at the level of 2027, yet with no impact on offsetting as the Innovation Fund is financed outside the EU budget.

## 2.1 European Climate, Infrastructure and Environment Executive Agency (“CINEA”)

### 1 Overview

#### 1.1 Creation/modification (legal base)

Decision	Date	Mission / Tasks / Functions
CINEA Commission Implementing decision (EU) 2021/173	OJ L50 of 15/02/2021	Establishment of the European Climate, Infrastructure and Environment Executive Agency

#### 1.2 Seat

Decision	Date	Mission/ Tasks / Functions
TEN-T EA Commission decision 2007/60/EC of 26/10/2006	OJ L32 of 06/02/2007	Management of EU operational programmes in the field of trans-European transport networks
TEN-T EA Commission decision 2008/593/EC of 11/07/2008	OJ L190 of 18/07/2008	Extension of mandate to the management of TEN-T 2007 - 2013 programmes
INEA Commission decision 2013/801/EU of 23/12/2013	OJ L352 of 24/12/2013	Establishment of the Innovation and Networks Executive Agency

#### 1.3 Budget Line

01 01 01 74 : European Climate, Infrastructure and Environment Executive Agency — Contribution from Horizon Europe

02 01 21 74 : European Climate, Infrastructure and Environment Executive Agency — Contribution from the Connecting Europe Facility — Transport

02 01 22 74 : European Climate, Infrastructure and Environment Executive Agency — Contribution from the Connecting Europe Facility — Energy

02 01 40 74 : European Climate, Infrastructure and Environment Executive Agency — Contribution from the renewable energy financing mechanism

05 01 02 74 : European Climate, Infrastructure and Environment Executive Agency — Contribution from the Cohesion Fund

08 01 03 74 : European Climate, Infrastructure and Environment Executive Agency — Contribution from the European Maritime, Fisheries and Aquaculture Fund

09 01 01 74 : European Climate, Infrastructure and Environment Executive Agency — Contribution from the Programme for Environment and Climate Action (LIFE)

09 01 03 74 : European Climate, Infrastructure and Environment Executive Agency — Contribution from the Public sector loan facility under the Just Transition Mechanism

13 01 03 74 : European Climate, Infrastructure and Environment Executive Agency — Contribution from Connecting Europe Facility (Transport) for military mobility

16 01 02 74 : European Climate, Infrastructure and Environment Executive Agency — Contribution from the Innovation Fund

#### 1.4 Human Resources Overview

The table below presents the number of posts in the establishment plans, including the posts assigned to programmes financed outside the EU budget, whereas the number of Contract Agents / SNE only includes those financed under programmes financed within the EU Budget.

Human Resources	2023			2024	2025
	Authorised Budget	Actually filled as of 31/12/2023	Occupancy rate(%)	Authorised Budget	Draft Budget Request
Temporary Agents (Officials seconded by the Commission)	33	29	87,88%	33	33
Temporary Agents (recruited by the executive agency)	113	113	100,00%	127	133
<b>Total Establishment plan posts</b>	<b>146</b>	<b>142</b>	<b>97,26%</b>	<b>160</b>	<b>166</b>

Human Resources	2023			2024	2025
	Authorised Budget	Actually filled as of 31/12/2023	Occupancy rate(%)	Authorised Budget	Draft Budget Request
Contract Agents	354	340	96,05%	355	366
Seconded National Experts					
<b>TOTAL STAFF</b>	<b>500</b>	<b>482</b>	<b>96,40%</b>	<b>515</b>	<b>532</b>

## 1.5 Financial Resources Overview

### 1.5.1 Revenues Overview

REVENUES	2024	2025
	Revenues estimated by the agency	Budget Forecast
1. EU contribution to the executive agency	52 787 341	55 733 204
2. EEA/EFTA contribution (excl.Switzerland)	616 388	623 000
3. Participation of candidate countries and/or third countries	553 575	2.650.682
4. Other external assigned revenue, incl. NGEU	15 487 696	16 093 114
<b>TOTAL</b>	<b>69 445 000</b>	<b>75 100 000</b>

### 1.5.2 Expenditure Overview

Expenditure	2024		2025	
	Commitment appropriations	Payment appropriations	Commitment appropriations	Payment appropriations
Title 1 - Staff expenditure	59 078 000	59 078 000	64 932 000	64 932 000
Title 2 - Infrastructure and operating expenditure	7 307 000	7 307 000	6 581 000	6 581 000
Title 3 - Programme support expenditure	3 060 000	3 060 000	3 587 000	3 587 000
<b>TOTAL EXPENDITURE</b>	<b>69 445 000</b>	<b>69 445 000</b>	<b>75 100 000</b>	<b>75 100 000</b>

## 2 Information on the functioning

### 2.1 Lifecycle EU programmes managed

In 2025, the executive agency is in the fifth year of its operational lifetime and manages the following programmes.

Name of the EU programme	The executive agency is phasing in for this programme	The executive agency is fully operational for this programme	The executive agency is phasing out for this programme
Horizon Europe - Pillar II, cluster 5: Climate, Energy and Mobility		x	
Connecting Europe Facility — Transport (including Military Mobility and the Cohesion Fund contribution)		x	
Connecting Europe Facility — Energy		x	

European Maritime, Fisheries and Aquaculture Fund and compulsory contributions to Regional Fisheries Management Organisations (RFMOs) and other international organisations		x	
LIFE - Nature and biodiversity; Circular economy and quality of life; Climate change mitigation and adaptation; Clean energy transition		x	
Public sector loan facility under the Just Transition Mechanism		x	
Renewable Energy Financing Mechanism		x	
Next Generation EU (NGEU)		x	
Innovation Fund		x	
Connecting Europe Facility - Transport (Legacy)			x
Connecting Europe Facility - Energy (legacy)			x
Horizon 2020 - Part III: Societal challenges 3: Secure, clean and efficient energy			x
Horizon 2020 -Part III: Societal challenges 4: Smart, green and integrated transport			x
Horizon 2020 - Part III: Societal challenges 5: Climate action, Environment, resource efficiency and raw materials			x
LIFE: Climate Action and Environment			x
European Maritime and Fisheries Fund			x

## 2.2 Operational appropriations managed

	Executed budget 2023		Budget 2024		Draft Budget 2025	
	Commitment appropriations	Payment appropriations	Commitment appropriations	Payment appropriations	Commitment appropriations	Payment appropriations
<b>Connecting Europe Facility (CEF)</b>						
<b>02 03 01 - Connecting Europe Facility (CEF) — Transport</b>						
<b>Operational Budget</b>	<b>2 271 104 627</b>	<b>1 389 929 667</b>	<b>1 747 181 785</b>	<b>1 435 000 000</b>	<b>1 662 800 570</b>	<b>1 381 500 000</b>
<i>Of which managed by the executive agency</i>	2 257 164 099	1 381 884 421	1 733 402 410	1 420 000 000	1 656 982 500	1 355 000 000
<b>02 03 02 - Connecting Europe Facility (CEF) — Energy</b>						
<b>Operational Budget</b>	<b>421 321 882</b>	<b>234 433 819</b>	<b>880 366 912</b>	<b>367 775 000</b>	<b>921 558 336</b>	<b>312 800 000</b>
<i>Of which managed by the executive agency</i>	419 004 269	233 274 813	876 894 628	365 000 000	918 872 365	310 000 000
<b>Cohesion Fund (CF)</b>						
<b>05 03 03 - Connecting Europe Facility (CEF) — Transport — Cohesion Fund (CF) allocation</b>						
<b>Operational Budget</b>	<b>1 541 551 642</b>	<b>982 813 665</b>	<b>1 599 526 756</b>	<b>1 204 500 000</b>	<b>1 660 965 113</b>	<b>881 000 000</b>

	Executed budget 2023		Budget 2024		Draft Budget 2025	
	Commitment appropriations	Payment appropriations	Commitment appropriations	Payment appropriations	Commitment appropriations	Payment appropriations
<i>Of which managed by the executive agency</i>	1 531 403 976	975 241 119	1 591 531 561	1 200 000 000	1 652 770 832	870 000 000
<b>Completion of Connecting Europe Facility (CEF)</b>						
<b>02 03 99 01 - Completion of previous Connecting Europe Facility (CEF) — Transport activities (prior to 2021)</b>						
<b>Operational Budget</b>	<b>0</b>	<b>1 096 069 913</b>	<b>p.m.</b>	<b>673 700 000</b>	<b>p.m.</b>	<b>1 005 000 000</b>
<i>Of which managed by the executive agency</i>		1 091 971 179		670 000 000		1 000 000 000
<b>02 03 99 02 - Completion of previous Connecting Europe Facility (CEF) — Energy activities (prior to 2021)</b>						
<b>Operational Budget</b>	<b>0</b>	<b>267 336 661</b>	<b>p.m.</b>	<b>350 270 000</b>	<b>p.m.</b>	<b>390 000 000</b>
<i>Of which managed by the executive agency</i>		267 167 401		350 000 000		390 000 000
<b>Completion of Contribution from CF to CEF</b>						
<b>05 03 99 03 - Completion of the Connecting Europe Facility (CEF) — Cohesion Fund (CF) allocation (2014-2020)</b>						
<b>Operational Budget</b>	<b>0</b>	<b>1 080 027 670</b>	<b>p.m.</b>	<b>740 600 000</b>	<b>p.m.</b>	<b>415 450 000</b>
<i>Of which managed by the executive agency</i>		1 079 610 549		740 000 000		415 000 000
<b>Completion of European Maritime and Fisheries Fund (EMFF)</b>						
<b>08 04 99 02 - Completion of the European Fisheries Fund (EFF) and of the European Maritime and Fisheries Fund (EMFF) — Operational expenditure under direct management (prior to 2021)</b>						
<b>Operational Budget</b>	<b>0</b>	<b>28 076 300</b>	<b>p.m.</b>	<b>9 990 863</b>	<b>p.m.</b>	<b>2 163 580</b>
<i>Of which managed by the executive agency</i>		23 090 287		7 000 000		1 630 000
<b>Completion of Previous Framework Programme for Research and Innovation</b>						
<b>01 02 99 01 - Completion of previous research programmes (prior to 2021)</b>						
<b>Operational Budget</b>	<b>0</b>	<b>2 848 256 532</b>	<b>p.m.</b>	<b>2 149 087 945</b>	<b>p.m.</b>	<b>1 114 291 498</b>
<i>Of which managed by the executive agency</i>		263 604 637		168 715 424		70 300 000

	Executed budget 2023		Budget 2024		Draft Budget 2025	
	Commitment appropriations	Payment appropriations	Commitment appropriations	Payment appropriations	Commitment appropriations	Payment appropriations
<b>Completion of Programme for the Environment and Climate Action (LIFE)</b>						
<b>09 02 99 01 - Completion of previous programmes in the field of environment and climate action (LIFE) (prior to 2021)</b>						
<b>Operational Budget</b>	<b>0</b>	<b>217 337 385</b>	<b>p.m.</b>	<b>160 000 000</b>	<b>p.m.</b>	<b>117 000 000</b>
<i>Of which managed by the executive agency</i>		194 071 789		147 000 000		115 000 000
<b>European Maritime, Fisheries and Aquaculture Fund (EMFAF)</b>						
<b>08 04 02 - European Maritime, Fisheries and Aquaculture Fund (EMFAF) — Operational expenditure under direct and indirect management</b>						
<b>Operational Budget</b>	<b>94 175 435</b>	<b>48 801 446</b>	<b>96 198 888</b>	<b>121 669 576</b>	<b>62 249 012</b>	<b>70 000 000</b>
<i>Of which managed by the executive agency</i>	36 917 000	16 665 133	31 188 735	30 000 000	35 280 000	35 000 000
<b>Horizon Europe – the Framework Programme for Research and Innovation</b>						
<b>01 02 02 10 - Cluster ‘Health’</b>						
<b>Operational Budget</b>	<b>536 134 455</b>	<b>230 332 179</b>	<b>675 549 025</b>	<b>328 118 657</b>	<b>585 855 005</b>	<b>372 417 399</b>
<i>Of which managed by the executive agency</i>	295 710	4 204 637	4 088 983	522 913	23 687 146	3 912 902
<b>01 02 02 20 - Cluster ‘Culture, Creativity and Inclusive Society’</b>						
<b>Operational Budget</b>	<b>263 019 298</b>	<b>238 273 944</b>	<b>306 612 665</b>	<b>268 344 237</b>	<b>300 516 603</b>	<b>208 435 227</b>
<i>Of which managed by the executive agency</i>	8 099 452	10 793 769	9 259 067	7 270 000	12 783 887	9 206 597
<b>01 02 02 30 - Cluster ‘Civil Security for Society’</b>						
<b>Operational Budget</b>	<b>179 433 633</b>	<b>162 513 750</b>	<b>204 320 873</b>	<b>147 613 948</b>	<b>216 241 065</b>	<b>179 482 388</b>
<i>Of which managed by the executive agency</i>	7 743 794	10 456 375	7 829 214	6 150 000	10 495 400	7 788 139
<b>01 02 02 40 - Cluster ‘Digital, Industry and Space’</b>						
<b>Operational Budget</b>	<b>1 181 015 216</b>	<b>965 823 665</b>	<b>1 174 980 475</b>	<b>1 200 212 079</b>	<b>1 190 139 018</b>	<b>697 812 416</b>
<i>Of which managed by the executive agency</i>	73 212 204	74 828 987	60 581 099	52 200 000	83 561 620	57 298 173
<b>01 02 02 50 - Cluster ‘Climate, Energy and Mobility’</b>						
<b>Operational Budget</b>	<b>1 108 861 904</b>	<b>475 413 816</b>	<b>1 309 842 641</b>	<b>942 153 278</b>	<b>1 051 982 849</b>	<b>775 474 477</b>

	Executed budget 2023		Budget 2024		Draft Budget 2025	
	Commitment appropriations	Payment appropriations	Commitment appropriations	Payment appropriations	Commitment appropriations	Payment appropriations
<i>Of which managed by the executive agency</i>	1 086 281 785	459 021 911	1 301 936 523	920 391 507	1 047 139 387	760 788 929
<b>01 02 02 60 - Cluster 'Food, Bioeconomy, Natural Resources, Agriculture and Environment'</b>						
<b>Operational Budget</b>	<b>1 042 611 523</b>	<b>642 719 347</b>	<b>1 061 696 938</b>	<b>793 950 581</b>	<b>1 042 951 437</b>	<b>579 722 608</b>
<i>Of which managed by the executive agency</i>	31 950 210	91 965 640	54 981 469	59 980 642	85 449 224	59 578 970
<b>01 02 04 01 - Widening participation and spreading excellence</b>						
<b>Operational Budget</b>	<b>384 196 309</b>	<b>184 596 404</b>	<b>391 704 081</b>	<b>335 137 773</b>	<b>390 047 646</b>	<b>231 262 642</b>
<i>Of which managed by the executive agency</i>	5 205 317					
<b>Innovation Fund</b>						
<b>16 03 01 - Innovation Fund (IF) — Operational expenditure</b>						
<b>Operational Budget</b>	<b>0</b>	<b>0</b>	<b>p.m.</b>	<b>p.m.</b>	<b>p.m.</b>	<b>p.m.</b>
<i>Of which managed by the executive agency</i>						
<b>Programme for the Environment and Climate Action (LIFE)</b>						
<b>09 02 01 - Nature and biodiversity</b>						
<b>Operational Budget</b>	<b>277 002 571</b>	<b>98 854 144</b>	<b>300 202 126</b>	<b>112 000 000</b>	<b>301 434 877</b>	<b>155 000 000</b>
<i>Of which managed by the executive agency</i>	263 857 540	87 781 465	263 000 000	89 300 000	260 000 000	136 000 000
<b>09 02 02 - Circular economy and quality of life</b>						
<b>Operational Budget</b>	<b>183 315 426</b>	<b>81 903 814</b>	<b>178 796 220</b>	<b>117 871 841</b>	<b>183 425 172</b>	<b>115 000 000</b>
<i>Of which managed by the executive agency</i>	149 273 795	62 602 781	142 500 000	84 900 000	145 000 000	88 000 000
<b>09 02 03 - Climate change mitigation and adaptation</b>						
<b>Operational Budget</b>	<b>130 874 161</b>	<b>55 831 160</b>	<b>125 679 608</b>	<b>65 000 000</b>	<b>123 199 496</b>	<b>90 000 000</b>
<i>Of which managed by the executive agency</i>	103 500 000	37 077 206	98 000 000	45 300 000	99 000 000	66 000 000
<b>09 02 04 - Clean energy transition</b>						
<b>Operational Budget</b>	<b>143 002 568</b>	<b>49 185 761</b>	<b>134 496 971</b>	<b>90 729 000</b>	<b>135 476 364</b>	<b>92 000 000</b>



	Executed budget 2023		Budget 2024		Draft Budget 2025	
	Commitment appropriations	Payment appropriations	Commitment appropriations	Payment appropriations	Commitment appropriations	Payment appropriations
<i>Of which managed by the executive agency</i>	117 174 427	41 420 907	97 500 000	85 000 000	98 000 000	83 000 000
<b>Military mobility 2021-2027</b>						
<b>13 04 01 - Military mobility</b>						
<b>Operational Budget</b>	<b>293 521 469</b>	<b>261 120 875</b>	<b>249 640 880</b>	<b>260 000 000</b>	<b>244 571 932</b>	<b>130 000 000</b>
<i>Of which managed by the executive agency</i>	293 521 469	261 120 875	249 640 880	260 000 000	244 571 932	130 000 000
<b>Public sector loan facility under the Just Transition Mechanism (JTM)</b>						
<b>09 04 01 - Public sector loan facility under the Just Transition Mechanism (JTM)</b>						
<b>Operational Budget</b>	<b>50 000 000</b>	<b>10 169 757</b>	<b>50 000 000</b>	<b>35 000 000</b>	<b>p.m.</b>	<b>25 000 000</b>
<i>Of which managed by the executive agency</i>	50 000 000	10 169 757	50 000 000	35 000 000		
<b>TOTAL operational budget managed by the agency</b>	<b>6 434 605 047</b>	<b>6 678 025 638</b>	<b>6 572 334 569</b>	<b>6 743 730 486</b>	<b>6 373 594 293</b>	<b>5 963 503 710</b>

### 3 Human Resources

#### 3.1 Staffing when created extended

Source: CINEA 2021-2027 Specific Financial Statement - including posts stemming from C1 and non-C1 funds (excluding EEA/EFTA and third countries contributions).

Staff	2021	2022	2023	2024	2025	2026	2027
Temporary Agents (Officials seconded by the Commission)	32	33	33	33	33	33	33
Temporary Agents (recruited by the agency)	97	109	111	113	114	117	119
Executive Agency's total Establishment Plan Posts	<b>129</b>	<b>142</b>	<b>144</b>	<b>146</b>	<b>147</b>	<b>150</b>	<b>152</b>
Contract Agents (*)	393	414	421	427	431	437	441
Seconded National Experts (SNE)							
<b>Total staff of the Executive Agency</b>	<b>522</b>	<b>556</b>	<b>565</b>	<b>573</b>	<b>578</b>	<b>587</b>	<b>593</b>

(\*) Estimated full time equivalent units (FTE) on the basis of average costs

#### 3.2 Detailed situation

##### 3.2.1 Establishment plan posts

The table below presents the number of posts in the establishment plans, including the posts assigned to programmes financed outside the EU budget.

Function group and grade	2023		2024	2025
	Authorised Budget	Actually filled as of 31/12/2023	Authorised Budget	Draft Budget Request

Function group and grade	2023		2024	2025
	Authorised Budget	Actually filled as of 31/12/2023	Authorised Budget	Draft Budget Request
AD 16				
AD 15	1	1	1	1
AD 14	11	10	12	12
AD 13	13	13	13	14
AD 12	18	18	18	19
AD 11	20	20	19	18
AD 10	13	13	15	15
AD 9	20	19	23	23
AD 8	18	17	18	19
AD 7	16	16	21	23
AD 6	3	3	10	10
AD 5				
<b>AD TOTAL</b>	133	130	150	154
AST 11				
AST 10				
AST 9				
AST 8	1	1	1	1
AST 7	2	2	2	2
AST 6	4	3	4	4
AST 5	4	4	3	3
AST 4	2	2	2	2
AST 3				
AST 2				
AST 1				
<b>AST TOTAL</b>	13	12	12	12
AST/SC 6				
AST/SC 5				
AST/SC 4				
AST/SC 3				
AST/SC 2				
AST/SC 1				
<b>AST/SC TOTAL</b>				
<b>TOTAL</b>	146	142	162	166
<b>Of which Officials seconded by the commission</b>	33	29	33	33

(1) For 2023: Including establishment plan posts for the Innovation Fund (17), for the Just Transition Mechanism (3), the Renewable Energy Financing Mechanism (1), the Next Generation EU (6) and Horizon Europe EEA/EFTA/3CR (2)

(2) For 2024: Including establishment plan posts for the Innovation Fund (30), for the Just Transition Mechanism (4), the Renewable Energy Financing Mechanism (2), the Next Generation EU (6) and Horizon Europe EEA/EFTA/3CR (2)

(3) For 2025: Including establishment plan posts for the Innovation Fund (32), for the Just Transition Mechanism (4), the Renewable Energy Financing Mechanism (2), the Next Generation EU (4) and Horizon Europe EEA/EFTA/3CR (5)

### 3.2.2 Contract Agents financed from the EU budget contribution

Contract agents	Authorised 2023	Recruited as of 31/12/2023	2024 estimate	Draft Budget 2025 estimate
Function Group IV	224	212	224	232
Function Group III	95	95	96	99
Function Group II	35	33	35	35
Function Group I				
<b>TOTAL</b>	<b>354</b>	<b>340</b>	<b>355</b>	<b>366</b>

### 3.2.3 Contract Agents financed from external revenues

In addition to the contract agents financed from the EU budget contribution as set out in the table above, the table below shows the number of contract agents financed with contributions paid by (potential) candidate and third countries as well as from the European Development Fund (EDF):

Human Resources financed outside the EU budget	Foreseen in 2023	Recruited as of 31/12/2023	Foreseen in 2024	Foreseen 2025
Financed from EDF	0	0	0	0
Financed from participation of candidate countries and/or third countries	7	7	13	17
Financed from the Innovation Fund	49	46	68	75
Financed from the Renewable Energy Financing Mechanism (REFM)	5	5	5	5
Financed from JTM 3rd Pillar	8	8	4	4
Financed from NGEU	19	19	17	11
<b>TOTAL</b>	<b>88</b>	<b>85</b>	<b>107</b>	<b>112</b>

### 3.2.4 Seconded National Experts

Seconded National Experts	Authorised 2023	Recruited as of 31/12/2023	2024 estimate	Draft Budget 2025 estimate
<b>TOTAL</b>				

### 3.2.5 Use of interim staff by the agency

Please insert in the table below the number of interim agency staff (FTE and corresponding appropriations) for each of the years, with a brief explanation of:

- the policy in place in the executive agency in relation to hiring interim staff, e.g. to temporarily replace temporary agents and/or contract agents on long-term sick leave, maternity leave etc., as well as
- any major changes from year to year in the number of interim staff and the interim staff hiring policy.

Interim agency staff ('intérimaires')	Recruited as of 31/12/2023	2024 estimate	Draft Budget 2025 estimate
Total (FTE)	6	8	7
Total (appropriations)	440 000	580 000	536 000

### 3.3 Impact of the creation of the Executive Agency on the human resources of the Commission

#### 3.3.1 Freed staff in the parent DG

##### 3.3.1.1 At creation

In accordance with Article 12 § 6c of Council Regulation 58/2003, tasks transferred from Commission services to executive agencies free Commission resources for redeployment to other priorities in the annual allocation of human resources. In accordance with the budgetary procedure and the principle of transparency, the Commission informs the Budgetary Authority on the estimated number of posts that could be freed and redeployed.

Parent DG	Total staff to be freed (as planned at creation)	Staff freed by end 2022	Staff to be freed in 2023	Staff to be freed in 2024
DG1				
DG2				
<b>Total</b>				

##### 3.3.1.2 At extension of the mandate of the executive agency

In accordance with Article 12 § 6c of Council Regulation 58/2003, tasks transferred from Commission services to executive agencies free Commission resources for redeployment to other priorities in the annual allocation of human resources. In accordance with the budgetary procedure and the principle of transparency, the Commission informs the Budgetary Authority on the estimated number of posts that could be freed and redeployed.

Parent DG	Total staff to be freed (as planned at extension)	Staff freed by end 2023	Staff to be freed in 2024	Staff to be freed in 2025
<b>Total</b>				

##### 3.3.1.3 Following a decrease of the total number of seconded officials to executive agency ('unfrozen' posts)

Parent DG	Number of posts freed, following a decrease of the total number of seconded officials to the Executive agency		
	By end 2023	In 2024	In 2025
<b>Total</b>			

#### 3.3.2 Frozen posts in the Commission Establishment Plan

In accordance with Article 18 § 2b of Council Regulation 58/2003 and Article 38.c of the Staff Regulations, a number of posts corresponding to the number of Commission officials seconded to executive agencies is without budgetary coverage in the establishment plan of the Commission and generates a corresponding reduction of administrative appropriations in the Commission Budget (see "Abatement agences executives" in Draft Budget Working Document II).

This number is subject to fluctuations over time, depending on the stage in the lifetime of the executive agency. Moreover, this number can vary also following the application of Article 38.c of the Staff Regulations: "( ) at the end of every six months, the official concerned may request that his secondment is terminated", and the time span between his/her mobility and his/her replacement.

Parent DG	Number of posts to be frozen (as planned)	Number of posts frozen in 2024	Number of posts frozen in 2025
DG CLIMA	3	4	4
DG ENER	3	3	3
DG ENV	4	4	4
DG MOVE	11	11	11
DG MARE	4	4	4

DG RTD	7	7	7
Total	32	33	33

## 4 Financial Resources

### 4.1 Indicative contribution table

Indicative EU budget contribution(1) to the agency (as foreseen in the financial statement accompanying the mandate extension which received a positive opinion of the CREA on 01/02/2021)	2021	2022	2023	2024	2025	2026	2027
		54 813 656	57 888 962	60 302 895	62 938 695	65 390 812	67 548 270
<b>Agency contribution as voted by the Budgetary Authority</b>							
Initial Budget (EUR-27)	26 912 000	59 565 000	65 014 630	69 943 000			
Budget after transfers and / or amending budgets (EUR-27)(1)	55 070 097	56 050 000	62 345 000				
<b>Operating budget of the agency</b>							
Initial Budget (EUR-27)(2)	26 912 000	56 895 000	63 345 000	69 445 000			
Budget after transfers and / or amending budgets (EUR-27)(2)	45 300 000	56 050 000	62 345 000				

(1) Based on the agency's Specific Financial Statement with the increase of posts for the Innovation Fund agreed in 2021; excludes external assigned revenues stemming from the participation of third countries in Horizon Europe.

(2) Includes C1 and non-C1 funds with the increase of posts for the Innovation Fund agreed in 2021 and proposed in 2023, including the delegation of new programmes to the Agency, the increase of posts for the HE Missions and the external assigned revenues stemming from the participation of third countries in Horizon Europe.

### 4.2 Revenues

REVENUES		2023	2024	2025	VAR 2025/2024 (%)
		Executed Budget	Budget	Draft Budget	
<b>1. EU contribution to the executive agency</b>					
Budget Line	Programme				
01 01 01 74	HORIZONEU	14 787 511	14 153 165	15 288 204	8,02%
02 01 21 74	CEF_21	7 477 687	7 946 000	7 662 069	-3,57%
02 01 22 74	CEF_21	3 156 950	3 001 000	3 287 000	9,53%
02 01 40 74		0	p.m.	p.m.	
05 01 02 74	CF_21_27	6 287 745	6 412 000	6 817 373	6,32%
08 01 03 74	EMFAF	4 342 608	4 579 000	4 732 000	3,34%
09 01 01 74	LIFE_2021	14 429 396	15 741 176	16 931 000	7,56%
09 01 03 74	PSLF_JTM	0	p.m.	p.m.	
13 01 03 74	MM	935 932	955 000	1 015 558	6,34%
16 01 02 74	IF	0	p.m.	p.m.	
<b>Sub Total</b>		<b>51 417 829</b>	<b>52 787 341</b>	<b>55 733 204</b>	<b>5,58%</b>
<b>2. EEA/EFTA contribution (excl.Switzerland)</b>					
Budget Line	Programme				
01 01 01 74	HORIZONEU	509.926	589 628	599 000	1,59%
09 01 01 74	LIFE_2021	22 843	26 760	24 000	-10,31%
<b>Sub Total</b>		<b>532 769</b>	<b>616 388</b>	<b>623 000</b>	<b>1,07%</b>

3. Participation of candidate countries and/or third countries					
Budget Line	Programme				
01 01 01 74	HORIZONEU	0	553.575	2.650.682	378,83%
02 01 21 74	CEF_21	p.m.	p.m.	p.m.	p.m.
05 01 02 74	CF_21_27	p.m.	p.m.	p.m.	p.m.
09 01 01 74	LIFE_21	p.m.	p.m.	p.m.	p.m.
13 01 03 74	MM	p.m.	p.m.	p.m.	p.m.
<b>Sub Total</b>		<b>0</b>	<b>553 575</b>	<b>2.650.682</b>	<b>378,83%</b>
4. Other external assigned revenue, incl. NGEU					
Budget Line	Programme				
01 01 01 74	HORIZONEU	2 760 400	2 503 000	1 595 470	-36,26%
02 01 40 74	REFM	0	1 252 696	1 304 644	4,15%
09 01 03 74	PSLF_JTM	1 380 451	873 000	911 000	4,35%
16 01 02 74	IF	6 253 551	10 859 000	12 282 000	13,10%
<b>Sub Total</b>		<b>10 394 402</b>	<b>15 487 696</b>	<b>16 093 114</b>	<b>3,91%</b>
<b>TOTAL REVENUES</b>		<b>62 345 000</b>	<b>69 445 000</b>	<b>75 100 000</b>	<b>8,14%</b>

### 4.3 Expenditure

#### 4.3.1 Commitment appropriations

EXPENDITURE	EXPENDITURE			
	Executed Budget 2023	Budget 2024	Draft Budget 2025	VAR 2025/2024 (%)
<b>Title 1 - Staff expenditure</b>	<b>52 487 352</b>	<b>59 078 000</b>	<b>64 932 000</b>	<b>9,91%</b>
<b>Remunerations, Allowances and Charges</b>	<b>49 354 644</b>	<b>55 720 000</b>	<b>61 402 000</b>	<b>10,20%</b>
- <i>Of which establishment plan posts</i>	<i>18 942 411</i>	<i>21 700 000</i>	<i>23 069 000</i>	<i>6,31%</i>
- <i>Of which external personnel</i>	<i>30 412 233</i>	<i>34 020 000</i>	<i>38 333 000</i>	<i>12,68%</i>
<b>Professional Development and Social expenditure</b>	<b>3 132 708</b>	<b>3 358 000</b>	<b>3 530 000</b>	<b>5,12%</b>
<b>Title 2 - Infrastructure and operating expenditure</b>	<b>6 643 292</b>	<b>7 307 000</b>	<b>6 581 000</b>	<b>-9,94%</b>
<b>Building expenditure</b>	<b>3 992 934</b>	<b>4 089 000</b>	<b>3 742 000</b>	<b>-8,49%</b>
<b>ICT expenditure</b>	<b>2 326 597</b>	<b>2 916 000</b>	<b>2 524 000</b>	<b>-13,44%</b>
<b>Movable Property and Current Operating expenditure</b>	<b>323 761</b>	<b>302 000</b>	<b>315 000</b>	<b>4,30%</b>
<b>Title 3 - Programme support expenditure</b>	<b>2 735 370</b>	<b>3 060 000</b>	<b>3 587 000</b>	<b>17,22%</b>
<b>Programme Management expenditure</b>	<b>2 735 370</b>	<b>3 060 000</b>	<b>3 587 000</b>	<b>17,22%</b>
<b>Common Support Services expenditure</b>				
<b>TOTAL</b>	<b>61 866 014</b>	<b>69 445 000</b>	<b>75 100 000</b>	<b>8,14%</b>

#### 4.3.2 Payment appropriations

EXPENDITURE	EXPENDITURE
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	Executed Budget 2023	Budget 2024	Draft Budget 2025	VAR 2025/2024 (%)
<b>Title 1 - Staff expenditure</b>	<b>52 487 352</b>	<b>59 078 000</b>	<b>64 932 000</b>	<b>9,91%</b>
<b>Remunerations, Allowances and Charges</b>	<b>49 354 644</b>	<b>55 720 000</b>	<b>61 402 000</b>	<b>10,19%</b>
- <i>Of which establishment plan posts</i>	<i>18 942 411</i>	<i>21 700 000</i>	<i>23 069 000</i>	<i>6,31%</i>
- <i>Of which external personnel</i>	<i>30 412 233</i>	<i>34 020 000</i>	<i>38 333 000</i>	<i>12,68%</i>
<b>Professional Development and Social expenditure</b>	<b>3 132 708</b>	<b>3 358 000</b>	<b>3 530 000</b>	<b>5,12%</b>
<b>Title 2 - Infrastructure and operating expenditure</b>	<b>6 643 292</b>	<b>7 307 000</b>	<b>6 581 000</b>	<b>-9,94%</b>
<b>Building expenditure</b>	<b>3 992 934</b>	<b>4 089 000</b>	<b>3 742 000</b>	<b>-8,49%</b>
<b>ICT expenditure</b>	<b>2 326 597</b>	<b>2 916 000</b>	<b>2 524 000</b>	<b>-13,44%</b>
<b>Movable Property and Current Operating expenditure</b>	<b>323 761</b>	<b>302 000</b>	<b>315 000</b>	<b>4,30%</b>
<b>Title 3 - Programme support expenditure</b>	<b>2 735 370</b>	<b>3 060 000</b>	<b>3 587 000</b>	<b>17,22%</b>
<b>Programme Management expenditure</b>	<b>2 735 370</b>	<b>3 060 000</b>	<b>3 587 000</b>	<b>17,22%</b>
<b>Common Support Services expenditure</b>				
<b>TOTAL</b>	<b>61 866 014</b>	<b>69 445 000</b>	<b>75 100 000</b>	<b>8,14%</b>

#### 4.4 Outturn

First estimate of the 2022 surplus that should be reimbursed to the EU budget (as general revenue): 934 497 EUR

## 5 Justification of needs

### 5.1 Human Resources

#### 5.1.1 Number of staff requested

The total number of staff requested by the Agency for 2025 is 644: 166 Temporary Agents and 478 Contract Agents. It includes:

- additional Horizon Europe FTEs (+13 C1 FTEs + 5 FTEs stemming from the UK association)
- a decrease of EMFAF FTEs (-3 FTEs)
- a decrease of FTEs related to the JTM programme compared to the SFS, due to a lower workload.

#### 5.1.2 Number of contracts agents financed from the participation of candidate countries and/or third countries

The total number of contract agents to be financed under the EEA/EFTA and 3rd country contributions is 17.

#### 5.1.3 Salary assumption for calculating salary lines (% applied)

The staff expenditure covers the salary and allowances of temporary agents and contract agents requested for 2025 (622 staff + 22 staff financed by EEA/EFTA/3rd country contributions including related to the UK association).

The budget for staff expenditure has been calculated based on the average wage and allowances by function group and grade. The baseline for the calculations is the salaries of December 2023 taking into account expected parameters for the salary indexations in 2024 and 2025 according to the budgetary circular. An increase in salaries has also been budgeted for selected staff that may benefit from a reclassification to a higher grade, as well as from the automatic advancement to a higher step. In this context, a new reclassification methodology proposed by DG BUDG has been agreed with other Executive Agencies with an impact on staff expenditure. Finally, an average annual vacancy rate is also taken into consideration (see section 5.1.5).

### 5.1.4 Vacancy rate as of end 2023

At the end of 2023, the vacancy rate was 3,9% of the total staff, i.e. 567 staff recruited out of 590 authorised (or 3,3% excluding some JTM posts which have not been utilised).

### 5.1.5 Standard abatement( 'abatement forfaitaire' )

An average annual vacancy rate of 0,57% for Temporary Agents and 4,08% for Contract Agents (respectively 0,62% for Temporary Agents and 4,35% for Contract Agents at year-end) has been taken into consideration.

## 5.2 Financial Resources

### 5.2.1 Title 1

The budget requested for Title I is increasing by 9.9% compared to 2024. The main factors contributing to such increase are the additional number of posts, the new reclassification methodology for Contract Agents, and the salary indexation rate (estimated at 0,6% in the first half of 2025 and 3,7% in the second).

Chapter 11 – remuneration allowances and charges is increasing by 10.2% at EUR 61,402,000 (or 82% of the total budget), while Chapter 12 – socio, medical and training expenditures is increasing by 5.1% at EUR 3,530,000.

The budget deemed necessary to cover interims and trainees remains stable at EUR 810,000. While the expenditure for interims slightly decreases in consideration of the reduced vacancy rate, the expenditure for trainees slightly increases.

### 5.2.2 Title 2

The budget for Title II is decreasing by 9.9% at EUR 6,581,000. The decrease is due to a better offer on the rent of the agency's building in 2025 as well as the allocation of hosting costs currently under ICT services to Title III (data hosting directly linked to programmes).

Chapter 21 – building expenditure, decreases by 8.5% at EUR 3,742,000 as result of the renegotiation of the rental agreement for the same premises (to be extended to 2026).

Chapter 22 – ICT expenditure decreases significantly by 13.4% due to the reallocation of operational related hosting costs from Title II to Title III for an amount of approximately EUR 525,000.

Chapter 23 – movable property and current operating expenditure increases by EUR 13,000 at EUR 315,000.

### 5.2.3 Title 3

The budget for Title III is increasing by 17.2% at EUR 3,587,000. The increase is due to the reallocation of approximately EUR 525,000 from Title II to Title III for operational related hosting costs and to the raise of outsourced audits at EUR 592,000 (+22.1% compared to 2024). Missions and Communication expenditures remain stable at EUR 535,000 and EUR 700,000 respectively.

## 6 Other information

### 6.1 Buildings

#### 6.1.1 Current building(s)

#	Building Name and type	Location	SURFACE AREA(in m <sup>2</sup> )			RENTAL CONTRACT			Host country (grant or support)	Building present value(€)
			Office space	non-office	Total	RENT (€/year)	Duration	Type		
1	W910	Brussels	10 213	615	10 828	2 120 000	4 years until 31/12/2024	Usufruct contract	Not applicable	
<b>TOTAL</b>			<b>10 213</b>	<b>615</b>	<b>10 828</b>	<b>2 120 000</b>				



### *6.1.2 Current Building(s) Other comments*

The usufruct was extended for 4 years from 01/01/2021 until 31/12/2024 in the light of the new mandate of the Agency under the 2021-2027 MFF. The negotiations with the current owner regarding the extension of the current usufruct until 2026/2027 are still ongoing.

### *6.1.3 Building projects in the planning phase*

Not applicable.

### *6.1.4 Building projects submitted to the European Parliament and the Council*

Not applicable.

## **6.2 Evaluation**

In accordance with Article 25(1) of the Framework Regulation, the Commission is currently conducting the periodical evaluation covering the operations of INEA over the period 2016 – March 2021. An external evaluation report has been produced and, on that basis, the Commission will issue a report to the European Parliament, the Council and the Court of Auditors on the evaluation of Executive Agencies for that period.

## 2.2 European Health and Digital Executive Agency (“HaDEA”)

### 1 Overview

#### 1.1 Creation/modification (legal base)

Decision	Date	Mission / Tasks / Functions
<p>COMMISSION IMPLEMENTING DECISION (EU) 2021/173 of 12 February 2021 establishing the European Climate, Infrastructure and Environment Executive Agency, the European Health and Digital Executive Agency, the European Research Executive Agency, the European Innovation Council and SMEs Executive Agency, the European Research Council Executive Agency, and the European Education and Culture Executive Agency and repealing Implementing Decisions 2013/801/EU, 2013/771/EU, 2013/778/EU, 2013/779/EU, 2013/776/EU and 2013/770/EU</p>	<p>12 February 2021</p>	<p>The European Health and Digital Executive Agency is established from 16 February 2021 until 31 December 2028.</p> <p>The European Health and Digital Executive Agency shall be entrusted with the implementation of the following (parts of) Union programmes:</p> <ul style="list-style-type: none"> <li>(a) EU4Health programme;</li> <li>(b) Horizon Europe: Pillar II, Cluster 1: Health;</li> <li>(c) Single Market Programme: Food safety: health for humans, animals and plants along the food chain and better training for safer food;</li> <li>(d) Digital Europe Programme;</li> <li>(e) Connecting Europe Facility: Digital;</li> <li>(f) Horizon Europe: Pillar II, Cluster 4: Digital, industry and space. 3.</li> </ul> <p>As well as with the implementation of the legacy of the following (parts of) Union programmes:</p> <ul style="list-style-type: none"> <li>(a) Horizon 2020: Part III: Societal Challenge 1: Health, demographic change and well-being, which under the 2014-2020 MFF was implemented by the Commission;</li> <li>(b) Connecting Europe Facility: Telecom, which under 2014-2020 MFF was implemented by the Innovation and Networks Executive Agency and by the Commission;</li> <li>(c) Horizon 2020: Part II: specific objective ‘Leadership in enabling and industrial technologies (LEIT)’ - ICT, NMBP, space, which under the 2014-2020 MFF was implemented by the Executive Agency for Small and Medium-sized Enterprises, the executive agency established by Commission Implementing Decision 2013/778/EU (‘the Research Executive Agency’) and by the Commission;</li> <li>(d) Horizon 2020: Part III: Societal challenge 5: Climate action, Environment, resource efficiency and raw materials, which under the 2014-2020 MFF was implemented by the Executive Agency for Small and Medium-sized Enterprises and by the Commission;</li> <li>(e) FP7: The theme ‘space’ of the specific programme cooperation of the Seventh Framework Programme, which under the 2014-2020 MFF was implemented by the Research Executive Agency;</li> <li>(f) the Common financial framework in the area of food and feed safety including Better training for safer food, which under the 2014-2020 MFF was implemented by the executive agency established by Commission Implementing Decision 2013/770/EU (the Consumers, Health, Agriculture and Food Executive Agency);</li> <li>(g) the third Programme for the Union’s action in the field of health (2014-2020), which under the 2014-2020 MFF was implemented by the Consumers, Health, Agriculture and Food Executive Agency and by the Commission.</li> </ul> <p>The agency shall be responsible for the following tasks related to the implementation of the parts of the Union programmes and activities delegated to them:</p> <ul style="list-style-type: none"> <li>(a) managing some or all stages of programme implementation and some or all phases in the lifetime of specific projects, on the basis of the work programmes adopted by the Commission;</li> <li>(b) managing pilot projects and preparatory actions within the meaning of Article 58(2) of Regulation (EU, Euratom) 2018/1046, if applicable;</li> <li>(c) providing general administrative and logistical support services, if applicable;</li> <li>(d) adopting the instruments of budget execution for revenue and expenditure and carrying out all the operations necessary for the management of the programmes and activities;</li> <li>(e) providing information regarding the programme implementation to support the Commission in its policy making tasks;</li> </ul>

## 1.2 Seat

Brussels, Belgium

## 1.3 Budget Line

01 01 01 73 : European Health and Digital Executive Agency — Contribution from Horizon Europe

02 01 23 73 : European Health and Digital Executive Agency — Contribution from the Connecting Europe Facility — Digital

02 01 30 73 : European Health and Digital Executive Agency — Contribution from the Digital Europe Programme

03 01 01 73 : European Health and Digital Executive Agency — Contribution from the Single Market Programme

06 01 05 73 : European Health and Digital Executive Agency — Contribution from the EU4Health programme

## 1.4 Human Resources Overview

The table below presents the number of posts in the establishment plans, including the posts assigned to programmes financed outside the EU budget, whereas the number of Contract Agents / SNE only includes those financed under programmes financed within the EU Budget.

Human Resources	2023			2024	2025
	Authorised Budget	Actually filled as of 31/12/2023	Occupancy rate(%)	Authorised Budget	Draft Budget Request
Temporary Agents (Officials seconded by the Commission)	40	35	87,50%	41	41
Temporary Agents (recruited by the executive agency)	73	76	104,11%	77	83
<b>Total Establishment plan posts</b>	<b>113</b>	<b>111</b>	<b>98,23%</b>	<b>118</b>	<b>124</b>
Contract Agents	308	300	97,40%	322	323
Seconded National Experts					
<b>TOTAL STAFF</b>	<b>421</b>	<b>411</b>	<b>97,62%</b>	<b>440</b>	<b>447</b>

## 1.5 Financial Resources Overview

### 1.5.1 Revenues Overview

REVENUES	2024	2025
	Revenues estimated by the agency	Budget Forecast
1. EU contribution to the executive agency	50 032 063	56 307 916
2. EEA/EFTA contribution (excl.Switzerland)	1 691 865	1 827 097
3. Participation of candidate countries and/or third countries	438 078	3 910 321
4. NGEU	3 374 280	2 152 700
<b>TOTAL</b>	<b>55 536 286</b>	<b>64 198 034</b>

### 1.5.2 Expenditure Overview

Expenditure	2024		2025	
	Commitment appropriations	Payment appropriations	Commitment appropriations	Payment appropriations
<b>Title 1 - Staff expenditure</b>	44 494 361	44 494 361	52 606 073	52 606 073

Expenditure	2024		2025	
	Commitment appropriations	Payment appropriations	Commitment appropriations	Payment appropriations
<b>Title 2 - Infrastructure and operating expenditure</b>	8 404 000	8 404 000	8 818 410	8 818 410
<b>Title 3 - Programme support expenditure</b>	2 637 925	2 637 925	2 773 551	2 773 551
<b>TOTAL EXPENDITURE</b>	<b>55 536 286</b>	<b>55 536 286</b>	<b>64 198 034</b>	<b>64 198 034</b>

## 2 Information on the functioning

### 2.1 Lifecycle EU programmes managed

In 2025, the executive agency is in the fifth year of its operational lifetime and manages the following programmes.

Name of the EU programme	The executive agency is phasing in for this programme	The executive agency is fully operational for this programme	The executive agency is phasing out for this programme
EU4Health programme		X	
Horizon Europe: Pillar II, Cluster 1: Health		X	
Single Market Programme: Food safety: health for humans, animals and plants along the food chain and better training for safer food		X	
Digital Europe Programme		X	
Connecting Europe Facility: Digital		X	
Horizon Europe: Pillar II, Cluster 4: Digital, industry and space		X	
Horizon 2020: Part III: Societal Challenge 1: Health, demographic change and well-being			X
Connecting Europe Facility: Telecom			X
Horizon 2020: Part II: specific objective 'Leadership in enabling and industrial technologies (LEIT)' - ICT, NMBP, space			X
Horizon 2020: Part III: Societal challenge 5: Climate action, Environment, resource efficiency and raw materials			X
FP7: The theme 'space' of the specific programme cooperation of the Seventh Framework Programme			X
the Common financial framework in the area of food and feed safety including Better training for safer food			X
the third Programme for the Union's action in the field of health (2014-2020)			X

### 2.2 Operational appropriations managed

	Executed budget 2023		Budget 2024		Draft Budget 2025	
	Commitment appropriations	Payment appropriations	Commitment appropriations	Payment appropriations	Commitment appropriations	Payment appropriations
<b>Connecting Europe Facility (CEF)</b>						
<b>02 03 03 01 - Connecting Europe Facility (CEF) — Digital</b>						

	Executed budget 2023		Budget 2024		Draft Budget 2025	
	Commitment appropriations	Payment appropriations	Commitment appropriations	Payment appropriations	Commitment appropriations	Payment appropriations
<b>Operational Budget</b>	<b>283 664 554</b>	<b>65 137 842</b>	<b>81 538 807</b>	<b>129 563 739</b>	<b>210 181 381</b>	<b>172 237 825</b>
<i>Of which managed by the executive agency (1)</i>	283 103 650 (10)	64 055 920	79 457 707	123 924 797	209 851 381	170 850 552
<b>Completion of Connecting Europe Facility (CEF)</b>						
<b>02 03 99 03 - Completion of previous Connecting Europe Facility (CEF) — ICT activities (prior to 2021)</b>						
<b>Operational Budget</b>	<b>0</b>	<b>26 674 226</b>	<b>p.m.</b>	<b>16 087 668</b>	<b>p.m.</b>	<b>4 458 792</b>
<i>Of which managed by the executive agency (2)</i>		21 925 555 (11)	p.m.	15 338 582	p.m.	4 454 779
<b>Completion of Consumer Programme</b>						
<b>Completion of Programme for the Competitiveness of Enterprises and small and medium-sized enterprises (COSME)</b>						
<b>Completion of European statistical programme (ESP)</b>						
<b>Completion of Food and Feed</b>						
<b>03 02 99 02 - Completion of previous measures in food and feed safety, animal health, animal welfare and plant health (prior to 2021)</b>						
<b>Operational Budget</b>	<b>0</b>	<b>20 504 669</b>	<b>p.m.</b>	<b>15 000 000</b>	<b>p.m.</b>	<b>3 000 000</b>
<i>Of which managed by the executive agency</i>		14 560 537		10 277 532	(9)	3 000 000
<b>Completion of European statistical programme (ESP)</b>						
<b>Completion of Specific activities in the field of financial reporting and auditing</b>						
<b>Completion of Previous Framework Programme for Research and Innovation</b>						
<b>01 02 99 01 - Completion of previous research programmes (prior to 2021)</b>						
<b>Operational Budget</b>	<b>0</b>	<b>2 848 256 532</b>	<b>p.m.</b>	<b>2 149 087 945</b>	<b>p.m.</b>	<b>1 114 291 498</b>

	Executed budget 2023		Budget 2024		Draft Budget 2025	
	Commitment appropriations	Payment appropriations	Commitment appropriations	Payment appropriations	Commitment appropriations	Payment appropriations
<i>Of which managed by the executive agency (3)</i>		441 573 541 (13)	p.m.	305 739 824	p.m.	137 105 762
<b>Completion of previous public health programmes</b>						
<b>06 06 99 01 - Completion of previous public health programmes (prior to 2021)</b>						
<b>Operational Budget</b>	<b>0</b>	<b>17 938 525</b>	<b>p.m.</b>	<b>10 000 000</b>	<b>p.m.</b>	<b>5 000 000</b>
<i>Of which managed by the executive agency (4)</i>		14 562 855 (12)		5 859 236		4 093 349
<b>Completion of European statistical programme (ESP)</b>						
<b>Completion of Enhancing consumers involvement in EU policy making in the field of financial services</b>						
<b>Completion of Interoperability Solutions and common frameworks for European public administrations, businesses and citizens (ISA2)</b>						
<b>Digital Europe Programme</b>						
<b>02 04 01 10 - Cybersecurity</b>						
<b>Operational Budget</b>	<b>44 361 553</b>	<b>60 258 303</b>	<b>30 596 172</b>	<b>61 630 890</b>	<b>15 638 000</b>	<b>24 578 097</b>
<i>Of which managed by the executive agency</i>		15 428 128		11 900 641		1 487 580
<b>02 04 03 - Artificial intelligence</b>						
<b>Operational Budget</b>	<b>226 300 456</b>	<b>213 089 297</b>	<b>295 067 000</b>	<b>251 060 083</b>	<b>175 536 000</b>	<b>296 074 677</b>
<i>Of which managed by the executive agency</i>	18 018 625	8 357 976	19 411 902	14 709 604	30 380 014	16 698 931
<b>02 04 04 - Skills</b>						
<b>Operational Budget</b>	<b>66 902 708</b>	<b>22 060 720</b>	<b>64 892 032</b>	<b>81 364 187</b>	<b>52 377 977</b>	<b>94 856 611</b>
<i>Of which managed by the executive agency</i>	58 000 000	21 738 877	59 072 088	31 958 429	52 377 977	80 611 429
<b>02 04 05 01 - Deployment</b>						
<b>Operational Budget</b>	<b>138 805 245</b>	<b>71 368 445</b>	<b>93 251 536</b>	<b>125 401 247</b>	<b>94 101 741</b>	<b>113 282 273</b>

	Executed budget 2023		Budget 2024		Draft Budget 2025	
	Commitment appropriations	Payment appropriations	Commitment appropriations	Payment appropriations	Commitment appropriations	Payment appropriations
<i>Of which managed by the executive agency</i>	26 320 064	9 145 356	32 853 466	43 023 103	18 092 249	22 401 799
<b>EU4Health Programme</b>						
<b>06 06 01 - EU4Health Programme</b>						
<b>Operational Budget</b>	<b>717 192 309</b>	<b>465 687 749</b>	<b>726 723 832</b>	<b>652 000 000</b>	<b>555 939 966</b>	<b>553 000 000</b>
<i>Of which managed by the executive agency (5)</i>	552 007 567	332 098 279	628 832 335	399 181 701	444 751 973	479 249 635
<b>Horizon Europe – the Framework Programme for Research and Innovation</b>						
<b>01 02 02 10 - Cluster ‘Health’</b>						
<b>Operational Budget</b>	<b>536 134 455</b>	<b>230 332 179</b>	<b>675 549 025</b>	<b>328 118 657</b>	<b>591 711 903</b>	<b>372 417 399</b>
<i>Of which managed by the executive agency (6)</i>	525 320 061	215 422 227	642 985 939	328 118 657 (15)	548 976 056	364 761 013
<b>01 02 02 20 - Cluster ‘Culture, Creativity and Inclusive Society’</b>						
<b>Operational Budget</b>	<b>263 019 298</b>	<b>238 273 944</b>	<b>306 612 665</b>	<b>268 344 237</b>	<b>303 327 857</b>	<b>208 435 227</b>
<i>Of which managed by the executive agency</i>	2 760 048	4 853 516	3 010 896	197 745	3 118 518	1 358 388
<b>01 02 02 30 - Cluster ‘Civil Security for Society’</b>						
<b>Operational Budget</b>	<b>179 433 633</b>	<b>162 513 750</b>	<b>204 320 873</b>	<b>147 613 948</b>	<b>217 787 942</b>	<b>179 482 388</b>
<i>Of which managed by the executive agency</i>	38 593			36 273		954
<b>01 02 02 40 - Cluster ‘Digital, Industry and Space’</b>						
<b>Operational Budget</b>	<b>1 181 015 216</b>	<b>965 823 665</b>	<b>1 174 980 475</b>	<b>1 200 212 079</b>	<b>1 222 056 174</b>	<b>697 812 416</b>
<i>Of which managed by the executive agency (7)</i>	692 089 663	423 831 571	767 731 801	602 187 017	784 437 031	256 048 205
<b>01 02 02 50 - Cluster ‘Climate, Energy and Mobility’</b>						
<b>Operational Budget</b>	<b>1 108 861 904</b>	<b>475 413 816</b>	<b>1 309 842 641</b>	<b>942 153 278</b>	<b>1 071 810 007</b>	<b>775 474 477</b>
<i>Of which managed by the executive agency</i>	240 077			207 838		23 741
<b>01 02 02 60 - Cluster ‘Food, Bioeconomy, Natural Resources, Agriculture and Environment’</b>						
<b>Operational Budget</b>	<b>1 042 611 523</b>	<b>642 719 347</b>	<b>1 061 696 938</b>	<b>793 950 581</b>	<b>1 050 374 287</b>	<b>579 722 608</b>

	Executed budget 2023		Budget 2024		Draft Budget 2025	
	Commitment appropriations	Payment appropriations	Commitment appropriations	Payment appropriations	Commitment appropriations	Payment appropriations
<i>Of which managed by the executive agency</i>	99 227			81 647		14 068
<b>01 02 04 01 - Widening participation and spreading excellence</b>						
<b>Operational Budget</b>	<b>384 196 309</b>	<b>184 596 404</b>	<b>391 704 081</b>	<b>335 137 773</b>	<b>392 594 591</b>	<b>231 262 642</b>
<i>Of which managed by the executive agency</i>	14 018 737	4 124 155		7 377 489		
<b>Single Market Programme, including COSME, ESP, consumer involvement in fin. Services, financial reporting, Food and Feed, consumer programme</b>						
<b>03 02 06 - Contributing to a high level of health and welfare for humans, animals and plants</b>						
<b>Operational Budget</b>	<b>265 261 404</b>	<b>295 801 573</b>	<b>234 497 000</b>	<b>219 000 000</b>	<b>240 498 884</b>	<b>220 000 000</b>
<i>Of which managed by the executive agency (8)</i>	93 909 000	121 419 654	91 515 000	72 241 566	74 800 000	98 662 218
<b>TOTAL operational budget managed by the agency</b>	<b>2 265 925 312</b>	<b>1 713 098 147</b>	<b>2 324 871 134</b>	<b>1 972 361 681</b>	<b>2 166 785 199</b>	<b>1 640 822 403</b>

- (1) For the year 2023, in addition to the C1 appropriation shown in the table, HaDEA implemented C5 funds amounting to EUR 1 884 877.25 in commitment appropriations.
- (2) For the year 2023, in addition to the C1 appropriation shown in the table, HaDEA implemented C5 funds amounting to EUR 732 823.77 and C4 funds amounting to EUR 217 745.53 in payment appropriations.
- (3) For the year 2023, in addition to the C1 appropriation shown in the table, HaDEA implemented C5 funds amounting to EUR 515 944.26 and C4 funds amounting to EUR 1 171 000.36 in payment appropriations. Moreover, for year 2023, HaDEA implemented C4 funds amounting to EUR 1 019 172.25 and C5 funds amounting to EUR 3 055.57 in commitment appropriations for re-commitments due to positive audit implementation and Guarantee Fund interventions.
- (4) For the year 2023, in addition to the C1 appropriation shown in the table, HaDEA implemented C4 funds amounting to EUR 57 861.29 in payment appropriations.
- (5) For the year 2023, in addition to the C1 appropriation shown in the table, HaDEA implemented C5 funds amounting to EUR 4 600 000 in commitment appropriations.
- (6) For the year 2023, in addition to the C1 appropriation shown in the table, HaDEA implemented NGEU funds amounting to EUR 857 017 135 in commitment appropriations and to EUR 361 772 164 in payment appropriations. Moreover: - For year 2024, an amount of EUR 283 321 648 is foreseen in NGEU payment appropriations; - For year 2025, an amount of EUR 187 487 812 is foreseen in NGEU payment appropriations.
- (7) For the year 2023, in addition to the C1 appropriation shown in the table, HaDEA implemented NGEU funds amounting to EUR 641 103 518 in commitment appropriations and to EUR 363 053 580 in payment appropriations. Moreover: - For year 2024, an amount of EUR 114 068 650 is foreseen in NGEU payment appropriations; - For year 2025, an amount of EUR 59 527 786 is foreseen in NGEU payment appropriations.
- (8) For the year 2023, in addition to the C1 appropriation shown in the table, HaDEA implemented C4 funds amounting to EUR 23 350.00 in commitment appropriations and to EUR 228 271.97 in payment appropriations.
- (9) Amount requested by HaDEA EUR 3 764 177. Total amount of PA requested by SANTE EUR 3 000 000. The amount to be adjusted in the course of 2025 by means of budgetary transfers in the Food and animal health domain.
- (10) EUR 283 103 650.00 with C1 and EUR 1 884 877.25 with C5.
- (11) 21 925 555.00 with C1, 217 745.53 with C4 and 732 823.77 with C5.
- (12) EUR 14 562 855.07 with C1 and EUR 57 861.29 with C4.
- (13) EUR 441 573 540.56 with C1, EUR 1 171 000.36 with C4 and EUR 515 944.26 with C5.
- (14) 02 04 04 - skills : according to the HaDEA operational budget HaDEA will implement EUR 64 883 911.
- (15) 01 02 02 10: Amount in the HaDEA operational Budget 498 714 982.



(16) Amount adjusted to 80% of the programme amount.

### 3 Human Resources

#### 3.1 Staffing when created extended

Source: The Specific Financial Statement including staff financed from all sources (\*)

Staff	2021	2022	2023	2024	2025	2026	2027
Temporary Agents (Officials seconded by the Commission)							
Temporary Agents (recruited by the agency)	95,3	105,2	110,2	115,2	118,3	122,3	126,3
<b>Executive Agency's total Establishment Plan Posts</b>	<b>95,3</b>	<b>105,2</b>	<b>110,2</b>	<b>115,2</b>	<b>118,3</b>	<b>122,3</b>	<b>126,3</b>
Contract Agents (**)	285,9	315,7	330,7	345,7	354,8	366,7	378,8
Seconded National Experts (SNE)							
<b>Total staff of the Executive Agency</b>	<b>381,2</b>	<b>420,9</b>	<b>440,9</b>	<b>460,9</b>	<b>473,1</b>	<b>489</b>	<b>505,1</b>

(\*) On top of this, in May 2022, HaDEA received 11 posts financed from EFTA and third countries contributions. In 2022, the Agency could proceed with the recruitment of 8 contract agents and - as of 2023 - 3 temporary agents. HaDEA requests for 2024 1 additional position (1 FGIV) following the increased EFTA percentage compared to 2022. *These posts will be filled in 2024. Additional staffing financed with contributions paid by third countries is expected in 2024, consequently it will lead to the increase of staffing in 2025.*

(\*\*) Estimated full time equivalent units (FTE) on the basis of average costs

#### 3.2 Detailed situation

##### 3.2.1 Establishment plan posts

The table below presents the number of posts in the establishment plans, including the posts assigned to programmes financed outside the EU budget.

Function group and grade	2023		2024	2025
	Authorised Budget	Actually filled as of 31/12/2023	Authorised Budget	Draft Budget Request
AD 16				
AD 15				
AD 14	9	6	9	11
AD 13	6	5	6	7
AD 12	10	6	10	13
AD 11	8	8	10	11
AD 10	5	4	5	8
AD 9	8	8	11	14
AD 8	10	9	11	11
AD 7	9	15	8	21
AD 6	11	9	12	2
AD 5	30	35	29	19
<b>AD TOTAL</b>	<b>106</b>	<b>105</b>	<b>111</b>	<b>117</b>
AST 11	1		1	2
AST 10				
AST 9				1
AST 8				
AST 7	1		1	2

Function group and grade	2023		2024	2025
	Authorised Budget	Actually filled as of 31/12/2023	Authorised Budget	Draft Budget Request
AST 6	4	3	4	
AST 5	1	1	1	2
AST 4				
AST 3		2		
AST 2				
AST 1		(1)(2)		
<b>AST TOTAL</b>	<b>7</b>	<b>6</b>	<b>7</b>	<b>7</b>
AST/SC 6				
AST/SC 5				
AST/SC 4				
AST/SC 3				
AST/SC 2				
AST/SC 1				
<b>AST/SC TOTAL</b>				
<b>TOTAL</b>	<b>113</b>	<b>111</b>	<b>118</b>	<b>124</b>
<b>Of which Officials seconded by the commission</b>	<b>40</b>	<b>35</b>	<b>41</b>	<b>41</b>

(1) These posts for 2023 are split between 101 posts on EU budget and 9 posts outside EU budget (NGEU) and 3 posts financed by R0/E0 credits.

(2) These posts for 2024 are split between 107 posts on EU budget and 8 posts outside EU budget (NGEU) and 3 posts financed by R0/E0 credits.

### 3.2.2 Contract Agents financed from the EU budget contribution

Contract agents	Authorised 2023	Recruited as of 31/12/2023	2024 estimate	Draft Budget 2025 estimate
Function Group IV	164	164 (1)(2)	167	173
Function Group III	112	106	123	125
Function Group II	31	29	31	24
Function Group I	1	1	1	1
<b>TOTAL</b>	<b>308</b>	<b>300</b>	<b>322</b>	<b>323</b>

(1) This includes the frontloading of 4 GF IV to operational units dealing with Cluster 4

(2) This includes 1 GF IV staff member on CCP for the length of 3 months. The post is therefore counted as filled in accordance with art.6 of the Commission decision of 16.12.2013 on measures concerning leave on personal ground.

### 3.2.3 Contract Agents financed from external revenues

In addition to the contract agents financed from the EU budget contribution as set out in the table above, the table below shows the number of contract agents financed with contributions paid by (potential) candidate and third countries as well as from the European Development Fund (EDF):

Human Resources financed outside the EU budget	Foreseen in 2023	Recruited as of 31/12/2023	Foreseen in 2024	Foreseen 2025
Financed from EDF				
Financed from NGUE	27 <sup>(1)</sup>	24 <sup>(2)</sup>	24 <sup>(3)</sup>	20 <sup>(4)</sup>
Financed from participation of candidate countries and/or third countries	8	8	27	30

(1) 15 GF IV, 9 GF III, 3 GF II

- (2) 13 GF IV, 10 GF III, 1 GF II
- (3) 13 GF IV, 10 GF III, 1 GF II
- (4) 12 GF IV, 8 GF III

### 3.2.4 Seconded National Experts

Seconded National Experts	Authorised 2023	Recruited as of 31/12/2023	2024 estimate	Draft Budget 2025 estimate
<b>TOTAL</b>				

### 3.2.5 Use of interim staff by the agency

Please insert in the table below the number of interim agency staff (FTE and corresponding appropriations) for each of the years, with a brief explanation of:

- the policy in place in the executive agency in relation to hiring interim staff, e.g. to temporarily replace temporary agents, contract agents and seconded national experts on long-term sick leave, maternity leave etc., as well as
- any major changes from year to year in the number of interim staff and the interim staff hiring policy.

Interim agency staff ('intérimaires')	Recruited as of 31/12/2023	2024 estimate	Draft Budget 2025 estimate
<b>Total (FTE)</b>	16	12	8
<b>Total (appropriations)</b>	1 050 000	800 000	500 000

FTE calculated on the basis of an average cost of € 5 500 per month.

## 3.3 Impact of the creation of the Executive Agency on the human resources of the Commission

### 3.3.1 Freed staff in the parent DG

#### 3.3.1.1 At creation

In accordance with Article 12 § 6c of Council Regulation 58/2003, tasks transferred from Commission services to executive agencies free Commission resources for redeployment to other priorities in the annual allocation of human resources. In accordance with the budgetary procedure and the principle of transparency, the Commission informs the Budgetary Authority on the estimated number of posts that could be freed and redeployed.

Parent DG	Total staff to be freed and frozen	Staff freed and frozen by end 2023	Staff to be freed and frozen in 2024	Staff to be freed in 2025
<b>Establishment plan posts</b>	282	180	33	14
<b>External staff</b>	76	68	1	0
<b>Total</b>	<b>358</b>	<b>248</b>	<b>34</b>	<b>14</b>

Taking into account the revised level of staffing for the executive agencies, reflecting the decrease of budget implemented, this results in a revised number of FTE to be offset on the Commission side of 358 FTE for the full period 2021-2027, instead of 426 FTE.

#### 3.3.1.2 At extension of the mandate of the executive agency

In accordance with Article 12 § 6c of Council Regulation 58/2003, tasks transferred from Commission services to executive agencies free Commission resources for redeployment to other priorities in the annual allocation of human resources. In accordance with the budgetary procedure and the principle of transparency, the Commission informs the Budgetary Authority on the estimated number of posts that could be freed and redeployed.

Parent DG	Total staff to be freed (as planned at extension)	Staff freed by end 2023	Staff to be freed in 2024	Staff to be freed in 2025

<b>Total</b>				
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### 3.3.1.3 Following a decrease of the total number of seconded officials to executive agency ('unfrozen' posts)

Parent DG	Number of posts freed, following a decrease of the total number of seconded officials to the Executive agency		
	By end 2023	In 2024	In 2025
<b>Total</b>			

### 3.3.2 Frozen posts in the Commission Establishment Plan

In accordance with Article 18 § 2b of Council Regulation 58/2003 and Article 38.c of the Staff Regulations, a number of posts corresponding to the number of Commission officials seconded to executive agencies is without budgetary coverage in the establishment plan of the Commission and generates a corresponding reduction of administrative appropriations in the Commission Budget (see "Abatement agencies executives" in Draft Budget Working Document II).

This number is subject to fluctuations over time, depending on the stage in the lifetime of the executive agency. Moreover, this number can vary also following the application of Article 38.c of the Staff Regulations: "() at the end of every six months, the official concerned may request that his secondment is terminated", and the time span between his/her mobility and his/her replacement.

Parent DG	Number of posts to be frozen (as planned)	Number of posts frozen in 2024	Number of posts frozen in 2025
<b>DG SANTE</b>	10	10	10
<b>DG CONNECT</b>	8	8	8
<b>DG DEFIS</b>	4	4	4
<b>DG GROW</b>	3	3	3
<b>DG RTD</b>	17	16	16
<b>Total</b>	<b>42</b>	<b>41</b>	<b>41</b>

In agreement with DGs CONNECT and RTD, 5 (1 post DG CONNECT and 4 posts DG RTD) out of 41 posts reserved for seconded officials are not filled by seconded officials and covered by engaging temporary agents but remain frozen.

## 4 Financial Resources

### 4.1 Indicative contribution table

Indicative EU budget contribution to the agency (as foreseen in the financial statement accompanying the mandate extension which received a positive opinion of the CREA on 22 November 2013)	2021	2022	2023	2024	2025	2026	2027
	45 465	52 394	55 099	59 905 <sup>56</sup>	64 099 <sup>57</sup>	62 314	64 931
<b>Agency contribution as voted by the Budgetary Authority</b>							
<b>Initial Budget (EUR-27)</b>	35 630 191	53 504 210	51 491 823	56 844 411 <sup>58</sup>			
<b>Budget after transfers and / or amending budgets (EUR-27)</b>	26 256 791						
<b>Operating budget of the agency</b>							
<b>Initial Budget (EUR-27)</b>	35 630 191	45 449 956,99	55 536 286				

<sup>56</sup> The amount includes contribution from EU (56.531 mln EUR) + NGEU (3.374 mln EUR)

<sup>57</sup> The amount includes contributions from EU (60.023 mln EUR) + NGEU (2.153 mln) + EFTA (1.923 mln EUR)

<sup>58</sup> The amount includes contributions from EU (51.778 mln EUR) + NGEU (3.374 mln EUR) + EFTA (1.692 mln EUR)

Budget after transfers and / or amending budgets (EUR-27)	26 256 791	42 012 956	50 336 441				
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#### 4.2 Revenues

REVENUES		2023	2024	2025	VAR 2025/2024 (%)
		Executed Budget	Budget	Draft Budget	
<b>1. EU contribution to the executive agency</b>					
<b>Budget Line</b>	<b>Programme</b>				
01 01 01 73	HORIZONEU	17 329 464	20 484 093	23 478 508	11,72%
02 01 23 73	CEF_21	4 051 074	4 457 018	5 072 654	12,03%
02 01 30 73	DIGITALEU	7 237 826	5 778 229	6 466 084	11,90%
03 01 01 73	SINGLEMKT	1 607 117	1 919 169	1 848 116	-36,21%
06 01 05 73	EU4HEALTH	14 735 569	17 393 554	19 442 554	10,72%
<b>Sub Total</b>		<b>44 961 051</b>	<b>50 032 063</b>	<b>56 307 916</b>	<b>8,75%</b>
<b>2. EEA/EFTA contribution (excl.Switzerland)</b>					
<b>Budget Line</b>	<b>Programme</b>				
01 01 01 73	HORIZONEU	612 513	863 380	907 345	5,09%
02 01 30 73	DIGITALEU	218 515	206 860	231 486	11,90%
06 01 05 73	EU4HEALTH	427 917	621 625	688 266	10,72%
<b>Sub Total</b>		<b>1 258 945</b>	<b>1 691 865</b>	<b>1 827 097</b>	<b>7,99%</b>
<b>3. Participation of candidate countries and/or third countries</b>					
<b>Budget Line</b>	<b>Programme</b>				
01 01 01 73	HORIZONEU	385 785	438 078	3 910 321	792,61%
03 01 01 73	SINGLEMKT				
06 01 05 73	EU4HEALTH				
<b>Sub Total</b>		<b>385 785</b>	<b>438 078</b>	<b>3 910 321</b>	<b>792,61%</b>
<b>4. NGEU</b>					
<b>Budget Line</b>	<b>Programme</b>				
01 01 01 73	HORIZONEU	3 730 660	3 374 280	2 152 700	-36,20%
<b>Sub Total</b>		<b>3 730 660</b>	<b>3 374 280</b>	<b>2 152 700</b>	<b>-36,20%</b>
<b>TOTAL REVENUES</b>		<b>50 336 441</b>	<b>55 536 286</b>	<b>64 198 034</b>	<b>12,07%</b>

#### 4.3 Expenditure

##### 4.3.1 Commitment appropriations

EXPENDITURE	EXPENDITURE			
	Executed Budget 2023	Budget 2024	Draft Budget 2025	VAR 2025/2024 (%)

<b>Title 1 - Staff expenditure</b>	<b>41 150 662</b>	<b>44 494 361</b>	<b>52 606 073</b>	<b>18,23%</b>
<b>Remunerations, Allowances and Charges</b>	<b>39 102 562</b>	<b>42 395 361</b>	<b>50 207 544</b>	<b>18,43%</b>
- <i>Of which establishment plan posts</i>	<i>14 599 754</i>	<i>15 660 020</i>	<i>18 889 846</i>	<i>20,62%</i>
- <i>Of which external personnel</i>	<i>24 502 808</i>	<i>26 735 341</i>	<i>31 317 698</i>	<i>17,14%</i>
<b>Professional Development and Social expenditure</b>	<b>2 048 100</b>	<b>2 099 000</b>	<b>2 398 529</b>	<b>14,27%</b>
<b>Title 2 - Infrastructure and operating expenditure</b>	<b>6 373 000</b>	<b>8 404 000</b>	<b>8 818 410</b>	<b>4,93%</b>
<b>Building expenditure</b>	<b>3 850 000</b>	<b>5 001 000</b>	<b>5 536 268</b>	<b>10,70%</b>
<b>ICT expenditure</b>	<b>2 233 000</b>	<b>3 003 000</b>	<b>2 907 844</b>	<b>-3,17%</b>
<b>Movable Property and Current Operating expenditure</b>	<b>290 000</b>	<b>400 000</b>	<b>374 298</b>	<b>-6,43%</b>
<b>Title 3 - Programme support expenditure</b>	<b>2 812 779</b>	<b>2 637 925</b>	<b>2 773 551</b>	<b>5,14%</b>
<b>Programme Management expenditure</b>	<b>2 812 779</b>	<b>2 637 925</b>	<b>2 773 551</b>	<b>5,14%</b>
<b>Common Support Services expenditure</b>				
<b>TOTAL</b>	<b>50 336 441</b>	<b>55 536 286</b>	<b>64 198 034</b>	<b>15,60%</b>

#### 4.3.2 Payment appropriations

EXPENDITURE	EXPENDITURE			
	Executed Budget 2023	Budget 2024	Draft Budget 2025	VAR 2025/2024 (%)
<b>Title 1 - Staff expenditure</b>	<b>41 150 662</b>	<b>44 494 361</b>	<b>52 606 073</b>	<b>18,23%</b>
<b>Remunerations, Allowances and Charges</b>	<b>39 102 562</b>	<b>42 395 361</b>	<b>50 207 544</b>	<b>18,43%</b>
- <i>Of which establishment plan posts</i>	<i>14 599 754</i>	<i>15 660 020</i>	<i>18 889 846</i>	<i>20,62%</i>
- <i>Of which external personnel</i>	<i>24 502 808</i>	<i>26 735 341</i>	<i>31 317 698</i>	<i>17,14%</i>
<b>Professional Development and Social expenditure</b>	<b>2 048 100</b>	<b>2 099 000</b>	<b>2 398 529</b>	<b>14,27%</b>
<b>Title 2 - Infrastructure and operating expenditure</b>	<b>6 373 000</b>	<b>8 404 000</b>	<b>8 818 410</b>	<b>4,93%</b>
<b>Building expenditure</b>	<b>3 850 000</b>	<b>5 001 000</b>	<b>5 536 268</b>	<b>10,70%</b>
<b>ICT expenditure</b>	<b>2 233 000</b>	<b>3 003 000</b>	<b>2 907 844</b>	<b>-3,17%</b>
<b>Movable Property and Current Operating expenditure</b>	<b>290 000</b>	<b>400 000</b>	<b>374 298</b>	<b>-6,43%</b>
<b>Title 3 - Programme support expenditure</b>	<b>2 812 779</b>	<b>2 637 925</b>	<b>2 773 551</b>	<b>5,14%</b>
<b>Programme Management expenditure</b>	<b>2 812 779</b>	<b>2 637 925</b>	<b>2 773 551</b>	<b>5,14%</b>
<b>Common Support Services expenditure</b>				
<b>TOTAL</b>	<b>50 336 441</b>	<b>55 536 286</b>	<b>64 198 034</b>	<b>15,60%</b>

#### 4.4 Outturn

First estimate of the 2022 surplus that should be reimbursed to the EU budget (as general revenue): EUR

## 5 Justification of needs

### 5.1 Human Resources

#### 5.1.1 Number of staff requested

In line with the revised authorised staffing in the Specific Financial Statement, the Health and Digital Executive Agency (HaDEA) will count a total of 431 FTEs financed on C1 credits in 2025: 108 Temporary Agents (of which 41 are

seconded officials, noting that 5 posts of seconded official out of 41 frozen are filled by temporary agents in agreement with DG CONNECT and DG RTD) and 323 Contract Agents.

The staff financed on NGEU credits in 2025 is 26 FTEs: 6 Temporary Agents and 20 Contract Agents. It is to be noted that the number of HE: Cluster 4 staff financed on NGEU remains at the level of 2024.

Additional staff financed from other sources in 2025 is fixed to 40: 10 Temporary Agents and 30 Contract Agents (29 FTEs via contributions paid by potential candidate and third countries and 11 are financed via the participation of EEA/EFTA members in EU programmes).

Therefore, the adjusted level of the programming for HaDEA shall be of 497 staff in 2025.

#### *5.1.2 Number of contracts agents financed from the participation of candidate countries and/or third countries*

As mentioned in point 5.1.1 in addition to the staff financed from EU budget contribution, additional temporary and contract agents as set out above will be financed from appropriations accruing from contributions from external revenues.

In 2024, the increase is 17 FTEs. However, as no revision of the establishment plan 2024 is planned, all the 17 FTEs are contract agent posts. The distribution TA/CA will be rebalanced in 2025 when HaDEA receives additional FTEs financed from Third Countries. As a result, the overall staffing financed via contributions paid by potential candidate and Third Countries and via the participation of EEA/EFTA members in EU programmes comes to 40 FTEs in 2025: 10TAs and 30 CAs.

#### *5.1.3 Salary assumption for calculating salary lines (% applied)*

The average cost for newly recruited TA's and CA's during 2025 is based on the real costs paid in January 2024 and considers recent parameters on what the expected salary adjustment would be in 2024(5,3%) and 2025 (4,3%) (depending among others on inflation parameters). This resulted in an increase of the average costs compared to the one used for the calculation of the 2024 salaries, which only considered the expected indexation/salary adjustment of 3,4%.

The budget takes also into account higher amounts for the reclassification exercise, the travel allowances, and the reserve (1%).

#### *5.1.4 Vacancy rate as of end 2023*

The Agency continued growing in 2023 and counted the total of 443 posts filled on 31.12.2023 (35 seconded officials, 76 temporary agents, 332 contract agents including 8 posts of contract agents filled out of 8 financed from E0/R0 credits and 4 posts that operational Units dealing with Cluster 4 were allowed to frontload. This amounts to 97,1% of 456 staff foreseen in SFS (NGEU incl) + authorised FTEs from E0/R0 credits. Nearly half of vacancies of contract agents were under offer or recruitment by end of 2023. For what concerns temporary agents, 2 posts remained unfilled at the end of the year of which 1 post of temporary agent and second - seconded post. Both posts were under offer and finally filled in January 2024.

#### *5.1.5 Standard abatement( 'abatement forfaitaire' )*

## **5.2 Financial Resources**

### *5.2.1 Title 1*

The amount of expenditures in Title I for 2025 is higher than adopted in the SFS for HaDEA as HADEA received more staff coming from the Commission with higher grades and also due to higher than expected salary adjustments related to inflation.

### *5.2.2 Title 2*

The amount of expenditures in Title II for 2025 (EUR 8,82 million) is in line with the adopted SFS for HaDEA. It includes the rent in Covent Garden and associated charges, purchase of hardware and software, the services provided by DG DIGIT, DG BUDG, DG HR and DG SG, purchase of furniture, possible internal moves, office supplies, insurances and a budget for potential court cases.

### 5.2.3 Title 3

The amount of expenditures in Title III stands at EUR 2,77M. It includes the costs for meetings, missions, audits, communication services (campaigns, events, digital services incl audio-visual equipment purchases, etc).

## 6 Other information

### 6.1 Buildings

#### 6.1.1 Current building(s)

#	Building Name and type	Location	SURFACE AREA (in m <sup>2</sup> )			RENTAL CONTRACT			Host country (grant or support)	Building present value(€)
			Office space	non-office	Total	RENT (€/year)	Duration	Type		
1	COVENT GARDEN	PLACE ROGIER 16, 1000 BRUXELLES			8 598	2 632 536				
<b>TOTAL</b>					<b>8 598</b>	<b>2 632 536</b>				

#### 6.1.2 Current Building(s) Other comments

Since 1 January 2022, all HaDEA staff has been hosted in Covent Garden (COV2). The total space allocated to our Agency in the building was 8,598m<sup>2</sup> in 2023. This is covered by the Service Level Agreement (SLA with OIB) signed in 2022. The rental costs are €306.18/m<sup>2</sup> in 2023. Surface area will increase by about 25% in 2024.

The annual rental cost paid in 2023 was EUR 2.632.536. The building value as well as the grant or support from the Host country is irrelevant for HaDEA.

#### 6.1.3 Building projects in the planning phase

N/A

#### 6.1.4 Building projects submitted to the European Parliament and the Council

N/A

### 6.2 Evaluation



## 2.3 European Research Executive Agency (“REA”)

### 1 Overview

#### 1.1 Creation/modification (legal base)

Decision	Date	Mission/ Tasks / Functions
Commission Decision 2008/46/EC of 14/12/2007	OJ L11 of 15/01/2008	Creation of the Agency managing certain areas of the People, Capacities and Cooperation Specific EU Programmes within the framework of the 7th Framework Programme for RTD (Decision 1982/2006/EC) in application of Council Regulation (EC) No 58/2003.
Commission Decision 2013/778/EU of 13/12/2013 establishing Research Executive Agency and repealing Decision 2008/46/EC	OJ L 346, 20/12/2013	<p>Establishing the Research Executive Agency and repealing Decision 2008/46/EC.</p> <p>1 The Agency is entrusted within the Specific Programme Implementing Horizon 2020 (H2020), with implementing parts of Part I "Excellent science"; Part II "Industrial leadership"; Part III "Societal challenges"; Part III a "Spreading excellence and widening participation"; Part III b "Science with and for society".</p> <p>2 The Agency is entrusted, within the framework of the Seventh Framework Programme (FP7), with implementing the legacy of parts of: the activities "Research for SMEs" and "Research for SME associations" of the Capacities Specific Programme; the "Space" and "Security" themes of the Cooperation Specific Programme; the People Specific Programme.</p> <p>3 The Agency is responsible for the following tasks related to implementing parts of the above-mentioned programmes:</p> <p>(a) managing some stages of programme implementation and some phases in the lifetime of specific projects on the basis of the relevant work programmes adopted by the Commission, where the Commission has empowered it to do so in the instrument of delegation;</p> <p>(b) adopting the instruments of budget execution for revenue and expenditure and carrying out all the operations necessary for the management of the programme, where empowered by the Commission in the instrument of delegation;</p> <p>(c) providing support in programme implementation where empowered by the Commission in the instrument of delegation</p> <p>4 The Agency is responsible for providing administrative and logistical support services as defined in the instrument of delegation.</p>
Commission Implementing Decision establishing the Research Executive Agency (mandate for 2014-2024) (C(2013)8909 of 13 December 2013) which received a positive opinion of the CEA on 22 November 2013, as last amended by the Commission Decision C(2017)4900 of 14 July 2017	13 December 2013	<p>Third parties' legal validation and the preparation of viability assessment, in response to the obligation of the Single Electronic Data Interchange Area – SEDIA (based on Article 95, §2 of the Financial Regulation of 2012 which became Article 147, §1 of the Financial Regulation of 2018)</p> <p>The delegation to the Research Executive Agency of projects generating EU classified information.</p>
Commission Decision C(2019)3353 of 30 April 2019	30 April 2019	The Agency shall be responsible for implementing part of the corresponding operational appropriations entered in the general budget of the Union for Horizon 2020 – Future and Emerging Technologies (FET) (only the part “FET Open”) with the exception of the appropriations relating to the Enhanced European Innovation Council Pilot (‘the Enhanced EIC Pilot’) under the framework of Horizon 2020 for the years 2019 and 2020.
Commission Implementing Decision (EU) 2021/173 of 12 February 2021 establishing the European Climate, Infrastructure and Environment Executive Agency, the European Health and Digital Executive Agency, the European Research Executive Agency, the European Innovation Council and SMEs Executive Agency, the European Research Council Executive Agency, and the European Education and Culture Executive Agency and	OJ L50, 15.2.2021, p.9	<p>Establishing the European Research Executive Agency (REA) and repealing Decision 2013/778/EU.</p> <p>The Agency is responsible for implementing the following Union programmes or parts thereof:</p> <p>Horizon Europe: Pillar I: Marie Skłodowska-Curie Actions (MSCA) and Research Infrastructures;</p> <p>Horizon Europe: Pillar II: Cluster 2: ‘Culture, creativity and inclusive society’; Cluster 3: ‘Civil Security for Society’ and</p>

repealing Decisions 2013/801/EU, 2013/771/EU, 2013/778/EU, 2013/779/EU, 2013/776/EU and 2013/770/EU		Cluster 6: ‘Food, Bioeconomy, Natural Resources, Agriculture and Environment’; Horizon Europe: Part ‘Widening participation and strengthening the European Research Area’: Widening Participation and Spreading Excellence; Reforming and Enhancing the European R&I System; Information provision and promotion measures concerning agricultural products; Research Programme of the Research Fund for Coal and Steel; The legacy activities of the following parts of the Horizon 2020 Specific Programme – The Framework Programme for Research and Innovation (2014-2020): Part I ‘Excellent Science’, the specific objectives: ‘Marie Skłodowska-Curie Actions’ and ‘Research Infrastructures’; Part III ‘Societal Challenges’, the specific objectives: ‘Societal Challenge’ 2: Food security, sustainable agriculture and forestry, marine, maritime and inland water research and the bio-economy; ‘Societal Challenge’ 5: Climate action, Environment, resource efficiency and raw materials; ‘Societal Challenge’ 6’: Europe in a changing World - Inclusive, innovative and reflective societies; ‘Societal Challenge’ 7: Secure Societies - Protecting freedom and security of Europe and its citizens"; Part IV ‘Spreading Excellence and Widening Participation’; Part V ‘Science with and for society’. The legacy activities of the following parts of the 7th Framework Programme for RTD (Decision 1982/2006/EC) (2007-2013): The legacy of the activities ‘Research for SMEs’ and ‘Research for SME associations’ of the Capacities Specific Programme of the Seventh Framework Programme; The legacy of the ‘Security’ themes of the Cooperation Specific Programme of the Seventh Framework Programme; The legacy of the People Specific Programme of the Seventh Framework Programme; The legacy of Information provision and promotion measures concerning agricultural products under the multi annual financial framework 2014-2020, The legacy of the Research Programme of the Research Fund for Coal and Steel.
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## 1.2 Seat

Brussels, Belgium

## 1.3 Budget Line

01 01 01 72 : European Research Executive Agency — Contribution from Horizon Europe

08 01 01 72 : European Research Executive Agency — Contribution from the European Agricultural Guarantee Fund

20 03 14 72 : European Research Executive Agency — Contribution for the implementation of the Research Programme of the Research Fund for Coal and Steel and non-research programmes

## 1.4 Human Resources Overview

The table below presents the number of posts in the establishment plans, including the posts assigned to programmes financed outside the EU budget, whereas the number of Contract Agents / SNE only includes those financed under programmes financed within the EU Budget.

Human Resources	2023			2024	2025
	Authorised Budget	Actually filled as of 31/12/2023	Occupancy rate(%)	Authorised Budget	Draft Budget Request
Temporary Agents (Officials seconded by the Commission)	55	46	83,64%	55	55
Temporary Agents (recruited by the executive agency)	170	166	97,65%	174	195

Human Resources	2023			2024	2025
	Authorised Budget	Actually filled as of 31/12/2023	Occupancy rate(%)	Authorised Budget	Draft Budget Request
Total Establishment plan posts	225	212	94,22%	229	250
Contract Agents	649	644	99,23%	660	662
Seconded National Experts					
<b>TOTAL STAFF</b>	<b>874</b>	<b>856</b>	<b>97,94%</b>	<b>889</b>	<b>912</b>

## 1.5 Financial Resources Overview

### 1.5.1 Revenues Overview

REVENUES	2024	2025
	Revenues estimated by the agency	Budget Forecast
1. EU contribution to the executive agency	109 126 267	102 616 084
2. EEA/EFTA contribution (excl.Switzerland)	3 633 015	3 478 925
3. Participation of candidate countries and/or third countries	749 967	8 199 430
4. Internal assigned revenue*		9 716 876
<b>TOTAL</b>	<b>113 509 249</b>	<b>124 011 315</b>

### 1.5.2 Expenditure Overview

Expenditure	2024		2025	
	Commitment appropriations	Payment appropriations	Commitment appropriations	Payment appropriations
Title 1 - Staff expenditure	88 890 627	88 890 627	104 506 325	104 506 325
Title 2 - Infrastructure and operating expenditure	16 164 687	16 164 687	11 762 220	11 762 220
Title 3 - Programme support expenditure	8 453 935	8 453 935	7 742 770	7 742 770
<b>TOTAL EXPENDITURE</b>	<b>113 509 249</b>	<b>113 509 249</b>	<b>124 011 315</b>	<b>124 011 315</b>

## 2 Information on the functioning

### 2.1 Lifecycle EU programmes managed

In 2025, the executive agency is in its 17<sup>th</sup> year for the 2007-2013 mandate – FP7, the 12<sup>th</sup> year for the 2014-2020 mandate – Horizon 2020 and the 5<sup>th</sup> year for the 2021-2027 mandate – Horizon Europe, Promotion of Agricultural Products and Research Programme of the Research Fund for Coal and Steel. It manages the following programmes.

Name of the EU programme	The executive agency is phasing in for this programme	The executive agency is fully operational for this programme	The executive agency is phasing out for this programme

The Seventh Framework Programme for research, technological development and demonstration activities (2007 to 2013) FP 7 / "Cooperation" Specific Programme / Security research 01 02 99 01			X
The Seventh Framework Programme for research, technological development and demonstration activities (2007 to 2013) FP 7 / "People" Specific Programme 01 02 99 01			X
The Seventh Framework Programme for research, technological development and demonstration activities (2007 to 2013) FP 7 / "Capacities" Specific Programme / Capacities – Research for the benefit of small and medium-sized enterprises (SMEs) 01 02 99 01			X
Horizon 2020 "Excellent Science – Marie Skłodowska-Curie Actions – Generating new skills and innovation" 01 02 99 01			X
Horizon 2020 "Societal Challenge 2: Improving food security, developing sustainable agriculture and forestry, marine and maritime and inland water research, and the bioeconomy" 01 02 99 01			X
Horizon 2020 "Societal Challenge 5: Climate Action, Environment, Resource Efficiency and raw materials" 01 02 99 01			X
Horizon 2020 "Societal Challenge 6: Europe in a changing world – inclusive, innovative and reflective Societies" 01 02 99 01			X
Horizon 2020 "Societal Challenge 7: Secure societies – Protecting freedom and security of Europe and its citizens" (including classified projects) 01 02 99 01			X
Horizon 2020 "Spreading excellence and widening participation – Exploiting the potential of Europe's talent pool" 01 02 99 01			X
Horizon 2020 "Science with and for society" 01 02 99 01			X
Contracting and Paying of Expert Evaluators for all Horizon 2020, except the European Research Council 01 02 99 01			X
Third parties' legal validation and the preparation of viability assessment, in response to the obligation of the Single Electronic Data Interchange Area – SEDIA (based on Article 95(2) of the Financial Regulation of 2012 and on Article 114(1) of the Financial Regulation of 2018)		X	
Horizon Europe "Pillar I: 'Marie Skłodowska-Curie Actions (MSCA)'" 01 02 01 02		X	

Horizon 2020 “Part I ‘Excellent Science’, the specific objective: ‘Research Infrastructures’” 01 02 99 01			X
Horizon Europe “Pillar I: ‘Research Infrastructures’” 01 02 01 03		X	
Horizon Europe “Pillar II: Cluster 2: ‘Culture, creativity and inclusive society’” 01 02 02 20		X	
Horizon Europe “Pillar II: Cluster 3: ‘Civil Security for Society’” 01 02 02 30		X	
Horizon Europe “Pillar II: Cluster 6: ‘Food, Bioeconomy, Natural Resources, Agriculture and Environment’” 01 02 02 60		X	
Horizon Europe “Part ‘Widening participation and strengthening the European Research Area’: Widening Participation and Spreading Excellence” 01 02 04 01		X	
Horizon Europe “Part ‘Widening participation and strengthening the European Research Area’: Reforming and Enhancing the European R&I System” 01 02 04 02		X	
Contracting and Paying of Expert Evaluators for all Horizon Europe, except the European Research Council 01 02 05		X	
The legacy of Information provision and promotion measures concerning agricultural products under the multi annual financial framework 2014-2020 08 02 03 03			X
Information provision and promotion measures concerning agricultural products, the new programme under the MFF 2021-2027 08 02 03 03		X	
The legacy (MFF 2014-2020) of the Research Programme of the Research Fund for Coal and Steel. 01 20 03 01 and 01 20 03 02			X
Research Programme of the Research Fund for Coal and Steel, the new programme under the MFF 2021-2027 01 20 03 01 and 01 20 03 02		X	

Horizon Europe cross-cutting actions on “Cluster 1: ‘Health’” 01 02 02 10, “Cluster 2: ‘Culture, creativity and inclusive society’” 01 02 02 20 “Cluster 3: ‘Civil Security for Society’” 01 02 02 30 “Cluster 4: ‘Digital, Industry and Space’” 01 02 02 40, “Cluster 5: ‘Climate, Energy and Mobility’” 01 02 02 50 “Cluster 6: ‘Food, Bioeconomy, Natural Resources, Agriculture and Environment’” 01 02 02 60 as well as on European Research Council, 01 02 01 01, European Innovation Council, 01 02 03 01, and European Innovation Ecosystems, 01 02 03 02, Like: Horizon Europe’s “Mission: ‘Soil health and food’ / ‘A Soil Deal for Europe’”.		X	
Horizon Europe — Contribution from the ERDF 05 02 09	X		
Research Pilot Projects (PP) and Preparatory Actions (PA) 01 20 01 and 01 20 02			
01 20 01 PP 01 19 04 “Pilot project — Research into reducing CO <sub>2</sub> emissions in steel production”			X
01 20 02 PA 01 23 02 “Preparatory action — European Fellowship Scheme for Researchers at Risk”	X		

## 2.2 Operational appropriations managed

	Executed budget 2023		Budget 2024		Draft Budget 2025	
	Commitment appropriations	Payment appropriations	Commitment appropriations	Payment appropriations	Commitment appropriations	Payment appropriations
<b>Completion of Previous Framework Programme for Research and Innovation</b>						
<b>01 02 99 01 - Completion of previous research programmes (prior to 2021)</b>						
<b>Operational Budget</b>	<b>0</b>	<b>2 848 256 532</b>	<b>p.m.</b>	<b>2 149 087 945</b>	<b>p.m.</b>	<b>1 114 291 498</b>
<i>Of which managed by the executive agency</i>		573 544 049	p.m.	431 699 246	p.m.	245 717 268
<b>European Agricultural Guarantee Fund (EAGF)</b>						
<b>08 02 03 03 - Promotion of agricultural products — Multi-programmes and actions implemented by the Commission under direct management</b>						

	Executed budget 2023		Budget 2024		Draft Budget 2025	
	Commitment appropriations	Payment appropriations	Commitment appropriations	Payment appropriations	Commitment appropriations	Payment appropriations
<b>Operational Budget</b>	<b>83 079 033</b>	<b>73 222 763</b>	<b>96 900 000</b>	<b>96 377 817</b>	<b>p.m.</b>	<b>75 336 236</b>
<i>Of which managed by the executive agency</i>	83 079 033	73 222 763	96 900 000	96 377 817	p.m.	75 135 710
<b>Horizon Europe – the Framework Programme for Research and Innovation</b>						
<b>01 02 01 02 - Marie Skłodowska-Curie Actions</b>						
<b>Operational Budget</b>	<b>880 673 196</b>	<b>628 329 038</b>	<b>899 754 891</b>	<b>622 716 236</b>	<b>884 231 249</b>	<b>830 831 376</b>
<i>Of which managed by the executive agency</i>	880 420 957	628 209 038	887 508 145	622 216 236	884 231 249	830 831 376
<b>01 02 01 03 - Research infrastructures</b>						
<b>Operational Budget</b>	<b>311 270 713</b>	<b>177 194 573</b>	<b>328 973 816</b>	<b>290 535 859</b>	<b>326 467 793</b>	<b>253 673 246</b>
<i>Of which managed by the executive agency</i>	311 118 543	156 533 409	245 517 543	238 737 871	326 467 793	177 875 035
<b>01 02 02 10 - Cluster ‘Health’</b>						
<b>Operational Budget</b>	<b>536 134 455</b>	<b>230 332 179</b>	<b>675 549 025</b>	<b>328 118 657</b>	<b>591 711 903</b>	<b>372 417 399</b>
<i>Of which managed by the executive agency</i>	32 000	10 901	49 567	58 315	15 312 060	8 175 498
<b>01 02 02 20 - Cluster ‘Culture, Creativity and Inclusive Society’</b>						
<b>Operational Budget</b>	<b>263 019 298</b>	<b>238 273 944</b>	<b>306 612 665</b>	<b>268 344 237</b>	<b>303 327 857</b>	<b>208 435 227</b>
<i>Of which managed by the executive agency</i>	251 331 306	221 487 287	233 663 843	260 060 252	289 372 189	197 201 044
<b>01 02 02 30 - Cluster ‘Civil Security for Society’</b>						
<b>Operational Budget</b>	<b>179 433 633</b>	<b>162 513 750</b>	<b>204 320 873</b>	<b>147 613 948</b>	<b>217 787 942</b>	<b>179 482 388</b>
<i>Of which managed by the executive agency</i>	111 178 835	95 695 662	107 887 648	93 766 690	132 129 438	106 948 247
<b>01 02 02 40 - Cluster ‘Digital, Industry and Space’</b>						
<b>Operational Budget</b>	<b>1 181 015 216</b>	<b>965 823 665</b>	<b>1 174 980 475</b>	<b>1 200 212 079</b>	<b>1 222 056 174</b>	<b>697 812 416</b>
<i>Of which managed by the executive agency</i>	23 270 214	8 397 429	18 138 498	11 116 281	20 924 780	19 830 670
<b>01 02 02 50 - Cluster ‘Climate, Energy and Mobility’</b>						
<b>Operational Budget</b>	<b>1 108 861 904</b>	<b>475 413 816</b>	<b>1 309 842 641</b>	<b>942 153 278</b>	<b>1 071 810 007</b>	<b>775 474 477</b>
<i>Of which managed by the executive agency</i>	5 804 090	22 246	119 000	3 124 447	114 931	841 221

	Executed budget 2023		Budget 2024		Draft Budget 2025	
	Commitment appropriations	Payment appropriations	Commitment appropriations	Payment appropriations	Commitment appropriations	Payment appropriations
<b>01 02 02 60 - Cluster 'Food, Bioeconomy, Natural Resources, Agriculture and Environment'</b>						
<b>Operational Budget</b>	<b>1 042 611 523</b>	<b>642 719 347</b>	<b>1 061 696 938</b>	<b>793 950 581</b>	<b>1 050 374 287</b>	<b>579 722 608</b>
<i>Of which managed by the executive agency</i>	1 002 326 615	542 017 113	954 055 778	744 414 240	909 605 081	511 209 625
<b>01 02 04 01 - Widening participation and spreading excellence</b>						
<b>Operational Budget</b>	<b>384 196 309</b>	<b>184 596 404</b>	<b>391 704 081</b>	<b>335 137 773</b>	<b>392 594 591</b>	<b>231 262 642</b>
<i>Of which managed by the executive agency</i>	347 906 245	172 826 968	389 294 056	327 739 287	392 594 591	221 568 172
<b>01 02 04 02 - Reforming and enhancing the European R&amp;I system</b>						
<b>Operational Budget</b>	<b>47 766 201</b>	<b>56 854 464</b>	<b>50 081 028</b>	<b>58 719 798</b>	<b>50 198 093</b>	<b>47 657 816</b>
<i>Of which managed by the executive agency</i>	38 982 034	47 853 000	40 715 327	44 317 597	44 639 281	34 270 485
<b>01 02 05 - Horizontal operational activities</b>						
<b>Operational Budget</b>	<b>119 996 287</b>	<b>122 406 483</b>	<b>113 727 230</b>	<b>133 881 913</b>	<b>140 041 955</b>	<b>110 270 510</b>
<i>Of which managed by the executive agency</i>	51 843 754	45 182 200	57 342 793	54 459 816	57 948 619	56 982 809
<b>TOTAL operational budget managed by the agency</b>	<b>3 107 293 626</b>	<b>2 565 002 065</b>	<b>3 031 192 198</b>	<b>2 928 088 095</b>	<b>3 073 340 012</b>	<b>2 486 587 160</b>

In addition to the budget lines identified in the above tables, REA will manage in 2025 appropriations from the following budget lines:

- 01 02 02 12 - Cluster 'Health' — Global Health EDCTP3 Joint Undertaking
- 01 02 02 41 - Cluster 'Digital, Industry and Space' — EuroHPC Joint Undertaking
- 01 02 02 43 - Cluster 'Digital, Industry and Space' — Smart Networks and Services Joint Undertaking
- 01 02 02 52 - Cluster 'Climate, Energy and Mobility' — Clean Aviation Joint Undertaking
- 01 02 02 53 - Cluster 'Climate, Energy and Mobility' — Europe's Rail Joint Undertaking
- 01 02 02 61 - Cluster 'Food, Bioeconomy, Natural Resources, Agriculture and Environment' — Circular Bio-based Europe Joint Undertaking
- 01 20 02 - Research & Innovation - Pilot Project
- 05 02 09 - Horizon Europe - Contribution from the ERDF

### 3 Human Resources

#### 3.1 Staffing when created extended

Source: Specific Financial Statements accompanying the Commission Decision C(2021)946 and the Commission Implementing Decision (2021)953.)

Staff	2021	2022	2023	2024	2025	2026	2027
Temporary Agents (Officials seconded by the Commission)	55	55	55	55	55	55	55
Temporary Agents (recruited by the agency)	157	160	163	167	170	173	176
Executive Agency's total Establishment Plan Posts	212	215	218	222	225	228	231
Contract Agents (*)	636	645	655	665	674	684	694
Seconded National Experts (SNE)	-	-	-	-	-	-	-
<b>Total staff of the Executive Agency</b>	<b>848</b>	<b>860</b>	<b>873</b>	<b>887</b>	<b>899</b>	<b>912</b>	<b>925</b>



(\*) Estimated full time equivalent units (FTE) on the basis of average costs

### 3.2 Detailed situation

#### 3.2.1 Establishment plan posts

The table below presents the number of posts in the establishment plans, including the posts assigned to programmes financed outside the EU budget.

Function group and grade	2023		2024	2025
	Authorised Budget	Actually filled as of 31/12/2023	Authorised Budget	Draft Budget Request
AD 16				
AD 15	1		1	1
AD 14	15	11	16	16
AD 13	15	6	16	16
AD 12	38	14	37	39
AD 11	30	8	32	34
AD 10	35	35	40	45
AD 9	35	32	33	32
AD 8	31	28	29	30
AD 7	8	29	8	9
AD 6	7	30	7	18
AD 5		7		
<b>AD TOTAL</b>	<b>215</b>	<b>200</b>	<b>219</b>	<b>240</b>
AST 11	1		1	1
AST 10	1	1	2	3
AST 9	4	3	4	4
AST 8	4	1	3	2
AST 7		3		
AST 6		4		
AST 5				
AST 4				
AST 3				
AST 2				
AST 1				
<b>AST TOTAL</b>	<b>10</b>	<b>12</b>	<b>10</b>	<b>10</b>
AST/SC 6				
AST/SC 5				
AST/SC 4				
AST/SC 3				
AST/SC 2				
AST/SC 1				
<b>AST/SC TOTAL</b>				

Function group and grade	2023		2024	2025
	Authorised Budget	Actually filled as of 31/12/2023	Authorised Budget	Draft Budget Request
<b>TOTAL</b>	225	212	229	250
<b>Of which Officials seconded by the commission</b>	55	46	55	55

(1) The establishment plan posts include 7 (in 2023 and 2024) and 29 (in 2025) temporary agents that will be financed with contributions paid by associated countries. The increase of 22 Temporary Agents to be financed with contributions paid by third countries in the year 2025, compared with 2024, is based on the CMB decision of 17 April 2024.

(2) The establishment plan accepts the following ‘ad personam’ appointments: seconded officials may occupy a post in the establishment plan of the executive agency at a higher grade provided that such higher grade corresponds to their own grade at the Commission. This exception applies only to seconded officials.

### 3.2.2 Contract Agents financed from the EU budget contribution

Contract agents	Authorised 2023	Recruited as of 31/12/2023	2024 estimate	Draft Budget 2025 estimate
Function Group IV	316	303	326	334
Function Group III	261	264	270	276
Function Group II	70	70	62	50
Function Group I	2	7	2	2
<b>TOTAL</b>	<b>649</b>	<b>644</b>	<b>660</b>	<b>662</b>

### 3.2.3 Contract Agents financed from external revenues

In addition to the contract agents financed from the EU budget contribution as set out in the table above, the table below shows the number of contract agents financed with appropriations stemming from NextGenerationEU and contributions paid by (potential) candidate and third countries as well as from the European Development Fund (EDF):

Human Resources financed outside the EU budget	Foreseen in 2023	Recruited as of 31/12/2023	Foreseen in 2024	Foreseen 2025
Financed from EDF				
Financed from participation of candidate countries and/or third countries (incl. EFTA)	20	20	76	86

### 3.2.4 Seconded National Experts

Seconded National Experts	Authorised 2023	Recruited as of 31/12/2023	2024 estimate	Draft Budget 2025 estimate
<b>TOTAL</b>				

### 3.2.5 Use of interim staff by the agency

Please insert in the table below the number of interim agency staff (FTE and corresponding appropriations) for each of the years, with a brief explanation of:

- the policy in place in the executive agency in relation to hiring interim staff, e.g. to temporarily replace temporary agents, contract agents and seconded national experts on long-term sick leave, maternity leave etc., as well as
- any major changes from year to year in the number of interim staff and the interim staff hiring policy.

Interim agency staff ('intérimaires')	Recruited as of 31/12/2023	2024 estimate	Draft Budget 2025 estimate
<b>Total (FTE)</b>	15	19,5	22
<b>Total (appropriations)</b>	905 074	1 277 405	1 434 229

The Agency has limited recourse to interim agency staff, mainly to compensate for the impact of long-term sick leave, maternity leave, or short-term peak workloads. Out of the 19,5 and 22 interim staff forecasted for 2024 and 2025, respectively, there is 1 FTE interim staff that is planned to be financed with assigned revenue accruing from the provision of validation services (SEDIA) to other European Union's Institutions, Agencies and Bodies (EUIBA, e.g., the European Parliament – EP). The number of Interim agency staff may increase if more SLAs and subsequent assigned revenues are generated from serving other EUIBAs (for the provision of validation (SEDIA) services).

### 3.3 Impact of the creation of the Executive Agency on the human resources of the Commission

#### 3.3.1 Freed staff in the parent DG

##### 3.3.1.1 At creation

In accordance with Article 12 § 6c of Council Regulation 58/2003, tasks transferred from Commission services to executive agencies free Commission resources for redeployment to other priorities in the annual allocation of human resources. In accordance with the budgetary procedure and the principle of transparency, the Commission informs the Budgetary Authority on the estimated number of posts that could be freed and redeployed.

Parent DG	Total staff to be freed and frozen	Staff freed and frozen by end 2023	Staff to be freed and frozen in 2024	Staff to be freed in 2025
<b>Establishment plan posts</b>	282	180	33	14
<b>External staff</b>	76	68	1	0
<b>Total</b>	<b>358</b>	<b>248</b>	<b>34</b>	<b>14</b>

Taking into account the revised level of staffing for the executive agencies, reflecting the decrease of budget implemented, this results in a revised number of FTE to be offset on the Commission side of 358 FTE for the full period 2021-2027, instead of 426 FTE.

##### 3.3.1.2 At extension of the mandate of the executive agency

In accordance with Article 12 § 6c of Council Regulation 58/2003, tasks transferred from Commission services to executive agencies free Commission resources for redeployment to other priorities in the annual allocation of human resources. In accordance with the budgetary procedure and the principle of transparency, the Commission informs the Budgetary Authority on the estimated number of posts that could be freed and redeployed.

Parent DG	Total staff to be freed (as planned at extension)	Staff freed by end 2023	Staff to be freed in 2024	Staff to be freed in 2025
<b>Total</b>				

##### 3.3.1.3 Following a decrease of the total number of seconded officials to executive agency ('unfrozen' posts)

Parent DG	Number of posts freed, following a decrease of the total number of seconded officials to the Executive agency		
	By end 2023	In 2024	In 2025
<b>Total</b>			

#### 3.3.2 Frozen posts in the Commission Establishment Plan

In accordance with Article 18 § 2b of Council Regulation 58/2003 and Article 38.c of the Staff Regulations, a number of posts corresponding

to the number of Commission officials seconded to executive agencies is without budgetary coverage in the establishment plan of the Commission and generates a corresponding reduction of administrative appropriations in the Commission Budget (see "Abatement agences executives" in Draft Budget Working Document II).

This number is subject to fluctuations over time, depending on the stage in the lifetime of the executive agency. Moreover, this number can vary also following the application of Article 38.c of the Staff Regulations: "( ) at the end of every six months, the official concerned may request that his secondment is terminated", and the time span between his/her mobility and his/her replacement.

Parent DG	Number of posts to be frozen (as planned)	Number of posts frozen in 2024	Number of posts frozen in 2025
DG AGRI	4	4	4
DG CNECT	2	2	2
DG EAC	6	6	6
DG HOME	2	2	2
DG RTD	41	41	41
<b>Total</b>	<b>55</b>	<b>55</b>	<b>55</b>

## 4 Financial Resources

### 4.1 Indicative contribution table

Indicative EU budget contribution to the agency (as foreseen in the Specific Financial Statements accompanying the Commission Decision C(2021)946 and the Commission Implementing Decision (2021)953)	2021	2022	2023	2024	2025	2026	2027
	93 346	96 989	100 300	103 663	107 160	110 762	114 403
<b>Agency contribution as voted by the budgetary Authority</b>							
<b>Initial Budget (EUR-27)</b>	93 346	96 989	103 245	109 126	N/A	N/A	N/A
<b>Budget after transfers and / or amending budgets (EUR-27)</b>	85 950	96 143	99 933	N/A	N/A	N/A	N/A
<b>Operating budget of the agency</b>							
<b>Initial Budget (EUR-27)</b>	93.346	96.989	103 245	109 126	N/A	N/A	N/A
<b>Budget after transfers and / or amending budgets(EUR-27)</b>	85 950	96 143	99 933	N/A	N/A	N/A	N/A

### 4.2 Revenues

REVENUES		2023	2024	2025	VAR 2025/2024 (%)
		Executed Budget	Budget	Draft Budget	
<b>1. EU contribution to the executive agency</b>					
<b>Budget Line</b>	<b>Programme</b>				
01 01 01 72	HORIZONEU	93 953 058	102 627 538	98 274 719	-4,24%
08 01 01 72	EAGF	3 835 509	4 188 729	2 094 365	-50,00%
20 03 14 72	Coal and steel and non-research SEDIA	2 144 000	2 310 000	2 247 000	-2,73%
<b>Sub Total</b>		<b>99 932 567</b>	<b>109 126 267</b>	<b>102 616 084</b>	<b>-5,97%</b>
<b>2. EEA/EFTA contribution (excl.Switzerland)</b>					
<b>Budget Line</b>	<b>Programme</b>				
01 01 01 72	HORIZONEU (1)	2 807 832	3 633 015	3 478 925	-4,24%
<b>Sub Total</b>		<b>2 807 832</b>	<b>3 633 015</b>	<b>3 478 925</b>	<b>-4,24%</b>

3. Participation of candidate countries and/or third countries					
Budget Line	Programme				
01 01 01 72	HORIZONEU (1)	-	749 967	8 199 430	993,31%
<b>Sub Total</b>		<b>-</b>	<b>749 967</b>	<b>8 199 430</b>	<b>993,31%</b>
4. Internal Assigned Revenue					
Budget Line	Programme				
08 01 01 72	EAGF	-	-	9 716 876	100,00%
<b>Sub Total</b>		<b>-</b>	<b>-</b>	<b>9 716 876</b>	<b>100,00%</b>
<b>TOTAL REVENUES</b>		<b>102 740 399</b>	<b>113 509 249</b>	<b>124 011 315</b>	<b>9,25%</b>

(1) As the EFTA/EEA contribution for 2025 is not yet known, the percentage of 2024 for Horizon Europe is used as proxy for the Draft Budget 2025 (i.e. 3.54% for Horizon Europe). The overall contribution requested from “Horizon Europe” framework-programme (EUR 98 274 719) to REA’s Subsidy for the Draft Budget 2025 includes contributions from non-Horizon Europe programmes to the Common administrative and logistical support service that amounts to EUR 7 167 000 in the SFS for 2025

### 4.3 Expenditure

#### 4.3.1 Commitment appropriations

EXPENDITURE	EXPENDITURE			
	Executed Budget 2023	Budget 2024	Draft Budget 2025	VAR 2025/2024 (%)
<b>Title 1 - Staff expenditure</b>	<b>82 404 663</b>	<b>88 890 627</b>	<b>104 506 325</b>	<b>17,57%</b>
<b>Remunerations, Allowances and Charges</b>	<b>79 086 791</b>	<b>85 071 782</b>	<b>101 032 510</b>	<b>18,76%</b>
- <i>Of which establishment plan posts</i>	<i>30 994 181</i>	<i>33 902 275</i>	<i>39 463 970</i>	<i>16,41%</i>
- <i>Of which external personnel</i>	<i>48 092 610</i>	<i>51 169 507</i>	<i>61 568 540</i>	<i>20,32%</i>
<b>Professional Development and Social expenditure</b>	<b>3 317 872</b>	<b>3 818 845</b>	<b>3 473 815</b>	<b>-9,03%</b>
<b>Title 2 - Infrastructure and operating expenditure</b>	<b>10 590 633</b>	<b>16 164 687</b>	<b>11 762 220</b>	<b>-27,24%</b>
<b>Building expenditure</b>	<b>4 808 290</b>	<b>9 778 129</b>	<b>6 896 097</b>	<b>-29,47%</b>
<b>ICT expenditure</b>	<b>5 134 259</b>	<b>5 282 458</b>	<b>4 211 798</b>	<b>-20,27%</b>
<b>Movable Property and Current Operating expenditure</b>	<b>648 084</b>	<b>1 104 100</b>	<b>654 325</b>	<b>-40,74%</b>
<b>Title 3 - Programme support expenditure</b>	<b>8 353 735</b>	<b>8 453 935</b>	<b>7 742 770</b>	<b>-8,41%</b>
<b>Programme Management expenditure</b>	<b>1 849 640</b>	<b>2 325 930</b>	<b>2 246 125</b>	<b>-3,43%</b>
<b>Common Support Services expenditure</b>	<b>6 504 095</b>	<b>6 128 005</b>	<b>5 496 645</b>	<b>-10,30%</b>
<b>TOTAL</b>	<b>101 349 031</b>	<b>113 509 249</b>	<b>124 011 315</b>	<b>9,25%</b>

#### 4.3.2 Payment appropriations

EXPENDITURE	EXPENDITURE			
	Executed Budget 2023	Budget 2024	Draft Budget 2025	VAR 2025/2024 (%)
<b>Title 1 - Staff expenditure</b>	<b>81 958 826</b>	<b>88 890 627</b>	<b>104 506 325</b>	<b>17,57%</b>
<b>Remunerations, Allowances and Charges</b>	<b>78 858 085</b>	<b>85 071 782</b>	<b>101 032 510</b>	<b>18,76%</b>

- Of which establishment plan posts	30 994 181	33 902 275	39 463 970	16,41%
- Of which external personnel	47 863 904	51 169 507	61 568 540	20,32%
<b>Professional Development and Social expenditure</b>	<b>3 100 741</b>	<b>3 818 845</b>	<b>3 473 815</b>	<b>-9,03%</b>
<b>Title 2 - Infrastructure and operating expenditure</b>	<b>7 872 474</b>	<b>16 164 687</b>	<b>11 762 220</b>	<b>-27,24%</b>
<b>Building expenditure</b>	<b>3 190 579</b>	<b>9 778 129</b>	<b>6 896 097</b>	<b>-29,47%</b>
<b>ICT expenditure</b>	<b>4 454 818</b>	<b>5 282 458</b>	<b>4 211 798</b>	<b>-20,27%</b>
<b>Movable Property and Current Operating expenditure</b>	<b>227 077</b>	<b>1 104 100</b>	<b>654 325</b>	<b>-40,74%</b>
<b>Title 3 - Programme support expenditure</b>	<b>4 866 127</b>	<b>8 453 935</b>	<b>7 742 770</b>	<b>-8,41%</b>
<b>Programme Management expenditure</b>	<b>780 927</b>	<b>2 325 930</b>	<b>2 246 125</b>	<b>-3,43%</b>
<b>Common Support Services expenditure</b>	<b>4 085 200</b>	<b>6 128 005</b>	<b>5 496 645</b>	<b>-10,30%</b>
<b>TOTAL</b>	<b>94 697 427</b>	<b>113 509 249</b>	<b>124 011 315</b>	<b>9,25%</b>

#### 4.4 Outturn

First estimate of the 2023 surplus that should be reimbursed to the EU budget (as general revenue):

EUR 3 254 185.

## 5 Justification of needs

### 5.1 Human Resources

#### 5.1.1 Number of staff requested

The total number of staff requested by the Agency for 2025 to be financed by the EU General Budget is 883. This represents a decrease of 5 staff (0,6%) compared to the 2024 authorised staff (to be funded by EU General Budget), and 16 contract agents less than in REA's initial Specific Financial Statement (SFS) for 2025, updated as per the CMB decision of 17 April 2024.

Upon authorisation of DG BUDG and the approval of REA Steering Committee, REA frontloaded 8, 6, and 4 contract agents, respectively, in 2023, 2024, and 2025 for the Central Validation Services (CVS) – SEDIA.

The number of contract agents provided by REA's Specific Financial Statement (SFS) is also decreased by 6 contract agents in 2023, and by 5 contract agents in 2024 and in 2025, to incorporate the structural reduction of the amounts provided in the SFS of the Agency following contributions to the financing of cross-cutting actions relating to EU Missions that are managed by CINEA.

The number of staff requested by the Agency already incorporates a decrease, in the year 2025, by 2 contract agents following the reduction of the amount to be provided to the Agency under the European Agricultural Guarantee Fund (EAGF) programme (AGRIP).

For the year 2025, in addition to the staff provided by REA's Specific Financial Statement (SFS) and updated as per the CMB decision of 17 April, the establishment plan currently includes 29 temporary agents posts while the staffing plan includes 86 contract agents that will be financed with contributions paid by (potential) candidate and third countries.

Therefore, the overall total number of staff requested by the Agency for 2025 in this Draft Budget is 998. This represents **an increase of 27 staff** (+2,78%) compared to the 2024 authorised staff (971 staff, updated based on the CMB of 17 April 2024).

The salaries, the overhead costs (aka "habillage" costs) and the employer pension contribution of the 29 temporary agents and the 86 contract agents as well as a share of the expenses of the Budget Title 3 are planned to be covered by the part of the subsidy that is financed by the EFTA/EEA contribution (excl. Switzerland) and the participation of candidate countries and/or third countries.

#### 5.1.2 Number of contracts agents financed from the participation of candidate countries and/or third countries

The increase in the number of contract agents financed from the participation of candidate countries and/or third countries is based on the CMB decision of 17 April 2024, following the entry into force, from 01/01/2024, of the Association Agreement between the EU and the UK on the participation of the UK in Horizon Europe (HEU) framework-programme, which will substantially increase the operational budget to be managed by the Agency, and in turn will increase the number of proposals to evaluate and grants to sign by REA.

The number of additional contract agents for REA to manage the additional budget contributed by associated countries is currently estimated to be 76 for 2024 and 86 for 2025.

In total, in 2025 there will be 115 posts financed with contributions paid by (potential) associated countries, composed of 86 contract agents and 29 temporary agents, corresponding to the staff ratio of 25% temporary agents to 75% contract agents.

### 5.1.3 Salary assumption for calculating salary lines (% applied)

The Agency's budget for 2025 covers a full year salary for temporary and contract staff (including those financed by contributions from associated countries) that will be in place at 31.12.2024 and the staff that is expected to be authorised for 2025 (i.e., 998 staff in total of which, 883 to be funded by the EU General Budget and 115 to be funded by the Associated Countries) minus expected vacancies at year-end.

An average vacancy rate of 2,50% in Full Time Equivalent (FTE) on the entire staff to be authorised for REA for 2025 has been considered (see below – '*abatement forfaitaire*').

### 5.1.4 Vacancy rate as of end 2023

On 31 December 2023, the vacancy rate of REA was 2,9% of the total authorised staff under the 2023 Budget (both temporary and contract staff), in head count.

### 5.1.5 Standard abatement( '*abatement forfaitaire*' )

The occupation rate throughout 2025 is estimated at 97,5% (see 5.1.3), meaning that the expected vacancy rate for 2025 would be 2,50% in Full Time Equivalent (FTE). This estimate accommodates a turnover rate of staff.

## 5.2 Financial Resources

### 5.2.1 Title 1

The increase in the budget for Title 1 by + 17,57% (by EUR 15,62 million) is partly due to the annual increase in salary expenditure and related expenditure due to the yearly indexation in the context of the high inflation. In the meantime, the voted budget 2024, does not consider the budgetary impact of the CMB decision of 17 April 2024 for the year 2024, while the establishment plan posts for the year 2024 have been updated in this document. Therefore, in terms of budget needs, the increase of the Title 1 between year 2024 and year 2025 corresponds to an increase of 8.96% in FTEs between Draft Budget 2024 and Draft Budget 2025. A significant part of the increase in the Title 1 (EUR 5,1 million) is planned to be financed by savings made on other budget lines.

As instructed in the Budget Circular 2025, the salaries' indexations for the year 2025 are +0,6% as of 1 April 2025, and +3,7% as of 1 July 2025.

On top of these indexations of 2025, the Budget Circular 2025 also instructs to increase the initially budgeted indexation of 2024 by +1,9%, resulting in a global increase of the average salaries of 2024 to 2025 of +5,3% (in the Draft Budget 2024, the forecast salary indexation was of +3,4%).

### 5.2.2 Title 2

The decrease in the budget for Title 2 by -27,24% (by EUR 4,4 million) is essentially due to:

Chapter 21 (-29,47%), mainly due to the budgeted costs for the move of REA in 2024 from the COV2 building into the SB34 building that are no longer needed since this move took finally place in 2023. This fact was not known at the time the Draft Budget 2024 was established. Therefore, the expenses for 2025 are now more in line with the updated figures of 2024 from which the move costs have been excluded.

Chapter 22 and Chapter 23, mainly due to the same reasons as for Chapter 21.

### 5.2.3 Title 3

Title 3 is decreased by – 8,41%, which is mainly due to savings on the budget lines of 'Building Rent / Usufruct instalments, building charges and associated expenses for the Common Support Services and Evaluation Platform' and 'Missions and Other expenses related to the Administrative Management of Programmes'.

## 6 Other information

### 6.1 Buildings

#### 6.1.1 Current building(s)

#	Building Name and type	Location	SURFACE AREA (in m <sup>2</sup> )			RENTAL CONTRACT			Host country (grant or support)	Building present value(€)
			Office space	non-office	Total	RENT (€/year)	Duration	Type		
1	SB34	Brussels	16 959,5	171,3	17 130,8	3 406 201	01.09.2023 to 31.08.2038	SLA IOB	No	
<b>TOTAL</b>			<b>16 959,5</b>	<b>171,3</b>	<b>17 130,8</b>	<b>3 406 201</b>				

#### 6.1.2 Current Building(s) Other comments

Since the end of REA's usufruct in Covent Garden in September 2023, the Agency has moved to Simon Bolivar 34 and benefits via a Service Level Agreement with the European Commission's Office for Infrastructure and Logistics (OIB) for its housing of Agency staff. REA has received office space in a Dynamic Collaborative Space (DCS) lay-out under the principle of 7 desks per 10 staff. The fifteen-year lease of the building foresees free-of-rent for 16 months split over five rental periods. In 2025, the Agency benefits from a rent-free period of 3 months.

#### 6.1.3 Building projects in the planning phase

#	Building Name and type	Location	SURFACE AREA (in m <sup>2</sup> )			RENTAL CONTRACT			Host country (grant or support)	Building present value(€)
			Office space	non-office	Total	RENT (€/year)	Duration	Type		
<b>TOTAL</b>										

#### 6.1.4 Building projects submitted to the European Parliament and the Council

### 6.2 Evaluation

In accordance with the requirements of the Council Regulation (EC) No 58/2003, the Commission launched in July 2022 the evaluation of the agency's performance over the period July 2018 – March 2021, undertaken by an external consultant contracted by DG RTD in its capacity as lead parent Directorate-General of the Agency. The main objective of the study is to assess the effectiveness, efficiency, economy, and coherence of the implementation of parts of European Union programmes by the Agency. It covered the Horizon 2020 actions and projects funded during the reference period, and administrative and logistical support services provided by REA to other Commission services.

According to the final report, REA fulfilled its mission and objectives, ensured effective management of the programme and the highest quality services to the stakeholders. The Agency managed the programmes cost-effectively, saving 33 % compared to the predicted cost of the in-house scenario. Delimitation of responsibilities and tasks were clear and appropriate and communication between the Agency and Commission services was facilitated via an array of well-functioning mechanisms, which were formalised and improved over the evaluation period.

The study concluded that the inconsistencies in REA's portfolio during 2018-2021 were addressed in the new mandate and recommended, among others, to further exploit and reinforce synergies with other Executive Agencies, to continue improving the design and execution of external communication activities and to consolidate the structured dialogue between the Agency and the parent DGs in determining the needs of the Commission for policy-making.



## 2.4 European Research Council Executive Agency (“ERCEA”)

### 1 Overview

#### 1.1 Creation/modification (legal base)

Decision	Date	Mission / Tasks / Functions
Commission decision 2008/37EC of 14/12/2007	OJ L9 of 12/01/2008	Creation of the agency managing the Ideas Specific Programme in the framework of the 7th Framework Programme for research
Commission implementing decision C(2013)9048 of 17/12/2013	OJ L346 of 20/12/2013	Establishing the European Research Council Executive Agency and repealing Decision 2008/37/EC
Commission Implementing Decision (EU) C/2021/953 of 12/02/2021	OJ L 50/9 of 15/02/2021	Establishing the European Climate, Infrastructure and Environment Executive Agency, the European Health and Digital Executive Agency, the European Research Agency, the European Innovation Council and SMEs Executive Agency, the European Research Council Executive Agency, and the European Education and Culture Executive Agency and repealing Implementing Decisions 2013/801/EU, 2013/771/EU, 2013/778/EU, 2013/779/EU, 2013/776/EU and 2013/770/EU - BUDG - adoptée: 12/02/2021 10:04:39
Commission decision C/2021/950 of 12/02/21		COMMISSION DECISION delegating powers to the European Research Council Executive Agency with a view to the performance of tasks linked to the implementation of Union programmes in the field of frontier research comprising, in particular, implementation of appropriations entered in the general budget of the Union - BUDG - adoptée: 12/02/2021 10:04:45

#### 1.2 Seat

Brussels, Belgium

#### 1.3 Budget Line

01 01 01 71 : European Research Council Executive Agency — Contribution from Horizon Europe

#### 1.4 Human Resources Overview

The table below presents the number of posts in the establishment plans, including the posts assigned to programmes financed outside the EU budget, whereas the number of Contract Agents / SNE only includes those financed under programmes financed within the EU Budget.

Human Resources	2023			2024	2025
	Authorised Budget	Actually filled as of 31/12/2023	Occupancy rate(%)	Authorised Budget	Draft Budget Request
Temporary Agents (Officials seconded by the Commission)	20	19	95,00%	20	20
Temporary Agents (recruited by the executive agency)	117	112	95,73%	116	133
<b>Total Establishment plan posts</b>	<b>137</b>	<b>131</b>	<b>95,62%</b>	<b>136</b>	<b>153</b>
Contract Agents	366	356	97,27%	361	349
Seconded National Experts	16	16	100,00%	16	16
<b>TOTAL STAFF</b>	<b>519</b>	<b>503</b>	<b>96,92%</b>	<b>513</b>	<b>518</b>

#### 1.5 Financial Resources Overview

##### 1.5.1 Revenues Overview

REVENUES	2024	2025
	Revenues estimated by the agency	Budget Forecast

<b>1. EU contribution to the executive agency</b>	58 954 160	64 653 632
<b>2. EEA/EFTA contribution (excl.Switzerland)</b>	2 086 977	2 288 739
<b>3. Participation of candidate countries and/or third countries</b>	3 288 820	4 224 114
<b>TOTAL</b>	<b>64 329 957</b>	<b>71 166 485</b>

### 1.5.2 Expenditure Overview

Expenditure	2024		2025	
	Commitment appropriations	Payment appropriations	Commitment appropriations	Payment appropriations
<b>Title 1 - Staff expenditure</b>	54 979 878	54 979 878	61 431 962	61 431 962
<b>Title 2 - Infrastructure and operating expenditure</b>	7 726 579	7 726 579	8 102 523	8 102 523
<b>Title 3 - Programme support expenditure</b>	1 623 500	1 623 500	1 632 000	1 632 000
<b>TOTAL EXPENDITURE</b>	<b>64 329 957</b>	<b>64 329 957</b>	<b>71 166 485</b>	<b>71 166 485</b>

## 2 Information on the functioning

### 2.1 Lifecycle EU programmes managed

In 2025, the executive agency is in the 17 year of its operational lifetime and manages the following programmes

Name of the EU programme	The executive agency is phasing in for this programme	The executive agency is fully operational for this programme	The executive agency is phasing out for this programme
H2020-Excellent Science			X
Horizon Europe		X	

### 2.2 Operational appropriations managed

	Executed budget 2023		Budget 2024		Draft Budget 2025	
	Commitment appropriations	Payment appropriations	Commitment appropriations	Payment appropriations	Commitment appropriations	Payment appropriations
<b>Completion of Previous Framework Programme for Research and Innovation</b>						
<b>01 02 99 01 - Completion of previous research programmes (prior to 2021)</b>						
<b>Operational Budget</b>	<b>0</b>	<b>2 848 256 532</b>	<b>p.m.</b>	<b>2 149 087 945</b>	<b>p.m.</b>	<b>1 114 291 498</b>
<i>Of which managed by the executive agency</i>						
<b>Horizon Europe – the Framework Programme for Research and Innovation</b>						
<b>01 02 01 01 - European Research Council</b>						

	Executed budget 2023		Budget 2024		Draft Budget 2025	
	Commitment appropriations	Payment appropriations	Commitment appropriations	Payment appropriations	Commitment appropriations	Payment appropriations
<b>Operational Budget</b>	<b>2 163 729 993</b>	<b>1 552 081 962</b>	<b>2 176 231 124</b>	<b>1 363 118 896</b>	<b>2 156 005 580</b>	<b>1 986 861 960</b>
<i>Of which managed by the executive agency</i>						
<b>TOTAL operational budget managed by the agency</b>						

### 3 Human Resources

#### 3.1 Staffing when created extended

Source:

Staff	2021	2022	2023	2024	2025	2026	2027
Temporary Agents (Officials seconded by the Commission)	20	20	20	20	20	20	20
Temporary Agents (recruited by the agency)	112	111	109	108	107	107	104
<b>Executive Agency's total Establishment Plan Posts</b>	<b>132</b>	<b>131</b>	<b>129</b>	<b>128</b>	<b>127</b>	<b>127</b>	<b>124</b>
Contract Agents (*)	374	370	366	361	372	366	364
Seconded National Experts (SNE)	16	16	16	16	16	16	16
<b>Total staff of the Executive Agency</b>	<b>522</b>	<b>517</b>	<b>511</b>	<b>505</b>	<b>515</b>	<b>509</b>	<b>504</b>

(\*) Estimated full time equivalent units (FTE) on the basis of average costs

#### 3.2 Detailed situation

##### 3.2.1 Establishment plan posts

The table below presents the number of posts in the establishment plans, including the posts assigned to programmes financed outside the EU budget.

Function group and grade	2023		2024	2025
	Authorised Budget	Actually filled as of 31/12/2023	Authorised Budget	Draft Budget Request
AD 16				
AD 15				
AD 14	12	9	11	11
AD 13	2	5	3	2
AD 12	2	1	3	6
AD 11	30	31	33	39
AD 10	33	31	33	25
AD 9	8	17	13	16
AD 8	16	15	14	14
AD 7	22	17	14	12
AD 6	12	5	12	28
AD 5				
<b>AD TOTAL</b>	<b>137</b>	<b>131</b>	<b>136</b>	<b>153</b>

Function group and grade	2023		2024	2025
	Authorised Budget	Actually filled as of 31/12/2023	Authorised Budget	Draft Budget Request
AST 11				
AST 10				
AST 9				
AST 8				
AST 7				
AST 6				
AST 5				
AST 4				
AST 3				
AST 2				
AST 1				
<b>AST TOTAL</b>				
AST/SC 6				
AST/SC 5				
AST/SC 4				
AST/SC 3				
AST/SC 2				
AST/SC 1				
<b>AST/SC TOTAL</b>				
<b>TOTAL</b>	137	131	136	153
<b>Of which Officials seconded by the commission</b>	20	19	20	20

(1) The establishment plan posts include 8 (in 2023 and 2024) and 29 (in 2025) temporary agents financed with contributions paid by associated countries

### 3.2.2 Contract Agents financed from the EU budget contribution

Contract agents	Authorised 2023	Recruited as of 31/12/2023	2024 estimate	Draft Budget 2025 estimate
Function Group IV	160	141	160	160
Function Group III	146	149	150	150
Function Group II	60	64	51	39
Function Group I		2		
<b>TOTAL</b>	<b>366</b>	<b>356</b>	<b>361</b>	<b>349</b>

### 3.2.3 Contract Agents financed from external revenues

In addition to the contract agents financed from the EU budget contribution as set out in the table above, the table below shows the number of contract agents financed with contributions paid by (potential) candidate and third countries as well as from the European Development Fund (EDF):

Human Resources financed outside the EU budget	Foreseen in 2023	Recruited as of 31/12/2023	Foreseen in 2024	Foreseen 2025
Financed from EDF				

<b>Financed from participation of candidate countries and/or third countries</b>	24	24	37	62
--	----	----	----	----

### 3.2.4 Seconded National Experts

Seconded National Experts	Authorised 2023	Recruited as of 31/12/2023	2024 estimate	Draft Budget 2025 estimate
<b>TOTAL</b>	<b>16</b>	<b>16</b>	<b>16</b>	<b>16</b>

### 3.2.5 Use of interim staff by the agency

Please insert in the table below the number of interim agency staff (FTE and corresponding appropriations) for each of the years, with a brief explanation of:

- the policy in place in the executive agency in relation to hiring interim staff, e.g. to temporarily replace temporary agents, contract agents and seconded national experts on long-term sick leave, maternity leave etc., as well as
- any major changes from year to year in the number of interim staff and the interim staff hiring policy.

Interim agency staff ('intérimaires')	Recruited as of 31/12/2023	2024 estimate	Draft Budget 2025 estimate
<b>Total (FTE)</b>	18	20	20
<b>Total (appropriations)</b>			

## 3.3 Impact of the creation of the Executive Agency on the human resources of the Commission

### 3.3.1 Freed staff in the parent DG

#### 3.3.1.1 At creation

In accordance with Article 12 § 6c of Council Regulation 58/2003, tasks transferred from Commission services to executive agencies free Commission resources for redeployment to other priorities in the annual allocation of human resources. In accordance with the budgetary procedure and the principle of transparency, the Commission informs the Budgetary Authority on the estimated number of posts that could be freed and redeployed.

Parent DG	Total staff to be freed and frozen	Staff freed and frozen by end 2023	Staff to be freed and frozen in 2024	Staff to be freed in 2025
<b>Establishment plan posts</b>	282	180	33	14
<b>External staff</b>	76	68	1	0
<b>Total</b>	<b>358</b>	<b>248</b>	<b>34</b>	<b>14</b>

Taking into account the revised level of staffing for the executive agencies, reflecting the decrease of budget implemented, this results in a revised number of FTE to be offset on the Commission side of 358 FTE for the full period 2021-2027, instead of 426 FTE.

#### 3.3.1.2 At extension of the mandate of the executive agency

In accordance with Article 12 § 6c of Council Regulation 58/2003, tasks transferred from Commission services to executive agencies free Commission resources for redeployment to other priorities in the annual allocation of human resources. In accordance with the budgetary procedure and the principle of transparency, the Commission informs the Budgetary Authority on the estimated number of posts that could be freed and redeployed.

Parent DG	Total staff to be freed (as planned at extension)	Staff freed by end 2023	Staff to be freed in 2024	Staff to be freed in 2025

<b>Total</b>				
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### 3.3.1.3 Following a decrease of the total number of seconded officials to executive agency ('unfrozen' posts)

Parent DG	Number of posts freed, following a decrease of the total number of seconded officials to the Executive agency		
	By end 2023	In 2024	In 2025
<b>Total</b>			

### 3.3.2 Frozen posts in the Commission Establishment Plan

In accordance with Article 18 § 2b of Council Regulation 58/2003 and Article 38.c of the Staff Regulations, a number of posts corresponding to the number of Commission officials seconded to executive agencies is without budgetary coverage in the establishment plan of the Commission and generates a corresponding reduction of administrative appropriations in the Commission Budget (see "Abatement agencies executives" in Draft Budget Working Document II).

This number is subject to fluctuations over time, depending on the stage in the lifetime of the executive agency. Moreover, this number can vary also following the application of Article 38.c of the Staff Regulations: "() at the end of every six months, the official concerned may request that his secondment is terminated", and the time span between his/her mobility and his/her replacement.

Parent DG	Number of posts to be frozen (as planned)	Number of posts frozen in 2024	Number of posts frozen in 2025
<b>DG RTD</b>	20	20	20
<b>Total</b>	<b>20</b>	<b>20</b>	<b>20</b>

## 4 Financial Resources

### 4.1 Indicative contribution table

	2021	2022	2023	2024	2025	2026	2027
<b>Indicative EU budget contribution to the agency (as foreseen in the financial statement accompanying the delegation package adopted on 12 February 2021)</b>	54,217	54,792	55,302	55,873	56,446	57,098	57,536
<b>Agency contribution as voted by the Budgetary Authority</b>							
<b>Initial Budget (EUR-27)</b>	51,319	54,792	58,383	58,954			
<b>Budget after transfers and / or amending budgets (EUR-27)</b>	54,217	57,458	58,383				
<b>Operating budget of the agency</b>							
<b>Initial Budget: financed from EU-27 and other revenues (EFTA, 3<sup>rd</sup> country contributions)</b>	57,017	57,430	62,328	64,330			
<b>Budget after transfers and / or amending budgets: financed from EU-27 and other revenues (EFTA, 3<sup>rd</sup> country contributions)</b>	55,410	59,246	61,935				

### 4.2 Revenues

REVENUES		2023	2024	2025	VAR 2025/2024 (%)
		Executed Budget	Budget	Draft Budget	
<b>1.</b>	<b>EU contribution to the executive agency</b>				
<b>Budget Line</b>	<b>Programme</b>				

01 01 01 71	HORIZONEU	58 383 160	58 954 160	64 653 632	9,67%
<b>Sub Total</b>		<b>58 383 160</b>	<b>58 954 160</b>	<b>64 653 632</b>	<b>9,67%</b>
<b>2. EEA/EFTA contribution (excl.Switzerland)</b>					
<b>Budget Line</b>	<b>Programme</b>				
01 01 01 71	HORIZONEU	1 687 273	2 086 977	2 288 739	9,67%
<b>Sub Total</b>		<b>1 687 273</b>	<b>2 086 977</b>	<b>2 288 739</b>	<b>9,67%</b>
<b>3. Participation of candidate countries and/or third countries</b>					
<b>Budget Line</b>	<b>Programme</b>				
01 01 01 71	HORIZONEU	1 609 325	3 288 820	4 224 114	28,44%
<b>Sub Total</b>		<b>1 609 325</b>	<b>3 288 820</b>	<b>4 224 114</b>	<b>28,44%</b>
<b>TOTAL REVENUES</b>		<b>61 679 758</b>	<b>64 329 657</b>	<b>71 166 485</b>	<b>10,63%</b>

### 4.3 Expenditure

#### 4.3.1 Commitment appropriations

EXPENDITURE	EXPENDITURE			
	Executed Budget 2023	Budget 2024	Draft Budget 2025	VAR 2025/2024 (%)
<b>Title 1 - Staff expenditure</b>	<b>52 626 477</b>	<b>54 979 878</b>	<b>61 431 962</b>	<b>11,74%</b>
<b>Remunerations, Allowances and Charges</b>	<b>50 391 000</b>	<b>52 886 153</b>	<b>59 270 000</b>	<b>12,07%</b>
- <i>Of which establishment plan posts</i>	<i>21 302 000</i>	<i>22 889 000</i>	<i>25 800 000</i>	<i>12,72%</i>
- <i>Of which external personnel</i>	<i>29 089 000</i>	<i>29 997 153</i>	<i>33 470 000</i>	<i>11,58%</i>
<b>Professional Development and Social expenditure</b>	<b>2 235 477</b>	<b>2 093 725</b>	<b>2 161 962</b>	<b>3,26%</b>
<b>Title 2 - Infrastructure and operating expenditure</b>	<b>7 911 904</b>	<b>7 726 579</b>	<b>8 102 523</b>	<b>4,87%</b>
<b>Building expenditure</b>	<b>4 979 355</b>	<b>4 797 315</b>	<b>5 143 223</b>	<b>7,21%</b>
<b>ICT expenditure</b>	<b>2 692 186</b>	<b>2 681 264</b>	<b>2 724 800</b>	<b>1,62%</b>
<b>Movable Property and Current Operating expenditure</b>	<b>240 363</b>	<b>248 000</b>	<b>234 500</b>	<b>-5,44%</b>
<b>Title 3 - Programme support expenditure</b>	<b>1 396 736</b>	<b>1 623 500</b>	<b>1 632 000</b>	<b>0,52%</b>
<b>Programme Management expenditure</b>	<b>1 396 736</b>	<b>1 623 500</b>	<b>1 632 000</b>	<b>0,52%</b>
<b>Common Support Services expenditure</b>				
<b>TOTAL</b>	<b>61 935 117</b>	<b>64 329 957</b>	<b>71 166 485</b>	<b>10,63%</b>

#### 4.3.2 Payment appropriations

EXPENDITURE	EXPENDITURE			
	Executed Budget 2023	Budget 2024	Draft Budget 2025	VAR 2025/2024 (%)
<b>Title 1 - Staff expenditure</b>	<b>51 935 524</b>	<b>54 979 878</b>	<b>61 431 962</b>	<b>11,74%</b>
<b>Remunerations, Allowances and Charges</b>	<b>50 194 993</b>	<b>52 886 153</b>	<b>59 270 000</b>	<b>12,07%</b>

- Of which establishment plan posts	21 301 144	22 889 000	25 800 000	12,72%
- Of which external personnel	28 893 849	29 997 153	33 470 000	11,58%
<b>Professional Development and Social expenditure</b>	<b>1 740 531</b>	<b>2 093 725</b>	<b>2 161 962</b>	<b>3,26%</b>
<b>Title 2 - Infrastructure and operating expenditure</b>	<b>7 021 421</b>	<b>7 726 579</b>	<b>8 102 523</b>	<b>4,87%</b>
<b>Building expenditure</b>	<b>4 304 147</b>	<b>4 797 315</b>	<b>5 143 223</b>	<b>7,21%</b>
<b>ICT expenditure</b>	<b>2 544 605</b>	<b>2 681 264</b>	<b>2 724 800</b>	<b>1,62%</b>
<b>Movable Property and Current Operating expenditure</b>	<b>172 669</b>	<b>248 000</b>	<b>234 500</b>	<b>-5,44%</b>
<b>Title 3 - Programme support expenditure</b>	<b>858 233</b>	<b>1 623 500</b>	<b>1 632 000</b>	<b>0,52%</b>
<b>Programme Management expenditure</b>	<b>858 233</b>	<b>1 623 500</b>	<b>1 632 000</b>	<b>0,52%</b>
<b>Common Support Services expenditure</b>				
<b>TOTAL</b>	<b>59 815 178</b>	<b>64 329 957</b>	<b>71 166 485</b>	<b>10,63%</b>

#### 4.4 Outturn

First estimate of the 2023 surplus that should be reimbursed to the EU budget (as general revenue): EUR 1 085 348,64.

## 5 Justification of needs

### 5.1 Human Resources

#### 5.1.1 Number of staff requested

By the end of 2025 the ERCEA expects to have in place a total of 580 FTE: 153 temporary agents (TA) out of which 20 seconded TA (TA-S), 118 external TA (TA-E), 15 external TA (TA-E) under third country credits, 349 contract agents (CA), 62 contract agents (CA) under third country credits, and 16 Seconded National Experts (SNE).

The expected number of FTEs interims is approximately 20.

In relation to the establishment plan posts, the forecast of grades in 2025 considers the situation of filled posts at end of 2023 and simulates two reclassification exercises (of 2024 and 2025) based on the potential eligible population reaching the average seniority in the grade, two promotion exercises in the Commission (for seconded officials), as well as staff departures and replacements. The forecasted figures cannot be entirely exact given the nature of the reclassification/promotion exercise (based on merit) and instability of the population (staff turnover).

#### 5.1.2 Number of contracts agents financed from the participation of candidate countries and/or third countries

ERCEA will count a proportion of 91 (29 TAs and 62 CAs) posts in 2025 financed under third country contributions and EFTA credits.

#### 5.1.3 Salary assumption for calculating salary lines (% applied)

The salary calculation is made in line with the rates mentioned in the standing instructions for the Draft Budget 2025. Specifically, the following rates are applied:

- 1) +0,6% to be applied as from 1 April 2025 and +3,7% to be applied as from 1 July 2025,
- 2) as well as the updated indexation for 2024 that requires a salary update of +5,3% to be applied as from 1 July 2024.

The recently decided high increase of indexation for 2024 of 5.3% and the additional high increase of indexation (4.3%) for 2025 have a high impact on the salary cost. The updated cost of R0/EFTA staff in 2025 is estimated at around EUR 4.2 Mio.

Furthermore, the 2024 5.3% indexation is not only applied for 6 months in 2024 but for an additional year in 2025. Only the cost of 2024 indexation expected to be paid in 2025 is EUR 2,569,190.51 (EUR 1,155,679.92 for TAs and EUR 1,413,510.59 for CAs).



#### 5.1.4 Vacancy rate as of end 2023

The Agency has estimated a prudent vacancy rate of 4%. The intention is to recruit the maximum possible additional posts within the year to sustain the increased operational activity.

#### 5.1.5 Standard abatement( 'abatement forfaitaire' )

### 5.2 Financial Resources

#### 5.2.1 Title 1

The background calculation for DB2025 follows the same pattern as in previous years together with some recent adjustments. The salary forecast for 2025 has been calculated based on the salaries paid in January 2024. In addition, the following elements are considered:

- Salary indexation and vacancy rate (as mentioned above, see 5.1.3 and 5.1.4)
- 2024 and 2025 reclassification exercises as well as step increase for both 2024 and 2025
- Recruitments in 2024 and 2025
- Estimation of extra allowances like daily, removal and installation allowance
- Travel allowances have been calculated based on 2023 staff in place, plus the expected recruitments until June 2025 (when the actual payment of these allowances is made)
- The cost of the additional pension for the third country staff based on the latest payments done in 2023, plus an indexation of 1%.

To be noted the calculation of the reclassification for contract agents is made using the very recent quotas<sup>59</sup> decided by the Commission and applied in the Agency as of 2025. Those quotas allow for a reclassification of 15 more contract agents. The expected number of SNEs in 2024 is 16 and the number of FTEs interims is approximately 20.

Moreover, the budget needs for the Title considered all the recent updates in pricing for the services provided by DG HR and PMO and other.

#### 5.2.2 Title 2

The Agency signed a new contract agreement (Usufruct) in September 2023 for the building rent which included:

- A reduction in the surface rented by ERCEA:
- the 19th floor COV2 (2.206m<sup>2</sup>) not rented anymore from REA
- the meeting rooms on the ground floor (853m<sup>2</sup>) not rented anymore from the owner.

The new usufruct contract foresees an indexation applied annually. Therefore, the Rent cost for the year N+1 is always higher than the rent paid in year N.

The table presents the annual increases of the main SLAs.

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<sup>59</sup> On the 20th of December 2023, the EAs were called for a meeting with DG HR, which informed them about a new methodology for boosting the reclassification of CA 3a, interpreting the GIPs as DG HR is proposing now. This initiative is coming following discussions with Trade Unions, and different working groups such as the attractiveness of EU institutions based in Luxembourg and Delegations and Career Perspective for CAs. As the EAs have their own administrative autonomy, DG HR proposes to them to align with the Commission approach. A change in the legal framework (GIPS) will not be required.

	2017	2018	2019	2020	2021	2022	2023	2024	2025
SLA HR (including DS)	699.287,07	961.006,03	933.819,74	1.064.480,68	990.392,74	1.013.409,00	1.052.260,00	1.213.889,00	1.286.822,00
SLA OIB	1.692.533,69	2.240.281,11	2.573.846,64	2.292.705,60	2.180.862,00	3.087.212,00	2.762.865,00	1.864.250,00	1.830.600,00
SLA PMO	346.661,89	359.610,00	328.500,00	366.381,10	368.340,00	350.801,00	375.932,00	360.000,00	393.918,00
SLA DIGIT	981.690,25	989.560,25	1.015.816,86	1.281.233,80	1.562.234,00	1.720.293,00	1.865.186,00	1.950.000,00	2.040.000,00
SLA DG BUDG	95.000,00	95.000,00	95.000,00	131.000,00	122.000,00	75.000,00	47.000,00	252.000,00	105.000,00
Amount increase HR		261.718,96	-27.186,29	130.660,94	-74.087,94	23.016,26	38.851,00	161.629,00	72.933,00
<b>% HR</b>		<b>37,43%</b>	<b>-2,83%</b>	<b>13,99%</b>	<b>-6,96%</b>	<b>2,32%</b>	<b>3,83%</b>	<b>15,36%</b>	<b>6,01%</b>
Amount increase OIB		547.747,42	333.565,53	-281.141,04	-111.843,60	906.350,00	-324.347,00	-898.615,00	-33.650,00
<b>% OIB</b>		<b>32,36%</b>	<b>14,89%</b>	<b>-10,92%</b>	<b>-4,88%</b>	<b>41,56%</b>	<b>-10,51%</b>	<b>-32,52%</b>	<b>-1,81%</b>
Amount increase PMO		12.948,11	-31.110,00	37.881,10	1958,9	-17539	25131	-15932	33918
<b>% PMO</b>		<b>3,74%</b>	<b>-8,65%</b>	<b>11,53%</b>	<b>0,53%</b>	<b>-4,76%</b>	<b>7,16%</b>	<b>-4,24%</b>	<b>9,42%</b>
Amount increase DIGIT		7.870,00	26.256,61	265.416,94	281.000,20	158.059,00	144.893,00	84.814,00	90.000,00
<b>% DIGIT</b>		<b>0,80%</b>	<b>2,65%</b>	<b>26,13%</b>	<b>21,93%</b>	<b>10,12%</b>	<b>8,42%</b>	<b>4,55%</b>	<b>4,62%</b>
Amount increase BUDG		0,00	0,00	36.000,00	-9.000,00	-47.000,00	-28.000,00	205.000,00	-147.000,00
<b>% BUDG</b>		<b>0,00%</b>	<b>0,00%</b>	<b>37,89%</b>	<b>-6,87%</b>	<b>-38,52%</b>	<b>-37,33%</b>	<b>436,17%</b>	<b>-58,33%</b>

In this sense Title 2 expenditure is increased when compared to the budget 2024 approved due to the higher rent cost for 2025 and some increased costs with SLAs.

### 5.2.3 Title 3

The expenditure in Title 3 is budgeted with considerable prudence and remains stable at the level of budget 2024.

## 6 Other information

### 6.1 Buildings

#### 6.1.1 Current building(s)

#	Building Name and type	Location	SURFACE AREA (in m <sup>2</sup> )			RENTAL CONTRACT			Host country (grant or support)	Building present value (€)
			Office space	non-office	Total	RENT (€/year)	Duration	Type		
1	Covent Garden (COV2)	Place Rogier, 16 BE – 1210 ST JOSSE-TEN-NOODE	11 808	813	12 621	2 339 141	5 years	Extension usufruct contract	No	
<b>TOTAL</b>			<b>11 808</b>	<b>813</b>	<b>12 621</b>	<b>2 339 141</b>				

#### 6.1.2 Current Building(s) Other comments

The usufruct contract with initial duration of 15 years ended on the 23-09-2023. ERCEA and the owner of the Covent Garden building (IRR, Royal Immobilière Rogier) signed a five-year extension on 24-09-2023 with end date foreseen on 31-12-2028.

The extension contract includes the possibility to end the contract one year before (31/12/2027), providing a prior notification is sent to the owner by registered letter on 31/12/2026 at the latest.

ERCEA occupies the same floors as in the original usufruct contract (20-26<sup>th</sup> floors), but it has stopped renting:

-the meeting rooms of the ground floor,

-and the 19<sup>th</sup> floor from REA

The first rent amounting to EUR 2.339.141€ was paid in September 2023 and was covering the period 24-09-2023 to 23-09-2024.

The extended contract stipulates that the management of the building, previously done by the European Commission, through OIB, will be transferred to IRR which is free to entrust this task to an external real estate manager, in this case BNP Paribas.

A provision of EUR 70/m<sup>2</sup> will be payable, in advance, quarterly. BNP Paribas will establish an annual regularisation based on the actual costs.

### *6.1.3 Building projects in the planning phase*

There is no final decision on the move of ERCEAs premises from COVE2 building.

### *6.1.4 Building projects submitted to the European Parliament and the Council*

## **6.2 Evaluation**

The Council Regulation laying down the statute for Executive Agencies requires an external evaluation of the operation of each executive agency every three years.

- ERCEA Evaluation covering the period from 16 July 2018 – 31 March 2021

In accordance with the requirements of the Council Regulation (EC) No 58/2003, the Commission launched in 2021 the evaluation of ERCEA's performance over the period 16 July 2018 – 31 March 2021. This was part of the triennial evaluation of all six Executive Agencies, supported by a study undertaken by an external consultant under one common procurement procedure contracted by DG Research and Innovation. In line with the Commission's Better Regulation principles, main objectives of the evaluation is to assess whether the Agency has fulfilled its tasks effectively and efficiently, whether there are overlaps, gaps or inconsistencies in the management of the programme portfolio by the Agency, and whether there is a clear delineation of tasks between ERCEA and the parent Directorate-General or other executive agencies (coherence) .

According to the supporting study, ERCEA was effective and efficient in achieving its objectives, namely in implementing the parts of EU programmes that have been delegated, as demonstrated by the key performance indicators and the high levels of stakeholders' satisfaction. Delimitation of responsibilities and tasks between ERCEA and its parent Directorates-General were clear and appropriate. The supporting study also identified several lessons learned and recommendations, which were mainly addressed in the new mandate, such as to explore the further potential of exchange for/on relevant communication actions or topics, to continue the exchange on how to meaningfully fulfil the feedback to policy task of the Agency, to strengthen the information provided in reporting mechanisms.

The delegation of programme implementation to ERCEA remained considerably more cost-effective than the in-house scenario, generating important cost savings in EU budget and high value for money. The study concluded that the actual savings were 23.4 % higher than initial estimates in the Specific Financial Statement, when comparing with the in-house scenario. The programme management cost ratio (commitments) between the administrative budget and the operational budget ERCEA manages was overall below 3%.

## 2.5 European Innovation Council and SMEs Executive Agency (“EISMEA”)

### 1 Overview

#### 1.1 Creation/modification (legal base)

Decision	Date	Mission / Tasks / Functions
COMMISSION IMPLEMENTING DECISION (EU) 2021/173 of 12 February 2021	OJ L 50/9 of 15/02/2021	establishing the European Climate, Infrastructure and Environment Executive Agency, the European Health and Digital Executive Agency, the European Research Executive Agency, the European Innovation Council and SMEs Executive Agency, the European Research Council Executive Agency, and the European Education and Culture Executive Agency and repealing Implementing Decisions 2013/801/EU, 2013/771/EU, 2013/778/EU, 2013/779/EU, 2013/776/EU and 2013/770/EU
COMMISSION DECISION C(2021)949 of 12 February 2021		delegating powers to the European Innovation Council and SMEs Executive Agency with a view to the performance of tasks linked to the implementation of Union programmes in the field of Innovative Europe, Single Market and Interregional Innovation Investments comprising, in particular, implementation of appropriations entered in the general budget of the Union

#### 1.2 Seat

Brussels

#### 1.3 Budget Line

01 01 01 76 : European Innovation Council and SMEs Executive Agency — Contribution from Horizon Europe

03 01 01 76 : European Innovation Council and SMEs Executive Agency — Contribution from the Single Market Programme

05 01 01 76 : European Innovation Council and SMEs Executive Agency — Contribution from interregional innovation investments

#### 1.4 Human Resources Overview

The table below presents the number of posts in the establishment plans, including the posts assigned to programmes financed outside the EU budget, whereas the number of Contract Agents / SNE only includes those financed under programmes financed within the EU Budget.

Human Resources	2023			2024	2025
	Authorised Budget	Actually filled as of 31/12/2023	Occupancy rate(%)	Authorised Budget	Draft Budget Request
Temporary Agents (Officials seconded by the Commission)	38	30	78,95%	37	31
Temporary Agents (recruited by the executive agency)	82	77	93,90%	69	73
<b>Total Establishment plan posts</b>	<b>120</b>	<b>107</b>	<b>89,17%</b>	<b>106</b>	<b>104</b>
Contract Agents	261	205	78,54%	251	242
Seconded National Experts	2	1	50,00%	2	1
<b>TOTAL STAFF</b>	<b>383</b>	<b>313</b>	<b>81,72%</b>	<b>359</b>	<b>347</b>

#### 1.5 Financial Resources Overview

##### 1.5.1 Revenues Overview

REVENUES	2024	2025
	Revenues estimated by the agency	Budget Forecast
<b>1. EU contribution to the executive agency</b>	43 295 072	43 993 796

<b>2. EEA/EFTA contribution (excl.Switzerland) (1)</b>	1 631 839	1 599 935 (1)
<b>3. Participation of candidate countries and/or third countries</b>	1 814 261	1 997 343
<b>4. NGEU</b>	3 993 310	2 545 130
<b>TOTAL</b>	<b>44 926 911</b>	<b>50 136 204</b>

(1) The exact percentages of the EFTA contribution for 2025 is not yet known and the percentage applicable in 2024 is used as a proxy to calculate the EFTA contribution in 2025 (i.e. 3,54%).

### 1.5.2 Expenditure Overview

Expenditure	2024		2025	
	Commitment appropriations	Payment appropriations	Commitment appropriations	Payment appropriations
<b>Title 1 - Staff expenditure</b>	41 141 607	41 141 607	41 037 704	41 037 704
<b>Title 2 - Infrastructure and operating expenditure</b>	6 974 410	6 974 410	6 338 500	6 338 500
<b>Title 3 - Programme support expenditure</b>	2 618 465	2 618 465	2 760 000	2 760 000
<b>TOTAL EXPENDITURE</b>	<b>50 734 482</b>	<b>50 734 482</b>	<b>50 136 204</b>	<b>50 136 204</b>

## 2 Information on the functioning

### 2.1 Lifecycle EU programmes managed

In 2025, the executive agency is in the 5th year of its operational lifetime and manages the following programmes

Name of the EU programme	The executive agency is phasing in for this programme	The executive agency is fully operational for this programme	The executive agency is phasing out for this programme
Horizon Europe, Pillar III:			
European Innovation Council (EIC)		X	
European Innovation Ecosystems (EIE)		X	
Widening Participation and Spreading Excellence		X	
Single Market Programme:			
Consumers		X	
SME pillar		X	
Internal Market and support to Standardisation		X	
Market Surveillance		X	
European Regional Development Fund:			
Interregional Innovation Investments		X	
Legacy of:			
Horizon 2020 – FET			X
Horizon 2020 – Access to Risk Finance and Innovation in SMEs			X
Horizon 2020 – FTI			X
Horizon 2020 – SME Instrument			X
COSME Programme			X
Parts of the Internal Market and support to Standardisation activities			X
Consumers Programme			X

## 2.2 Operational appropriations managed

	Executed budget 2023		Budget 2024		Draft Budget 2025	
	Commitment appropriations	Payment appropriations	Commitment appropriations	Payment appropriations	Commitment appropriations	Payment appropriations
<b>Completion of Consumer Programme</b>						
<b>03 02 99 03 - Completion of previous activities and programmes in the field of consumers (prior to 2021)</b>						
<b>Operational Budget</b>	<b>0</b>	<b>1 759 973</b>	<b>p.m.</b>	<b>7 495</b>	<b>p.m.</b>	<b>p.m.</b>
<i>Of which managed by the executive agency</i>		1 422 959				
<b>Completion of Programme for the Competitiveness of Enterprises and small and medium-sized enterprises (COSME)</b>						
<b>03 02 99 01 - Completion of previous programmes in the field of small and medium-sized enterprises, including the Programme for the Competitiveness of Enterprises and small and medium-sized enterprises (COSME) (prior to 2021)</b>						
<b>Operational Budget</b>	<b>0</b>	<b>21 529 109</b>	<b>p.m.</b>	<b>15 210 000</b>	<b>p.m.</b>	<b>1 918 324</b>
<i>Of which managed by the executive agency</i>		21 312 856		12 647 978		
<b>Completion of Programme for the Competitiveness of Enterprises and small and medium-sized enterprises (COSME) - Financial instruments</b>						
<b>Completion of European statistical programme (ESP)</b>						
<b>03 02 99 04 - Completion of previous programmes related to standardisation, financial reporting and services, auditing and statistics (prior to 2021)</b>						
<b>Operational Budget</b>	<b>0</b>	<b>19 320 127</b>	<b>p.m.</b>	<b>4 700 000</b>	<b>p.m.</b>	<b>3 499 489</b>
<i>Of which managed by the executive agency</i>		6 030 589		2 306 418		1 499 489
<b>Completion of Food and Feed</b>						
<b>Completion of European statistical programme (ESP)</b>						
<b>03 02 99 04 - Completion of previous programmes related to standardisation, financial reporting and services, auditing and statistics (prior to 2021)</b>						
<b>Operational Budget</b>	<b>0</b>	<b>19 320 127</b>	<b>p.m.</b>	<b>4 700 000</b>	<b>p.m.</b>	<b>3 499 489</b>
<i>Of which managed by the executive agency</i>		6 030 589		2 306 418		1 499 489
<b>Completion of Specific activities in the field of financial reporting and auditing</b>						
<b>Completion of Previous Framework Programme for Research and Innovation</b>						
<b>01 02 99 01 - Completion of previous research programmes (prior to 2021)</b>						
<b>Operational Budget</b>	<b>0</b>	<b>2 848 256 532</b>	<b>p.m.</b>	<b>2 149 087 945</b>	<b>p.m.</b>	<b>1 114 291 498</b>

	Executed budget 2023		Budget 2024		Draft Budget 2025	
	Commitment appropriations	Payment appropriations	Commitment appropriations	Payment appropriations	Commitment appropriations	Payment appropriations
<i>Of which managed by the executive agency</i>		120 144 588		59 235 404		
<b>Completion of European statistical programme (ESP)</b>						
<b>03 02 99 04 - Completion of previous programmes related to standardisation, financial reporting and services, auditing and statistics (prior to 2021)</b>						
<b>Operational Budget</b>	<b>0</b>	<b>19 320 127</b>	<b>p.m.</b>	<b>4 700 000</b>	<b>p.m.</b>	<b>3 499 489</b>
<i>Of which managed by the executive agency</i>		6 030 589		2 306 418		1 499 489
<b>Completion of Enhancing consumers involvement in EU policy making in the field of financial services</b>						
<b>European Regional Development Fund (ERDF)</b>						
<b>05 02 01 - ERDF — Operational expenditure</b>						
<b>Operational Budget</b>	<b>37 318 223 036</b>	<b>3 288 494 504</b>	<b>39 092 746 401</b>	<b>5 162 042 041</b>	<b>40 157 207 649</b>	<b>18 000 000 000</b>
<i>Of which managed by the executive agency</i>	78 862 915	53 230 951	80 440 173	53 081 797		
<b>Horizon Europe – the Framework Programme for Research and Innovation</b>						
<b>01 02 03 01 - European Innovation Council</b>						
<b>Operational Budget</b>	<b>1 159 787 387</b>	<b>711 952 100</b>	<b>1 166 817 277</b>	<b>844 837 697</b>	<b>1 131 807 495</b>	<b>997 038 133</b>
<i>Of which managed by the executive agency</i>	1 159 787 387	711 952 100	600 369 528	834 944 799	602 428 124	
<b>01 02 03 02 - European innovation ecosystems</b>						
<b>Operational Budget</b>	<b>67 631 453</b>	<b>32 669 655</b>	<b>84 132 515</b>	<b>65 066 252</b>	<b>84 578 651</b>	<b>73 820 646</b>
<i>Of which managed by the executive agency</i>	67 381 453	32 519 655	84 132 515	64 856 252	76 405 791	
<b>01 02 04 01 - Widening participation and spreading excellence</b>						
<b>Operational Budget</b>	<b>384 196 309</b>	<b>184 596 404</b>	<b>391 704 081</b>	<b>335 137 773</b>	<b>390 047 646</b>	<b>231 262 642</b>
<i>Of which managed by the executive agency</i>	14 079 599	4 340 355		10 500 000		
<b>Single Market Programme, including COSME, ESP, consumer involvement in fin. Services, financial reporting, Food and Feed, consumer programme</b>						
<b>03 02 01 07 - Market surveillance</b>						
<b>Operational Budget</b>	<b>11 548 459</b>	<b>5 319 859</b>	<b>14 779 000</b>	<b>11 400 000</b>	<b>16 545 271</b>	<b>8 849 617</b>

	Executed budget 2023		Budget 2024		Draft Budget 2025	
	Commitment appropriations	Payment appropriations	Commitment appropriations	Payment appropriations	Commitment appropriations	Payment appropriations
<i>Of which managed by the executive agency</i>	5 399 028	919 199	9 400 000	4 647 621	9 709 000	
<b>03 02 02 - Improving the competitiveness of enterprises, particularly SMEs, and supporting their access to markets</b>						
<b>Operational Budget</b>	<b>139 324 541</b>	<b>160 235 171</b>	<b>128 361 000</b>	<b>125 000 000</b>	<b>128 946 729</b>	<b>162 549 667</b>
<i>Of which managed by the executive agency</i>	129 732 970	148 671 837	108 974 153	82 669 279	122 371 000	
<b>03 02 03 01 - European standardisation</b>						
<b>Operational Budget</b>	<b>22 349 140</b>	<b>16 464 569</b>	<b>22 616 000</b>	<b>22 400 000</b>	<b>24 341 000</b>	<b>19 199 948</b>
<i>Of which managed by the executive agency</i>	17 712 000	11 923 073	16 962 000	15 601 310	17 537 000	
<b>03 02 04 01 - Ensuring high level of consumer protection and product safety</b>						
<b>Operational Budget</b>	<b>23 648 000</b>	<b>19 281 838</b>	<b>24 048 000</b>	<b>22 470 831</b>	<b>24 849 000</b>	<b>29 514 892</b>
<i>Of which managed by the executive agency</i>	18 786 384	14 409 078	18 806 719	14 121 323	18 675 000	
<b>TOTAL operational budget managed by the agency</b>	<b>1 491 741 736</b>	<b>1 138 938 418</b>	<b>919 085 088</b>	<b>1 159 225 017</b>	<b>847 125 915</b>	<b>4 498 467</b>

### 3 Human Resources

#### 3.1 Staffing when created extended

Source: Specific Financial Statement for European Innovation Council and Small and Medium-Sized Enterprises Executive Agency (including staff financed on NGEU)

Staff	2021	2022	2023	2024	2025	2026	2027
Temporary Agents (Officials seconded by the Commission)	38	38	38	38	38	38	38
Temporary Agents (recruited by the agency)	80	83	78	74	67	62	56
Executive Agency's total Establishment Plan Posts (*)	<b>118</b>	<b>121</b>	<b>116</b>	<b>112</b>	<b>105</b>	<b>100</b>	<b>94</b>
Contract Agents (*)	296,7	302,1	291,8	281,3	264,4	250,7	237,1
Seconded National Experts (SNE)							
<b>Total staff of the Executive Agency</b>	<b>414,7</b>	<b>422,8</b>	<b>408,2</b>	<b>393,5</b>	<b>369,5</b>	<b>350,2</b>	<b>331,0</b>

(\*) Estimated full time equivalent units (FTE) on the basis of average costs

#### 3.2 Detailed situation

##### 3.2.1 Establishment plan posts

The table below presents the number of posts in the establishment plans, including the posts assigned to programmes financed outside the EU budget.

Function group and grade	2023	2024	2025
--------------------------	------	------	------



	Authorised Budget	Actually filled as of 31/12/2023	Authorised Budget	Draft Budget Request
AD 16				
AD 15	1		1	1
AD 14	8	4	8	8
AD 13	7	6	7	7
AD 12	19	8	18	15
AD 11	12	15	12	13
AD 10	9	7	9	10
AD 9(2)	10	5	10	11
AD 8	10	4	10	10
AD 7(1)	19	18	19	18
AD 6	8	19	1	
AD 5	5	11		
<b>AD TOTAL</b>	<b>108</b>	<b>97</b>	<b>95</b>	<b>93</b>
AST 11				
AST 10				
AST 9	1	1	1	1
AST 8				
AST 7				
AST 6	3	1	3	3
AST 5	3	3	3	3
AST 4	2		2	2
AST 3	1	3		
AST 2				
AST 1				
<b>AST TOTAL</b>	<b>10</b>	<b>8</b>	<b>9</b>	<b>9</b>
AST/SC 6				
AST/SC 5				
AST/SC 4				
AST/SC 3	1		1	1
AST/SC 2	1	2	1	1
AST/SC 1				
<b>AST/SC TOTAL</b>	<b>2</b>	<b>2</b>	<b>2</b>	<b>2</b>
<b>TOTAL</b>	<b>120</b>	<b>107</b>	<b>106</b>	<b>104</b>
<b>Of which Officials seconded by the commission</b>	<b>38</b>	<b>30</b>	<b>37</b>	<b>31</b>

(1) of which 2 in 2024 and 8 in 2025 financed from the participation of candidate countries and/or third countries.

(2) of which 2 financed from the participation of candidate countries and/or third countries.

### 3.2.2 Contract Agents financed from the EU budget contribution

Contract agents	Authorised 2023	Recruited as of 31/12/2023	2024 estimate	Draft Budget 2025 estimate
<b>Function Group IV</b>	132	97	130	129

Contract agents	Authorised 2023	Recruited as of 31/12/2023	2024 estimate	Draft Budget 2025 estimate
Function Group III	102	86	95	92
Function Group II	26	21	25	21
Function Group I	1	1	1	
<b>TOTAL</b>	<b>261</b>	<b>205</b>	<b>251</b>	<b>242</b>

### 3.2.3 Contract Agents financed from external revenues

In addition to the contract agents financed from the EU budget contribution as set out in the table above, the table below shows the number of contract agents financed with contributions paid by (potential) candidate and third countries as well as from the Next Generation EU (NGEU):

Human Resources financed outside the EU budget	Foreseen in 2023	Recruited as of 31/12/2023	Foreseen in 2024	Foreseen 2025
Financed from NGEU	29	29	26	16
Financed from participation of candidate countries and/or third countries	13	3	23	23

### 3.2.4 Seconded National Experts

Seconded National Experts	Authorised 2023	Recruited as of 31/12/2023	2024 estimate	Draft Budget 2025 estimate
<b>TOTAL</b>	<b>2</b>	<b>1</b>	<b>2</b>	<b>1</b>

## 3.3 Impact of the creation of the Executive Agency on the human resources of the Commission

### 3.3.1 Freed staff in the parent DG

#### 3.3.1.1 At creation

In accordance with Article 12 § 6c of Council Regulation 58/2003, tasks transferred from Commission services to executive agencies free Commission resources for redeployment to other priorities in the annual allocation of human resources. In accordance with the budgetary procedure and the principle of transparency, the Commission informs the Budgetary Authority on the estimated number of posts that could be freed and redeployed.

Parent DG	Total staff to be freed and frozen	Staff freed and frozen by end 2023	Staff to be freed and frozen in 2024	Staff to be freed in 2025
Establishment plan posts	282	180	33	14
External staff	76	68	1	0
<b>Total</b>	<b>358</b>	<b>248</b>	<b>34</b>	<b>14</b>

Taking into account the revised level of staffing for the executive agencies, reflecting the decrease of budget implemented, this results in a revised number of FTE to be offset on the Commission side of 358 FTE for the full period 2021-2027, instead of 426 FTE.

#### 3.3.1.2 At extension of the mandate of the executive agency

In accordance with Article 12 § 6c of Council Regulation 58/2003, tasks transferred from Commission services to executive agencies free Commission resources for redeployment to other priorities in the annual allocation of human resources. In accordance with the budgetary procedure and the principle of transparency, the Commission informs the Budgetary Authority on the estimated number of posts that could be freed and redeployed.

Parent DG	Total staff to be freed (as planned at extension)	Staff freed by end 2023	Staff to be freed in 2024	Staff to be freed in 2025
<b>Total</b>				

### 3.3.1.3 Following a decrease of the total number of seconded officials to executive agency ('unfrozen' posts)

Parent DG	Number of posts freed, following a decrease of the total number of seconded officials to the Executive agency		
	By end 2023	In 2024	In 2025
<b>DG RTD</b>		1	6
<b>Total</b>		<b>1</b>	<b>6</b>

### 3.3.2 Frozen posts in the Commission Establishment Plan

In accordance with Article 18 § 2b of Council Regulation 58/2003 and Article 38.c of the Staff Regulations, a number of posts corresponding to the number of Commission officials seconded to executive agencies is without budgetary coverage in the establishment plan of the Commission and generates a corresponding reduction of administrative appropriations in the Commission Budget (see "Abatement agencies executives" in Draft Budget Working Document II).

This number is subject to fluctuations over time, depending on the stage in the lifetime of the executive agency. Moreover, this number can vary also following the application of Article 38.c of the Staff Regulations: "( ) at the end of every six months, the official concerned may request that his secondment is terminated", and the time span between his/her mobility and his/her replacement.

Parent DG	Number of posts to be frozen (as planned)	Number of posts frozen in 2024	Number of posts frozen in 2025
<b>DG RTD</b>	24	23	17
<b>DG REGIO</b>	2	2	2
<b>DG GROW</b>	7	7	7
<b>DG CNECT</b>	4	4	4
<b>DG RTD</b>	1	1	1
<b>Total</b>	<b>38</b>	<b>37</b>	<b>31</b>

## 4 Financial Resources

### 4.1 Indicative contribution table

Indicative EU budget contribution to the agency (as foreseen in the financial statement accompanying the mandate – NGEU excluded)	2021	2022	2023	2024	2025	2026	2027
	43 633 000	43 499 000	43 274 000	43 052 000	42 761 000	42 482 000	42 190 000
<b>Agency contribution as voted by the Budgetary Authority</b>							
<b>Initial Budget (EUR-27)</b>	43 633 000	43 499 000	43 843 247	43 295 072			
<b>Budget after transfers and / or amending budgets (EUR-27)</b>	40 285 606	38.674.005	39 189 822				
<b>Operating budget of the agency</b>							
<b>Initial Budget (EUR-27)</b>	43 633 000	43 499 000	43 843 247	43 295 072			
<b>Budget after transfers and / or amending budgets (EUR-27)</b>	40 285 606	38 674 005	39 189 822				

### 4.2 Revenues

REVENUES	2023	2024	2025	VAR
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		Executed Budget	Budget	Draft Budget	2025/2024 (%)
<b>1. EU contribution to the executive agency</b>					
<b>Budget Line</b>	<b>Programme</b>				
01 01 01 76	HORIZONEU	28 499 209	29 682 072	30 479 796	2,69%
03 01 01 76	SINGLEMKT	9 736 396	12 283 000	12 035 000	-2,02%
05 01 01 76	ERDF_21	954 217	1 330 000	1 479 000	11,20%
<b>Sub Total</b>		<b>39 189 822</b>	<b>43 295 072</b>	<b>43 993 796</b>	<b>1,61%</b>
<b>2. EEA/EFTA contribution (excl.Switzerland)</b>					
<b>Budget Line</b>	<b>Programme</b>				
01 01 01 76	HORIZONEU	1 050 248	1 192 108	1 169 082	-1,93%
03 01 01 76	SINGLEMKT	359 601	439 731	430 853	-2,02%
<b>Sub Total</b>		<b>1 409 849</b>	<b>1 631 839</b>	<b>1 599 935</b>	<b>-1,96%</b>
<b>3. Participation of candidate countries and/or third countries</b>					
<b>Budget Line</b>	<b>Programme</b>				
01 01 01 76	HORIZONEU	1 339 569	1 814 261	1 997 343	10,09%
<b>Sub Total</b>		<b>1 339 569</b>	<b>1 814 261</b>	<b>1 997 343</b>	<b>10,09%</b>
<b>4. NGEU</b>					
<b>Budget Line</b>	<b>Programme</b>				
01 01 01 76	HORIZONEU	5 967 820	3 993 310	2 545 130	-36,27%
<b>Sub Total</b>		<b>5 967 820</b>	<b>3 993 310</b>	<b>2 545 130</b>	<b>-36,27%</b>
<b>TOTAL REVENUES</b>		<b>47 907 060</b>	<b>50 734 482</b>	<b>50 136 204</b>	<b>-1,18%</b>

#### 4.3 Expenditure

##### 4.3.1 Commitment appropriations

EXPENDITURE	EXPENDITURE			
	Executed Budget 2023	Budget 2024	Draft Budget 2025	VAR 2025/2024 (%)
<b>Title 1 - Staff expenditure</b>	<b>38 027 697</b>	<b>41 141 607</b>	<b>41 037 704</b>	<b>-0,25%</b>
<b>Remunerations, Allowances and Charges</b>	<b>36 063 340</b>	<b>38 853 816</b>	<b>38 977 177</b>	<b>0,32%</b>
- Of which establishment plan posts	15 617 649	16 141 169	17 131 540	6,14%
- Of which external personnel	20 445 691	22 712 647	21 844 637	-3,82%
<b>Professional Development and Social expenditure</b>	<b>1 964 357</b>	<b>2 287 791</b>	<b>2 061 527</b>	<b>-9,89%</b>
<b>Title 2 - Infrastructure and operating expenditure</b>	<b>7 065 665</b>	<b>6 974 410</b>	<b>6 338 500</b>	<b>-9,12%</b>
<b>Building expenditure</b>	<b>4 213 936</b>	<b>4 484 000</b>	<b>3 255 000</b>	<b>-27,41%</b>
<b>ICT expenditure</b>	<b>2 688 740</b>	<b>2 325 000</b>	<b>2 795 000</b>	<b>20,22%</b>
<b>Movable Property and Current Operating expenditure</b>	<b>162 989</b>	<b>165 410</b>	<b>288 500</b>	<b>74,42%</b>

<b>Title 3 - Programme support expenditure</b>	<b>2 554 585</b>	<b>2 618 465</b>	<b>2 760 000</b>	<b>5,41%</b>
<b>Programme Management expenditure</b>	<b>2 554 585</b>	<b>2 618 465</b>	<b>2 760 000</b>	<b>5,41%</b>
<b>Common Support Services expenditure</b>				
<b>TOTAL</b>	<b>47 647 947</b>	<b>50 734 482</b>	<b>50 136 204</b>	<b>-1,18%</b>

#### 4.3.2 Payment appropriations

EXPENDITURE	EXPENDITURE			
	Executed Budget 2023	Budget 2024	Draft Budget 2025	VAR 2025/2024 (%)
<b>Title 1 - Staff expenditure</b>	<b>37 141 084</b>	<b>41 141 607</b>	<b>41 037 704</b>	<b>-0,25%</b>
<b>Remunerations, Allowances and Charges</b>	<b>35 632 385</b>	<b>38 853 816</b>	<b>38 977 177</b>	<b>0,32%</b>
- <i>Of which establishment plan posts</i>	<i>15 617 649</i>	<i>16 141 169</i>	<i>17 131 540</i>	<i>6,14%</i>
- <i>Of which external personnel</i>	<i>20 014 736</i>	<i>22 712 647</i>	<i>21 844 637</i>	<i>-3,82%</i>
<b>Professional Development and Social expenditure</b>	<b>1 508 699</b>	<b>2 287 791</b>	<b>2 061 527</b>	<b>-9,89%</b>
<b>Title 2 - Infrastructure and operating expenditure</b>	<b>5 648 439</b>	<b>6 974 410</b>	<b>6 338 500</b>	<b>-9,12%</b>
<b>Building expenditure</b>	<b>3 632 282</b>	<b>4 484 000</b>	<b>3 255 000</b>	<b>-27,41%</b>
<b>ICT expenditure</b>	<b>1 970 865</b>	<b>2 325 000</b>	<b>2 795 000</b>	<b>20,22%</b>
<b>Movable Property and Current Operating expenditure</b>	<b>45 292</b>	<b>165 410</b>	<b>288 500</b>	<b>74,42%</b>
<b>Title 3 - Programme support expenditure</b>	<b>692 457</b>	<b>2 618 465</b>	<b>2 760 000</b>	<b>5,41%</b>
<b>Programme Management expenditure</b>	<b>692 457</b>	<b>2 618 465</b>	<b>2 760 000</b>	<b>5,41%</b>
<b>Common Support Services expenditure</b>				
<b>TOTAL</b>	<b>43 481 980</b>	<b>50 734 482</b>	<b>50 136 204</b>	<b>-1,18%</b>

#### 4.4 Outturn

First estimate of the 2023 surplus that should be reimbursed to the EU budget (as general revenue): 1 362 420 EUR

### 5 Justification of needs

#### 5.1 Human Resources

##### 5.1.1 Number of staff requested

EISMEA requests a total of 386 FTE in 2025: 104 Temporary Agents (of which 31 are seconded officials), including 8 R0 and 7 NGEU posts, 281 Contract Agents (of which 16 are financed from NGEU and 23 are financed from participation of candidate countries and/or third countries) and 1 Seconded National Expert.

The requested number of FTE is lower than what was foreseen at the Agency's SFS as a result of the foreseen transfer of staff from EISMEA to Commission. After the final audit report of the IAS audit, a dedicated Action Plan was agreed to address the weaknesses identified. In this context, it was decided to transfer a series of activities from EISMEA to DG RTD and DG CNECT. This transfer of activities was accompanied by a transfer of 10 temporary agent posts and 3 contractual agents from EISMEA to DG RTD and CNECT.

##### 5.1.2 Number of contracts agents financed from the participation of candidate countries and/or third countries

In line with the table 3.2.3, the number of contract agents financed in 2025 from the participation of candidate countries and/or third countries is 23.

### 5.1.3 Salary assumption for calculating salary lines (% applied)

The calculation method applied to estimate the remunerations, allowances and charges is based on staffing levels as foreseen in the EISMEA Specific Financial Statement on the following assumptions: (i) use of the real expenditures for staff members already employed in EISMEA as of January 2024 and calculation of an average cost for all incoming staff members ; (ii) consideration of the impact of reclassification exercises; (iii) application of indexation rates of +5.3% as of 1 July 2024, +0.6% as of 1 April 2025 and +3.7% as of 1 July 2025; (v) consideration of a vacancy rate of 7%, the impact of the parental leaves, part-time work and unpaid leaves based on historical behaviours.

### 5.1.4 Vacancy rate as of end 2023

The reported vacancy rate by the end of 2023 was 16,83%.

### 5.1.5 Standard abatement( 'abatement forfaitaire' )

## 5.2 Financial Resources

### 5.2.1 Title 1

Overall, Title 1 is decreased by EUR 103 903 (-0,3%) compared to the 2024 voted budget, and by EUR 1 354 006 (-4,5%) compared to the 2023 voted budget.

Specifically:

In Chapter 11, the remunerations, allowances & charges have been calculated based on the staff breakdown as foreseen in the Agency's SFS and according to the revised establishment plan. Compared to the Budget 2024, the amount is increased by EUR 122.361 (+0.3%), and compared to Budget 2023, the amount is decreased by EUR 1.078.988 (-2.93%). This decrease is linked to the 24 reduced positions as foreseen at the SFS and a vacancy rate of 7%. The final amounts also take into account the impact of the promotion/reclassification exercise and the indexation rates as instructed by the Budget Circular 2025. In addition, the higher grades of EISMEA staff expected in 2025 have been taken into account in the salary calculations as per the establishment plan.

Chapter 12 is decreased by EUR 226.264 (-9,9%) compared to the 2024 budget, and by EUR 175.118 (-7,8%) compared to the 2023 budget taking into account the aforementioned staff reductions.

### 5.2.2 Title 2

Title 2 is decreased by EUR 635.910 (-9,1%) compared to the 2024 voted budget and by EUR 774.989 (-10.9%) compared to the 2023 voted budget.

Specifically:

Chapter 21 is decreased by EUR 1.229.000 (-27,4%) compared to the 2024 budget and is mainly related to the staff reduction outlined in Title 1 and the move from COV2 to SB34.

Chapter 22 is increased by EUR 470.000 (+20,2%) compared to the 2024 budget due to a higher cost of SCIC meeting rooms maintenance, provision of specific software needs including licenses, TestReach and Orbis, as well as audio visual equipment and installations.

Chapter 23 is increased by EUR 123,090 (+74,4%) compared to the 2024 budget to account for increased furniture, technical installation and inventory costs as a result of the move from COV2 to SB34, and higher legal costs expected both at EU and National Courts.

### 5.2.3 Title 3

Title 3 is increased by EUR 141.535 (+5,4%) compared to the 2024 voted budget, and it is decreased by EUR 437.023 (-13,7%) compared to the 2023 voted budget.

Specifically:

External Audits: compared to 2024, the budget is increased by EUR 25.000 (8,3%) compared to the 2024 budget to cover around 30 audits in 2025.

Communication, Information and Linguistic services: compared to 2024, the budget is increased by EUR 255.355 (20,5%) due to higher costs forecasted for promotional material, media and social media monitoring, paid social media, digital info days, design and further development of data hubs (EUR 550.000), technical support (graphic design, social media, events and web) (EUR 825.500) as well as translation costs (EUR 125.000) for operational units and the legal team linked to the litigation expected both at EU and National Courts.

Overall, the total draft budget request of 2025 is reduced by EUR 1.142.265 (-2,3%) compared to the 2024 budget and by EUR 3.110.005 (-5,9%) compared to the voted budget of 2023, despite the yearly indexation rates increasing staff salaries as well as the higher grading of staff expected in 2025 compared to 2023.

Compared to the Agency SFS ceiling for 2025 (and including all fund sources), the draft budget request of 2025 is reduced by EUR 1.217.894 (-2.4%).

## 6 Other information

### 6.1 Buildings

#### 6.1.1 Current building(s)

#	Building Name and type	Location	SURFACE AREA(in m <sup>2</sup> )			RENTAL CONTRACT			Host country (grant or support)	Building present value(€)
			Office space	non-office	Total	RENT (€/year)	Duration	Type		
1	North Light (SB34)	Bd Simon Bolivar 34 1000 Bruxelles			8 026,36	1 960 834	1 year	SLA with OIB	No	
<b>TOTAL</b>					<b>8 026,36</b>	<b>1 960 834</b>				

#### 6.1.2 Current Building(s) Other comments

#### 6.1.3 Building projects in the planning phase

#### 6.1.4 Building projects submitted to the European Parliament and the Council

### 6.2 Evaluation

Not applicable yet

## 2.6 European Education and Culture Executive Agency (“EACEA”)

### 1 Overview

#### 1.1 Creation/modification (legal base)

Decision	Date	Mission / Tasks / Functions
<p>COMMISSION IMPLEMENTING DECISION (EU) 2021/173 of 12 February 2021 establishing the European Climate, Infrastructure and Environment Executive Agency, the European Health and Digital Executive Agency, the European Research Executive Agency, the European Innovation Council and SMEs Executive Agency, the European Research Council Executive Agency, and the European Education and Culture Executive Agency and repealing Implementing Decisions 2013/801/EU, 2013/771/EU, 2013/778/EU, 2013/779/EU, 2013/776/EU and 2013/770/EU</p>	<p>12 February 2021</p>	<p>The European Education and Culture Executive Agency is established from 1 April 2021 until 31 December 2028. The European Education and Culture Executive Agency shall be entrusted with the implementation of the following (parts of) Union programmes:</p> <p>Creative Europe;</p> <p>Erasmus;</p> <p>European Solidarity Corps;</p> <p>Citizens, Equality, Rights and Values;</p> <p>Neighbourhood, development and international cooperation instrument (NDICI);</p> <p>Instrument for pre-accession assistance (IPA III).</p> <p>As well as with the implementation of the legacy of the following (parts of) Union programmes:</p> <p>Creative Europe</p> <p>Erasmus+</p> <p>European Solidarity Corps</p> <p>Europe for Citizens</p> <p>EU Aid Volunteers</p> <p>the Instrument for Pre-accession Assistance (IPA II)</p> <p>the European Neighbourhood Instrument</p> <p>the Instrument for Development Cooperation</p> <p>the Partnership Instrument for cooperation with third</p> <p>the 10th and 11th European Development Funds</p> <p>the following programmes which were previously entrusted to the Education, Audio-visual and Culture Executive Agency in the period 2000-2013: the programme of cooperation with the United States of America in the field of higher education and vocational education and training (2006-2013); (ii) the agreement between the European Community and the Government of Canada establishing a cooperation framework in the fields of higher education, training and youth (2006-2013); (iii) the action programme in the field of lifelong learning (2007-2013); (iv) the ‘Culture’ programme (2007-2013); (v) the ‘Europe for Citizens’ programme to promote active European citizenship (2007-2013); (vi) the ‘Youth in Action’ programme (2007-2013); (vii) the support programme for the European audiovisual sector (MEDIA 2007) (2007-2013); (viii) the Erasmus Mundus (II) action programme 2009-2013 for the enhancement of quality in higher education and the promotion of intercultural understanding through cooperation with third countries; (ix) the audiovisual cooperation programme with professionals from third countries (MEDIA Mundus) (2011- 2013); (x) projects in the field of higher education eligible for funding under the provisions on aid for economic cooperation with the developing countries in Asia ; (xi) projects in the fields of higher education and youth eligible for funding under the provisions of the Instrument for Pre-Accession Assistance (IPA); xii) projects in the field of primary, secondary and higher education and youth eligible</p>



		for funding under the provisions of the European Neighbourhood and Partnership Instrument; (xiii) projects in the field of higher education eligible for funding under the provisions of the financing instrument for development cooperation ; (xiv) projects in the field of higher education and youth eligible for funding under the provisions of the financing instrument for cooperation with industrialised and other high-income countries and territories
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## 1.2 Seat

Brussels

## 1.3 Budget Line

07 01 02 75 : European Education and Culture Executive Agency — Contribution from Erasmus+

07 01 03 75 : European Education and Culture Executive Agency — Contribution from the European Solidarity Corps

07 01 04 75 : European Education and Culture Executive Agency — Contribution from Creative Europe

07 01 05 75 : European Education and Culture Executive Agency — Contribution from Citizens, Equality, Rights and Values

14 01 01 75 : European Education and Culture Executive Agency — Contribution from the Neighbourhood, Development and International Cooperation Instrument — Global Europe

15 01 01 75 : European Education and Culture Executive Agency — Contribution from IPA

## 1.4 Human Resources Overview

The table below presents the number of posts in the establishment plans, including the posts assigned to programmes financed outside the EU budget, whereas the number of Contract Agents / SNE only includes those financed under programmes financed within the EU Budget.

Human Resources	2023			2024	2025
	Authorised Budget	Actually filled as of 31/12/2023	Occupancy rate(%)	Authorised Budget	Draft Budget Request
Temporary Agents (Officials seconded by the Commission)	34	30	88,24%	34	34
Temporary Agents (recruited by the executive agency)	100	93	93,00%	107	114
<b>Total Establishment plan posts</b>	<b>134</b>	<b>123</b>	<b>91,79%</b>	<b>141</b>	<b>148</b>
Contract Agents	395	388	98,23%	411	427
Seconded National Experts					
<b>TOTAL STAFF</b>	<b>529</b>	<b>511</b>	<b>96,60%</b>	<b>552</b>	<b>575</b>

## 1.5 Financial Resources Overview

### 1.5.1 Revenues Overview

REVENUES	2024	2025
	Revenues estimated by the agency	Budget Forecast
1. EU contribution to the executive agency	67 135 749	71 165 911
2. EEA/EFTA contribution (excl.Switzerland)	2 065 434	2 186 527
3. Participation of candidate countries and/or third countries	755 217	1 736 762
<b>TOTAL</b>	<b>69 956 400</b>	<b>75 089 200</b>

### 1.5.2 Expenditure Overview

Expenditure	2024		2025	
	Commitment appropriations	Payment appropriations	Commitment appropriations	Payment appropriations
<b>Title 1 - Staff expenditure</b>	56 076 100	56 076 100	62 547 180	62 547 180
<b>Title 2 - Infrastructure and operating expenditure</b>	9 107 300	9 107 300	8 410 055	8 410 055
<b>Title 3 - Programme support expenditure</b>	4 773 000	4 773 000	4 131 965	4 131 965
<b>TOTAL EXPENDITURE</b>	<b>69 956 400</b>	<b>69 956 400</b>	<b>75 089 200</b>	<b>75 089 200</b>

## 2 Information on the functioning

### 2.1 Lifecycle EU programmes managed

In 2025, In 2024, the executive agency is in the 20th year of its operational lifetime and manages the following programmes

Name of the EU programme	The executive agency is phasing in for this programme	The executive agency is fully operational for this programme	The executive agency is phasing out for this programme
Erasmus+		x	
Creative Europe		x	
European Solidarity Corps		x	
Citizens, Equality, Rights and Values		x	
Neighbourhood, Development and International Cooperation Instrument (NDICI)		x	
Instrument for Pre-accession assistance (IPA III)		x	
Erasmus+			x
Creative Europe			x
European Solidarity Corps			x
Europe for Citizens			x
EU Aid Volunteers			x
European Neighbourhood Instrument (ENI)			x
Development Cooperation Instrument (DCI)			x
Partnership Instrument (PI)			x
Instrument for Pre-Accession Assistance (IPA II)			x
Pan-African Programme		x	x

### 2.2 Operational appropriations managed

	Executed budget 2023		Budget 2024		Draft Budget 2025	
	Commitment appropriations	Payment appropriations	Commitment appropriations	Payment appropriations	Commitment appropriations	Payment appropriations
<b>Completion of Creative Europe Programme</b>						
<b>07 05 99 01 - Completion of previous actions and programmes related to media, culture and language (prior to 2021)</b>						

	Executed budget 2023		Budget 2024		Draft Budget 2025	
	Commitment appropriations	Payment appropriations	Commitment appropriations	Payment appropriations	Commitment appropriations	Payment appropriations
<b>Operational Budget</b>	0	32 095 428	p.m.	12 130 834	p.m.	4 707 811
<i>Of which managed by the executive agency</i>		28 480 899				
<b>Completion of Development Cooperation Instrument (DCI)</b>						
<b>14 02 99 02 - Completion of previous development cooperation instruments (prior to 2021)</b>						
<b>Operational Budget</b>	0	1 425 363 235	p.m.	898 787 693	p.m.	649 000 000
<i>Of which managed by the executive agency</i>		28 606 015		251 159		770 785
<b>Completion of the Union Programme for Education, Training, Youth and Sport (Erasmus+)</b>						
<b>07 03 99 01 - Completion of previous Erasmus programmes (prior to 2021)</b>						
<b>Operational Budget</b>	0	133 455 944	p.m.	95 150 000	p.m.	15 000 000
<i>Of which managed by the executive agency</i>		107 449 519		87 156 270		13 099 481
<b>Completion of European Neighbourhood Instrument (ENI)</b>						
<b>14 02 99 01 - Completion of previous actions in the area of European Neighbourhood Policy and relations with Russia (prior to 2021)</b>						
<b>Operational Budget</b>	0	1 212 775 075	p.m.	661 668 799	p.m.	459 536 620
<i>Of which managed by the executive agency</i>		15 779 838		195 125		708 759
<b>Completion of European Solidarity Corps (ESC)</b>						
<b>07 04 99 01 - Completion of the European Solidarity Corps (2018 to 2020)</b>						
<b>Operational Budget</b>	0	1 366 369	p.m.	3 071 000	p.m.	p.m.
<i>Of which managed by the executive agency</i>		1 227 718		20 117		
<b>Completion of EU Aid Volunteers initiative (EUAV)</b>						
<b>07 04 99 02 - Completion of the EU Aid Volunteers initiative — Strengthening the Union’s capacity to respond to humanitarian crises (2014 to 2020)</b>						

	Executed budget 2023		Budget 2024		Draft Budget 2025	
	Commitment appropriations	Payment appropriations	Commitment appropriations	Payment appropriations	Commitment appropriations	Payment appropriations
<b>Operational Budget</b>	0	1 280 089	p.m.	p.m.	p.m.	p.m.
<i>Of which managed by the executive agency</i>		1 280 089				
<b>Completion IPAI</b>						
<b>15 02 99 01 - Completion of previous instruments for pre-accession assistance (prior to 2021)</b>						
<b>Operational Budget</b>	0	1 120 676 858	p.m.	734 868 388	p.m.	497 461 181
<i>Of which managed by the executive agency</i>		9 947 844		2 434 434		25 363 468
<b>Completion of Partnership instrument for cooperation with third countries (PI)</b>						
<b>14 02 99 03 - Completion of relations with third countries under the Partnership Instrument and the financing instrument for cooperation with industrialised countries (prior to 2021)</b>						
<b>Operational Budget</b>	0	77 742 636	p.m.	40 160 000	p.m.	30 000 000
<i>Of which managed by the executive agency</i>		874 722		59 875		
<b>Completion of Rights, Equality and Citizenship programme</b>						
<b>07 06 99 01 - Completion of previous Europe for Citizens programmes and European citizens' initiatives (prior to 2021)</b>						
<b>Operational Budget</b>	0	5 733 745	p.m.	327 072	p.m.	p.m.
<i>Of which managed by the executive agency</i>		5 733 745				
<b>Creative Europe</b>						
<b>07 05 01 - Culture strand</b>						
<b>Operational Budget</b>	102 685 229	128 272 220	103 802 039	96 050 000	108 015 379	109 881 754
<i>Of which managed by the executive agency</i>	93 958 894	113 775 290	93 345 455	96 050 000 (3)	93 222 994	99 803 932
<b>07 05 02 - Media strand</b>						
<b>Operational Budget</b>	180 532 327	169 990 636	178 754 402	207 523 435	189 671 977	175 565 759
<i>Of which managed by the executive agency</i>	163 491 111	167 027 239	171 799 604	176 199 893	128 945 378	162 070 888
<b>07 05 03 - Cross-sectoral strand</b>						

	Executed budget 2023		Budget 2024		Draft Budget 2025	
	Commitment appropriations	Payment appropriations	Commitment appropriations	Payment appropriations	Commitment appropriations	Payment appropriations
<b>Operational Budget</b>	<b>27 110 560</b>	<b>28 630 809</b>	<b>28 603 081</b>	<b>26 430 875</b>	<b>29 294 944</b>	<b>31 681 992</b>
<i>Of which managed by the executive agency</i>	26 165 060	27 672 261	28 403 081	26 430 875 (4)	22 335 975	29 872 807
<b>Erasmus+</b>						
<b>07 03 01 02 - Promoting learning mobility of individuals and groups, and cooperation, inclusion and equity, excellence, creativity and innovation at the level of organisations and policies in the field of education and training — Direct management</b>						
<b>Operational Budget</b>	<b>779 041 093</b>	<b>427 931 239</b>	<b>656 107 886</b>	<b>413 700 000</b>	<b>508 654 825</b>	<b>490 340 000</b>
<i>Of which managed by the executive agency</i>	747 581 838	404 898 296	602 251 581	360 498 682	432 296 786	463 630 304
<b>07 03 02 - Promoting non-formal and informal learning mobility and active participation among young people, and cooperation, inclusion, creativity and innovation at the level of organisations and policies in the field of youth</b>						
<b>Operational Budget</b>	<b>365 603 266</b>	<b>350 000 000</b>	<b>393 913 639</b>	<b>374 700 000</b>	<b>408 898 370</b>	<b>380 000 000</b>
<i>Of which managed by the executive agency</i>	55 795 323	48 224 267	67 352 600	63 655 179	68 500 000	68 913 920
<b>07 03 03 - Promoting learning mobility of sport staff, and cooperation, inclusion, creativity and innovation at the level of sport organisations and sport policies</b>						
<b>Operational Budget</b>	<b>69 664 711</b>	<b>61 355 242</b>	<b>71 239 186</b>	<b>56 700 000</b>	<b>75 676 325</b>	<b>74 000 000</b>
<i>Of which managed by the executive agency</i>	58 015 737	51 436 726	57 589 186	56 700 000 (5)	59 027 054	62 554 602
<b>European Solidarity Corps (ESC)</b>						
<b>07 04 01 - European Solidarity Corps</b>						
<b>Operational Budget</b>	<b>137 298 196</b>	<b>118 451 542</b>	<b>136 985 873</b>	<b>128 570 000</b>	<b>139 727 332</b>	<b>126 000 000</b>
<i>Of which managed by the executive agency</i>	16 901 990	20 537 695	18 805 000	19 121 969	18 754 400	18 848 433
<b>Pre-Accession Assistance (IPA III)</b>						
<b>15 02 01 01 - Preparation for accession</b>						
<b>Operational Budget</b>	<b>910 913 508</b>	<b>296 867 758</b>	<b>603 569 824</b>	<b>457 202 851</b>	<b>503 569 824</b>	<b>515 098 556</b>
<i>Of which managed by the executive agency</i>				2 000 000		
<b>15 02 01 02 - Erasmus+ — Contribution from IPA III</b>						

	Executed budget 2023		Budget 2024		Draft Budget 2025	
	Commitment appropriations	Payment appropriations	Commitment appropriations	Payment appropriations	Commitment appropriations	Payment appropriations
<b>Operational Budget</b>	<b>62 400 000</b>	<b>55 338 139</b>	<b>62 400 000</b>	<b>53 000 000</b>	<b>57 222 000</b>	<b>48 100 000</b>
<i>Of which managed by the executive agency</i>	29 046 425	20 200 000	29 285 953	13 525 191	32 175 208	
<b>Neighbourhood, Development and International Cooperation Instrument - Global Europe</b>						
<b>14 02 01 50 - Erasmus+ — NDICI — Global Europe contribution</b>						
<b>Operational Budget</b>	<b>296 666 667</b>	<b>277 140 104</b>	<b>296 666 667</b>	<b>237 550 000</b>	<b>275 049 724</b>	<b>225 500 000</b>
<i>Of which managed by the executive agency</i>	164 717 340	128 727 930	151 806 038	117 722 561	155 805 862	122 759 821
<b>Citizens, Equality, Rights and Values Programme</b>						
<b>07 06 01 - Equality and rights</b>						
<b>Operational Budget</b>	<b>32 822 457</b>	<b>14 637 156</b>	<b>37 519 970</b>	<b>53 315 746</b>	<b>39 181 708</b>	<b>21 075 045</b>
<i>Of which managed by the executive agency</i>	1 806 441		2 584 953	2 388 918		1 124 197
<b>07 06 02 - Citizens engagement and participation in the democratic life of the Union</b>						
<b>Operational Budget</b>	<b>33 154 082</b>	<b>14 022 574</b>	<b>57 671 418</b>	<b>48 911 774</b>	<b>89 700 652</b>	<b>59 587 175</b>
<i>Of which managed by the executive agency</i>	27 286 505	12 165 308	51 438 606	38 779 130	76 100 000	52 235 721
<b>07 06 04 - Union values</b>						
<b>Operational Budget</b>	<b>109 183 873</b>	<b>57 726 140</b>	<b>88 151 507</b>	<b>86 714 747</b>	<b>68 615 566</b>	<b>72 776 886</b>
<i>Of which managed by the executive agency</i>	101 441 976	52 656 722	79 300 000	81 628 301	55 000 000 (6)	63 204 523
<b>TOTAL operational budget managed by the agency</b>	<b>1 486 208 640</b>	<b>1 246 702 123</b>	<b>1 353 962 057</b>	<b>1 144 817 679</b>	<b>1 142 163 657</b>	<b>1 184 961 641</b>

(1) it should be 163 690 565

(2) it should be 24 852 388

(3) It should be 105 442 913

(4) it should be 30 726 200

(5) It should be 61 639 109

(6) It should be 65 186 674

### 3 Human Resources

#### 3.1 Staffing when created extended

Source:

Staff	2021	2022	2023	2024	2025	2026	2027
Temporary Agents (Officials seconded by the Commission)	34	34	34	34	34	34	34
Temporary Agents (recruited by the agency)	86,8	92,2	97,6	103	108,4	113,9	119,3
Executive Agency's total Establishment Plan Posts	<b>120,8</b>	<b>126,2</b>	<b>131,6</b>	<b>137</b>	<b>142,4</b>	<b>147,9</b>	<b>153,3</b>
Contract Agents (*)	362,3	378,5	394,8	411,1	427,3	443,6	459,9
Seconded National Experts (SNE)							
<b>Total staff of the Executive Agency</b>	<b>483</b>	<b>504,7</b>	<b>526,4</b>	<b>548,1</b>	<b>569,8</b>	<b>591,5</b>	<b>613,1</b>

(\*) Estimated full time equivalent units (FTE) on the basis of average costs

#### 3.2 Detailed situation

##### 3.2.1 Establishment plan posts

The table below presents the number of posts in the establishment plans, including the posts assigned to programmes financed outside the EU budget.

Function group and grade	2023		2024	2025
	Authorised Budget	Actually filled as of 31/12/2023	Authorised Budget	Draft Budget Request
AD 16				
AD 15	1	7	1	1
AD 14	17	6	13	13
AD 13	6	16	10	8
AD 12	19	16	16	19
AD 11	16	12	15	15
AD 10	13	10	20	21
AD 9	15	10	12	12
AD 8	12	12	16	14
AD 7	10	7	8	15
AD 6	5	7	8	10
AD 5			1	
<b>AD TOTAL</b>	<b>114</b>	<b>103</b>	<b>120</b>	<b>128</b>
AST 11	1	1	1	1
AST 10	2		1	1
AST 9				
AST 8	2	1	4	4
AST 7	9	7	9	9
AST 6	5	7	5	4
AST 5	1	3	1	1
AST 4		1		
AST 3				
AST 2				

Function group and grade	2023		2024	2025
	Authorised Budget	Actually filled as of 31/12/2023	Authorised Budget	Draft Budget Request
AST 1				
<b>AST TOTAL</b>	20	20	21	20
AST/SC 6				
AST/SC 5				
AST/SC 4				
AST/SC 3				
AST/SC 2				
AST/SC 1				
<b>AST/SC TOTAL</b>				
<b>TOTAL</b>	134	123	141	148
<b>Of which Officials seconded by the commission</b>	34	30	34	34

(1) 16 AD10 + 5 AD10 assigned to programmes financed outside the EU budget

### 3.2.2 Contract Agents financed from the EU budget contribution

Contract agents	Authorised 2023	Recruited as of 31/12/2023	2024 estimate	Draft Budget 2025 estimate
Function Group IV	157	153	163	191
Function Group III	181	180	191	182
Function Group II	54	52	54	51
Function Group I	3	3	3	3
<b>TOTAL</b>	<b>395</b>	<b>388</b>	<b>411</b>	<b>427</b>

### 3.2.3 Contract Agents financed from external revenues

In addition to the contract agents financed from the EU budget contribution as set out in the table above, the table below shows the number of contract agents financed with contributions paid by (potential) candidate and third countries as well as from the European Development Fund (EDF):

Human Resources financed outside the EU budget	Foreseen in 2023	Recruited as of 31/12/2023	Foreseen in 2024	Foreseen 2025
Financed from EDF				
Financed from participation of candidate countries and/or third countries	14	0	14	15

### 3.2.4 Seconded National Experts

Seconded National Experts	Authorised 2023	Recruited as of 31/12/2023	2024 estimate	Draft Budget 2025 estimate
<b>TOTAL</b>				

### 3.2.5 Use of interim staff by the agency

Please insert in the table below the number of interim agency staff (FTE and corresponding appropriations) for each of the years, with a brief explanation of:



- the policy in place in the executive agency in relation to hiring interim staff, e.g. to temporarily replace temporary agents, contract agents and seconded national experts on long-term sick leave, maternity leave etc., as well as
- any major changes from year to year in the number of interim staff and the interim staff hiring policy.

Interim agency staff ('intérimaires')	Recruited as of 31/12/2023	2024 estimate	Draft Budget 2025 estimate
<b>Total (FTE)</b>	40	40	40
<b>Total (appropriations)</b>			

### 3.3 Impact of the creation of the Executive Agency on the human resources of the Commission

#### 3.3.1 Freed staff in the parent DG

##### 3.3.1.1 At creation

In accordance with Article 12 § 6c of Council Regulation 58/2003, tasks transferred from Commission services to executive agencies free Commission resources for redeployment to other priorities in the annual allocation of human resources. In accordance with the budgetary procedure and the principle of transparency, the Commission informs the Budgetary Authority on the estimated number of posts that could be freed and redeployed.

Parent DG	Total staff to be freed and frozen	Staff freed and frozen by end 2023	Staff to be freed and frozen in 2024	Staff to be freed in 2025
<b>Establishment plan posts</b>	<b>282</b>	<b>180</b>	<b>33</b>	<b>14</b>
<b>External staff</b>	<b>76</b>	<b>68</b>	<b>1</b>	<b>0</b>
<b>Total</b>	<b>358</b>	<b>248</b>	<b>34</b>	<b>14</b>

Taking into account the revised level of staffing for the executive agencies, reflecting the decrease of budget implemented, this results in a revised number of FTE to be offset on the Commission side of 358 FTE for the full period 2021-2027, instead of 426 FTE.

##### 3.3.1.2 At extension of the mandate of the executive agency

In accordance with Article 12 § 6c of Council Regulation 58/2003, tasks transferred from Commission services to executive agencies free Commission resources for redeployment to other priorities in the annual allocation of human resources. In accordance with the budgetary procedure and the principle of transparency, the Commission informs the Budgetary Authority on the estimated number of posts that could be freed and redeployed.

Parent DG	Total staff to be freed (as planned at extension)	Staff freed by end 2023	Staff to be freed in 2024	Staff to be freed in 2025
<b>Total</b>				

##### 3.3.1.3 Following a decrease of the total number of seconded officials to executive agency ('unfrozen' posts)

Parent DG	Number of posts freed, following a decrease of the total number of seconded officials to the Executive agency		
	By end 2023	In 2024	In 2025
<b>Total</b>			

##### 3.3.2 Frozen posts in the Commission Establishment Plan

In accordance with Article 18 § 2b of Council Regulation 58/2003 and Article 38.c of the Staff Regulations, a number of posts corresponding

to the number of Commission officials seconded to executive agencies is without budgetary coverage in the establishment plan of the Commission and generates a corresponding reduction of administrative appropriations in the Commission Budget (see "Abatement agences exécutives" in Draft Budget Working Document II).

This number is subject to fluctuations over time, depending on the stage in the lifetime of the executive agency. Moreover, this number can vary also following the application of Article 38.c of the Staff Regulations: "( ) at the end of every six months, the official concerned may request that his secondment is terminated", and the time span between his/her mobility and his/her replacement.

Parent DG	Number of posts to be frozen (as planned)	Number of posts frozen in 2022	Number of posts frozen in 2023
DG EAC	30	30	30
DG CNECT	2	2	2
DG JUST	2	2	2
<b>Total</b>	<b>34</b>	<b>34</b>	<b>34</b>

## 4 Financial Resources

### 4.1 Indicative contribution table

Indicative EU budget contribution to the agency (as foreseen in the Specific Financial Statements as included in the Commission proposal submitted to the Committee for Executive Agencies and to the Budgetary Authority on 10 December 2020 <sup>60</sup> )	2021	2022	2023	2024	2025	2026	2027
	54,255	57,766	61,407	65,181	69,094	73,150	77,354
<b>Agency contribution as voted by the Budgetary Authority</b>							
<b>Initial Budget (EUR-27)</b>	50,803	57,766	63,249	67,136			
<b>Budget after transfers and / or amending budgets (EUR-27)</b>	53,379	57,227	63,249				
<b>Operating budget of the agency</b>							
<b>Initial Budget (EUR-27)</b>	50,803	57,766	63,249	67,136			
<b>Budget after transfers and / or amending budgets (EUR-27)</b>	52,812	57,227	63,249				

### 4.2 Revenues

REVENUES		2023	2024	2025	VAR 2025/2024 (%)
		Executed Budget	Budget	Draft Budget	
<b>1. EU contribution to the executive agency</b>					
<b>Budget Line</b>	<b>Programme</b>				
07 01 02 75	ERASMUS_PLUS	29 580 986	31 589 239	33 672 401	6,59%
07 01 03 75	ESC_2021	1 587 404	1 560 352	1 531 747	-1,83%
07 01 04 75	CREATIVEEU	16 791 005	17 844 986	18 937 534	6,12%
07 01 05 75	RIGHTS_2021	7 323 300	7 973 230	8 647 880	8,46%
14 01 01 75	NDICI	6 488 340	6 652 789	6 822 536	2,55%
15 01 01 75	IPAIH	1 477 701	1 515 153	1 553 813	2,55%
<b>Sub Total</b>		<b>63 248 736</b>	<b>67 135 749</b>	<b>71 165 911</b>	<b>6,00%</b>

<sup>60</sup> As foreseen in the Communication to the Commission C(2020)7876, which was based on the political agreement at the European Council of 17-21 July 2020, an update was needed following the political agreement reached on 10 November 2020 between the European Parliament and the Council.

2. EEA/EFTA		contribution			(excl.Switzerland)
Budget Line	Programme				
07 01 02 75	ERASMUS_PLUS	866 723	1 130 895	1 205 472	6,59%
07 01 03 75	ESC_2021	3 016	3 277	3 217	-1,83%
07 01 04 75	CREATIVEEU	491 976	638 850	677 964	6,12%
14 01 01 75	NDICI	190 108	238 170	244 247	2,55%
15 01 01 75	IPAIH	43 297	54 242	55 627	2,55%
<b>Sub Total</b>		<b>1 595 120</b>	<b>2 065 434</b>	<b>2 186 527</b>	<b>5,86%</b>
3. Participation of candidate countries		and/or third countries			
Budget Line	Programme				
07 01 02 75	ERASMUS_PLUS	172 062	669 952	1 595 148	138,10%
07 01 03 75	ESC_2021		85 265	141 614	66,09%
07 01 04 75	CREATIVEEU				
14 01 01 75	NDICI				
15 01 01 75	IPAIH				
<b>Sub Total</b>		<b>172 062</b>	<b>755 217</b>	<b>1 736 762</b>	<b>129,97%</b>
<b>TOTAL REVENUES</b>		<b>65 015 918</b>	<b>69 956 400</b>	<b>75 089 200</b>	<b>7,34%</b>

### 4.3 Expenditure

#### 4.3.1 Commitment appropriations

EXPENDITURE	EXPENDITURE			
	Executed Budget 2023	Budget 2024	Draft Budget 2025	VAR 2025/2024 (%)
<b>Title 1 - Staff expenditure</b>	<b>51 057 623</b>	<b>56 076 100</b>	<b>62 547 180</b>	<b>11,54%</b>
<b>Remunerations, Allowances and Charges</b>	<b>48 831 869</b>	<b>53 758 820</b>	<b>60 086 674</b>	<b>11,77%</b>
- <i>Of which establishment plan posts</i>	<i>18 421 403</i>	<i>20 713 904</i>	<i>23 638 586</i>	<i>14,12%</i>
- <i>Of which external personnel</i>	<i>30 410 466</i>	<i>33 044 916</i>	<i>36 448 088</i>	<i>10,30%</i>
<b>Professional Development and Social expenditure</b>	<b>2 225 754</b>	<b>2 317 280</b>	<b>2 460 506</b>	<b>6,18%</b>
<b>Title 2 - Infrastructure and operating expenditure</b>	<b>9 430 850</b>	<b>9 107 300</b>	<b>8 410 055</b>	<b>-7,66%</b>
<b>Building expenditure</b>	<b>5 550 500</b>	<b>5 415 000</b>	<b>4 390 000</b>	<b>-18,93%</b>
<b>ICT expenditure</b>	<b>2 626 677</b>	<b>2 760 000</b>	<b>2 860 000</b>	<b>3,62%</b>
<b>Movable Property and Current Operating expenditure</b>	<b>1 253 673</b>	<b>932 300</b>	<b>1 160 055</b>	<b>24,43%</b>
<b>Title 3 - Programme support expenditure</b>	<b>4 262 770</b>	<b>4 773 000</b>	<b>4 131 965</b>	<b>-13,43%</b>
<b>Programme Management expenditure</b>	<b>4 262 770</b>	<b>4 773 000</b>	<b>4 131 965</b>	<b>-13,43%</b>
<b>Common Support Services expenditure</b>				
<b>TOTAL</b>	<b>64 751 243</b>	<b>69 956 400</b>	<b>75 089 200</b>	<b>7,34%</b>

#### 4.3.2 Payment appropriations

EXPENDITURE	EXPENDITURE
-------------	-------------

	Executed Budget 2023	Budget 2024	Draft Budget 2025	VAR 2025/2024 (%)
<b>Title 1 - Staff expenditure</b>	<b>50 371 367</b>	<b>56 076 100</b>	<b>62 547 180</b>	<b>11,54%</b>
<b>Remunerations, Allowances and Charges</b>	<b>48 426 116</b>	<b>53 758 820</b>	<b>60 086 674</b>	<b>11,77%</b>
- <i>Of which establishment plan posts</i>	<i>18 421 403</i>	<i>20 713 904</i>	<i>23 638 586</i>	<i>14,12%</i>
- <i>Of which external personnel</i>	<i>30 004 713</i>	<i>33 044 916</i>	<i>36 448 088</i>	<i>10,30%</i>
<b>Professional Development and Social expenditure</b>	<b>1 945 251</b>	<b>2 317 280</b>	<b>2 460 506</b>	<b>6,18%</b>
<b>Title 2 - Infrastructure and operating expenditure</b>	<b>7 589 890</b>	<b>9 107 300</b>	<b>8 410 055</b>	<b>-7,66%</b>
<b>Building expenditure</b>	<b>4 388 883</b>	<b>5 415 000</b>	<b>4 390 000</b>	<b>-18,93%</b>
<b>ICT expenditure</b>	<b>2 229 639</b>	<b>2 760 000</b>	<b>2 860 000</b>	<b>3,62%</b>
<b>Movable Property and Current Operating expenditure</b>	<b>971 368</b>	<b>932 300</b>	<b>1 160 055</b>	<b>24,43%</b>
<b>Title 3 - Programme support expenditure</b>	<b>1 778 284</b>	<b>4 773 000</b>	<b>4 131 965</b>	<b>-13,43%</b>
<b>Programme Management expenditure</b>	<b>1 778 284</b>	<b>4 773 000</b>	<b>4 131 965</b>	<b>-13,43%</b>
<b>Common Support Services expenditure</b>				
<b>TOTAL</b>	<b>59 739 541</b>	<b>69 956 400</b>	<b>75 089 200</b>	<b>7,34%</b>

#### 4.4 Outturn

First estimate of the 2023 surplus that should be reimbursed to the EU budget (as general revenue): 1.688.060,01EUR

## 5 Justification of needs

### 5.1 Human Resources

#### 5.1.1 Number of staff requested

The number of staff requested for 2025 is in line with the Financial Statement accompanying the mandate– Commission Decision C(2021) 951 which received a positive opinion of the CEA on 2 February 2021.

#### 5.1.2 Number of contracts agents financed from the participation of candidate countries and/or third countries

5 temporary agents and 15 contract agents could be financed for 2025 on credits from the participation of candidate countries and/or third countries for the programmes Erasmus+ and Creative Europe.

#### 5.1.3 Salary assumption for calculating salary lines (% applied)

Salaries for 2025 have been calculated on the basis of January 2024 average costs per FTE multiplied by the number of FTE foreseen for 2025. The calculation takes into account the effect of the promotion exercise and a vacancy rate of around 4,1 % for temporary agents and 6,8 % for contract agents, and an indexation rate of around 5,3% for 2024 and of around 0,6 % as from April 2025 and 3,7% for 6 months in 2025.

#### 5.1.4 Vacancy rate as of end 2023

On 31 December 2023, the vacancy rate amounted to 6% of the total authorised staff (both for contract and temporary agents).

#### 5.1.5 Standard abatement( 'abatement forfaitaire' )

The calculation takes into account the effect of the promotion exercise as well as an indexation rate of around 5,3 % for 2024 and of around 0,6 % as from April 2025 and 3,7% for 6 months in 2025. A vacancy rate of 4,1 % for temporary agents and of 6,8 % for contract agents are taken into consideration.

## 5.2 Financial Resources

### 5.2.1 Title 1

Compared with 2024, Title I increases by 11.54 % to mainly reflect the staff increase in 2025 (+6 AT and + 16 AC funded by C1 credits). In 2024, the authorized C1 staff amounts to 548 while it would be 570 in 2025 (+4.01%). The 2025 level of staff is compliant with the applicable delegation (C(2022) 5057 of 22 July 2022 lastly amended by C(2023)4617 of 12 July 2023). Other reasons for this increase are the structure of the staff, the establishment plan, the new promotion quota, and the reclassification exercise, the additional E0/R0 employer contribution, as well as indexation rates (5.3 % for 2024, 0.6 % from April 2025 and 3.7 % from July 2025). The number of posts that could be potentially funded by R0/E0 credits increases by 2 additional posts (15 AC instead of 14 AC and 5 AT instead of 4 AT). The number of those additional posts totals 20 posts.

### 5.2.2 Title 2

Compared with 2024, Title II decreases by 19%. This decrease comes from chapter 21 which drops down by more than one million euros. It is explained by the free renting for three months of the North Light Building (NLB) and the building expenses.

### 5.2.3 Title 3

Against 2024, Title III is lower by 13.43 %. The decrease chiefly comes from specific IT line reduction (3161) (decrease of service provider team).

## 6 Other information

### 6.1 Buildings

#### 6.1.1 Current building(s)

#	Building Name and type	Location	SURFACE AREA (in m <sup>2</sup> )			RENTAL CONTRACT			Host country (grant or support)	Building present value(€)
			Office space	non-office	Total	RENT (€/year)	Duration	Type		
1	J-59	Brussels	4 184	4 762	8 946	2 026 627	31/12/2019 (SLA tacitly renewed at each expiry date for a period of one year)	Commission building put at disposal of the Agency on the basis of an SLA with OIB		
2	SPA2	Brussels	2 373	2 628	5 001	1 127 649	31/12/2019 (SLA tacitly renewed at each expiry date for a period of one year)	Commission building put at disposal of the Agency on the basis of an SLA with OIB		
3	J-70	Brussels	548	345	893	295 154	31/12/2019 (SLA tacitly renewed at each expiry date for a period of one year)	Commission building put at disposal of the Agency on the basis of an SLA with OIB		
<b>TOTAL</b>			<b>7 105</b>	<b>7 735</b>	<b>14 840</b>	<b>3 449 430</b>				

#### 6.1.2 Current Building(s) Other comments

All buildings are subject to annual indexation. For J-70 the amount is the one communicated by OIB for the space in J-70 01. Adding space in J-70 (186 square meters) in 2022 (for 306 days)

### *6.1.3 Building projects in the planning phase*

Unit B1 of EACEA Agency has moved from SPA2 to VM18 in early 2020. The agency does not have a contract for VM18. The renting is still on the SPA2 contract for facility. The occupancy of VM18 is counted on the SPA2 contract. The surface and the price taking into account for VM18 is based on the SPA2 contract.

EACEA will move during the first 2024 quadrimester to North Light building in Brussels (SB34). The 2024 budget does not include any double renting.

On 9 February 2023, the Director of EACEA signed a letter of intent with OIB concerning the SB34. The costs based on their estimates are approximately the same as those already calculated. The calculation was based on the new SLA.

As EACEA shares the same building with other Executive Agencies, a distribution key has been established. Our Agency will cover 29% of future common expenses.

### *6.1.4 Building projects submitted to the European Parliament and the Council*

## **6.2 Evaluation**

The fifth evaluation of the Agency (covering the period 2018 to end of March 2021) was completed and presented to the Steering Committee.

For further input – see the corresponding EACEA-Net IntraComm page:

<https://myintracomm.ec.europa.eu/dg/eacea/eacea/about/Pages/evaluation.aspx>

# PART III – BODIES CREATED UNDER RESEARCH AND INNOVATION

## 1 MAIN BUDGETARY TRENDS

Chapter 1.1. presents the 'main budgetary trends' for bodies created in the field of research and innovation under the articles of the Treaty on the Functioning of the European Union.

Section 1.1.1 presents the budgetary and staffing highlights for 2025 for the EIT, including as well a table on Commission budget implementation for EIT in 2023, which is followed by a table on staffing (establishment plan posts, contract agents and seconded national experts actually filled by year-end 2023).

Section 1.1.2 presents the budgetary and staffing highlights for 2025 for the 9 joint undertakings (JU) established under the so-called 'Single Basic Act'<sup>61</sup> as well as EuroHPC and the European Cybersecurity Industrial, Technology and Research Competence Centre. Furthermore, this section presents an overview table on the Commission budget implementation of these bodies in 2023, which is followed by an overview table on staffing (establishment plan posts, contract agents and seconded national experts actually filled by year-end 2023).

Chapter 1.2. presents the budgetary and staffing highlights for Fusion4Energy (F4E), the joint undertaking created under the Euratom Treaty for the ITER project.

### 1.1 Bodies having legal personality created in the field of research and innovation under Article 173 and 187/188 TFEU

#### 1.1.1 European Institute of Innovation and Technology (EIT)

The European Institute of Innovation and Technology (EIT) will continue to operate by providing grants to its Knowledge and Innovation Communities (KICs): large-scale European partnerships which address specific societal challenges by bringing together education, research and business organisations (the so-called knowledge triangle). The EIT contributes to Europe's priorities such as the new Green Deal and channels innovations through eight KICs intervening in different areas: climate, digitisation, renewable energy, health, sustainable raw material, food, manufacturing, and urban mobility. The proposal for the 2025 budget for the EIT is fairly stable compared to the level for the 2024 budget, in line with the overall financial programming and consistent with the overall budgetary envelope agreed for EIT in the Horizon Europe programme.

The draft budget request for the EIT takes into account the impact on EIT of the Horizon Europe reduction in the Mid Term revision.

More details can be found in its individual budgetary statement in section 2.

#### 1.1.2 Budgetary and staffing highlights 2025: Joint Undertakings under TFEU

As a principle, the staffing level is in line with the legislative financial statements accompanying the Commission proposals. The levels of credits are reduced as compared to the initial programming given EUR 2,1 billion reduction of Horizon Europe programme envelope in the Mid Term Revision of the Multiannual Financial Framework which also impacted the JUs budget lines.

As presented in more detail in the individual budgetary statements (section 2.1), the total staffing of the joint undertakings at the time of presenting the 2025 Draft Budget is as follows<sup>62</sup>:

Authorised establishment plan (posts)		Contract Agents		Seconded National Experts		Total Staff (FTE)	
2024	2025	2024	2025	2024	2025	2024	2025
251	254	154	157	9	10	414	421

<sup>61</sup> Council Regulation (EU) 2021/2085.

<sup>62</sup> Figures include ECCC and exclude F4E which is presented separately.

## Overview – TFEU Joint Undertakings 2025 / 2024

(commitment appropriations, in million EUR, rounded figures at current prices)

Name	Draft budget 2025	Budget 2024	Difference 2025 / 2024
	EU contribution	EU contribution	
<b>Horizon Europe<sup>1</sup></b>			
<b>Single European Sky Air Traffic Management Research Joint Undertaking (SESAR)</b>	<b>87,7</b>	<b>91,1</b>	<b>-3,7%</b>
<i>establishment plan posts</i>	37	37	0
<b>Circular Bio-based Europe Joint Undertaking</b>	<b>117,1</b>	<b>144,2</b>	<b>-18,8%</b>
<i>establishment plan posts</i>	13	13	0
<b>Clean Aviation Joint Undertaking</b>	<b>403,4</b>	<b>148,9</b>	<b>171,0%</b>
<i>establishment plan posts</i>	36	36	0
<b>Chips Joint Undertaking</b>	<b>808,7</b>	<b>919,4</b>	<b>-12,0%</b>
<i>establishment plan posts</i>	22	19	3
<b>European High Performance Computing Joint Undertaking</b>	<b>329,3</b>	<b>201,7</b>	<b>63,3%</b>
<i>establishment plan posts</i>	27	27	0
<b>Clean Hydrogen Joint Undertaking</b>	<b>88,4</b>	<b>117</b>	<b>-24,5%</b>
<i>establishment plan posts</i>	27	27	0
<b>Innovative Health Initiative Joint Undertaking</b>	<b>209,6</b>	<b>176,6</b>	<b>18,7%</b>
<i>establishment plan posts</i>	39	39	0
<b>Europe's Rail Joint Undertaking</b>	<b>87,9</b>	<b>104</b>	<b>-15,5%</b>
<i>establishment plan posts</i>	10	10	0
<b>Global Health EDCTP3 Joint Undertaking</b>	<b>176,9</b>	<b>144,2</b>	<b>22,7%</b>
<i>establishment plan posts</i>	26	26	0
<b>Smart Networks and Services Joint Undertaking<sup>2</sup></b>	<b>121,8</b>	<b>127,3</b>	<b>-4,3%</b>
<i>establishment plan posts</i>	7	7	0
<b>Subtotal</b>	<b>2430,8</b>	<b>2174,4</b>	<b>-10,5%</b>
<i>establishment plan posts</i>	244	91,1	4
<b>Digital Europe Programme</b>			
<b>European Cybersecurity Industrial, Technology and Research Competence Centre (ECCC)<sup>3</sup></b>	<b>122,4</b>	<b>211,3</b>	<b>-42,10%</b>
<i>establishment plan posts</i>	10	10	0
<b>Subtotal</b>	<b>122,4</b>	<b>211,3</b>	<b>-42,10%</b>
<i>establishment plan posts</i>	10	10	0
<b>TOTAL</b>	<b>2553,2</b>	<b>2385,7</b>	<b>-6,56%</b>
<i>establishment plan posts</i>	254	251	4
<p>1. The EU contribution to the Horizon Europe bodies in 2024 and 2025 is based on voted budget appropriations.</p> <p>2. The EuroHPC joint undertaking is financed from Horizon Europe, the Digital Europe programme and the Connecting Europe Facility.</p> <p>3. The European Cybersecurity Industrial, Technology and Research Competence Centre is financed from Horizon Europe and the Digital Europe programme.</p>			



**Table EU budget implementation for TFEU Joint Undertakings 2023**

*In EUR million*

Joint undertakings TFEU	Authorised appropriations 2023		Commitments made in 2023			Payments made in 2023			Cary over of assigned revenue to 2024		Appropriations cancelled 2023*	
	Commitments	Payments	Total	Of which voted budget	of which assigned revenues*	Total	Of which voted budget	of which assigned revenues*	Commitments	Payments	Commitments	Payments
Innovative Health Initiative	207,2	214,8	207,2	201,4	5,8	214,8	209,3	5,5	0,0	0,0	0,0	0,0
Global Health EDCTP3	137,6	51,2	137,6	133,7	3,9	51,2	49,7	1,6	0,0	0,0	0,0	0,0
European High-Performance Computing Joint Undertaking (EuroHPC)	463,1	538,6	463,1	450,0	13,1	488,6	476,5	12,1	0,0	0,0	0,0	0,0
Chips/KDT	798,8	362,6	798,8	776,7	22,2	362,6	352,5	10,2	0,0	0,0	0,0	0,0
Smart Networks and Services	136,3	138,4	135,9	131,2	4,7	137,6	133,2	4,5	0,0	0,0	0,0	0,0
Single European Sky ATM Research	89,0	99,6	89,0	86,5	2,5	99,6	97,1	2,5	0,0	0,0	0,0	0,0
Clean Aviation	238,3	406,9	238,3	231,6	6,7	406,9	395,5	11,3	0,0	0,0	0,0	0,0
Europe's Rail	94,4	86,2	94,4	91,7	2,7	86,1	83,8	2,4	0,0	0,0	0,0	0,0
Clean Hydrogen	260,8	344,3	200,8	195,2	5,6	284,3	276,6	7,7	0,0	0,0	0,0	0,0
Circular Bio-based Europe	152,1	99,9	152,1	147,8	4,3	99,9	97,1	2,8	0,0	0,0	0,0	0,0
European Cybersecurity Competence Centre	164,3	130,5	164,2	159,0	5,2	130,4	124,0	6,5	0,0	0,0	0,1	0,1
<b>Total</b>	<b>2.741,9</b>	<b>2.472,9</b>	<b>2.681,4</b>	<b>2.604,7</b>	<b>76,7</b>	<b>2.362,1</b>	<b>2.295,2</b>	<b>67,0</b>	<b>0,0</b>	<b>0,0</b>	<b>0,1</b>	<b>0,1</b>

\* Excluding external assigned revenue

**Table TFEU Joint Undertakings staffing overview 2023**

Joint undertakings TFEU	Year of creation	Establishment Plan Posts				Contract Agents				Seconded National Experts (END)				Total personnel			
		Authorised 2023	Actually filled 31/12/2023	Authorised 2024	Authorised 2025	Authorised 2023	Actually filled 31/12/2023	Recommended 2024	Recommended 2025	Authorised 2023	Actually filled 31/12/2023	Recommended 2024	Recommended 2025	Budget 2023	Actually filled 31/12/2023	Budget 2024	Budget 2025
Circular Bio-based Europe	2021	13	12	13	13	16	16	16	16	0	0	0	0	29	28	29	29
Chips Joint Undertaking	2021	17	15	19	22	19	18	23	26	1	0	1	2	37	33	43	50
Clean Aviation Joint Undertaking	2021	35	32	36	36	6	6	5	5	0	0	0	0	41	38	41	41
European Cybersecurity Industrial, Technology and Research Competence Centre	2021	10	5	10	10	27	22	27	27	1	0	1	1	38	27	38	38
European High Performance Computing Joint Undertaking	2021	27	24	27	27	27	12	27	27	0	0	0	0	54	36	54	54
Clean Hydrogen Joint Undertaking	2021	27	24	27	27	2	1	2	2	3	2	3	3	32	27	32	32
Global Health EDCTP3 Joint Undertaking	2021	22	11	26	26	8	6	8	8					30	17	34	34
Innovative Health Initiative Joint Undertaking	2021	39	34	39	39	15	10	15	15					54	44	54	54
Europe's Rail Joint Undertaking	2021	10	9	10	10	17	18	20	20	2	2	2	2	29	29	32	32
Single European Sky ATM Research Joint Undertaking	2021	37	35	37	37	1	1	1	1	2	1	2	2	40	37	40	40
Smart Networks and Services Joint Undertaking	2021	7	7	7	7	10	7	10	10					17	14	17	17
<b>Total Joint undertakings TFEU</b>		<b>244</b>	<b>208</b>	<b>251</b>	<b>254</b>	<b>148</b>	<b>117</b>	<b>154</b>	<b>157</b>	<b>9</b>	<b>5</b>	<b>9</b>	<b>10</b>	<b>401</b>	<b>330</b>	<b>414</b>	<b>421</b>

## 1.2 Fusion for energy (F4E)

This section on 'main budgetary trends' presents the budgetary and staffing highlights for 2025 for F4E in text and tables. Furthermore, this section presents a table on Commission budget implementation for F4E in 2022, which is followed by a table on staffing issues (establishment plan posts, contract agents and seconded national experts actually filled by year-end 2023).

### *Budgetary and staffing highlights 2025: F4E*

The EU contribution to the ITER-F4E Joint Undertaking for 2025 has been revised downwards compared to the Council Decision establishing the indicative Euratom contribution to the Joint Undertaking for the 2021-2027 period<sup>63</sup>, by EUR 200 million compared to the financial programming for 2025, mainly due to the slow-down of the project implementation, including the assembly and installation works at the ITER IO. The ITER Organisation is currently preparing a revised timeline and accompanying milestones and financial estimates for the ITER project, which are expected to be discussed in the ITER Council in the second half of 2024. In the years 2025-27, additional small reductions are envisaged to offset a reinforcement of the EU contribution to the EU Agency for the Cooperation of Energy Regulators (ACER).

For 2025, F4E requests 467 positions, of which 305 establishment plan posts (37 permanent and 268 temporary posts) and 162 external staff positions (155 contract agents (CA) and 7 seconded national experts (SNE)). The total staff number stays at same levels of 2023 and includes the 25 extra TA posts authorised during the 2023 EU budgetary procedure, of which 10 new posts and 15 posts converted from existing CA positions (in total 19 AD and 6 AST). In addition to the above, 6 permanent AD posts shall be transformed into TA posts following the departure of six officials and in line with F4E policy for conversion of vacant permanent posts into TA of an equivalent grade.

As presented in more detail in the individual budgetary financial statement (section 2.2), the total staffing of F4E foreseen for 2025 would be as follows:

<i>Authorised establishment plan (posts)</i>		<i>Contract Agents</i>		<i>Seconded National Experts</i>		<i>Total Staff (FTE)</i>	
2024	2025	2024	2025	2024	2025	2024	2025
305	305	155	155	7	7	467	467

### *F4E overview table 2025 / 2024*

Name	Draft budget 2025		Budget 2024		Difference 2025 / 2024
	Of which EU contribution		Of which EU contribution		
	European Joint Undertaking for ITER - Fusion for Energy (F4E)	478,5	428,0	+11,8%	
<i>establishment plan posts</i>	305	305	0		

*(in million EUR)*

<sup>63</sup> Council Decision amending Decision 2007/198/Euratom establishing the European Joint Undertaking for ITER and the Development of Fusion Energy and conferring advantages upon it, COM(2018)445 final, 12.2.2021.

**Table Euratom budget implementation for F4E 2023**

(in million EUR)

European Joint Undertaking for ITER – Fusion for Energy (F4E)	Budget line	Authorised appropriations 2023		Commitments made 2023			Payments made 2023			Carry-over of assigned revenue to 2024		Appropriations cancelled 2023	
		Commitments	Payments	Total	Of which voted budget	Of which assigned revenues	Total	Of which voted budget	Of which assigned revenues	Commitments	Payments	Commitments	Payments
Support expenditure	01.040100.01	66,1	66,1	66,1	65,3	0,7	66,1	65,3	0,7	1,0	1,0	0	0
Operational expenditure	01.040100.02	482,4	194,598	482,4	476,8	5,6	189,8	184,2	5,6	0,2	0,2	0	0
Completion expenditure	01.049901	0	150,0	0	0	0	150,0	150,0	0	0	0	0	0
<b>Total F4E</b>		<b>548,5</b>	<b>410,698</b>	<b>548,5</b>	<b>542,1</b>	<b>6,3</b>	<b>405,9</b>	<b>399,5</b>	<b>6,3</b>	<b>1,2</b>	<b>1,2</b>	<b>0</b>	<b>0</b>

**Table F4E staffing overview 2023**

Name	Year of creation	Establishment Plan Posts		Contract Agents		Seconded National Experts (END)		Total personnel	
		Authorised 2023	Actually filled 31/12/2023	Authorised 2023	Actually filled 31/12/2023	Authorised 2023	Actually filled 31/12/2023	Budget 2023	Actually filled 31/12/2023
European Joint Undertaking for ITER – Fusion for Energy (F4E)	2007	305	272	155	157	7	5	467	434

## 2 INDIVIDUAL BUDGETARY FINANCIAL STATEMENTS

### 2.1 Bodies having legal personality created in the field of research and innovation under Article 173 and 187/188 TFEU

#### 2.1.1 European Institute of Innovation and Technology - EIT

#### European Institute of Innovation and Technology - EIT

### 1 Overview

#### 1.1 Creation/modification (legal base)

Decision	Date	Mission/ Tasks / Functions
REGULATION (EU) 2021/819 of the European Parliament and of the Council on the European Institute of Innovation and Technology (recast) <sup>1</sup>	20 May 2021	The overall mission of the European Institute of Innovation and Technology (EIT) is to boost sustainable European economic growth and competitiveness by reinforcing the innovation capacity of the Member States and the Union. In particular, the EIT reinforces the Union's innovation capacity and addresses societal challenges through the integration of the knowledge triangle of higher education, research and innovation. The EIT operates through its Knowledge and Innovation Communities (KICs): large-scale European partnerships which address specific societal challenges by bringing together education, research and business organisations. The EIT provides grants to the KICs, monitors their activities, supports cross-KIC collaboration and disseminates results and good practices.
DECISION (EU) 2021/820 of the European Parliament and of the Council on the Strategic Innovation Agenda of the European Institute of Innovation and Technology (EIT) 2021-2027: Boosting the Innovation Talent and Capacity of Europe and repealing Decision No 1312/2013/EU <sup>2</sup>	20 May 2021	The Strategic Innovation Agenda (SIA) lays down the priority fields and the long-term strategy and financial needs for the EIT. For the period 2021-2027, the SIA should ensure alignment with the objectives of Horizon Europe as well as the strategic multiannual planning, monitoring and other requirements of that programme, and foster synergies with other relevant programmes. It also outlines the planned higher education, research and innovation activities and the respective budget breakdown. It sets the time schedule for the selection and designation of new KICs for the next programming period.
Regulation (EU) 2021/695 of the European Parliament and of the Council of 28 April 2021 establishing Horizon Europe – the Framework Programme for Research and Innovation, laying down its rules for participation and dissemination, and repealing Regulations (EU) No 1290/2013 and (EU) No 1291/2013 <sup>3</sup>	28 April 2021	The financial contribution from Horizon Europe to the EIT is implemented in accordance with the Regulation of the European Parliament and of the Council establishing the Horizon Europe. The EIT funding, primarily through its Knowledge and Innovation Communities (KICs) and by expanding its Regional Innovation Scheme, should aim to strengthen innovation ecosystems that tackle global challenges.
Council Decision (EU) 2021/764 of 10 May 2021 establishing the Specific Programme implementing Horizon Europe – the Framework Programme for Research and Innovation, and repealing Decision 2013/743/EU <sup>4</sup>	10 May 2021	Horizon Europe will strengthen the Union's scientific and technological bases in order to help tackle the major global challenges of our time and contribute to achieving the Sustainable Development Goals (SDGs). At the same time, the programme will boost the Union's competitiveness, including that of its industries. Horizon Europe will help deliver on the Union's strategic priorities and support the development and implementation of Union policies. In a swiftly changing world, Europe's success increasingly depends on its ability to transform excellent scientific results into innovation that have a real beneficial impact on our economy and quality of life and create new markets with more skilled jobs. Horizon Europe – the Framework Programme for Research and Innovation is to be implemented through specific programmes which

<sup>1</sup> OJ L 189, 28.5.2021, p.61-90

<sup>2</sup> OJ L 189, 28.5.2021, p.91-118

<sup>3</sup> OJ L 170, 12.5.2021, p.1-68

<sup>4</sup> OJ L 1671, 12.5.2021, p.1-80

		define the detailed rules for their implementation, fix their duration and provide for the means deemed necessary.
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## 1.2 Seat

Budapest, Hungary

## 1.3 Budget Line

Not applicable

## 1.4 Human Resources Overview

The table below presents the number of posts in the establishment plans, including the posts assigned to programmes financed outside the EU budget, whereas the number of Contract Agents / SNE only includes those financed under programmes financed within the EU Budget.

Human Resources	2023			2024	2025
	Authorised Budget	Actually filled as of 31/12/2023	Occupancy rate(%)	Authorised Budget	Draft Budget Request
<b>TOTAL AD</b>	40	39	97,50%	40	41
<b>TOTAL AST</b>	5	4	80,00%	5	5
<b>TOTAL AST/SC</b>					
<b>ESTABLISHMENT PLAN POSTS</b>	<b>45</b>	<b>43</b>	<b>95,56%</b>	<b>45</b>	<b>46</b>
<b>Contract Agents (CA)</b>	23	22	95,65%	23	26
<b>Seconded National Experts (SNE)</b>	2	1	50,00%	2	2
<b>TOTAL STAFF</b>	<b>70</b>	<b>66</b>	<b>94,29%</b>	<b>70</b>	<b>74</b>

## 1.5 Financial Resources Overview

### 1.5.1 Revenues Overview

#### 1.5.1.1 General revenues

REVENUES	2024	2025
	Revenues estimated by the agency	Budget Forecast
<b>EU contribution</b>	409 405 758	409 933 366
<b>Other Revenue</b>	80 134 457	69 500 136
<b>TOTAL REVENUES</b>	<b>489 540 215</b>	<b>479 433 502</b>

#### 1.5.1.2 Additional EU funding: contribution, grant and service level agreements

REVENUES	2024	2025
	Revenues estimated by the agency	Budget Forecast

Additional EU funding stemming from grant agreements (FFR Art.7)		
Additional EU funding stemming from contribution agreements (FFR Art.7)		200 000
Additional EU funding stemming from service level agreements (FFR Art. 43.2)		
<b>TOTAL REVENUES</b>		<b>200 000</b>

### 1.5.2 Expenditure Overview

Expenditure	2024		2025	
	Commitment appropriations	Payment appropriations	Commitment appropriations	Payment appropriations
Title 1 - Staff expenditure	8 882 100	8 882 100	9 557 044	9 557 044
Title 2 - Infrastructure and operating expenditure	1 701 560	1 701 560	1 547 062	1 547 062
Title 3 - Operational expenditure	413 315 062	428 580 583	468 329 396	352 024 512
Title 4 - Unused Appropriations not required in current Year				
<b>TOTAL EXPENDITURE</b>	<b>423 898 722</b>	<b>439 164 243</b>	<b>479 433 502</b>	<b>363 128 618</b>

## 2 Human Resources

### 2.1 Establishment plan posts

The table below presents the number of posts in the establishment plans, including the posts assigned to programmes financed outside the EU budget.

Function group and grade	2023				2024		2025			
	Authorised Budget		Actually filled as of 31/12/2023		Authorised Budget		Request of the Agency		Draft Budget Request	
	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts (1)	Permanent posts	Temporary posts
AD 16										
AD 15						1		1		1
AD 14		1		1						
AD 13										
AD 12		1				1		1		1
AD 11		2		2		3		4		4
AD 10		9		7		6		7		7
AD 9		10		11		11		11		11
AD 8		10		6		11		9		9
AD 7		6		7		5		5		5
AD 6		1		5		2		2		3 (2)
AD 5										

Function group and grade	2023				2024		2025			
	Authorised Budget		Actually filled as of 31/12/2023		Authorised Budget		Request of the Agency		Draft Budget Request	
	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts (1)	Permanent posts	Temporary posts
<b>AD TOTAL</b>		40		39		40		40		41
AST 11										
AST 10										
AST 9										
AST 8										
AST 7										
AST 6						1		1		1
AST 5		3		1		3		3		3
AST 4		2		3		1		1		1
AST 3										
AST 2										
AST 1										
<b>AST TOTAL</b>		5		4		5		5		5
AST/SC 6										
AST/SC 5										
AST/SC 4										
AST/SC 3										
AST/SC 2										
AST/SC 1										
<b>AST/SC TOTAL</b>										
<b>TOTAL</b>		45		43		45		45		46
<b>GRAND TOTAL</b>		<b>45</b>		<b>43</b>		<b>45</b>		<b>45</b>		<b>46</b>

(1) See details on category of new posts requested in section 4.1 Human Resources - EIT request

(2) One additional TA grade AD5 through the UK contribution applicable as of 1 January 2025 to circumvent DAB.

## 2.2 External personnel

### 2.2.1 Contract Agents

Contract agents	Authorised 2023	Recruited as of 31/12/2023	2024 estimate	Draft Budget 2025 estimate (1)(2)
Function Group IV	10	13	10	16
Function Group III	13	9	13	10
Function Group II				
Function Group I				
<b>TOTAL</b>	<b>23</b>	<b>22</b>	<b>23</b>	<b>26</b>



(1) This table includes 3 non-statutory CA FGIV linked to the contribution agreements for the EBA (1 CA), Solar Academy (1 CA) and the 3rd countries credits (1);

(2) Conversion of 3 CA FGIII to FG IV already applicable as of 2024 and 3 additional CAs function group FG IV through UK contribution also applicable as of 2024.

### 2.2.2 Seconded National Experts

Seconded National Experts	Authorised 2023 (1)	Recruited as of 31/12/2023	2024 estimate	Draft Budget 2025 estimate
<b>TOTAL</b>	<b>2</b>	<b>1</b>	<b>2</b>	<b>2</b>

(1) According to the establishment plan there are 2 SNE posts allocated to the EIT. On a temporary basis, since 2023, 1 SNE post was converted in a FGIV post to cover the operational needs of the EIT.

## 3 Financial Resources

### 3.1 Revenues

#### 3.1.1 General revenues

REVENUES	General revenues				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast (1)	
<b>1 REVENUE FROM FEES AND CHARGES</b>					
<b>2 EU CONTRIBUTION</b>	392 016 307	409 405 758	409 933 366	409 933 366	0,13%
<i>- Of which assigned revenues deriving from previous years' surpluses</i>					
<b>3 THIRD COUNTRIES CONTRIBUTION (incl. EEA/EFTA and candidate countries)</b>	35 929 271	80 134 457	69 500 136	69 500 136	-13,27%
<i>- Of which EEA/EFTA (excl. Switzerland)</i>	11 329 271	14 492 964	14 500 136	14 500 136	0,05%
<i>- Of which candidate countries</i>	24 600 000	65 641 493	55 000 000	55 000 000	-16,21%
<b>4 OTHER CONTRIBUTIONS</b>	2 429 682 (2)				
<b>5 ADMINISTRATIVE OPERATIONS</b>	17 012				
<i>- Of which interest generated by funds paid by the Commission by way of the EU contribution (FFR Art. 61)</i>					
<b>6 REVENUES FROM SERVICES RENDERED AGAINST PAYMENT</b>					
<b>7 CORRECTION OF BUDGETARY IMBALANCES</b>					
<b>TOTAL</b>	<b>430 392 272</b>	<b>489 540 215</b>	<b>479 433 502</b>	<b>479 433 502</b>	<b>-2,06%</b>

(1) 2025 EFTA estimated rate is 3,54% and is based on the 2024 EFTA coefficient.

(2) Other contributions: Revenue from operational activities of EIT, following audits or ex-post activities.

### 3.1.2 Additional EU funding: contribution, grant and service level agreements

REVENUES	Additional EU funding: contribution, grant and service level agreements				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
Additional EU funding stemming from grant agreements (FFR Art.7)					
Additional EU funding stemming from contribution agreements (FFR Art.7)	3 920 000		200 000	200 000	100%
Additional EU funding stemming from service level agreements (FFR Art. 43.2)					
<b>TOTAL</b>	<b>3 920 000</b>		<b>200 000</b>	<b>200 000</b>	<b>100%</b>

### 3.2 Expenditure

#### 3.2.1 Commitment appropriations

EXPENDITURE	Commitment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>Title 1 - Staff expenditure</b>	<b>8 334 906</b>	<b>8 882 100</b>	<b>9 557 044</b>	<b>9 557 044</b>	<b>7,60%</b>
Salaries & allowances	6 203 900	6 809 000	7 395 600	7 395 600	8,62%
- Of which establishment plan posts	4 784 200	5 236 000	5 759 600	5 759 600	10,00%
- Of which external personnel	1 419 700	1 573 000	1 636 000	1 636 000	4,01%
Expenditure relating to Staff recruitment	24 000	22 000	24 200	24 200	10,00%
Mission expenses	100 000	90 000	95 000	95 000	5,56%
Socio-medical infrastructure	10 000	12 000	13 200	13 200	10,00%
Training	18 000	26 000	28 600	28 600	10,00%
External Services	1 943 006	1 881 100	1 956 344	1 956 344	4,00%
Receptions, events and representation	2 000	6 000	4 500	4 500	-25,00%
Social welfare	34 000	36 000	39 600	39 600	10,00%
Other Staff related expenditure					
<b>Title 2 - Infrastructure and operating expenditure</b>	<b>1 417 930</b>	<b>1 701 560</b>	<b>1 547 062</b>	<b>1 547 062</b>	<b>-9,08%</b>
Rental of buildings and associated costs	410 044	386 050	401 492	401 492	4,00%
Information, communication technology and data processing	596 386	628 260	673 260	673 260	7,16%

EXPENDITURE	Commitment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
Movable property and associated costs	6 000	134 850	11 600	11 600	-91,40%
Current administrative expenditure	53 000	160 500	60 950	60 950	-62,02%
Postage / Telecommunications	1 500	1 500	1 560	1 560	4,00%
Meeting expenses	8 000	15 000	8 800	8 800	-41,33%
Running costs in connection with operational activities	343 000	375 400	389 400	389 400	3,73%
Information and publishing					
Studies					
Other infrastructure and operating expenditure					
<b>Title 3 - Operational expenditure</b>	<b>424 559 436</b>	<b>413 315 062</b>	<b>468 329 396</b>	<b>468 329 396</b>	<b>13,31%</b>
KICs and knowledge triangle integration	422 488 636	408 191 962	462 946 372	462 946 372	13,41%
EIT cross-cutting activities	1 988 300	5 123 100	5 328 024	5 328 024	4,00%
Supporting the innovation capacity of higher education	82 500		55 000	55 000	100%
<b>Title 4 - Unused Appropriations not required in current Year</b>					
<b>TOTAL</b>	<b>434 312 272</b>	<b>423 898 722</b>	<b>479 433 502</b>	<b>479 433 502</b>	<b>13,10%</b>

### 3.2.2 Payment appropriations

EXPENDITURE	Payment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
<b>Title 1 - Staff expenditure</b>	<b>8 334 906</b>	<b>8 882 100</b>	<b>9 557 044</b>	<b>9 557 044</b>	<b>7,60%</b>
Salaries & allowances	6 203 900	6 809 000	7 395 600	7 395 600	8,62%
- Of which establishment plan posts	4 784 200	5 236 000	5 759 600	5 759 600	10,00%
- Of which external personnel	1 419 700	1 573 000	1 636 000	1 636 000	4,01%
Expenditure relating to Staff recruitment	24 000	22 000	24 200	24 200	10,00%
Mission expenses	100 000	90 000	95 000	95 000	5,56%
Socio-medical infrastructure	10 000	12 000	13 200	13 200	10,00%

EXPENDITURE	Payment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Agency request	Budget forecast	
Training	18 000	26 000	28 600	28 600	10,00%
External Services	1 943 006	1 881 100	1 956 344	1 956 344	4,00%
Receptions, events and representation	2 000	6 000	4 500	4 500	-25,00%
Social welfare	34 000	36 000	39 600	39 600	10,00%
Other Staff related expenditure					
<b>Title 2 - Infrastructure and operating expenditure</b>	<b>1 417 930</b>	<b>1 701 560</b>	<b>1 547 062</b>	<b>1 547 062</b>	<b>-9,08%</b>
Rental of buildings and associated costs	410 044	386 050	401 492	401 492	4,00%
Information, communication technology and data processing	596 386	628 260	673 260	673 260	7,16%
Movable property and associated costs	6 000	134 850	11 600	11 600	-91,40%
Current administrative expenditure	53 000	160 500	60 950	60 950	-62,02%
Postage / Telecommunications	1 500	1 500	1 560	1 560	4,00%
Meeting expenses	8 000	15 000	8 800	8 800	-41,33%
Running costs in connection with operational activities	343 000	375 400	389 400	389 400	3,73%
Information and publishing					
Studies					
Other infrastructure and operating expenditure					
<b>Title 3 - Operational expenditure</b>	<b>357 854 405</b>	<b>428 580 583</b>	<b>352 024 512</b>	<b>352 024 512</b>	<b>-17,86%</b>
KICs and knowledge triangle integration	355 733 240	424 287 783	347 560 000	347 560 000	-18,08%
EIT cross-cutting activities	2 022 165	4 259 050	4 429 412	4 429 412	4,00%
Supporting the innovation capacity of higher education	99 000	33 750	35 100	35 100	4,00%
Title 4 - Unused Appropriations not required in current Year					
<b>TOTAL</b>	<b>367 607 241</b>	<b>439 164 243</b>	<b>363 128 618</b>	<b>363 128 618</b>	<b>-17,31%</b>

### 3.3 Budget Outturn

First estimate of the 2023 surplus that remains within the EIT: EUR 3,767,872

## 4 Justification of needs

### Commission assessment

#### Human Resources

EIT requests 10 additional posts in excess of its current Establishment Plan, which is capped at the 70 staff members, corresponding to pre-Horizon Europe levels.

The EIT request is driven by significantly increased workload arising from its new mandate and strategic objectives for the entire 2021-2027 period (as shown below by the EIT in section 4.1.1., table “Overview - EIT new tasks vs new posts 2021-2027”). This implies not only new activities but also a raise of expectations on deliverables, both in terms of quantity and quality. On top of this, a 6% budget increase over the current Multiannual Financial Framework compared to previous one (based on 2018 price levels), for which the EIT flags growing difficulties to manage without a matching increase in the human resources. This additional workload and budget caused by new policy priorities comes on top of concerns of structural understaffing of the EIT, as supported by the findings of the ECA<sup>7</sup> and IAS<sup>8</sup> reports on multiple occasions.

The EIT has benefited from temporary increases in staff that bring the total number of staff to 73 members: in 2022, 1 contract agent was allocated, stemming from the substantial increase in third country contributions; also in 2022, 1 contract agent stemming from the implementation of the additional task regarding the European Batteries Alliance (EBA) contribution agreement with DG EMP (expiry 2024); in 2023, 1 CA stemming from the implementation of the additional task regarding the Solar Academy contribution agreement with DG GROW (expiry 2025). However, these are temporary increases which are already allocated to the implementation of concrete tasks, and do not address the workload increase due to new tasks and the scale-up of existing tasks, as described above.

In an attempt for efficiency gains, the EIT has already revised and simplified its granting model, declared negative priorities, and underwent a restructuring to optimise the deployment of available human resources. The Commission therefore considers that the 10 additional posts requested by the EIT are needed to manage the additional workload as illustrated, non-exhaustively, in the list of additional core activities above.

7- ECA Special Report No. 4, published in 2016.

8- IAS Final audit report on human resources management in the European Institute of Innovation and Technology (EIT), published in 2021.

#### Financial Resources

The EIT’s mission is to facilitate technological innovation to foster Europe’s global competitiveness. The EIT contributes to Europe’s priorities such as the new Green Deal and the New European Innovation Agenda and channels innovations through nine Knowledge and Innovation Communities (KICs) intervening in different areas: climate, digitisation, renewable energy, health, sustainable raw material, food, manufacturing, urban mobility and culture and creativity. In 2025, the selection of more KIC – EIT Water – is planned, subject of the Commission confirmation in April 2024. The EIT will continue to contribute to the objectives of HE, foster the integration of the knowledge triangle, increase the impact of KICs, support the innovation and entrepreneurship capacity of higher education, increase its communication activities through the EIT Summit and the EIT Alumni Community, and create synergies with other EU programmes and instruments. We evaluate that the EIT assessment on the financial resources required to implement its 2025 agenda is justified and we do not find reasons to challenge the budgeting proposed.

#### *4.1 Human Resources - EIT request*

#### 4.1.1 Number of staff requested

The EIT's mandate and tasks have been growing significantly over the past years putting it to the forefront of Europe's tools to tackle the green and digital transition through innovation. While the EIT managed three KICs from 2010 to 2014, two new KICs started their operations in 2014, another one was designated in 2016, two in 2018, and a new one in 2022. One more KIC – EIT Water - will be selected in 2025 (subject of the Commission confirmation in April 2024). This naturally led to additional work to ensure the legality and regularity of transactions and compliance with the principles of sound financial management. In addition, the EIT has taken on new activities to develop its strong innovation potential, to support KICs' financial sustainability, the **EIT Regional Innovation Scheme**, and outreach and synergies with other programmes (including inter alia Member States and the Western Balkan countries). The EIT's education agenda has also been enhanced and includes both a widening of its education and training programmes beyond degree level education and a new mandate to implement a **Higher Education Institutions initiative** and a **contributing to the skills agenda** and talent support in the areas of entrepreneurship and innovation (following the example of the European Battery Alliance Academy or the Solar Academy). In this context, adopted in July 2022, the European Commission's **New European Innovation Agenda**, which seeks to position Europe at the forefront of the new wave of deep tech innovation and start-ups, included the EIT as one of the key actors contributing to the EU innovation flagship initiatives such as the EIT Deep Tech Talent Initiative, Deep Tech Innovation Valleys, the Next Generation Innovation Talents scheme, and the Women Entrepreneurship and Leadership schemes.

The increased EIT mandate and tasks have not been matched by an increase of posts in its establishment plan. On the one hand, this means that the EIT's full potential for innovation and contribution to growth and competitiveness that could be provided by the EIT across the EU will not be fully exploited. On the other hand, it means that the EIT's structural understaffing creates a very high operational, financial and reputational risk for the EU as it cannot carry out its tasks adequately with 70 staff (+ 3 non-statutory CA FG IV posts under the assigned contribution agreements). Moreover, this situation puts staff health at high risk.

The EIT Governing Board and EIT Director have highlighted these concerns towards the EU institutions over several years, however, the situation remains to be addressed. For example, the risk of non-implementation of core elements of EIT Annual Work Programmes due to insufficient human resources has been identified by EIT since 2017, and it has considerably increased along the years. These very high risks have been acknowledged also by the European Court of Auditors and the Commission's Internal Audit Service. The former has been keeping open the observation from 2016 that *the increase in the EIT's budget and the growing number of KICs to oversee have not been accompanied by a respective increase in the number of posts*.

This issue was analysed by the European Commission's Internal Audit Service ('IAS') when it performed an audit on human resources management at the EIT in 2020/2021. The IAS auditors evaluated various aspects of the staffing level in the EIT and benchmarked them to comparable organisations. Among European Union institutions, six executive agencies and two joint undertakings were identified as suitable for comparison.<sup>5</sup> The IAS concluded that: **the EIT is more cost-efficient and manages more funds per staff than all other examined 5 EU entities except the INEA; without reinforcing staffing capacity, there is a risk that the EIT cannot fully implement its multi-annual work programme (reduced effectiveness and impact) and provide assurance on funds managed (risk of errors and irregularities)**; the EIT should consider options to increase the proportion of staff allocated to operational functions; the EIT should continue its efforts and work with its partner DG of the Commission, DG EAC, aiming at achieving an improved working environment promoting a better and healthier work-life balance. Finally, the IAS concluded in its audit report on the *high likelihood of irregularities and staff heavy workload which "is believed to be leading to tensions, sickness and impossibility to implement the EIT's multi-annual work programme and provide assurance on the managed funds*.

Under the Horizon Europe programme, which was adopted in 2021 the EIT's request for 15 additional posts to match its enhanced budget and mandate was declined by the Budgetary Authorities. In the legislative financial statement it is acknowledged that 'the EIT administrative costs are very low with less than 2% of the total budget compared to the average of 4.6% reported for Horizon 2020'. Despite this efficiency and the recognized achievements the EIT is therefore put in a highly risky situation as without adequate resources it cannot ensure that it can deliver on its new mandate and high ambition. Consequently, EIT Governing Board's opinion on the EIT Annual Activity Report 2021 adopted in June 2022 states that the EIT GB remains highly concerned about the continuous structural understaffing of the EIT. These concerns were also repeated in the EIT Governing Board's opinion on the EIT Annual Activity Reports for 2022.

To address the structural problems identified above, and to be able to effectively carry out the new tasks described above and to manage the growth of existing tasks, the EIT requests the approval of 10 additional establishment plan posts from 2025 onwards. This

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<sup>5</sup> The Consumers, Health, Agriculture and Food Executive Agency (CHAFEA), the Executive Agency for Small and Medium-Size Enterprises (EASME), the Innovation and Networks Executive Agency (INEA), the Education, Audiovisual and Culture Executive Agency (EACEA), the Research Executive Agency (REA), the European Research Council Executive Agency (ERCEA), the Innovative Medicines Joint Undertaking (IMI JU) and the SESAR Joint Undertaking (SESAR JU). The joint undertakings selected are the largest, the most comparable in terms of size to the EIT. The other JUs are very small in size.

request already takes into account that already in 2022, to be institutionally fit for purpose, the EIT has adjusted its organisation within the current establishment plan to reflect its objectives and strategic priorities under the new Strategic Innovation Agenda 2021-2027 (adopted in May 2021).

#### Overview - EIT new tasks vs new posts 2021-2027

New EIT tasks under SIA 2021-2027	Additional posts approved by EU (beyond 70)
Two new KICs (Culture & Creativity, Water) – ca. EUR 300 million	0
EIT Higher Education Initiative (pilot 2021-2023) – ca. EUR 80 million	0
Enhanced mandate EIT Regional Innovation Scheme and EIT Community activities (e.g. Ukraine, AI, NEB)	0
Overall Budget increase 25% compared to 2014-2020 (now ca. EUR 3 billion) and increased KIC supervision/monitoring	0
Enhanced EIT Governance (Member State Representatives' Group, Governing Board/Executive Committee size, Advisory Groups and Governing Board supervision enhanced)	0
EIT National Contact Point network created and managed	0
Increased synergies (i.e. EIC, EIE, EUIPO, EU Agency Network), communication/ visibility, dissemination of results	0
European Battery Alliance Academy and European Solar Academy (14 MEUR)s	2
Additional third country budget contributions to Horizon Europe	1
New European Innovation Agenda (Deep Tech Talents Initiative, Girls Go Circular, the Next Generation Innovation Talents scheme, Women in Tech)	0

**The EIT reiterates its position that due to its structural understaffing, the level of control and checks, and subsequent assurance that can be reached may be lower than that of other EU programmes and Agencies**, which have more adequate staffing compared to the budgetary amounts and operational complexity of programmes managed. With more ambitious targets set in the Strategic Innovation Agenda for 2021-2027 and in the New European Innovation Agenda, the EIT may not be able to maintain the same level of controls and hands-on guidance without increasing the number of staff working on grant management activities and risks an increase in error rates. In particular, as the EIT has not been provided with the modestly requested staff resources to fulfil its mandate to present, the level of monitoring, checks and controls of the EIT Knowledge and Innovation Communities has to be kept at a low level, increasing the risk of inefficiencies, undetected errors, irregularities and fraud. As such, core control and monitoring tasks cannot be outsourced by the EIT, this risk cannot be further mitigated other than by the following additional staff resources being provided by the EU institutions.

In terms of profiles, from 2025, **10 additional Establishment Plan staff** will need to be recruited based on the EIT's strategic objectives set out in the EIT Strategic Innovation Agenda 2021-2027 outlined below:

**Specific Objective: Increase the impact of KICs and knowledge triangle integration**

- Managing the existing KICs and launching a new KIC in 2025
- Facilitating EIT Community initiatives and providing shared services towards the KICs and exchanges of experiences and good practices between KICs
- Increasing the regional impact of KICs with a view to closing the innovation divide

Four additional posts are required for the four tasks above.

**Legal/grant management officer for non-HE grants (1 posts, TA/AD8 grade) – Grant Implementation**

- Support preparation and implementation of non-HE grants, in particular preparation of contribution agreements with other DGs to contribute to implementation of other EU funded programmes such as Digital Europe Programme, InvestEU, Single Market Programme, REACT-EU, Cohesion Fund, European Social Fund+ and ensuring at the same time KICs contribution to the EIT Impact Framework to maximise their impact on societal challenges and to achieve financial sustainability.
- Prepare call documents, award decisions and grant agreements.
- Supporting KICs in implementing non-HE grants to ensure full legality and regularity.
- Ensure effective implementation of synergies with other programmes.

**KIC Programme Officer (2 posts, TA/AD6 grade) – EIT Water, EIT Culture & Creativity**

- Support new KICs in the development and delivery of its strategy.
- Develop and improve overall supervision, management, and control systems.
- Verify reporting documents submitted by the KIC ensuring compliance with financial and procurement rules.
- Contribute to the assessment of KIC business plans, reports, and payments.
- Provide regular (standardised) and ad hoc (tailor-made) reports and data analysis for the EIT Governing Board, EIT management, and other internal and external stakeholders.
- Support the implementation of the EIT monitoring strategy and contribute to reviews and analytical reports.

**Project Officer (1 posts, CA/FGIV) – EIT Community activities cross-cutting objectives and shared services**

- Develop shared services with the KICs while enhancing and monitoring EIT Community collaboration.
- Provide horizontal EIT Community support on strategic initiatives, including legal support, such Women Entrepreneurship, Shared Services and Higher Education Initiative, deliver on the New European Innovation Agenda.

**Specific Objective: Increase the innovation capacity of the higher education sector by promoting institutional change in higher education institutions (HEIs)**

- Supporting the innovation capacity of higher education by involving 450 additional Higher Education Institutions in EIT and KIC activities to reach 30 000 students by end of 2027.
- Managing the related budget of EUR 150 million

Three additional posts are required for the above-mentioned tasks as follows:

**Education Programme Officers (3 posts, 2 TA/AD8 grade, 1 CA/FG IV)**

- Coordinate the EIT's new action to strengthen the innovation capacity of Higher Education Institutions (HEIs).



- Design and continuously improve the conceptual framework, set common criteria for the action, and oversee them while calls are organised by the KICs.
- Contribute to the development of quality procedures, indicators, and benchmarks for monitoring (and assessment) of activity performance.
- Manage and carry out continuous monitoring and evaluation of the action. The EIT will closely monitor organization of the calls and selection of the process, to ensure strategic priorities and objectives are met.
- Support Operational Units regarding the specific action with business plan assessments, amendments of business plans, and grant reports.
- Ensure coordination among KICs and that synergies with other programmes are explored.
- Work with KICs to develop and implement programmes contributing to re-skilling and up-skilling the workforce of the industries of the future (including the Deep Tech Talent Initiative)

**Specific Objective No 3: Increase the regional outreach of the EIT in order to address regional disparities in innovation capacity across the EU**

- Disseminating and sharing best practices with stakeholders.
- Increasing the impact of EIT activities through internal and international cooperation.
- Coordination of EIT Community communication.
- Creating synergies and providing complementarities with other EU programmes or instruments, including by reinforcing EIT support to KICs in their planning and implementing activities.

**Three** additional posts are required for the above tasks as follows:

**Programme Officer (1 post, TA/AD8 grade) - Dissemination of Results and Regional Innovation Scheme**

- Widen the level of participation within KICs and increase their regional impact through the RIS, in order to close the innovation divide in Europe
- Develop and operate a system aimed at identifying, codifying, and disseminating best practices and learnings from innovation projects.
- Support the newly established EIT National Contact Points in Member States for information, knowledge sharing, and synergies around the EIT.
- Coordinate EIT Community communication, including the implementation of the EIT's annual integrated communications campaigns with a focus on key events like the INNOVEIT conference.
- Coordinate the dissemination of information and communication of EIT RIS activities together with the KICs.

**Stakeholder Relations Officers (1 post, TA/AD6; 1 post CA FGIV) – Innovation Ecosystem synergies**

One Officer will promote and foster synergies with the EIC, InvestEU, and Innovation Ecosystems, while the other will manage the 15-year collaboration with first wave of KICs (EIT Digital, EIT InnoEnergy, EIT Climate-KIC). Their other tasks are to:

- Promote and foster synergies between EIT-KIC activities and other EU initiatives and instruments (e.g., other Horizon Europe programmes, Instrument of Pre-Accession, Erasmus+, Digital Europe Programme, and Creative Europe).
- Organise regular meetings with the Member States' Representatives Group as well as Commission-related services at least twice a year to ensure an appropriate level of information sharing with Member States and EU institutions.
- Contribute to an enhanced engagement with international organisations and key stakeholders in EU Member States, candidate countries.

Coordinate international EIT-funded activities implemented by the KICs.

Since 2023, the EIT has placed up to 2 of its establishment plan posts in Brussels at the EIT House. This facilitates synergies with key stakeholders (e.g., European Commission and European Parliament) but also is crucial for 2024 and 2025 when the EIT will chair the EU Agency Network (EUAN) as part of the Troika. The EUAN chairmanship by EIT will be managed in principle with existing staff. But for logistical support and coordination of EUAN meetings and subnetworks, interim support will be needed. The EIT seeks to hire 1 interim in 2024 to manage this significant but temporary task (due to end in early 2025). Additionally, the EIT in 2025 and 2026,

might locate one of its current CA posts at the EIT House/ Brussels for the EUAN shared services administrative support activity to wider benefit from the services of the network in the fields of HR, procurement and cybersecurity.

#### *4.1.2 Vacancy rate as of end 2023*

At the end of 2023, 65 posts (43 temporary agents, 22 contract agents) were filled. Altogether 8 new staff members took up duty at the EIT and 8 left in 2023, taking the total number of staff to 65. Compared to the 65 at the end of 2022, this corresponds to a stagnation.

#### *4.1.3 Standard abatement ('abatement forfaitaire') applied*

The salary costs are estimated based on the assumption that all the employees will be recruited by the end of 2024. The standard abatement applied is 2%.

#### *4.1.4 Salary assumption for calculating salary line (% applied)*

Estimates of the cost of human resources are based on actual staff costs at the EIT and the salary categories defined by the Staff Regulations. To ensure adequacy to the cost of life in the host country, the correction coefficient in force in Hungary applies to the salaries. The budget appropriations covering staff expenditure for year 2023 are based on the estimate of a total of 45 temporary agents (40 AD and 5 AST) and 26 contract agents and 1 SNE.

The results of the appraisal and promotion for Temporary Agents and Contractual Agents have been taken also into account, as well as, the assumption that the EIT will receive the additional 10 posts.

#### *4.1.5 Correction coefficient used*

The correction coefficient rate applied is the one established for year 2024, namely 86.7%.

#### *4.1.6 Exchange rate used (if applicable)*

Not applicable.

### **4.2 Financial Resources - EIT Request**

#### *4.2.1 Title 1*

The overall Title 1 staff expenditure is foreseen to increase by 7.6%. The increase is mainly linked to the forecasted allocation of the 10 extra posts requested by EIT from the Commissions and the standard annual adjustment of the country correction coefficient.

Similarly to the previous year, the EIT requested an additional number of 10 extra posts for its establishment plan. This request, together with the application of the 4% standard rate to cover the inflation rate, resulted in an overall increase of 9% in the salaries budget and affected the budget planning for the other staff expenses like recruitment - which were estimated to increase by 10% compared to previous years; training expenses – that were marked by an increase of 10%, as well as an increase by 10% was foreseen for the social welfare of the EIT staff.

#### *4.2.2 Title 2*

The overall Title 2 infrastructure and operating expenditure is foreseen to decrease by 9%, namely by 154,498 EUR. In 2024 the EIT planned to renovate its office in Budapest and purchase new movable property. In this context, the budget linked to purchase of movable property and associated costs, will decrease in 2025 by 91%. Furthermore, in March 2025 the EIT will hand-over the chairmanship of the EUAN to the next agency, further decreasing the budget for meeting expenses and the current administrative costs by 41% and 62 % respectively.

#### *4.2.3 Title 3*

In 2025 the EIT will continue the implementation of its SIA 2021 – 2027, putting into practice its overall strategy and processes to analyse and assess results and impacts of all EIT Community activities continuing the EIT's culture of lessons learnt and evaluation.

In 2025, the main focus will be on managing the 2023-2025 Grant Cycle as follows:

- ➔ Carry out the assessment of the continuous reporting on the 2023-2025 grant agreements;
- ➔ Utilise IT systems supporting Grant Cycle and Business Intelligence for 2023-2024/25 grants;
- ➔ Launch the Call invitation for the 2026-2028 grant agreement with 2nd, 3rd, 4th and 5th wave KICs;
- ➔ Sign the final 2023-2025 grant agreement amendments.
- ➔ Develop and operate IT systems supporting Grant Cycle Business Intelligence.

For achieving the set targets an amount of EUR 407,621,372 in commitment appropriation and EUR 347,560,000 in payment appropriations are estimated to be used for these grant related expenses.

In line with its legislation and the EIT Monitoring and Evaluation Strategy, the EIT will perform continuous monitoring and periodic evaluations of the output, results and impact of the EIT KICs, including their progress towards financial sustainability, as well as horizontal requirements such as cost-effectiveness of operations and openness to new members. These will then feed into important EIT Governing Board (GB) decisions on corrective measures in respect of the KICs when appropriate and on continuation of the EIT support and future collaboration with the KICs in line with the EIT GB – Supervision Framework of KIC.

Meanwhile, the first wave KICs (EIT Climate-KIC, EIT Digital, and EIT InnoEnergy) will have reached their 15-year period in 2024 and in 2025 a new collaboration modality will be implemented under the Memorandum of Cooperation Framework upon the approval of the EIT Governing Board and consultation with the European Commission.

#### EIT cross-cutting activities

In 2025, the EIT budgeted EUR 5,328,024 for cross-cutting activities, which represents an increase 4% from 2024. This is linked to the continuous efforts put in the implementation of the Regional Innovation Scheme (RIS), as well as conclusion of new contracts for the support of the communications and visibility of the EIT Community.

In particular, the EIT will contribute to the overarching objectives of Horizon Europe on fostering growth and creating jobs by improving results, breakthrough technologies, services, and the sustainability of KIC operations through synergies and multiplication of successful activities across KICs.

The EIT and the EIT Community supported by the EIT will promote and facilitate synergies with EC Policy DGs and other EU programmes and bodies (notably but not exclusively Horizon Europe missions, DGs RTD, GROW, NEAR, CNCT, JRC, EISMEA, the European Structural and Investment Funds, Erasmus, Digital Europe Programme, InvestEU, Creative Europe, COSME, EUIPO, EPO, and the Copernicus Programme) for the integration of the Knowledge Triangle.

To further increase its visibility, the EIT will continue to reinforce its external communications activities in 2025 by promoting EIT Community activities and results, helping to increase openness and transparency and increase participation in EIT Community opportunities across Europe.

The 2026 EIT Awards will be organised to increase opportunities for targeted communication opportunities and interaction and exchange of ideas with the broader innovation ecosystems in Europe and other stakeholders, showcasing EIT success.

In 2025, the EIT Alumni Community will continue building on its portfolio of services and benefits to its members, ensuring that it brings a clear added value beyond the individual KICs' alumni communities. It will provide opportunities for sharing knowledge, training, networking, mentoring and implementing joint projects and ventures, especially in cross-thematic areas. To ensure the long-term financial sustainability of the community, the EIT Alumni Board will continue to develop a sound business and financial model and reach out to internal and external partners and sponsors.

## Supporting the innovation capacity of higher education

2025 will be the third full year of the Initiative implementation, which aims to develop pan-European deep tech talent education framework. That means new skills development programme that can rapidly skill, re-skill, and up-skill at least one million talents over the next three years (2023-2025) within deep tech. This will broaden the labour force in Europe and encourage high-growth companies active in the deep tech fields to maintain and expand their operations within Europe and beyond.

The EIT Community will build Pledge partnerships with public and private organizations, industry representatives and champions, academia and education providers, Member States, and other EU programmes and Agencies to support the development and roll-out of training programmes committed to the Initiative. The Deep Tech Talent Initiative Platform acts as a multiplier and aims to serve as the basis of sustainability. It is built as a long-term strategic tool to lengthen the Initiative’s timeline beyond 2025. It’s components and services are built with the engagement of its future users: pledgers and deep tech talents. A harmonisation activity will connect specific deep tech contents with other EIT Community tools, such as the EIT Campus.

### 4.2.4 Title 4

### 4.3 Ad hoc grants and delegation agreements

The Contribution Agreement between DG EMPL and EIT for financing the implementation of the European Batteries Alliance (EBA) Academy concluded in 2021 for an initial period of 3 years, will reach its final stage of implementation by December 2024. It is foreseen that EIT would receive in 2025 the remaining balance of EUR 200,000 following the completion of the grant implementation by the KICs. The EIT will continue to encourage KICs to develop synergies with the Clean Hydrogen Alliance and the upcoming Renewable and Low Carbon Fuels Alliance. The objective of the action is to assist Member States in using REACT EU (and ESF+) to train both employed and unemployed people in the field of batteries to help bridge the gap of 800.000 workers by 2025.

In 2025 the EIT will also pursue to accelerate the “European Solar Academy” implementation following the signature of the Contribution Agreement with DG GROW in December 2023, amounting for a total of EUR 4,000,0000. In 2023 EIT received the initial tranche of EUR 3,920,000. The European Solar Academy is part of the Net-Zero Industry Academies proposed by the Net-Zero Industry Act and financed Single Market Programme.

## 5 Other information

### 5.1 Buildings

#### 5.1.1 Current building(s)

#	Building Name and type	Location	SURFACE AREA(in m <sup>2</sup> )			RENTAL CONTRACT			Host country (grant or support)	Building present value(€)
			Office space	non-office	Total	RENT (€/year)	Duration	Type		
1	Infopark, Building E	Budapest	2 309	497	2 806		20 years (30.11.2029)		The Hungarian Government covers the rental fee of the EIT premises during 20 years (Host Agreement)	
2	Infopark, Building E	Budapest	114	35	149	36 002	6 years (until 2024) but can be extended until 30.11.2029		N/A	

#	Building Name and type	Location	SURFACE AREA(in m <sup>2</sup> )			RENTAL CONTRACT			Host country (grant or support)	Building present value(€)
			Office space	non-office	Total	RENT (€/year)	Duration	Type		
3	EIT Liaison Office	Brussels	59	11	70	29 435	9 years until 30.09.2027		N/A	
<b>TOTAL</b>			<b>2 482</b>	<b>543</b>	<b>3 025</b>	<b>65 437</b>				

### 5.1.2 Current building(s) Other comments

Not applicable.

### 5.1.3 Building projects in the planning phase

Not applicable.

### 5.1.4 Building projects submitted to the European Parliament and the Council

Not applicable.

## 5.2 European schools

Not applicable.

## 5.3 Evaluation

An evaluation of the EIT was completed by the Commission in 2017.

In its Opinion, the Commission clearly recognises the achievements of the EIT and its Innovation Communities highlighted in the EIT Mid-term Evaluation Report ([https://ec.europa.eu/education/sites/education/files/2017-eit-interim-evaluation\\_en.pdf](https://ec.europa.eu/education/sites/education/files/2017-eit-interim-evaluation_en.pdf)), namely:

- The EIT/KICs model is highly relevant and now starts to deliver concrete results
- The EIT and its Innovation Communities add value beyond national initiatives, building new types of cooperation links and facilitating cross-border interactions
- The EIT educational programmes attract high calibre students
- The co-location centre model has been instrumental for widening the Innovation Communities' geographical scope to EU's moderate innovation performers
- The EIT and its Innovation Communities fit well within the EU innovation landscape by providing support to innovation through the Knowledge Triangle Integration
- The EIT Innovation Communities adopted diversified efforts and strategies to achieve financial sustainability

The Commission also recognised the importance of the role of the EIT in supporting the Innovation Communities to implement their innovation model.

At the same time, the document indicates certain areas where there is room for improvement, e.g.:

- Integration of the EIT graduates in innovation and entrepreneurship activities of the Innovation Communities is under-exploited: education activities did not generate so far a significant number of student-led start-ups
- Further efforts are needed for the Innovation Communities to become fully integrated into the local innovation ecosystems
- Impact is mainly limited to the partners, graduates and start-ups that have directly cooperated with the EIT Innovation Communities, and less clear evidence is found on the systemic impacts of the EIT
- The potential of the EIT and its Innovation Communities to contribute to EU policy-making in specific fields has not been utilised at its best
- Synergies existing at implementation level between the EIT and other EU innovation policy initiatives and instruments are not sufficiently reflected at programming level; the EIT should work in close coordination with research and innovation activities and the financial instruments of H2020 and COSME
- Achieving fully self-financing after 15 years may be challenging for the EIT Innovation Communities

The Commission’s review of the EIT acknowledges the uniqueness of the EIT model among the EU and Member States’ innovation support initiatives in tackling relevant societal challenges through the Knowledge Triangle Integration. The Commission also highlights the following:

- The EIT and its Innovation Communities contributed to H2020 objectives on “societal challenges” and on “Leadership in enabling and industrial technologies”
- EIT Innovation Communities brought solutions closer to the market and paved the way for industrial and commercial implementation in areas of societal challenges
- The EIT Innovation Communities have been successful in involving the diversity of actors in the knowledge triangle, thus contributing to reduce the fragmentation in their sectoral ecosystems
- The flexibility of the EIT model is suitable and allows for testing potential new initiatives in the area of innovation support
- The EIT Innovation Communities’ management costs have been significantly lowered over time, following the EIT’s efforts to limit their weight on the respective accounts
- The cross-innovation community interactions, through the active support of the EIT, have been steadily increasing

Finally, the Opinion re-affirms the recommendations of the independent evaluation and commits the Commission, together with EIT and its Innovation Communities to:

- Measure and report more extensively on activities and achievements related to EU policy priorities in thematic areas
- Further improve and review the system for monitoring to better measure and capture results and impact
- Reduce the administrative burden for the EIT and its EIT Innovation Communities
- Explore way to further extend the multi-annuity of the EIT grant agreements

The mid-term evaluation of Horizon Europe was launched in 2022 and will be concluded in 2024. The EIT is part of four HE evaluation studies: Innovative Europe, Digital Europe, Resilient Europe and Green Transition. The evaluation is ongoing. Several studies feature EIT and the KICs as follows:

- Innovative Europe integrates case studies on Cooperation and coordination between EIC-EIT-EIE; Provision of business support and business acceleration services – EIT KICs and EIC; EIT KICs Innovation spillover effects; EIT KICs impacts of RIS country activities, EIT benchmarking and EIT added value
- Resilient Europe includes a case study on EIT Health
- Green Transition – case studies on EIT Climate-KIC, EIT Food, EIT InnoEnergy and EIT UM
- Digital and Industrial Transition – case studies on EIT Manufacturing, EIT RM and EIT Digital

On 29 January 2024 the College adopted ex-post evaluation of Horizon 2020 package. The final evaluation of the Horizon 2020, as indicated [the Commission Staff Working Document](#), points out on the effectiveness of the economic and innovation outputs of EIT and KICs:

- increased number of organisations integrated in the EIT KICs (from initial 200 organisations in 2010 to over 2000 in 2020, almost doubling the programme target of 1 200 partner organisations);
- good collaboration inside the knowledge triangle that led to the development of innovative products, services and processes (over 1500 new products or processes launched on the market until 2020);
- increased no. of start ups supported and created (almost 4000 start ups supported and some 440 created by 2020);
- positive trends towards reaching financial sustainability of KICs and their external investments increase in proportion to the EIT funding;
- high amount of investments (3.9 bn EUR) attracted by EIT KICs until 2020;

Additionally, the EIT has been evaluated as coherent programme and having a strong alignment with ESIF due to its funding model where additional funding (beyond EIT direct grants) come from either partners or other private or public sources.

#### 5.4 Privileges and immunities

Agency privileges	Privileges granted to staff	
	Protocol of privileges and immunities / diplomatic status	Education / day care
According to the Host Agreement ratified by the Hungarian Parliament on 20 December 2010 (publication reference 2010éviCLXVI.törvény,	According to the Host Agreement ratified by the Hungarian Parliament on 20 December 2010 (publication reference 2010éviCLXVI.törvény, MagyarKözlöny,2010évi197szám), which enters in	The EIT has signed cooperation agreements with international schools and kindergartens and school bus

Agency privileges	Privileges granted to staff		
MagyarKözlöny, 2010évi197szám), which enters in force on 22 January 2011	force on 22 January 2011		transport companies in Budapest.

## 6 Budget Outturn

### 6.1 Calculation budget outturn

Budget outturn	2021	2022	2023 (1)
Revenue actually received (+)	401 233 111	448 612 223	367 607 241
Payments made (-)	-399 203 214	-439 585 731	-343 781 041
Carryover of appropriations (-)	-5 188 571	-9 857 948	-29 241 958
Cancellation of appropriations carried over (+)	75 351	1 266 587	3 386 820
Adjustment for carryover assigned revenue appropriations from previous year (+)	3 386 105	3 319 891	5 796 963
Exchange rate differences (+/-)	-15 477	-32 357	-119
Adjustment for negative balance from previous year (-)			
<b>TOTAL</b>	<b>287 305</b>	<b>3 722 665</b>	<b>3 767 906</b>

(1) In 2023 EIT returned 13,93 MEUR from the Commission EU subsidy received.

### 6.2 Cancellation of appropriations

#### 6.2.1 Cancellation of commitment appropriations

The EIT carried-over on decision of appropriations cancelled in 2023 in line with the applicable rules. The details for 2023 can be presented as follows.

Budget Title	Cancelled
1 Staff expenditure	114,154
2 Administrative expenditure	29,404
3 Operational expenditure	630,276
<b>TOTAL</b>	<b>773,834</b>

EUR 400,000 are carried over to 2024 on the decision of the EIT Governing Board 01/2024 of 29 January 2024.

Appropriations from assigned revenue of EUR 6,388,944 received in 2023 have not been used and are carried over automatically to 2024, including EUR 22,250 under the Commission's European Battery Alliance initiative and EUR 3,920,000 under the Solar Academy initiative.

### 6.2.2 Cancellation of payment appropriations for the year

The EIT will carry-over on decision of appropriations cancelled in 2023 in line with the applicable rules. The details for 2023 carry overs can be presented as follows:

<b>Budget Title</b>	<b>Cancelled</b>	<b>Automatic carryover</b>	<b>Non-automatic carryover</b>
1 Staff expenditure	882,599	882,599	-
2 Administrative expenditure	327,701	327,701	-
3 Operational expenditure	20,812,741		20,575,094
<b>TOTAL</b>	<b>22,023,041</b>	<b>1,210,301</b>	<b>20,575,094</b>

Appropriations from assigned revenue of EUR 7,456,563 received in 2023 have not been used and are carried over automatically to 2024, including EUR 1,089,869 under the Commission's European Battery Alliance initiative and EUR 3,920,000 under the Solar Academy initiative.

### 6.2.3 Cancellation of payment appropriations carried over

A total amount of EUR 3,386,820 resulting from the automatic carry-over of payment appropriations from 2022 as well as from the re-entry of payment appropriations 2022 have been cancelled.

<b>Budget Title</b>	<b>Fund Source</b>	<b>Appropriations, EUR</b>	<b>Payment execution, EUR</b>	<b>Cancelled, EUR</b>
1 Staff expenditure	C8	764,363	576,131	188,232
2 Administrative expenditure	C8	226,864	98,034	128,830
3 Operational expenditure	C2	3,069,758	0	3,069,758
<b>TOTAL</b>		<b>4,060,985</b>	<b>674,165</b>	<b>3,386,820</b>

No appropriations from assigned revenue from 2022 to 2023 have been cancelled.

## 6.3 Justification

### 6.3.1 Budget outturn

The total revenue received for the year 2023 amounts to EUR 367,607,241 including the EU subsidy, EFTA/EEA, . The amount excludes EUR 13,926,441 returned by EIT in 2023 from the Commission EU subsidy initially received and other amounts received in 2023 by EIT under in force contribution agreements (DG EMPL, DG GROW),

The total payments made against 2023 payment appropriations was EUR 367,781,041

Automatic and non-automatic carry over to 2024 amounts to EUR 29,241,958.

The payment appropriations carried over from 2022 that have not been used (C2 and C8 credits) for an amount of EUR 3,386,821, will be reimbursed to the European Commission in 2024.

In 2023, the exchange rate difference of EUR 119 resulted in loss.



The balance of the outturn for the financial year 2023 is EUR 3,767,906.

### *6.3.2 Cancellation of appropriations*

100% of the available commitment appropriations was committed and 94% of the available payment appropriations was executed in 2023.

Appropriations which have not been used at the end of 2023 shall be cancelled. The EIT Governing Board decides on carry over of commitment and/or payment appropriations in line with Article 12 of Framework Financial Regulation.

## 2.1.2 Innovative Health Initiative Joint Undertaking - IMI3

### 1 Overview

#### 1.1 Creation/modification (legal base)

Decision	Date	Mission / Tasks / Functions
Council Regulation (EU) 2021/2085 of 19 November 2021 establishing the Global Health EDCTP3 Joint undertaking and repealing Regulations (EC) No 219/2007, (EU) No 557/2014, (EU) No 558/2014, (EU) No 559/2014, (EU) No 560/2014, (EU) No 561/2014 and (EU) No 642/2014, OJ L 427, 30.11.2021	30/11/21	<p>General objectives (long-term objectives) of the initiative (Article 99(1) of the SBA):</p> <ul style="list-style-type: none"> <li>• To reduce the socio-economic burden of infectious diseases in sub-Saharan Africa through the development and uptake of new or improved health technologies against infectious diseases;</li> <li>• To increase health security in sub-Saharan Africa and globally by strengthening the R&amp;I-based capacities for preparedness and response to control infectious diseases.</li> </ul> <p>Specific objectives of the initiative (Article 99(2) of the SBA):</p> <ol style="list-style-type: none"> <li>1. Advance the development and use of new or improved health technologies for tackling infectious diseases by supporting the conduct of clinical trials in sub-Saharan Africa.</li> <li>2. Facilitate better alignment of R&amp;I funders around a common strategic research and innovation agenda to increase the cost-effectiveness of European public investments.</li> <li>3. Strengthen research and innovation capacity and the national health research systems in sub-Saharan Africa for tackling infectious diseases.</li> <li>4. Strengthen capacity in sub-Saharan Africa for epidemic preparedness through effective and rapid research response to develop essential diagnostics, vaccines and therapeutics for early detection and control of (re-)emerging diseases of epidemic potential.</li> </ol> <p>The Joint Undertakings are set up to operate until 31 December 2027, with their last calls launched at the latest by 31 December 2027. In line with the criteria for European Partnerships in the Annex III of the Horizon Europe Regulation, the Single Basic Act includes specific provisions for their evaluation, phasing-out and renewal. This includes an obligation for the Governing Board to submit a plan for the phasing out of the Joint Undertaking from Horizon Europe funding and an assessment of the most effective policy intervention mode for any future action as part of periodic reviews and evaluations.</p>

#### 1.2 Seat

Brussels, Belgium

#### 1.3 Budget line

01 02 02 11 : Cluster 'Health' — Innovative Health Initiative Joint Undertaking

#### 1.4 Human Resources Overview

The table below presents the number of posts in the establishment plans, including the posts assigned to programmes financed outside the EU budget, whereas the number of Contract Agents / SNE only includes those financed under programmes financed within the EU Budget.

Human Resources	2023			2024	2025
	Authorised Budget	Actually filled as of 31/12/2023	Occupancy rate(%)	Authorised Budget	Draft Budget Request
<b>TOTAL AD</b>	35	31	88,57%	35	35

Human Resources	2023			2024	2025
	Authorised Budget	Actually filled as of 31/12/2023	Occupancy rate(%)	Authorised Budget	Draft Budget Request
TOTAL AST	4	3	75,00%	4	4
TOTAL AST/SC					
ESTABLISHMENT PLAN POSTS	39	34	87,18%	39	39
Contract Agents (CA)	15	10	66,67%	15	15
Seconded National Experts (SNE)					
TOTAL STAFF	54	44	81,48%	54	54

## 1.5 Financial Resources Overview

### 1.5.1 Revenues Overview

REVENUES	2024		2025	
	Revenues estimated by the agency		Budget Forecast	
	Commitment appropriations	Payment appropriations	Commitment appropriations	Payment appropriations
EU contribution	179 736 534	167 355 942	209 622 908	174 157 359
ther Revenue	11 052 061	32 513 236	22 914 530	29 442 484
TOTAL REVENUES	190 788 595	199 869 178	232 537 538	203 599 843

### 1.5.2 Expenditure Overview

Expenditure	2024		2025	
	Commitment appropriations	Payment appropriations	Commitment appropriations	Payment appropriations
Title 1 - Staff expenditure	6 674 000	6 674 000	6 846 000	6 846 000
Title 2 - Infrastructure and operating expenditure	3 006 000	3 006 000	3 034 000	3 034 000
Title 3 - Operational expenditure	180 000 000	188 271 000	220 000 000	175 000 000
TOTAL EXPENDITURE	189 680 000	197 951 000	229 880 000	184 880 000

## 2 Human Resources

### 2.1 Establishment plan posts

The table below presents the number of posts in the establishment plans, including the posts assigned to programmes financed outside the EU budget.

Function group and grade	2023				2024		2025			
	Authorised Budget		Actually filled as of 31/12/2023		Authorised Budget		Request of the Agency		Draft Budget Request	
	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts
AD 16										

Function group and grade	2023				2024		2025			
	Authorised Budget		Actually filled as of 31/12/2023		Authorised Budget		Request of the Agency		Draft Budget Request	
	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts
AD 15										
AD 14		1				1		1		1
AD 13										
AD 12		2		1		2		2		2
AD 11		2		2		2		2		2
AD 10		1		2		1		1		1
AD 9		7		4		6		6		6
AD 8		6		3		6		6		6
AD 7		4		3		4		4		4
AD 6		9		5		10		10		10
AD 5		3		11		3		3		3
AD TOTAL		35		31		35		35		35
AST 11										
AST 10										
AST 9										
AST 8		1		1		1		1		1
AST 7										
AST 6										
AST 5										
AST 4		3		2		3		3		3
AST 3										
AST 2										
AST 1										
AST TOTAL		4		3		4		4		4
AST/SC 6										
AST/SC 5										
AST/SC 4										
AST/SC 3										
AST/SC 2										
AST/SC 1										
AST/SC TOTAL										
TOTAL		39		34		39		39		39
GRAND TOTAL		39		34		39		39		39

## 2.2 External personnel

### 2.2.1 Contract Agents

Contract agents	Authorised 2023	Recruited as of 31/12/2023	2024 estimate	Draft Budget 2025 estimate
Function Group IV	4	3	5	5
Function Group III	11	7	10	10
Function Group II				
Function Group I				
<b>TOTAL</b>	<b>15</b>	<b>10</b>	<b>15</b>	<b>15</b>

### 2.2.2 Seconded National Experts

Seconded National Experts	Authorised 2023	Recruited as of 31/12/2023	2024 estimate	Draft Budget 2025 estimate
<b>TOTAL</b>				

## 3 Financial Resources

### 3.1 Revenues

#### 3.1.1 Revenues Commitment Appropriations

REVENUES COMMITMENT APPROPRIATIONS	Revenues Commitment Appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Joint undertaking request	Budget forecast (2)	
<b>1 EU CONTRIBUTION</b>	204 131 493	179 736 534	217 350 710	209 622 908	16,63%
- Of which (fresh C1) Administrative (Title 1 and Title 2)	1 384 810	1 646 419	1 908 441	1 908 441	15,91%
- Of which frontloading (Title 1 and Title 2)	2 746 683	3 146 000	2 964 000	2 964 000	-5,79%
- Of which Operational (Title 3)	200 000 000	174 944 115	212 478 269	207 714 467	18,73%
<b>2 THIRD PARTIES CONTRIBUTION</b>	4 906 561	6 212 061	7 589 290	5 764 630	-7,20%
- Of which EEA/EFTA (excl. Switzerland)	4 906 561	6 212 061	7 589 290	5 764 630	-7,20%
- Of which third countries					
<b>3 IN CASH THIRD PARTY CONTRIBUTIONS</b>	3 923 833	4 840 000	4 940 000	4 940 000	2,07%
- Of which Administrative (Title 1 and Title 2)	3 923 833	4 840 000	4 940 000	4 940 000	2,07%
- Of which Operational (Title 3)					
<b>4 REVENUES FROM SERVICES RENDERED AGAINST PAYMENT</b>					
<b>5 INTERESTS GENERATED</b>					
<b>6 UNUSED APPROPRIATIONS FROM PREVIOUS YEARS</b>	1 242		9 246 000	9 246 000	

REVENUES COMMITMENT APPROPRIATIONS	Revenues Commitment Appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Joint undertaking request	Budget forecast (2)	
- Of which administrative			963 400	963 400	
- Of which operational	1 242		8 282 600	8 282 600	
<b>7 OTHER</b>	1 484 529				
<b>TOTAL</b>	<b>214 447 658</b>	<b>190 788 595</b>	<b>239 126 000</b>	<b>232 537 538(1)</b>	<b>21,88%</b>

(1) This includes 2 964 000 frontloaded amount

(2) As the exact percentages of the EFTA contribution for 2025 were not known at the time this financial fiche was prepared, the “Joint Undertaking request” columns in the “Revenue” and “Expenditure” tables were based on a proxy, i.e. the EFTA coefficients applicable in 2024. The possible discrepancies between the “Joint undertaking request” and the “Budget Forecast” columns, and between the “Revenue” and the “Expenditure” tables are due to the subsequent automatic update of the EFTA coefficient in the “Revenue” tables only

### 3.1.2 Revenues Payment Appropriations

REVENUES PAYMENT APPROPRIATIONS	Revenues Payment Appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Joint undertaking request	Budget forecast	
1 EU CONTRIBUTION	208 744 422	167 355 942	174 157 359	174 157 359	4,06%
- Of which (fresh C1) Administrative (Title 1 and Title 2)	<b>1 384 810</b>	<b>1 646 419</b>	<b>1 908 441</b>	<b>1 908 441</b>	<b>15,91%</b>
- Of which frontloading (Title 1 and Title 2)	<b>2 706 231</b>	<b>3 054 369</b>	<b>2 877 670</b>	<b>2 877 670</b>	<b>-5,79%</b>
- Of which Operational (Title 3)	<b>204 653 381</b>	<b>162 655 154</b>	<b>169 371 248</b>	<b>169 371 248</b>	<b>4,13%</b>
<b>2 THIRD PARTIES CONTRIBUTION</b>	4 755 114	5 402 236	5 782 641	4 491 804	-16,85%
- Of which EEA/EFTA (excl. Switzerland)	4 755 114	5 402 236	5 782 641	4 491 804	-16,85%
- Of which third countries				0	
<b>3 IN CASH THIRD PARTY CONTRIBUTIONS</b>	3 866 045	4 840 000	4 940 000	4 940 000	2,07%
- Of which Administrative (Title 1 and Title 2)	<b>3 866 045</b>	<b>4 840 000</b>	<b>4 940 000</b>	<b>4 940 000</b>	<b>2,07%</b>
- Of which Operational (Title 3)					
<b>4 REVENUES FROM SERVICES RENDERED AGAINST PAYMENT</b>					
<b>5 INTERESTS GENERATED</b>					
<b>6 UNUSED APPROPRIATIONS FROM PREVIOUS YEARS</b>	37 888	22 271 000	20 010 680	20 010 680	-10,15%

REVENUES PAYMENT APPROPRIATIONS	Revenues Payment Appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Joint undertaking request	Budget forecast	
- Of which administrative					
- Of which operational	37 888	22 271 000	20 010 680	20 010 680	-10,15%
<b>7 OTHER</b>					
<b>TOTAL</b>	<b>217 403 469</b>	<b>199 869 178</b>	<b>204 890 680</b>	<b>203 599 843</b>	<b>1,87%</b>

### 3.2 Financial contributions from EU budget and the other partners and in kind contributions

FINANCIAL CONTRIBUTIONS OVERVIEW	2021-2023 executed	2024	2025	TOTAL
FINANCIAL CONTRIBUTIONS FROM EU (contribution to administrative costs)	13,940,000	4,840,000	4,940,000	23,720,000
FINANCIAL CONTRIBUTIONS FROM EU (contribution to operational costs that includes cost claims and pre-financing)	558,000,000	166,000,000	175,000,000	899,000,000
FINANCIAL CONTRIBUTIONS FROM INDUSTRY (contribution to administrative costs)	14,133,644	4,840,000	4,940,000	23,913,644
MISCELLANEOUS (recoveries of administrative and operational costs, ex post audits)	13,837,593	250,000	250,000	14,337,593
IN KIND CONTRIBUTIONS FROM INDUSTRY (validated)	798,851,510	200,000,000	200,000,000	1,198,851,510

### 3.3 Expenditure

#### 3.3.1 Commitment appropriations

EXPENDITURE	Commitment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Joint undertaking request	Budget forecast	
<b>Title 1 - Staff expenditure</b>	<b>5 674 330</b>	<b>6 674 000</b>	<b>6 846 000</b>	<b>6 846 000</b>	<b>2,58%</b>
<b>Salaries &amp; allowances</b>	5 196 230	6 128 000	6 290 000	6 290 000	2,64%
- Of which establishment plan posts	4 278 108	5 158 000	5 180 000	5 180 000	0,43%

EXPENDITURE	Commitment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Joint undertaking request	Budget forecast	
<i>- Of which external personnel</i>	918 122	970 000	1 110 000	1 110 000	14,43%
<b>Expenditure relating to Staff recruitment</b>	6 800	5 000	5 000	5 000	0,00%
<b>Mission expenses</b>	33 296	144 000	134 000	134 000	-6,94%
<b>Socio-medical infrastructure</b>	158 508	182 000	202 000	202 000	10,99%
<b>Training</b>	38 854	80 000	80 000	80 000	0,00%
<b>External Services</b>	234 762	125 000	125 000	125 000	0,00%
<b>Receptions, events and representation</b>	5 880	10 000	10 000	10 000	0,00%
<b>Social welfare</b>					
<b>Other Staff related expenditure</b>					
<b>Title 2 - Infrastructure and operating expenditure</b>	<b>2 173 337</b>	<b>3 006 000</b>	<b>3 034 000</b>	<b>3 034 000</b>	<b>0,93%</b>
<b>Rental of buildings and associated costs</b>	653 250	690 000	690 000	690 000	0,00%
<b>Information, communication technology and data processing</b>	869 382	1 090 000	1 138 000	1 138 000	4,40%
<b>Movable property and associated costs</b>		5 000	5 000	5 000	0,00%
<b>Current administrative expenditure</b>	89 650	124 000	124 000	124 000	0,00%
<b>Postage / Telecommunications</b>	11 416	47 000	47 000	47 000	0,00%
<b>Meeting expenses</b>	41 781	100 000	122 000	122 000	22,00%
<b>Running costs in connection with operational activities</b>	141 450	310 000	300 000	300 000	-3,23%
<b>Information and publishing</b>	202 408	300 000	300 000	300 000	0,00%
<b>Studies</b>	164 000	340 000	308 000	308 000	-9,41%
<b>Other infrastructure and operating expenditure</b>					
<b>Title 3 - Operational expenditure</b>	<b>198 983 171</b>	<b>180 000 000</b>	<b>220 000 000</b>	<b>220 000 000</b>	<b>22,22%</b>
<b>TOTAL</b>	<b>206 830 838</b>	<b>189 680 000</b>	<b>229 880 000</b>	<b>229 880 000</b>	<b>21,19%</b>



### 3.3.2 Payment appropriations

EXPENDITURE	Payment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Joint undertaking request	Budget forecast	
<b>Title 1 - Staff expenditure</b>	<b>5 602 300</b>	<b>6 674 000</b>	<b>6 846 000</b>	<b>6 846 000</b>	<b>2,58%</b>
Salaries & allowances	5 196 230	6 128 000	6 290 000	6 290 000	2,64%
- Of which establishment plan posts	4 278 108	5 158 000	5 180 000	5 180 000	0,43%
- Of which external personnel	918 122	970 000	1 110 000	1 110 000	14,43%
Expenditure relating to Staff recruitment	4 974	5 000	5 000	5 000	0,00%
Mission expenses	33 412	144 000	134 000	134 000	-6,94%
Socio-medical infrastructure	153 220	182 000	202 000	202 000	10,99%
Training	33 734	80 000	80 000	80 000	0,00%
External Services	174 850	125 000	125 000	125 000	0,00%
Receptions, events and representation	5 880	10 000	10 000	10 000	0,00%
Social welfare					
Other Staff related expenditure					
<b>Title 2 - Infrastructure and operating expenditure</b>	<b>2 129 789</b>	<b>3 006 000</b>	<b>3 034 000</b>	<b>3 034 000</b>	<b>0,93%</b>
Rental of buildings and associated costs	641 791	690 000	690 000	690 000	0,00%
Information, communication technology and data processing	930 430	1 090 000	1 138 000	1 138 000	4,40%
Movable property and associated costs		5 000	5 000	5 000	0,00%
Current administrative expenditure	79 326	124 000	124 000	124 000	0,00%
Postage / Telecommunications	6 656	47 000	47 000	47 000	0,00%
Meeting expenses	41 780	100 000	122 000	122 000	22,00%
Running costs in connection with operational activities	96 075	310 000	300 000	300 000	-3,23%
Information and publishing	106 711	300 000	300 000	300 000	0,00%
Studies	227 020	340 000	308 000	308 000	-9,41%
Other infrastructure and operating expenditure					

EXPENDITURE	Payment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Joint undertaking request	Budget forecast	
Title 3 - Operational expenditure	196 185 496	188 271 000	175 000 000	175 000 000	-7,05%
<b>TOTAL</b>	<b>203 917 585</b>	<b>197 951 000</b>	<b>184 880 000</b>	<b>184 880 000</b>	<b>-6,60%</b>

### 3.4 Budget Outturn

First estimate of the 2023 surplus that remains within the joint undertaking:

1. EUR 21,931,390 in payment appropriations, with the following breakdown:

EUR 20,010,680 unused payment appropriations of operational activities to be carried over to financial year 2025.

EUR 1,920,710 unused payment appropriations of administrative activities. Out of it, the amount of EUR 1,094,135 is related to administrative commitments carried forward to 2024. These appropriations will be carried over to financial year 2024 depending on operational needs.

2. EUR 16,523,041 in commitment appropriations with the following breakdown:

EUR 8,282,600 unused commitment appropriations of operational activities related to programme Horizon Europe, to be carried over to financial year 2025.

EUR 6,313,005 unused commitment appropriations stemming from recoveries related to closed programmes, FP7 and H2020. Out of it, it is estimated to be carried over the amount of EUR 291,992 to financial year 2024, for potential regularizations or late payment interest.

EUR 1,927,436 unused commitment appropriations of administrative activities. Out of it, the amount of EUR 963,400, representing 50% EC part, it is envisaged to be carried over to financial year 2025.

## 4 Justification of needs

### Commission assessment

#### Human Resources

The human resources requested for 2025 are aligned with the Legislative Financial Statement and the staffing needs.

#### Financial Resources

The level of financial resources in 2025 takes into account the impact of Mid-term review Horizon Europe reduction.

### 4.1 Human Resources - Joint Undertaking Request

#### 4.1.1 Number of staff requested

In 2025, the total number of staff will be 54, of which 39 temporary agents and 15 contract agents, at the same level as 2024.

In 2024, the total number of staff will be at the same level with 2023, total 54, of which 39 temporary agents and 15 contract agents.

The IHI JU staff will be assigned to implement the research agenda of IHI JU and reinforce its project management tasks under the new program Horizon Europe.

When the JU changed from IMI2 to IHI, on 30 November 2021, IHI JU asked the permission to DG BUDG and DG RTD to change 1 AST2 into AD5 in order to reply to business needs, meaning having a Scientific Project Officer more and one assistant less.

Following DG RTD and DG BUDG agreement, and for transparency reasons, in the new IHI JU SEP 2022 it was explained that the new SEP would have had 1 AD5 more bringing the AD to 34 and 1 AST less, bringing the AST to 5, therefore the total TA number unchanged (39 TA).

In addition, as per LFS, as of 2023, IHI JU has one AST 4 less which has been converted into AD 5. Thus, in 2023 IHI JU has 35 AD and 4 AST posts.

#### *4.1.2 Vacancy rate as of end 2023*

At the end of 2023:

Total vacancy rate 18.5 %

TA vacancy rate 12.8 %

CA vacancy rate 33.3 %

#### *4.1.3 Standard abatement ('abatement forfaitaire') applied*

N/A

#### *4.1.4 Salary assumption for calculating salary line (% applied)*

The Joint Undertaking applies the following average costs per year (in EUR):

Year	2024	2025
TA	132,500	133,200
CA	64,500	73,000

#### *4.1.5 Correction coefficient used*

N/A

#### *4.1.6 Exchange rate used (if applicable)*

N/A

### **4.2 Financial Resources - joint Undertaking Request**

#### *4.2.1 Title 1*

Title 1 will mostly cover salaries of staff, missions and socio-medical structure including training of staff. The staff costs increased by 2.6%, mainly due to promotions and indexations. The expenses with missions reduced and the socio-medical related expenditure increased, due to operational needs prices indexation of external services provided.

#### *4.2.2 Title 2*

Title 2 will mostly cover building rent and associated costs, IT, office, communication, workshops, experts, meetings and audits related expenditure. The budget of Title 2 will remain at the same level with 2024 mainly due to costs relocation from ex-post audits and projects related' meetings to IT expenditure and formal meetings, in line with operational needs.

#### *4.2.3 Title 3*

The commitment appropriations of Title 3 will cover the expenditure related to Horizon Europe' Calls and evaluations experts' costs.

The payment appropriations will be consumed by payments for FP7, H2020 and Horizon Europe related projects.

## 5 Other information

### 5.1 Buildings

#### 5.1.1 Current building(s)

#	Building Name and type	Location	SURFACE AREA(in m <sup>2</sup> )			RENTAL CONTRACT			Host country (grant or support)	Building present value(€)
			Office space	non-office	Total	RENT (€/year)	Duration	Type		
1	White Atrium	Brussels	1 269	206	1 475	690 000	The same as other JUs occupying the building.		none	
<b>TOTAL</b>			<b>1 269</b>	<b>206</b>	<b>1 475</b>	<b>690 000</b>				

#### 5.1.2 Current building(s) Other comments

The indicated surface area relates to the space currently paid by IHI JU office to the building owner. IHI JU pays to the owner the rent and related charges. In addition to the space to be used exclusively by IHI JU office, the IHI JU has access to 733,4 m2 meeting room facilities. These facilities are shared with the other JUs housed in the same building.

#### 5.1.3 Building projects in the planning phase

N/A

#### 5.1.4 Building projects submitted to the European Parliament and the Council

N/A

## 5.2 Evaluation

The Horizon Europe interim evaluation is ongoing, where five evaluation studies are being conducted by external contractors. Three of these studies treat JUs and each JU will be the topic of a dedicated deliverable (ca. 30-page report each).

The final draft reports have been delayed by clarifications needed on the Biennial Monitoring Report inputs provided by the partnerships. Once the final draft evaluation reports were received (planned in the course of January 2024), a Staff Working Document will be compiled and published by end of 2024.

## 5.3 Privileges and immunities

Joint undertaking privileges	Privileges granted to staff	
	Protocol of privileges and immunities / diplomatic status	Education / day care
A host agreement has been signed in 2012	As stated in article 8 of the Council Regulation setting up the IMI JU (73/2008 of 20/12/2007) the Protocol on the Privileges and Immunities of the European Communities shall apply to the IHI JU and its staff.	

The Innovative Health Initiative Joint Undertaking (IHI JU) is the legal successor of Innovative Medicines Initiative 2 Joint Undertaking (IMI2 JU).

## 2.1.3 Global Health EDCTP3 Joint Undertaking - GH

### 1 Overview

#### 1.1 Creation/modification (legal base)

Decision	Date	Mission / Tasks / Functions
Council Regulation (EU) 2021/2085 of 19 November 2021 establishing the Global Health EDCTP3 Joint undertaking and repealing Regulations (EC) No 219/2007, (EU) No 557/2014, (EU) No 558/2014, (EU) No 559/2014, (EU) No 560/2014, (EU) No 561/2014 and (EU) No 642/2014, OJ L 427, 30.11.2021	30/11/21	<p>General objectives (long-term objectives) of the initiative (Article 99(1) of the SBA):</p> <ul style="list-style-type: none"> <li>• To reduce the socio-economic burden of infectious diseases in sub-Saharan Africa through the development and uptake of new or improved health technologies against infectious diseases;</li> <li>• To increase health security in sub-Saharan Africa and globally by strengthening the R&amp;I-based capacities for preparedness and response to control infectious diseases.</li> </ul> <p>Specific objectives of the initiative (Article 99(2) of the SBA):</p> <ol style="list-style-type: none"> <li>1. Advance the development and use of new or improved health technologies for tackling infectious diseases by supporting the conduct of clinical trials in sub-Saharan Africa.</li> <li>2. Facilitate better alignment of R&amp;I funders around a common strategic research and innovation agenda to increase the cost-effectiveness of European public investments.</li> <li>3. Strengthen research and innovation capacity and the national health research systems in sub-Saharan Africa for tackling infectious diseases.</li> <li>4. Strengthen capacity in sub-Saharan Africa for epidemic preparedness through effective and rapid research response to develop essential diagnostics, vaccines and therapeutics for early detection and control of (re-)emerging diseases of epidemic potential.</li> </ol> <p>The Joint Undertakings are set up to operate until 31 December 2027, with their last calls launched at the latest by 31 December 2027. In line with the criteria for European Partnerships in the Annex III of the Horizon Europe Regulation, the Single Basic Act includes specific provisions for their evaluation, phasing-out and renewal. This includes an obligation for the Governing Board to submit a plan for the phasing out of the Joint Undertaking from Horizon Europe funding and an assessment of the most effective policy intervention mode for any future action as part of periodic reviews and evaluations.</p>

#### 1.2 Seat

Brussels, Belgium

#### 1.3 Budget line

01 02 02 12 : Cluster 'Health' — Global Health EDCTP3 Joint Undertaking

#### 1.4 Human Resources Overview

The table below presents the number of posts in the establishment plans, including the posts assigned to programmes financed outside the EU budget, whereas the number of Contract Agents / SNE only includes those financed under programmes financed within the EU Budget.

Human Resources	2023			2024	2025
	Authorised Budget	Actually filled as of 31/12/2023	Occupancy rate(%)	Authorised Budget	Draft Budget Request
<b>TOTAL AD</b>	19	11	57,89%	23	23

Human Resources	2023			2024	2025
	Authorised Budget	Actually filled as of 31/12/2023	Occupancy rate(%)	Authorised Budget	Draft Budget Request
TOTAL AST	3		0,00%	3	3
TOTAL AST/SC					
ESTABLISHMENT PLAN POSTS	22	11	50,00%	26	26
Contract Agents (CA)	8	6	75,00%	8	8
Seconded National Experts (SNE)					
TOTAL STAFF	30	17	56,67%	34	34

## 1.5 Financial Resources Overview

### 1.5.1 Revenues Overview

REVENUES	2024		2025	
	Revenues estimated by the agency		Budget Forecast	
	Commitment appropriations	Payment appropriations	Commitment appropriations	Payment appropriations
EU contribution	144 172 417	72 244 509	176 882 121	102 945 130
Other Revenue	4 166 583	2 087 866	4 864 258	2 830 991
TOTAL REVENUES	148 339 000	74 332 375	181 746 379	105 776 121

### 1.5.2 Expenditure Overview

Expenditure	2024		2025	
	Commitment appropriations	Payment appropriations	Commitment appropriations	Payment appropriations
Title 1 - Staff expenditure	4 340 700	4 340 700	4 482 000	4 482 000
Title 2 - Infrastructure and operating expenditure	2 337 300	2 337 300	2 330 000	2 330 000
Title 3 - Operational expenditure	141 661 000	67 654 375	174 934 379	98 964 121
TOTAL EXPENDITURE	148 339 000	74 332 375	181 746 379	105 776 121

## 2 Human Resources

### 2.1 Establishment plan posts

The table below presents the number of posts in the establishment plans, including the posts assigned to programmes financed outside the EU budget.

Function group and grade	2023				2024		2025			
	Authorised Budget		Actually filled as of 31/12/2023		Authorised Budget		Request of the Agency		Draft Budget Request	
	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts
AD 16										

Function group and grade	2023				2024		2025			
	Authorised Budget		Actually filled as of 31/12/2023		Authorised Budget		Request of the Agency		Draft Budget Request	
	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts
AD 15										
AD 14		1		1		1		1		1
AD 13										
AD 12		2				2		2		2
AD 11		1				1		1		1
AD 10										
AD 9										
AD 8		5				7		7		7
AD 7		4		5		4		4		4
AD 6		5		2		7		7		7
AD 5		1		3		1		1		1
AD TOTAL		19		11		23		23		23
AST 11										
AST 10										
AST 9										
AST 8										
AST 7										
AST 6										
AST 5		1				1		1		1
AST 4		1				1		1		1
AST 3		1				1		1		1
AST 2										
AST 1										
AST TOTAL		3				3		3		3
AST/SC 6										
AST/SC 5										
AST/SC 4										
AST/SC 3										
AST/SC 2										
AST/SC 1										
AST/SC TOTAL										
TOTAL		22		11		26		26		26
GRAND TOTAL		22		11		26		26		26

## 2.2 External personnel

### 2.2.1 Contract Agents

Contract agents	Authorised 2023	Recruited as of 31/12/2023	2024 estimate	Draft Budget 2025 estimate
Function Group IV	4	4	4	4
Function Group III	4	2	4	4
Function Group II				
Function Group I				
<b>TOTAL</b>	<b>8</b>	<b>6</b>	<b>8</b>	<b>8</b>

### 2.2.2 Seconded National Experts

Seconded National Experts	Authorised 2023	Recruited as of 31/12/2023	2024 estimate	Draft Budget 2025 estimate
<b>TOTAL</b>				

## 3 Financial Resources

### 3.1 Revenues

#### 3.1.1 Revenues Commitment Appropriations

REVENUES COMMITMENT APPROPRIATIONS	Revenues Commitment Appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Joint undertaking request	Budget forecast (2)	
<b>1 EU CONTRIBUTION</b>	133 693 568	144 172 417	180 520 425	176 882 121	22,69%
- Of which (fresh C1) Administrative (Title 1 and Title 2)	2 628 957	6 490 427	6 579 100	6 579 100	1,37%
- Of which frontloading (Title 1 and Title 2)					
- Of which Operational (Title 3)	131 064 611	137 681 990	173 941 325	170 303 021	23,69%
<b>2 THIRD PARTIES CONTRIBUTION</b>	3 848 630	4 166 583	6 390 423	4 864 258	16,74%
- Of which EEA/EFTA (excl. Switzerland)	3 848 630	4 166 583	6 390 423	4 864 258	16,74%
- Of which third countries					
<b>3 IN CASH THIRD PARTY CONTRIBUTIONS</b>					
- Of which Administrative (Title 1 and Title 2)					
- Of which Operational (Title 3)					
<b>4 REVENUES FROM SERVICES RENDERED AGAINST PAYMENT</b>					
<b>5 INTERESTS GENERATED</b>					
<b>6 UNUSED APPROPRIATIONS FROM PREVIOUS YEARS</b>					



REVENUES COMMITMENT APPROPRIATIONS	Revenues Commitment Appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Joint undertaking request	Budget forecast (2)	
- Of which administrative					
- Of which operational					
<b>7 OTHER</b>					
<b>TOTAL</b>	<b>137 542 198</b>	<b>148 339 000</b>	<b>186 910 848</b>	<b>181 746 379</b>	<b>22,52%</b>

- (1) In the approved AWP 2024 for the Global Health EDCTP3 JU, the estimated EFTA contribution is based on the rate from year 2023 (2.89%) for both commitment and payment appropriations instead of the new EFTA rate for 2024 (3.54%). Therefore, in order to be consistent, the same approach has been applied for the FiFi. An amendment of the AWP 2024 is foreseen to correct this amount and include the updated EFTA rate for 2024.
- (2) As the exact percentages of the EFTA contribution for 2025 were not known at the time this financial fiche was prepared, the “Joint Undertaking request” columns in the “Revenue” and “Expenditure” tables were based on a proxy, i.e. the EFTA coefficients applicable in 2024. The possible discrepancies between the “Joint undertaking request” and the “Budget Forecast” columns, and between the “Revenue” and the “Expenditure” tables are due to the subsequent automatic update of the EFTA coefficient in the “Revenue” tables only

### 3.1.2 Revenues Payment Appropriations

REVENUES PAYMENT APPROPRIATIONS	Revenues Payment Appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Joint undertaking request	Budget forecast	
<b>1 EU CONTRIBUTION</b>	49 651 035	72 244 509	102 945 129	102 945 130	42,50%
- Of which (fresh C1) Administrative (Title 1 and Title 2)	<b>2 576 903</b>	<b>6 490 427</b>	<b>6 579 100</b>	<b>6 579 100</b>	<b>1,37%</b>
- Of which frontloading (Title 1 and Title 2)					
- Of which Operational (Title 3)	<b>47 074 132</b>	<b>65 754 082</b>	<b>96 366 029</b>	<b>96 366 030</b>	<b>46,56%</b>
<b>2 THIRD PARTIES CONTRIBUTION</b>	1 406 255	2 087 866	3 644 258	2 830 991	35,59%
- Of which EEA/EFTA (excl. Switzerland)	1 406 255	2 087 866	3 644 258	2 830 991	35,59%
- Of which third countries					
<b>3 IN CASH THIRD PARTY CONTRIBUTIONS</b>					
- Of which Administrative (Title 1 and Title 2)					
- Of which Operational (Title 3)					
<b>4 REVENUES FROM SERVICES RENDERED AGAINST PAYMENT</b>					

REVENUES PAYMENT APPROPRIATIONS	Revenues Payment Appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Joint undertaking request	Budget forecast	
<b>5 INTERESTS GENERATED</b>					
<b>6 UNUSED APPROPRIATIONS FROM PREVIOUS YEARS</b>					
- Of which administrative					
- Of which operational					
<b>7 OTHER</b>					
<b>TOTAL</b>	<b>51 057 290</b>	<b>74 332 375</b>	<b>106 589 387</b>	<b>105 776 121</b>	<b>42,30%</b>

### 3.2 Financial contributions from EU budget and the other partners and in kind contributions

FINANCIAL CONTRIBUTIONS OVERVIEW	Executed 2023	in 2024	2025	Total
	Executed	As requested by the joint undertaking	As requested by the joint undertaking	
1. FINANCIAL CONTRIBUTION FROM EU	50,065,600	74,332,375	106,589,387	230,987,362
2. CONTRIBUTIONS FROM EDCTP3 ASSOCIATION COUNTRIES	0	0	0	0
of which financial contribution	0	0	0	0
of which contribution in kind	0	0	0	0
3 OTHER MEMBERS CONTRIBUTIONS	0	0	0	0
<b>TOTAL CONTRIBUTIONS</b>	<b>50,065,600</b>	<b>74,332,375</b>	<b>106,589,387</b>	<b>230,987,362</b>

### 3.3 Expenditure

#### 3.3.1 Commitment appropriations

EXPENDITURE	Commitment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Joint undertaking request	Budget forecast	
<b>Title 1 - Staff expenditure</b>	<b>1 614 768</b>	<b>4 340 700</b>	<b>4 482 000</b>	<b>4 482 000</b>	<b>3,26%</b>
<b>Salaries &amp; allowances</b>	1 266 444	3 701 016	3 821 493	3 821 493	3,26%

EXPENDITURE	Commitment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Joint undertaking request	Budget forecast	
- Of which establishment plan posts	854 394	3 224 746	3 329 719	3 329 719	3,26%
- Of which external personnel	412 050	476 270	491 774	491 774	3,26%
<b>Expenditure relating to Staff recruitment</b>	30 825	105 684	109 124	109 124	3,25%
<b>Mission expenses</b>	71 723	120 000	123 906	123 906	3,26%
<b>Socio-medical infrastructure</b>	21 534	110 000	113 581	113 581	3,26%
<b>Training</b>	12 300	40 000	41 302	41 302	3,26%
<b>External Services</b>	210 952	260 000	268 464	268 464	3,26%
<b>Receptions, events and representation</b>	990	4 000	4 130	4 130	3,25%
<b>Social welfare</b>					
<b>Other Staff related expenditure</b>					
<b>Title 2 - Infrastructure and operating expenditure</b>	<b>626 058</b>	<b>2 337 300</b>	<b>2 330 000</b>	<b>2 330 000</b>	<b>-0,31%</b>
<b>Rental of buildings and associated costs</b>	157 988	300 000	299 063	299 063	-0,31%
<b>Information, communication technology and data processing</b>	290 873	600 000	598 126	598 126	-0,31%
<b>Movable property and associated costs</b>	4 542	162 300	161 793	161 793	-0,31%
<b>Current administrative expenditure</b>		50 000	49 844	49 844	-0,31%
<b>Postage / Telecommunications</b>	427	35 000	34 891	34 891	-0,31%
<b>Meeting expenses</b>	409	150 000	149 532	149 532	-0,31%
<b>Running costs in connection with operational activities</b>		250 000	249 219	249 219	-0,31%
<b>Information and publishing</b>	141 059	410 000	408 719	408 719	-0,31%
<b>Studies</b>	30 760	380 000	378 813	378 813	-0,31%
<b>Other infrastructure and operating expenditure</b>					
<b>Title 3 - Operational expenditure</b>	<b>134 778 390</b>	<b>141 661 000</b>	<b>180 098 848</b>	<b>174 934 379</b>	<b>23,49%</b>
<b>TOTAL</b>	<b>137 019 216</b>	<b>148 339 000</b>	<b>186 910 848</b>	<b>181 746 379</b>	<b>22,52%</b>

### 3.3.2 Payment appropriations

EXPENDITURE	Payment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Joint undertaking request	Budget forecast	
<b>Title 1 - Staff expenditure</b>	<b>1 263 928</b>	<b>4 340 700</b>	<b>4 482 000</b>	<b>4 482 000</b>	<b>3,26%</b>
Salaries & allowances	1 162 215	3 701 016	3 821 493	3 821 493	3,26%
- Of which establishment plan posts	792 709	3 224 746	3 329 719	3 329 719	3,26%
- Of which external personnel	369 506	476 270	491 774	491 774	3,26%
Expenditure relating to Staff recruitment	4 125	105 684	109 124	109 124	3,25%
Mission expenses	38 287	120 000	123 906	123 906	3,26%
Socio-medical infrastructure	2 479	110 000	113 581	113 581	3,26%
Training	1 020	40 000	41 302	41 302	3,26%
External Services	55 802	260 000	268 464	268 464	3,26%
Receptions, events and representation		4 000	4 130	4 130	3,25%
Social welfare					
Other Staff related expenditure					
<b>Title 2 - Infrastructure and operating expenditure</b>	<b>419 524</b>	<b>2 337 300</b>	<b>2 330 000</b>	<b>2 330 000</b>	<b>-0,31%</b>
Rental of buildings and associated costs	152 754	300 000	299 063	299 063	-0,31%
Information, communication technology and data processing	235 551	600 000	598 126	598 126	-0,31%
Movable property and associated costs	3 386	162 300	161 793	161 793	-0,31%
Current administrative expenditure		50 000	49 844	49 844	-0,31%
Postage / Telecommunications		35 000	34 891	34 891	-0,31%
Meeting expenses	973	150 000	149 532	149 532	-0,31%
Running costs in connection with operational activities		250 000	249 219	249 219	-0,31%
Information and publishing		410 000	408 719	408 719	-0,31%
Studies	26 860	380 000	378 813	378 813	-0,31%
Other infrastructure and operating expenditure					

EXPENDITURE	Payment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Joint undertaking request	Budget forecast	
Title 3 - Operational expenditure	48 382 149	67 654 375	99 777 387	98 964 121	46,3%
<b>TOTAL</b>	<b>50 065 601</b>	<b>74 332 375</b>	<b>106 589 387</b>	<b>105 776 121</b>	<b>42,3%</b>

### 3.4 Budget Outturn

First estimate of the 2023 surplus that remains within the joint undertaking: EUR 595,429.57 in commitment appropriations of which

EUR 217,031.56 (Title 1) and EUR 278,675.01 (Title 2) unused commitment appropriations of administrative expenditure. The remaining amount of EUR 99,723.00 (Title 3) corresponds to operational activities related to programme Horizon Europe, to be carried over to financial year 2024/2025 depending on operational needs.

EUR 1,158,781.23 in payment appropriations of which EUR 567,872.62 (Title 1) and EUR 485,210.00 (Title 2) unused payment appropriations of administrative expenditure. The remaining amount of EUR 105,698.61 (Title 3) corresponds to operational activities related to programme Horizon Europe, to be carried over to financial year 2024/2025 depending on operational needs.

The financial autonomy of the GH EDCTP3 JU was achieved on 23 November 2023. After the autonomy, the JU received cash for the first time from the Commission in its bank account (EU contribution 2023) on 14 December 2023, a week before the last working week of the year. Even due to this limited period, all outstanding invoices and debit notes were paid on time.

## 4 Justification of needs

### Commission assessment

#### Human Resources

The human resources requested for 2025 are aligned with the Legislative Financial Statement and the staffing needs.

#### Financial Resources

The level of financial resources in 2025 takes into account the impact of Mid-term review Horizon Europe reduction.

### 4.1 Human Resources - Joint Undertaking Request

#### 4.1.1 Number of staff requested

In 2024, the total number of staff will be 34, of which 26 temporary agents and 8 contract agents. After delays in 2022 staff recruitment, the process has been accelerated last year.

In 2025, the total number of staff will be at the same level as in 2024, 34 in total, of which 26 temporary agents and 8 contract agents.

The staff will be assigned to implement the research agenda of the Global Health EDCTP3 JU and reinforce its project management tasks under the new program Horizon Europe.

#### 4.1.2 Vacancy rate as of end 2023

At the end of 2023:

Total vacancy rate: 56.67 %.

TA vacancy rate: 50.00 %.

CA vacancy rate: 75.00 %.

#### 4.1.3 Standard abatement ('abatement forfaitaire') applied

N/A

#### 4.1.4 Salary assumption for calculating salary line (% applied)

The budget of staff related expenditure includes around 2% of promotions and indexations.

#### 4.1.5 Correction coefficient used

N/A

#### 4.1.6 Exchange rate used (if applicable)

N/A

### 4.2 Financial Resources - joint Undertaking Request

#### 4.2.1 Title 1

Title 1 will mostly cover salaries of staff and expenditure relating to recruitment, missions, socio-medical infrastructure and external services among others. The budget of staff related expenditure includes around 2% of promotions and indexations.

The staff expenditure, socio-medical expenditure and external services increased due to operational needs and prices indexation of third-party providers. The missions' expenses increased in line with the expected higher number of missions during 2023 and 2024.

#### 4.2.2 Title 2

Title 2 will mostly cover building rent and associated costs, ITC, office equipment, communication, meetings and service contracts related expenditure. The budget of Title 2 will remain at almost the same level as in 2024, in line with operational needs.

#### 4.2.3 Title 3

Based on the available information, 2025 draft preliminary budget foreseen operational expenditure related to Horizon Europe' calls of EUR almost 180 million and evaluation experts' costs of EUR 800.000. The payment appropriations will be consumed mainly by interim payments of 2022 calls, pre-financing payments of 2024 calls, payments of the members of the Scientific Committee and evaluation experts' costs (almost EUR100 million in total).

## 5 Other information

### 5.1 Buildings

#### 5.1.1 Current building(s)

#	Building Name and type	Location	SURFACE AREA(in m <sup>2</sup> )			RENTAL CONTRACT			Host country (grant or support)	Building present value(€)
			Office space	non-office	Total	RENT (€/year)	Duration	Type		

#	Building Name and type	Location	SURFACE AREA(in m <sup>2</sup> )			RENTAL CONTRACT			Host country (grant or support)	Building present value(€)
			Office space	non-office	Total	RENT (€/year)	Duration	Type		
1	White Atrium	Brussels	329		329	151 639	The same as other JUs occupying the building		none	
<b>TOTAL</b>			<b>329</b>		<b>329</b>	<b>151 639</b>				

### 5.1.2 Current building(s) Other comments

The surface area indicated relates to the space currently occupied by the Global Health EDCTP3 JU office. In addition to the space to be used exclusively by Global Health EDCTP3 JU office, the Global Health EDCTP3 JU has access to 733,4 m2 meeting room facilities. These facilities are shared with the other JUs housed in the same building.

We are looking into increasing the office footprint to accommodate the additional staff to be recruited. This office space must be located in the White Atrium building. Several options are currently being looked at, so that as of Q1/2025 the space is available.

### 5.1.3 Building projects in the planning phase

N/A

### 5.1.4 Building projects submitted to the European Parliament and the Council

N/A

## 5.2 Evaluation

The Horizon Europe interim evaluation is ongoing, where five evaluation studies are being conducted by external contractors. Three of these studies treat JUs and each JU will be the topic of a dedicated deliverable (ca. 30-page report each). The final draft reports have been delayed by clarifications needed on the Biennial Monitoring Report inputs provided by the partnerships. Once the final draft evaluation reports were received (planned in the course of January 2024), a Staff Working Document will be compiled and published by end of 2024.

## 5.3 Privileges and immunities

Joint undertaking privileges	Privileges granted to staff	
	Protocol of privileges and immunities / diplomatic status	Education / day care
A host agreement is expected to be signed in 2024.	As stated in article 172 of the Council Regulation setting up the EDCTP3 GH JU (2085/2021 of 19/11/2021) the Protocol on the Privileges and Immunities of the European Communities shall apply to the EDCTP3 GH JU and its staff.	

## 2.1.4 European High Performance Computing Joint Undertaking - EUROHPC2

### 1 Overview

#### 1.1 Creation/modification (legal base)

Decision	Date	Mission / Tasks / Functions
Council Regulation (EU) 2021/1173 of 13 July 2021 on establishing the European High Performance Computing Joint Undertaking and repealing Regulation (EU) 2018/1488	13.07.2021	<p>The main expected outcomes for the proposed EuroHPC Joint Undertaking in the next decade would include:</p> <ul style="list-style-type: none"> <li>– A federated, secure and hyper-connected European HPC and data infrastructure with mid-range supercomputers and at least two top class exascale and two top class post-exascale systems (at least one of each category built with European technology);</li> <li>– Hybrid computing infrastructures integrating advanced computing systems – notably quantum simulators and quantum computers – in HPC infrastructures;</li> <li>– A secure cloud-based HPC and data infrastructure for European private users;</li> <li>– HPC-powered capacities and services based on European public data spaces for scientists, industry and the public sector;</li> <li>– Next generation technology building blocks (hardware and software) and their integration into innovative HPC architectures for exascale and post-exascale systems;</li> <li>– Centres of Excellence in HPC applications and industrialisation of HPC software, with novel algorithms, codes and tools optimised for future generations of supercomputers;</li> <li>– Large-scale industrial pilot test-beds and platforms for HPC and data applications and services in key industrial sectors;</li> <li>– National HPC Competence Centres, ensuring a wide coverage of HPC in the EU, with specific services and resources for industrial innovation (including SMEs);</li> <li>– A significant increase for Europe’s workforce in HPC skills and know-how;</li> <li>– Reinforced data storage, processing capacities, and new services, in areas of public interest across the Member States.</li> </ul>
Corrigendum to Council Regulation (EU) 2021/1173 of 13 July 2021 on establishing the European High Performance Computing Joint Undertaking and repealing Regulation (EU) 2018/1488	4 May 2023	<p>Corrections of the following:</p> <ol style="list-style-type: none"> <li>1) ‘6. For the purpose of valuing the contributions referred to in points Article 15(3)(b) to (g) of the Statutes, ...’.</li> <li>2) ‘3. Provided that it contributes to the financing referred to in Article 15 of these Statutes (...) and that it accepts these Statutes, any legal entity that is not listed in Article 2(1)(d) of these Statutes ...’</li> <li>3) ‘(g) in-kind contributions by the Private Members or their constituent entities and affiliated entities as defined in Article 2, points (16) and (17) of this Regulation.’.</li> </ol>
Proposal by the Commission for a <a href="#">regulation</a> amending Regulation (EU) 2021/1173 as regards an EuroHPC initiative for start-ups to boost European leadership in trustworthy Artificial Intelligence	24 January 2024	It is proposed to introduce a further objective for the Joint Undertaking, which will cover the contribution made by supercomputers to a new AI initiative of the Union. This new objective will allow the Joint Undertaking to support the further development of a highly competitive and innovative AI startup and research ecosystem in Europe, including the development and uptake of European AI solution, by operating AI Factories.

#### 1.2 Seat

The seat of EuroHPC Joint Undertaking is Luxembourg.

#### 1.3 Budget line

01 02 02 41 : Cluster ‘Digital, Industry and Space’ — European High-Performance Computing Joint Undertaking (EuroHPC)

02 03 03 02 : European High-Performance Computing joint undertaking (EuroHPC)

02 04 02 11 : High-Performance Computing Joint Undertaking (EuroHPC)

02 04 99 02 : Completion of the European High-Performance Computing Joint Undertaking (EuroHPC) under the previous programme Connecting Europe Facility (CEF) — ICT (prior to 2021)



### 1.4 Human Resources Overview

The table below presents the number of posts in the establishment plans, including the posts assigned to programmes financed outside the EU budget, whereas the number of Contract Agents / SNE only includes those financed under programmes financed within the EU Budget.

Human Resources	2023			2024	2025
	Authorised Budget	Actually filled as of 31/12/2023	Occupancy rate(%)	Authorised Budget	Draft Budget Request
<b>TOTAL AD</b>	25	22	88,00%	25	25
<b>TOTAL AST</b>	2	2	100,00%	2	2
<b>TOTAL AST/SC</b>					
<b>ESTABLISHMENT PLAN POSTS</b>	<b>27</b>	<b>24</b>	<b>88,89%</b>	<b>27</b>	<b>27</b>
<b>Contract Agents (CA)</b>	27	12	44,44%	27	27
<b>Seconded National Experts (SNE)</b>					
<b>TOTAL STAFF</b>	<b>54</b>	<b>36</b>	<b>66,67%</b>	<b>54</b>	<b>54</b>

### 1.5 Financial Resources Overview

#### 1.5.1 Revenues Overview

REVENUES	2024		2025	
	Revenues estimated by the agency		Budget Forecast	
	Commitment appropriations	Payment appropriations	Commitment appropriations	Payment appropriations
<b>EU contribution</b>	201 664 326	183 457 335	329 255 872	8 315 632
<b>Other Revenue</b>	17 169 492	35 376 483	10 642 007	461 014 675
<b>TOTAL REVENUES</b>	<b>218 833 818</b>	<b>218 833 818</b>	<b>339 897 879</b>	<b>469 330 307</b>

#### 1.5.2 Expenditure Overview

Expenditure	2024		2025	
	Commitment appropriations	Payment appropriations	Commitment appropriations	Payment appropriations
<b>Title 1 - Staff expenditure</b>	6 185 869	6 185 868	8 396 000	8 396 000
<b>Title 2 - Infrastructure and operating expenditure</b>	1 618 287	1 618 287	2 000 000	2 000 000
<b>Title 3 - Operational expenditure</b>	211 029 662	211 029 663	332 024 000	459 000 000
<b>TOTAL EXPENDITURE</b>	<b>218 833 818</b>	<b>218 833 818</b>	<b>342 420 000</b>	<b>469 396 000</b>

## 2 Human Resources

### 2.1 Establishment plan posts

The table below presents the number of posts in the establishment plans, including the posts assigned to programmes financed outside the EU budget.

n group and	2023	2024	2025
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	Authorised Budget		Actually filled as of 31/12/2023		Authorised Budget		Request of the Agency		Draft Budget Request	
	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts
AD 16										
AD 15								1		1
AD 14		1		1		1				
AD 13										
AD 12		1		1		1		1		1
AD 11						1		1		1
AD 10		2		1		1		1		1
AD 9				2		2		4		4
AD 8		16		4		10		6		6
AD 7				10		4		7		7
AD 6		5		3		5		4		4
AD 5										
AD TOTAL		25		22		25		25		25
AST 11										
AST 10										
AST 9										
AST 8										
AST 7										
AST 6										
AST 5										
AST 4		2		2		2		2		2
AST 3										
AST 2										
AST 1										
AST TOTAL		2		2		2		2		2
AST/SC 6										
AST/SC 5										
AST/SC 4										
AST/SC 3										
AST/SC 2										
AST/SC 1										
AST/SC TOTAL										
TOTAL		27		24		27		27		27
GRAND TOTAL	27		24		27		27		27	

## 2.2 External personnel

### 2.2.1 Contract Agents

Contract agents	Authorised 2023	Recruited as of 31/12/2023	2024 estimate	Draft Budget 2025 estimate
Function Group IV	12	2	12	17
Function Group III	14	9	14	9
Function Group II	1	1	1	1
Function Group I				
<b>TOTAL</b>	<b>27</b>	<b>12</b>	<b>27</b>	<b>27</b>

### 2.2.2 Seconded National Experts

Seconded National Experts	Authorised 2023	Recruited as of 31/12/2023	2024 estimate	Draft Budget 2025 estimate
<b>TOTAL</b>				

## 3 Financial Resources

### 3.1 Revenues

#### 3.1.1 Revenues Commitment Appropriations

REVENUES COMMITMENT APPROPRIATIONS	Revenues Commitment Appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025 (1)		VAR 2025/2024 (%)
			Joint undertaking request	Budget forecast	
<b>1 EU CONTRIBUTION</b>	451 662 167	201 664 326	344 636 000	329 255 872	63,27%
- Of which (fresh C1) Administrative (Title 1 and Title 2)	6 025 367	7 535 536	8 612 000	8 315 632	10,35%
- Of which frontloading (Title 1 and Title 2)	1 691 353				
- Of which Operational (Title 3)	443 945 447	194 128 790	336 024 000	320 940 240	65,32%
<b>2 THIRD PARTIES CONTRIBUTION</b>	13 137 065	7 169 492		8 858 007	23,55%
- Of which EEA/EFTA (excl. Switzerland)	13 137 065	7 169 492		8 858 007	23,55%
- Of which third countries				0	100%
<b>3 IN CASH THIRD PARTY CONTRIBUTIONS</b>	320 000 000	10 000 000			-100%
- Of which Administrative (Title 1 and Title 2)					
- Of which Operational (Title 3)	320 000 000	10 000 000			-100%
<b>4 REVENUES FROM SERVICES RENDERED AGAINST PAYMENT</b>					
<b>5 INTERESTS GENERATED</b>					
<b>6 UNUSED APPROPRIATIONS FROM PREVIOUS YEARS</b>	351 297 329		1 784 000	1 784 000	100%

REVENUES COMMITMENT APPROPRIATIONS	Revenues Commitment Appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025 (1)		VAR 2025/2024 (%)
			Joint undertaking request	Budget forecast	
- Of which administrative	4 697 678		1 784 000	1 784 000	100%
- Of which operational	346 599 651				
<b>7 OTHER</b>					
<b>TOTAL</b>	<b>1 136 096 561</b>	<b>218 833 818</b>	<b>346 420 000</b>	<b>339 897 879</b>	<b>55,32%</b>

(1) As the exact percentages of the EFTA contribution for 2025 were not known at the time this financial fiche was prepared, the “Joint Undertaking request” columns in the “Revenue” and “Expenditure” tables were based on a proxy, i.e. the EFTA coefficients applicable in 2024. The possible discrepancies between the “Joint undertaking request” and the “Budget Forecast” columns, and between the “Revenue” and the “Expenditure” tables are due to the subsequent automatic update of the EFTA coefficient in the “Revenue” tables only.

### 3.1.2 Revenues Payment Appropriations

REVENUES PAYMENT APPROPRIATIONS	Revenues Payment Appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025 (1)		VAR 2025/2024 (%)
			Joint undertaking request	Budget forecast	
<b>1 EU CONTRIBUTION</b>	476 531 277	183 457 335	8 612 000	8 315 632	-95,47%
- Of which (fresh C1) Administrative (Title 1 and Title 2)	6 027 527	7 535 536	8 612 000	8 315 632	10,35%
- Of which frontloading (Title 1 and Title 2)	1 691 352				
- Of which Operational (Title 3)	468 812 398	175 921 799		p.m.	-100%
<b>2 THIRD PARTIES CONTRIBUTION</b>	12 086 467	25 376 483		230 675	-99,09%
- Of which EEA/EFTA (excl. Switzerland)	12 086 467	25 376 483		230 675	-99,09%
- Of which third countries				0	100%
<b>3 IN CASH THIRD PARTY CONTRIBUTIONS</b>	93 427 576	10 000 000			-100%
- Of which Administrative (Title 1 and Title 2)					
- Of which Operational (Title 3)	93 427 576	10 000 000			-100%
<b>4 REVENUES FROM SERVICES RENDERED AGAINST PAYMENT</b>					
<b>5 INTERESTS GENERATED</b>					
<b>6 UNUSED APPROPRIATIONS FROM PREVIOUS YEARS</b>	475 747 783		460 784 000	460 784 000	100%
- Of which administrative	5 127 022		1 784 000	1 784 000	100%

REVENUES PAYMENT APPROPRIATIONS	Revenues Payment Appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025 (1)		VAR 2025/2024 (%)
			Joint undertaking request	Budget forecast	
- Of which operational	470 620 761		459 000 000	459 000 000	100%
<b>7 OTHER</b>					
<b>TOTAL</b>	<b>1 057 793 103</b>	<b>218 833 818</b>	<b>469 396 000</b>	<b>469 330 307</b>	<b>114,47%</b>

(1) As the exact percentages of the EFTA contribution for 2025 were not known at the time this financial fiche was prepared, the “Joint Undertaking request” columns in the “Revenue” and “Expenditure” tables were based on a proxy, i.e. the EFTA coefficients applicable in 2024. The possible discrepancies between the “Joint undertaking request” and the “Budget Forecast” columns, and between the “Revenue” and the “Expenditure” tables are due to the subsequent automatic update of the EFTA coefficient in the “Revenue” tables only.

### 3.2 Financial contributions from EU budget and the other partners and in kind contributions

#### 3.3 Expenditure

##### 3.3.1 Commitment appropriations

EXPENDITURE	Commitment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Joint undertaking request	Budget forecast	
<b>Title 1 - Staff expenditure</b>	<b>4 278 052</b>	<b>6 185 869</b>	<b>8 396 000</b>	<b>8 396 000</b>	<b>35,73%</b>
<b>Salaries &amp; allowances</b>	3 728 085	5 266 868	7 255 000	7 255 000	37,75%
- Of which establishment plan posts	2 305 544	3 256 928	4 500 000	4 500 000	38,17%
- Of which external personnel	1 422 541	2 009 940	2 755 000	2 755 000	37,07%
<b>Expenditure relating to Staff recruitment</b>	25 718	32 000	5 000	5 000	-84,38%
<b>Mission expenses</b>	201 695	120 000	260 000	260 000	116,67%
<b>Socio-medical infrastructure</b>	322 554	520 000	530 000	530 000	1,92%
<b>Training</b>		89 464	175 000	175 000	95,61%
<b>External Services</b>					
<b>Receptions, events and representation</b>					
<b>Social welfare</b>		74 700	80 000	80 000	7,10%
<b>Other Staff related expenditure</b>		82 837	91 000	91 000	9,85%
<b>Title 2 - Infrastructure and operating expenditure</b>	<b>1 449 090</b>	<b>1 618 287</b>	<b>2 000 000</b>	<b>2 000 000</b>	<b>23,59%</b>

EXPENDITURE	Commitment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Joint undertaking request	Budget forecast	
Rental of buildings and associated costs	93 902	80 000	95 000	95 000	18,75%
Information, communication technology and data processing	333 344	245 000	360 000	360 000	46,94%
Movable property and associated costs	2 550	37 000	40 000	40 000	8,11%
Current administrative expenditure	120 051	270 000	270 000	270 000	0,00%
Postage / Telecommunications	5 201		10 000	10 000	100%
Meeting expenses	71 122	50 000	80 000	80 000	60,00%
Running costs in connection with operational activities	306 986	150 000	350 000	350 000	133,33%
Information and publishing	90 250	365 000	375 000	375 000	2,74%
Studies					
Other infrastructure and operating expenditure	425 684	421 287	420 000	420 000	-0,31%
<b>Title 3 - Operational expenditure</b>	<b>941 526 017</b>	<b>211 029 662</b>	<b>336 024 000</b>	<b>332 024 000</b>	<b>57,34%</b>
<b>TOTAL</b>	<b>947 253 159</b>	<b>218 833 818</b>	<b>346 420 000</b>	<b>342 420 000</b>	<b>56,47%</b>

### 3.3.2 Payment appropriations

EXPENDITURE	Payment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Joint undertaking request	Budget forecast	
<b>Title 1 - Staff expenditure</b>	<b>4 055 875</b>	<b>6 185 868</b>	<b>8 396 000</b>	<b>8 396 000</b>	<b>35,73%</b>
Salaries & allowances	3 664 102	5 266 868	7 255 000	7 255 000	37,75%
- Of which establishment plan posts	2 305 544	4 966 868	4 500 000	4 500 000	-9,40%
- Of which external personnel	1 358 558	300 000	2 755 000	2 755 000	818,33%
Expenditure relating to Staff recruitment	16 646	32 000	5 000	5 000	-84,38%
Mission expenses	180 581	120 000	260 000	260 000	116,67%
Socio-medical infrastructure	194 546	520 000	530 000	530 000	1,92%
Training		89 463	175 000	175 000	95,61%

EXPENDITURE	Payment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Joint undertaking request	Budget forecast	
External Services					
Receptions, events and representation					
Social welfare		74 700	80 000	80 000	7,10%
Other Staff related expenditure		82 837	91 000	91 000	9,85%
<b>Title 2 - Infrastructure and operating expenditure</b>	<b>1 357 028</b>	<b>1 618 287</b>	<b>2 000 000</b>	<b>2 000 000</b>	<b>23,59%</b>
Rental of buildings and associated costs	83 851	80 000	95 000	95 000	18,75%
Information, communication technology and data processing	380 922	245 000	360 000	360 000	46,94%
Movable property and associated costs	2 549	37 000	40 000	40 000	8,11%
Current administrative expenditure	109 675	270 000	270 000	270 000	0,00%
Postage / Telecommunications	5 919		10 000	10 000	100%
Meeting expenses	53 988	50 000	80 000	80 000	60,00%
Running costs in connection with operational activities	685 124	936 287	350 000	350 000	-62,62%
Information and publishing	35 000		375 000	375 000	100%
Studies					
Other infrastructure and operating expenditure			420 000	420 000	100%
<b>Title 3 - Operational expenditure</b>	<b>200 424 046</b>	<b>211 029 663</b>	<b>459 000 000</b>	<b>459 000 000</b>	<b>117,50%</b>
<b>TOTAL</b>	<b>205 836 949</b>	<b>218 833 818</b>	<b>469 396 000</b>	<b>469 396 000</b>	<b>114,50%</b>

### 3.4 Budget Outturn

The amount for 2023 is 364 296 290 Euro

## 4 Justification of needs

### Commission assessment

#### Human Resources

The Commission proposes to keep the number of human resources at the level of the Voted Budget 2024.

#### Financial Resources

The Commission proposes a financial contribution in line with the Financial Programming.

## **4.1 Human Resources - Joint Undertaking Request**

### *4.1.1 Number of staff requested*

Total number of staff requested is 54 (27 Temporary Agents and 27 FTEs/Contract Agents), as foreseen by the Commission and by the Council in terms of staff resources for the 2021-2027 period, in full alignment with the LFS. Therefore, the JU is not requesting more staff despite the additional workload to be expected as a result of the proposal for a regulation amending the JU founding regulation, which is to introduce a new pillar with new Artificial Intelligence grants and procurement activities.

Necessary adjustments are made, as in 2024, to allow the grades with the reality of existing staff grades and recruitments, envisaging already future HR profiles needed by the JU to attract HR capacities in Artificial Intelligence. The regular reclassification exercise in 2025 is also foreseen, in particular, for the Executive Director, should an extension of his mandate be confirmed in Q1 2024 by the Governing Board.

In terms of contract agents, the JU remains within the planned total FTE numbers, as per the LFS. Adjustments are to be made in order to optimise the grading by slightly reducing the number of group III staff (thanks to additional process efficiencies, simplifications and automation, requiring less assistants within the JU) and increasing the group IV staff, more suited for operational tasks, such as project control, project monitoring and reporting responsibilities. Certain 2024 vacant posts will also include specific profiles including Artificial Intelligence competencies.

The human resources requested already incorporate the reduction due to the impact of the European Chips Act (-3 Contract Agents, compared to the initial LFS of the EuroHPC JU).

Overall, there is no need to increase the HR and administrative budget of the JU, compared to the maximum ceiling fixed by the 2021 founding Regulation (up to 92 million EUR for titles 1 and 2 costs for the period 2021-2027). The amount foreseen in 2025 (and future years) respects the planning and ensures that the ceiling will not be exceeded.

### *4.1.2 Vacancy rate as of end 2023*

33%, due to the late adoption of the new Founding Regulation in 2021 and consequent delays.

### *4.1.3 Standard abatement ('abatement forfaitaire') applied*

N/A

### *4.1.4 Salary assumption for calculating salary line (% applied)*

Salaries are calculated based on real salary costs together with projections for the future posts to be kept and recruited in 2025. The JU expects that 2025 will be the first year, since the entry into force of its 2021 founding Regulation, when the salary mass will represent the full establishment plan and contract agents, being all (considering natural rotation of existing staff) recruited by the end of 2024.

### *4.1.5 Correction coefficient used*

100% coefficient for Luxembourg

### *4.1.6 Exchange rate used (if applicable)*

N/A

## **4.2 Financial Resources - joint Undertaking Request**

### *4.2.1 Title 1*

2025 will be the first year since the creation of the JU in which the JU will operate in cruising speed, in terms of staffing, with all posts expected to be filled in by the end of 2024 (except the natural staff turnover). Title 1 costs includes all salaries and other related statutory costs, such as social security and other related allowances, including installation, resettlement and daily subsistence allowances, removal and travel expenses. 2025 will be the first year when salaries are



budgeted for a full year for all posts granted to the JU, which explains the growth in the budget line compared to 2024 and 2023.

As part of its duties, JU staff will have to travel to various conferences, meetings and workshops related to the activities of the JU. The JU will also have to cover the costs of the annual medical check-up of staff and associated analyses required, health insurance, schooling allowances and trainings. Title 1 costs reflect the growth and maturity of the JU.

#### 4.2.2 Title 2

The JU will have to ensure that the working conditions of its staff comply with the standards rules of the EU institutions. To allow its staff to perform its work at adequate standards, the JU will need to be equipped with appropriate office equipment network facilities and relevant tools, allowing the use of the standard IT toolchain of the EU programmes and institutions. As part of the activities of the JU, and despite the widespread use of videoconferencing, some meetings are expected to require physical rooms and equipment, which are also part of Title 2 costs.

In addition, Title 2 includes costs of office supplies, and telecommunications, as well as the running costs related to the Administrative and operational support activities, such as auditing, legal assistance, communication, experts and associated costs needed for the evaluation, selection and review of actions. Finally, since 2022 when the Commission stopped providing accounting services to EuroHPC JU, a new arrangement was found to create synergies with other JUs. In particular, EuroHPC joined the back office arrangement (BOA) for Accounting services, which means that the Europe's Rail Joint Undertaking (EU-Rail) is currently providing accountancy services.

The JU also joined the BOA services for ICT and will benefit in 2025 from the shared IT support services provided by the external service provided, based on the Framework Contract signed for this purpose.

Overall, there is no need to increase the HR and administrative budget of the JU, compared to the maximum ceiling set by the 2021 founding Regulation (up to 92 million EUR for titles 1 and 2 costs for the period 2021-2027). The amount foreseen in 2025 respects the planning and ensures that the ceiling will not be exceeded.

#### 4.2.3 Title 3

In 2025, the JU will continue implementing its mission, according to its Annual Work Programme. Therefore, EuroHPC will develop, deploy, extend, and maintain an integrated world-class supercomputing infrastructure and will develop and support a highly competitive and innovative High Performance Computing ecosystem. This will be done by a combination of infrastructure acquisitions, and R&I actions via grants.

Title 3 is covered by the EU and Participating States' national contributions and Private Members contributions. The EU share for new budget credits in 2025 comes from the programmes Horizon Europe (131 438 M EUR), Digital Europe (203 198 M EUR) and Connecting Europe Facility (10 M EUR). Within the existing budgetary envelope, it is also foreseen that 2025 will include the new Artificial Intelligence pillar actions, as proposed by the Commission in January 2024 via amendment of the EuroHPC JU founding Regulation.

In order to keep a healthy cash balance at the JU and considering the applicable n+3 rules for the use of available credits, we plan to request only payment appropriations for the titles 1 and 2, because due to the current JU level of payment contributions received, the EuroHPC will have sufficient funds to meet the payment needs of 2025 under Title 3. The payment credits foreseen in the MFF financial planning for 2025 will be requested by the JU in the years after 2025.

## 5 Other information

### 5.1 Buildings

#### 5.1.1 Current building(s)

#	Building Name and type	Location	SURFACE AREA(in m <sup>2</sup> )			RENTAL CONTRACT			Host country (grant or support)	Building present value(€)
			Office space	non-office	Total	RENT (€/year)	Duration	Type		
1	Drosbach Building	12E rue Guillaume Kroll L-1882 Luxembourg	1 400		1 400	33 000	Until 2026	Hosting Agreement	Luxembourg	
<b>TOTAL</b>			<b>1 400</b>		<b>1 400</b>	<b>33 000</b>				

### 5.1.2 Current building(s) Other comments

The Luxembourg Authorities are providing the JU offices free of charge. The JU covers the running cost and other charges (electricity, water etc.).

### 5.1.3 Building projects in the planning phase

None

### 5.1.4 Building projects submitted to the European Parliament and the Council

N/A

## 5.2 Evaluation

None

## 5.3 Privileges and immunities

Joint undertaking privileges	Privileges granted to staff	
	Protocol of privileges and immunities / diplomatic status	Education / day care
As stated in the article 18 of the Council Regulation (EU) 2018/1488 setting up the EuroHPC Joint Undertaking, the Protocol on the Privileges and Immunities of the European Communities applies to the EuroHPC Joint Undertaking and its staff.	As stated in the article 18 of the Council Regulation (EU) 2018/1488 setting up the EuroHPC Joint Undertaking, the Protocol on the Privileges and Immunities of the European Communities applies to the EuroHPC Joint Undertaking and its staff.	None

## 2.1.5 Chips Joint Undertaking - CHIPS

### 1 Overview

#### 1.1 Creation/modification (legal base)

Decision	Date	Mission/ Tasks / Functions
<p>COUNCIL REGULATION (EU) 2023/1782 of 25 July 2023 amending Regulation (EU) 2021/2085 establishing the Joint Undertakings under Horizon Europe, as regards the Chips Joint Undertaking.</p> <p>COUNCIL REGULATION (EU) 2021/2085 of 19 November 2021 establishing the Joint Undertakings under Horizon Europe and repealing Regulations (EC) No 219/2007, (EU) No 557/2014, (EU) No 558/2014, (EU) No 559/2014, (EU) No 560/2014, (EU) No 561/2014 and (EU) No 642/2014 Council Regulation 561/2014 of 6 May 2014 setting up the ECSEL Joint Undertaking (OJ L 169/152) Council Regulation 72/2008 setting up the ENIAC Joint Undertaking (OJ L 30/21, 04/02/2008) Council Regulation (EC) No. 74/2008 on the establishment of ARTEMIS Joint Undertaking to implement a Joint Technology Initiative in Embedded Computing Systems (OJ L 30/52, 04/02/2008)</p>	19/11/2021	<p>The Chips (ex-Key Digital Technologies) Joint Undertaking is the successor of the ECSEL Joint Undertaking, which itself was the successor of both the ENIAC and ARTEMIS joint undertakings.</p> <p>The Chips (ex-Key Digital Technologies) Joint Undertaking shall have the following general objectives:</p> <ul style="list-style-type: none"> <li>(a) reinforce the Union’s strategic autonomy in electronic components and systems to support future needs of vertical industries and the economy at large. The overall target is to contribute towards doubling the value of the design and production of electronic components and systems in Europe by 2030, in line with the weight of the Union in products and services;</li> <li>(b) establish Union scientific excellence and innovation leadership in emerging components and systems technologies, including in activities related to lower TRLs; and promote the active involvement of SMEs, which shall represent at least one third of the total number of participants in indirect actions and at least 20 % of public funding should go to them;</li> <li>(c) ensure that components and systems technologies address Europe’s societal and environmental challenges. The target is to align with the Union policy on energy efficiency and contribute towards the reduction of energy consumption by 32,5 % in 2030.</li> </ul> <p>In addition to the objectives set out above, the Key Digital Technologies Joint Undertaking shall have the following specific objectives:</p> <ul style="list-style-type: none"> <li>(a) support research and development for establishing design and production capabilities in Europe for strategic application areas;</li> <li>(b) launch a balanced portfolio of large and small projects supporting the fast transfer of technologies from the research to the industrial environment;</li> <li>(c) foster a dynamic Union-wide ecosystem based on digital value-chains with simplified access to newcomers;</li> <li>(d) support research and development for enhancing component technologies that guarantee security, trust and energy- efficiency for critical infrastructures and sectors in Europe;</li> <li>(e) foster mobilisation of national resources and ensure coordination of Union and national research and innovation programmes in the field of electronic components and systems;</li> <li>(f) establish coherence between the Strategic Research and Innovation Agenda of the Key Digital Technologies Joint Undertaking and Union policies so that electronics components and systems technologies contribute efficiently.</li> </ul>
<p>Proposal for a REGULATION OF THE EUROPEAN PARLIAMENT AND OF THE COUNCIL establishing a framework of measures for strengthening Europe’s semiconductor ecosystem (Chips Act) COM/2022/46 final</p>	08/02/2022	<p>1. The general objective of the Initiative is to support large-scale technological capacity building and innovation throughout the Union to enable development and deployment of cutting-edge and next generation semiconductor and quantum technologies that will reinforce the Union advanced design, systems integration and chips production capabilities, as well as contribute to the achievement of the twin digital and green transition.</p> <p>2. The Initiative shall have the following five operational objectives:</p> <ul style="list-style-type: none"> <li>(a) building up advanced large-scale design capacities for integrated semiconductor technologies. This operational objective shall be achieved through: <ul style="list-style-type: none"> <li>(1) building up an innovative virtual platform, available across the Union, integrating existing and new design facilities with extended libraries and Electronic Design Automation (EDA) tools;</li> <li>(2) upgrading the design capacity with ongoing innovative developments, such as processor architectures based on the open-source Reduced Instruction Set Computer Architecture (RISC-V);</li> <li>(3) enlarging the semiconductor ecosystem by integrating the vertical market sectors, contributing to the green, digital and innovation agendas of the Union.</li> </ul> </li> <li>(b) enhancing existing and developing new advanced pilot lines. This operational objective shall be achieved through:</li> </ul>

		<p>(1) strengthening technological capabilities in next generation chips production technologies, by integrating research and innovation activities and preparing the development of future technology nodes, including leading-edge nodes below two nanometres, Fully Depleted Silicon on Insulator (FD-SOI) at 10 nanometres and below, and 3D heterogeneous systems integration and advanced packaging;</p> <p>(2) supporting large scale innovation through access to new or existing pilot lines for experimentation, test, and validation of new design concepts integrating key functionalities, such as novel materials and architectures for power electronics fostering sustainable energy and electro mobility, lower energy consumption, security, higher levels of computing performance or integrating breakthrough technologies such as neuromorphic and embedded artificial intelligence (AI) chips, integrated photonics, graphene and other 2D material based technologies;</p> <p>(3) providing support to Integrated Production Facilities and Open EU Foundries through priority access to the new pilot lines.</p> <p>(c) building advanced technology and engineering capacities for accelerating the innovative development of quantum chips.</p> <p>(d) creating a network of competence centres across the Union, in order to</p> <p>(1) strengthen capacities and offer a wide range of expertise to the stakeholders, including end-user SMEs and start-ups, facilitating access to and effective use of the above capacities and facilities;</p> <p>(2) address the skills shortage, attracting and mobilising new talent and supporting the emergence of a suitably skilled workforce for strengthening the semiconductor sector, including via reskilling and upskilling of workers.</p> <p>(e) undertaking activities, to be described collectively as a ‘Chips Fund’ activities to facilitate access to debt financing and equity by start-ups, scale-ups and SMEs and other companies in the semiconductor value chain, through a blending facility under the InvestEU Fund and via the European Innovation Council, with a view to:</p> <p>(1) improving the leverage effect of the Union budget spending and achieving a higher multiplier effect in terms of attracting private-sector financing.</p> <p>(2) providing support to companies facing difficulties in accessing finance, and addressing the need to underpin the economic resilience of the Union and its Member States;</p> <p>(3) accelerating investment in the field of semiconductor manufacturing technologies and chip design and to leveraging funding from both the public and the private sectors, while increasing the security of supply for the whole semiconductor value chain.</p>
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## 1.2 Seat

Brussels

## 1.3 Budget line

01 02 02 42 : Cluster ‘Digital, Industry and Space’ — Chips Joint Undertaking

## 1.4 Human Resources Overview

The table below presents the number of posts in the establishment plans, including the posts assigned to programmes financed outside the EU budget, whereas the number of Contract Agents / SNE only includes those financed under programmes financed within the EU Budget.

Human Resources	2023			2024	2025
	Authorised Budget	Actually filled as of 31/12/2023	Occupancy rate(%)	Authorised Budget	Draft Budget Request
<b>TOTAL AD</b>	17	15	88,24%	19	22
<b>TOTAL AST</b>					

Human Resources	2023			2024	2025
	Authorised Budget	Actually filled as of 31/12/2023	Occupancy rate(%)	Authorised Budget	Draft Budget Request
TOTAL AST/SC					
ESTABLISHMENT PLAN POSTS	17	15	88,24%	19	22
Contract Agents (CA)	19	18	94,74%	23	26
Seconded National Experts (SNE)	1		0,00%	1	2
TOTAL STAFF	37	33	89,19%	43	50

## 1.5 Financial Resources Overview

### 1.5.1 Revenues Overview

REVENUES	2024		2025	
	Revenues estimated by the agency		Budget Forecast	
	Commitment appropriations	Payment appropriations	Commitment appropriations	Payment appropriations
EU contribution	919 390 778	498 825 943	808 651 169	803 194 636
Other Revenue	2 315 923		25 677 222	25 513 698
TOTAL REVENUES	921 706 701	498 825 943	834 328 391	828 708 334

### 1.5.2 Expenditure Overview

Expenditure	2024		2025	
	Commitment appropriations	Payment appropriations	Commitment appropriations	Payment appropriations
Title 1 - Staff expenditure	5 555 000	5 555 000	7 222 511	7 222 511
Title 2 - Infrastructure and operating expenditure	2 206 486	2 206 486	3 780 000	3 780 000
Title 3 - Operational expenditure	973 336 313	531 746 534	842 379 046	824 051 060
TOTAL EXPENDITURE	981 097 799	539 508 020	853 381 557	835 053 571

## 2 Human Resources

### 2.1 Establishment plan posts

The table below presents the number of posts in the establishment plans, including the posts assigned to programmes financed outside the EU budget.

Function group and grade	2023				2024		2025			
	Authorised Budget		Actually filled as of 31/12/2023		Authorised Budget		Request of the Agency		Draft Budget Request	
	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts
AD 16										
AD 15										

Function group and grade	2023				2024		2025			
	Authorised Budget		Actually filled as of 31/12/2023		Authorised Budget		Request of the Agency		Draft Budget Request	
	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts
AD 14		1		1		1		1		1
AD 13		1		1		1		1		1
AD 12		2		1		1		1		1
AD 11		1								
AD 10		3		6		6		6		6
AD 9		5		2		2		2		2
AD 8		1		2		2		2		2
AD 7				1		1		1		1
AD 6										
AD 5		3		1		5		8		8
AD TOTAL		17		15		19		22		22
AST 11										
AST 10										
AST 9										
AST 8										
AST 7										
AST 6										
AST 5										
AST 4										
AST 3										
AST 2										
AST 1										
AST TOTAL										
AST/SC 6										
AST/SC 5										
AST/SC 4										
AST/SC 3										
AST/SC 2										
AST/SC 1										
AST/SC TOTAL										
TOTAL		17		15		19		22		22
GRAND TOTAL		17		15		19		22		22

## 2.2 External personnel

### 2.2.1 Contract Agents

Contract agents	Authorised 2023	Recruited as of 31/12/2023	2024 estimate	Draft Budget 2025 estimate
Function Group IV	6	7	8	8
Function Group III	12	11	15	18
Function Group II	1			
Function Group I				
<b>TOTAL</b>	<b>19</b>	<b>18</b>	<b>23</b>	<b>26</b>

### 2.2.2 Seconded National Experts

Seconded National Experts	Authorised 2023	Recruited as of 31/12/2023	2024 estimate	Draft Budget 2025 estimate
<b>TOTAL</b>	<b>1</b>		<b>1</b>	<b>2</b>

## 3 Financial Resources

### 3.1 Revenues

#### 3.1.1 Revenues Commitment Appropriations

REVENUES COMMITMENT APPROPRIATIONS	Revenues Commitment Appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025 (1)		VAR 2025/2024 (%)
			Joint undertaking request	Budget forecast	
<b>1 EU CONTRIBUTION</b>	777 751 053	919 390 778	833 157 139	808 651 169	-12,04%
- Of which (fresh C1) Administrative (Title 1 and Title 2)	1 066 386	4 654 943	7 437 074	7 437 075	59,77%
- Of which frontloading (Title 1 and Title 2)	1 075 725				
- Of which Operational (Title 3)	775 608 942	914 735 835	825 720 065	801 214 094	-12,41%
<b>2 THIRD PARTIES CONTRIBUTION</b>	22 152 958		28 923 707	22 376 511	100%
- Of which EEA/EFTA (excl. Switzerland)	22 152 958		28 923 707	22 376 511	100%
- Of which third countries				0	100%
<b>3 IN CASH THIRD PARTY CONTRIBUTIONS</b>	2 602 000	2 315 923	3 300 711	3 300 711	42,52%
- Of which Administrative (Title 1 and Title 2)	2 602 000	2 315 923	3 300 711	3 300 711	42,52%
- Of which Operational (Title 3)					
<b>4 REVENUES FROM SERVICES RENDERED AGAINST PAYMENT</b>					
<b>5 INTERESTS GENERATED</b>					
<b>6 UNUSED APPROPRIATIONS FROM PREVIOUS YEARS</b>	30 098 015				

REVENUES COMMITMENT APPROPRIATIONS	Revenues Commitment Appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025 (1)		VAR 2025/2024 (%)
			Joint undertaking request	Budget forecast	
- Of which administrative	270 000				
- Of which operational	29 828 015				
<b>7 OTHER</b>					
<b>TOTAL</b>	<b>832 604 026</b>	<b>921 706 701</b>	<b>865 381 557</b>	<b>834 328 391</b>	<b>-9,48%</b>

(1) As the exact percentages of the EFTA contribution for 2025 were not known at the time this financial fiche was prepared, the “Joint Undertaking request” columns in the “Revenue” and “Expenditure” tables were based on a proxy, i.e. the EFTA coefficients applicable in 2024. The possible discrepancies between the “Joint undertaking request” and the “Budget Forecast” columns, and between the “Revenue” and the “Expenditure” tables are due to the subsequent automatic update of the EFTA coefficient in the “Revenue” tables only.

### 3.1.2 Revenues Payment Appropriations

REVENUES PAYMENT APPROPRIATIONS	Revenues Payment Appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025 (1)		VAR 2025/2024 (%)
			Joint undertaking request	Budget forecast	
<b>1 EU CONTRIBUTION</b>	352 513 961	498 825 943	803 194 635	803 194 636	61,02%
- Of which (fresh C1) Administrative (Title 1 and Title 2)	<b>1 066 386</b>	<b>4 654 943</b>	<b>7 437 074</b>	<b>7 437 075</b>	<b>59,77%</b>
- Of which frontloading (Title 1 and Title 2)	1 075 725				
- Of which Operational (Title 3)	350 371 850	494 171 000	795 757 561	795 757 561	61,03%
<b>2 THIRD PARTIES CONTRIBUTION</b>	9 825 445		28 558 165	22 212 927	100%
- Of which EEA/EFTA (excl. Switzerland)	9 825 445		28 558 165	22 212 927	100%
- Of which third countries				0	100%
<b>3 IN CASH THIRD PARTY CONTRIBUTIONS</b>	2 602 000		3 300 771	3 300 771	100%
- Of which Administrative (Title 1 and Title 2)	<b>2 602 000</b>		<b>3 300 771</b>	<b>3 300 771</b>	<b>100%</b>
- Of which Operational (Title 3)					
<b>4 REVENUES FROM SERVICES RENDERED AGAINST PAYMENT</b>					
<b>5 INTERESTS GENERATED</b>					
<b>6 UNUSED APPROPRIATIONS FROM PREVIOUS YEARS</b>					
- Of which administrative					



REVENUES PAYMENT APPROPRIATIONS	Revenues Payment Appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025 (1)		VAR 2025/2024 (%)
			Joint undertaking request	Budget forecast	
- Of which operational					
<b>7 OTHER</b>					
<b>TOTAL</b>	<b>364 941 406</b>	<b>498 825 943</b>	<b>835 053 571</b>	<b>828 708 334</b>	<b>66,13%</b>

(1) As the exact percentages of the EFTA contribution for 2025 were not known at the time this financial fiche was prepared, the “Joint Undertaking request” columns in the “Revenue” and “Expenditure” tables were based on a proxy, i.e. the EFTA coefficients applicable in 2024. The possible discrepancies between the “Joint undertaking request” and the “Budget Forecast” columns, and between the “Revenue” and the “Expenditure” tables are due to the subsequent automatic update of the EFTA coefficient in the “Revenue” tables only.

### 3.2 Financial contributions from EU budget and the other partners and in kind contributions

Third-party contributions (commitment appropriations)	Executed budget 2023	Budget 2024	Draft budget 2025
Financial contributions to the administrative costs of JU covered by the Participant States			
Financial contributions to the administrative costs by the Private members	2 602 000	2 315 923	3 300 771
Financial contributions to operational costs by the Participating States (1)	423 093 270	473 093 270	523 093 270
In-kind contributions to operational activities by the Private members (2)	200 658 036	200 658 036	200 658 036
In-kind contributions to operational activities by Participating States			
<b>TOTAL appropriations co-financed</b>	<b>626 353 306</b>	<b>676 067 229</b>	<b>727 052 077</b>

(1) For budget 2023: Estimated national contribution. Cumulative amount since 2015.

All amounts paid by the JU Participating States directly to their respective national participants to ECSEL/KDT projects and not cashed by the JU.

(2) IKOP amount voted by the GB

### 3.3 Expenditure

#### 3.3.1 Commitment appropriations

EXPENDITURE	Commitment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Joint undertaking request	Budget forecast	
<b>Title 1 - Staff expenditure</b>	<b>4 063 000</b>	<b>5 555 000</b>	<b>7 222 571</b>	<b>7 222 511</b>	<b>30,02%</b>

EXPENDITURE	Commitment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Joint undertaking request	Budget forecast	
Salaries & allowances	3 869 000	5 390 000	6 945 000	6 945 000	28,85%
- Of which establishment plan posts	2 738 000	3 890 000	5 245 000	5 245 000	34,83%
- Of which external personnel	1 131 000	1 500 000	1 700 000	1 700 000	13,33%
Expenditure relating to Staff recruitment	23 000	25 000	50 000	50 000	100,00%
Mission expenses	81 000	60 000	100 000	100 000	66,67%
Socio-medical infrastructure	45 000	70 000	100 000	100 000	42,86%
Training	45 000	10 000	27 571	27 511	175,11%
External Services					
Receptions, events and representation					
Social welfare					
Other Staff related expenditure					
<b>Title 2 - Infrastructure and operating expenditure</b>	<b>1 928 447</b>	<b>2 206 486</b>	<b>3 780 000</b>	<b>3 780 000</b>	<b>71,31%</b>
Rental of buildings and associated costs	643 000	746 743	1 400 000	1 400 000	87,48%
Information, communication technology and data processing	570 000	600 000	1 100 000	1 100 000	83,33%
Movable property and associated costs	3 968	50 000	100 000	100 000	100,00%
Current administrative expenditure	97 000	100 000	140 000	140 000	40,00%
Postage / Telecommunications	20 000	30 000	40 000	40 000	33,33%
Meeting expenses	52 000	30 000	30 000	30 000	0,00%
Running costs in connection with operational activities	30 000	50 000	90 000	90 000	80,00%
Information and publishing	482 479	549 743	800 000	800 000	45,52%
Studies					
Other infrastructure and operating expenditure	30 000	50 000	80 000	80 000	60,00%
<b>Title 3 - Operational expenditure</b>	<b>827 558 822</b>	<b>973 336 313</b>	<b>854 379 046</b>	<b>842 379 046</b>	<b>-13,45%</b>
<b>TOTAL</b>	<b>833 550 269</b>	<b>981 097 799</b>	<b>865 381 617</b>	<b>853 381 557</b>	<b>-13,02%</b>

### 3.3.2 Payment appropriations

EXPENDITURE	Payment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Joint undertaking request	Budget forecast	
<b>Title 1 - Staff expenditure</b>	<b>3 728 689</b>	<b>5 555 000</b>	<b>7 222 571</b>	<b>7 222 511</b>	<b>30,02%</b>
Salaries & allowances	3 599 470	5 390 000	6 945 000	6 945 000	28,85%
- Of which establishment plan posts	2 468 470	3 890 000	5 245 000	5 245 000	34,83%
- Of which external personnel	1 131 000	1 500 000	1 700 000	1 700 000	13,33%
Expenditure relating to Staff recruitment	12 459	25 000	50 000	50 000	100,00%
Mission expenses	47 783	60 000	100 000	100 000	66,67%
Socio-medical infrastructure	46 735	70 000	100 000	100 000	42,86%
Training	22 242	10 000	27 571	27 511	175,11%
External Services					
Receptions, events and representation					
Social welfare					
Other Staff related expenditure					
<b>Title 2 - Infrastructure and operating expenditure</b>	<b>1 730 935</b>	<b>2 206 486</b>	<b>3 780 000</b>	<b>3 780 000</b>	<b>71,31%</b>
Rental of buildings and associated costs	603 758	746 743	1 400 000	1 400 000	87,48%
Information, communication technology and data processing	431 287	600 000	1 100 000	1 100 000	83,33%
Movable property and associated costs		50 000	100 000	100 000	100,00%
Current administrative expenditure	176 286	100 000	140 000	140 000	40,00%
Postage / Telecommunications	10 219	30 000	40 000	40 000	33,33%
Meeting expenses	31 307	30 000	30 000	30 000	0,00%
Running costs in connection with operational activities	11 372	50 000	90 000	90 000	80,00%
Information and publishing	432 716	549 743	800 000	800 000	45,52%
Studies					
Other infrastructure and operating expenditure	33 990	50 000	80 000	80 000	60,00%

EXPENDITURE	Payment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Joint undertaking request	Budget forecast	
Title 3 - Operational expenditure	185 861 438	531 746 534	824 051 000	824 051 060	54,97%
<b>TOTAL</b>	<b>191 321 062</b>	<b>539 508 020</b>	<b>835 053 571</b>	<b>835 053 571</b>	<b>54,78%</b>

### 3.4 Budget Outturn

First estimate of the 2023 surplus that remains within the joint undertaking: EUR 175.470.727

## 4 Justification of needs

### Commission assessment

#### Human Resources

The Commission proposes an increase in human resources of 3 TAs and 3 CAs, which is in line with the LFS of the Chips Act.

#### Financial Resources

The financial resources requested are in line with the Financial Programming.

### 4.1 Human Resources - Joint Undertaking Request

#### 4.1.1 Number of staff requested

In view of the launching of the new CHIPS JU in 2023, the needs in human resources are estimated to be significantly higher during the first year(s).

In this sense, 6 new posts are foreseen in 2025 (3 TA and 3 CA) as stated in the CHIP LFS.

#### 4.1.2 Vacancy rate as of end 2023

The vacancy rate at the end of 2023 was 10,81% (2 TA, 1 CA, 1 SNE ).

#### 4.1.3 Standard abatement ('abatement forfaitaire') applied

#### 4.1.4 Salary assumption for calculating salary line (% applied)

The estimation of the cost of human resources is based on the actual staff costs at Chips JU. The budget appropriations covering staff expenditure for year 2025 are based on the estimated (average Full Time Equivalents on a yearly basis) of 22 TA, 26 CA and 1 SNE. Remuneration and social costs are estimated in accordance with the EU staff regulations and rules applicable, including pension rights.

Furthermore, the latest estimate points to a salary update of +5,3% to be applied as from 1 July 2024, +0,6% to be applied as from 1 April 2025 and +3,7% to be applied as from 1 July 2025.

#### 4.1.5 Correction coefficient used

#### 4.1.6 Exchange rate used (if applicable)

### 4.2 Financial Resources - joint Undertaking Request

#### 4.2.1 Title 1

##### TITLE 1 - STAFF EXPENDITURE

###### 1100 – Staff salaries and allowances

This appropriation is intended to cover the cost of remuneration of temporary and contract staff in accordance with the Staff Regulations. It also covers the costs of the employer's social security contributions in accordance with the applicable Staff Regulations, as well the cost of non-statutory staff like interim and trainees who are contracted for a short period. Salaries are proportionally expected to increase to fulfil the CHIPS staff establishment plan that foresees 6 new recruitments in 2024 and 6 (+1 SNE) additional ones in 2025. The provided estimated figure also considers the inflation rate.

###### 1200 – Recruitment and transfer

This chapter covers the recruitment costs for new staff as well as some expenditure foreseen in the relevant provisions of the Staff Regulations.

###### 1300 – Mission expenses

The missions' appropriation is intended to cover expenditure on transport, payment of daily mission allowances and ancillary or exceptional expenses incurred by staff in interest of the service, in accordance with the Staff Regulations. The amount hereby proposed is meant to cover mission needs in 2025 taking into account the calls under the new program the JU is undertaking (Digital Europe Programme), the inflation when compared to 2024 as well as the new staff.

###### 1400 – Socio-medical infrastructure & training

This appropriation relates to costs of the annual medical check-up of staff members and the complementary health insurance. Under this chapter are also covered the costs for the staff training and the HR tools under the SLA with DG HR. In 2025, these costs are expected to be higher due to inflation, training to new programmes and new staff.

#### 4.2.2 Title 2

##### TITLE 2 - ADMINISTRATIVE EXPENDITURE

###### 2000 – Rental of buildings and associated costs

The JU is operating since 2011 in its premises located in the White Atrium building, 60 Avenue de la Toison d'Or in Brussels. The office location, the meeting rooms and consequently a number of expenses, such as security and safety of staff and installations, cleaning and maintenance are shared with five other JUs. In 2025, the rental, security, cleaning and maintenance costs are estimated to increase due to the indexation. In addition, further to the amount of 100.000 Euros in 2024, an extra estimation of 100.000 Euros is foreseen for the necessary floor refurbishment in order to accommodate the new personnel.

###### 2100 – IT and technical support costs

This chapter covers the cost for IT infrastructure and technical support of Chips JU.

The costs are covering the main following topics, some of which are implemented in coordination with the other JUs in the context of the common annual IT work plan.

###### Service management contract

###### IT equipment of KDT JU in both hardware and software

Costs related to services and tools provided by the European Commission under Service Level Agreements (SLAs): financial and accounting tools (ABAC and SAP), document and mail management tool ARES, fees for the procurement services provided by DIGIT, web hosting and support for Chips website and cybersecurity services by CERT-EU.

In 2025, a significant budget increase is expected because of the new personnel, the activities and programs that all the staff will be involved.

###### 2200 – Movable property and associated costs

This chapter relates to purchase of furniture, office equipment and archiving facilities. In 2022 a budget of approximately 2.000 Euros per employee is foreseen taken into account the necessary floor refurbishment to accommodate the increase in personnel.

#### 2300 – Current administrative expenditure

Under this appropriation are covered the costs related to office supplies and translations, as well as the costs for the provision of accounting services.

#### 2400 – Postage and telecommunications

This chapter relates to the costs for internet connections and telecommunications services (including for replacement and upgrade). The expected needs in 2025 represent an increased by 33% when compared to the approved 2024 budget (as per in December 2023) due to the staff increase.

#### 2500 – Meetings and representation costs

The chapter covers the costs of meetings that are taking place inside or outside of the JU premises. Under this chapter are also covered the costs of the Governing Board and the Public Authorities Board meetings. The expected needs in 2025 shall cover for GB and PAB physical meetings, as well as logistics for project reviews and evaluations.

#### 2600 – Meeting experts costs

Under this appropriation are covered all the costs related to experts-advisers (like scientific advisers, senior experts and observers for the evaluations). The estimated amount for 2025 intends to cover the costs for the observers participating in the Calls 2025 evaluations.

#### 2800 – Communication activities

In 2025, the communication activities will be focussed on the further branding, promotion and visibility of the new CHIPS JU. In summary, it includes:

- Online and physical (“presential”) events and various Institutional events
- Design and production of supporting material, including both backwall, roll-ups, signage materials, flyers and brochures, stationary, merchandising items etc
- Website management and maintenance services contract
- Media partner services.

#### 2900 – Audit and legal costs

This appropriation covers external and internal audits and consultancy needs, legal assistance and related costs.

### 4.2.3 Title 3

#### Title 3 OPERATIONAL EXPENDITURE

#### 3200 – ECSEL projects under Horizon 2020 programme

This shall exclusively cover costs related to payments for ECSEL projects under H2020 programme.

#### 3300 – Chips projects under Horizon Europe programme

This shall exclusively cover costs related to commitments and payments for KDT and Chips JU projects under Horizon Europe programme and studies by public procurement related to operational activities in line with Chips Annual Work Programme and upon approval of the Governing Board.

As far as the Calls 2025 are concerned, the allocation of the appropriations shall be approved ahead of the final adoption of the budget for year 2024.

#### 3400 – Contract experts costs

Under this appropriation are covered all the costs related to the remuneration of contract experts involved in the evaluation of projects and monitoring of their implementation.

## 3500 – Chips projects under Digital Europe programme

This shall exclusively cover costs related to commitments and payments for Chips projects under Digital Europe programme and studies by public procurement related to operational activities in line with Chips Annual Work Programme and upon approval of the Governing Board.

As far as the Calls 2025 are concerned, the allocation of the appropriations shall be approved ahead of the final adoption of the budget for year 2025.

## 5 Other information

### 5.1 Buildings

#### 5.1.1 Current building(s)

#	Building Name and type	Location	SURFACE AREA(in m²)			RENTAL CONTRACT			Host country (grant or support)	Building present value(€)
			Office space	non-office	Total	RENT (€/year)	Duration	Type		
1	White Atrium	Brussels	1 538	32	1 570	620 000	Until 2025	Usufruit	BE	
<b>TOTAL</b>			<b>1 538</b>	<b>32</b>	<b>1 570</b>	<b>620 000</b>				

#### 5.1.2 Current building(s) Other comments

A large-scale refurbishment is planned for 2025. The exact cost is not known yet.

#### 5.1.3 Building projects in the planning phase

N/A

#### 5.1.4 Building projects submitted to the European Parliament and the Council

### 5.2 Evaluation

N/A

### 5.3 Privileges and immunities

Joint undertaking privileges	Privileges granted to staff	
	Protocol of privileges and immunities / diplomatic status	Education / day care
The Chips JU and its staff are granted with the benefit of the provisions listed in the Protocol No 7 on the privileges and immunities of the European Union, annexed to the TEU and the TFEU and has signed with Belgium a Headquarters agreement.	As stated in the article 39 of the Council Regulation (EU) 2021/2085 of 19 November 2021 establishing the Joint Undertakings, the Protocol No 7 on the privileges and immunities of the European Union, annexed to the TEU and the TFEU, shall apply to the joint undertakings and their staff. On 2 February 2012, a Headquarters agreement has been signed with Belgium, in accordance with the provisions of Article 17 of Council Regulation setting up the ENIAC (72/2008 of 20/12/2007), the predecessor JU of KDT JU that was the direct predecessor of Chips JU.	N/A

## 2.1.6 Smart Networks and Services Joint Undertaking - SNS

### 1 Overview

#### 1.1 Creation/modification (legal base)

Decision	Date	Mission / Tasks / Functions
Council Regulation (EU) 2021/2085 of 19 November 2021 establishing the Joint Undertakings under Horizon Europe		<p>The objectives on the initiative include:</p> <ul style="list-style-type: none"> <li>- the consolidation of European industrial capabilities in the connectivity domain and for future generation of systems (6G) in a context of fierce competition from Asia and the US;</li> <li>- the support to the emergence of alternative suppliers, as called for in the cybersecurity toolbox communication;</li> <li>- the development of European technological capabilities in related domains (connected devices and service platforms) where European industry is less prominent but which are vital to ensure a secure and autonomous European supply chain;</li> <li>- the support to the Green Deal initiative, through innovative technologies enabling very low energy connectivity platforms and very low energy digital use cases running on top of these platforms;</li> <li>- the deployment of connectivity platforms for strategic use cases (automotive) paving the way towards future 6G systems.</li> </ul>

#### 1.2 Seat

Brussels

#### 1.3 Budget line

01 02 02 43 : Cluster 'Digital, Industry and Space' — Smart Networks and Services Joint Undertaking

#### 1.4 Human Resources Overview

The table below presents the number of posts in the establishment plans, including the posts assigned to programmes financed outside the EU budget, whereas the number of Contract Agents / SNE only includes those financed under programmes financed within the EU Budget.

Human Resources	2023			2024	2025
	Authorised Budget	Actually filled as of 31/12/2023	Occupancy rate(%)	Authorised Budget	Draft Budget Request
<b>TOTAL AD</b>	7	7	100,00%	7	7
<b>TOTAL AST</b>					
<b>TOTAL AST/SC</b>					
<b>ESTABLISHMENT PLAN POSTS</b>	7	7	100,00%	7	7
<b>Contract Agents (CA)</b>	10	7	70,00%	10	10
<b>Seconded National Experts (SNE)</b>					
<b>TOTAL STAFF</b>	17	14	82,35%	17	17



## 1.5 Financial Resources Overview

### 1.5.1 Revenues Overview

REVENUES	2024		2025	
	Revenues estimated by the agency		Budget Forecast	
	Commitment appropriations	Payment appropriations	Commitment appropriations	Payment appropriations
EU contribution	127 335 018	127 551 391	121 836 972	121 249 430
Other Revenue	5 274 681	5 282 340	4 129 899	4 113 741
<b>TOTAL REVENUES</b>	<b>132 609 699</b>	<b>132 833 731</b>	<b>125 966 871</b>	<b>125 363 171</b>

### 1.5.2 Expenditure Overview

Expenditure	2024		2025	
	Commitment appropriations	Payment appropriations	Commitment appropriations	Payment appropriations
Title 1 - Staff expenditure	2 187 272	2 187 272	2 253 717	2 253 717
Title 2 - Infrastructure and operating expenditure	830 264	830 264	631 751	631 751
Title 3 - Operational expenditure	129 592 163	129 816 195	124 043 914	123 435 574
<b>TOTAL EXPENDITURE</b>	<b>132 609 699</b>	<b>132 833 731</b>	<b>126 929 382</b>	<b>126 321 042</b>

## 2 Human Resources

### 2.1 Establishment plan posts

The table below presents the number of posts in the establishment plans, including the posts assigned to programmes financed outside the EU budget.

Function group and grade	2023				2024		2025			
	Authorised Budget		Actually filled as of 31/12/2023		Authorised Budget		Request of the Agency		Draft Budget Request	
	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts
AD 16										
AD 15										
AD 14		1		1		1		1		1
AD 13										
AD 12		1		1		1		1		1
AD 11										
AD 10										
AD 9										
AD 8		5				5		5		5
AD 7				5						

Function group and grade	2023				2024		2025			
	Authorised Budget		Actually filled as of 31/12/2023		Authorised Budget		Request of the Agency		Draft Budget Request	
	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts
AD 6										
AD 5										
AD TOTAL		7		7		7		7		7
AST 11										
AST 10										
AST 9										
AST 8										
AST 7										
AST 6										
AST 5										
AST 4										
AST 3										
AST 2										
AST 1										
AST TOTAL										
AST/SC 6										
AST/SC 5										
AST/SC 4										
AST/SC 3										
AST/SC 2										
AST/SC 1										
AST/SC TOTAL										
TOTAL		7		7		7		7		7
GRAND TOTAL	7		7		7		7		7	

## 2.2 External personnel

### 2.2.1 Contract Agents

Contract agents	Authorised 2023	Recruited as of 31/12/2023	2024 estimate	Draft Budget 2025 estimate
Function Group IV	5	4	5	7
Function Group III	4	2	4	2
Function Group II	1	1	1	1
Function Group I				
TOTAL	10	7	10	10

## 2.2.2 Seconded National Experts

Seconded National Experts	Authorised 2023	Recruited as of 31/12/2023	2024 estimate	Draft Budget 2025 estimate
<b>TOTAL</b>				

## 3 Financial Resources

### 3.1 Revenues

#### 3.1.1 Revenues Commitment Appropriations

REVENUES COMMITMENT APPROPRIATIONS	Revenues Commitment Appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025 (1)		VAR 2025/2024 (%)
			Joint undertaking request	Budget forecast	
<b>1 EU CONTRIBUTION</b>	131 204 255	127 335 018	125 700 213	121 836 972	-4,32%
- Of which (fresh C1) Administrative (Title 1 and Title 2)	2 365 448	2 173 571	2 034 080	2 034 080	-6,42%
- Of which frontloading (Title 1 and Title 2)					
- Of which Operational (Title 3)	128 838 807	125 161 447	123 666 133	119 802 892	-4,28%
<b>2 THIRD PARTIES CONTRIBUTION</b>	3 760 253	4 507 660	4 449 788	3 350 517	-25,67%
- Of which EEA/EFTA (excl. Switzerland)	3 760 253	4 507 660	4 449 788	3 350 517	-25,67%
- Of which third countries				0	100%
<b>3 IN CASH THIRD PARTY CONTRIBUTIONS</b>	608 452	767 021	779 382	779 382	1,61%
- Of which Administrative (Title 1 and Title 2)	608 452	767 021	779 382	779 382	1,61%
- Of which Operational (Title 3)					
<b>4 REVENUES FROM SERVICES RENDERED AGAINST PAYMENT</b>					
<b>5 INTERESTS GENERATED</b>					
<b>6 UNUSED APPROPRIATIONS FROM PREVIOUS YEARS</b>					
- Of which administrative					
- Of which operational					
<b>7 OTHER</b>					
<b>TOTAL</b>	<b>135 572 960</b>	<b>132 609 699</b>	<b>130 929 383</b>	<b>125 966 871</b>	<b>-5,01%</b>

- (1) As the exact percentages of the EFTA contribution for 2025 were not known at the time this financial fiche was prepared, the “Joint Undertaking request” columns in the “Revenue” and “Expenditure” tables were based on a proxy, i.e. the EFTA coefficients applicable in 2024. The possible discrepancies between the “Joint undertaking request” and the “Budget Forecast” columns, and between the “Revenue” and the “Expenditure” tables are due to the subsequent automatic update of the EFTA coefficient in the “Revenue” tables only.

3.1.2 Revenues Payment Appropriations

REVENUES PAYMENT APPROPRIATIONS	Revenues Payment Appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025 (1)		VAR 2025/2024 (%)
			Joint undertaking request	Budget forecast	
<b>1 EU CONTRIBUTION</b>	133 182 881	127 551 391	121 249 430	121 249 430	-4,94%
- Of which (fresh C1) Administrative (Title 1 and Title 2)	2 365 431	2 173 571	2 034 080	2 034 080	-6,42%
- Of which frontloading (Title 1 and Title 2)					
- Of which Operational (Title 3)	130 817 450	125 377 820	119 215 350	119 215 350	-4,92%
<b>2 THIRD PARTIES CONTRIBUTION</b>	3 848 985	4 515 319	4 292 230	3 334 359	-26,15%
- Of which EEA/EFTA (excl. Switzerland)	3 848 985	4 515 319	4 292 230	3 334 359	-26,15%
- Of which third countries				0	100%
<b>3 IN CASH THIRD PARTY CONTRIBUTIONS</b>	608 452	767 021	779 382	779 382	1,61%
- Of which Administrative (Title 1 and Title 2)	608 452	767 021	779 382	779 382	1,61%
- Of which Operational (Title 3)					
<b>4 REVENUES FROM SERVICES RENDERED AGAINST PAYMENT</b>					
<b>5 INTERESTS GENERATED</b>					
<b>6 UNUSED APPROPRIATIONS FROM PREVIOUS YEARS</b>					
- Of which administrative					
- Of which operational					
<b>7 OTHER</b>					
<b>TOTAL</b>	<b>137 640 318</b>	<b>132 833 731</b>	<b>126 321 042</b>	<b>125 363 171</b>	<b>-5,62%</b>

(1) As the exact percentages of the EFTA contribution for 2025 were not known at the time this financial fiche was prepared, the “Joint Undertaking request” columns in the “Revenue” and “Expenditure” tables were based on a proxy, i.e. the EFTA coefficients applicable in 2024. The possible discrepancies between the “Joint undertaking request” and the “Budget Forecast” columns, and between the “Revenue” and the “Expenditure” tables are due to the subsequent automatic update of the EFTA coefficient in the “Revenue” tables only.

### 3.2 Financial contributions from EU budget and the other partners and in kind contributions

Third-party contributions ( Commitment appropriations)		Executed Budget 2023 (1)	Budget 2024 (2)	Draft budget 2025 (3)
Financial contribution to the administrative costs of JU by the Participant States	-	N/A	N/A	N/A
Financial contribution to the administrative costs by the Private Members	-	608.452,00	767.021,00	779.382,00
Financial contribution to operational costs by the Participant States	-	N/A	N/A	N/A
In-kind contributions to operational activities by the Private Members	IKOP	10.693.750,69	15.457.719,98	16.191.786,01
	IKAA	80.550.000,00	80.550.000,00	130.206.402,95
<b>TOTAL CONTRIBUTIONS</b>		<b>91.852.202,69</b>	<b>96.774.740,98</b>	<b>147.177.570,96</b>

(1) The IKOP by the Private Members 2023, meaning reported-certified-validated, is EUR 0. The projects of the first call started on 1 January 2023 and the average duration is 3 years. The validated IKOP will only be known by 2026. The amount in the table above is an estimation (not an actual), calculated on a pro-rata basis, based on the IKOP per project and per duration of the project. The actual IKAA 2023 is non available at the moment. The due date for the reporting of the IKAA is 31/5/2024. The amount in the table is the best estimation (not an actual).

(2) The IKOP 2024 is estimated based on the IKOP per project and per duration of the project. The IKAA 2024 is that in the Annual Work Programme 2024.

(3) The IKOP 2025 is estimated based on the IKOP per project and per duration of the project. The IKAA 2024 is based on the LFS.

### 3.3 Expenditure

#### 3.3.1 Commitment appropriations

EXPENDITURE	Commitment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Joint undertaking request	Budget forecast	
<b>Title 1 - Staff expenditure</b>	<b>1 066 528</b>	<b>2 187 272</b>	<b>2 253 717</b>	<b>2 253 717</b>	<b>3,04%</b>
<b>Salaries &amp; allowances</b>	1 066 528	1 968 272	2 033 717	2 033 717	3,32%
- <i>Of which establishment plan posts</i>	719 112	1 151 708	1 190 002	1 190 002	3,32%
- <i>Of which external personnel</i>	347 416	816 564	843 715	843 715	3,33%
<b>Expenditure relating to Staff recruitment</b>		30 000	5 000	5 000	-83,33%
<b>Mission expenses</b>		30 000	30 000	30 000	0,00%
<b>Socio-medical infrastructure</b>		25 000	25 000	25 000	0,00%
<b>Training</b>		10 000	10 000	10 000	0,00%
<b>External Services</b>		25 000	75 000	75 000	200,00%

EXPENDITURE	Commitment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Joint undertaking request	Budget forecast	
Receptions, events and representation		5 000	5 000	5 000	0,00%
Social welfare		74 000	65 000	65 000	-12,16%
Other Staff related expenditure		20 000	5 000	5 000	-75,00%
<b>Title 2 - Infrastructure and operating expenditure</b>	<b>398 773</b>	<b>830 264</b>	<b>631 751</b>	<b>631 751</b>	<b>-23,91%</b>
Rental of buildings and associated costs	150 000	150 000	185 000	185 000	23,33%
Information, communication technology and data processing	221 493	250 000	216 751	216 751	-13,30%
Movable property and associated costs		50 000	5 000	5 000	-90,00%
Current administrative expenditure	27 280	169 264	150 000	150 000	-11,38%
Postage / Telecommunications		15 000	10 000	10 000	-33,33%
Meeting expenses		16 000	10 000	10 000	-37,50%
Running costs in connection with operational activities		60 000	50 000	50 000	-16,67%
Information and publishing					
Studies					
Other infrastructure and operating expenditure		120 000	5 000	5 000	-95,83%
<b>Title 3 - Operational expenditure</b>	<b>133 206 628</b>	<b>129 592 163</b>	<b>128 043 914</b>	<b>124 043 914</b>	<b>-4,28%</b>
<b>TOTAL</b>	<b>134 671 929</b>	<b>132 609 699</b>	<b>130 929 382</b>	<b>126 929 382</b>	<b>-4,28%</b>

### 3.3.2 Payment appropriations

EXPENDITURE	Payment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Joint undertaking request	Budget forecast	
<b>Title 1 - Staff expenditure</b>	<b>1 066 528</b>	<b>2 187 272</b>	<b>2 253 717</b>	<b>2 253 717</b>	<b>3,04%</b>
Salaries & allowances	1 066 528	1 968 272	2 033 717	2 033 717	3,32%
- Of which establishment plan posts	719 112	1 151 708	1 190 002	1 190 002	3,32%
- Of which external personnel	347 416	816 564	843 715	843 715	3,33%

EXPENDITURE	Payment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Joint undertaking request	Budget forecast	
Expenditure relating to Staff recruitment		30 000	5 000	5 000	-83,33%
Mission expenses		30 000	30 000	30 000	0,00%
Socio-medical infrastructure		25 000	25 000	25 000	0,00%
Training		10 000	10 000	10 000	0,00%
External Services		25 000	75 000	75 000	200,00%
Receptions, events and representation		5 000	5 000	5 000	0,00%
Social welfare		74 000	65 000	65 000	-12,16%
Other Staff related expenditure		20 000	5 000	5 000	-75,00%
<b>Title 2 - Infrastructure and operating expenditure</b>	<b>42 645</b>	<b>830 264</b>	<b>631 751</b>	<b>631 751</b>	<b>-23,91%</b>
Rental of buildings and associated costs		150 000	185 000	185 000	23,33%
Information, communication technology and data processing	37 365	250 000	216 751	216 751	-13,30%
Movable property and associated costs		50 000	5 000	5 000	-90,00%
Current administrative expenditure	5 280	169 264	150 000	150 000	-11,38%
Postage / Telecommunications		15 000	10 000	10 000	-33,33%
Meeting expenses		16 000	10 000	10 000	-37,50%
Running costs in connection with operational activities		60 000	50 000	50 000	-16,67%
Information and publishing					
Studies					
Other infrastructure and operating expenditure		120 000	5 000	5 000	-95,83%
<b>Title 3 - Operational expenditure</b>	<b>121 539 470</b>	<b>129 816 195</b>	<b>123 435 574</b>	<b>123 435 574</b>	<b>-4,92%</b>
<b>TOTAL</b>	<b>122 648 643</b>	<b>132 833 731</b>	<b>126 321 042</b>	<b>126 321 042</b>	<b>-4,90%</b>

### 3.4 Budget Outturn

First estimate of the 2023 surplus that remains within the joint undertaking: EUR 15 039 653

Calculation in section 6.1.

## 4 Justification of needs

### Commission assessment

#### Human Resources

The JU has requested an increase of 2 CA when compared with the Voted Budget 2024. The Commission does not support this request and proposes to keep staffing figures at the level of 2024 Voted Budget (7 TAs and 10 CAs).

#### Financial Resources

The requested financial resources are in line with the Financial Programming.

#### **4.1 Human Resources - Joint Undertaking Request**

##### *4.1.1 Number of staff requested*

#### 4.1 Human Resources – Joint Undertaking Request

##### 4.1.1 Number of staff requested [max 10 lines]

#### Background

SNS JU staff is currently fixed at 17 staff including 7 Temporary Agents (including the ED) and 10 Contract Agents as per details provided under section 2 - Human Resources.

The staff above supports the implementation of the SNS JU Budget which is approximately EUR 881,500,000 for operational expenditure (grants) and approximately EUR 18,500,000 for administrative expenditure on the period 2021-2027.

SNS JU hereby requests two additional contract agents staff FG IV, one covering the internal control/audit area and one covering the HR area. While there are synergies in place between the JUs in different administration and finance areas through specific Back Office Arrangements – BOA - (procurement, accounting, IT, HR), this reinforcement is required to ensure an effective and efficient implementation of the mandate. It also aims to proper segregation of duties since the staff covers several different functions in the framework of the administration and finance area.

Internal control and audit - Currently this function is mentioned in the job description of the SNS JU Legal Officer. However, given the tasks related to the internal control and audit in the JU, and considering the budgeted amount concerning the operational budget linked to the SNS JU calls for proposals (approx. EUR 881,500,000 for the period 2021-2027) an SNS JU Internal Control audit officer position is necessary.

Besides putting in place the general relevant internal control framework, the internal control officer must co-ordinate all the ex-post audit exercises related to the SNS JU grant agreements but also to the administrative expenditure. This requires an important regular coordination effort with several stakeholders including external auditors, the Central Audit Services, the Internal Audit Services and the European Court of Auditors and also OLAF if and when required. The internal control officer shall also be part of the JUs Internal Control and Audit Network which also requires close coordination and continuous follow up in order to benefit of the unique experience of more consolidated JUs in the implementation of the EU budget.

In conclusion, this function and the related tasks requires one full FTE to ensure that best practices are applied and in order for the AO to implement the budget in line with the sound financial management and with the required level of assurance.

Human Resources - As to the need for an HR Officer it should be considered that currently all the HR functions are covered by the Administrative assistant (CA FG III) and the Team Leader Administration and Finance with the support of the Legal Officer as to HR legal aspects. The SNS JU HR services to be provided are several and are based on the Annex II Templates Joint Undertakings Page 32 areas covered by the European Commission for its staff, also in line with the Commission HR Strategy, namely: Selection and recruitment; Administration; Learning and development; Career Guidance; Performance.

The services to be provided in the areas above for a new JU require a proper set-up of processes and a close follow up also in terms of the IT tools to be used to manage these services, e.g. Sysper. Part of these services are to be provided on the basis of a specific need at a certain time (selections and recruitment), while other are recurrent and must be provided yearly (e.g. appraisal, reclassification etc.).

The administrative assistant FGIII is currently providing approximately 0,5 FTE effort (as FG III) on HR while the Team Leader administration and Finance is coordinating all HR policy matters. However, besides these coordination/policy



tasks (specifically mentioned in the TL Admin and Finance Job description), and because of the current staffing, the Team Leader is involved in practice in most part of HR tasks and follows up closely all aspects of the HR areas above.

In conclusion, in order to carry out the tasks above which do not correspond neither to the job description of the administrative assistant nor to the one of the Team leader administration and finance, it is requested an additional position for a CA FG IV - HR Officer.

#### *4.1.2 Vacancy rate as of end 2023*

#### 4.1.2 Vacancy rate as of end 2023

In 2023, the JU staff consists of 14 positions (7 Temporary Agents and 7 Contract Agents) The Executive Director is one of the Temporary Agents indicated above. The total authorised number of staff is 17, therefore the occupancy rate end of 2023 is 82,3%. One Contract Agent has taken up function on 3 January 2024 and the other 2 vacant Contract agent positions will be filled in 2024.

#### *4.1.3 Standard abatement ('abatement forfaitaire') applied*

#### 4.1.3 Standard abatement ("abatement forfaitaire") applied

Non applicable

#### *4.1.4 Salary assumption for calculating salary line (% applied)*

#### 4.1.4 Salary assumption for calculating salary line (% applied)

The assumptions for calculating the salary line are the number of posts authorised (17), the annual average cost as per LFS and the maximum average increase of Title 1 of 3.3% as per the budget circular

#### *4.1.5 Correction coefficient used*

#### 4.1.5 Correction coefficient used

None

#### *4.1.6 Exchange rate used (if applicable)*

#### 4.1.6 Exchange rate used

Non applicable

### **4.2 Financial Resources - joint Undertaking Request**

#### *4.2.1 Title 1*

#### 4.2 Financial Resources – Joint Undertaking Request

#### 4.2.1 Title 1

The SNS JU will receive contributions from the European Union, the EFTA and the Private Member to cover the administrative costs under Title 1 in 2025. The requested amount for Title 1 is EUR 2,253,717.

4.2.2 Title 2 The SNS JU will receive a contribution from the European Union, the EFTA and the Private Member to cover administrative costs under Title 2 in 2025. The requested amount for Title 2 is EUR 631,751.

#### 4.2.3 Title 3 [max 10 lines]

The SNS JU will receive a contribution from the European Union and the EFTA to cover operational costs under Title 3. The requested amount for Title 3 is EUR 128,043,914. It will be used to finance the call number 4 with an estimated output of 16 grant agreements and the experts related to the call and the reviews of projects.

#### 4.2.2 Title 2

#### 4.2.3 Title 3

### 5 Other information

#### 5.1 Buildings

##### 5.1.1 Current building(s)

#	Building Name and type	Location	SURFACE AREA(in m <sup>2</sup> )			RENTAL CONTRACT			Host country (grant or support)	Building present value(€)
			Office space	non-office	Total	RENT (€/year)	Duration	Type		
1	White Atrium - 1st floor	Ave. Toison d'Or 56-60 - 1060 Brussels	477	92	569	135 950	Expected until 31/12/2031	Office, archives and common meeting rooms	Belgium	
2	White Atrium Garage (-3rd floor)	Same as above		2	2	4 575	Expected until 31/12/2031	Garage	Belgium	
<b>TOTAL</b>			<b>477</b>	<b>94</b>	<b>571</b>	<b>140 525</b>				

##### 5.1.2 Current building(s) Other comments

##### 5.1.2 Current building(s) Other comments

The SNS JU is located at the White Atrium building. The current contract will end on 31/12/2024. The JU will participate in the procurement procedure and sign a new contract as of 01/01/2025 until 31/12/2031 (expected). The figures in the table below are based on the current contract and the prices are increased by 5%.

##### 5.1.3 Building projects in the planning phase

##### 5.1.3 Building projects in the planning phase

None.

##### 5.1.4 Building projects submitted to the European Parliament and the Council

##### 5.1.4 Building projects submitted to the European Parliament and the Council

Non applicable

#### 5.2 Evaluation

##### 5.2 Evaluation

The call 2 (2023) resulted in the selection of new 27 research, innovation, and trial projects that will commence operations as of 1 January 2024. With an EU budget of €130 million, this second call will further support and accelerate ground-breaking research in 6G technologies throughout Europe and beyond. International collaboration is key to achieving a globally accepted 6G standard. The 27 projects launch the second phase of the SNS Roadmap, which will be further expanded with the future 3 and 4 SNS JU Calls and the resulting projects that will kickstart their activities within 2025 and 2026 respectively. The launch of the new projects follows the formal decision of the SNS JU Governing Board.

See more information in the web News/News overview HOME - SNS JU ([europa.eu](http://europa.eu))

#### 5.3 Privileges and immunities

Joint undertaking privileges	Privileges granted to staff	
	Protocol of privileges and immunities / diplomatic status	Education / day care

## 2.1.7 Single European Sky ATM Research Joint Undertaking - SESAR3

### 1 Overview

#### 1.1 Creation/modification (legal base)

Decision	Date	Mission/ Tasks / Functions
Council Regulation (EC) 219/2007 on the establishment of a Joint Undertaking to develop the new generation European air traffic management system (SESAR) (OJ L 64/1, 2.3.2007)	27/02/2007	<p>Established under Article 171 of the Treaty, the Joint Undertaking's aim is to ensure the modernisation of the European air traffic management system by coordinating and concentrating all relevant research and development efforts in the Union. It shall be responsible for the execution of the ATM Master Plan and in particular for carrying out the following tasks:</p> <ul style="list-style-type: none"> <li>- organising and coordinating the activities of the development phase of the SESAR project in accordance with the ATM Master Plan, by combining and managing under a single structure public and private sector funding,</li> <li>- ensuring the necessary funding for the activities of the Development phase of the SESAR Project in accordance with the ATM Master Plan,</li> <li>- ensuring the involvement of the stakeholders of the air traffic management sector in Europe, in particular: air navigation service providers, airspace users, professional staff associations, airports, and manufacturing industry; as well as the relevant scientific institutions or the relevant scientific community,</li> <li>- organising the technical work of research and development, validation and study, to be carried out under its authority while avoiding fragmentation of such activities,</li> <li>- ensuring the supervision of activities related to the development of common products duly identified in the ATM Master Plan and if necessary, to organise specific invitations to tender.</li> </ul>
Council Regulation (EC) 1361/2008 amending Regulation (EC) No 219/2007 on the establishment of a joint undertaking to develop the new generation European air traffic management system (SESAR) (OJ L 352/12, 31.12.2008)	16/12/2008	<p>The main changes introduced by this regulation concern the alignment of the SESAR Joint Undertaking (SESAR JU) to the new legal model of the other Joint Undertaking. In particular as of 01.01.2009 the SESAR JU is under the Protocol of Privileges and Immunities of the Community; this implies that the SESAR JU will be VAT exempted as of 16.02.2008 with an important positive effect on the resources available for the research programme</p>
Council Regulation Council Regulation (EU) No 721/2014 of 16 June 2014 amending Regulation (EC) No 219/2007 on the establishment of a Joint Undertaking to develop the new generation European air traffic management system (SESAR) as regards the extension of the Joint Undertaking until 2024.	16/06/2014	<p>Established under Article 187 of the Treaty on the Functioning of the European Union, the Council Regulation 721/2014 extends the SESAR JU to the 2024 and defines the Union contribution within the EU “Horizon 2020” Framework Programme, entrusts it to launch a new programme to address the remaining elements of Master Plan step 2, those of step 3 and with Exploratory Research to go beyond this timeframe and concept.</p> <p>The proposal (COM (2013) 503) for the extension of the SESAR JU beyond 2016 was adopted on 16 June 2014.</p>
Council Regulation (EU) 2021/2085 of 19 November 2021 establishing the Joint Undertakings under Horizon Europe and repealing Regulations (EC) No 219/2007, (EU) No 557/2014, (EU) No 558/2014, (EU) No 559/2014, (EU) No 560/2014, (EU) No 561/2014 and (EU) No 642/2014 (“Single Basic Act”) and in particular Recitals (30), Articles 16(2)(e) and 27 thereof.	19/11/2021	<p>Under Article 188 of the Treaty on the Functioning of the European Union, the Council Regulation (EU) 2021/2085 establishes the Single European Sky ATM Research 3 Joint Undertaking (also referred to as “SESAR 3 JU”).</p> <p>In particular, SESAR 3 JU shall have the following objectives:</p> <ul style="list-style-type: none"> <li>- strengthen and integrate the Union’s research and innovation capacity in the ATM sector, making it more resilient and scalable to fluctuations in traffic while enabling the seamless operation of all aircraft;</li> <li>- strengthen, through innovation, the competitiveness of manned and unmanned air transport in the Union, and ATM services’ markets to support economic growth in the Union;</li> <li>- develop and accelerate the market uptake of innovative solutions to establish the Single European Sky airspace as the most efficient and environmentally friendly sky to fly in the world;</li> <li>- develop a research and innovation ecosystem covering the entire ATM and U-space airspace value chains allowing to build the Digital European Sky defined in the European ATM Master plan, enabling</li> </ul>

		<p>the collaboration and coordination needed between air navigation services providers and airspace users to ensure a single harmonised Union ATM system for both manned and unmanned operations;</p> <ul style="list-style-type: none"> <li>- develop and validate ATM solutions supporting high levels of automation;</li> <li>- develop and validate the technical architecture of the Digital European Sky;</li> <li>- support an accelerated market deployment of innovative solutions through demonstrators;</li> <li>- coordinate the prioritisation and planning for the Union's ATM modernisation efforts, based on a consensus-led process among the ATM stakeholders; and</li> <li>- facilitate the development of standards for the industrialisation of SESAR solutions.</li> </ul>
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## 1.2 Seat

Brussels, Belgium

## 1.3 Budget line

01 02 02 51 : Cluster 'Climate, Energy and Mobility' — Single European Sky ATM Research 3 Joint Undertaking

## 1.4 Human Resources Overview

The table below presents the number of posts in the establishment plans, including the posts assigned to programmes financed outside the EU budget, whereas the number of Contract Agents / SNE only includes those financed under programmes financed within the EU Budget.

Human Resources	2023			2024	2025
	Authorised Budget	Actually filled as of 31/12/2023	Occupancy rate(%)	Authorised Budget	Draft Budget Request
<b>TOTAL AD</b>	31	30	96,77%	31	31
<b>TOTAL AST</b>	6	5	83,33%	6	6
<b>TOTAL AST/SC</b>					
<b>ESTABLISHMENT PLAN POSTS</b>	<b>37</b>	<b>35</b>	<b>94,59%</b>	<b>37</b>	<b>37</b>
Contract Agents (CA)	1	1	100,00%	1	1
Seconded National Experts (SNE)	2	1	50,00%	2	2
<b>TOTAL STAFF</b>	<b>40</b>	<b>37</b>	<b>92,50%</b>	<b>40</b>	<b>40</b>

## 1.5 Financial Resources Overview

### 1.5.1 Revenues Overview

REVENUES	2024		2025	
	Revenues estimated by the agency		Budget Forecast	
	Commitment appropriations	Payment appropriations	Commitment appropriations	Payment appropriations
<b>EU contribution</b>	91 088 542	163 754 454	87 689 782	90 587 212
<b>Other Revenue</b>	11 381 779	11 474 333	10 546 265	14 230 531
<b>TOTAL REVENUES</b>	<b>102 470 321</b>	<b>175 228 787</b>	<b>98 236 047</b>	<b>104 817 743</b>

### 1.5.2 Expenditure Overview

Expenditure	2024		2025	
	Commitment appropriations	Payment appropriations	Commitment appropriations	Payment appropriations
<b>Title 1 - Staff expenditure</b>	6 627 454	6 612 454	7 060 000	7 044 000
<b>Title 2 - Infrastructure and operating expenditure</b>	3 258 948	3 258 948	3 368 000	3 368 000
<b>Title 3 - Operational expenditure</b>	91 591 981	76 557 242	87 000 000	90 125 536
<b>Title 4 - Unused Appropriations not required in current Year</b>	991 938	8 419 141	1 500 795	4 995 846
<b>TOTAL EXPENDITURE</b>	<b>102 470 321</b>	<b>94 847 785</b>	<b>98 928 795</b>	<b>105 533 382</b>

## 2 Human Resources

### 2.1 Establishment plan posts

The table below presents the number of posts in the establishment plans, including the posts assigned to programmes financed outside the EU budget.

Function group and grade	2023				2024		2025			
	Authorised Budget		Actually filled as of 31/12/2023		Authorised Budget		Request of the Agency		Draft Budget Request	
	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts
AD 16										
AD 15										
AD 14		1		1		1		1		1
AD 13		2		1		2		2		2
AD 12		3		3		3		3		3
AD 11		5		3		5		5		5
AD 10		2		2		2		3		2
AD 9		8		6		8		7		7
AD 8		7		5		7		7		6
AD 7		3		5		3		3		3
AD 6				3						2
AD 5				1						
<b>AD TOTAL</b>		<b>31</b>		<b>30</b>		<b>31</b>		<b>31</b>		<b>31</b>
AST 11										
AST 10										
AST 9		1		1		1		1		1
AST 8										
AST 7		1				1		1		1
AST 6										1
AST 5		3		2		3		3		2
AST 4		1		1		1		1		1

Function group and grade	2023				2024		2025			
	Authorised Budget		Actually filled as of 31/12/2023		Authorised Budget		Request of the Agency		Draft Budget Request	
	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts
AST 3										
AST 2				1						
AST 1										
AST TOTAL		6		5		6		6		6
AST/SC 6										
AST/SC 5										
AST/SC 4										
AST/SC 3										
AST/SC 2										
AST/SC 1										
AST/SC TOTAL										
TOTAL		37		35		37		37		37
GRAND TOTAL	37		35		37		37		37	

## 2.2 External personnel

### 2.2.1 Contract Agents

Contract agents	Authorised 2023	Recruited as of 31/12/2023	2024 estimate	Draft Budget 2025 estimate
Function Group IV	1	1	1	1
Function Group III				
Function Group II				
Function Group I				
TOTAL	1	1	1	1

### 2.2.2 Seconded National Experts

Seconded National Experts	Authorised 2023	Recruited as of 31/12/2023	2024 estimate	Draft Budget 2025 estimate
TOTAL	2	1	2	2

### 3 Financial Resources

#### 3.1 Revenues

##### 3.1.1 Revenues Commitment Appropriations

REVENUES COMMITMENT APPROPRIATIONS	Revenues Commitment Appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Joint undertaking request	Budget forecast	
<b>1 EU CONTRIBUTION</b>	86 511 174	91 088 542	90 587 212	87 689 782	-3,73%
- Of which (fresh C1) Administrative (Title 1 and Title 2)	<b>3 648 000</b>	<b>2 628 062</b>	<b>3 172 824</b>	<b>3 172 824</b>	<b>20,73%</b>
- Of which frontloading (Title 1 and Title 2)					
- Of which Operational (Title 3)	<b>82 863 174</b>	<b>88 460 480</b>	<b>87 414 388</b>	<b>84 516 958</b>	<b>-4,46%</b>
- Of which C2 Administrative (Title 1 and Title 2)					
- Of which C2 Operational (Title 3)					
<b>2 THIRD PARTIES CONTRIBUTION</b>	2 500 173	3 224 534	3 206 787	2 411 469	-25,21%
- Of which EEA/EFTA (excl. Switzerland)	2 500 173	3 224 534	3 206 787	2 411 469	-25,21%
- Of which third countries				0	100%
<b>3 IN CASH THIRD PARTY CONTRIBUTIONS</b>	4 713 096	3 198 945	7 142 858	7 142 858	123,29%
- Of which Administrative (Title 1 and Title 2)	<b>4 713 096</b>	<b>3 198 945</b>	<b>7 142 858</b>	<b>7 142 858</b>	<b>123,29%</b>
- Of which Operational (Title 3)					
<b>4 REVENUES FROM SERVICES RENDERED AGAINST PAYMENT</b>					
<b>5 INTERESTS GENERATED</b>					
<b>6 UNUSED APPROPRIATIONS FROM PREVIOUS YEARS</b>	1 069 842	4 958 300	991 938	991 938	-79,99%
- Of which administrative	1 069 842	3 082 224	991 938	991 938	-67,82%
- Of which operational		1 876 076			-100%
<b>7 OTHER</b>	2 129 730				
<b>TOTAL</b>	<b>96 924 015</b>	<b>102 470 321</b>	<b>101 928 795</b>	<b>98 236 047</b>	<b>-4,13%</b>

### 3.1.2 Revenues Payment Appropriations

REVENUES PAYMENT APPROPRIATIONS	Revenues Payment Appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Joint undertaking request	Budget forecast	
<b>1 EU CONTRIBUTION</b>	100 685 695	163 754 454	90 587 212	90 587 212	-44,68%
- Of which (fresh C1) Administrative (Title 1 and Title 2)	3 648 000	2 628 062	3 172 824	3 172 824	20,73%
- Of which frontloading (Title 1 and Title 2)	7 118 152	5 620 512			-100%
- Of which Operational (Title 3)	89 919 543	77 752 940	87 414 388	87 414 388	12,43%
- Of which C2 Administrative (Title 1 and Title 2)					
- Of which C2 Operational (Title 3)		77 752 940			-100%
<b>2 THIRD PARTIES CONTRIBUTION</b>	2 478 275	2 935 261	3 206 787	2 491 148	-15,13%
- Of which EEA/EFTA (excl. Switzerland)	2 478 275	2 935 261	3 206 787	2 491 148	-15,13%
- Of which third countries				0	100%
<b>3 IN CASH THIRD PARTY CONTRIBUTIONS</b>	9 662 695	3 198 945	7 142 858	7 142 858	123,29%
- Of which Administrative (Title 1 and Title 2)	9 662 695	3 198 945	7 142 858	7 142 858	123,29%
- Of which Operational (Title 3)					
<b>4 REVENUES FROM SERVICES RENDERED AGAINST PAYMENT</b>					
<b>5 INTERESTS GENERATED</b>					
<b>6 UNUSED APPROPRIATIONS FROM PREVIOUS YEARS</b>	125 472 514	5 340 127	4 596 525	4 596 525	-13,92%
- Of which administrative	325 000	5 340 127	4 470 989	4 470 989	-16,28%
- Of which operational	125 147 514		125 536	125 536	100%
<b>7 OTHER</b>	1 616 092				
<b>TOTAL</b>	<b>239 915 271</b>	<b>175 228 787</b>	<b>105 533 382</b>	<b>104 817 743</b>	<b>-40,18%</b>



### 3.2 Financial contributions from EU budget and the other partners and in kind contributions

<b>SESAR 3 - FINANCIAL CONTRIBUTIONS OVERVIEW</b>	<b>2023</b>	<b>2024</b>	<b>2025</b>
	Executed	Estimated by the Joint Undertaking	As requested by the Joint Undertaking
<b>1. FINANCIAL CONTRIBUTION FROM EU (EFTA included) (1)</b>	99.618.436	86.325.259	93.794.000
<i>Horizon 2020</i>	25.668.571	3.098.770	
<i>Horizon Europe</i>	73.949.865	83.226.489	93.794.000
<i>Assigned revenue (CEF funds)</i>			
<b>2. CONTRIBUTIONS FROM INDUSTRY</b>	56.531.617	3.198.945	3.571.429
<i>of which financial contribution to H2020</i>	3.213.095	3.198.945	
<i>of which financial contribution to HE</i>			3.571.429
<i>of which contribution in kind to H2020</i>	53.318.522		
<i>of which contribution in kind to HE (2)</i>	189.292.799	127.517.576	27.641.028
<b>3 OTHER MEMBERS CONTRIBUTIONS (EUROCONTROL)</b>	58.299.411	0	3.571.429
<i>of which financial contribution to H2020</i>	378.099		
<i>of which financial contribution to HE</i>	6.071.500		3.571.429
<i>of which contribution in kind to H2020</i>	51.849.812		
<i>of which contribution in kind to HE</i>	32.730.481	45.881.028	27.641.028
<b>TOTAL CONTRIBUTIONS</b>	436.472.744	262.922.808	156.218.914
<i>of which to SESAR2020 Programme</i>	134.428.099	6.297.715	0
<i>of which to SESAR 3 Programme</i>	302.044.645	256.625.093	156.218.914
<i>of which to Assigned revenue (CEF Funds)</i>	0	0	0
<b>(1) EFTA rate 2023 : 2,89% on HE appropriations and 2,45% on H2020 appropriations;</b>			
<i>EFTA rate 2024 &amp; 2025 : 3,54% on HE appropriations and 3,00% on H2020 appropriations;</i>			
<b>(2) includes IKAA planning 2023 until 2024 + IKOP HE estimates for IR1 projects but without possibility to extract data from CORDA for the split between EUROCONTROL and the Other Members. The assumption is 50% for each category of Members)</b>			

### 3.3 Expenditure

#### 3.3.1 Commitment appropriations

EXPENDITURE	Commitment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Joint undertaking request	Budget forecast	
<b>Title 1 - Staff expenditure</b>	5 877 272	6 627 454	7 060 000	7 060 000	6,53%
<b>Salaries &amp; allowances</b>	5 504 139	6 175 801	6 592 000	6 592 000	6,74%
- <i>Of which establishment plan posts</i>	5 073 002	5 604 982	5 998 000	5 998 000	7,01%
- <i>Of which external personnel</i>	431 137	570 819	594 000	594 000	4,06%

EXPENDITURE	Commitment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Joint undertaking request	Budget forecast	
Expenditure relating to Staff recruitment	6 600	5 000	6 000	6 000	20,00%
Mission expenses	230 000	250 000	258 000	258 000	3,20%
Socio-medical infrastructure					
Training	20 000	60 000	62 000	62 000	3,33%
External Services	97 208	116 653	121 000	121 000	3,73%
Receptions, events and representation					
Social welfare					
Other Staff related expenditure	19 325	20 000	21 000	21 000	5,00%
<b>Title 2 - Infrastructure and operating expenditure</b>	<b>4 530 983</b>	<b>3 258 948</b>	<b>3 368 000</b>	<b>3 368 000</b>	<b>3,35%</b>
Rental of buildings and associated costs	2 025 765	258 181	265 000	265 000	2,64%
Information, communication technology and data processing	1 762 825	2 015 620	2 079 000	2 079 000	3,14%
Movable property and associated costs	5 000	10 000	11 000	11 000	10,00%
Current administrative expenditure	164 786	444 247	465 000	465 000	4,67%
Postage / Telecommunications					
Meeting expenses	54 000	30 000	31 000	31 000	3,33%
Running costs in connection with operational activities					
Information and publishing	518 607	500 900	517 000	517 000	3,21%
Studies					
Other infrastructure and operating expenditure					
<b>Title 3 - Operational expenditure</b>	<b>86 515 760</b>	<b>91 591 981</b>	<b>90 000 000</b>	<b>87 000 000</b>	<b>-5,01%</b>
Studies/Development conducted by the SJU	4 834 271	31 558 497	29 093 682	29 093 682	-7,81%
Studies/Development conducted by the Members	81 681 489	60 033 484	60 906 318	57 906 318	-3,54%
<b>Title 4 - Unused Appropriations not required in current Year</b>		<b>991 938</b>	<b>1 500 795</b>	<b>1 500 795</b>	<b>51,30%</b>
- Of which Administrative		991 938	991 937	991 937	-0,00%

EXPENDITURE	Commitment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Joint undertaking request	Budget forecast	
- Of which Operational			508 858	508 858	100%
<b>TOTAL</b>	<b>96 924 015</b>	<b>102 470 321</b>	<b>101 928 795</b>	<b>98 928 795</b>	<b>-3,46%</b>

### 3.3.2 Payment appropriations

EXPENDITURE	Payment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Joint undertaking request	Budget forecast	
<b>Title 1 - Staff expenditure</b>	<b>5 871 152</b>	<b>6 612 454</b>	<b>7 044 000</b>	<b>7 044 000</b>	<b>6,53%</b>
Salaries & allowances	5 519 734	6 160 801	6 576 000	6 576 000	6,74%
- Of which establishment plan posts	5 073 002	5 604 982	5 998 000	5 998 000	7,01%
- Of which external personnel	446 732	555 819	578 000	578 000	3,99%
Expenditure relating to Staff recruitment	832	5 000	6 000	6 000	20,00%
Mission expenses	219 444	250 000	258 000	258 000	3,20%
Socio-medical infrastructure					
Training	13 809	60 000	62 000	62 000	3,33%
External Services	99 208	116 653	121 000	121 000	3,73%
Receptions, events and representation					
Social welfare					
Other Staff related expenditure	18 125	20 000	21 000	21 000	5,00%
<b>Title 2 - Infrastructure and operating expenditure</b>	<b>3 458 625</b>	<b>3 258 948</b>	<b>3 368 000</b>	<b>3 368 000</b>	<b>3,35%</b>
Rental of buildings and associated costs	1 881 502	258 181	265 000	265 000	2,64%
Information, communication technology and data processing	771 708	2 015 620	2 079 000	2 079 000	3,14%
Movable property and associated costs		10 000	11 000	11 000	10,00%
Current administrative expenditure	131 870	444 247	465 000	465 000	4,67%
Postage / Telecommunications					

EXPENDITURE	Payment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Joint undertaking request	Budget forecast	
Meeting expenses	30 443	30 000	31 000	31 000	3,33%
Running costs in connection with operational activities					
Information and publishing	643 102	500 900	517 000	517 000	3,21%
Studies					
Other infrastructure and operating expenditure					
<b>Title 3 - Operational expenditure</b>	<b>187 213 152</b>	<b>76 557 242</b>	<b>90 125 536</b>	<b>90 125 536</b>	<b>17,72%</b>
Studies/Development conducted by the SJU	31 124 994	26 237 011	15 108 682	15 108 682	-42,41%
Studies/Development conducted by the Members	156 088 158	50 320 231	75 016 854	75 016 854	49,08%
<b>Title 4 - Unused Appropriations not required in current Year</b>		<b>8 419 141</b>	<b>4 995 846</b>	<b>4 995 846</b>	<b>-40,66%</b>
- Of which Administrative		4 470 989	4 486 988	4 486 988	0,36%
- Of which Operational		3 948 152	508 858	508 858	-87,11%
<b>TOTAL</b>	<b>196 542 929</b>	<b>94 847 785</b>	<b>105 533 382</b>	<b>105 533 382</b>	<b>11,27%</b>

### 3.4 Budget Outturn

First estimate of the 2023 surplus that remains within the joint undertaking: EUR 22 132 287

## 4 Justification of needs

### Commission assessment

Commission assessment

The Commission supports the request made by the SESAR 3 Joint Undertaking (hereafter ‘S3JU’). The 2025 budget request provides for sufficient administrative and financial resources to allow the S3JU to carry out the activities in line with its programming.

### Human Resources

No additional staff is requested by the S3JU for 2025 in comparison to 2024. This is in line with the legislative financial statement (LFS) which provides for a maximum of 40 positions (37 TA, 1 CA and 2 SNEs).

The differences in grades observed with the establishment plan posts in the LFS corresponds to the logical arithmetic projection of grades due to the reclassifications. No surprising promotions are proposed.

The vacancy rate of 2023 for temporary agents decreased to 5.41% (was 8.1% in 2022); this rate is reasonable in view of the size of the entity. This corresponded to 2 vacant posts (1 AD and 1 AST) at the end of 2023. The AST position has been filled-in since 01/01/2024; the AD recruitment is in progress and the position is expected to be filled-in in Q2 of 2024. As from that time it is expected that the S3JU will run with full staffing.

These factors (reclassifications, running at full staff regime) combined with the context of inflation, justify the S3JU’s request for staff costs in 2025. This request also corresponds to the LFS.

## **Financial Resources**

The planned appropriations are adequate to cover the S3JU's activities over the year, as outlined in the multi-annual work programme 2022-2031 and the Bi-annual Work programme 2024-2025.

Administrative expenditures: to cover its administrative expenditures in 2025, the S3JU will request the Horizon Europe appropriations, in line with the LFS (NB: 2024 was the last year for the use of payment appropriations from the H2020 budget).

Operational expenditures:

Digital European Sky programme/Horizon Europe fund:

The S3JU's 2025 budget request includes an appropriate level of commitment appropriations to cover fully the third Exploratory Research call ("ER3") (total call amount of EUR 23,725 M), to cover the 2nd instalment of the second Industrial Research call ("IR2") (total call amount of EUR 171 M), as well as to support other actions (such as scientific committee, strategic studies and advice, programme support). This request is in line with the LFS.

The S3JU's 2025 budget request includes an appropriate level of payment appropriations so that the S3JU can meet its payment obligations, namely: the pre-financing payments of the second Industrial Research grants ("IR2") and of the third Exploratory Research grants ("ER3"), the interim payments of the first Industrial Research grants ("IR1") plus some payments linked to other operational and communication activities. This also corresponds to the LFS.

NB: as regards the SESAR 2020 programme/Horizon 2020 fund: No more requests will be made under the H2020 funds in 2025. All H2020 appropriations have been committed in the years leading to 2020 and the last payments related to the remaining projects will be done in 2024.

### ***4.1 Human Resources - Joint Undertaking Request***

#### ***4.1.1 Number of staff requested***

The 2025 Staff establishment plan (SEP) takes into account the numbers of the Legislative Financial Statement for 2021-2027 with 40 positions: 37 temporary agents, 1 Contract Agent and 2 Seconded National Experts.

#### ***4.1.2 Vacancy rate as of end 2023***

The vacancy rate for temporary agents at the end of 2023 is of 5%. It corresponds to 2 vacant positions, out of which one position AD5 has been published end 2023 (recruitment planned Q2 2024) and one position AST4 has been filled through external recruitment (start date: 01/01/2024).

#### ***4.1.3 Standard abatement ('abatement forfaitaire') applied***

N/A

#### ***4.1.4 Salary assumption for calculating salary line (% applied)***

A 7% increase on 2024 figures was calculated in order to cover the estimated increase related to inflation and the cost of life (as mentioned in the budget circular "+0,6% to be applied as from 1 April 2025 and +3,7% to be applied as from 1 July 2025"), the rest shall cover annual step increases and reclassifications.

#### ***4.1.5 Correction coefficient used***

N/A

#### ***4.1.6 Exchange rate used (if applicable)***

N/A

## 4.2 Financial Resources - joint Undertaking Request

### 4.2.1 Title 1

Budget lines under chapter 11 "Salaries and allowances" increase by 7% in 2025 compared to 2024 in order to face the index increase, but also taking into account a fully Staff Establishment Plan (39 positions).

The other lines under Title I increase by a conservative 4% in average to cover the inflation.

### 4.2.2 Title 2

With the move of our offices in Feb 2023 and the payment of the remaining due rents until the end of the rental contract (with a fix duration until Feb 2025), the budget line "rental of buildings and associated costs" has a big decrease compared to 2023. But even comparing to 2022, the new charges paid to EUROCONTROL are almost three times lower than previously. The IT services provided by EUROCONTROL have a limited increase due to the proximity.

The other budget lines increase by a conservative 3% in average to cover inflation.

### 4.2.3 Title 3

The Horizon 2020 programme will be totally closed in 2025 (all the projects have been operationally closed in 2023 but 5 projects still to be closed from a financial perspective in the 1st quarter 2024) except potential ex-post audit corrections. Therefore, no appropriations are foreseen in 2025.

The Digital European Sky programme (with Horizon Europe funds):

In commitment appropriation, 90.000.000 are requested:

- to initiate the total amount of the third Exploratory Research call (ER3) for a total call amount of 23.725.000
- to complement the amount of the second Industrial Research call (IR2): 60.906.318 out of a total of 171.000.000
- for other support actions for 5.368.682

In payment appropriation, EUR 90.125.536 (out of which EUR 125,536 will be financed by unused appropriations from previous years) are requested for:

- Pre-financing payments of IR2: 48.699.354
- Pre-financing payments of ER3: 9.490.000
- Interim payments of IR1: 26.317.500
- Other support and communication actions: 5.618.682

## 5 Other information

### 5.1 Buildings

#### 5.1.1 Current building(s)

#	Building Name and type	Location	SURFACE AREA(in m²)			RENTAL CONTRACT			Host country (grant or support)	Building present value(€)
			Office space	non-office	Total	RENT (€/year)	Duration	Type		
1	KEPLER	Rue de la Fusée, 96 - 1130 Haren (Brussels) - Belgium	1 757	111,65	1 868,65	117 000	Until 2031	logistic service under the back office arrangements of the SBA		

#	Building Name and type	Location	SURFACE AREA(in m <sup>2</sup> )			RENTAL CONTRACT			Host country (grant or support)	Building present value(€)
			Office space	non-office	Total	RENT (€/year)	Duration	Type		
<b>TOTAL</b>			<b>1 757</b>	<b>111,65</b>	<b>1 868,65</b>	<b>117 000</b>				

### 5.1.2 Current building(s) Other comments

The SESAR 3 JU has moved from the Cortenbergh offices to the EUROCONTROL premises in February 2023. The accommodation by EUROCONTROL and the associated services are part of the Back Office Arrangements foreseen in article 158 of the SBA. This move took place two years before the end of the Cortenbergh lease, which was signed with a fixed duration, against the payment of the remaining rents. The conditions offered by EUROCONTROL make the cost benefit analysis positive.

The agreement with EUROCONTROL for the provision of logistics services, which include the new facilities, does not take the form of a rental contract. It is part of the SESAR 3 JU-EUROCONTROL agreement adopted by the SESAR 3 JU Governing Board. The fee paid to EUROCONTROL for their logistic services cannot be considered as a rent, but as a compensation in the framework of the SESAR 3 JU-EUROCONTROL agreement.

### 5.1.3 Building projects in the planning phase

N/A

### 5.1.4 Building projects submitted to the European Parliament and the Council

## 5.2 Evaluation

In May 2017, the EC published the interim evaluation of the H2020 programme which covers the first two years of its implementation.

A final evaluation of the Horizon 2020 programme (2014-2020) and an interim evaluation of the Horizon Europe programme (2021-2023) are currently ongoing .

## 5.3 Privileges and immunities

Joint undertaking privileges	Privileges granted to staff	
	Protocol of privileges and immunities / diplomatic status	Education / day care
VAT exemption as of 16.10.2008, Administrative Agreement with the Belgian Authorities since 30.03.2009	Protocol of Privileges and Immunities applicable to staff with regard to VAT.	

## 2.1.8 Clean Aviation Joint Undertaking - CLEANSKY3

### 1 Overview

#### 1.1 Creation/modification (legal base)

Decision	Date	Mission/ Tasks / Functions
Approval by Council Regulation N°- 71/2008 of 20/12/2007- setting up the Clean Sky Joint Undertaking (OJ L 30/1, 04/02/2008)	20/12/2007	The Clean Sky Joint Undertaking shall contribute to the implementation of the Seventh Framework Programme and in particular Theme 7, Transport (including Aeronautics) of the Specific Programme Cooperation. The objectives of the Clean Sky Joint Undertaking shall be the following: <ul style="list-style-type: none"> <li>- accelerating in the EU the development, validation and demonstration of clean Air Transport technologies for earliest possible deployment;</li> <li>- ensuring coherent implementation of European research efforts aiming at environmental improvements in the field of Air Transport;</li> <li>- creating a radically innovative Air Transport System based on the integration of advanced technologies and full scale demonstrators, with the target of reducing the environmental impact of air transport through significant reduction of noise and gaseous emissions, and improvement of the fuel economy of aircrafts;</li> <li>- accelerating the generation of new knowledge, innovation and the uptake of research proving the relevant technologies and fully integrated system of systems, in the appropriate operational environment, leading to strengthened industrial competitiveness.</li> </ul>
Council Regulation N° 558/2014 of 6 May 2014 establishing the Clean Sky 2 Joint Undertaking (OJ L 169/77)	06/05/2014	The Clean Sky 2 Joint Undertaking shall contribute to the implementation of the Framework Programme for Research and Innovation (2014-2020) (“Horizon 2020”) , and in particular the Smart, Green and Integrated Transport Challenge under Part III — Societal Challenges. The Clean Sky 2 Joint Undertaking shall have the following objectives: <ul style="list-style-type: none"> <li>- to contribute to the finalisation of research activities initiated under Regulation (EC) No 71/2008;</li> <li>- to contribute to improving the environmental impact of aeronautical technologies, including those relating to small aviation, as well as to developing a strong and globally competitive aeronautical industry and supply chain in Europe.</li> </ul> This can be realised through speeding up the development of cleaner air transport technologies for earliest possible deployment, and in particular the integration, demonstration and validation of technologies capable of: <ul style="list-style-type: none"> <li>- increasing aircraft fuel efficiency, thus reducing CO 2 emissions by 20 to 30 % compared to ‘state-of-the-art’ aircraft entering into service as from 2014;</li> <li>- reducing aircraft NO x and noise emissions by 20 to 30 % compared to ‘state-of-the-art’ aircraft entering into service as from 2014.</li> </ul>
Council Regulation (EU) 2021/2085 of 19 November 2021 establishing the Clean Aviation Joint undertaking and repealing Regulations (EC) No 219/2007, (EU) No 557/2014, (EU) No 558/2014, (EU) No 559/2014, (EU) No 560/2014, (EU) No 561/2014 and (EU) No 642/2014, OJ L 427, 30.11.2021,	30/11/2021	In accordance with Article 57(1) of the SBA, the initiative’s main objective is to contribute to reduce the ecological footprint by accelerating the development of climate neutral aviation technologies for earliest possible deployment, therefore significantly contributing to the achievement of the general goals of the European Green Deal, i.e.: at least 55% emissions reduction by 2030, and climate neutrality by 2050 . The second general objective is to ensure that aeronautics-related R&I activity contributes to the global competitiveness of the EU aviation industry by accelerating and optimising the R&I process. Without a strong European supply chain, Europe has no leverage to pursue an ambitious environmental policy. The third objective is to advance the European aviation research and innovation capacity.

#### 1.2 Seat

Brussels, Belgium

#### 1.3 Budget line

01 02 02 52 : Cluster ‘Climate, Energy and Mobility’ — Clean Aviation Joint Undertaking



### 1.4 Human Resources Overview

The table below presents the number of posts in the establishment plans, including the posts assigned to programmes financed outside the EU budget, whereas the number of Contract Agents / SNE only includes those financed under programmes financed within the EU Budget.

Human Resources	2023			2024	2025
	Authorised Budget	Actually filled as of 31/12/2023	Occupancy rate(%)	Authorised Budget	Draft Budget Request
<b>TOTAL AD</b>	32	29	90,62%	32	32
<b>TOTAL AST</b>	3	3	100,00%	4	4
<b>TOTAL AST/SC</b>					
<b>ESTABLISHMENT PLAN POSTS</b>	<b>35</b>	<b>32</b>	<b>91,43%</b>	<b>36</b>	<b>36</b>
<b>Contract Agents (CA)</b>	6	6	100,00%	5	5
<b>Seconded National Experts (SNE)</b>					
<b>TOTAL STAFF</b>	<b>41</b>	<b>38</b>	<b>92,68%</b>	<b>41</b>	<b>41</b>

### 1.5 Financial Resources Overview

#### 1.5.1 Revenues Overview

REVENUES	2024		2025	
	Revenues estimated by the agency		Budget Forecast	
	Commitment appropriations	Payment appropriations	Commitment appropriations	Payment appropriations
<b>EU contribution</b>	148 885 217	56 411 464	403 415 384	342 789 895
<b>Other Revenue</b>	13 161 162	190 661 284	17 702 501	33 262 083
<b>TOTAL REVENUES</b>	<b>162 046 379</b>	<b>247 072 748</b>	<b>421 117 885</b>	<b>376 051 978</b>

#### 1.5.2 Expenditure Overview

Expenditure	2024		2025	
	Commitment appropriations	Payment appropriations	Commitment appropriations	Payment appropriations
<b>Title 1 - Staff expenditure</b>	6 219 400	6 219 400	6 085 000	6 085 000
<b>Title 2 - Infrastructure and operating expenditure</b>	3 227 080	3 227 080	2 628 000	2 628 000
<b>Title 3 - Operational expenditure</b>	149 923 000	217 670 203	415 406 768	350 850 657
<b>TOTAL EXPENDITURE</b>	<b>159 369 480</b>	<b>227 116 683</b>	<b>424 119 768</b>	<b>359 563 657</b>

## 2 Human Resources

### 2.1 Establishment plan posts

The table below presents the number of posts in the establishment plans, including the posts assigned to programmes financed outside the EU budget.

Function group and grade	2023				2024		2025			
	Authorised Budget		Actually filled as of 31/12/2023		Authorised Budget		Request of the Agency		Draft Budget Request	
	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts
AD 16										
AD 15										
AD 14		1		1		1		1		1
AD 13										
AD 12		2		1		3		3		3
AD 11		2		2		1		1		1
AD 10		5		5		6		6		6
AD 9		8		7		7		7		7
AD 8		4		3		4		4		4
AD 7		6		6		6		6		6
AD 6		4		4		4		4		4
AD 5										
AD TOTAL		32		29		32		32		32
AST 11										
AST 10										
AST 9						1		1		1
AST 8		1		1						
AST 7						2		2		2
AST 6		1		1						
AST 5		1		1		1		1		1
AST 4										
AST 3										
AST 2										
AST 1										
AST TOTAL		3		3		4		4		4
AST/SC 6										
AST/SC 5										
AST/SC 4										
AST/SC 3										
AST/SC 2										
AST/SC 1										
AST/SC										

Function group and grade	2023				2024		2025			
	Authorised Budget		Actually filled as of 31/12/2023		Authorised Budget		Request of the Agency		Draft Budget Request	
	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts
<b>TOTAL</b>										
<b>TOTAL</b>		35		32		36		36		36
<b>GRAND TOTAL</b>	35		32		36		36		36	

## 2.2 External personnel

### 2.2.1 Contract Agents

Contract agents	Authorised 2023	Recruited as of 31/12/2023	2024 estimate	Draft Budget 2025 estimate
Function Group IV	3	3	3	3
Function Group III	3	3	2	2
Function Group II				
Function Group I				
<b>TOTAL</b>	<b>6</b>	<b>6</b>	<b>5</b>	<b>5</b>

### 2.2.2 Seconded National Experts

Seconded National Experts	Authorised 2023	Recruited as of 31/12/2023	2024 estimate	Draft Budget 2025 estimate
<b>TOTAL</b>				

## 3 Financial Resources

### 3.1 Revenues

#### 3.1.1 Revenues Commitment Appropriations

REVENUES COMMITMENT APPROPRIATIONS	Revenues Commitment Appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Joint undertaking request	Budget forecast	
<b>1 EU CONTRIBUTION</b>	231 570 000	148 885 217	403 280 858	403 415 384	170,96%
- Of which (fresh C1) Administrative (Title 1 and Title 2)	<b>2 027 000</b>	<b>3 173 292</b>	<b>3 934 711</b>	<b>3 934 711</b>	<b>23,99%</b>
- Of which frontloading (Title 1 and Title 2)					
- Of which Operational (Title 3)	<b>229 543 000</b>	<b>145 711 925</b>	<b>399 346 147</b>	<b>399 480 673</b>	<b>174,16%</b>
<b>2 THIRD PARTIES CONTRIBUTION</b>	6 692 373	5 270 537	14 276 142	11 093 923	110,49%

REVENUES COMMITMENT APPROPRIATIONS	Revenues Commitment Appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Joint undertaking request	Budget forecast	
- Of which EEA/EFTA (excl. Switzerland)	6 692 373	5 270 537	14 276 142	11 093 923	110,49%
- Of which third countries					
<b>3 IN CASH THIRD PARTY CONTRIBUTIONS</b>	2 038 910	3 509 526	4 074 000	4 074 000	16,08%
- Of which Administrative (Title 1 and Title 2)	<b>2 038 910</b>	<b>3 509 526</b>	<b>4 074 000</b>	<b>4 074 000</b>	<b>16,08%</b>
- Of which Operational (Title 3)					
<b>4 REVENUES FROM SERVICES RENDERED AGAINST PAYMENT</b>					
<b>5 INTERESTS GENERATED</b>					
<b>6 UNUSED APPROPRIATIONS FROM PREVIOUS YEARS</b>	28 468 885	4 381 099	2 534 578	2 534 578	-42,15%
- Of which administrative	19 727 889	3 404 457	610 810	610 810	-82,06%
- Of which operational	8 740 996	976 642	1 923 768	1 923 768	96,98%
<b>7 OTHER</b>					
<b>TOTAL</b>	<b>268 770 168</b>	<b>162 046 379</b>	<b>424 165 578</b>	<b>421 117 885</b>	<b>159,87%</b>

(1) As the exact percentages of the EFTA contribution for 2025 were not known at the time this financial fiche was prepared, the “Joint Undertaking request” columns in the “Revenue” and “Expenditure” tables were based on a proxy, i.e. the EFTA coefficients applicable in 2024. The possible discrepancies between the “Joint undertaking request” and the “Budget Forecast” columns, and between the “Revenue” and the “Expenditure” tables are due to the subsequent automatic update of the EFTA coefficient in the “Revenue” tables only.

### 3.1.2 Revenues Payment Appropriations

REVENUES PAYMENT APPROPRIATIONS	Revenues Payment Appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Joint undertaking request	Budget forecast	
<b>1 EU CONTRIBUTION</b>	395 528 075	56 411 464	342 789 895	342 789 895	507,66%
- Of which (fresh C1) Administrative (Title 1 and Title 2)	<b>1 941 665</b>	<b>3 173 292</b>	<b>3 934 711</b>	<b>3 934 711</b>	<b>23,99%</b>
- Of which frontloading (Title 1 and Title 2)	<b>2 967 547</b>	<b>4 323 204</b>			<b>-100,00%</b>
- Of which Operational (Title 3)	<b>390 618 863</b>	<b>48 914 968</b>	<b>338 855 184</b>	<b>338 855 184</b>	<b>592,74%</b>
<b>2 THIRD PARTIES CONTRIBUTION</b>	11 347 699	1 806 805	12 134 762	9 426 722	421,73%
- Of which EEA/EFTA (excl. Switzerland)	11 347 699	1 806 805	12 134 762	9 426 722	421,73%

REVENUES PAYMENT APPROPRIATIONS	Revenues Payment Appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Joint undertaking request	Budget forecast	
- Of which third countries				0	
<b>3 IN CASH THIRD PARTY CONTRIBUTIONS</b>	3 330 586	3 509 526	4 074 000	4 074 000	16,08%
- Of which Administrative (Title 1 and Title 2)	<b>3 330 586</b>	<b>3 509 526</b>	<b>4 074 000</b>	<b>4 074 000</b>	<b>16,08%</b>
- Of which Operational (Title 3)					
<b>4 REVENUES FROM SERVICES RENDERED AGAINST PAYMENT</b>					
<b>5 INTERESTS GENERATED</b>					
<b>6 UNUSED APPROPRIATIONS FROM PREVIOUS YEARS</b>	77 156 112	185 344 953	19 761 361	19 761 361	-89,34%
- Of which administrative	11 910 440	15 912 616	566 591	566 591	-96,44%
- Of which operational	65 245 672	169 432 337	19 194 770	19 194 770	-88,67%
<b>7 OTHER</b>					
<b>TOTAL</b>	<b>487 362 472</b>	<b>247 072 748</b>	<b>378 760 018</b>	<b>376 051 978</b>	<b>42,56%</b>

### 3.2 Financial contributions from EU budget and the other partners and in kind contributions

in M€

Third-party contributions (commitment appropriations)	Executed budget 2023	Budget 2024	Draft budget 2025
Financial contribution to the administrative costs of JU covered by the Participant States	not applicable		
Financial contributions to the administrative costs by the Private members	2,039	3,661	4,074
Financial contributions to operational costs by the Participating States	not applicable		
In-kind contributions to operational activities by the Private members	138,032	75,266	64,685
<b>TOTAL CONTRIBUTIONS</b>	<b>140,071</b>	<b>78,927</b>	<b>68,759</b>
In-kind contributions to additional activities	594,305	517,740	300,517

\*) for 2023 IKAA, the amount includes 405.6 M€ of IKAA from Clean Aviation programme which not yet validated (planned value).

### 3.3 Expenditure

#### 3.3.1 Commitment appropriations

EXPENDITURE	Commitment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Joint undertaking request	Budget forecast	
<b>Title 1 - Staff expenditure</b>	<b>6 125 756</b>	<b>6 219 400</b>	<b>6 085 000</b>	<b>6 085 000</b>	<b>-2,16%</b>
Salaries & allowances	5 085 292	5 170 000	5 270 000	5 270 000	1,93%
- Of which establishment plan posts	4 576 763	4 653 000	4 743 000	4 743 000	1,93%
- Of which external personnel	508 529	517 000	527 000	527 000	1,93%
Expenditure relating to Staff recruitment	190 000	142 800	150 000	150 000	5,04%
Mission expenses	165 496	277 000	214 000	214 000	-22,74%
Socio-medical infrastructure	24 000	51 000	50 000	50 000	-1,96%
Training					
External Services	631 641	558 000	380 000	380 000	-31,90%
Receptions, events and representation	29 327	20 600	21 000	21 000	1,94%
Social welfare					
Other Staff related expenditure					
<b>Title 2 - Infrastructure and operating expenditure</b>	<b>3 345 726</b>	<b>3 227 080</b>	<b>2 628 000</b>	<b>2 628 000</b>	<b>-18,56%</b>
Rental of buildings and associated costs	660 000	652 800	680 000	680 000	4,17%
Information, communication technology and data processing	551 273	410 000	400 000	400 000	-2,44%
Movable property and associated costs	1 972	16 780	17 000	17 000	1,31%
Current administrative expenditure	24 500	25 600	25 000	25 000	-2,34%
Postage / Telecommunications	6 840	20 400	20 000	20 000	-1,96%
Meeting expenses	85 000	134 000	138 000	138 000	2,99%
Running costs in connection with operational activities					
Information and publishing	607 513	629 000	600 000	600 000	-4,61%
Studies	1 408 628	1 338 500	748 000	748 000	-44,12%

EXPENDITURE	Commitment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Joint undertaking request	Budget forecast	
Other infrastructure and operating expenditure					
<b>Title 3 - Operational expenditure</b>	<b>255 480 214</b>	<b>149 923 000</b>	<b>415 406 768</b>	<b>415 406 768</b>	<b>177,08%</b>
Clean Sky 1 (4)	234 496 300	149 923 000	415 406 768	415 406 768	177,08%
Clean Sky 2 (5)	20 983 914				
<b>TOTAL</b>	<b>264 951 696 (1)</b>	<b>159 369 480 (2)</b>	<b>424 119 768 (3)</b>	<b>424 119 768</b>	<b>166,12%</b>

(1) The difference between the Revenue table and the Expenditure (Commitment appropriations) comes from the fact that CAJU (CS2 and Clean Aviation) has not executed 100% of the 2023 budget. These credits represent EUR 3,818,472 and are posted in Title 5 which cannot be shown in the present table.

(2) The difference between the Revenue table and the Expenditure (Commitment appropriations) comes from the fact that CAJU (CS2 and Clean Aviation) will not execute 100% of the 2024 budget. These credits represent EUR 2,676,899 and are posted in Title 5 which cannot be shown in the present table.

(3) The difference between the Revenue table and the Expenditure (Commitment appropriations) comes from the fact that CAJU (Clean Aviation) will not execute 100% of the 2025 budget. These credits represent EUR 45,810 and are posted in Title 5 which cannot be shown in the present table.

(4) Operational expenditures reported under Clean Sky 1 correspond to Clean Aviation programme (HE).

(5) Operational expenditures reported under Clean Sky 2 correspond to H2020 programme.

### 3.3.2 Payment appropriations

EXPENDITURE	Payment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Joint undertaking request	Budget forecast	
<b>Title 1 - Staff expenditure</b>	<b>6 251 108</b>	<b>6 219 400</b>	<b>6 085 000</b>	<b>6 085 000</b>	<b>-2,16%</b>
Salaries & allowances	5 085 292	5 170 000	5 270 000	5 270 000	1,93%
- Of which establishment plan posts	4 576 763	4 653 000	4 743 000	4 743 000	1,93%
- Of which external personnel	508 529	517 000	527 000	527 000	1,93%
Expenditure relating to Staff recruitment	225 866	142 800	150 000	150 000	5,04%
Mission expenses	134 887	277 000	214 000	214 000	-22,74%
Socio-medical infrastructure	25 339	51 000	50 000	50 000	-1,96%
Training					
External Services	753 393	558 000	380 000	380 000	-31,90%

EXPENDITURE	Payment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Joint undertaking request	Budget forecast	
Receptions, events and representation	26 331	20 600	21 000	21 000	1,94%
Social welfare					
Other Staff related expenditure					
<b>Title 2 - Infrastructure and operating expenditure</b>	<b>2 990 735</b>	<b>3 227 080</b>	<b>2 628 000</b>	<b>2 628 000</b>	<b>-18,56%</b>
Rental of buildings and associated costs	657 955	652 800	680 000	680 000	4,17%
Information, communication technology and data processing	521 301	410 000	400 000	400 000	-2,44%
Movable property and associated costs	1 972	16 780	17 000	17 000	1,31%
Current administrative expenditure	22 227	25 600	25 000	25 000	-2,34%
Postage / Telecommunications	5 648	20 400	20 000	20 000	-1,96%
Meeting expenses	91 054	134 000	138 000	138 000	2,99%
Running costs in connection with operational activities					
Information and publishing	699 959	629 000	600 000	600 000	-4,61%
Studies	990 619	1 338 500	748 000	748 000	-44,12%
Other infrastructure and operating expenditure					
<b>Title 3 - Operational expenditure</b>	<b>239 562 759</b>	<b>217 670 203</b>	<b>350 850 657</b>	<b>350 850 657</b>	<b>61,18%</b>
Clean Sky 1 (4)	196 848 209	130 567 200	350 850 657	350 850 657	168,71%
Clean Sky 2 (5)	42 714 550	87 103 003			-100%
<b>TOTAL</b>	<b>248 804 602 (1)</b>	<b>227 116 683 (2)</b>	<b>359 563 657 (3)</b>	<b>359 563 657</b>	<b>58,32%</b>

(1) The difference between the Revenue table and the Expenditure (Payment appropriations) comes from the fact that CAJU (CS2 and Clean Aviation) has not executed 100% of the 2023 budget. These credits amounting to EUR 238,050,880 and are posted in Title 5 which cannot be shown in the present table.

(2) The difference between the Revenue table and the Expenditure (Payment appropriations) comes from the fact that CAJU (CS2 and Clean Aviation) will not execute 100% of the 2024 budget. These credits amounting to EUR 19,701,363 and are posted in Title 5 which cannot be shown in the present table.

(3) The difference between the Revenue table and the Expenditure (Payment appropriations) comes from the fact that CAJU (Clean Aviation) will not execute 100% of the 2025 budget. These credits amounting to EUR 19,196,361 and are posted in Title 5 which cannot be shown in the present table.

(4) Operational expenditures reported under Clean Sky 1 correspond to Clean Aviation programme (HE).

(5) Operational expenditures reported under Clean Sky 2 correspond to H2020 programme.



### **3.4 Budget Outturn**

First estimate of the 2023 surplus that remains within the joint undertaking: 238,310,655.32 EUR

## **4 Justification of needs**

### **Commission assessment**

#### **Human Resources**

Agreement on HR reached in line with the JU request.

#### **Financial Resources**

The level of financial resources in 2025 takes into account the impact of Mid-term review Horizon Europe reduction.

#### **4.1 Human Resources - Joint Undertaking Request**

##### *4.1.1 Number of staff requested*

The establishment plan for 2023 was aligned with the LFS with a decrease of 3 posts compared to 2022, from 44 to 41 staff. This staff reduction has negative impact on JU operations considering that the two programmes will be managed in parallel until 2024.

The grades changes in TA are related to reclassifications foreseen in 2024.

The number of staff and the grade will remain unchanged in 2025.

##### *4.1.2 Vacancy rate as of end 2023*

End of 2023, the vacancy rate was 7% which corresponds to 3 temporary agents.

##### *4.1.3 Standard abatement ('abatement forfaitaire') applied*

N/A

##### *4.1.4 Salary assumption for calculating salary line (% applied)*

The salary envelope includes the salary update of +5,3% to be applied as from 1 July 2024, +0,6% to be applied as from 1 April 2025 and +3,7% to be applied as from 1 July 2025 (as mentioned in the budget circular).

##### *4.1.5 Correction coefficient used*

Belgium, 100%.

##### *4.1.6 Exchange rate used (if applicable)*

N/A

#### **4.2 Financial Resources - joint Undertaking Request**

##### *4.2.1 Title 1*

The staff expenditures include the salary update of +5,3% to be applied as from 1 July 2024, +0,6% to be applied as from 1 April 2025 and +3,7% to be applied as from 1 July 2025, as per the budget circular. In 2025, the budget will be allocated 100% to Clean Aviation.

##### *4.2.2 Title 2*

In 2025, the infrastructure expenditures will be fully allocated to Clean Aviation programme.

### 4.2.3 Title 3

In 2025, the total amount is allocated to Clean Aviation programme::

- Commitment: a total of 421,483,000 EUR to cover the calls 1 and 3 (using multi annual instalments), considering that call 2 was committed in full.

- Payment: a total amount of 350,850,657 EUR is foreseen for the Interim payments of calls 1 and 2, and for the Prefinancing of call 3.

## 5 Other information

### 5.1 Buildings

#### 5.1.1 Current building(s)

#	Building Name and type	Location	SURFACE AREA(in m <sup>2</sup> )			RENTAL CONTRACT			Host country (grant or support)	Building present value(€)
			Office space	non-office	Total	RENT (€/year)	Duration	Type		
1	White Atrium	ToisonD'Or 56-60, 1060 Brussels	1 667,5		1 667,5	642 391	2024 - 2031		Belgium	
<b>TOTAL</b>			<b>1 667,5</b>		<b>1 667,5</b>	<b>642 391</b>				

#### 5.1.2 Current building(s) Other comments

The eight JUs (with the arrival of SNS and Global Health) currently sharing their headquarters are located in the "White Atrium", Av. De la Toison d'Or 56-60 in Brussels (1060), Belgium.

The JUs had launched a negotiated procedure in 2023 in accordance with the Financial Regulation Annex I, Art. 11.1.B(ii) and 11.2.(g), with the objective to select the future building for the period 2024-2031 and selected the "White Atrium".

The rent includes building charges.

#### 5.1.3 Building projects in the planning phase

N/A

#### 5.1.4 Building projects submitted to the European Parliament and the Council

N/A

### 5.2 Evaluation

The Horizon Europe interim evaluation is ongoing, where five evaluation studies are being conducted by external contractors. Three of these studies treat JUs and each JU will be the topic of a dedicated deliverable (ca. 30-page report each).

The final draft reports have been delayed by clarifications needed on the Biennial Monitoring Report inputs provided by the partnerships. Once the final draft evaluation reports were received (planned in the course of January 2024), a Staff Working Document will be compiled and published by end of 2024.

### 5.3 Privileges and immunities

Joint undertaking privileges	Privileges granted to staff	
	Protocol of privileges and immunities / diplomatic status	Education / day care
The Clean Sky 2 Joint Undertaking signed with the Belgian authorities the host agreement on the 25th of July 2014; therefore the Protocol on the Privileges and Immunities applies directly.	As stated in the article 18 of the Council Regulation setting up the Clean Sky 2 Joint Undertaking (558/2014 of 06/05/2014) the Protocol on the Privileges and Immunities of the European Communities shall apply to the Clean Sky JU and its staff	The European Schools will provide for Clean Sky needs

## 1 Overview

### 1.1 Creation/modification (legal base)

Decision	Date	Mission/ Tasks / Functions
<p>Council Regulation No 2021/2085 of 19 November 2021 establishing the Joint Undertakings under Horizon Europe (incl Europe's Rail JU) and repealing Regulations (EC) No 219/2007, (EU) No 557/2014, (EU) No 558/2014, (EU) No 559/2014, (EU) No 560/2014, (EU) No 561/2014 and (EU) No 642/2014 (of 16 June 2014 establishing the Shift2Rail JU)</p>	<p>19/11/2021</p>	<p>The objective of Europe's Rail Joint Undertaking should be to deliver a high capacity integrated European railway network by eliminating barriers to interoperability and providing solutions for full integration, covering traffic management, vehicles, infrastructure and services, aiming to achieve faster uptake and deployment of projects and innovations. That should exploit the huge potential for digitalisation and automation to reduce rail's costs, increase its capacity and enhance its flexibility and reliability, and should be based upon a solid reference functional system architecture shared by the sector, in coordination with the European Union Agency for Railways.</p> <p>1. In addition to the objectives set out in Articles 4 and 5 (of the Council Regulation No 2021/2085 applicable to all Joint Undertakings under Horizon Europe), the Europe's Rail Joint Undertaking shall have the following general objectives:</p> <ul style="list-style-type: none"> <li>(a) contribute towards the achievement of the Single European Railway Area;</li> <li>(b) ensure a fast transition to more attractive, user-friendly, competitive, affordable, easy to maintain, efficient and sustainable European rail system, integrated into the wider mobility system;</li> <li>(c) support the development of a strong and globally competitive European rail industry.</li> </ul> <p>2. In addition to the objectives set out in paragraph 1, the Europe's Rail Joint Undertaking shall have the following specific objectives:</p> <ul style="list-style-type: none"> <li>(a) facilitate research and innovation activities to deliver an integrated European railway network by design, eliminating barriers to interoperability and providing solutions for full integration, covering traffic management, vehicles, infrastructure also including integration with national gauges, such as 1 520, 1 000 or 1 668 mm railway, and services, and providing the best answer to the needs of passengers and businesses, accelerating uptake of innovative solutions to support the Single European Railway Area, while increasing capacity and reliability and decreasing costs of railway transport;</li> <li>(b) deliver a sustainable and resilient rail system by developing a zero-emission, silent rail system and climate resilient infrastructure, applying circular economy to the rail sector, piloting the use of innovative processes, technologies, designs and materials in the full life-cycle of rail systems and developing other innovative solutions to guided surface transport;</li> <li>(c) develop through its System Pillar a unified operational concept and a functional, safe and secure system architecture, with due consideration of cyber-security aspects, focused on the European railway network to which Directive (EU) 2016/797 of the European Parliament and of the Council ( 39) applies, for integrated European rail traffic management, command, control and signalling systems, including automated train operation which shall ensure that research and innovation is targeted on commonly agreed and shared customer requirements and operational needs and is open to evolution;</li> <li>(d) facilitate research and innovation activities related to rail freight and intermodal transport services to deliver a competitive green rail freight fully integrated into the logistic value chain, with automation and digitalisation of freight rail at the core;</li> <li>(e) develop demonstration projects in interested Member States;</li> <li>(f) contribute to the development of a strong and globally competitive European rail industry;</li> <li>(g) enable, promote and exploit synergies with other Union policies, programmes, initiatives, instruments or funds in order to maximise its impact and added value.</li> </ul>

## 1.2 Seat

Brussels

## 1.3 Budget line

01 02 02 53 : Cluster 'Climate, Energy and Mobility' — Europe's Rail Joint Undertaking

## 1.4 Human Resources Overview

The table below presents the number of posts in the establishment plans, including the posts assigned to programmes financed outside the EU budget, whereas the number of Contract Agents / SNE only includes those financed under programmes financed within the EU Budget.

Human Resources	2023			2024	2025
	Authorised Budget	Actually filled as of 31/12/2023	Occupancy rate(%)	Authorised Budget	Draft Budget Request
<b>TOTAL AD</b>	10	9	90,00%	10	10
<b>TOTAL AST</b>					
<b>TOTAL AST/SC</b>					
<b>ESTABLISHMENT PLAN POSTS</b>	<b>10</b>	<b>9</b>	<b>90,00%</b>	<b>10</b>	<b>10</b>
Contract Agents (CA)	17	18	105,88%	20	20
Seconded National Experts (SNE)	2	2	100,00%	2	2
<b>TOTAL STAFF</b>	<b>29</b>	<b>29</b>	<b>100,00%</b>	<b>32</b>	<b>32</b>

## 1.5 Financial Resources Overview

### 1.5.1 Revenues Overview

REVENUES	2024		2025	
	Revenues estimated by the agency		Budget Forecast	
	Commitment appropriations	Payment appropriations	Commitment appropriations	Payment appropriations
<b>EU contribution</b>	103 994 557	71 471 785	87 888 739	30 905 930
<b>Other Revenue</b>	10 580 648	16 448 902	7 850 753	7 286 679
<b>TOTAL REVENUES</b>	<b>114 575 205</b>	<b>87 920 687</b>	<b>95 739 492</b>	<b>38 192 609</b>

### 1.5.2 Expenditure Overview

Expenditure	2024		2025	
	Commitment appropriations	Payment appropriations	Commitment appropriations	Payment appropriations
<b>Title 1 - Staff expenditure</b>	3 938 000	3 665 000	3 841 000	3 841 000
<b>Title 2 - Infrastructure and operating expenditure</b>	1 545 000	1 840 300	1 333 000	1 333 000
<b>Title 3 - Operational expenditure - S2R</b>		7 535 022		
<b>Title 4 - Operational expenditure - EU-RAIL</b>	106 195 392	70 980 599	88 463 000	29 463 000

Expenditure	2024		2025	
	Commitment appropriations	Payment appropriations	Commitment appropriations	Payment appropriations
Title 5 - Unused Appropriations not required in current Year	2 896 813	3 899 766	2 796 813	3 799 766
<b>TOTAL EXPENDITURE</b>	<b>114 575 205</b>	<b>87 920 687</b>	<b>96 433 813</b>	<b>38 436 766</b>

## 2 Human Resources

### 2.1 Establishment plan posts

The table below presents the number of posts in the establishment plans, including the posts assigned to programmes financed outside the EU budget.

Function group and grade	2023				2024		2025			
	Authorised Budget		Actually filled as of 31/12/2023		Authorised Budget		Request of the Agency		Draft Budget Request	
	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts
AD 16										
AD 15		1								
AD 14						1		1		1
AD 13										
AD 12										
AD 11								2		2
AD 10		2		2		2		1		1
AD 9		1		1		1		1		1
AD 8		1		1		1				
AD 7								4		4
AD 6		4		4		4		1		1
AD 5		1		1		1				
<b>AD TOTAL</b>		<b>10</b>		<b>9</b>		<b>10</b>		<b>10</b>		<b>10</b>
AST 11										
AST 10										
AST 9										
AST 8										
AST 7										
AST 6										
AST 5										
AST 4										
AST 3										
AST 2										
AST 1										
<b>AST TOTAL</b>										

Function group and grade	2023				2024		2025			
	Authorised Budget		Actually filled as of 31/12/2023		Authorised Budget		Request of the Agency		Draft Budget Request	
	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts
AST/SC 6										
AST/SC 5										
AST/SC 4										
AST/SC 3										
AST/SC 2										
AST/SC 1										
AST/SC TOTAL										
TOTAL		10		9		10		10		10
GRAND TOTAL	10		9		10		10		10	

## 2.2 External personnel

### 2.2.1 Contract Agents

Contract agents	Authorised 2023	Recruited as of 31/12/2023	2024 estimate	Draft Budget 2025 estimate
Function Group IV	15	9	15	15
Function Group III	1	7	4	5
Function Group II	1	2	1	
Function Group I				
TOTAL	17	18	20	20

### 2.2.2 Seconded National Experts

Seconded National Experts	Authorised 2023	Recruited as of 31/12/2023	2024 estimate	Draft Budget 2025 estimate
TOTAL	2	2	2	2

## 3 Financial Resources

### 3.1 Revenues

#### 3.1.1 Revenues Commitment Appropriations

REVENUES COMMITMENT APPROPRIATIONS	Revenues Commitment Appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Joint undertaking request	Budget forecast	
1 EU CONTRIBUTION	91 734 167	103 994 557	90 786 170	87 888 739	-15,49%
- Of which (fresh C1) Administrative (Title 1 and Title 2)	2 346 053	2 395 762	2 450 261	2 450 261	2,27%
- Of which frontloading (Title 1 and Title 2)					

REVENUES COMMITMENT APPROPRIATIONS	Revenues Commitment Appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Joint undertaking request	Budget forecast	
- Of which Operational (Title 3)	89 388 114	101 598 795	88 335 909	85 438 478	-15,91%
- Of which C2 Administrative (Title 1 and Title 2)					
- Of which C2 Operational (Title 3)					
<b>2 THIRD PARTIES CONTRIBUTION</b>	2 651 117	3 681 407	3 213 830	2 416 940	-34,35%
- Of which EEA/EFTA (excl. Switzerland)	2 651 117	3 681 407	3 213 830	2 416 940	-34,35%
- Of which third countries				0	100%
<b>3 IN CASH THIRD PARTY CONTRIBUTIONS</b>	3 676 713	3 015 594	2 537 000	2 537 000	-15,87%
- Of which Administrative (Title 1 and Title 2)	<b>3 676 713</b>	<b>3 015 594</b>	<b>2 537 000</b>	<b>2 537 000</b>	<b>-15,87%</b>
- Of which Operational (Title 3)					
<b>4 REVENUES FROM SERVICES RENDERED AGAINST PAYMENT</b>					
<b>5 INTERESTS GENERATED</b>					
<b>6 UNUSED APPROPRIATIONS FROM PREVIOUS YEARS</b>	2 059 390	2 883 647	2 896 813	2 896 813	0,46%
- Of which administrative	1 810 680	2 883 647	2 896 813	2 896 813	0,46%
- Of which operational	248 710				
<b>7 OTHER</b>	2 500 000	1 000 000			-100%
<b>TOTAL</b>	<b>102 621 387</b>	<b>114 575 205</b>	<b>99 433 813</b>	<b>95 739 492 (1)</b>	<b>-16,44%</b>

(1) As the exact percentages of the EFTA contribution for 2025 were not known at the time this financial fiche was prepared, the “Joint Undertaking request” columns in the “Revenue” and “Expenditure” tables were based on a proxy, i.e. the EFTA coefficients applicable in 2024. The possible discrepancies between the “Joint undertaking request” and the “Budget Forecast” columns, and between the “Revenue” and the “Expenditure” tables are due to the subsequent automatic update of the EFTA coefficient in the “Revenue” tables only

### 3.1.2 Revenues Payment Appropriations

REVENUES PAYMENT APPROPRIATIONS	Revenues Payment Appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Joint undertaking request	Budget forecast	
<b>1 EU CONTRIBUTION</b>	166 266 824	71 471 785	30 905 930	30 905 930	-56,76%
- Of which (fresh C1) Administrative (Title 1 and Title 2)	<b>2 346 053</b>	<b>2 395 762</b>	<b>2 450 261</b>	<b>2 450 261</b>	<b>2,27%</b>



REVENUES PAYMENT APPROPRIATIONS	Revenues Payment Appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Joint undertaking request	Budget forecast	
- Of which frontloading (Title 1 and Title 2)		522 228			-100%
- Of which Operational (Title 3)	80 153 488	68 553 795		28 455 669	-58,49%
- Of which C2 Administrative (Title 1 and Title 2)	3 578 712				
- Of which C2 Operational (Title 3)	80 188 571		28 455 669		
<b>2 THIRD PARTIES CONTRIBUTION</b>	2 370 050	2 524 408	1 094 070	849 913	-66,33%
- Of which EEA/EFTA (excl. Switzerland)	2 370 050	2 524 408	1 094 070	849 913	-66,33%
- Of which third countries				0	100%
<b>3 IN CASH THIRD PARTY CONTRIBUTIONS</b>	3 676 713	3 015 594	2 537 000	2 537 000	-15,87%
- Of which Administrative (Title 1 and Title 2)	3 676 713	3 015 594	2 537 000	2 537 000	-15,87%
- Of which Operational (Title 3)					
<b>4 REVENUES FROM SERVICES RENDERED AGAINST PAYMENT</b>					
<b>5 INTERESTS GENERATED</b>					
<b>6 UNUSED APPROPRIATIONS FROM PREVIOUS YEARS</b>	30 495 772	10 908 900	3 899 766	3 899 766	-64,25%
- Of which administrative	3 667 901	3 908 900	3 899 766	3 899 766	-0,23%
- Of which operational	26 827 871	7 000 000			-100%
<b>7 OTHER</b>					
<b>TOTAL</b>	<b>202 809 359</b>	<b>87 920 687</b>	<b>38 436 766</b>	<b>38 192 609</b>	<b>-56,56%</b>

### 3.2 Financial contributions from EU budget and the other partners and in kind contributions

CONTRIBUTIONS OVERVIEW	2023	2024	2025
<b>CONTRIBUTIONS FROM THE UNION (incl EFTA)</b>	96.885.284	108.675.964	94.000.000
Title 1 and Title 2 (financial)	2.413.854	2.480.572	2.537.000
Title 3 (financial)	0	0	0
Title 4 (financial)	94.471.430	106.195.392	91.463.000
<b>CONTRIBUTIONS FROM MEMBERS OTHER THAN THE UNION</b>	65.565.781	31.788.402	57.825.750
Title 1 and Title 2 (financial)	3.676.713	2.537.000	2.537.000
Title 3 (in-kind)	0	0	0
Title 4 (in-kind)	61.889.068	29.251.402	55.288.750
<b>TOTAL CONTRIBUTIONS</b>	<b>162.451.065</b>	<b>140.464.366</b>	<b>151.825.750</b>

### 3.3 Expenditure

#### 3.3.1 Commitment appropriations

EXPENDITURE	Commitment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Joint undertaking request	Budget forecast	
<b>Title 1 - Staff expenditure</b>	<b>3 590 700</b>	<b>3 938 000</b>	<b>3 841 000</b>	<b>3 841 000</b>	<b>-2,46%</b>
Salaries & allowances	2 825 640	3 398 000	3 371 000	3 371 000	-0,79%
- Of which establishment plan posts	2 825 640	3 398 000	3 371 000	3 371 000	-0,79%
- Of which external personnel					
<b>Expenditure relating to Staff recruitment</b>					
Mission expenses	153 000	120 000	120 000	120 000	0,00%
Socio-medical infrastructure					
Training	22 965	52 000	50 000	50 000	-3,85%
External Services					
Receptions, events and representation					
Social welfare					
Other Staff related expenditure	589 095	368 000	300 000	300 000	-18,48%
<b>Title 2 - Infrastructure and operating expenditure</b>	<b>1 424 464</b>	<b>1 545 000</b>	<b>1 333 000</b>	<b>1 333 000</b>	<b>-13,72%</b>
Rental of buildings and associated costs	401 900	360 000	378 000	378 000	5,00%
Information, communication technology and data processing	238 040	195 000	245 000	245 000	25,64%
Movable property and associated costs	1 630	10 000	10 000	10 000	0,00%
Current administrative expenditure	14 000	15 000	15 000	15 000	0,00%
Postage / Telecommunications	9 574	15 000	15 000	15 000	0,00%
Meeting expenses					
Running costs in connection with operational activities	138 405	100 000	110 000	110 000	10,00%
Information and publishing	436 241	650 000	350 000	350 000	-46,15%
Studies					
Other infrastructure and operating expenditure	184 674	200 000	210 000	210 000	5,00%

EXPENDITURE	Commitment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Joint undertaking request	Budget forecast	
<b>Title 3 - Operational expenditure - S2R</b>	<b>82 029</b>				
<b>Title 4 - Operational expenditure - EU-RAIL</b>	<b>94 541 430</b>	<b>106 195 392</b>	<b>91 463 000</b>	<b>88 463 000</b>	<b>-16,70%</b>
<b>Title 5 - Unused Appropriations not required in current Year</b>	<b>2 982 764</b>	<b>2 896 813</b>	<b>2 796 813</b>	<b>2 796 813</b>	<b>-3,45%</b>
<i>- Of which Administrative - S2R</i>					
<i>- Of which Operational - S2R</i>	<i>96 681</i>				
<i>- Of which Administrative - EU-Rail</i>	<i>2 886 083</i>	<i>2 896 813</i>	<i>2 796 813</i>	<i>2 796 813</i>	<i>-3,45%</i>
<i>- Of which Operational - EU-Rail</i>					
<b>TOTAL</b>	<b>102 621 387</b>	<b>114 575 205</b>	<b>99 433 813</b>	<b>96 433 813</b>	<b>-15,83%</b>

### 3.3.2 Payment appropriations

EXPENDITURE	Payment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Joint undertaking request	Budget forecast	
<b>Title 1 - Staff expenditure</b>	<b>3 044 475</b>	<b>3 665 000</b>	<b>3 841 000</b>	<b>3 841 000</b>	<b>4,80%</b>
<b>Salaries &amp; allowances</b>	2 716 626	3 230 000	3 371 000	3 371 000	4,37%
<i>- Of which establishment plan posts</i>	<i>2 716 626</i>	<i>3 230 000</i>	<i>3 371 000</i>	<i>3 371 000</i>	<i>4,37%</i>
<i>- Of which external personnel</i>					
<b>Expenditure relating to Staff recruitment</b>					
<b>Mission expenses</b>	80 835	100 000	120 000	120 000	20,00%
<b>Socio-medical infrastructure</b>					
<b>Training</b>	26 120	35 000	50 000	50 000	42,86%
<b>External Services</b>					
<b>Receptions, events and representation</b>					
<b>Social welfare</b>					
<b>Other Staff related expenditure</b>	220 894	300 000	300 000	300 000	0,00%

EXPENDITURE	Payment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Joint undertaking request	Budget forecast	
<b>Title 2 - Infrastructure and operating expenditure</b>	<b>1 318 757</b>	<b>1 840 300</b>	<b>1 333 000</b>	<b>1 333 000</b>	<b>-27,57%</b>
Rental of buildings and associated costs	348 730	360 000	378 000	378 000	5,00%
Information, communication technology and data processing	225 036	205 000	245 000	245 000	19,51%
Movable property and associated costs	1 630	10 000	10 000	10 000	0,00%
Current administrative expenditure	13 778	10 300	15 000	15 000	45,63%
Postage / Telecommunications	3 917	15 000	15 000	15 000	0,00%
Meeting expenses					
Running costs in connection with operational activities	357 276	390 000	110 000	110 000	-71,79%
Information and publishing	260 576	650 000	350 000	350 000	-46,15%
Studies					
Other infrastructure and operating expenditure	107 814	200 000	210 000	210 000	5,00%
<b>Title 3 - Operational expenditure - S2R</b>	<b>26 555 505</b>	<b>7 535 022</b>			<b>-100%</b>
<b>Title 4 - Operational expenditure - EU-RAIL</b>	<b>68 199 375</b>	<b>70 980 599</b>	<b>29 463 000</b>	<b>29 463 000</b>	<b>-58,49%</b>
<b>Title 5 - Unused Appropriations not required in current Year</b>	<b>21 191 706</b>	<b>3 899 766</b>	<b>3 799 766</b>	<b>3 799 766</b>	<b>-2,56%</b>
- Of which Administrative - S2R					
- Of which Operational - S2R	13 278 039				
- Of which Administrative - EU-Rail	4 153 587	3 899 766	3 799 766	3 799 766	-2,56%
- Of which Operational - EU-Rail	3 760 080				
<b>TOTAL</b>	<b>120 309 818</b>	<b>87 920 687</b>	<b>38 436 766</b>	<b>38 436 766</b>	<b>-56,28%</b>

### 3.4 Budget Outturn

First estimate of the 2023 surplus that remains within the joint undertaking: EUR - 8 072 047.

This overall loss is mainly due to the high value of payments made on C2 fund sources (unused appropriations from previous years re-entered in the estimate of revenue and expenditure in accordance with the JU FR art.6\$5) of kEUR 28 683 which exceeds the gap of kEUR 20 700 stemming from the total revenue actually collected in 2023 for kEUR 91 046 and the C1 payments for kEUR 70 346 (and also some C4 payments for kEUR 88).

The JU was therefore able to absorb this "loss" in 2023 with the unused appropriations from previous years (as visible in the section 6.1, the outturn of 2022 presented a surplus of kEUR 20 119).

## 4 Justification of needs

### Commission assessment

The request for 2025 is necessary to allow the JU to continue the activities started in 2022 in relation to the calls launched and the projects awarded and signed, and in accordance with the multi-annual approach. The JU will monitor its operational activities and implement the multi-annuality by instalments as indicated in the SBA.

The calls will contribute towards the achievement of the Single European Railway Area; it will ensure increased capacity, flexibility, contribute towards reducing costs and hence, providing better and more attractive services for passengers and businesses alike. This will lead to a more competitive rail sector and to modal shift, delivering on the Commission's top political priorities.

### Human Resources

The staff establishment plan submitted by EU-Rail JU is in accordance with the LFS annexed to the Council Regulation No 2021/2085 of 19 November 2021 establishing the Joint Undertakings under Horizon Europe, which includes 10 TAs, 17 CAs and 2 SNEs positions. It is noted that since 2022 the JU is reinforced with 3 additional contractual agents related to the transfer of the accounting services from DG BUDG to JUs, as part of the Back Office Arrangements for the accounting services. The JU asks for the possibility to reclassify a FGII to FGIII in 2025 to reflect the increased responsibilities of the jobholder. The Commission notes that the JU has recruited 6 Contract Agents in lower grades (instead of 15 FGIV they recruited 9 FGIV) which led to budgetary savings.

### Financial Resources

The 2025 budget request includes an appropriate level of commitment appropriations to cover two new calls for proposals within the second multi-annual Work Programme 2025-2026, as well as other operational activities. The commitment appropriations are increased by contributions coming from SESAR 3 JU and SNS JU, for the synergy joint calls between EU-Rail and SESAR 3 and SNS JU respectively.

The operational activities will support the call activities for the preparation of the fourth call for industrial research and second Flagship Projects (FPs) in accordance with the EU-Rail Multi-Annual Action Plan, the second call with multi-annual instalment for FPs, a third on exploratory research, as well as tender for System Pillar activities.

The 2025 Budget includes the adequate level of payment appropriations so Europe's Rail JU can meet its payment obligations under EU-Rail programme. It is noted that the JU asks EUR 56M less compared to the LFS amount for Title 3. This is due to the revision of lump sum grants and expected completion of work packages. The Commission supports this requests which is based on a revision of actual needs.

In addition, the estimated expenditure will cover for the year 2025 the necessary expenditures on housing, administrative and IT support services, supplies, meetings' organization, communications and events activities, and audits supporting the JU operations.

#### **4.1 Human Resources - Joint Undertaking Request**

##### *4.1.1 Number of staff requested*

The staff establishment plan is established in accordance with the LFS annexed to the Council Regulation No 2021/2085 of 19 November 2021 establishing the Joint Undertakings under Horizon Europe, which includes 10 TAs, 17 CAs and 2 SNEs positions. It also includes in addition, but separately from the EU-Rail administrative and operational programme's activities, the 3 CAs for the BOA Accounting, as agreed during last year FIFI and explained in the human resources section 2 above.

##### *4.1.2 Vacancy rate as of end 2023*

10% Vacancy rate in terms of total number of staff (applicable for S2R Programme Staff Establishment Plan) as per section 1.4 above (taking into consideration 26 staff "filled in" versus 29 " (and therefore excluding the CAs of the BOA

Accounting that are not "authorised" as per data for 2023 - in 2024, the calculation will be immediately correct as per section 1.4 of the FIFI).

#### *4.1.3 Standard abatement ('abatement forfaitaire') applied*

n/a

#### *4.1.4 Salary assumption for calculating salary line (% applied)*

The budget for the salary cost in 2025 is updated in accordance with Single Basic Act establishing the Joint Undertakings under Horizon Europe and the Legislative Financial Statement for Europe's Rail JU. For the assumption for calculation of salary, the JU started from the budget execution reports of 2023 (actuals) and the expectation of full staff (turnover and recruitments ongoing as the FIFI 2025 is prepared in January 2024) and to which an indexation rate of +5.3% is applied from July 2024, 0.6% is applied as from 1 April 2025 and +3.7% is applied as from 1 July 2025, in accordance with the instructions provided in the Budget Circular for 2025 (Agency Instructions).

#### *4.1.5 Correction coefficient used*

n/a

#### *4.1.6 Exchange rate used (if applicable)*

n/a

### **4.2 Financial Resources - joint Undertaking Request**

#### *4.2.1 Title 1*

The estimated expenditure under Title 1 amounts to EUR 3 942 130. This represents 74% of the Europe's Rail JU Administrative budget for 2025.

A majority of this amount covers the Salaries & allowances of the JU staff. The financial resources are covered through financial contributions divided equally between the Union (including EFTA contribution) and the Other Members. With particular regard to the salaries, it is in accordance with the Legislative Financial Statement and establishment plan of Europe's Rail JU and decision to implement BOA Accounting under the lead and coordination of EU-Rail (10 TAs, 20 CAs and 2 SNEs).

Title 1 is built under the assumption that Europe's Rail be fully staffed.

#### *4.2.2 Title 2*

The estimated expenditure under Title 2 amounts to EUR 1 333 000. This represents 26% of the Europe's Rail JU Administrative budget for 2025.

The required budget resources are needed to cover the costs for the year 2025 on housing, administrative and IT support services, supplies, meetings' organization, communications and events activities, and audits supporting the JU operations. The financial resources are covered through financial contributions divided equally between the Union (including EFTA contribution) and the Other Members (this being valid for Title 1 as well).

#### *4.2.3 Title 3*

In accordance with its plans to launch the operational activities and the first multi-annual Work Programme 2022-2024 of Europe's Rail Programme at the beginning of 2022, the JU has been launching 4 calls for proposals between 2022 and 2024, among which the first call 2022-1 that was launched with multi-annual instalments and covered by the implementation of commitment appropriations of 2022, 2023 and 2024 for a total of EUR 233M of co-funding and EUR 421M of Total Project Costs. In fact, in accordance with the SBA (see legal basis of section 1.1), the JU is monitoring its call operational activities and implement the multi-annuality by instalments as indicated in the aforementioned Council Regulation. The JU also launched several tenders among which a single framework contract to perform the activities established in the SBA about the System Pillar activities for a total of EUR 45M and for 6 years duration.

With the second multi-annual Work Programme 2025-2026, the JU expect to launch two new calls for proposals.

The EUR 91 463 000 of CA to be used in 2025 for operational activities will support the call activities for the preparation of the fourth calls for industrial research and second Flagship Projects (FPs) in accordance with the EU-Rail Multi-Annual Action Plan, the second call with multi-annual instalment for FPs (first instalment of the bi-annual call), for a third call on exploratory research and other, as well as tenders for System Pillar activities and other.

EUR 2 796 813 in terms of commitment appropriations are coming from administrative unused appropriations from previous years of the S2R Programme, that the JU re-activated in accordance with the Financial Rule Art 6.5; these appropriations are used to implement framework contracts and SLA to ensure the adequate implementation and monitoring of the EU-Rail Programme.

The 2025 Budget includes a reduction of -EUR 55 M of the level of payment appropriations. This is due to the multi-annual forecast initiated in 2022 and further revised in 2023 following the full implementation of EU-Rail Programme under the lump sum scheme, and the way the consortia beneficiaries have designed their Work Packages duration in the awarded projects. The JU had been able to calculate with accuracy the lump sum shares that will have to be released upon completion of the Work Packages in accordance with the signed multi-annual Grant Agreements of the call for proposal 2022-01. Following a final review and including with the ex-ante information to colleague of MOVE/SRD, is the JU is now proposing to reduce the PA 2025 by EUR 55M, and that this amount will be requested again in 2027, 2028 and 2029 in accordance with the EU-Rail cashflow planning and that will be shared to MOVE/SRD for agreement. In total, it is well the intention of the JU to claim the full EUR 600 M as per SBA. This is requested in order Europe's Rail can meet its payment obligations under EU-Rail programme and avoiding remaining with a high amount of unused payment appropriations at the end of 2025 that the JU won't be able to absorb, and only partly, before 2027. This considers sound financial management and anticipate possible issue with reporting and audits.

## 5 Other information

### 5.1 Buildings

#### 5.1.1 Current building(s)

#	Building Name and type	Location	SURFACE AREA(in m <sup>2</sup> )			RENTAL CONTRACT			Host country (grant or support)	Building present value(€)
			Office space	non-office	Total	RENT (€/year)	Duration	Type		
1	White Atrium building, 2nd Floor	Avenue de la Toison d'Or 56-60 B1060 Brussels Belgium	918		918	223 150	Until 31.12.2024			
<b>TOTAL</b>			<b>918</b>		<b>918</b>	<b>223 150</b>				

#### 5.1.2 Current building(s) Other comments

Out of the nine JUs listed in the Single Basic Act, 8 share the same building. Two JUs have been progressively joining the same location in the course of 2023, while one (SESAR 3 JU) is located elsewhere.

The eight JUs currently sharing their headquarters are located in the 'White Atrium' building (WA), Avenue de la Toison d'Or 56-60 in Brussels, Belgium (1060). The current contract ends at the end of 2024.

By regulation, all Joint Undertakings shall have their seat in the Brussels Region.

In May 2022 the Clean Hydrogen JU, in agreement with the other eight JUs, mandated a private company to survey the Brussels market of offices buildings in view of establishing its future headquarters for the period 2025 – 2031. The study was carried out in June 2022. The market study reveals that the WA offers competitive renting conditions (total occupation cost/sqm/year) for a grade B building in comparison to current market conditions but also that a possible reduction of space could reduce the total cost of occupation over time, mostly by maximising open spaces (the study considers 50% of open spaces and 50% of closed offices).

Therefore, the CH 2 JU has launched in February 2023 a negotiated procedure in accordance with the Financial Regulation Annex I, Articles 11.1.B(ii) and 11.1.(g), with the objective to open a selection of possible building for the period 2024-2031, including the option to stay in the White Atrium building. The result of the negotiated procedure in 2023 confirmed the selection of the White Atrium building.

### 5.1.3 Building projects in the planning phase

n/a

### 5.1.4 Building projects submitted to the European Parliament and the Council

## 5.2 Evaluation

The Commission shall carry out an interim and a final evaluation of each Joint Undertaking feeding into the Horizon Europe evaluations, as specified in Article 52 of the Horizon Europe Regulation. The Interim Evaluation of the JU is planned in 2024.

## 5.3 Privileges and immunities

Joint undertaking privileges	Privileges granted to staff	
	Protocol of privileges and immunities / diplomatic status	Education / day care
The Europe's Rail JU is granted with the benefit of the provisions listed in the Protocol on the Privileges and Immunities of the European Communities	As stated in the article 39 of the Council Regulation setting up Joint Undertakings under Horizon Europe (2021/2085 of 19 November 2021), the Protocol N°7 on the privileges and immunities of the European Union, annexed to the Treaty on European Union and the TFEU, shall apply to the Joint Undertakings and their staff.	



## 1 Overview

## 1.1 Creation/modification (legal base)

Decision	Date	Mission/ Tasks / Functions
<p>Council Regulation (EU) 2021/2085 of 19 November 2021 establishing the Joint Undertakings under Horizon Europe (OJ L 427/17) and repealing Regulations (EC) No 219/2007, (EU) No 557/2014, (EU) No 558/2014, (EU) No 559/2014, (EU) No 560/2014, (EU) No 561/2014 and (EU) No 642/2014, OJ L 427, 30.11.2021</p>	30/11/2021	<p>The general objectives of the proposed Clean Hydrogen Joint Undertaking will be (Article 73(1) of the SBA):</p> <ul style="list-style-type: none"> <li>• to contribute to the objectives set out in the 2030 Climate Target Plan, and the European Green Deal, by raising the EU's ambition on reducing greenhouse gas emissions to at least 55% below 1990 levels by 2030, and climate neutrality by 2050;</li> <li>• to contribute to the implementation of the 2020 European Commission's Hydrogen Strategy for a climate neutral Europe;</li> <li>• to strengthen the competitiveness of the Union clean hydrogen value chain, with a view to supporting, notably the SMEs involved, accelerating the market entry of innovative competitive clean solutions;</li> <li>• to stimulate clean hydrogen production, distribution, storage and end use applications.</li> </ul> <p>The Clean Hydrogen Joint Undertaking shall also have the following specific objectives (Article 73(2) of the SBA):</p> <ul style="list-style-type: none"> <li>• improve through research and innovation the cost-effectiveness, reliability, quantity and quality of clean hydrogen solutions, including production, distribution, storage and end uses developed in the Union such as more efficient and cheaper hydrogen electrolyzers and cheaper transport and industrial applications;</li> <li>• strengthen the knowledge and capacity of scientific and industrial actors along the Union's hydrogen value chain;</li> <li>• carry out demonstrations of clean hydrogen solutions with the view to local, regional and Union-wide deployment, addressing renewable production, distribution, storage, and use for transport and energy-intensive industries as well as other applications;</li> <li>• increase public and private awareness, acceptance, and uptake of clean hydrogen solutions, in particular through cooperation with other European partnerships under Horizon Europe</li> </ul>
<p>Council Regulation No 559/2014 of 6 May 2014 setting up the FCH 2 Joint Undertaking (OJ L 169/108)</p> <p>Regulation repeals Council Regulation No 521/2008 of 30 May 2008 setting up the FCH Joint Undertaking under FP7 (OJ L 153/1, 12/06/2008). Ongoing actions were transferred to FCH 2 JU</p>	06/05/2014	<p>The FCH Joint Undertaking shall contribute to the objectives of the Joint Technology Initiative on Fuel Cells and Hydrogen, through the development of a strong, sustainable and globally competitive fuel cells and hydrogen sector in the Union.</p> <p>It shall, in particular:</p> <ul style="list-style-type: none"> <li>-reduce the production cost of fuel cell systems to be used in transport applications, while increasing their lifetime to levels competitive with conventional technologies,</li> <li>-increase the electrical efficiency and the durability of the different fuel cells used for power production, while reducing costs, to levels competitive with conventional technologies,</li> <li>-increase the energy efficiency of production of hydrogen from water electrolysis while reducing capital costs, so that the combination of the hydrogen and the fuel cell system is competitive with the alternatives available in the marketplace, and</li> <li>-demonstrate on a large scale the feasibility of using hydrogen to support integration of renewable energy sources into the energy systems, including through its use as a competitive energy storage medium for electricity produced from renewable energy sources.</li> </ul>

## 1.2 Seat

Brussels, Belgium

## 1.3 Budget line

01 02 02 54 : Cluster 'Climate, Energy and Mobility' — Clean Hydrogen Joint Undertaking

## 1.4 Human Resources Overview

The table below presents the number of posts in the establishment plans, including the posts assigned to programmes financed outside the EU budget, whereas the number of Contract Agents / SNE only includes those financed under programmes financed within the EU Budget.

Human Resources	2023			2024	2025
	Authorised Budget	Actually filled as of 31/12/2023	Occupancy rate(%)	Authorised Budget	Draft Budget Request
<b>TOTAL AD</b>	17	15	88,24%	17	17
<b>TOTAL AST</b>	10	9	90,00%	10	10
<b>TOTAL AST/SC</b>					
<b>ESTABLISHMENT PLAN POSTS</b>	<b>27</b>	<b>24</b>	<b>88,89%</b>	<b>27</b>	<b>27</b>
<b>Contract Agents (CA)</b>	2	1	50,00%	2	2
<b>Seconded National Experts (SNE)</b>	3	2	66,67%	3	3
<b>TOTAL STAFF</b>	<b>32</b>	<b>27</b>	<b>84,38%</b>	<b>32</b>	<b>32</b>

## 1.5 Financial Resources Overview

### 1.5.1 Revenues Overview

REVENUES	2024		2025	
	Revenues estimated by the agency		Budget Forecast	
	Commitment appropriations	Payment appropriations	Commitment appropriations	Payment appropriations
<b>EU contribution</b>	117 777 031	103 875 655	170 809 292	89 883 436
<b>Other Revenue</b>	68 221 583	43 743 718	5 299 082	1 350 379
<b>TOTAL REVENUES</b>	<b>185 998 614</b>	<b>147 619 373</b>	<b>176 108 374</b>	<b>154 113 761</b>

### 1.5.2 Expenditure Overview

Expenditure	2024		2025	
	Commitment appropriations	Payment appropriations	Commitment appropriations	Payment appropriations
<b>Title 1 - Staff expenditure</b>	5 168 000	5 168 000	5 591 720	5 591 720
<b>Title 2 - Infrastructure and operating expenditure</b>	3 330 615	3 330 615	3 382 728	3 382 728

Expenditure	2024		2025	
	Commitment appropriations	Payment appropriations	Commitment appropriations	Payment appropriations
<b>Title 3 - Operational expenditure</b>	177 500 000	139 138 746	167 134 286	155 375 880
<b>TOTAL EXPENDITURE</b>	<b>185 998 615</b>	<b>147 637 361</b>	<b>176 108 374</b>	<b>154 113 761</b>

## 2 Human Resources

### 2.1 Establishment plan posts

The table below presents the number of posts in the establishment plans, including the posts assigned to programmes financed outside the EU budget.

Function group and grade	2023				2024		2025			
	Authorised Budget		Actually filled as of 31/12/2023		Authorised Budget		Request of the Agency		Draft Budget Request	
	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts
AD 16										
AD 15										
AD 14		1				1		1		1
AD 13								1		1
AD 12		2		2		2		1		1
AD 11										
AD 10		2		2		2		2		2
AD 9		3		3		3		3		3
AD 8		2		2		2		3		3
AD 7		5		4		5		4		4
AD 6		2		2		2		2		2
AD 5										
AD TOTAL		17		15		17		17		17
AST 11										
AST 10						1		1		1
AST 9		2		2		1		1		1
AST 8		1		1		1		1		1
AST 7		1		1		1		1		1
AST 6						1		2		2
AST 5		5		4		4		3		3
AST 4								1		1
AST 3		1		1		1				
AST 2										
AST 1										
AST TOTAL		10		9		10		10		10

Function group and grade	2023				2024		2025			
	Authorised Budget		Actually filled as of 31/12/2023		Authorised Budget		Request of the Agency		Draft Budget Request	
	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts
AST/SC 6										
AST/SC 5										
AST/SC 4										
AST/SC 3										
AST/SC 2										
AST/SC 1										
AST/SC TOTAL										
TOTAL		27		24		27		27		27
GRAND TOTAL	27		24		27		27		27	

## 2.2 External personnel

### 2.2.1 Contract Agents

Contract agents	Authorised 2023	Recruited as of 31/12/2023	2024 estimate	Draft Budget 2025 estimate
Function Group IV	1		1	1
Function Group III	1	1	1	1
Function Group II				
Function Group I				
TOTAL	2	1	2	2

### 2.2.2 Seconded National Experts

Seconded National Experts	Authorised 2023	Recruited as of 31/12/2023	2024 estimate	Draft Budget 2025 estimate
TOTAL	3	2	3	3

## 3 Financial Resources

### 3.1 Revenues

#### 3.1.1 Revenues Commitment Appropriations

REVENUES COMMITMENT APPROPRIATIONS	Revenues Commitment Appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Joint undertaking request	Budget forecast	
1 EU CONTRIBUTION	198 709 380	117 777 031	92 886 813	88 378 873	-24,96%
- Of which (fresh C1) Administrative (Title 1 and Title 2)	0	2 786 736	3 549 353	3 742 515	34,30%

REVENUES COMMITMENT APPROPRIATIONS	Revenues Commitment Appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Joint undertaking request	Budget forecast	
- Of which frontloading (Title 1 and Title 2)	3 530 303	790 664			-100%
- Of which Operational (Title 3)	195 179 077	114 199 631	89 337 460	84 636 358	-25,89%
<b>2 THIRD PARTIES CONTRIBUTION</b>	65 640 675	64 141 317	83 288 193	2 430 419	28,51%
- Of which EEA/EFTA (excl. Switzerland)	5 640 675	4 141 317	3 288 193	2 430 419	-41,31%
- Of which third countries	60 000 000	60 000 000	80 000 000	80 000 000	33,33%
<b>3 IN CASH THIRD PARTY CONTRIBUTIONS</b>	3 530 302	3 676 050	3 675 000	3 675 000	0%
- Of which Administrative (Title 1 and Title 2)	3 530 302	3 676 050	3 675 000	3 675 000	0%
- Of which Operational (Title 3)					
<b>4 REVENUES FROM SERVICES RENDERED AGAINST PAYMENT</b>					
<b>5 INTERESTS GENERATED</b>					
<b>6 UNUSED APPROPRIATIONS FROM PREVIOUS YEARS</b>	427 395	404 216	1 624 442	1 624 422	302%
- Of which administrative	427 395	404 216	1 624 442	1 624 422	302%
- Of which operational					
<b>7 OTHER</b>					
<b>TOTAL</b>	<b>268 307 752</b>	<b>185 998 614</b>	<b>181 474 448</b>	<b>176 108 374 (1)</b>	<b>-5,32%</b>

(1) As the exact percentages of the EFTA contribution for 2025 were not known at the time this financial fiche was prepared, the “Joint Undertaking request” columns in the “Revenue” and “Expenditure” tables were based on a proxy, i.e. the EFTA coefficients applicable in 2024. The possible discrepancies between the “Joint undertaking request” and the “Budget Forecast” columns, and between the “Revenue” and the “Expenditure” tables are due to the subsequent automatic update of the EFTA coefficient in the “Revenue” tables only

### 3.1.2 Revenues Payment Appropriations

REVENUES PAYMENT APPROPRIATIONS	Revenues Payment Appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Joint undertaking request	Budget forecast	
<b>1 EU CONTRIBUTION</b>	276 577 862	103 875 655	65 828 861	56 363 917	-45,74%
- Of which (fresh C1) Administrative (Title 1 and Title 2)	0	2 786 736	3 549 353	3 742 515	34,30%
- Of which frontloading (Title 1 and Title 2)	3 323 813	767 511			

REVENUES PAYMENT APPROPRIATIONS	Revenues Payment Appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Joint undertaking request	Budget forecast	
- Of which Operational (Title 3)	273 254 049	100 321 408	62 279 508	52 621 402	-47,55%
<b>2 THIRD PARTIES CONTRIBUTION</b>	43 889 996	39 572 478	34 291 142	33 519 519	-15,30%
- Of which EEA/EFTA (excl. Switzerland)	7 889 996	3 572 478	2 291 142	1 519 519	-57,47%
- Of which third countries	36 000 000	36 000 000	32 000 000	32 000 000	-11,11%
<b>3 IN CASH THIRD PARTY CONTRIBUTIONS</b>	3 405 524	3 657 936	3 675 000	3 675 000	0%
- Of which Administrative (Title 1 and Title 2)	3 405 524	3 657 936	3 675 000	3 675 000	0%
- Of which Operational (Title 3)					
<b>4 REVENUES FROM SERVICES RENDERED AGAINST PAYMENT</b>					
<b>5 INTERESTS GENERATED</b>					
<b>6 UNUSED APPROPRIATIONS FROM PREVIOUS YEARS</b>	993 279	513 304	60 555 325	60 555 325	11697%
- Of which administrative	676 951	513 304	1 624 448	1 624 448	216%
- Of which operational	316 328		58 930 877	58 930 877	
<b>7 OTHER</b>					
<b>TOTAL</b>	<b>324 866 661</b>	<b>147 619 373</b>	<b>164 350 328</b>	<b>154 113 761</b>	<b>4,40%</b>

### 3.3 Expenditure

#### 3.3.1 Commitment appropriations

EXPENDITURE	Commitment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Joint undertaking request	Budget forecast	
<b>Title 1 - Staff expenditure</b>	<b>3 640 148</b>	<b>5 168 000</b>	<b>5 591 720</b>	<b>5 591 720</b>	<b>8,20%</b>
<b>Salaries &amp; allowances</b>	3 383 318	4 716 000	5 215 000	5 215 000	10,58%
- Of which establishment plan posts	3 179 954	4 330 000	4 825 000	4 825 000	11,43%
- Of which external personnel	203 364	386 000	390 000	390 000	1,04%
<b>Expenditure relating to Staff recruitment</b>	983	5 000	5 000	5 000	0,00%

EXPENDITURE	Commitment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Joint undertaking request	Budget forecast	
Mission expenses	75 000	68 000	70 000	70 000	2,94%
Socio-medical infrastructure	9 690	15 000	15 000	15 000	0,00%
Training	30 000	30 000	30 000	30 000	0,00%
External Services	140 157	330 000	252 720	252 720	-23,42%
Receptions, events and representation	1 000	4 000	4 000	4 000	0,00%
Social welfare					
Other Staff related expenditure					
<b>Title 2 - Infrastructure and operating expenditure</b>	<b>2 126 919</b>	<b>3 330 615</b>	<b>3 382 728</b>	<b>3 382 728</b>	<b>1,56%</b>
Rental of buildings and associated costs	381 638	480 000	494 000	494 000	2,92%
Information, communication technology and data processing	436 982	449 847	515 500	515 500	14,59%
Movable property and associated costs	14 877	5 000	5 000	5 000	0,00%
Current administrative expenditure	6 000	9 270	9 548	9 548	3,00%
Postage / Telecommunications	10 000	8 998	7 000	7 000	-22,20%
Meeting expenses	44 701	52 000	54 000	54 000	3,85%
Running costs in connection with operational activities	626 305	1 539 000	1 497 180	1 497 180	-2,72%
Information and publishing	606 416	786 500	800 500	800 500	1,78%
Studies					
Other infrastructure and operating expenditure					
<b>Title 3 - Operational expenditure</b>	<b>253 530 348</b>	<b>177 500 000</b>	<b>172 500 000</b>	<b>167 134 286</b>	<b>-5,84%</b>
<b>TOTAL</b>	<b>259 297 415</b>	<b>185 998 615</b>	<b>181 474 448</b>	<b>176 108 734</b>	<b>-5,32%</b>

### 3.3.2 Payment appropriations

EXPENDITURE	Payment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Joint undertaking request	Budget forecast	
<b>Title 1 - Staff expenditure</b>	<b>4 221 000</b>	<b>5 168 000</b>	<b>5 591 720</b>	<b>5 591 720</b>	<b>8,20%</b>
Salaries & allowances	3 941 000	4 716 000	5 215 000	5 215 000	10,58%
- Of which establishment plan posts	3 675 000	4 330 000	4 825 000	4 825 000	11,43%
- Of which external personnel	266 000	386 000	390 000	390 000	1,04%
<b>Expenditure relating to Staff recruitment</b>	<b>5 000</b>	<b>5 000</b>	<b>5 000</b>	<b>5 000</b>	<b>0,00%</b>
<b>Mission expenses</b>	<b>60 000</b>	<b>68 000</b>	<b>70 000</b>	<b>70 000</b>	<b>2,94%</b>
<b>Socio-medical infrastructure</b>	<b>15 000</b>	<b>15 000</b>	<b>15 000</b>	<b>15 000</b>	<b>0,00%</b>
<b>Training</b>	<b>30 000</b>	<b>30 000</b>	<b>30 000</b>	<b>30 000</b>	<b>0,00%</b>
<b>External Services</b>	<b>166 000</b>	<b>330 000</b>	<b>252 720</b>	<b>252 720</b>	<b>-23,42%</b>
<b>Receptions, events and representation</b>	<b>4 000</b>	<b>4 000</b>	<b>4 000</b>	<b>4 000</b>	<b>0,00%</b>
<b>Social welfare</b>					
<b>Other Staff related expenditure</b>					
<b>Title 2 - Infrastructure and operating expenditure</b>	<b>2 967 000</b>	<b>3 330 615</b>	<b>3 382 728</b>	<b>3 382 728</b>	<b>1,56%</b>
<b>Rental of buildings and associated costs</b>	<b>436 000</b>	<b>480 000</b>	<b>494 000</b>	<b>494 000</b>	<b>2,92%</b>
<b>Information, communication technology and data processing</b>	<b>445 000</b>	<b>449 847</b>	<b>515 500</b>	<b>515 500</b>	<b>14,59%</b>
<b>Movable property and associated costs</b>	<b>20 000</b>	<b>5 000</b>	<b>5 000</b>	<b>5 000</b>	<b>0,00%</b>
<b>Current administrative expenditure</b>	<b>9 000</b>	<b>9 270</b>	<b>9 548</b>	<b>9 548</b>	<b>3,00%</b>
<b>Postage / Telecommunications</b>	<b>11 000</b>	<b>8 998</b>	<b>7 000</b>	<b>7 000</b>	<b>-22,20%</b>
<b>Meeting expenses</b>	<b>50 000</b>	<b>52 000</b>	<b>54 000</b>	<b>54 000</b>	<b>3,85%</b>
<b>Running costs in connection with operational activities</b>	<b>755 000</b>	<b>1 539 000</b>	<b>1 497 180</b>	<b>1.539 000</b>	<b>-2,72%</b>
<b>Information and publishing</b>	<b>1 241 000</b>	<b>786 500</b>	<b>800 500</b>	<b>786 500</b>	<b>1,78%</b>
<b>Studies</b>					
<b>Other infrastructure and operating expenditure</b>					



EXPENDITURE	Payment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Joint undertaking request	Budget forecast	
Title 3 - Operational expenditure	319 328 374	139 138 746	155 375 880	145 139 313	4,31%
<b>TOTAL</b>	<b>326 516 374</b>	<b>147 637 361</b>	<b>164 350 328</b>	<b>154 113 761</b>	<b>4,39%</b>

### 3.4 Budget Outturn

First estimate of the 2023 surplus that remains within the joint undertaking: EUR 46 780 152

## 4 Justification of needs

### Commission assessment

#### Human Resources

The human resources requested for 2025 are aligned with the Legislative Financial Statement and the staffing needs.

#### Financial Resources

The level of financial resources in 2025 takes into account the impact of Mid-term review Horizon Europe reduction.

### 4.1 Human Resources - Joint Undertaking Request

#### 4.1.1 Number of staff requested

The establishment plan for Clean Hydrogen in 2025 will consist of 27 TA, 2 CA and 3 SNEs, in continuation of the situation in 2024.

#### 4.1.2 Vacancy rate as of end 2023

The vacancy rate as of end 2023 was 3.4% based on the establishment plan posts (TA) and contract agents (CA).

#### 4.1.3 Standard abatement ('abatement forfaitaire') applied

N/A

#### 4.1.4 Salary assumption for calculating salary line (% applied)

The salary assumption was based on computation of each step and grade in 2025 taking into account the Staff Establishment Plan, the step advancements, the provision for reclassifications as per Staff Establishment Plan and applying annual increase of 5.3% to 2024 salary scale figures (for the first six months of 2024) and an additional 3.7% to that figure (for the last six months of 2025) in accordance with Budget Circular for 2025.

#### 4.1.5 Correction coefficient used

N/A

#### 4.1.6 Exchange rate used (if applicable)

N/A

### 4.2 Financial Resources - joint Undertaking Request

#### 4.2.1 Title 1

Title 1 (Staff costs) represents 62% of the administrative budget for 2025. It covers salaries and allowances for staff and external personnel as presented in the establishment plan. It also includes mission expenses, training and socio-medical costs, expenditure related to recruitment, external services and reception, events, and representational costs. Salaries and allowances for staff in the establishment plan (Temporary Agents) will show an increase by 11% compared to 2024 mainly due to the expected annual increase and the step advancements and reclassifications, as in the staff establishment plan. Salaries and allowances for external personnel (Contract Agents and Seconded National Experts) will remain at the same levels compared to 2024 provisions. Expenditure related to recruitment, socio-medial infrastructure, training, and representational costs will remain at 2024 levels, as no additional needs are identified. External services will show a decrease by 23% compared to 2024 provision due to an expected lower vacancy rate.

#### 4.2.2 Title 2

Title 2 (infrastructure and operating costs) represents 38% of the administrative budget for 2025 and will increase by 3% compared to 2024. It covers rentals and building costs that are expected to remain stable with no high deviations from its costs in 2024. It is noted that rental provision is increased by 6% (anticipated inflation rate in Belgium in 2024) due to the uncertainty on the rental conditions at the time of the initial drafting of the budget. Rental and building costs also include a provision to cover an increase of the costs of energy in 2025. IT costs will increase by 15% as additional needs are identified in 2025. Running costs in connection with operational activities would decrease by 3% in 2024, as PTA technical assistance would be still needed in support of the Horizon Europe grant agreement preparations, but a study will not be covered from that budget line anymore.

#### 4.2.3 Title 3

H2020: Payment appropriations for 16 payments (15 final and 1 interim) as well as procurement activities financed by this budget.

Horizon Europe: 92.5M for Horizon Europe (92.5M confirmed during budgetary process 2025; 80M for Hydrogen Valleys). Commitment appropriations will cover for the call of 2025, JRC, other studies and experts (evaluators and reviewers). Appropriations also include a EUR 80,000,000 provision on funding additional valleys.

Payment appropriations will cover for the entire pre-financings to grants expected to be signed in the beginning of 2025 (relating to Call 2024) and Call 2025. In addition, there is a provision for pre-financing to grants expected to be signed under Hydrogen Valleys.

These appropriations will be complemented by reactivations of appropriations that became available in previous years and will be introduced in the initial budget.

## 5 Other information

### 5.1 Buildings

#### 5.1.1 Current building(s)

#	Building Name and type	Location	SURFACE AREA(in m <sup>2</sup> )			RENTAL CONTRACT			Host country (grant or support)	Building present value(€)
			Office space	non-office	Total	RENT (€/year)	Duration	Type		
1	White Atrium	Brussels, Belgium	1 136,36	17,98	1 154,34	247 607	End date: 16.11.2025	Long term lease	None	
<b>TOTAL</b>			<b>1 136,36</b>	<b>17,98</b>	<b>1 154,34</b>	<b>247 607</b>				

### 5.1.2 Current building(s) Other comments

Clean Hydrogen Joint Undertaking occupies this building since 13 January 2011.

The end date according to the lease contract is 16/11/2025.

Clean Hydrogen JU is not the owner of the building.

### 5.1.3 Building projects in the planning phase

Not applicable

### 5.1.4 Building projects submitted to the European Parliament and the Council

## 5.2 Evaluation

The Horizon Europe interim evaluation is ongoing, where five evaluation studies are being conducted by external contractors. Three of these studies treat JUs and each JU will be the topic of a dedicated deliverable (ca. 30-page report each).

The final draft reports have been delayed by clarifications needed on the Biennial Monitoring Report inputs provided by the partnerships. Once the final draft evaluation reports were received (planned in the course of January 2024), a Staff Working Document will be compiled and published by end of 2024.

## 5.3 Privileges and immunities

Joint undertaking privileges	Privileges granted to staff	
	Protocol of privileges and immunities / diplomatic status	Education / day care
The JU signed with the Belgian authorities the host agreement on the 24th of April 2015; therefore the Protocol on the Privileges and Immunities applies directly.	As stated in the article 39 of the Council Regulation setting up the Clean Hydrogen Joint Undertaking (2021/2085 of 19/11/2021) the Protocol on the Privileges and Immunities of the European Communities shall apply to the Clean Hydrogen JU and its staff	

## 1 Overview

### 1.1 Creation/modification (legal base)

Decision	Date	Mission/ Tasks / Functions
Regulation n° (EU) 2018/121 of 23.01.2018 amending Council Regulation No 560/2014 of 6 May 2014 establishing the Bio-Based Industries Joint Undertaking (OJ 169/130)	06/05/2014	This Regulation sets up the Bio-based Industries Joint Undertaking (BBI JU) under Article 187 of the Treaty on the Functioning of the European Union (TFEU) for the implementation of the Joint Technology Initiative on Bio-based Industries (BBI JTI).
Council Regulation (EU) 2021/2085 of 19 November 2021 establishing the Joint Undertakings under Horizon Europe and repealing Regulations (EC) No 219/2007, (EU) No 557/2014, (EU) No 558/2014, (EU) No 559/2014, (EU) No 560/2014, (EU) No 561/2014 and (EU) No 642/2014	30/11/2021	This Regulation sets up the Circular Bio-based Europe (CBE JU) under Article 187 of the Treaty on the Functioning of the European Union (TFEU) to contribute to the general and specific objectives of the Horizon Europe Regulation and has the following general objectives Article 46(1) of the SBA): (a) accelerate the innovation process and development of bio-based innovative solutions; (b) accelerate market deployment of the existing mature and innovative bio-based solutions; (c) ensure a high level of environmental performance of bio-based industrial systems

### 1.2 Seat

White atrium

TO/56, 1049

Brussels, Belgium

### 1.3 Budget line

01 02 02 61 : Cluster ‘Food, Bioeconomy, Natural Resources, Agriculture and Environment’ — Circular Bio-based Europe Joint Undertaking

### 1.4 Human Resources Overview

The table below presents the number of posts in the establishment plans, including the posts assigned to programmes financed outside the EU budget, whereas the number of Contract Agents / SNE only includes those financed under programmes financed within the EU Budget.

Human Resources	2023			2024	2025
	Authorised Budget	Actually filled as of 31/12/2023	Occupancy rate(%)	Authorised Budget	Draft Budget Request
<b>TOTAL AD</b>	10	9	90,00%	10	10
<b>TOTAL AST</b>	3	3	100,00%	3	3
<b>TOTAL AST/SC</b>					
<b>ESTABLISHMENT PLAN POSTS</b>	<b>13</b>	<b>12</b>	<b>92,31%</b>	<b>13</b>	<b>13</b>
<b>Contract Agents (CA)</b>	16	16	100,00%	16	16
<b>Seconded National Experts (SNE)</b>					
<b>TOTAL STAFF</b>	<b>29</b>	<b>28</b>	<b>96,55%</b>	<b>29</b>	<b>29</b>

### 1.5 Financial Resources Overview

#### 1.5.1 Revenues Overview

REVENUES	2024	2025
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	Revenues estimated by the agency		Budget Forecast	
	Commitment appropriations	Payment appropriations	Commitment appropriations	Payment appropriations
<b>EU contribution</b>	144 173 389	153 717 118	117 088 457	153 408 608
<b>Other Revenue</b>	78 364 220	37 558 048	26 439 507	24 641 871
<b>TOTAL REVENUES</b>	<b>222 537 609</b>	<b>191 275 166</b>	<b>143 527 964</b>	<b>178 050 479</b>

### 1.5.2 Expenditure Overview

Expenditure	2024		2025	
	Commitment appropriations	Payment appropriations	Commitment appropriations	Payment appropriations
<b>Title 1 - Staff expenditure</b>	3 270 300	3 270 300	3 621 540	3 621 540
<b>Title 2 - Infrastructure and operating expenditure</b>	1 962 530	1 962 530	2 236 380	2 236 380
<b>Title 3 - Operational expenditure</b>	217 304 779	186 042 336	137 670 044	172 192 559
<b>TOTAL EXPENDITURE</b>	<b>222 537 609</b>	<b>191 275 166</b>	<b>143 527 964</b>	<b>178 050 479</b>

## 2 Human Resources

### 2.1 Establishment plan posts

The table below presents the number of posts in the establishment plans, including the posts assigned to programmes financed outside the EU budget.

Function group and grade	2023				2024		2025			
	Authorised Budget		Actually filled as of 31/12/2023		Authorised Budget		Request of the Agency		Draft Budget Request	
	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts
AD 16										
AD 15										
AD 14		1				1		1		1
AD 13						1				
AD 12		2		1		1		1		1
AD 11				1				1		1
AD 10						2		2		2
AD 9		5		3		3		4		4
AD 8		2		3		2				
AD 7				1				1		1
AD 6										
AD 5										

Function group and grade	2023				2024		2025			
	Authorised Budget		Actually filled as of 31/12/2023		Authorised Budget		Request of the Agency		Draft Budget Request	
	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts
AD TOTAL		10		9		10		10		10
AST 11										
AST 10										
AST 9										
AST 8										
AST 7										
AST 6										
AST 5		1		1		1		1		1
AST 4		1		1		1		1		1
AST 3						1		1		1
AST 2		1		1						
AST 1										
AST TOTAL		3		3		3		3		3
AST/SC 6										
AST/SC 5										
AST/SC 4										
AST/SC 3										
AST/SC 2										
AST/SC 1										
AST/SC TOTAL										
TOTAL		13		12		13		13		13
GRAND TOTAL	13		12		13		13		13	

## 2.2 External personnel

### 2.2.1 Contract Agents

Contract agents	Authorised 2023	Recruited as of 31/12/2023	2024 estimate	Draft Budget 2025 estimate
Function Group IV	10	10	10	10
Function Group III	6	6	6	6
Function Group II				
Function Group I				
TOTAL	16	16	16	16

## 2.2.2 Seconded National Experts

Seconded National Experts	Authorised 2023	Recruited as of 31/12/2023	2024 estimate	Draft Budget 2025 estimate
<b>TOTAL</b>				

## 3 Financial Resources

### 3.1 Revenues

#### 3.1.1 Revenues Commitment Appropriations

REVENUES COMMITMENT APPROPRIATIONS	Revenues Commitment Appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Joint undertaking request	Budget forecast	
<b>1 EU CONTRIBUTION</b>	149 712 288	144 173 389	121 833 966	117 088 457	-18,79%
- Of which (fresh C1) Administrative (Title 1 and Title 2)	<b>800 000</b>	<b>1 691 126</b>	2 443 500	2 443 500	<b>44,49%</b>
- Of which frontloading (Title 1 and Title 2)	<b>1 912 288</b>				
- Of which Operational (Title 3)	<b>147 000 000</b>	<b>142 482 263</b>	119 390 466	114 644 957	<b>-19,54%</b>
<b>2 THIRD PARTIES CONTRIBUTION</b>	4 311 769	5 103 738	4 312 922	3 219 933	-36,91%
- Of which EEA/EFTA (excl. Switzerland)	4 311 769	5 103 738	4 312 922	3 219 933	-36,91%
- Of which third countries					
<b>3 IN CASH THIRD PARTY CONTRIBUTIONS</b>	2 775 757	1 750 991	2 530 000	2 530 000	44,49%
- Of which Administrative (Title 1 and Title 2)	<b>2 775 757</b>	<b>1 750 991</b>	2 530 000	2 530 000	<b>44,49%</b>
- Of which Operational (Title 3)					
<b>4 REVENUES FROM SERVICES RENDERED AGAINST PAYMENT</b>					
<b>5 INTERESTS GENERATED</b>					
<b>6 UNUSED APPROPRIATIONS FROM PREVIOUS YEARS</b>	69 783 435	71 509 491	20 689 574	20 689 574	-71,07%
- Of which administrative	2 201 480	2 826 379	800 000	800 000	-71,70%
- Of which operational	67 581 955	68 683 112	19 889 574	19 889 574	-71,04%
<b>7 OTHER</b>	1 009 466				
<b>TOTAL</b>	<b>227 592 715</b>	<b>222 537 609</b>	149 366 462	143 527 964	<b>-35,50%</b>

### 3.1.2 Revenues Payment Appropriations

REVENUES PAYMENT APPROPRIATIONS	Revenues Payment Appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Joint undertaking request	Budget forecast	
<b>1 EU CONTRIBUTION</b>	97 070 840	153 717 118	153 408 608	153 408 608	-0,20%
- Of which (fresh C1) Administrative (Title 1 and Title 2)	<b>800 000</b>	<b>1 691 126</b>	<b>2 443 500</b>	2 443 500	<b>44,49%</b>
- Of which frontloading (Title 1 and Title 2)	<b>1 912 288</b>				
- Of which Operational (Title 3)	<b>94 358 552</b>	<b>152 025 992</b>	<b>150 965 108</b>	150 965 108	<b>-0,70%</b>
<b>2 THIRD PARTIES CONTRIBUTION</b>	2 705 523	5 441 586	5 430 665	4 218 737	-22,47%
- Of which EEA/EFTA (excl. Switzerland)	2 705 523	5 441 586	5 430 665	4 218 737	-22,47%
- Of which third countries					
<b>3 IN CASH THIRD PARTY CONTRIBUTIONS</b>	2 775 707	1 750 991	2 530 000	2 530 000	44,49%
- Of which Administrative (Title 1 and Title 2)	<b>2 775 707</b>	<b>1 750 991</b>	<b>2 530 000</b>	2 530 000	<b>44,49%</b>
- Of which Operational (Title 3)					
<b>4 REVENUES FROM SERVICES RENDERED AGAINST PAYMENT</b>					
<b>5 INTERESTS GENERATED</b>					
<b>6 UNUSED APPROPRIATIONS FROM PREVIOUS YEARS</b>	185 156	30 365 471	17 893 134	17 893 134	-41,07%
- Of which administrative	185 156	3 246 795	1 265 619	1 265 619	-61,02%
- Of which operational		27 118 676	16 627 515	16 627 515	-38,69%
<b>7 OTHER</b>	842 499				
<b>TOTAL</b>	<b>103 579 725</b>	<b>191 275 166</b>	<b>179 262 407</b>	178 050 479	<b>-6,91%</b>

### 3.2 Financial contributions from EU budget and the other partners and in kind contributions

Third-party contributions (commitment appropriations)	Executed budget 2023	Budget 2024	Draft budget 2025
Financial contribution to the administrative costs of JU covered by the Participant States	2 775 757	1 750 991	2 530 000
Financial contributions to the administrative costs by the	2 775 757	1 750 991	2 530 000



Private members			
Financial contributions to operational costs by the Participating States	151 248 300	157 407 712	156 309 273
In-kind contributions to operational activities by the Private members (1) BBI	425 376 432	237 396 680	
In-kind contributions to operational activities by the Private members (1) CBE		3 325 000	16 169 351
<b>TOTAL CONTRIBUTIONS</b>	<b>582 176 246</b>	<b>401 631 674</b>	<b>177 538 624</b>

(1) For BBI, breakdown of IKOP and IKAA by year, as follows:

2023: IKOP realised EUR 9 376 432, IKAA certified EUR 416 000 000

2024: IKOP foreseen EUR 4 354 450, IKAA certified EUR 233 044 230

For CBE -

2024: IKOP foreseen EUR 3 325 000

2025: IKOP foreseen EUR 16 169 351

No IKAA foreseen for CBE until at least 2026.

### 3.3 Expenditure

#### 3.3.1 Commitment appropriations

EXPENDITURE	Commitment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Joint undertaking request	Budget forecast	
<b>Title 1 - Staff expenditure</b>	<b>2 978 293</b>	<b>3 270 300</b>	<b>3 621 540</b>	<b>3 621 540</b>	<b>10,74%</b>
<b>Salaries &amp; allowances</b>	2 676 520	2 860 400	3 208 840	3 208 840	12,18%
- <i>Of which establishment plan posts</i>	2 644 520	2 828 400	3 175 340	3 175 340	12,27%
- <i>Of which external personnel</i>	32 000	32 000	33 500	33 500	4,69%
<b>Expenditure relating to Staff recruitment</b>	16 000	75 000	55 000	55 000	-26,67%
<b>Mission expenses</b>	50 073	60 000	75 000	75 000	25,00%
<b>Socio-medical infrastructure</b>	163 900	189 900	197 700	197 700	4,11%
<b>Training</b>	61 800	70 000	70 000	70 000	0,00%
<b>External Services</b>					

EXPENDITURE	Commitment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Joint undertaking request	Budget forecast	
Receptions, events and representation	10 000	10 000	10 000	10 000	0,00%
Social welfare		5 000	5 000	5 000	0,00%
Other Staff related expenditure					
<b>Title 2 - Infrastructure and operating expenditure</b>	<b>2 669 358</b>	<b>1 962 530</b>	<b>2 236 380</b>	<b>2 236 380</b>	<b>13,95%</b>
Rental of buildings and associated costs	360 601	365 000	400 000	400 000	9,59%
Information, communication technology and data processing	741 998	449 983	652 000	652 000	44,89%
Movable property and associated costs		5 000	5 000	5 000	0,00%
Current administrative expenditure	14 921	35 000	24 000	24 000	-31,43%
Postage / Telecommunications	4 000	26 000	37 000	37 000	42,31%
Meeting expenses	45 000	49 800	74 380	74 380	49,36%
Running costs in connection with operational activities					
Information and publishing	940 523	423 500	417 000	417 000	-1,53%
Studies	312 315	408 247	452 000	452 000	10,72%
Other infrastructure and operating expenditure	250 000	200 000	175 000	175 000	-12,50%
<b>Title 3 - Operational expenditure</b>	<b>216 168 371</b>	<b>217 304 779</b>	<b>143 508 542</b>	<b>137 670 044</b>	<b>-36,65%</b>
Previous years' calls					
Current year's call	216 168 371	147 526 135	123 616 888	117 778 390	<b>-20,16%</b>
Unused appropriations from previous years		69 778 644	19 891 654	19 891 654	<b>-71,49%</b>
- Of which Administrative		1 095 532	2 080	2 080	<b>-99,81%</b>
- Of which Operational		68 683 112	19 889 574	19 889 574	<b>-71,04%</b>
<b>TOTAL</b>	<b>221 816 022</b>	<b>222 537 609</b>	<b>149 366 462</b>	<b>143 527 964</b>	<b>-35,50%</b>

### 3.3.2 Payment appropriations

EXPENDITURE	Payment appropriations			
	Executed Budget	Budget 2024	Draft Budget 2025	VAR

	2023		Joint undertaking request	Budget forecast	2025/2024 (%)
<b>Title 1 - Staff expenditure</b>	<b>2 938 469</b>	<b>3 270 300</b>	<b>3 621 540</b>	<b>3 621 540</b>	<b>10,74%</b>
Salaries & allowances	2 658 711	2 860 400	3 208 840	3 208 840	12,18%
- Of which establishment plan posts	2 631 369	2 828 400	3 175 340	3 175 340	12,27%
- Of which external personnel	27 342	32 000	33 500	33 500	4,69%
Expenditure relating to Staff recruitment	593	75 000	55 000	55 000	-26,67%
Mission expenses	46 894	60 000	75 000	75 000	25,00%
Socio-medical infrastructure	148 334	189 900	197 700	197 700	4,11%
Training	77 500	70 000	70 000	70 000	0,00%
External Services					
Receptions, events and representation	6 437	10 000	10 000	10 000	0,00%
Social welfare		5 000	5 000	5 000	0,00%
Other Staff related expenditure					
<b>Title 2 - Infrastructure and operating expenditure</b>	<b>1 642 785</b>	<b>1 962 530</b>	<b>2 236 380</b>	<b>2 236 380</b>	<b>13,95%</b>
Rental of buildings and associated costs	360 527	365 000	400 000	400 000	9,59%
Information, communication technology and data processing	371 480	449 983	652 000	652 000	44,89%
Movable property and associated costs		5 000	5 000	5 000	0,00%
Current administrative expenditure	18 819	35 000	24 000	24 000	-31,43%
Postage / Telecommunications	2 010	26 000	37 000	37 000	42,31%
Meeting expenses	26 667	49 800	74 380	74 380	49,36%
Running costs in connection with operational activities					
Information and publishing	340 117	423 500	417 000	417 000	-1,53%
Studies	291 798	408 247	452 000	452 000	10,72%
Other infrastructure and operating expenditure	231 367	200 000	175 000	175 000	-12,50%
<b>Title 3 - Operational expenditure</b>	<b>119 128 829</b>	<b>186 042 336</b>	<b>173 404 487</b>	<b>172 192 559</b>	<b>-7,44%</b>
Previous years' calls	20 194 540	156 407 712	155 559 273	154 347 345	-1,32%

EXPENDITURE	Payment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Joint undertaking request	Budget forecast	
Current year's call	98 934 289	1 000 000	750 000	750 000	-25,00%
Unused appropriations from previous years		28 634 624	17 095 214	17 095 214	-40,30%
- Of which Administrative		1 515 947	467 699	467 699	-69,15%
- Of which Operational		27 118 677	16 627 515	16 627 515	-38,69%
<b>TOTAL</b>	<b>123 710 083</b>	<b>191 275 166</b>	<b>179 262 407</b>	<b>178 050 479</b>	<b>-6,91%</b>

### 3.4 Budget Outturn

First estimate of the 2023 surplus that remains within the Joint Undertaking:

Administrative:

CA: total EUR 2 023 533, of which EUR 1 626 597 for CBE and EUR 396,936 for BBI

PA: total EUR 3 577 825, of which EUR EUR 2 531 026 for CBE and EUR 1 046 799 for BBI

Operational:

CA: total EUR 3 526 606, of which EUR 2,761,884 for CBE and EUR 764,722 for BBI

PA total EUR .10 083 798, of which EUR 5 216 016 for CBE and EUR 4 867 482 for BBI

## 4 Justification of needs

### Commission assessment

#### Human Resources

Agreement reached on the staff numbers.

#### Financial Resources

The level of financial resources in 2025 takes into account the impact of Mid-term review Horizon Europe reduction.

### 4.1 Human Resources - Joint Undertaking Request

#### 4.1.1 Number of staff requested

13 TAs and 16 CAs have been requested and approved.

#### 4.1.2 Vacancy rate as of end 2023

At the end of 2023, 12 TAs and 16 CAs were in place out of a total establishment plan of 13 TAs and 16 CAs, so a vacancy rate of 3,45%.

#### *4.1.3 Standard abatement ('abatement forfaitaire') applied*

N/A

#### *4.1.4 Salary assumption for calculating salary line (% applied)*

For the HR expenditure for the single year of 2025:

For both TAs and CAs the computation was made taking into account the respective grade/step of each staff member as well as potential reclassifications. For the 13 TAs this gives a total of EUR 1 843 388 (which corresponds to an average cost per TA of EUR 141 799 per year). For the 16 CAs the total is EUR 1 265 450 (corresponding to an average cost per CA of EUR 79 090 per year).

The salary budget line also includes an amount of EUR 33 500 for interns (4 at an average cost of EUR 8 375). The budget for interim staff was been moved to a Title 2 budget line for CBE JU.

Related to the CBE total salaries, there are also the following costs:

- EUR 41 500 for the annual transportation of staff from home to the office and back
- EUR 25 000 for the annual administrative fee to PMO.
- On the staff recruitment budget line there is also an amount of EUR 40 000 for installation, resettlement and daily subsistence allowances and removal and travel expenses.

Other staff costs include:

- EUR 70 000 for training
- EUR 14 000 for medical costs
- EUR 167 000 for EU School and creche fees and the school bus as well as staff public transportation scheme.

#### *4.1.5 Correction coefficient used*

N/A

#### *4.1.6 Exchange rate used (if applicable)*

N/A

### **4.2 Financial Resources - joint Undertaking Request**

#### *4.2.1 Title 1*

The total administrative budget in the LFS is EUR 2 930 000, less EUR 400 000 which was "shifted" from 2025 to 2024 in line with budgetary need. This leaves EUR 2 530 000, or EUR 5 060 000 including the BIC contribution. Total admin budget is EUR 5 857 920, so we need to add EUR 797 920 in reactivated prior year appropriations to "top up".

The main cost in Title 1 is staff in active employment. The budget for the single year 2025 assumes the full level of BBI staff as well as the extra staff for CBE JU (recruited in 2023 and 2024) and a certain number of promotions. The budget includes fresh (C1) budget as well as reactivated unused (C2) budget from 2023 CBE budget lines. The execution of the BBI administrative budget is being prioritised until end 2024. From 2025 onwards only the CBE budget will remain in force.

#### *4.2.2 Title 2*

The main costs under Title 2 (including both fresh appropriations and reactivated unused budget for CBE JU) are:

- building rental and associated charges (2025 estimated costs based on invoices received in early 2024 + indexation):
- communication costs (includes promotional events, corporate website costs, PR/brochures, social media campaigns, newsletter tool etc.):

- IT costs (includes ABAC Assets, Contracts and Workflow annual fees, hardware and software inventory purchases, maintenance contracts, troubleshooting, upgrades, the use of SYSPER, SYSTAL and ARES tools):

- expert reviewers for reviews of ongoing projects:

- service contracts include studies, external (interim) staff and annual audit fees:

#### 4.2.3 Title 3

Operational expenditure. For BBI JU there were no more calls for proposals following Call 2020. The requested payment appropriations will be used to pay the interim and/or final payments for the prior ongoing calls up until end 2027. In 2023, for CBE JU, the prefinancing payments for the first call, launched in mid-2022, were paid. The agreed planning of all the CBE calls, taking into account the carry forward of unused operational commitment appropriations from 2021 and 2022 to future years, is as follows:

	2021	2022	2023	2024	2025	2026	2027	Totals
Call amount		120.8	215.2	211.4	142.0	142.0	141.7	973.1

The Title 3 budget for 2025 is broken down as follows:

Title Chapter	Heading/fund source	BBI		CBE	
		CAs	PAs	CAs	PAs
<b>TOTALS</b>		0	16 627 514	120 355 564	156 309 273
31	C1 current year call	0	0	119 605 564	0
30	C1 prior year call	0	0	0	155 559 273
31	C2 prior year calls	0	16 627 514	0	0
32	C1 Expert- evaluators	0	0	750 000	750 000

## 5 Other information

### 5.1 Buildings

#### 5.1.1 Current building(s)

#	Building Name and type	Location	SURFACE AREA(in m <sup>2</sup> )			RENTAL CONTRACT			Host country (grant or support)	Building present value(€)
			Office space	non-office	Total	RENT (€/year)	Duration	Type		
1	White Atrium TO 56	Avenue de la Toison d'Or (56-60) B-1060 Brussels Belgium	892,5	250	1 142,5	339 500	2015-2025	"Uso fructo" rental	Belgium	
<b>TOTAL</b>			<b>892,5</b>	<b>250</b>	<b>1 142,5</b>	<b>339 500</b>				

#### 5.1.2 Current building(s) Other comments

N/A

#### 5.1.3 Building projects in the planning phase

N/A

#### 5.1.4 Building projects submitted to the European Parliament and the Council

N/A

## 5.2 Evaluation

According to information provided by the EC on 25 January 2024, the Horizon Europe interim evaluation is ongoing, where five evaluation studies are being conducted by external contractors. Three of these studies treat JUs and each JU will be the topic of a dedicated deliverable (ca. 30-page report each). The final draft reports have been delayed by clarifications needed on the Biennial Monitoring Report inputs provided by the partnerships. Once the final draft evaluation reports have been received (planned in the course of January 2024), a Staff Working Document will be compiled and published by the end of 2024.

## 5.3 Privileges and immunities

Joint undertaking privileges	Privileges granted to staff	
	Protocol of privileges and immunities / diplomatic status	Education / day care
VAT Exemption	BE	

2.1.12 *European Cybersecurity Industrial, Technology and Research Competence Centre (ECCC)*

**1 Overview**

**1.1 Creation/modification (legal base)**

Decision	Date	Mission / Tasks / Functions
<p>REGULATION (EU) 2021/887 OF THE EUROPEAN PARLIAMENT AND OF THE COUNCIL of 20 May 2021 establishing the European Cybersecurity Industrial, Technology and Research Competence Centre and the Network of National Coordination Centres</p>		<p>According to articles 3, 4 and 5 of the Regulation the Competence Centre and the Network have the following mission, objectives and tasks:</p> <p><b>Mission of the Competence Centre and the Network (Article 3)</b></p> <p>1. The mission of the Competence Centre and the Network is to help the Union to: (a) strengthen its leadership and strategic autonomy in the area of cybersecurity by retaining and developing the Union’s research, academic, societal, technological and industrial cybersecurity capacities in the Digital Single Market; (b) support Union technological capacities, capabilities and skills in relation to the resilience and reliability of the infrastructure of network and information systems; and (c) increase the global competitiveness of the Union's cybersecurity industry, ensure high cybersecurity standards throughout the Union and turn cybersecurity into a competitive advantage for other Union industries.</p> <p>2. The Competence Centre and the Network shall undertake their tasks in collaboration with ENISA and the Community, as appropriate.</p> <p>3. The Competence Centre shall, in accordance with the legislative acts establishing the relevant programmes, in particular Horizon Europe and the Digital Europe Programme, use relevant Union financial resources in such a way as to contribute to the mission set out in paragraph 1.</p> <p><b>Objectives of the Competence Centre (Article 4)</b></p> <p>1. The Competence Centre shall have the overall objective of promoting research, innovation and deployment in the area of cybersecurity in order to fulfil the mission as set out in Article 3.</p> <p>2. The Competence Centre shall have the following specific objectives: (a) enhancing cybersecurity capacities, capabilities, knowledge and infrastructure for the benefit of industry, in particular SMEs, research communities, the public sector and civil society, as appropriate; (b) promoting cybersecurity resilience, the uptake of cybersecurity best practices, the principle of security by design, and the certification of the security of digital products and services, in a manner that complements the efforts of other public entities; (c) contributing to a strong European cybersecurity ecosystem which brings together all relevant stakeholders.</p> <p>3. The Competence Centre shall implement the specific objectives referred to in paragraph 2 by: (a) establishing strategic recommendations for research, innovation and deployment in cybersecurity in accordance with Union law and setting out strategic priorities for the Competence Centre’s activities; (b) implementing actions under relevant Union funding programmes in accordance with the relevant work programmes and the Union legislative acts establishing those funding programmes; (c) fostering cooperation and coordination among the national coordination centres and with and within the Community; and (d) where relevant and appropriate, acquiring and operating ICT infrastructure and services where necessary to fulfil the tasks set out in Article 5 and in accordance with the respective work programmes set out in point (b) of Article 5(3).</p> <p><b>Tasks of the Competence Centre (Article 5)</b></p> <p>1. In order to fulfil its mission and objectives, the Competence Centre shall have the following tasks: (a) strategic tasks; and (b) implementation tasks.</p> <p>2. The strategic tasks referred to in point (a) of paragraph 1 shall consist of: (a) developing and monitoring the implementation of the Agenda; (b) through the Agenda and the multiannual work programme, while avoiding any duplication of activities with ENISA and taking into account the need to create synergies between cybersecurity and other parts of Horizon Europe and the Digital Europe Programme: (i) establishing priorities for the work of the Competence Centre.</p> <p>3. The implementation tasks referred to in point (b) of paragraph 1 shall consist of: (a) coordinating and administrating the work of the Network and the Community in order to fulfil the mission set out in Article 3, in particular by supporting cybersecurity start-ups, SMEs, microenterprises,</p>



		<p>associations and civic technology projects in the Union and facilitating their access to expertise, funding, investment and markets; (b) establishing and implementing the annual work programme, in accordance with the Agenda and the multiannual work programme, for the cybersecurity parts (c) supporting, where appropriate, the achievement of Specific Objective 4 – ‘Advanced Digital Skills’ as set out in Article 7 of Regulation (EU) 2021/694, in cooperation with European Digital Innovation Hubs; (d) providing expert advice on cybersecurity industry, technology and research to the Commission when the Commission prepares draft work programmes pursuant to Article 13 of Decision (EU) 2021/764; (e) carrying out or enabling the deployment of ICT infrastructure and facilitating the acquisition of such infrastructure, for the benefit of society, industry and the public sector, at the request of Member States, research communities and operators of essential services, by means of, inter alia, contributions from Member States and Union funding for joint actions, in accordance with the Agenda, the annual work programme and the multiannual work programme; (f) raising awareness of the mission of the Competence Centre and the Network and of the objectives and tasks of the Competence Centre; (g) without prejudice to the civilian nature of projects to be financed from Horizon Europe, and in accordance with Regulations (EU) 2021/695 and (EU) 2021/694, enhancing synergies and coordination between the cybersecurity civilian and defence spheres, by facilitating the exchange of: (i) knowledge and information with regard to dual-use technologies and applications; (ii) results, requirements and best practices; and (iii) information with regard to the priorities of relevant Union programmes.</p> <p>4. The Competence Centre shall carry out the tasks set out in paragraph 1 in close cooperation with the Network.</p> <p>5. In accordance with Article 6 of Regulation (EU) 2021/695 and subject to a contribution agreement as defined in point (18) of Article 2 of the Financial Regulation, the Competence Centre may be entrusted with the implementation of the cybersecurity parts under Horizon Europe that are not co-funded by the Member States, in particular with regard to Section 3.1.3 of Pillar II of Annex I to Decision (EU) 2021/764.</p>
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## 1.2 Seat

Bucharest, Romania

## 1.3 Budget line

01 02 02 31 : Cluster ‘Civil Security for Society’ — European Cybersecurity Industrial, Technology and Research Competence Centre

02 04 01 11 : European Cybersecurity Industrial, Technology and Research Competence Centre

## 1.4 Human Resources Overview

The table below presents the number of posts in the establishment plans, including the posts assigned to programmes financed outside the EU budget, whereas the number of Contract Agents / SNE only includes those financed under programmes financed within the EU Budget.

Human Resources	2023			2024	2025
	Authorised Budget	Actually filled as of 31/12/2023	Occupancy rate(%)	Authorised Budget	Draft Budget Request
<b>TOTAL AD</b>	10	5	50,00%	10	10
<b>TOTAL AST</b>					
<b>TOTAL AST/SC</b>					
<b>ESTABLISHMENT PLAN POSTS</b>	<b>10</b>	<b>5</b>	<b>50,00%</b>	<b>10</b>	<b>10</b>
<b>Contract Agents (CA)</b>	27	22	81,48%	27	27
<b>Seconded National Experts (SNE)</b>	1		0,00%	1	1

Human Resources	2023			2024	2025
	Authorised Budget	Actually filled as of 31/12/2023	Occupancy rate(%)	Authorised Budget	Draft Budget Request
<b>TOTAL STAFF</b>	<b>38</b>	<b>27</b>	<b>71,05%</b>	<b>38</b>	<b>38</b>

## 1.5 Financial Resources Overview

### 1.5.1 Revenues Overview

REVENUES	2024		2025	
	Revenues estimated by the agency		Budget Forecast	
	Commitment appropriations	Payment appropriations	Commitment appropriations	Payment appropriations
<b>EU contribution</b>	211 267 742	188 759 099	122 419 850	189 253 417
<b>Other Revenue</b>	7 563 385	6 757 576	3 415 514	5 280 170
<b>TOTAL REVENUES</b>	<b>218 831 127</b>	<b>195 516 675</b>	<b>125 835 364</b>	<b>194 533 587</b>

### 1.5.2 Expenditure Overview

Expenditure	2024		2025	
	Commitment appropriations	Payment appropriations	Commitment appropriations	Payment appropriations
<b>Title 1 - Staff expenditure</b>	1 827 000	1 827 000	1 667 356	1 667 356
<b>Title 2 - Infrastructure and operating expenditure</b>	1 273 000	1 273 000	1 389 000	1 389 000
<b>Title 3 - Operational expenditure</b>	215 731 127	192 416 675	122 710 325	192 972 334
<b>TOTAL EXPENDITURE</b>	<b>218 831 127</b>	<b>195 516 675</b>	<b>125 766 681</b>	<b>196 028 690</b>

## 2 Human Resources

### 2.1 Establishment plan posts

The table below presents the number of posts in the establishment plans, including the posts assigned to programmes financed outside the EU budget.

Function group and grade	2023				2024		2025			
	Authorised Budget		Actually filled as of 31/12/2023		Authorised Budget		Request of the Agency		Draft Budget Request	
	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts
AD 16										
AD 15										
AD 14		1				1		1		1
AD 13										
AD 12		2				2		2		2
AD 11		2				2		2		2

Function group and grade	2023				2024		2025			
	Authorised Budget		Actually filled as of 31/12/2023		Authorised Budget		Request of the Agency		Draft Budget Request	
	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts
AD 10										
AD 9										
AD 8		3		3		3		3		3
AD 7		2		2		2		2		2
AD 6										
AD 5										
AD TOTAL		10		5		10		10		10
AST 11										
AST 10										
AST 9										
AST 8										
AST 7										
AST 6										
AST 5										
AST 4										
AST 3										
AST 2										
AST 1										
AST TOTAL										
AST/SC 6										
AST/SC 5										
AST/SC 4										
AST/SC 3										
AST/SC 2										
AST/SC 1										
AST/SC TOTAL										
TOTAL		10		5		10		10		10
GRAND TOTAL		10		5		10		10		10

## 2.2 External personnel

### 2.2.1 Contract Agents

Contract agents	Authorised 2023	Recruited as of 31/12/2023	2024 estimate	Draft Budget 2025 estimate
Function Group IV	21	18	21	21
Function Group III	2	2	2	2
Function Group II	4	2	4	4

Contract agents	Authorised 2023	Recruited as of 31/12/2023	2024 estimate	Draft Budget 2025 estimate
Function Group I				
<b>TOTAL</b>	<b>27</b>	<b>22</b>	<b>27</b>	<b>27</b>

### 2.2.2 Seconded National Experts

Seconded National Experts	Authorised 2023	Recruited as of 31/12/2023	2024 estimate	Draft Budget 2025 estimate
<b>TOTAL</b>	<b>1</b>		<b>1</b>	<b>1</b>

## 3 Financial Resources

### 3.1 Revenues

#### 3.1.1 Revenues Commitment Appropriations

REVENUES COMMITMENT APPROPRIATIONS	Revenues Commitment Appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Joint undertaking request	Budget forecast	
<b>1 EU CONTRIBUTION</b>	159 003 443	211 267 742	121 419 850	122 419 850	-42,05%
- Of which (fresh C1) Administrative (Title 1 and Title 2)	<b>1 457 266</b>	<b>2 892 863</b>	<b>2 950 720</b>	<b>2 950 720</b>	<b>2,00%</b>
- Of which frontloading (Title 1 and Title 2)					
- Of which Operational (Title 3)	<b>157 546 177</b>	<b>208 374 879</b>	<b>118 469 130</b>	<b>119 469 130</b>	<b>-42,67%</b>
<b>2 THIRD PARTIES CONTRIBUTION</b>		7 563 385	4 346 831	3 415 514	-54,84%
- Of which EEA/EFTA (excl. Switzerland)		7 563 385	4 346 831	3 415 514	-54,84%
- Of which third countries					100%
<b>3 IN CASH THIRD PARTY CONTRIBUTIONS</b>					
- Of which Administrative (Title 1 and Title 2)					
- Of which Operational (Title 3)					
<b>4 REVENUES FROM SERVICES RENDERED AGAINST PAYMENT</b>					
<b>5 INTERESTS GENERATED</b>					
<b>6 UNUSED APPROPRIATIONS FROM PREVIOUS YEARS</b>					
- Of which administrative					
- Of which operational					
<b>7 OTHER</b>					

REVENUES COMMITMENT APPROPRIATIONS	Revenues Commitment Appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Joint undertaking request	Budget forecast	
<b>TOTAL</b>	<b>159 003 443</b>	<b>218 831 127</b>	<b>125 766 681</b>	<b>125 835 364</b>	<b>-42,50%</b>

### 3.1.2 Revenues Payment Appropriations

REVENUES PAYMENT APPROPRIATIONS	Revenues Payment Appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Joint undertaking request	Budget forecast	
<b>1 EU CONTRIBUTION</b>	123 976 016	188 759 099	189 253 418	189 253 417	0,26%
- Of which (fresh C1) Administrative (Title 1 and Title 2)	1 134 723	2 892 863	3 056 356	2 950 720	2,00%
- Of which frontloading (Title 1 and Title 2)					
- Of which Operational (Title 3)	122 841 293	185 866 236	186 197 062	186 302 697	0,23%
<b>2 THIRD PARTIES CONTRIBUTION</b>	5 246 412	6 757 576	6 775 272	5 280 170	-21,86%
- Of which EEA/EFTA (excl. Switzerland)	5 246 412	6 757 576	6 775 272	5 280 170	-21,86%
- Of which third countries					100%
<b>3 IN CASH THIRD PARTY CONTRIBUTIONS</b>					
- Of which Administrative (Title 1 and Title 2)					
- Of which Operational (Title 3)					
<b>4 REVENUES FROM SERVICES RENDERED AGAINST PAYMENT</b>					
<b>5 INTERESTS GENERATED</b>					
<b>6 UNUSED APPROPRIATIONS FROM PREVIOUS YEARS</b>					
- Of which administrative					
- Of which operational					
<b>7 OTHER</b>					
<b>TOTAL</b>	<b>129 222 428</b>	<b>195 516 675</b>	<b>196 028 690</b>	<b>194 533 587</b>	<b>-0,50%</b>

### 3.2 Financial contributions from EU budget and the other partners and in kind contributions

### 3.3 Expenditure

#### 3.3.1 Commitment appropriations

EXPENDITURE	Commitment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Joint undertaking request	Budget forecast	
<b>Title 1 - Staff expenditure</b>	<b>1 060 103</b>	<b>1 827 000</b>	<b>1 667 356</b>	<b>1 667 356</b>	<b>-8,74%</b>
Salaries & allowances	973 188	1 550 000	1 390 356	1 390 356	-10,30%
- Of which establishment plan posts	932 269	950 000	819 556	819 556	-13,73%
- Of which external personnel	40 919	600 000	570 800	570 800	-4,87%
Expenditure relating to Staff recruitment		15 000	15 000	15 000	0,00%
Mission expenses	75 000	80 000	80 000	80 000	0,00%
Socio-medical infrastructure		42 000	42 000	42 000	0,00%
Training	11 915	140 000	140 000	140 000	0,00%
External Services					
Receptions, events and representation					
Social welfare					
Other Staff related expenditure					
<b>Title 2 - Infrastructure and operating expenditure</b>	<b>420 957</b>	<b>1 273 000</b>	<b>1 389 000</b>	<b>1 389 000</b>	<b>9,11%</b>
Rental of buildings and associated costs	34 517	290 000	315 000	315 000	8,62%
Information, communication technology and data processing	150 018	290 000	300 000	300 000	3,45%
Movable property and associated costs	32 857	218 000	218 000	218 000	0,00%
Current administrative expenditure	183 039	103 000	106 000	106 000	2,91%
Postage / Telecommunications					
Meeting expenses		102 000	120 000	120 000	17,65%
Running costs in connection with operational activities					
Information and publishing	20 526	150 000	180 000	180 000	20,00%
Studies		120 000	150 000	150 000	25,00%

EXPENDITURE	Commitment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Joint undertaking request	Budget forecast	
Other infrastructure and operating expenditure					
Title 3 - Operational expenditure	162 768 796	215 731 127	122 710 325	122 710 325	-43,12%
<b>TOTAL</b>	<b>164 249 856</b>	<b>218 831 127</b>	<b>125 766 681</b>	<b>125 766 681</b>	<b>-42,53%</b>

### 3.3.2 Payment appropriations

EXPENDITURE	Payment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Joint undertaking request	Budget forecast	
Title 1 - Staff expenditure	1 012 445	1 827 000	1 667 356	1 667 356	-8,74%
Salaries & allowances	973 188	1 550 000	1 390 356	1 390 356	-10,30%
- Of which establishment plan posts	932 269	950 000	819 556	819 556	-13,73%
- Of which external personnel	40 919	600 000	570 800	570 800	-4,87%
Expenditure relating to Staff recruitment		15 000	15 000	15 000	0,00%
Mission expenses	39 257	80 000	80 000	80 000	0,00%
Socio-medical infrastructure		42 000	42 000	42 000	0,00%
Training		140 000	140 000	140 000	0,00%
External Services					
Receptions, events and representation					
Social welfare					
Other Staff related expenditure					
Title 2 - Infrastructure and operating expenditure	327 889	1 273 000	1 389 000	1 389 000	9,11%
Rental of buildings and associated costs	11 287	290 000	315 000	315 000	8,62%
Information, communication technology and data processing	12 266	290 000	300 000	300 000	3,45%
Movable property and associated costs	48 591	218 000	218 000	218 000	0,00%
Current administrative expenditure	255 745	103 000	106 000	106 000	2,91%

EXPENDITURE	Payment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Joint undertaking request	Budget forecast	
Postage / Telecommunications					
Meeting expenses		102 000	120 000	120 000	17,65%
Running costs in connection with operational activities					
Information and publishing		150 000	180 000	180 000	20,00%
Studies		120 000	150 000	150 000	25,00%
Other infrastructure and operating expenditure					
<b>Title 3 - Operational expenditure</b>	<b>129 262 634</b>	<b>192 416 675</b>	<b>192 972 334</b>	<b>192 972 334</b>	<b>0,29%</b>
<b>TOTAL</b>	<b>130 602 968</b>	<b>195 516 675</b>	<b>196 028 690</b>	<b>196 028 690</b>	<b>0,26%</b>

### 3.4 Budget Outturn

First estimate of the 2023 surplus that remains within the joint undertaking: EUR 0.

## 4 Justification of needs

### Commission assessment

#### Human Resources

The human resources requested for 2025 are in kept at the same level that in the Voted Budget 2024.

#### Financial Resources

The financial resources requested for 2025 are in line with the Financial Programming.

### 4.1 Human Resources - Joint Undertaking Request

4.1.1 Number of staff requested

4.1.2 Vacancy rate as of end 2023

4.1.3 Standard abatement ('abatement forfaitaire') applied

4.1.4 Salary assumption for calculating salary line (% applied)

4.1.5 Correction coefficient used

4.1.6 Exchange rate used (if applicable)



## 4.2 Financial Resources - joint Undertaking Request

### 4.2.1 Title 1

This appropriations from this title will cover the staff-related expenditure of the Centre, amongst which:

- the remuneration (salaries and allowances) of the temporary and contractual staff in accordance with the Staff Regulations.
- recruitment costs,
- mission expenditure;
- insurances and medical check-up of staff and associated analyses required;
- other staff-related expenses.

### 4.2.2 Title 2

The appropriations from this title will cover the following main items:

- Logistical costs – utility costs, furniture and equipment of Permanent office, office supplies etc.
- IT infrastructure, equipment and data processing
- Meeting costs – technical meetings and statutory meetings
- Publications, communication and translation costs.
- External studies and other relevant items.

### 4.2.3 Title 3

The title accommodates the appropriations for the operational expenditure of the ECCC, taking of board the non-differentiated character of the budgetary credits in the title, i.e. the distinction between commitment and payment appropriations.

## 5 Other information

### 5.1 Buildings

#### 5.1.1 Current building(s)

#	Building Name and type	Location	SURFACE AREA(in m <sup>2</sup> )			RENTAL CONTRACT			Host country (grant or support)	Building present value(€)
			Office space	non-office	Total	RENT (€/year)	Duration	Type		
<b>TOTAL</b>										

#### 5.1.2 Current building(s) Other comments

The ECCC headquarters is located in Bucharest. The ECCC opened its Temporary Premises in Bucharest located at the Politehnica Campus building in 2023. The ECCC also concluded an Administrative Agreement with the EC Representation in Bucharest, enabling ECCC staff to use the premises of EC Representation within the scope of the Administrative Agreement. The ECCC will move to its Permanent Premises by end of 2024 located at the Campus building.

#### 5.1.3 Building projects in the planning phase

#### 5.1.4 Building projects submitted to the European Parliament and the Council

## 5.2 Evaluation

### 5.3 Privileges and immunities

Joint undertaking privileges	Privileges granted to staff	
	Protocol of privileges and immunities / diplomatic status	Education / day care

## 2.2 European Joint Undertaking for ITER - Fusion for Energy (F4E) - F4E

### 1 Overview

#### 1.1 Creation/modification (legal base)

Decision	Date	Mission/ Tasks / Functions
Council Decision (EURATOM) n° 198/2007 establishing the European Joint Undertaking for ITER and the Development of Fusion Energy and conferring advantages upon it (OJ L 90/58)	27/03/2007	The European Joint Undertaking for ITER and the Development of Fusion Energy (F4E) is established in Barcelona, Spain, for a period of 35 years starting on 19 April 2007 with the main tasks of provision:  (a) EURATOM contribution to ITER International Fusion Energy Organization and to the Broader Approach activities with Japan for the rapid realisation of fusion energy;  (b) programme activities for DEMO construction (demonstration fusion reactor) incl. International Fusion Materials Irradiation Facility (IFMIF);  (c) components, equipment, materials and other resources (incl. financial and human resources) to ITER Organisation and to Broader Approach;  F4E is supervising the preparation of ITER project site in Cadarache (France) and the coordination of scientific and technological research and development activities in support of EURATOM contribution to ITER Organisation and to the Broader approach with Japan
Council Decision (EURATOM) n° 791/2013 amending Decision n° 2007/198 (OJ L 349/100)	13/12/2013	This Council decision sets the EURATOM contribution for ITER activities carried out by the Joint Undertaking for the period 2014-2020.
Council Decision (EURATOM) n° 2015/224 amending Decision n° 2007/198 (OJ L 37/8)	10/02/2015	The F4E legal base was amended in order to improve the management and the governance of the Joint Undertaking and to take into account the amendments to the EURATOM Treaty introduced by the Lisbon Treaty. The reference to the provisions on the Court of Justice was updated. Administration and Management Committee, Procurement and Contracts Committee and Bureau to assist the Governing Board were created.
Council Decision (EURATOM) n° 2021/281 amending Decision n° 2007/198 (OJ L 62/41)	22/02/2021	This Council decision sets the EURATOM contribution for ITER activities carried out by the Joint Undertaking for the period 2021-2027 at EUR 5.614.000.000 (in current prices).

#### 1.2 Seat

Barcelona, Spain

#### 1.3 Budget line

01 04 01 : Construction, operation and exploitation of the ITER facilities — European Joint Undertaking for ITER — and the Development of Fusion Energy

#### 1.4 Human Resources Overview

The table below presents the number of posts in the establishment plans, including the posts assigned to programmes financed outside the EU budget, whereas the number of Contract Agents / SNE only includes those financed under programmes financed within the EU Budget.

Human Resources	2023			2024	2025
	Authorised Budget	Actually filled as of 31/12/2023	Occupancy rate(%)	Authorised Budget	Draft Budget Request
<b>TOTAL AD</b>	256	230	89,84%	256	257
<b>TOTAL AST</b>	49	42	85,71%	49	48
<b>TOTAL AST/SC</b>					
<b>ESTABLISHMENT PLAN POSTS</b>	<b>305</b>	<b>272</b>	<b>89,18%</b>	<b>305</b>	<b>305</b>
<b>Contract Agents (CA)</b>	155	157	101,29%	155	155
<b>Seconded National Experts (SNE)</b>	7	5	71,43%	7	7
<b>TOTAL STAFF</b>	<b>467</b>	<b>434</b>	<b>92,93%</b>	<b>467</b>	<b>467</b>

## 1.5 Financial Resources Overview

### 1.5.1 Revenues Overview

REVENUES	2024		2025	
	Revenues estimated by the agency		Budget Forecast	
	Commitment appropriations	Payment appropriations	Commitment appropriations	Payment appropriations
<b>EU contribution</b>	428 960 169	502 059 500	479 810 305	635 542 000
<b>Other Revenue</b>	241 311 912	134 200 000	331 071 019	137 200 000
<b>TOTAL REVENUES</b>	<b>670 272 081</b>	<b>636 259 500</b>	<b>810 881 324</b>	<b>772 742 000</b>

### 1.5.2 Expenditure Overview

Expenditure	2024		2025	
	Commitment appropriations	Payment appropriations	Commitment appropriations	Payment appropriations
<b>Title 1 - Staff expenditure</b>	70 551 000	70 551 000	71 198 000	71 198 000
<b>Title 2 - Infrastructure and operating expenditure</b>	11 388 500	11 388 500	11 544 000	11 544 000
<b>Title 3 - Operational expenditure</b>	505 220 669	428 320 000	649 366 388	561 000 000
<b>Title 4 - Earmarked Expenditure</b>	83 111 912	126 400 000	78 772 936	129 000 000
<b>TOTAL EXPENDITURE</b>	<b>670 272 081</b>	<b>636 659 500</b>	<b>810 881 324</b>	<b>772 742 000</b>

## 2 Human Resources

### 2.1 Establishment plan posts

The table below presents the number of posts in the establishment plans, including the posts assigned to programmes financed outside the EU budget.

n gro up and	2023	2024	2025
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	Authorised Budget		Actually filled as of 31/12/2023		Authorised Budget		Request of the Agency		Draft Budget Request	
	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts
AD 16										
AD 15		1								
AD 14	4	3	2	1	4	4	4	4	4	4
AD 13	7	9	4	2	6	7	5	9	5	9
AD 12	11	24	11	24	9	26	7	27	7	27
AD 11	3	24	1	19	1	28	4	34	4	34
AD 10	3	49	8	52	8	53	5	54	5	54
AD 9	4	50	2	41	1	42		41		41
AD 8		24		23		29	1	22	1	22
AD 7	1	20	1	15	2	16	1	13	1	13
AD 6		19		24		20		26		26
AD 5										
AD TOTAL	33	223	29	201	31	225	27	230	27	230
AST 11	2		1		2		2		2	
AST 10	2		1		1		2		2	
AST 9	2	1	4		3	1	2	1	2	1
AST 8	1	3		1	1	1	1	2	1	2
AST 7	1	7		4	1	10		9		9
AST 6		9	2	8	2	8	2	8	2	8
AST 5	3	11	3	6	2	8	1	5	1	5
AST 4	1		1	4		3		6		6
AST 3		6		7		6		7		7
AST 2										
AST 1										
AST TOTAL	12	37	12	30	12	37	10	38	10	38
AST/SC 6										
AST/SC 5										
AST/SC 4										
AST/SC 3										
AST/SC 2										
AST/SC 1										
AST/SC TOTAL										
TOTAL	45	260	41	231	43	262	37	268	37	268
GRAND TOTAL	305		272		305		305		305	

## 2.2 External personnel

### 2.2.1 Contract Agents

Contract agents	Authorised 2023	Recruited as of 31/12/2023	2024 estimate	Draft Budget 2025 estimate
Function Group IV	88	94	88	88
Function Group III	49	51	49	49
Function Group II	18	12	18	18
Function Group I				
<b>TOTAL</b>	<b>155</b>	<b>157</b>	<b>155</b>	<b>155</b>

### 2.2.2 Seconded National Experts

Seconded National Experts	Authorised 2023	Recruited as of 31/12/2023	2024 estimate	Draft Budget 2025 estimate
<b>TOTAL</b>	<b>7</b>	<b>5</b>	<b>7</b>	<b>7</b>

### 2.2.3 Use of interim staff by the Joint Undertaking

Interim agency staff ('intérimaires')	Recruited as of 31/12/2023	2024 estimate	Draft Budget 2025 estimate
<b>Total (FTE)</b>	9	11	11
<b>Total (appropriations)</b>	610 000	800 000	816 000

F4E hires interim staff to replace F4E staff during long-term illness, maternity and other cases of leave or to supplement staff on short-term basis during periods of increased workload. The budget increase in 2025 compared to 2024 is explained by the salary indexation (estimated at 6%) in view of the salary increase of 5,3% in 2024 plus eventual additional increase in the correction coefficient.

### 2.2.4 Use of the service providers by Joint Undertaking

Service providers*	2023	2024 estimate	Draft Budget 2025 estimate
<b>Total (individuals)</b>	361	377	372
<b>Total (appropriations)</b>	22 579 514	22 983 363	20 233 921

In 2025, a reduction in the number of ESP is expected compared to 2024. The estimations for 2024 and 2025 are based on three main contracts (Engineering Support services, Provision of Operational Support services and Provision of Project Management Support services). For 2024 and 2025, the appropriations for administrative ESPs are forecasted on the 2023 execution indexed for the next two years.

The F4E policy on External Service Provider is under preparation. Service contracts are concluded by F4E with a service provider (Contractor) to deliver specific services to support F4E in carrying out its core technical tasks and provided either at F4E premises, remotely, or at Contractors premises.

## 3 Financial Resources

### 3.1 Revenues

### 3.1.1 Revenues Commitment Appropriations

REVENUES COMMITMENT APPROPRIATIONS	Revenues Commitment Appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Joint undertaking request	Budget forecast	
<b>1 EU CONTRIBUTION</b>	591 984 584	428 960 169	479 810 305	479 810 305	11,85%
- Of which (fresh C1) Administrative (Title 1 and Title 2)	65 347 477	72 781 757	73 213 274	73 213 274	0,59%
- Of which Operational (Title 3)	476 781 095	355 220 669	405 268 305	405 268 305	14,09%
- Of which recovery from the previous years Administrative	726 813	957 743	1 328 726	1 328 726	38,74%
- Of which recovery from the previous years Operational	49 129 199				
<b>2 THIRD PARTIES CONTRIBUTION</b>	115 886 340	91 311 912	86 972 936	86 972 936	-4,75%
- Of which third countries					100%
- Of which ITER Host State contribution	108 586 340	83 111 912	78 772 936	78 772 936	-5,22%
- Of which Membership contribution	7 300 000	8 200 000	8 200 000	8 200 000	0,00%
<b>3 MISCELLANEOUS REVENUE</b>	644 450				
<b>5 REVENUES FROM SERVICES RENDERED AGAINST PAYMENT</b>	49 886 536				
<b>6 CORRECTION OF BUDGETARY IMBALANCES</b>					
<b>7 INTERESTS GENERATED</b>					
<b>8 UNUSED APPROPRIATIONS FROM PREVIOUS YEARS</b>	48 589 098	150 000 000	244 098 083	244 098 083	62,73%
- Of which Administrative					
- Of which Operational	48 589 098	150 000 000	244 098 083	244 098 083	62,73%
<b>TOTAL</b>	<b>806 991 008</b>	<b>670 272 081</b>	<b>810 881 324</b>	<b>810 881 324</b>	<b>20,98%</b>

### 3.1.2 Revenues Payment Appropriations

REVENUES PAYMENT APPROPRIATIONS	Revenues Payment Appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Joint undertaking request	Budget forecast	
<b>1 EU CONTRIBUTION</b>	455 012 774	502 059 500	635 542 000	635 542 000	26,59%
- Of which (fresh C1) Administrative (Title 1 and Title 2)	65 347 477	72 781 757	73 213 274	73 213 274	0,59%

REVENUES PAYMENT APPROPRIATIONS	Revenues Payment Appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Joint undertaking request	Budget forecast	
<b>- Of which Operational (Title 3)</b>	<b>334 161 525</b>	<b>428 091 497</b>	<b>560 831 915</b>	<b>560 831 915</b>	<b>31,01%</b>
- Of which recovery from the previous years Administrative	726 813	957 743	1 328 726	1 328 726	38,74%
- Of which recovery from the previous years Operational	54 776 959	228 503	168 085	168 085	-26,44%
<b>2 THIRD PARTIES CONTRIBUTION</b>	<b>120 700 000</b>	<b>134 200 000</b>	<b>137 200 000</b>	<b>137 200 000</b>	<b>2,24%</b>
- Of which third countries					100%
- Of which ITER Host State contribution	113 400 000	126 000 000	129 000 000	129 000 000	2,38%
- Of which Membership contribution	7 300 000	8 200 000	8 200 000	8 200 000	0,00%
<b>3 MISCELLANEOUS REVENUE</b>	<b>1 430 617</b>				
<b>5 REVENUES FROM SERVICES RENDERED AGAINST PAYMENT</b>	<b>44 086 400</b>				
<b>6 CORRECTION OF BUDGETARY IMBALANCES</b>					
<b>7 INTERESTS GENERATED</b>					
<b>8 UNUSED APPROPRIATIONS FROM PREVIOUS YEARS</b>	<b>10 305 332</b>				
- Of which Administrative					
- Of which Operational	10 305 332				
<b>TOTAL</b>	<b>631 535 123</b>	<b>636 259 500</b>	<b>772 742 000</b>	<b>772 742 000</b>	<b>21,45%</b>

### 3.2 Financial contributions from EU budget and the other partners and in kind contributions

The F4E budget is composed of contributions from EURATOM, France as ITER Host State, and the F4E Members (EURATOM members). F4E receives additional contributions from ITER Organisation (IO) for the implementation of the changes in the ITER procurement at IO request (mainly from IO's Reserve Fund). The source of F4E revenue is almost constant from one year to the other. For 2023, the revenues in payment appropriations to F4E budget were the EURATOM (75.3%) and ITER Host State (18.8%), F4E members (1.2%), ITER Organization (3.9 %) and miscellaneous revenue (0.2%). There is no in-kind contribution to the F4E Budget, except the premises hosting the Joint Undertaking provided by Spain free of charge. For 2023, this service in-kind amounts to EUR 2.9 million.

### 3.3 Expenditure

#### 3.3.1 Commitment appropriations

EXPENDITURE	Commitment appropriations			
	Executed Budget	Budget 2024	Draft Budget 2025	VAR



	2023		Joint undertaking request	Budget forecast	2025/2024 (%)
<b>Title 1 - Staff expenditure</b>	<b>62 658 206</b>	<b>70 551 000</b>	<b>71 198 000</b>	<b>71 198 000</b>	<b>0,92%</b>
Salaries & allowances	55 445 404	62 380 000	62 793 000	62 793 000	0,66%
- <i>Of which establishment plan posts</i>	42 382 697	49 470 000	48 811 000	48 811 000	-1,33%
- <i>Of which external personnel</i>	13 062 707	12 910 000	13 982 000	13 982 000	8,30%
Expenditure relating to Staff recruitment	721 897	964 000	980 000	980 000	1,66%
Mission expenses	800 000	650 000	663 000	663 000	2,00%
Socio-medical infrastructure	601 990	592 000	604 000	604 000	2,03%
Training	850 000	807 000	818 000	818 000	1,36%
External Services	630 000	800 000	816 000	816 000	2,00%
Receptions, events and representation	2 500	5 000	5 000	5 000	0,00%
Social welfare	61 520	60 000	61 000	61 000	1,67%
Other Staff related expenditure	3 544 895	4 293 000	4 458 000	4 458 000	3,84%
<b>Title 2 - Infrastructure and operating expenditure</b>	<b>10 485 506</b>	<b>11 388 500</b>	<b>11 544 000</b>	<b>11 544 000</b>	<b>1,37%</b>
Rental of buildings and associated costs	1 881 624	2 056 000	2 098 000	2 098 000	2,04%
Information, communication technology and data processing	5 238 282	5 235 000	5 350 000	5 350 000	2,20%
Movable property and associated costs	220 740	460 000	461 000	461 000	0,22%
Current administrative expenditure	1 783 912	2 113 500	2 155 000	2 155 000	1,96%
Postage / Telecommunications	571 422	639 000	584 000	584 000	-8,61%
Meeting expenses	589 120	576 000	587 000	587 000	1,91%
Running costs in connection with operational activities					
Information and publishing	13 000	40 000	40 000	40 000	0,00%
Studies					
Other infrastructure and operating expenditure	187 406	269 000	269 000	269 000	0,00%
<b>Title 3 - Operational expenditure</b>	<b>389 069 729</b>	<b>505 220 669</b>	<b>649 366 388</b>	<b>649 366 388</b>	<b>28,53%</b>
ITER construction including site preparation	326 585 852	416 958 506	547 862 888	547 862 888	31,40%

EXPENDITURE	Commitment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Joint undertaking request	Budget forecast	
Technology for ITER and DEMO	3 889 736	10 012 547	17 503 500	17 503 500	74,82%
Technology for Broader approach	32 798 899	49 583 165	37 000 000	37 000 000	-25,38%
Technology for DONES		1 800 000	20 000 000	20 000 000	1011,11%
External Support Activities	20 275 776	20 259 068	20 300 000	20 300 000	0,20%
Other operational Expenditure	5 519 466	6 607 383	6 700 000	6 700 000	1,40%
<b>Title 4 - Earmarked Expenditure</b>	<b>123 954 249</b>	<b>83 111 912</b>	<b>78 772 936</b>	<b>78 772 936</b>	<b>-5,22%</b>
ITER construction -from ITER host state contribution	109 511 279	83 111 912	78 772 936	78 772 936	-5,22%
Activities linked to ITER Organisation	14 442 970				
Other Earmarked Expenditure					
<b>TOTAL</b>	<b>586 167 690</b>	<b>670 272 081</b>	<b>810 881 324</b>	<b>810 881 324</b>	<b>20,98%</b>

### 3.3.2 Payment appropriations

EXPENDITURE	Payment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Joint undertaking request	Budget forecast	
<b>Title 1 - Staff expenditure</b>	<b>63 686 161</b>	<b>70 551 000</b>	<b>71 198 000</b>	<b>71 198 000</b>	<b>0,92%</b>
Salaries & allowances	57 313 449	62 380 000	62 793 000	62 793 000	0,66%
- Of which establishment plan posts	43 852 313	49 470 000	48 811 000	48 811 000	-1,33%
- Of which external personnel	13 461 136	12 910 000	13 982 000	13 982 000	8,30%
Expenditure relating to Staff recruitment	705 057	964 000	980 000	980 000	1,66%
Mission expenses	786 921	650 000	663 000	663 000	2,00%
Socio-medical infrastructure	609 811	592 000	604 000	604 000	2,03%
Training	586 563	807 000	818 000	818 000	1,36%
External Services	676 836	800 000	816 000	816 000	2,00%
Receptions, events and representation	1 152	5 000	5 000	5 000	0,00%

EXPENDITURE	Payment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Joint undertaking request	Budget forecast	
Social welfare	60 852	60 000	61 000	61 000	1,67%
Other Staff related expenditure	2 945 520	4 293 000	4 458 000	4 458 000	3,84%
<b>Title 2 - Infrastructure and operating expenditure</b>	<b>9 382 352</b>	<b>11 388 500</b>	<b>11 544 000</b>	<b>11 544 000</b>	<b>1,37%</b>
Rental of buildings and associated costs	1 794 246	2 056 000	2 098 000	2 098 000	2,04%
Information, communication technology and data processing	4 656 909	5 235 000	5 350 000	5 350 000	2,20%
Movable property and associated costs	127 854	460 000	461 000	461 000	0,22%
Current administrative expenditure	1 681 068	2 113 500	2 155 000	2 155 000	1,96%
Postage / Telecommunications	471 016	639 000	584 000	584 000	-8,61%
Meeting expenses	466 083	576 000	587 000	587 000	1,91%
Running costs in connection with operational activities					
Information and publishing	8 813	40 000	40 000	40 000	0,00%
Studies					
Other infrastructure and operating expenditure	176 363	269 000	269 000	269 000	0,00%
<b>Title 3 - Operational expenditure</b>	<b>389 729 474</b>	<b>428 320 000</b>	<b>561 000 000</b>	<b>561 000 000</b>	<b>30,98%</b>
ITER construction including site preparation	339 444 126	344 320 000	494 940 000	494 940 000	43,74%
Technology for ITER and DEMO	3 379 134	6 500 000	9 130 000	9 130 000	40,46%
Technology for Broader approach	23 799 270	50 500 000	30 580 000	30 580 000	-39,45%
Technology for DONES		2 000 000	1 350 000	1 350 000	-32,50%
External Support Activities	17 841 112	20 000 000	20 000 000	20 000 000	0,00%
Other operational Expenditure	5 265 832	5 000 000	5 000 000	5 000 000	0,00%
<b>Title 4 - Earmarked Expenditure</b>	<b>134 911 682</b>	<b>126 400 000</b>	<b>129 000 000</b>	<b>129 000 000</b>	<b>2,06%</b>
ITER construction -from ITER host state contribution	115 279 263	126 400 000	129 000 000	129 000 000	2,06%
Activities linked to ITER Organisation	19 284 883				
Other Earmarked Expenditure	347 536				

EXPENDITURE	Payment appropriations				
	Executed Budget 2023	Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)
			Joint undertaking request	Budget forecast	
<b>TOTAL</b>	<b>597 709 669</b>	<b>636 659 500</b>	<b>772 742 000</b>	<b>772 742 000</b>	<b>21,37%</b>

### 3.4 Budget Outturn

First estimate of the 2023 surplus that remains within the joint undertaking: EUR 1 496 812.

## 4 Justification of needs

### Commission assessment

#### Human Resources

To be completed by the Commission once agreement reached on the figures and the text

#### Financial Resources

To be completed by the Commission once agreement reached on the figures and the text

### 4.1 Human Resources - Joint Undertaking Request

#### 4.1.1 Number of staff requested

For 2025, F4E requests 467 positions, of which 305 establishment plan posts (37 permanent and 268 temporary posts) and 162 external staff positions (155 contract agents (CA) and 7 seconded national experts (SNE)). The total staff number stays at same levels of 2024. Included in the above figures, 4 permanent AD posts shall be transformed into temporary 4 AD posts, 1 permanent AST post shall be transformed into 1 temporary AD post and 1 permanent AST post shall be transformed into 1 temporary AST post, following the departures of 6 officials and in line with F4E policy for conversion of vacant permanent posts into TA of an equivalent grade.

#### 4.1.2 Vacancy rate as of end 2023

The vacancy rate was 7.1 % at the end of 2023, based on the actually filled establishment plan and external staff (contract agents and SNEs). Out of 305 establishment plan posts, 33 remained vacant (10.82 %) and out of 162 external staff, all were filled. The high occupancy rate (101,3%) of contract agents is linked with the 15 CA positions that are currently in process of conversion into TA posts as authorised during 2023 EU Budgetary procedure. While the number of occupied posts for permanent and temporary agents at the end of 2023 was 272, the staff in place was only 264.

#### 4.1.3 Standard abatement ('abatement forfaitaire') applied

n/a

#### 4.1.4 Salary assumption for calculating salary line (% applied)

The average annual costs for salaries for 2025 are estimated at EUR 165 800 for officials and temporary agents, EUR 91 600 for contract agents and EUR 125 700 for seconded national experts based on the staff costs variations from 2024 to 2025. The indirect costs related to recruitment (selection, medical visit, removal, etc.) are not included in the average staff costs. The annual salary adjustment for 2025 is set at 4.3% and will be later modified by the official EU salary update and

the change in the Spanish correction coefficient by the end of 2024. The vacancy rate applied for the calculation of the salaries at the end of 2025 amounts to 4%.

#### *4.1.5 Correction coefficient used*

The correction coefficient for Spain decreased from 97.4 % to 94.7% at the end of 2023

#### *4.1.6 Exchange rate used (if applicable)*

n/a

### **4.2 Financial Resources - joint Undertaking Request**

#### *4.2.1 Title 1*

Under Title 1, the salaries and allowances of both establishment plan posts and external personnel mark an increase of 0,7 % in draft budget 2025 compared to the adopted 2024 with a budget impact of EUR 0,41 million. The reduction in the salary costs of officials and temporary agents (-1.3%) is due to the increase of the vacancy rate in 2025, the low indexation in 2023 compared to the foreseen one and the reduction of the average costs with the conversion of CA posts in FO/TAs. The salaries for external personnel (CA and SNE) are expected to increase by 8.3 %, due to: (1) the expected average staff in 2025 being higher compared to 2024 (lower vacancy rate) (2) the 2024 salary indexation considered for the 2025 budget (5,3%) higher than the one foreseen for the 2024 budget (3,4%) and (3) salary indexation in 2025 (4,3%). The expenditure related to staff recruitment in 2025 is expected to increase by 1.7 % in order to cover the prices indexation of the respective services in 2025; the number of recruitments and departures and the mobility costs remains similar to 2024. The mission expenses are forecasted to increase by 2 % compared to 2024 but remain still lower than the actual executed amount of EUR 800 000 in 2023. The socio-medical infrastructure expenses will increase by 2 % in 2025 to take into consideration the costs derived from the medical check-ups for the extra staff recruited in 2024 and the actions to improve the medical service and wellbeing of F4E staff: the services of medical advisor and of psychologist onsite 2 days per week, personal coaching sessions and events focused on mental health issues. In addition, an increase of the expenses linked to the complementary health insurance is to be expected as a new call is being launched in 2024. In 2025, a new service contract for medical controller will be signed.

The training expenses will stay at similar level compared to 2024. Their biggest share foresees the continuation of the Learning Up activity, coaching e-platforms under leadership programs and EU learn trainings open for all F4E staff. The external services will increase by 2 % in 2025 to cover the higher cost for interims replacing F4E staff on maternity, parental and long-term sick leaves, coming from the indexation of the hourly rates in January 2025 following the annual salary update in 2024. This chapter covers also different actions/new projects linked to the improvement and development of the organization structure and processes, diversity action plan (gender balance, etc). The costs for receptions, events and representation are maintaining same level as in 2024. The 1.7 % increase in the expenses for social welfare is coming from the indexation for 2024 and 2025 of the usual social events e.g. the annual xmas parties organized for F4E staff in Barcelona, Cadarache and Garching. The other staff related expenditure will increase by 3.8% due to the higher costs for the International School in 2025 with respect to 2024, the increased number of new pupils for school year 2025-2026 and the indexation of annual fees for schools visited by children of F4E staff. In addition, the traineeships envelop will be enlarged with new trainees and fellowship programmes for young researchers e.g., IAIE Marie Curie programme or other European research programmes. The events organised by the staff committee have also increased after the end of the pandemic.

#### *4.2.2 Title 2*

Title 2 will increase by 1.4 % in 2025 compared to 2024 linked to various items. The building's rental and associated costs will increase by 2 % mostly due to increase of price of services paid for maintenance, electricity, cleaning and security guards. The renovation of F4E office in Barcelona will continue in 2025. The joint undertaking covers the 20 % of the renovation costs amounting to EUR 150 000 per floor as agreed with CIEMAT (Host State Spain). Depending on the actual advancement of the works and the number of floors refurbished each year, F4E will adapt the cost estimates for this chapter in the course of 2024. ICT costs will increase by 2.2 % in 2025 compared to 2024 to cover the general increase of costs for upgrade both hardware and licences/services and to ensure adequate level of cyber security and data protection. The costs for movable property will stay at similar levels of 2024 (+0.2%) and foresee the replacement of the

furniture after refurbishment. The current administrative expenditure will increase by 2.0% in 2025 and will cover the higher costs for management consultancy services, mission insurances, different service level agreements (DG HR, EASA, EPSO, PMO) and external service providers following the potential needs for new projects such as HR Strategy, recruitment plan and the central management of workforce planning. The postage and telecommunications costs are expected to decrease by -8.6% as mobile and telephone costs are reduced by using 100% internet-based telephony in MS Teams. Further cost savings can be generated following the re-publishing of the framework contract on telephony. The meeting expenses will increase 1.9% in 2025 but still within their pre-pandemic levels as more face-to-face meetings are taking place and the costs for travel reimbursement and indemnities of experts and committee's members will be higher. The other infrastructure and operational expenditure and the cost for information and publishing remain unchanged since 2024.

#### 4.2.3 Title 3

The F4E operational budget is based on the preliminary 2025 Work Programme and activities for delivering the EU obligations to ITER project and the project with Japan under the “Broader Approach”, all financed by the contributions from EURATOM, the ITER Host state France (IHS) and F4E members. The F4E operational activities are covered mainly under two budget chapters: ITER construction including the site preparation (under Title 3) and ITER Host State contribution (under Title 4) that complements the first chapter for the ITER construction. Title 3 figures for 2025 are indicative subject to revision once the new ITER project baseline and the Project Requirements are approved by ITER Council during 2024. They include only the commitment needs with highest probability and recurrent operational activities. Commitments with lower probability, especially those for contracts with immature requirements and those expected to be impacted by the new ITER project baseline, have not been taken into consideration under budget 2025 and were moved to the following years. The 2025 EURATOM contribution is by EUR 200 million below the MFF ceiling in view of the reduced implementation capacity of the joint undertaking mainly due to decreased IO cash contribution, redefinition of scopes, postponements and readjustments of activities pending the ITER re-baselining. EUR 244.1 million from unused appropriations from previous years will be made available again to cover the project needs for 2025. In 2025 the biggest part of F4E operational budget will be committed for the Cash Contribution to ITER Organization due for year 2026; followed by ITER Site and Buildings (BIPS); Heating and Current Drive, Main Vessel that includes In Vessel Blanket and Divertor systems. The 2026 cash contribution to ITER construction phase, to be committed by F4E at the end of 2025, is based on the preliminary figures provided by ITER Organization. This figure shall be updated according to the revised ITER project baseline pending the approval of ITER Council during 2024. The Broader Approach (BA) activities in 2025 will be based on the Project Plans to be agreed by the BA Steering Committee in spring 2024: Satellite Tokamak Programme, IFMIF/EVEDA, IFCR and DEMO design activities. The chapter Technology for DONES foresees an indicative amount of EUR 20 million for the future F4E participation at the preparatory phase of DONES (DEMO-Oriented Neutron Source) and in the early procurement of essential equipment for the IFMIF Dones facility in Escúzar, Granada (Spain) as DONES baseline and project costs are still under assessment by DONES Steering Committee. The chapter “External Support Activities” consists of expenditure linked to External Service providers (ESPs). ESPs count for some 40% of F4E’s overall workforce. They mostly work as engineering support to BIPS and other F4E activities listed above as well as on tasks for project performance management, quality assurance and nuclear safety. Currently, most technical profiles are managed by ESPs. The chapter “Other Operational Expenditure” covers the costs for legal services and mission’s expenses directly in support of operational contracts together with ICT services used for ITER, BA and DEMO activities.

## 5 Other information

### 5.1 Buildings

#### 5.1.1 Current building(s)

#	Building Name and type	Location	SURFACE AREA (in m <sup>2</sup> )			RENTAL CONTRACT			Host country (grant or support)	Building present value(€)
			Office space	non-office	Total	RENT (€/year)	Duration	Type		
1	Torre Diagonal Litoral B3, Josep Pla	Barcelona	9 000		9 000		until 2042	long-term rental lease agreement	Rent paid by Host country Spain	

#	Building Name and type	Location	SURFACE AREA(in m²)			RENTAL CONTRACT			Host country (grant or support)	Building present value(€)
			Office space	non-office	Total	RENT (€/year)	Duration	Type		
2	Torre Diagonal Litoral B3, three additional modules	Josep Pla 2, Barcelona	750		750		as of 01/01/2022 until the end of the refurbishment works	short-term lease agreement	Rent paid by Host country Spain	
<b>TOTAL</b>			<b>9 750</b>		<b>9 750</b>					

### 5.1.2 Current building(s) Other comments

The seat of F4E is Barcelona according to the 2007 Host agreement with Spain (Host State). In May 2016, a long-term agreement until 2042 was concluded for Torre Diagonal Litoral B3, with the building's owner and Spain, represented by the Ministry of Science and Innovation, for the free rental of 9 000 m2 and an extension of approximately 1000 m2 of additional space. In 2021, an agreement was reached with Spain (Host State) to finance 80 % of the refurbishment of the premises occupied by F4E (the remaining 20% shall be paid by the joint undertaking). The renovation project foresees the creation of open-plan offices, that will reduce the occupied surface area and thus decrease the renting charges paid by Spain. The refurbishment of the additional office space allocated to F4E, has been finished in 2023. The renovation of the remaining 7 floors will continue in 2024 and 2025, is estimated at EUR 8 000 000. The Spanish authorities also agreed to take charge of the rent for the extra 750 m2 (three office modules for external experts) previously rented on a temporary basis by F4E, as of January 2022 until the end of the renovation works, to accommodate the staff occupying the floors being refurbished. The joint undertaking covers the annual expenditure for the office space, including the ad-hoc expenditures generated by the refurbishment of the whole building (furniture, audio-video, security & safety, kitchen equipment) and the operation of the cafeteria.

### 5.1.3 Building projects in the planning phase

N/A

### 5.1.4 Building projects submitted to the European Parliament and the Council

n/a

## 5.2 Evaluation

In accordance with Article 5c introduced with the last amendment 281 (2021) to the Council Decision (EURATOM) No.198 (2007) laying down the EURATOM financing for ITER under the MFF period 2021-2027, the Commission shall carry out regularly evaluations about the implementation of the Decision, in particular an interim evaluation not later than 2024 and a final evaluation no later than four years after the end of the period 2021-2027. The Commission shall communicate the conclusions of the evaluations accompanied by its observations, to the European Parliament, the Council, the European Economic and Social Committee and the Committee of the Regions. The last evaluation report on the European contribution to ITER through F4E during the period 2014-2017 was published in 2019: <https://eur-lex.europa.eu/LexUriServ/LexUriServ.do?uri=COM:2019:0147:FIN:EN:PDF> In 2021, the European Commission completed a follow up study on the economic benefits of ITER and BA projects to EU industry, <https://data.europa.eu/doi/10.2833/51838>. The study aggregates data on grants and contracts for F4E Member States, entities from F4E, the ITER Organisation (IO), Voluntary Contributors and the European Commission, covering the period of 2008 to 2019. The report evaluates and analyses the added value created from these contracts and grants for a number of sectors in the EU through short-, medium- and long-term benefits. The study demonstrates that F4E spending on ITER project does not only deliver significant benefits to EU economies but also positively impacts other technological and industrial sectors.

### 5.3 Privileges and immunities

Joint undertaking privileges	Privileges granted to staff	
	Protocol of privileges and immunities / diplomatic status	Education / day care

Joint undertaking privileges	Privileges granted to staff	
Privileges provided by the Host State and concluded in the seat agreement:  - VAT exemptions; - Building free of charge	<ul style="list-style-type: none"> <li>- Diplomatic status only for the Director and the person appointed to replace him in his absence;</li> <li>- The PPI applies to all staff;</li> <li>- VAT reimbursements during the first year on goods and furniture;</li> <li>- Purchase of one motor vehicle without taxes;</li> <li>- Exemption of import tax registration for vehicles (if done through the Spanish Ministry of Foreign Affairs);</li> </ul>	No privileges granted regarding education/day care



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