



Management Plan 2024

DG Climate Action

Contents

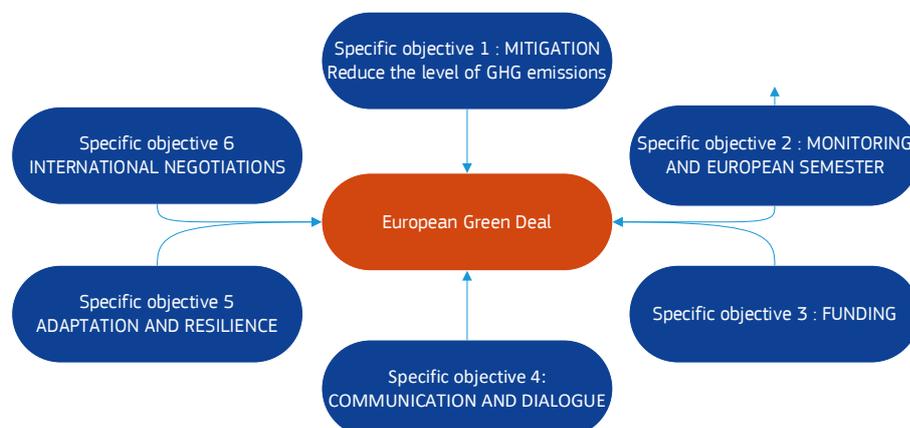
Introduction.....	2
PART 1. Delivering on the Commission’s priorities: main outputs for 2024.....	4
PART 2. Modernising the administration: main outputs for 2024.....	11
A. Human resource management.....	11
B. Sound financial management.....	12
C. Fraud risk management.....	14
D. Digital transformation and information management.....	14
Digital transformation.....	14
Information and IT security rules.....	15
Data, information and knowledge management.....	15
Data protection.....	16
E. Sound environmental management.....	16
F. Initiatives to improve economy and efficiency of financial and non-financial activities.....	17
ANNEX: Performance tables - main outputs for 2024.....	18

Introduction

The Directorate-General for Climate Action (DG Climate Action) leads the European Commission's efforts to fight climate change at EU and international levels. Its mission is to prepare and implement **EU climate policies and strategies** so that the EU can become the world's first climate-neutral and climate-resilient region by 2050. DG Climate Action plays a leading role in developing and facilitating the implementation of cost-efficient policies and legislation **to deliver the European Green Deal**, one of the six headline ambitions of this Commission.

This management plan sets out the **most important outputs that DG Climate Action will deliver in 2024** to reach the objectives set in its **Strategic Plan 2020-2024**. The management plan follows the structure of the strategic plan. **Part 1** describes DG Climate Action's **main policy deliverables**. **Part 2** explains the main steps DG Climate Action intends to take to **modernise its operations**. Performance tables are presented in the annex.

The need for stronger action to tackle climate change comes at a time of multiple global crises. The COVID-19 pandemic severely hit the global economy. The high energy prices and geopolitical tensions following Russia's military aggression against Ukraine have highlighted the economic and strategic vulnerabilities that come with dependence on fossil fuels, the main drivers of climate change. With all the climate legislation under the **'fit-for-55' legislative package** adopted by co-legislators, the EU now has the legislation in place to reach the revised 2030 target and the climate neutrality objective by 2050. The focus of the year 2024, the last year of this Commission mandate, will now turn to accelerating **implementation of the European Green Deal**, proposing a few major initiatives (such as assessing and recommending a **2040 climate target**, and proposing initiatives on **industrial carbon management** and on **managing climate risks**) and **engaging with other countries** in multilateral, plurilateral and bilateral contexts to increase global climate ambition. As illustrated below, these deliverables will help achieve the first headline ambition of the Commission, the "European Green Deal", and DG Climate Action's six specific objectives as set in DG Climate Action's Strategic Plan 2020-2024.



In particular, DG Climate Action's main priorities for the year 2024 will be as follows:

- Present an assessment of a  ⁽¹⁾**2040 climate target** in order to set a path from our already-agreed 2030 target to net-zero emissions by 2050.
- Prepare a communication on  **industrial carbon management** given the importance of capturing CO₂ emissions for reaching climate neutrality.
- Prepare a communication on  **managing EU climate risks** in response to the European Climate Risk Assessment by the European Environment Agency.
- Contribute to the organisation of a series of  **clean transition dialogues** bringing together the entire value chains from across industry to discuss their business case to scale up and accelerate their investments in industrial decarbonisation. Also actively engage in relevant fora for industrial decarbonisation, including the Net-Zero Industry Platform
- Prepare the remaining **implementing legislation** stemming from the revision of the legislation that is part of **the 'fit-for-55' package**. These include specific rules for the new Emissions Trading System (ETS) for buildings, road transport and additional sectors, the future Social Climate Fund, the revised Effort Sharing and Land Use, Land-Use Change and Forestry (LULUCF) Regulation, and the revised **Ozone and Fluorinated Greenhouse Gases (F-gas) Regulations**.
- Support Member States in implementing the revised legislation and in updating their **national energy and climate plans** and assess the final plans that Member States must submit by June 2024.
- Support co-legislators in concluding agreements on the **CO₂ emission standards for heavy-duty vehicles** ⁽²⁾, the **EU certification for carbon removals** ⁽³⁾ and the **monitoring framework for resilient European forests** (with DG Environment).
- Conduct several evaluations, such as the evaluations of the **Governance Regulation** and of the **Car Labelling Directive**, and the **mid-term review of the LIFE programme covering the period 2021-2024**
- Continue to contribute to the Commission's efforts to cut red tape, by putting forward a **rationalisation plan** with simplification measures planned for 2024 and beyond.
- Manage financial programmes to **fund the transition** towards a low-carbon and climate-resilient economy, through the **LIFE Programme**, the **Innovation Fund** including through a new support mechanism of competitive bidding ('auctions'), **the Modernisation Fund** and the **Horizon Europe** framework programme.
- Lead the EU in the international climate negotiations at the 29th session of the Conference of the Parties (**COP29**) to the United Nations Framework Convention on Climate Change (UNFCCC). Also, engage with international partners, and strengthen **bilateral relations** with non-EU countries to promote a **global transition** to climate-neutral, resilient and sustainable economies, and effective **carbon pricing**.

⁽¹⁾ Initiatives that are part of the 2024 Commission work programme are marked with this icon.

⁽²⁾ COM(2023) 88 final.

⁽³⁾ COM(2022) 672 final.

PART 1. Delivering on the Commission's priorities: main outputs for 2024

Remaining major initiatives before the end of the mandate ⁽⁴⁾

With the adoption of the European Climate Law in 2021, the EU objective to reach net-zero emissions by 2050 became legally binding, as did the EU 2030 target to cut net emissions by at least 55%. The European Climate Law requires the European Commission to propose an intermediate target on the way to climate neutrality — a  ⁽⁵⁾ **2040 climate target** — to provide predictability on the course towards 2050, including clarity on investment needs per sector. The assessment will take into account the advice from the **Scientific Advisory Board on Climate Change**, issued in June 2023, and the views expressed by **stakeholders** through various channels such as the public consultation that took place from April to June 2023. A **communication** accompanied by a detailed **impact assessment**, along with a report on the greenhouse gas budget, will be adopted in the first quarter of 2024. The legal proposal for an **amendment to the European Climate Law**, to include the 2040 target in EU law, will be adopted by the next Commission.

DG Climate Action will also present a communication on  **industrial carbon management** setting out a strategy for the deployment of environmentally sustainable carbon capture, utilisation and storage in the EU, given its importance for reaching carbon neutrality.

DG Climate Action will prepare a communication on  **managing EU climate risks**, to be adopted in early spring 2024. It will identify and assess how best to manage climate risks across EU policy areas in response to the evidence provided in the European Environment Agency's European Climate Risk Assessment on the evolution of climate risks. This will also steer collaboration with other Commission departments in order to ensure that EU funding across the board contribute materially to resilience against climate impacts, as well as engagement with Member States and other partners, such as the European Investment Bank, for enhancing societal and economic preparedness. It will consider stakeholders' views and additional evidence collected through a call for evidence ⁽⁶⁾.

⁽⁴⁾ These initiatives will contribute to DG CLIMA Specific objective 1 – Mitigation and specific objective 5 – Adaptation and resilience (more detailed outputs per specific objectives are presented in annex)

⁽⁵⁾ Initiatives that are part of the 2024 Commission work programme are marked with this icon.

⁽⁶⁾ [Societal resilience - managing EU climate risks \(europa.eu\)](https://europa.eu)

Implementation of the revised 2030 climate framework (7)

To foster the EU's **long-term competitiveness** and to help implement the European Green Deal, the Commission will continue to support the clean tech industry and the decarbonisation of industry.

DG Climate Action will contribute to the organisation of a series of  **clean transition dialogues** with industry, across entire value chains and involving suppliers, consumers, innovators and social partners, to support every sector in building a business model for its decarbonisation. In cooperation with the new SME envoy, DG CLIMA will explore ways to further engage with SMEs. Building on the first clean transition dialogues with **hydrogen actors and** with energy-intensive industries, other dialogues will be organised in 2024 covering various sectors of the economy. The Net-Zero Europe Platform proposed under the Net-Zero Industry Act is expected to play a major role in addressing the industrial decarbonisation agenda. DG CLIMA will continue to deliver on the Hydrogen Bank with follow-up auctions for renewable hydrogen and will implement the Innovation Fund as an instrument for an EU clean industry policy.

DG Climate Action will also organise an **automotive decarbonisation summit** to discuss with industry the challenges and opportunities of the transition towards the 2035 CO₂ targets in the automotive sector.

DG Climate Action will continue its efforts to ensure that the green transition is done in a just, smart and inclusive way, leaving nobody behind. In 2024, it will continue its preparatory work for the implementation of the future **Social Climate Fund**.

DG Climate Action will prepare the remaining **implementing legislation stemming from** the revision of the **legislation that is part of the 'fit-for-55' package** and the recently agreed revised **F-gas and Ozone Regulations**. The DG will prepare several regulatory acts following the revision of the **EU ETS Directive**, such as rules for the accreditation of verifiers engaging in verification of reports, specific rules for the new ETS for buildings, road transport and additional sectors, or the inclusion of elements for carbon capture and utilisation. Continued effort will be invested in the efficient and secure operation of the **Union Registry**, which will be amended to align its provisions with the requirements set in the revised **Effort Sharing Regulation** and the revised **LULUCF Regulation**. Several **F-gas implementing acts** will be prepared covering aspects such as the minimum requirements for certification programmes for various types of equipment, the quota reference values, or the allocation of production rights to producers. New implementing and delegated acts will be prepared to ensure the proper functioning of the CO₂ emission standards framework **for light- and heavy-duty vehicles**.

(7) These initiatives will contribute to DG CLIMA Specific objective 1 – Mitigation and specific objective 2 – Monitoring and European Semester (more detailed outputs per specific objectives are presented in annex)

The **national energy and climate plans**, which outline the way EU countries intend to meet the revised and more ambitious 2030 energy and climate targets, are the central strategic planning tool to implement the new targets under the 'fit-for-55' package. Together with DG Energy, DG Climate Action will continue to support Member States in the update of their **national energy and climate plans**. Following the **Commission recommendations** on the draft plans issued at the end of 2023, DG Climate Action, together with DG Energy, will assess and issue recommendations on the draft updated plans that were submitted too late to be assessed by December 2023. Taking into account the Commission recommendations on the draft plans, all Member States must submit the final version of their updated plans by the end of June 2024. On this basis, DG Climate Action will prepare and publish individual assessments of each plan.

By the end of 2024, DG Climate Action will prepare a **report on the implementation of the ETS extension to maritime transport**, to detect possible trends regarding shipping companies seeking to evade the ETS requirements and to monitor impacts on the overall competitiveness of the maritime sector in Member States. If appropriate, DG Climate Action will propose measures to ensure the effective implementation of the ETS Directive in relation to maritime transport.

In 2024, DG Climate Action will continue to monitor Member State application of EU law and will take appropriate action to promote and enforce compliance. In particular, the DG will start performing a **completeness check** of national measures transposing the **revised EU ETS Directive** (including the ETS 1, ETS 2, aviation and maritime).

Interinstitutional negotiations

All climate legislative proposals contained in the 'fit-for-55' package have now been adopted, and the co-legislators recently reached an agreement on the revised F-gas and Ozone Regulations. However, there are still important climate proposals pending between the co-legislators. In 2024, DG Climate Action will continue to engage actively with the co-legislators to conclude agreements on the **CO₂ emission standards for heavy-duty vehicles** ⁽⁸⁾, the **EU certification for carbon removals** ⁽⁹⁾ and, together with DG Environment, the **monitoring framework for resilient European forests** ⁽¹⁰⁾. DG Climate Action will facilitate discussions between the co-legislators, sharing its expert knowledge, with the aim of reaching agreements on the first two of these proposals before the end of the European Parliament's term and making as much progress as possible on the forest monitoring proposal.

⁽⁸⁾ COM(2023) 88 final.

⁽⁹⁾ COM(2022) 672 final.

⁽¹⁰⁾ COM(2023) 728.

Evaluations and REFIT initiatives ⁽¹¹⁾

Together with DG Energy, DG Climate Action is preparing the **evaluation of the Governance Regulation**, which is planned for adoption in spring 2024. It will gather evidence and assess the functioning of the Governance Regulation, which established an iterative process for strategic planning, monitoring and reporting of energy and climate policies to achieve the Energy Union objectives and the energy and climate targets for 2030. The 'fit-for-55' package and the REPowerEU plan proposed higher ambition levels and stronger requirements for policies and measures. The global energy crisis called for greater synergy across the five dimensions of the Energy Union, including security of supply. The work on an **impact assessment** for a revision of the Governance Regulation will start in 2024 in view of a legislative proposal to be put forward under the next Commission mandate.

Following the adoption of the revised CO₂ standards for cars and vans in 2023, DG Climate Action will evaluate the **Car Labelling Directive** before the end of 2024. The objective of the Directive is to help drivers choose new cars with low fuel consumption by providing relevant information to consumers, such as a label showing a car's fuel efficiency and CO₂ emissions.

At the beginning of 2024, DG Environment, DG Energy and DG Climate Action will publish the **evaluation framework for the LIFE programme in the period 2021-2027**. This will aim to provide a better understanding of the monitoring activities associated with the LIFE programme and to inform the discussions around the design of its evaluations. It will explain the rationale of the action, listing and defining the complete set of indicators available for monitoring and evaluation purposes, and will lay down the underlying data management strategy. In addition, the three DGs, in close cooperation with the Climate, Infrastructure and Environment Executive Agency (CINEA) – the executive agency that manages most projects – are carrying out the **mid-term review of the LIFE programme covering the period 2021-2024**. It will focus on whether and how the implementation of the programme is achieving its objectives and strategic focus. The purpose of this evaluation is to improve ongoing programme implementation and to feed into a future programme proposal, to be finalised by the end of 2024.

DG Climate Action will continue to contribute to the Commission's efforts to cut red tape, ensuring that regulatory and administrative frameworks are responsive to business needs. DG Climate Action is preparing a plan to further **simplify and rationalise reporting requirements** and reduce related burdens on businesses and national administrations, without undermining related policy objectives. The plan will include some additional measures planned for 2024 and beyond, with a view to contributing to progress towards the goal of a 25% reduction of such burdens. Streamlining measures will be considered as part of the review of the Governance Regulation (together with DG Energy). The DG will also work with

⁽¹¹⁾ These initiatives will contribute to DG CLIMA Specific objective 1 – Mitigation, specific objective 2 – Monitoring and European Semester and specific objective 3 – Funding (more detailed outputs per specific objectives are presented in annex)

DG Budget to provide an **easy access to existing funding** opportunities (“net-zero desk”); including, but not only, funding from the Innovation Fund and, together with the European Climate, Infrastructure and Environment Executive Agency (CINEA), will further work on **simplifying processes under the Innovation Fund** for companies investing in clean tech projects.

International engagement ⁽¹²⁾

DG Climate Action will continue to engage actively with non-EU country partners (climate diplomacy) to strengthen green growth and promote the European Green Deal abroad. The DG will organise and participate in numerous meetings with international partners, including both governments and non-state parties, with a view to building international support for the global transition to climate-neutral, resilient and sustainable economies. The DG will lead the **EU international negotiations** in the context of the 29th session of the Conference of the Parties (COP 29) to the UNFCCC to take place in Baku, Azerbaijan.

DG Climate Action will promote effective **carbon pricing** by other countries, via capacity building and technical assistance. It will promote the call to action for **Paris-aligned carbon markets** with the aim to cover at least 60% of global emissions and, working with DG TAXUD, explain the **carbon border adjustment mechanism** to international partners. It will participate in multilateral meetings on **international carbon markets** and will support cooperation between carbon markets, notably as part of the Florence process. The DG will also support the call on **major emitters** to commit a fair share to **climate finance**.

Bilateral relations and climate cooperation with non-EU countries will be strengthened through **strategic dialogues** and the deployment of external policy instruments. DG Climate Action will pursue high-level dialogues and technical exchanges on climate, **green alliances** and **green partnerships and other climate diplomacy instruments**, as appropriate, with selected countries. In addition to promoting ambitious domestic climate action and encouraging technical cooperation and exchanges, including on promotion of the EU standards for green industrial products, our bilateral engagements should facilitate and support the climate negotiations in the multilateral context, in particular with a view to secure a positive outcome at COP29.

As part of its policies aiming to reduce emissions in the transport sector, DG Climate Action will continue working towards a level playing field among the different means of transport with a view to reflecting their respective externalities appropriately. This includes working towards removing unjustified **tax exemptions for fossil fuels** used in specific modes such as aviation. The DG will continue working towards the establishment of ambitious

⁽¹²⁾ These initiatives will contribute to DG CLIMA Specific objective 6 – International negotiations (more detailed outputs per specific objectives are presented in annex)

decarbonisation measures for the maritime sector at international level, including a levy on maritime emissions.

Other major outputs

DG Climate Action will **review** the EU Regulation on the **monitoring, reporting and verification of GHG emissions from maritime transport** and will propose, if necessary, to amend this Regulation before the end of 2024. The objectives will be, inter alia, to consider covering additional small ships under this Regulation with a view to their possible future inclusion under the ETS Directive or to propose other measures to reduce GHG emissions from such ships. The aim is also to consider the first experience gained in implementing this recently revised Regulation and to ensure its consistency with other EU policies and international practices. This review process will include a stakeholder consultation.

In 2024, DG Climate Action will work with other DGs to mainstream climate mitigation and adaptation in all policies and co-create policy initiatives.

DG Climate Action will continue to manage four financial programmes, namely the EU ETS **Innovation Fund**; the EU ETS **Modernisation Fund**; the subprogramme **'climate mitigation and adaptation' of the financial instrument for the environment (LIFE)** programme; and **Horizon Europe's cluster 5 on climate, energy and mobility** ⁽¹³⁾. The revised EU ETS Directive introduced **competitive bidding procedures** as a new possible mechanism for allocating support provided by the Innovation Fund. The Innovation Fund **pilot auction for hydrogen production**, which was launched in 2023, is a key element of the European Hydrogen Bank. In 2024, DG Climate Action will assess the proposals received under the 2023 **Innovation Fund call for proposals** and under the first **Innovation Fund auction for renewable hydrogen** production, with an initial EUR 800 million of subsidies coming from emissions trading revenues for renewable hydrogen production. It will design a dedicated instrument to support sustainable battery manufacturing in Europe.

DG Climate Action will engage with other Commission services (such as the Directorate-General for International Partnerships (INTPA) and the Directorate-General for Neighbourhood and Enlargement Negotiations (NEAR)) and with the European Investment Bank with the view to funding **new adaptation initiatives** in specific sectors, such as the food sector in particular, in vulnerable countries (with a focus on Africa).

DG Climate Action will continue to work towards bridging the investment gap for the transition to climate neutrality and climate resilience. In particular, in 2024, the DG will prepare and publish an analysis taking stock of EU efforts towards **making EU finance**

⁽¹³⁾ Together with the Directorate-General for Research and Innovation, DG Energy and the Directorate-General for Mobility and Transport. Implementation of the funds' grant components is delegated to the European Climate, Infrastructure and Environment Executive Agency (CINEA).

flows consistent with the Paris Agreement goals and to promote this approach domestically and internationally.

In 2024, DG Climate Action, together with DG Agriculture, will launch a follow-up to the study on **Pricing agricultural emissions and rewarding climate action in the agri-food value chain** ⁽¹⁴⁾. It will continue to explore the most effective way to incentivise all players in the food value chain to **decrease the emissions associated with the food we eat and to better reward farmers for their climate actions**, by assessing the design challenges of a market for emissions and removals and the impacts in the food value chain. An outreach event and other activities to consult stakeholders, including the farming community, will be conducted in the fourth quarter of 2024.

In 2024, DG Climate Action will continue to address equality considerations when developing climate policies.

DG Climate Action will continue efforts to **inform citizens and stakeholders** about the reality of climate change and involve them in shaping the transition. This is done mostly through updating and enriching the DG Climate Action website, daily social media activities and production and dissemination of press material. Our stakeholder engagement activities include an **annual stakeholder conference** and communication, outreach and engagement activities rolled out across the EU, including under the **European Climate Pact**. These activities will support the delivery of a number of the objectives of the strategic plan 2020-2024, notably its general objective by facilitating the implementation of the Green Deal at citizens' and stakeholders' level and specific objectives 1 (mitigation) and 5 (adaptation and resilience) by increasing awareness and engagement of the public about the results achieved and the challenges ahead.

⁽¹⁴⁾ Study available here: [Pricing Agricultural Emissions and Rewarding Climate Action in the Agri-food Value Chain | Climate Action \(europa.eu\)](#).

PART 2. Modernising the administration: main outputs for 2024

The internal control framework ⁽¹⁵⁾ supports sound management and decision-making. It notably ensures that risks to the achievement of objectives are taken into account and reduced to acceptable levels through cost-effective controls.

DG Climate Action has established an internal control system tailored to its particular characteristics and circumstances. The effective functioning of the DG Climate Action's internal control system will be assessed on an ongoing basis throughout the year and be subject to a specific annual assessment covering all internal control principles.

A. Human resource management

In 2024, DG Climate Action will continue to **fine-tune its new organisational setting**, following the appointment of an additional Principal Adviser and the completion of the middle management team in 2023. The selection procedure for the vacant Deputy Director-General post has been launched and is envisaged to be completed in early 2024. The work of DG Climate Action remains at the top of the Commission's priorities and is at the centre of a demanding political agenda (see Part 1 above). The **implementation of the local human resource strategy** adopted in September 2022 remains a priority. Most of the actions have been implemented or are in progress. Many of them have proved successful and will continue in 2024, aiming towards attracting competent staff, successfully integrating newcomers, retaining and developing talent, focusing especially on women but also on all those with high potential, nurturing the corporate spirit, and taking care of staff well-being and resilience through active engagement of management and staff. With very limited additional staff received in 2023 and despite the focus on efficiency gains, there remains a significant and continuously growing imbalance in the DG between the human resources and the workload linked to the heavy political agenda. This might compromise the well-being and work-life balance of staff as well as the timely delivery and quality of climate initiatives.

DG Climate Action is also committed to continue addressing **equality considerations** and actions in its human resources strategy, notably those on gender, age and geographical distribution, as highlighted in its equality mainstreaming work plan. To enable the recruitment of very specific profiles (such as modellers), DG Climate Action, with DG Environment and DG Energy, is taking part in an ongoing specialised European Green Deal competition the timeline of which is however delayed due to general issues. In addition, the DG will continue its efforts to at least maintain the current high level of staff commitment (72%). In line with the College decision about Gender balance in middle management positions ⁽¹⁶⁾ DG Climate Action has already reached its 2023-2024 objective in terms of

⁽¹⁵⁾ [Communication C\(2017\)2373 - Revision of the Internal Control Framework](#)

⁽¹⁶⁾ QADB of 2456th College meeting of 17/5/2023, annex I (SEC(2023)200)

women being appointed to middle management positions for the first time and will continue aiming at gender balance in 1st appointments at middle management level. DG Climate Action is close to a perfect gender balance and in 2024, we will aim to progress further in this direction. Moreover, DG Climate Action has made good progress in the recruitment of AD-level staff from under-represented Member States and will continue to actively monitor nationality balance aspects in the selection and recruitment process.

In the field of **internal communication**, DG Climate Action will continue to enhance its direct, efficient, inclusive and participatory communication to and with staff on both policy- and staff-related matters. Human interest and personal profiles will feature on the intranet regularly to contribute to the sense of belonging. DG Climate Action will likewise further develop and implement its communication channels, and work on the gradual migration from intranet pages and collaborative tools to the cloud. In addition, as the climate dimension is increasingly mainstreamed into other EU policy areas, DG Climate Action will further communicate its actions across the Commission; engage with a wide range of stakeholders, including in the context of the European Climate Pact; and collaborate with and provide support to corporate communication activities, such as back-to-school/university activities and the EU Eco-Management and Audit Scheme (EMAS) for a climate-neutral Commission.

B. Sound financial management

DG Climate Action aims to ensure the sound and efficient management of its financial resources, and to maintain effective internal control, risk management and accounting systems. It is committed to ensuring that control procedures in place provide the necessary guarantees on the **legality and regularity of underlying transactions**. The DG focuses on *ex ante* control. It continues the effort to fully implement the public procurement management tool and e-procurement tools for all procurement procedures that are launched (middle-value procedures included). The use of these tools safeguards the efficient management of public procurement files. In addition, for certain targeted procedures, a supplementary layer of *ex ante* control is in place; this is exercised by the CLIMA Procurement Advisory Committee. The committee checks the legality and regularity of procedures.

With the support of the Directorate-General for International Partnerships, DG Climate Action continues to implement contribution agreements under the Neighbourhood, Development and International Cooperation Instrument - Global Europe (NDICI-Global Europe). The agreements are signed with the entrusted (pillar assessed) entities. Whenever justified, DG Climate Action will support the pillar assessment process of chosen organisations. Under the contribution agreement with the European Investment Bank for the Project Development Assistance, DG Climate Action ensures the proper management of the resources dedicated for this purpose.

The **safeguarding of Innovation Fund assets** (estimated at EUR 40 billion over 2020-2030) is secured by DG Climate Action through a close collaboration with DG Budget and the European Investment Bank. The management of these assets is executed under the

contribution agreement on the monetisation of the Emissions Trading System (ETS) allowances and the management of the assets of the programme.

To ensure the **safeguarding of digital assets and information**, DG Climate Action performs regular risk assessments of the Union Registry, the main information system underpinning the EU ETS. DG Climate Action will continue to implement the 12 comprehensive security measures. In 2023, the implementation of a set of 10 additional security measures started, and this will continue in 2024 in full collaboration with the Directorate-General for Informatics (DIGIT). Regarding the modus operandi of the Union Registry, in 2023 a feasibility assessment and a cost–benefit analysis was launched. The results of this study are expected in the first part of 2024. Its outcome should inform a possible decision on new alternative operating models of the system.

The successful **budget implementation** of DG Climate Action is supported by an annual budget implementation plan. This document provides an overview of the DG’s financial actions for the current year along with the corresponding duration, budgetary requirement and source of financing. This overview enables timely planning, active budgetary management and optimal use of available commitment appropriations. In addition, the available corporate reporting tools continue to support the optimised use of available payment appropriations.

All the above measures allow DG Climate Action to attain a good record of timely payments. DG Climate Action will continue its efforts to maintain high standards of budget implementation in 2024.

Moreover, DG Climate Action supervises implementation of the delegated budget entrusted to the European Climate, Infrastructure and Environment Executive Agency (CINEA). As one of the parent directorates-general of CINEA, DG Climate Action will continue to regularly monitor whether CINEA acts in compliance with the legal framework and according to its mandate, and whether its operations function as they should. DG Climate Action will monitor CINEA through regular reporting at operational level and participation in the steering committee.

In addition, DG Climate Action pays attention to the financial **cost of internal control**. The costs remain low and stable, and the necessary steps, such as the synergies in the allocation of the resources, will be taken to maintain this trend in 2024.

Audits in the domain of climate policy are expected to impose a significant workload in 2024, just as in previous years. DG Climate Action will continue its contribution to the European Court of Auditors’ audits, for example those concerning climate adaptation and on the EU hydrogen strategy. DG Climate Action will also cooperate with the Internal Audit Service, particularly on the audits dedicated to DG Climate Action core activities, like the ETS registry and auctions. Throughout the year, DG Climate Action will maintain a rigorous follow-up and timely implementation of audit and discharge recommendations.

C. Fraud risk management

DG Climate Action will continue to implement its **local anti-fraud strategy covering 2021-2024**. The strategy's actions are focused on addressing the main risks previously identified in the area of finance and beyond. DG Climate Action will promote an enhanced awareness-raising programme for its staff on potentially fraudulent activities. For this purpose, several communication actions are planned. DG Climate Action will also monitor anti-fraud measures and capacity building for the effective detection and handling of potential fraud cases related to the EU ETS. Furthermore, a revision of the local anti-fraud strategy to cover the period 2025-2028 is planned in the course of 2024, to be put in place as from 2025.

Being a parent directorate-general of CINEA, DG Climate Action helps to ensure the **monitoring and supervision of the anti-fraud strategy of this executive agency**. DG Climate Action will also contribute to the implementation of the Commission Anti-Fraud Strategy and its revised action plan, in particular as concerns the EU ETS. Finally, we will continue to participate in the Commission's Fraud Prevention and Detection Network, led by the European Anti-Fraud Office (OLAF), and cooperate with the European Public Prosecutor's Office (EPPO), as appropriate.

D. Digital transformation and information management

Digital transformation

DG Climate Action continues to foster a digital culture. In 2024, we will particularly focus on two more of the Commission's strategic objectives: digital-ready policymaking and business-driven digital transformation. The existing policy initiatives underpinned by information systems will increase their scope (e.g. EU ETS with an extension to new sectors – maritime and buildings and road transport) and some new policy instruments will take shape (monitoring and control of non-CO₂ emissions in the aviation sector and a certification framework for carbon removal initiatives). The current and future instruments will require significant IT support in terms of infrastructure, governance, suitable platforms, and maintenance. To ensure their successful implementation, DG Climate Action will:

- pre-assess digital aspects in upcoming policy initiatives by ensuring IT colleagues are consulted and provide relevant input whenever legislative acts are drafted and discussed at the technical levels;
- reuse digital and data components from EU policies and institutions by designing solutions with existing building blocks and favouring the 'once-only' principle by partnering with institutions better positioned or already processing similar datasets; and
- continue promoting the involvement of policy units in the development of automated processes, information sharing and business intelligence with the goal

of increasing the use of data for better policymaking, including through awareness campaigns of the Commission's Data@Strategy and assisting colleagues in the use of the Commission's data platform.

Information and IT security rules

The additional security features in the Welcome IT domain motivated DG Climate Action's strong push in 2023 for the migration of all its users. With a significant number of sensitive documents, **ensuring awareness of all security features in the new domain and the Office 365** platform (including the transition of documents to the Single Integrated Framework for Collaboration) will be a priority for DG Climate Action in 2024.

Considering the risk and compliance aspects, especially given that most of DG Climate Action's information systems are handling sensitive information, security assurance and operations aspects are critical and an integral feature of the IT plan and overall strategy. Every information system in DG Climate Action relies on its own IT security plan, which is first endorsed and subsequently regularly monitored by the system owners. Among other aspects, the implementation rate of security measures and the state of the art of security plans are monitored in global key performance indicators as part of what is considered in the **IT Security and Risk Reports** as a set of solid security management processes. In this regard, another objective in 2024 will be to remain among the top DGs in the **Commission's risk maturity quadrant**. DG Climate Action's largest and most critical system, the **Union Registry** will undergo a new IT risk assessment to be conducted by a certified partner. The results of the analysis are expected in the third quarter of 2024.

Finally, in 2024, DG Climate Action will continue the **securing of its development infrastructure**, now already completely moved to cloud services provided by DG DIGIT. This infrastructure, used by all development teams, will allow DG Climate Action to have full control of the entire development cycle and guarantee the security of the end product.

Data, information and knowledge management

In the field of data, information and knowledge management, and in the spirit of enabling digital-ready EU policymaking, DG Climate Action will increase investments in the creation of data (up to Commission use-level datasets) in the EU data platform, ensuring sufficient data are available for effective policymaking. The first iteration of carbon market dashboards, using Microsoft Power BI, will be enhanced and detailed. In addition, in 2024, DG Climate Action will continue to develop schemes to embed data dashboards into applications, instead of developing reporting web pages. A project to **replace the public EU ETS data portal with Microsoft Power BI** is ongoing, with a target to deliver a new platform for 2024 that will facilitate and enhance capabilities for future data publication. All these plans will comply with the Commission-wide principles outlined in the Commission's European strategy for data. Also, for other key data assets that are part of

the Commission-wide data catalogue, data stewards in each unit are involved in keeping them up to date and, where relevant, further improving implementation for the key data assets and aligning them with improvements in that metadata catalogue.

Data protection

Throughout 2024 DG Climate Action will endeavour to **secure the 100% awareness that was reached in November 2023 and all other compliance levels in the domain of data protection**. The purpose will be served through in-house training for all staff, supported by the development of new corporate and targeted guidance and training materials and the regular newsflashes in DG Climate Action's intranet news section, and the continuous guidance to the operational controllers of DG Climate Action's personal data processing operations and to the contractors (processors) involved in these activities. In addition, DG Climate Action supervises the constant review and improvement of the DG's data protection records and privacy statements and ensures this is closely aligned with principles and policies of document management and access to documents.

E. Sound environmental management

DG Climate Action will **continue to actively contribute to the Commission's objective to become a climate-neutral organisation by 2030**. In 2024, DG Climate Action will actively participate in implementing the action plan of the 2022 *Greening the Commission* Communication ⁽¹⁷⁾, also seeking synergies with the European Climate Pact. DG Climate Action will participate in all actions to reduce energy and water consumption, sort waste and continue to raise staff awareness of these EMAS activities. With regard to staff and experts' travel, DG Climate Action will aim to reduce further its greenhouse gas (GHG) emissions by favouring, wherever possible, remote and hybrid participation, and by encouraging and supporting low-carbon travel, to be monitored through the mission management tool. DG Climate Action will also continue to apply the Commission's guidelines on organising greener Commission meetings. DG Climate Action will build on its good track record (e.g. being the incumbent and six-time winner of the Commission's VeloMai competition) to continue actively encouraging sustainable commuting. DG Climate Action will also raise awareness of digital pollution. After the successful introduction of **green public procurement** in one of its tender specifications for framework contracts, the DG will continue to further introduce green public procurement, where possible. DG Climate Action will continue to cooperate with DG Environment in the local action of creating a greener courtyard garden in their shared building, Breydel 2.

⁽¹⁷⁾ European Commission, Communication to the Commission – Greening the Commission, C(2022) 2230 final.

F. Initiatives to improve economy and efficiency of financial and non-financial activities

Following the change in the Commissioner responsible for Climate Action and the designation of a new Executive Vice-President for the European Green Deal at the end of 2023, DG Climate Action will adjust working methods to **ensure efficiency and effectiveness when working with two cabinets in the course of 2024**. Taking into consideration the high political importance of DG Climate Action's activities, to be delivered under the constraints of limited human resources, this issue is of fundamental importance.

DG Climate Action also continues to increase efficiency through the centralisation, within one unit, of its management of all financial programmes overseen by DG Climate Action and through the addition of a new action under the Innovation Fund, namely **competitive bidding (auctions)** that were launched in November 2023. Auctions will expand the portfolio of support mechanisms, fostering faster and more cost-efficient support for the roll-out of low-carbon technologies needed for the green transition.

ANNEX: Performance tables - main outputs for 2024

Part 1 - Delivering on the Commission's priorities

General objective: A European Green Deal		
Specific Objective 1: MITIGATION: Climate neutrality is achieved by 2050 through a well-functioning EU carbon market and a fair regulatory framework for the EU and its Member States to reduce emissions		
<i>Related to spending programme(s): LIFE programme 2021/2027(Regulation 2021/783 ⁽¹⁸⁾)</i>		
Main outputs in 2024:		
New policy initiatives		
Output	Indicator	Target
 ⁽¹⁹⁾ 2040 climate target	Adoption by the Commission (Communication and impact assessment)	Q1 2024
 Industrial carbon management	Adoption by the Commission (Communication)	Q1 2024
Evaluations and fitness checks		
Output	Indicator	Target
Evaluation of the car labelling Directive	Adoption of the evaluation staff working document by the Commission	Q3 2024
Enforcement actions		
Output	Indicator	Target
Completeness check of national measures transposing the revised EU ETS Directive (incl. ETS1, ETS2, aviation and maritime)	Finalised completeness check of national transposition measures that have been timely notified to the Commission; launching infringement proceedings against Member States where transposition measures are missing	Q4 2024 (this exercise may be continued post-2024 according to state of Member States' notifications)
Other important outputs		
Output	Indicator	Target
Report on the implementation of the ETS extension to maritime transport	Adoption by the Commission	Q4 2024
EU emissions trading system - update of the Verification and Accreditation Regulation	Adoption of the Commission Implementing Regulation	Q2 2024

⁽¹⁸⁾ Regulation 2021/783 of the European Parliament and of the Council of 29 April 2021 establishing a programme for the environment and climate action (LIFE), and repealing Regulation (EU) No 1293/2013, OJ L 172, 17.5.2021, p. 53

⁽¹⁹⁾ Initiatives that are part of the 2024 Commission work programme are marked with this icon.

Output	Indicator	Target
Permanent Carbon Capture Use in response to the ETS revision / Fit for 55	Adoption of the Commission Implementing Regulation	Q1 2024
Amendment of the Implementing Regulation on monitoring & reporting of emissions in response to the ETS revision	Adoption of the Commission Implementing Regulation	Q3 2024
ETS2 - Implementing act related to financial compensation for double counting and delegated acts approving Member State opt-ins of additional sectors	Adoption of implementing act Adoption of first batch of delegated acts	Q4 2024 Q3 2024
Implementing Regulations related to CORSIA	Adoption of the Commission Implementing Regulations	Q3 2024
Regulation amending the Registry Union Regulation on LULUCF and on Effort Sharing matters	Adoption of the delegated Regulation	Q2 2024
LULUCF - Implementing Act setting out the structure, format, technical details and process for submission of evidence on long-term impacts of climate change or effects of organic soils	Adoption of the Commission Implementing Regulation	Q3 2024
F-gas Implementing Acts covering for example minimum requirements for certification programmes for various types of equipment, quota reference values, allocation of production rights to producers, reporting format, label on F-gas equipment and Registry act	Adoption of the Commission Implementing Regulations	Q4 2024
Procurement contracts	Contracts signed	16 contracts signed by 31 December 2024

General objective: A European Green Deal

Specific objective 2: MONITORING AND ENFORCEMENT: EU climate legislation is monitored through the Energy Union Governance, is properly applied and enforced and is mainstreamed in the European Semester process

Related spending programme(s): LIFE programme 2021–2027 (Regulation 2021/783)

Main outputs in 2024:

Evaluations and fitness checks

Output	Indicator	Target
Evaluation of the Governance Regulation of the Energy Union and Climate Action Regulation (together with DG Energy)	Adoption by the Commission of the evaluation staff working document	Q2 2024

Other important outputs

Output	Indicator	Target
Support to Member States to finalise their National Energy and Climate Plans (NECPs)	Continuous support to Member States	2024
Commission assessment of final NECPs	Adoption of final assessment	Q4 2024 (pending submission of the plans by Member States in June 2024)

Output	Indicator	Target
Contribution to reflection of climate priorities in the implementation of the recovery and resilience plans, including RepowerEU chapter	Delivery	2024
Integration of climate transition into the European semester (annual sustainable growth strategy, country reports and country-specific recommendations)	Delivery	2024
State of the energy union report, including climate action progress report for 2024	Adoption by the Commission	Q3 2024
Annual Report on CO2 Emissions from Maritime Transport	Adoption by the Commission	Q1 2024
Amendment of the climate reporting implementing regulation under the Governance Regulation to reflect the Fit for 55 outcomes, including ETS auction revenue use reporting	Adoption by the Commission	Q2 2024
Procurement contracts	Contracts signed	2 contracts signed by 31 December 2024

General objective: A European Green Deal

Specific objective 3: FINANCE: Climate-related spending mainstreamed in the EU budget and in private funds to finance the green and just transition and invest in particular in low carbon and other climate innovations

Related spending programme(s): LIFE programme 2021–2027 (Regulation 2021/783), EU budget, ETS funds outside the EU budget ⁽²⁰⁾

Main outputs in 2024:

Evaluations and fitness checks

Output	Indicator	Target
Monitoring and Evaluation framework for LIFE programme 2021-2027 (together with DG Environment and DG Energy)	Adoption by the Commission of the staff working document	Q1 2024
Mid-term evaluation of the LIFE programme 2021-2027 (together with DG Environment and DG Energy)	Adoption by the Commission of the evaluation staff working document	Q4 2024

⁽²⁰⁾ The Innovation Fund and the Modernisation Fund are financed from the revenues resulting from the auctioning of the allowances under the system for GHG emission allowance trading within the EU.

External communication actions		
Output	Indicator	Target
Innovation Fund - Hybrid stakeholders workshops for the preparation of the next calls for proposals	Number of attendees	50 participants / event (in total 4 events)
Knowledge sharing events for Innovation Fund projects	Number of attendees	30 participants/event (in total 2 events)
Info Days to promote the 2 Innovation Fund calls to be launched in Q4 2024	Number of attendees	300 participants/event (in total 2 infodays)
Other important outputs		
Output	Indicator	Target
Innovation Fund progress report for 2024	Adoption	Q3 2024
Award decisions on the Innovation Fund 2023 calls and auctions	Decisions adopted	Q2 2024 and Q4 2024
LIFE programme - Multiannual work programme for the years 2025-2027	Adoption	Q4 2024
Award of grants under the 2023 LIFE Climate Change Mitigation and Adaptation calls	Signature of grant agreements	Q2 2024 for proposals on standard action projects Q4 2024 for proposals on strategic integrated projects
Two disbursement decisions under the Modernisation Fund	Decisions adopted	One disbursement decision in Q1 2024 and one disbursement decision in Q3 2024
Horizon Europe Strategic Plan 2025-27	Adoption	Q1 2024
Procurement contracts	Contracts signed	5 contracts signed by 31 December 2024
<p>General objective: A European Green Deal</p> <p>Specific objective 4: COMMUNICATION AND DIALOGUE: A voice and a space is given to citizens, cities, regions and all stakeholders to design and implement climate actions, share information, launch grassroots activities and showcase solutions that others can follow through the Climate Pact and the EU/Global Covenant of Mayors.</p> <p><i>Related spending programme(s): LIFE programme 2021–2027 (Regulation 2021/783)</i></p>		
Main outputs in 2024:		
External communication actions		
Output	Indicator	Target
European Climate Pact event	Number of attendees	400 attendees (in person and/or online)
Annual dialogue with stakeholders	Number of attendees	500 attendees (in person and/or online)

Output	Indicator	Target
EU Day for the Victims of the Global Climate Crisis - Event	Number of attendees	100 attendees (in person and/or online)
Other important outputs		
Output	Indicator	Target
Outreach and engagement activities in Member States	Number of activities	6
Climate Pact ambassadors	Number of ambassadors	700 by the end of 2024

General objective: A European Green Deal

Specific objective 5: ADAPTATION AND RESILIENCE: EU society (people, nature and welfare) is increasingly climate-resilient, adapted and equipped, protected and insured against the adverse impacts of climate change

Related spending programme(s): LIFE programme 2021–2027 (Regulation 2021/783)

Main outputs in 2024:

New policy initiatives

Output	Indicator	Target
 Communication on managing EU climate risks	Adoption by the Commission of the Communication	Q1 2024

External communication actions

Output	Indicator	Target
Climate adaptation mission – annual mission forum	Number of attendees	350 in-person attendees and up to 700 online attendees

Other important outputs

Output	Indicator	Target
Horizon Europe – Mission on adaptation – Active involvement of regional and local actors in projects demonstrating innovative climate resilience solutions	Number of projects	Addition of 10 projects (40 active regions) to the Mission portfolio
Organise climate resilience dialogue	Two meetings organised	Q1 and Q2 2024
	Final report published	Q3 2024
Procurement contracts	Contracts signed	1contract signed by 31 December 2024

General objective: A European Green Deal

Specific objective 6: INTERNATIONAL NEGOTIATIONS: The level of ambition of other GHG emitters is increased thanks to the EU's leading role in climate diplomacy in line with the Paris Agreement and SDG 13

Related spending programme(s): LIFE programme 2021–2027 (Regulation 2021/783)

Main outputs in 2024:

External communication actions

Output	Indicator	Target
Side events hosted under the EU pavilion at COP29	Number of attendees (around 90 events)	An average of 40 participants per event (in person and/or online)

Other important outputs

Output	Indicator	Target
Lead the EU negotiations at COP29	Completion	Q4 2024
Preparation of Environment Council conclusions on COP29	Adoption	Q4 2024
Preparation, organisation, delivery and follow-up of the annual Florence meeting	Completion	Q2 2024
Ministerial on Climate Action (MoCA) process	Completion	Q3 2024
Staff working document on pathways for making EC finance flows consistent with the Paris Agreement goals	Publication of the staff working document	Q3 2024
Procurement contracts	Contracts signed	2contracts signed by 31 December 2024

Part 2 – Modernising the administration

A. Human resource management

Objective: DG Climate Action employs a competent and engaged workforce and contributes to gender equality at all levels of management to effectively deliver on the Commission's priorities and core business.

Main outputs in 2024:

Output	Indicator	Target
DG Climate Action HR plan	Implementation of actions	Implementation of the actions in progress planned in the CLIMA HR plan
Gender balance	Female representation at middle management level	Maintaining or improving the current balance of men and women as Head of Unit in the whole DG

Gender balance	First appointment of women and men to Middle management functions	Maintaining gender balance in first appointments to Middle management functions
Rebalance Underrepresented Member States (URMS)	Representation of URMS at the middle management level	Special attention on systematically interviewing eligible applicants from URMS for any vacant middle or senior management function in the DG
Newcomers' welcome sessions	Number of sessions	2
Events for managers on wellbeing or HR-related topics	Number of sessions	1
Events for staff on wellbeing or HR-related topics	Number of sessions	1
Internal communication actions such as: <ul style="list-style-type: none"> - Lunchtime conferences for staff - Other internal events for staff 	Series of staff events organised and participation rate	A minimum of 50 participants per staff event. A minimum of 20 staff events organised yearly.

B. Sound financial management

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

Main outputs in 2024:

Output	Indicator	Target
Effective controls: Legal and regular transactions	Estimated risk at payment	Remains <2 % of relevant expenditure
	Estimated risk at closure	Remains <2 % of relevant expenditure
Effective controls: Safeguarded assets – innovation Fund	Implementation of the contribution agreement on Monetisation and Asset Management with the EIB	2 conclusive steering committee meetings Validation of the reporting pack including financial statements prepared by the European Investment Bank
	Safeguarded information	Implementation of the 12 security measures in the Union Registry Implementation of 10 additional security measures following the 2022 risk assessment
		100% of the measures implemented 100% of the measures implemented

Output	Indicator	Target
Efficient controls	Budget execution	Remains 100% of commitment appropriations Remains 99% payment appropriations
	Timely payments	Remains >98% of payments (in value) made on time
Economy of controls	Overall estimated cost of controls	Remains <3.2% of funds managed
Open recommendation for Internal Audit Service (IAS)	Number of recommendations overdue for more than 6 months	None
Open recommendation for European Courts of Auditors (ECA)	Number of recommendations overdue for more than 6 months	None

C. Fraud risk management

Objective: The risk of fraud is minimised through the application of effective anti-fraud measures and the implementation of the Commission Anti-Fraud Strategy (CAFS) ⁽²¹⁾ aimed at the prevention, detection and correction ⁽²²⁾ of fraud.

Main outputs in 2024:

Output	Indicator	Target
Targeted awareness raising on anti-fraud matters to ensure that DG Climate Action staff remains vigilant to fraud	Communication actions	3
Collaboration with OLAF and participation in anti-fraud networks	Meetings with OLAF	Throughout the year
DG Climate Action local anti-fraud strategy 2025-2028	Revision of the current Climate Action local anti-fraud strategy 2021-2024	Validation of the new anti-fraud strategy 2025-2028

D. Digital transformation and information management

⁽²¹⁾ [Communication from the Commission 'Commission Anti-Fraud Strategy Action plan - revision 2023 COM\(2023\) 405 of 11 July 2023](#) – 'the Communication on the 2023 revision' – and the accompanying document, [SWD\(2023\) 245](#) – 'the revised Action Plan'.

⁽²²⁾ Correction of fraud is an umbrella term, which notably refers to the recovery of amounts unduly spent and to administrative sanctions.

Objective: DG Climate Action is using innovative, trusted digital solutions for better policy-shaping, information management and administrative processes to forge a truly digitally transformed, user-focused and data-driven Commission

Main outputs in 2024:

Output	Indicator	Target
Digital Culture Coaching sessions on collaboration tools	Percentage of DG Climate action's staff that attended Microsoft Office 365 trainings	80% of DG Climate Action's users
Digital Culture Specific trainings on cybersecurity	Quarterly trainings	4
Digital Culture Digital-ready policymaking awareness raising	Percentage of the new policy-officers to whom ' <i>The digital-ready policy officer session</i> ' was recommended ²³	100% of new policy-officers to the DG
Business-driven Digital Transformation Implementation of the corporate principles for data governance for DG Climate Action key data assets	Percentage of implementation of the corporate principles for data governance for DG Climate Action key data assets	80%
Green, Resilient and Secure Digital Infrastructure Migration of users to welcome	Users in units handling SNC documents	100%
Green, Resilient and Secure Digital Infrastructure Documents and content moved to SIFC	Documents and pages migrated to Sharepoint Online	50%
Green, Resilient and Secure Digital Infrastructure Information systems with updated Security Plans	Information systems with a Security Plan not older than 2 years	100%
Green, Resilient and Secure Digital Infrastructure SNC Information Systems make use of Multi-factor Authentication (MFA)	Information systems handling SNC data implementing MFA	100%
Green, Resilient and Secure Digital Infrastructure Compliance for the 55 IT priority controls for all CLIMA CIS	CLIMA IS being compliance against the 55 IT priority controls based on the information reported	100%
Information Management and Data Protection Personal data protection compliance of processing activities	Percentage of revised Data Protection Records over the period 2024-2025	50%

²³ Training/recording of training session offered by EU Learn The digital-ready policy officer

Output	Indicator	Target
Information Management and Data Protection Securing the staff awareness level	Awareness raising for newcomers Refresher trainings per Directorate - Semestrial	100% 10

E. Sound environmental management

Objective: DG Climate Action takes account of the environmental impact of its day-to-day actions, taking measures to reduce the impact of the administration work, supported by their respective EMAS Correspondents or EMAS Site Coordinators.

Main outputs in 2024:

I Reducing emissions from staff and expert' business travel and reducing CO2 and other atmospheric emissions

Output	Indicator	Target (2019 as baseline)
Reduced emissions from staff missions	CO2 emissions from DG's, Office's or other department's staff missions	Reduction by 50%
Reduced emissions from experts travel under the administrative budget	CO2 emissions from DG's, Office's or other department's expert missions	Reduction of experts' emissions where department is in the lead 50%

II. Reducing resource use in buildings and workspace (energy)

More efficient use of resources (energy):

Output	Indicator	Target (2019 as baseline, as appropriate)
Participation in corporate energy saving actions through building closure.	Number of department's buildings participating in end of year energy saving action	100% of department's buildings participating in end of year energy saving action

III. Organise sustainable events

Output	Indicator	Target (2019 as baseline, as appropriate)
List actions taken to implement the EC guidelines for sustainable meetings and events	Number (or %) of green events	1 article on intranet promoting the use of EC guidelines for sustainable meetings and events 50% of meetings organised on Commission premises.

IV. Circular economy (public procurement (GPP), waste, biodiversity and sustainable food

Output	Indicator	Target (2019 as baseline, as appropriate)
Gradual introduction of GPP criteria in contracts and starting to monitor the process.	% of contracts with "green" provisions in %	Increase in the % of contracts with "green" selection criteria

