

Management Plan 2025

Directorate-General for Energy

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PART 1. Introduction and strategic outlook

Mission statement and operating context

A. Mission statement

The mission of Directorate-General for Energy (DG ENER) is to **ensure access to affordable, secure, reliable and clean energy** for all European citizens and businesses; to **promote the efficient production and use of energy**; and to drive the process of becoming the first climate-neutral continent, by 2050, while contributing to Europe's sustainable growth and job creation.

We set out policies to develop an innovative, **resilient and integrated energy system**, which delivers a continuous supply of affordable, secure, reliable and clean energy to its citizens and businesses **in line with the Competitiveness Compass**, as **bolstered by the Clean Industrial Deal and the Action Plan for Affordable Energy**.

We strive to complete a **robust Energy Union** by setting out a simpler, more effective and future-proof governance, removing barriers for the energy transition and stimulating the development and deployment of clean energy solutions. The transition will promote and build on consumer participation and market-driven investments in energy efficiency, renewable energy complemented by nuclear energy technologies to boost the EU's global leadership, while reducing the energy dependency and import bills.

Within DG Energy, the **mission of the Task Force Housing** is to support the first-ever Commissioner responsible for Housing in putting forward and implementing a European Affordable Housing Plan to help tackle the housing crisis facing millions of people including young people and families, particularly in relation to affordability of housing.

B. Operating context

This section maps the internal and external environment in which DG ENER operates and how its interventions are shaped.

Competences of the European Union and international legal obligations in the energy field

The EU Treaties, together with the Treaty establishing the European Atomic Energy Community (EURATOM Treaty) represent the primary law relevant for the energy sector. The Treaty on the Functioning of the European Union (TFEU) gives the EU for the first time an explicit competence in the energy field. Art. 194 states that the EU policy in the area of energy shall aim to ensure the functioning of the internal market, ensure security of supply, promote energy efficiency and the development of new and renewable forms of energy, and promote

the interconnection of energy networks. Under the TFEU, energy policy is a shared competence. Thus, the Member States may legislate and adopt legally binding acts to the extent that the EU has not exercised its competence. The EURATOM Treaty is a *lex specialis* in relation to the TFEU, which applies to the nuclear energy sector and covers all policy aspects relevant for the civil use of nuclear energy.

Types and instruments of EU intervention

DG ENER carries out EU energy policy development and coordination resulting inter alia in regulatory actions and in international multilateral and bilateral agreements in the field of energy. Proper enforcement of EU rules involving all informal and formal activities aiming at ensuring that Member States implement and apply correctly EU law is also a key priority of intervention for DG ENER. Beyond this, DG ENER intensifies cooperation with Member States as part of a more comprehensive governance system for energy policy. DG ENER is also responsible for other enabling initiatives, including several direct and shared management programmes. DG ENER will organise Implementation Dialogues with stakeholders each year 'to align implementation with realities on the ground'.

The external environment in which DG ENER operates - Key stakeholders

In the Council, the main formation addressing energy and climate issues are the Transport, Telecommunications and Energy Council (TTE- Energy Council), and the Environment and Competitiveness Council formations, based on the preparatory work of Coreper I and related Working Parties. In the European Parliament (EP), energy files are mainly dealt with by the Committee for Industry, Research and Energy (ITRE) as lead committee. However, the committee on environment, public health and food safety (ENVI) has an increasing role also in energy-pertinent dossiers. In addition, the Commission has regular inter-action and works with both the Committee of the Regions and the European Economic and Social Committee on energy issues.

The Commission further interacts with a very broad range of stakeholders in the area of energy, including Member States' governments, national, regional and local authorities (including cities), industry, business community, consumers' associations and non-governmental organisations. In this vein, DG ENER set up several fora to gather relevant stakeholders in the energy sectors to discuss opportunities and challenges related to the internal energy market. DG ENER also interacts with international organisations such as the International Energy Agency (IEA), the International Atomic Energy Agency (IAEA), the OECD Nuclear Energy Agency (NEA), the International Renewable Energy Agency (IRENA), and the International Partnership for Energy Efficiency Cooperation, the Energy Community and EF in addition to national energy authorities in partner countries across the five continents.

Nuclear files are generally handled by the General Affairs Council, based on the preparatory work of Coreper II and of the Working Party on Atomic Questions. The ITER project and issues related to research under the EURATOM Treaty are dealt with by the Joint Working Party on Research/Atomic Questions. The Commission further interacts with a broad range of

stakeholders, including Member States' governments and national authorities, such as regulatory authorities in the field of nuclear safety (ENSREG ⁽¹⁾) and radiation protection (HERCA) as well as with key industry, research organisations and NGOs stakeholders in the framework of the European Industrial Alliance on Small Modular Reactors (SMRs). DG ENER also cooperates with third countries' authorities, in particular in the framework of the implementation of Euratom Nuclear Cooperation Agreements and post-Fukushima nuclear safety related 'stress tests ⁽²⁾' of nuclear power plants, with industry organisations and individual companies, non-governmental organisations, as well as other organisations representing various stakeholder groupings (e.g. local and regional communities, consumer associations, etc.).

A similarly broad, diverse external environment on housing requires considerable attention from the Task Force on Housing (TFH), including notably the European Parliament (the Special Committee on the Housing Crisis in the European Union), the Committee of the Regions (especially its COTER Committee), the European Economic and Social Committee and it will be also necessary to develop a strong Member State network.

⁽¹⁾ European Nuclear Safety Regulators Group

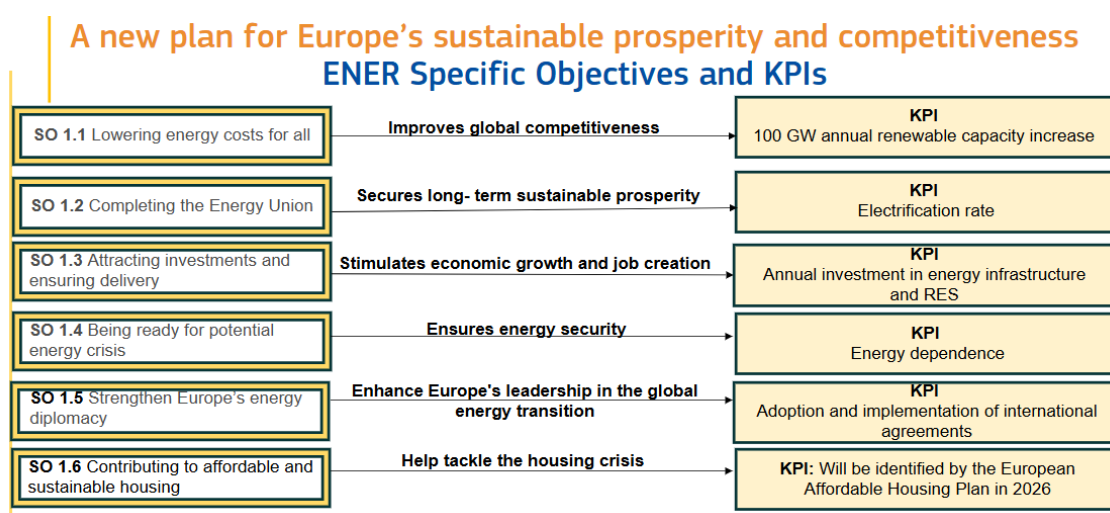
⁽²⁾ https://energy.ec.europa.eu/topics/nuclear-energy/nuclear-safety_en

Strategic outlook 2025 - 2029

Framed by **the President's Political Guidelines and in particular the EU's Prosperity and Competitiveness objective**, DG ENER strategic vision for the period 2025-29 is to **implement the energy dimension of the Competitiveness Compass**, put forward in January 2025 through its actions, policies and instruments. As the last years have shown, reliable supply of clean and affordable energy is critical to build a true Energy Union based on the three pillars of energy security, competitiveness and affordability, and decarbonisation towards our 2030 objectives and climate neutrality by mid-century. To achieve this, Europe must **stay the course on the goals set out in the Clean Industrial Deal, its Action Plan for Affordable Energy and the European Green Deal** and Member States must **implement the legislation already agreed**.

DG ENER will **put forward initiatives that allow completing a robust Energy Union**. This includes solutions to **bring down energy costs** for households and companies, **produce more clean energy, upgrade Europe's infrastructure, including grids, and develop a resilient, interconnected, innovative, and secure energy system**. Energy being a core pillar of our industrial strategy, DG ENER will focus on boosting renewables complemented by nuclear⁽³⁾, and storage, energy efficiency, strengthening grid infrastructure, digitalisation, attracting investment and innovation in the energy transition and bolstering our energy security, while ensuring technological neutrality and domestic supply chain. By doing so we will also address energy poverty and ensure a social, just and competitive transition.

The **6 specific objectives (SO) of DG ENER** for the period 2025-2029 are regrouped under the Commission's General Objective **A new plan for Europe's sustainable prosperity and competitiveness**.



⁽³⁾ DG ENER will also continue to support innovative technologies development such as fusion energy, notably through the ITER project and related initiatives, recognising their long-term potential to provide clean, abundant energy.

Specific objective 1.1 Lowering energy costs for all

Lowering energy costs is vital for Europe's pursuit of sustainable prosperity and competitiveness. High energy expenses burden citizens and industries, affecting life quality, growth and competitiveness. The Action Plan for Affordable Energy aims to **alleviate energy poverty** affecting over 46 million Europeans, particularly vulnerable groups. The plan can **improve the EU's competitiveness** by **reducing energy system costs** for consumers and businesses and **decrease the cost of energy** with a **faster rollout and better integration of clean energy** in the energy system, and an **optimised use of the grids**. This is particularly the case for the critical sectors and strategic industries necessary for our prosperity and our security. Furthermore, it **supports the Clean Industrial Deal**, aligning climate responsibilities with competitiveness by making clean energy and efficiency more attractive. Overall, reducing energy costs and delivering the transition to a clean and resilient energy system is essential for a sustainable economic model and improved global competitiveness.

Specific objective 1.2 Completing the Energy Union

Completing the Energy Union is crucial for Europe's goals of sustainable prosperity and competitiveness. It supports these objectives by **further integrating the energy market, which offers business and consumer savings and boosts economic activity**. The Energy Union **emphasises energy efficiency and decarbonisation** through renewable energy and electrification, **aligning with EU climate goals and reducing fossil fuel reliance**, also by building on nuclear energy. It also **promotes research and innovation** by driving investments in energy infrastructure and net-zero technologies like nuclear fusion, advanced storage systems, and smart grids, reinforcing Europe's technological leadership. Additionally, it unlocks the potential of digital solutions in the energy sector, including Artificial Intelligence. It also **enhances regional cooperation** through cross-border interconnections and their efficient use, optimising energy resources and encouraging regional economic growth. By completing the Energy Union, Europe secures immediate economic benefits and long-term sustainable prosperity, fostering innovation, competitiveness, digitalisation, and resilience against global energy challenges. The **Governance Regulation** will be revised during the current mandate to set a refocused and simplified delivery framework for the Energy Union and the post-2030 energy and climate objectives.

Specific objective 1.3 Attracting investments and ensuring delivery

Accelerating investments in clean energy and ensuring a successful implementation of EU energy policies is key to deliver Europe's strategy for sustainable prosperity and competitiveness. Investments in the energy transition **stimulate economic growth and job creation** in the renewable and nuclear energy and clean technology sectors. They translate into tangible benefits, such as improved energy efficiency, modernised grids and faster

electrification of energy uses, which sustain competitiveness and align with environmental goals. Public funding can help mobilising private capital and de-risking projects for both manufacturing and deployment of clean energy technologies.

DG ENER provides the necessary expertise and supports Member States to implement their energy reforms and investments, also in the framework of the **Recovery and Resilience Plans (RRPs), REPowerEU Plan and EU Energy Platform**, ensuring that EU funds are used to deliver the clean and affordable energy transition. DG ENER also contributes to shaping and developing the next **Multiannual Financial Framework (MFF)**. DG ENER will also continue to implement the current Connecting Europe Facility ⁽⁴⁾ (CEF) programme (2021-2027) and draft the relevant legislative proposal.

Building on the European Industrial Alliance of Small Modular Reactors (SMRs), the Commission will **help de-risking Small Modular Reactors (SMRs) projects**, strengthening and extending the EU supply chain and attracting private financing. This action should be further reinforced by the Important Projects of Common European Interest (IPCEI) on “innovative nuclear technologies”.

Specific objective 1.4 Being ready for potential energy crisis

Being ready for potential energy crises is crucial for sustainable prosperity and competitiveness. It **ensures energy security**, which is vital for economic resilience, allowing businesses to operate without disruptions and supporting sustainable growth. A solid energy security framework **ensures a constant match between energy needs and energy supply**, protecting against sudden cost spikes and enabling better business planning. The EU has made substantial progress in diversifying nuclear fuel supplies for the Russian-designed reactors in the EU but further efforts are also needed to develop alternatives in nuclear fuel services.

Preparedness **enhances investment certainty** by demonstrating stability, which attracts investments in clean technologies and infrastructure. It also **encourages innovation and infrastructure development**, such as smarter energy systems and grid enhancements, which boost competitiveness and sustainability. Overall, preparedness for potential energy crises strengthens economic foundations, enabling sustainable growth and maintaining competitiveness in the global market. DG ENER will also contribute to a state-of-the-art crisis management systems for nuclear emergencies.

Specific objective 1.5 Strengthen Europe's energy diplomacy

Strengthening Europe's energy diplomacy is essential for sustainable prosperity and competitiveness, aligning with several strategic goals. It **ensures energy security** notably

⁽⁴⁾ CEF provides co-funding to energy infrastructure (projects of common interest and project of mutual interest) and to cross-border projects in the field of renewable energy. This enables beneficiary projects to attract other sources of financing.

through a focus on diversifying EU energy supplies, including natural gas and clean energy technology inputs. Working together with partners in a targeted and coherent manner, including by pooling EU demand through tools like Aggregate EU and new initiatives, leveraging the size and power of the Union market towards more competitiveness, helps the EU to secure more energy supplies and raw materials from a varied group of suppliers, therefore reducing geopolitical risks and improving the EU's energy security. Enhanced diplomacy also **fosters global partnerships**, promoting collaboration in clean energy technologies and sustainability efforts, in particular with our Southern Neighbourhood and Mediterranean partners as they transition away from dependency on fossil fuel exports to clean energy. **Europe can lead in clean energy** by improving business and investment conditions for EU energy and clean tech companies overseas and promoting regulatory simplification and interoperability, attracting and supporting investments in third countries, particularly in renewables and in clean tech value chains, and reducing energy costs through secure access to diverse sources. This leadership is channelled through our engagement with G20 countries and other emerging economies which have both significant and growing energy capacity as well as decarbonisation needs, and are therefore some of our largest clean tech markets. This approach **aligns with global climate goals**, facilitating emission reduction and safe and sustainable solutions. Additionally, energy diplomacy **accelerates EU foreign investment and trade of clean technology products and intellectual property, and fosters innovation**, supporting the clean energy transition, EU competitiveness and global technology leadership, and a universal access to energy, especially in the developing world. Overall, it plays a crucial role in achieving secure, stable, affordable and sustainable energy, fostering international collaborations and enhancing Europe's leadership in the global energy transition.

Euratom is also involved in various international conventions and bilateral nuclear cooperation agreements on peaceful nuclear energy, offering a strong foundation for energy diplomacy. The EU should leverage its position as a regional power in **multilateral nuclear fora** to promote its standards, interests, and values, prioritise technical assistance and collaborations with like-minded nations. In light of the accession process ⁽⁵⁾, DG ENER will further strengthen its relations with the **Energy Community and its nine Contracting Parties** with the aim to align their regulatory framework with EU and Euratom acquis, foster market reforms and integration, and to achieve the EU main policy objectives in the field of energy. Special focus will be maintained on Ukraine and Moldova's energy security and resilience and on the green reconstruction of Ukraine.

Specific objective 1.6 Contributing to affordable and sustainable housing

The affordable housing crisis of the past years has had a direct **impact on the quality of life** of many Europeans, affecting millions of young people and families who struggle to find

⁽⁵⁾ Seven out of nine contracting parties are EU candidates. Georgia and Kosovo* are potential EU candidates.

affordable housing throughout Europe. Primary responsibility for housing lies with the Member States, regions and local authorities. However, EU legal, policy and funding instruments can play a key role to help Member States, regional and local authorities strengthen the housing ecosystem and foster investments in the sector.

The goal is to add value at the European level by **supporting Member States** to tackle the **structural drivers of the housing crisis** and unlocking **public and private investment** for affordable and sustainable housing. The Task Force on Housing, in its coordination role for EU-level housing policy across the Commission, **brings together** all Commission services responsible for the different elements of the housing policy as well as other EU level actors, notably the European Investment Bank, international financial institutions and national promotional banks, and is leading a wide-ranging and ongoing forum/dialogue with all stakeholders to support Member States, cities and other local authorities with technical assistance and to encourage **sharing of knowledge and best practices**.

The **European Affordable Housing Plan** will be the result of these endeavours over the course of 2025, and this plan will identify actions to be rolled-out during the Commission mandate and indicators against which to assess how effectively the housing crisis is being tackled.

To complement all these efforts, DG ENER will maintain its management of financial risk and will ensure that the key performance indicator - amount at **risk at payment** remains below 2% of the relevant expenditure in 2025 (baseline 2024: 0.49%).

Cross-cutting efforts – implementation and simplification agenda

During the period 2025-2029, DG ENER will **stress-test the EU acquis in place**, to identify unnecessary complexities, overlaps, and contradictions that may obstruct effective implementation. In addition, all ENER Directives will be reviewed including all the major elements of a stress-test to check whether the legislation is delivering on its objectives and whether it can be simplified while still achieving its objectives.

Two Implementation Dialogues will take place in 2025. The first that occurred on 11 June was on permitting procedures for renewable energy projects and related infrastructure. The second will take place in the 4th quarter of 2025, the topic should be products legislation (ecodesign, energy and tyre labelling).

DG ENER's Annual progress report on enforcement and implementation will be finalised in July and transmitted to the Parliament by the end of September.

Implementation support has been stepped up, with detailed implementation strategies for the 2023/2024 Energy Directives and Guidance and Recommendations adopted by the College, to help Member States with their transposition efforts. Model correlation tables have been provided for all Directives and transposition road maps will be prepared.

DG ENER is seeking detailed feedback from stakeholders and practitioners implementing the energy acquis, or affected by it, in a whole series of **consultation exercises** and **reality checks**. Some target initiatives will be focused on simplifying legislation with the aim to reducing administrative burdens and reporting obligations by significant percentages (e.g., 25% overall and 35% for SMEs). This simplification process will make ENER legislation more accessible to stakeholders, including businesses and citizens, encouraging their participation and compliance. Simplification will in turn aid in efficiently reaching targets set for the European Green Deal, energy transition, and industrial competitiveness.

The flagship review of DG ENER will be the **revision of the Energy Governance Regulation** which should set a refocused and simplified delivery framework for our post-2030 energy and climate objectives, including the streamlining of obligations in the climate and energy acquis, primarily but not limited to planning and reporting requirements. **The revision of the energy security architecture** will also propose to streamline and avoid any duplicating reporting obligations. Potential simplification measures (particularly regarding Member States' reporting requirements) linked to the two directives governing the Euratom legal framework for the responsible and safe management of radioactive waste and its shipping will also be explored.

Formal **infringement procedures** are a last resort when dialogue tools have not worked. ENER will continue to make full use of the EU Pilot tool to communicate with Member States with a view to resolving legal issues. ENER will also continue the practice of 'package

meetings' with Member States to discuss all open infringement cases. Full, correct and timely transposition is essential to deliver on political priorities. 74% of ENER's infringements are for failure to transpose directives fully by the deadline. DG ENER will prioritise non-communication cases, in particular those related to the non-transposition of the Clean Energy package Directives and those that can support implementation of the Action Plan for Affordable Energy. Infringements will also be launched to defend key principles of the EU internal energy market such as open borders, free competition, independence of regulators and effective market surveillance. DG ENER will also continue to monitor the implementation of the EU/Euratom acquis by further pursuing relevant conformity and compliance checks.

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

Within the framework of the EU Competitiveness Compass, the Commission, with an important contribution by DG ENER, adopted on 26 February 2025 the **Clean Industrial Deal (CID)**, a bold plan to support the competitiveness and resilience of our industry. The Deal outlines concrete actions to turn decarbonisation into a driver of growth for European industries. This includes lowering energy prices, creating quality jobs and the right conditions for companies to thrive.

As part of the CID, the Commission adopted on the same day an **Affordable Energy Action Plan (AEAP)** ⁽⁶⁾, an initiative by DG ENER which is based on the 4 pillars that corresponds to 4 specific objectives for the period 2025-2029:

- Lowering energy costs for all
- Completing the Energy Union
- Attracting investments and ensuring delivery
- Being ready for potential energy crises

This second part of the Management Plan lists the main outputs and deliverables from the AEAP and beyond, that DG ENER plans to deliver (or has delivered ⁽⁷⁾) in 2025. They all contribute to the **General objective 1: A new plan for Europe's sustainable prosperity and competitiveness.**

Specific objective 1.1 Lowering energy costs for all

1.1.1 Affordable bills

By the end of 2025, DG ENER will adopt the **Citizens Energy Package** with an aim to ensure that that all citizens and communities – in all parts of the Union – can benefit from clean and affordable energy. The Package will set out a political objective to reduce energy poverty, support Member States' transposition and implementation of consumer rights as enshrined in energy market legislation, develop a Charter on Consumer Rights (including addressing barriers to switching suppliers and changing contracts) and provide a comprehensive set of measures to implement energy communities on the ground. To empower local stakeholders and address specific challenges and opportunities of the coal regions or geographical islands the package will set up several targeted initiatives, such as new Coal Regions in Transition Initiative and Island Grids Pact.

⁽⁶⁾ COM/2025/79

⁽⁷⁾ This document has been drafted in June 2025

DG ENER will work together with DG TAXUD on a **recommendation to EU member states to lower national electricity taxes** to provide immediate relief on energy bills.

1.1.2 Electricity supply costs

Costs can be more effectively managed by promptly and thoroughly implementing existing EU electricity regulations. Additional measures, such as **promoting long-term electricity supply contracts, speeding up permitting processes** for energy projects, **strengthening grids**, and **enhancing flexibility**, are also crucial. As described in the Action Plan for Affordable Energy, an energy system founded on market integration, renewable and nuclear energy generation, and flexibility could lead to an average reduction of 40% in wholesale electricity prices across the EU.

High and volatile gas prices drive up electricity prices. **Long-term contracts**, issued in the form of **forward market products** or **Power Purchase Agreements** (PPAs) can protect consumers against those fluctuations and provide long-term price stability to industrial consumers. Furthermore, support for new clean generation investments in the form of **two-way contracts for differences** ensure that generators' revenues in situations of high prices are channelled back to consumers.

On 19 June, the **European Investment Bank (EIB)** launched a new product developed in close cooperation with DG ENER to offer counter-guarantees to Power Purchase Agreements (PPAs) between clean energy developers and industry, with EUR 500 million capacity.

DG ENER will prepare in 2025 a **guidance on the design of 2-way contracts for difference** and their possible combination with power purchase agreements. This guidance will contain concrete recommendations to Member States to design their support schemes for new generation assets in a way that ensures an efficient integration of those assets in the electricity system, thereby reducing the overall system costs.

In 2025, DG ENER will conduct an **impact assessment on possible measures to improve the forward electricity market**, in which electricity is traded long-term. **Guidance** to Member States **on the design of public support schemes for renewable generation**, using two-way contracts for difference, including the combination with Power Purchase Agreements, will be issued in the course of 2025.

DG ENER will prepare **legislative proposals for acceleration of permitting processes for grid, storage and renewable energy projects**, as part of the European Grids Package. It will also reinforce its support to Member States through the exchange of good practices, technical assistance and an online guiding tool.

Furthermore, the Commission will adopt, along with the Communication *Delivering on Clean Industrial Deal*, a **Recommendation on innovative technologies and forms of renewable energy deployment, on the establishment of areas for grid and storage**

infrastructure necessary to integrate renewable energy into the electricity system, and on future proof network charges to reduce energy system costs, It is accompanied by a package of three Guidance documents:

- Guidance on innovative technologies and forms of renewable energy deployment identifying common barriers faced by these innovative forms of deployment and technologies as well as solutions to overcome them.
- Guidance on grid and storage acceleration areas.
- Guidance on network tariff methodologies to ensure that network charges promote the most efficient use of the grid.

On 11 June, the Commission held an **implementation dialogue on permitting** for renewables and related infrastructure. The Commission will also continue its Accele-RES project by providing technical support to Member States on the transposition of the revised RED, i.e. by replying to questions from Member States via the new online tool, by organising bilateral meetings or by providing additional guidance on some provisions (i.e. Article 20a). DG ENER's annual progress report on enforcement and implementation will be finalised in July and transmitted to the Parliament by the end of September. The Commission will carry out the preparatory work for the **adoption of the European Grids Package by end 2025**. The Package will streamline and simplify the legal framework for European grids (e.g. TEN-E Regulation) by optimising cross-border integrated planning and delivery of grid infrastructure projects and simplifying permitting. The Package aims to better integrate regional and EU needs and interests, including across sectors, ensuring that the planning aligns with the EU and Member States' climate and energy objectives.

On 2 June, the Commission adopted a Guidance document on **anticipatory investments for developing forward looking electricity networks**. A key deliverable of the Affordable Energy Action Plan and the Grids Action Plan, the guidance will help Member States creating the right conditions for grid investments to reflect future needs, ensuring affordability for consumers and strengthening the competitiveness of industry.

On 19 June, the European Investment Bank (EIB) launched a counter-guarantee product in close cooperation with DG ENER to mitigate risks associated with manufacturing new grid components with EUR 1.5 billion capacity.

The Commission will adopt a **new Clean Industrial Deal State Aid Framework in 2025**. The new Framework will accelerate the roll-out of renewable energy, deploy industrial decarbonisation and ensure sufficient capacity of clean tech manufacturing in Europe, crowd private investments by way of financial instruments, and stimulate demand for clean tech equipment via tax incentives. The new Framework will also facilitate support to non-fossil flexibility measures and capacity mechanisms accelerating the decarbonisation of the energy system.

In 2025, DG ENER will make sure consumers can take full financial advantage of flexibility by working on the **draft of the Network Code on Demand Response**, in line with the

deadline set out in the Action Plan for Affordable Energy. DG ENER will also work with ACER and Member States for the implementation of the flexibility needs assessment provisions that were introduced by the Electricity Market Design reform, according to which the Member States shall adopt a report on the estimated flexibility needs and define an indicative national objective for non-fossil flexibility.

1.1.3 Gas markets

EU wholesale gas prices have yet to return to pre-crisis levels, impacting the competitiveness of European industry. Comprehensive regulatory oversight and collaboration between energy and financial regulators are essential. The European Commission will investigate ways to **leverage the Union's collective purchasing power** to secure more favourable terms for imported natural gas. Shielding EU consumers from fossil fuel price volatility could result in a notable short-term decrease in retail prices.

DG ENER is engaged in the **Gas Market Task Force** ('GMTF') along with other Commission services and EU agencies to scrutinise the EU natural gas markets and, where necessary, elaborate on recommendations to ensure their optimal functioning and appropriate oversight. To this aim, the GMTF will deliver a report by the end of 2025 that will summarise the main analyses conducted and their findings while proposing, where relevant, targeted recommendations to address the issues identified. In this light, DG FISMA and DG ENER launched a targeted consultation to gather input to improve the efficiency and resilience of EU commodity derivatives markets, including gas products, and their oversight. The results on the consultation will also inform the recommendations of the GMTF.

1.1.4 Energy efficiency

Improving energy efficiency is crucial to avoid high energy bills, ensure competitiveness, deliver on the decarbonisation goals and support security of supply. In 2025, DG ENER will work towards the possible establishment of an energy efficiency market. It will further assist market participants in scaling up the availability of **energy efficiency solutions and investments**, including through the implementation of the European Energy Efficiency Financing Coalition. **An action plan will be presented to boost the impetus for energy efficiency** that outlines further actions and measures to enhance energy efficiency.

DG ENER will assess the opportunity of an **EU-wide market for an energy savings certification scheme**. For this purpose, the Commission will assess the currently functioning market solutions, mainly **White Certificates** market in the EU Member States (France, Italy, Spain, Poland and also, to some extent - Hungary). The assessment will build also upon the experience of the EU Member States that currently implement Energy Efficiency Obligation Schemes and have not yet converged to the White Certificate Scheme.

In addition, DG ENER in close cooperation with the European Investment Bank is working in further supporting market development for companies, including Energy Service Companies (ESCOs), providing energy efficiency services and financing for energy efficiency investments.

In particular, work is ongoing to develop and reinforce existing EU guarantee schemes for energy efficiency, notably the upcoming EIB programme for energy efficiency in SMEs and the development of a blueprint for possible new operations under InvestEU as part of an EU guarantee scheme for energy efficiency services.

DG ENER is working for the establishment of a **common Union rating scheme for data centres**. The rating scheme will build upon the reporting scheme that was introduced last year and will focus on the energy and water footprint of data centres but also underline other aspects of the efforts to better integrate data centres and the energy system. DG ENER will also host dialogues to form strategic alliances – in the form when appropriate of tripartite agreements – involving the Commission, the Member States and the energy efficiency industrial ecosystem.

On buildings, DG ENER will publish **guidance to support the effective transposition and implementation of the recast Energy Performance of Buildings Directive** (EPBD, Directive (EU) 2024/1275), and as set out in the implementation strategy for the recast EPBD, the Commission is preparing guidance on all its new and substantially modified provisions.

DG ENER will also advance the revision of **energy labelling and eco-design regulations for energy-related products, including notably heating and cooling appliances such as space and water heaters**, and promote market transparency for consumers and professional buyers of appliances, smartphones, tyres, etc. through a revamp of the user interface of the European Product Registry on Energy Labelled products (EPREL).

Specific objective 1.2 Completing the Energy Union

To improve coordination and strengthen the governance of the electricity system, completing a true Energy Union – featuring a fully integrated energy market and a unified governance framework – is essential to avoid potential system cost increases.

On 28 May 2025, the Commission adopted the **assessment of the final updated NECPs**, the strategic delivery vehicles to collectively reach the 2030 energy and climate policy goals. Building on this assessment, DG ENER will also **start the preparation of the revision of the Governance Regulation** to achieve the 2040 objective of a prosperous and autonomous economy on track towards climate neutrality. This revision should simplify and refocus the NECPs to transform them into real investment plans that provide long-term predictability to investors and that offer stakeholders a transparent framework for cooperation. The **State of the Energy Union 2025** will include reflections on the future 2040 framework and assess progress on NECP and Affordable Energy Action Plan implementation.

The **Energy Union Task Force**, which is set to take life by mid-2025, will contribute to ensuring that the right framework is put in place to deliver affordable energy to European consumers. It will deliver political impulse to examine and identify technical or regulatory

adjustments to national processes, developments or regulations that facilitate the completion of the Energy Union and have cross-border relevance.

The Commission adopted on 26 February 2025 the **2025 Progress Report on the Competitiveness of Clean Energy Technologies**, which assesses the EU's competitiveness in clean energy technologies and the challenges it faces, such as high energy prices, supply chain dependencies and labour shortages. Tackling these challenges and tapping into the potential of net-zero technologies will be pivotal for the energy sector.

As far as the Net-Zero Industry Act (NZIA) is concerned, the Commission adopted on 23 May 2025 the **Delegated Act listing the components that are primarily used for manufacturing net-zero technologies**, as well as the **Implementing Act listing the subset of main specific components to be considered under the access-to-market provisions**. On the same day, the Commission adopted the **Implementing Act on the non-price criteria** to be used in renewable energy auctions to promote cybersecurity and sustainability and strengthen resilience.

As announced in the Action Plan for Affordable Energy, the Commission will adopt a **White Paper on deeper electricity market integration** in Q4 2025. The White Paper will evaluate options to promote further integration of EU electricity markets. In particular, the White Paper will assess the current governance framework in view of aligning national and EU-level objectives and ensuring that decisions of cross-border and EU relevance are taken at the appropriate level.

DG ENER will also revise the rules on short-term cross-border electricity markets (CACM network code) and on cross-border cooperation and allocation of gas transmission capacity (CAM network code) to deepen the integration of internal energy market.

The Commission will work on reinforcing the **sustainability certification rules for biofuels** in order to combat fraud. Furthermore, the Commission will facilitate the implementation of the **Methane Regulation** by closely cooperating with national competent authorities and stakeholders, and adopt the relevant implementing acts.

The Commission will adopt a **communication on an EU Fusion Strategy** to accelerate fusion commercialisation as an innovative, decarbonised energy source for the future. The strategy aims to capitalise on the EU's role in the ITER project by enhancing technologies and formulating a pathway to a Fusion Power Plant. It seeks to develop a competitive industrial ecosystem, a skilled workforce, and a strong supply chain, alongside an enabling regulatory framework. By supporting the acceleration of the development and deployment of Small Modular Reactors in Europe during the 2030s, building on the **European Industrial Alliance of Small Modular Reactors**, the Commission will help de-risking SMRs projects, strengthening and extending the EU supply chain and attracting private financing to speed-up the decarbonisation of hard to abate sectors.

In 2025, DG ENER will prepare an annual Commission report on the implementation of Euratom safeguards in 2024. Following Commission adoption of the revised Euratom Safeguards Regulation, DG ENER will start updating the implementation guidelines in consultation with the EU Member States.

Specific objective 1.3 Attracting investments and ensuring delivery

A genuine Energy Union based on homegrown clean and affordable energy for all European consumers requires substantial investment over the next decade and a robust governance. A strong political leadership and commitment and an inclusive engagement of all the actors of the energy value chain are necessary to swiftly deliver together on this Action Plan.

As proposed in the Action Plan for Affordable Energy, DG ENER will facilitate the conclusion of **Sectoral Tripartite Contracts for Affordable Energy** bringing together Member States, financial institutions and relevant energy sector stakeholders to address sector-specific market uncertainties and foster an investment climate that supports cost-effective and reliable energy production. The Sectoral Tripartite Contracts aim to accelerate clean energy build-out and reduce costs by ensuring certainty on scale, planning and offtake off-take, with specific commitments for the public sector, energy developers, and energy consuming industry.

The Commission, with DG ENER in the lead, will propose a **Clean Energy Investment Strategy** in the second half of 2025. It will include de-risking initiatives both from a financial and non-financial perspective to unlock the private capital required to meet the targets related to the energy transition.

A new call for proposals for key cross-border EU energy infrastructure projects worth up to €600 million financed by the Connecting Europe Facility (CEF) was launched on 3 April 2025. Moreover, DG ENER will establish the second list of Projects of Common Interest (PCIs) and Projects of Mutual Interest (PMIs) in Q4 2025. The list is expected to enter into force in Q1 2026 after the scrutiny period of the Parliament and Council. As the result of the mid-term review of Cohesion Policy, the Commission also proposed a new specific objective on promoting energy interconnectors and related transmission infrastructure under Policy Objective 2 of Cohesion Policy. The Commission proposes that investments under this specific objective benefit from an exceptional pre-financing rate of 30% and EU co-financing of 100%. This will further support energy infrastructure in the EU.

The Commission adopted a new **Nuclear Illustrative Programme** (PINC) on 13 June 2025. The PINC assesses the investment needs required in the nuclear field until 2050. As an important part of the consultative process and an opportunity for input from stakeholders and the public, the feedback received from the call for evidence launched on 14 April fed into the Commission's work in preparing the PINC update. By facilitating a coordinated approach among Member States, the PINC will support them in rolling out their plans for decarbonisation, competitiveness, and energy security.

Specific objective 1.4 Being ready for potential energy crisis

31 December 2024 marked the **end of the Russian gas transit agreement via Ukraine** without security of supply concerns. Since 1 January 2025 gas supplies have been secured via alternative routes (Germany, Italy) and through withdrawals from storage.

Additionally, as of 9 February 2025, **Estonia, Latvia and Lithuania successfully integrated into the EU internal electricity market** by joining the European continental network via Poland. The synchronisation of the Baltics, a long-term project by DG ENER, not only contributes to the **security of supply of the entire Union**, but it will also support the **integration of renewable energy** in the system, ultimately **allowing consumers to benefit from lower energy costs**.

The Commission proposed on 5 March 2025 to **prolong the current Gas Storage Regulation** ⁽⁸⁾ until the end of 2027. In the current geopolitical context and volatile situation in the global gas markets, this 2-year extension will contribute to ensuring continued security of energy supply across the EU and stability of the European gas market. It will notably ensure that the EU prepares for the upcoming winter seasons in a coordinated manner.

The EU storage facilities are the main supply source of gas in winter, ensuring 30%-40% of EU winter supply. Enabling companies to purchase and store cheaper gas in summer, when demand is lower on the global LNG market, helps to make energy more affordable for EU citizens.

In addition, on 6 May 2025 the Commission adopted the **Roadmap towards ending Russian energy imports**, which sets the EU's strategy to eliminate dependencies from Russia on gas, oil and nuclear. The gradual and coordinated phase-out of energy imports from Russia will enhance EU's security of supply by diversifying supply and shifting from unreliable energy suppliers to international partners. The adoption of the Roadmap was followed by legislative proposals that set measures to boost transparency and monitoring of Russian gas imports into the EU such as the **Proposal for a Regulation on phasing out Russian natural gas imports, improving monitoring of potential energy dependencies and amending Regulation (EU) 2017/1938**, adopted on 17 June.

The **revision of the energy security framework** will ensure a forward-looking framework to ensure energy security within the EU. To this extent, the European Commission will conclude a fitness check of the existing gas security of supply and electricity risk preparedness regulations, including the emergency measures that were put in place in 2022.

The Commission and the Euratom Supply Agency will continue to engage with relevant stakeholders and Member States to **remove dependence on Russia in the nuclear sector** at the latest in the early 2030s. In 2024, approximately 14% of uranium deliveries, about

⁽⁸⁾ COM/2025/99

23% of uranium conversion services, and approximately 24% of uranium enrichment services originated from Russia.

Moreover, in line with the SAMIRA action plan, in 2025 the Commission will adopt a Communication on the European Radioisotope Valley Initiative (ERVI). This initiative aims to **help secure Europe's supply of medical radioisotopes** and accelerate the development and introduction of new radioisotopes and production methods.

On 12 March 2025, the Commission published a new report prepared by DG ENER **on the current process for approving capacity mechanisms in the EU** ⁽⁹⁾. The report evaluates the current framework for introducing a capacity mechanism and contains measures (e.g. simplification of ERAA Methodology, calculation by ACER of metrics relevant for reliability standard, publication by ENTSO-E of key data relevant for auction parameters) to streamline the framework and to facilitate its implementation by Member States throughout the process. Alongside this report, the Commission has published **proposals to simplify the approval process for capacity mechanisms**. These are included in the draft Communication on the Framework for State aid measures to support the Clean Industrial Deal, called the Clean Industrial Deal State Aid Framework (CISAF). Both the report and the proposals aim to simplify procedures for EU countries and are integral parts of the EU Electricity Market Design reform.

Specific objective 1.5 Strengthen Europe's energy diplomacy

The Commission committed to present its **climate and energy vision** ahead of the COP30 meeting in Belem, Brazil (10-21 November) as confirmed in the Commission Work Programme 2025 and the Clean Industrial Deal. DG ENER will herewith present means to step up EU's green diplomacy and for engaging more with non-EU countries on external aspects of EU policies. The **16th Clean Energy Ministerial** (CEM16) meeting will take place on 25–27 August 2025 in South Korea, with a focus on carbon free energy in industry and power; future fuels including hydrogen; and Artificial Intelligence for energy.

The EU's **diversification efforts** in the full nuclear value chain will be pursued by establishing or solidifying reliable long-lasting commercial and diplomatic relations with like-minded third countries, focusing on additional conversion and enrichment capacities. In its relations with third countries intending to rely in their decarbonisation strategy also on nuclear energy, Europe will insist on the highest standards of nuclear safety (or closure of non-compliant nuclear installations). In 2025, **post-Fukushima stress tests** will focus on the safety margins of new nuclear power plants in Türkiye, and the review of the implementation of recommended safety improvements in Armenia while supporting elaboration of a roadmap for Armenian plants' closure, radioactive waste management and decommissioning, and the way forward for its energy security. DG ENER will also explore

⁽⁹⁾ COM/2025/65

possibilities to modernise the existing **Nuclear Cooperation Agreement** with Canada with a view of including in its scope, *inter alia*, technology transfers.

The Commission is committed to continue supporting **nuclear safety in Ukraine** during Russia's aggression. It will be crucial to support comprehensive safety reviews and formulate safety improvement recommendations, especially for Chernobyl and Zaporizhzhia.

On fusion, DG ENER will continue cooperation with Japan under the Broader Approach Agreement (with the aim to expand the agreement to cover technological gaps) and ensure prominent showcasing of fusion at the Osaka World Expo in 2025. In 2025, DG ENER will finalise the association process with Switzerland to Fusion4Energy/ITER (signature expected in November).

Specific objective 1.6 Contributing to affordable and sustainable housing

The Task Force on Housing has been launched in 2025 and its current main focus this year is to carry out a large-scale consultation of all stakeholders in the housing sector as well as a public consultation of European citizens. On the basis of this widespread consultation, the Task Force on Housing will develop the European Affordable Housing Plan which is planned for 2026. However, some concrete actions have already been carried out in 2025. Notably, the Housing Task Force has been involved in policies with link to housing such as e.g. the preparation of the Cohesion Policy Mid-term Review, and works with the relevant DGs on State aid revision, European Strategy for Housing Construction. In addition, the Commission and EIB have been laying the foundations for a Pan-European Investment Platform to connect actors, coordinate funding, and scale up investments in affordable and sustainable housing. Finally, the Commission created a Housing Advisory Board, which is an expert group supporting the development of the European Affordable Housing Plan.

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

DG ENER strives to build a workplace that is the most coherent and efficient in relation to the achievements of its policy objectives. To this end, DG ENER aims at bringing the necessary transformations to its human resources management, its digital environment and tools, and financial management –the latter two being directly under the responsibility of the Shared Resource Directorate (SRD).

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

A. Human resource management

In 2025, DG ENER will strive to make the best use of its available resources to deliver on the energy policy priorities of the new Commission mandate and will be supported by appropriate internal communication and staff engagement actions, contributing to maintaining high staff engagement of at least 73% (baseline 2023: 73%). It will enhance the coordination with DG MOVE in relation to SRD of both DGs, in order to accompany and support the SRD actions at the service of both DGs.

DG ENER has launched a call for interest in agility; volunteers will have the opportunity to work partially in other entities and on other files across the DG. This will help addressing specific peaks of workload and will also enhance DG ENER internal training capacity. Moreover, a mapping exercise of all DG ENER activities has been launched to monitor and improve DG ENER's internal working arrangements. In parallel, DG ENER will continue to implement a series of internal communications measures as part of its Action Plan, which include a weekly live debrief by the DG of the ENER Management meeting; Directorate action plans and regular staff meetings; and an HR roadshow by the HR correspondent and his team to staff in both DG ENER sites, in Brussels and Luxembourg.

Training support to staff will focus on energy-related topics, allowing upskilling and reskilling of colleagues, as well as cross-cutting matters such as ethics, anti-harassment, career development and self-care. A Team Leader network will be created with the support of DG ENER's internal coach to raise awareness and learning priorities on coaching opportunities to managers and colleagues interested in management. DG ENER aims at maintaining a 50% share of female middle managers (baseline 2024: 50%).

DG ENER will revise its equality network governance to increase the policy mainstreaming agenda by identifying a Unit in charge to be the focal single-entry point with the support of the network. In addition, DG ENER will increase its cooperation with DG MOVE's equality coordinator and organise joint activities for the diversity month. Finally, DG ENER will remain committed to deliver a positive newcomer experience, with an increased frequency of the initial induction course in both the Brussels and Luxembourg sites, and the twice-yearly policy overview.

Attention will be put on the attractiveness of the Luxembourg site. The reserve list of EPSO selection procedure regarding the AD specialist competition in the field of nuclear energy is expected to be published in mid-2025 and will reinforce DG ENER's Luxembourg work force with new recruitments during the second half of the year. In addition, DG ENER will monitor the implementation of a housing allowance to certain staff categories in Luxembourg, to address the high housing costs which challenge recruiting colleagues with the level of experience needed. DG ENER will continue to organise roadshows and events in Luxembourg and will promote the cooperation between units in both sites through the organisation of away days and visits to the respective other site, amongst other measures.

B. Digital transformation and data management

Digital Transformation and Cybersecurity

DG ENER is undertaking an array of initiatives, focusing on **Digital Culture and Digital-ready policy making**, to introduce a series of regular, concise training/information sessions covering all key subjects and complying with corporate guidelines when available, while being targeted at users of varying proficiency levels. DG ENER aims to have 50% of statutory staff complete at least one IT training course by 2027, and 80% by 2029 (baseline in 2024: 36%).

As regards **IT security**, DG ENER will pursue its efforts -that have brought significant improvement in the past years- to ensure that its IT systems comply with the IT security rules and implement the IAS recommendations made at the occasion of the recent multi-DGs audit on IT security. Security plans will be revised accordingly, following a risk-based approach. Proactive monitoring will be further developed using Governance Risk and Compliance tool and integrating Asset Inventory and Vulnerability management. Additional efforts will be made to increase awareness raising about Information and IT security through trainings for staff and managers and through specific secure coding training for developers.

IT Landscape and Legacy, Cloud Adoption, Open-Source and Reusability are the four key areas related to the **Seamless Digital Environment** strategic objective. By implementing combined actions for each of these areas, DG ENER aims to ensure a coherent and modern IT landscape by monitoring technological developments, mapping its capabilities and modernising its systems on a case-by-case basis, including externalising or decommissioning some whenever possible. The strategy promotes a 'Cloud First' approach for new initiatives and the migration of existing systems to the cloud. The percentage of IT systems utilising

cloud infrastructure services compared to the total number of IT systems is expected to increase up to 50% in 2027, reaching 100% in 2029 (baseline 2024: 55% for Brussels ⁽¹⁰⁾). Open-Source technologies are preferred over proprietary ones when they offer equivalent functionality and security. Additionally, the reuse of existing platforms and components is prioritised over purchasing new solutions, in line with the Reuse/Buy/Build approach, to reduce costs, enhance efficiency, and delegate risks.

The Digital and Cybersecurity Steering Committee will remain a cornerstone of **IT governance**, monitoring all processes necessary to ensure optimal use of budget resources to finance the evolving DG's priorities, and addressing gaps or development issues.

Data Management

The current maturity level in implementing corporate data policies within DG ENER, covering data management, ownership and responsibilities, data quality, and data skills, is basic. Our objective is to progress to a developing stage by 2027 and reach an established level by 2029. To this end:

- **Data Management and Catalogue Integration:** DG ENER is committed to advancing its data management practices by mapping key data assets and their attributes, aiming to report some data assets in the EC Data Catalogue, pending confirmation with designated Data Owners.
- **Ownership and Responsibilities:** Efforts will focus on defining and documenting the roles of Data Owners and Stewards, reaching higher level of formalisation of their responsibilities. This initiative is expected to elevate governance and accountability standards.
- **Data Quality Enhancement:** DG ENER will enhance data quality by applying the FAIR (Findable, Accessible, Interoperable, and Reusable) principles to new datasets, ensuring data is more robust and useful. Progress will be made within the Data Catalogue to support this endeavour.
- **Data Skills Development:** To cultivate a data-driven culture, corporate training on data skills will be promoted throughout DG ENER, allowing staff to leverage data effectively in their roles.

The ongoing integration of DG ENER's IT systems with the corporate management system HAN will be consistently monitored under the guidance of the Digital Preservation Strategy, ensuring alignment with corporate objectives and sustainability.

Data Protection

As regards the compliance with the **Data Protection** Regulation 2018/1725, DG ENER will continue to monitor and update its contributions to the Data Protection Management System,

⁽¹⁰⁾ Due to the sensitive nature of the activities in ENER Luxembourg, there are no IT systems in the cloud.

in line with corporate guidelines. The Data Protection Coordinator (DPC) will continue to disseminate information, provide regular advice on different data protection matters and will raise awareness and expand knowledge about data protection across the DG by providing training to newcomers, staff and to managers. Specific sessions will be organised for data controllers and record editors.

C. Sound financial management

The overall objective for 2025 is to plan, implement, monitor and report on the spending of financial resources in compliance with the sound financial management principle and to ensure that the control procedures provide the necessary guarantees concerning the **legality and regularity** of the underlying transactions, including prevention, detection, correction and follow-up of irregularities and/or fraud.

Regular dedicated meetings of the senior management in the Control Board foster appropriate monitoring of all processes necessary to ensure optimal use of budget resources to finance the evolving DG's priorities.

The **effectiveness and the efficiency** of DG ENER's internal control system will be assessed on an ongoing basis. It will be subject to an annual assessment covering all internal control principles and taking into account other sources of information ⁽¹¹⁾. It will further build upon existing **risk-oriented controls**. In 2025, DG ENER will minimise the amount at risk, ensuring that appropriate preventive and corrective mechanisms are in place and working with other services to ensure that the amount at risk at payment does not exceed 2% (baseline 2024: 0.49%). DG ENER will take the necessary actions to maintain the cost of controls around 2% of the managed funds, considering the heterogeneity of operations and the relatively low amount of the directly managed expenditure.

As regards non expenditure, DG ENER manages a set of assets related to the operations of the Nuclear Safeguards. It is furthermore holding shares in the EEEF in the investment vehicle. It is also phasing out its involvement in the CEF bond instrument. The control objective in respect of tangible assets is that losses and impairments do not exceed by more than 2% the usual depreciation rate. For the financial instruments, the control objective is to maintain the realised loss under 2% of the funds value ⁽¹²⁾.

DG ENER will maintain its efforts towards an **efficient budget implementation and monitoring**, under its annual budget implementation action plan and procurement plan. Transition to SUMMA planning will be initiated. A new framework contract will offer

⁽¹¹⁾ Such as audit observations, exceptions and non-compliance and implementation of corrective actions.

⁽¹²⁾ Financial investments are valued according to marked-to-market principle and in accordance to accrued future cashflow. The assessment therefore needs to also take into account the actual reason underlying any decrease in valuation.

modernised support and expertise in all policy fields under the responsibility of DG ENER, including housing.

DG ENER will ensure that its **supervision of the entrusted entities** remains efficient and conducive to the necessary adaptations in the entities themselves. Active participation in governance bodies, and the regular review and reporting of risks and indicators at each Control Board will ensure that resources are used in line of these entities' mandate, the EU political priorities and DG ENER supervision strategies.

DG ENER in Luxembourg, as Asset Management Centre, is responsible for the tangible items (assets and non-assets) used for EURATOM safeguard activities in Luxembourg and all nuclear installations in the EU Member States throughout their life cycle, from the reception until their removal. In 2024 a multi-annual plan for the control of inventory was adopted and activities for 2025 will be implemented as foreseen.

The performance tables in Annex 3 provide further details of the planned outputs and deliverables.

D. Fraud risk management

In 2025 DG ENER will implement the actions foreseen in its ongoing **action plan 2023-2025**. It aims at implementing 100% of the yearly planned anti-fraud actions (baseline 2024 – all actions implemented or being finalised as of 31 December 2024, i.e. 100%).

DG ENER plans, in alignment with the 2023 CAFS action plan ⁽¹³⁾, to revise the **anti-fraud strategy** in 2025/2026 for the period 2026 to 2028 and in 2028/29 for the period 2029 to 2031. Its anti-fraud actions are expected to focus on five priority areas, namely:

- Awareness raising, training and communication activities in cooperation with OLAF.
- Efficient detection, reporting and handling of fraud, by updating fraud indicators and “red flags”.
- Dedicated actions targeting potentially riskier domains.
- Supervision of and advice to its entrusted entities on the update of their own Anti-Fraud Strategies.
- If relevant, implementation of OLAF's financial and non-financial recommendations.

The performance tables in Annex 3 provide further details of the planned outputs and deliverables.

⁽¹³⁾ COM(2023) 405 final and SWD(2023) 245 final – Revised Commission Anti-Fraud Strategy Action Plan

E. Sound environmental management

DG ENER will continue to reduce its environmental impact by promoting eco-friendly actions, in line with the Commission objective to become climate-neutral by 2030 and the **EMAS corporate actions**. It will implement actions aiming at reducing the CO₂ footprint. It will pursue its efforts to closely monitor its business travel by implementing the new corporate guide to missions and authorised travel, and with a review to reduce its environmental impact. Regarding expert travels, virtual or hybrid meetings will be prioritised thanks to enhanced digitalisation and the use of innovative videoconference facilities.

DG ENER is committed to the **Greening the Commission strategy** and the objective of reducing CO₂ emissions by 50 % by 2030 (baseline: 345,1 in 2019). It will pursue its awareness-raising campaigns to engage with staff and support them towards virtuous choices and behaviours in this regard. Measures include prioritising remote meetings and events; limiting the number of mission performers; regrouping meetings in the same location; and using greener modes of transport. The ENER GOES GREEN Network plays an important role in the dissemination of information within the DG.

DG ENER actively participates in the Energy Savings Together ("BEST") initiative, keeping its Brussels building closed during most holiday periods and promoting zero-emission modes of transport, inter alia Velomai, EU Mobility week and TakeYourStep campaigns.

DG ENER participates in corporate initiatives led by OIB/OIL regarding waste management. Concerning the Green Public Procurement, DG ENER mainly procures services related to studies and evaluations, which are not concerned by the priority sectors for implementing Green Public Procurement. Nevertheless, DG ENER will coordinate with Central services on the possibility to include certain requirements in its future tenders.

ANNEX 1: Specific objectives and result indicators 2025-2029

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

Specific Objective 1.1: Lowering energy costs for all

Related to spending programme(s): To be determined in the next Multi-annual Financial Framework

Result indicator 1.1.1 100 GW annual renewable capacity increase

Explanation: The indicator measures how much new generation capacity in Gigawatt will be added every year and it is based on the consideration that more renewable energy feeding into the system will lower energy cost

Source of data: [Eurostat](#)

This result indicator is selected as a KPI

Baseline (2023)	Interim milestone (2027)	Target (2029)
64	100 GW annual increase	100 GW addition annually

Result indicator 1.1.2 Heat Pumps

Explanation: The indicator measures the annual sales of heat pumps for heating in the EU

Source of data: data from European Heat Pumps Association (EHPA)

Baseline (2024)	Interim milestone (2027)	Target (2029)
2.2 million	6 million	6 million

Result indicator 1.1.3 Annual variation of final energy consumption in buildings

Explanation: The indicator measures how much FEC will be reduced in the building sector (households and services sectors) and could be considered as a proxy to track for the improvements of the energy performance and energy efficiency of buildings and the deployment of energy efficient products. Energy efficiency improvements in buildings will contribute to lower energy demand and costs overall

Source of data: [Eurostat, simplified energy balances ([nrg_bal_s](#)), the sum of total final energy consumption in households [FC_OTH_HH_E] and in commercial and public services [FC_OTH_CP_E]]

Baseline (2023)	Interim milestone (2025)	Target (2027)
347.3Mtoe	Gradual annual reduction by 1.5% - 2%	Gradual annual reduction by 1.5% - 2%

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

Specific Objective 1.2: Completing the Energy Union

Related to spending programme(s):

To be determined in the next Multi-annual Financial Framework

Result indicator 1.2.1 Electrification rate

Explanation: Percentage of electricity in final energy consumption

Source of data: Eurostat¹⁴

This result indicator is selected as a KPI

Baseline (2023)	Interim milestone (2027)	Target (2029)
22.9%	28.1-28.7%	30.7-31.6

(¹⁴) For the electrification rate a linear interpolation is applied between the 2023 values as reported by Eurostat (<https://ec.europa.eu/eurostat/databrowser/bookmark/c3a79cf1-46a2-4b64-8134-0a34904b4db8?lang=en>) and the targets for 2030 as set out in COM(2025) 85 final.

Result indicator 1.2.2. Share of energy from renewable sources**Explanation:** Renewable energy as a share of the overall energy consumption**Source of data:** Eurostat ⁽¹⁵⁾

Baseline (2023)	Interim milestone (2027)	Target (2029)
24.6%	34.6%	39.9%

Result indicator 1.2.3. Supporting the highest standards on nuclear safety and radiation protection in the EU**Explanation:** This indicator measures the achieved levels of transposition and implementation of the Euratom Directives in the area of nuclear energy with a view to ensuring nuclear safety, radiation protection, and the responsible management of radioactive waste and spent fuel.**Source of data:** Commission's data on the Member States' transposition and implementation of the abovementioned directives, including notified transposition measures, information from Member States received through EU Pilots and infringement procedures, complaints, and Member States' implementation reports as required by the Directives and data provided by nuclear operators. Detailed/final decommissioning plans; Commission's work programmes; biyearly monitoring reports and inspections; EVM (Earned Value Management) data per each programme**Basic Safety Standards Directive (BSS):**

Baseline (2025)	Interim milestone	Target (2029)
Completeness checks finalised. Conformity checks: 12 infringements launched, 2 ongoing	(2026) All completeness and conformity checks completed for the Basic Safety Standards (BSS) Directive (2028) Horizontal analysis of the conformity assessments of the BSS	Review of practical implementation of the requirements of the BSS Directive in priority topics completed

Nuclear Safety Directive (NSD):

Baseline (2025)	Interim milestone	Target (2029)
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⁽¹⁵⁾ For the renewable shares a linear interpolation is applied between the 2027 reference point, as set out in Article 4(a)(2) of Regulation (EU) 2018/1999 and the 2030 target.

Basic Safety Standards Directive (BSS):		
Completeness and conformity checks finalised. Implementation work ongoing based on the Commission's 2022 second progress report on NSD implementation	<p>(2026) Workshop/activity as agreed between Commission/ENSREG on the topic of 'Regulatory Independence'.</p> <p>(2028) Workshop/ activity as agreed between Commission/ENSREG on the topics of application of the nuclear safety objective and on nuclear safety culture</p>	ENSREG/Commission Guidelines on the three priority topics
Topical Peer Review under the NSD:		
Baseline (2025)	Interim milestone	Target (2029)
In the frame of ENSREG WG1: - TPR I and II findings follow-up; Contribution to Guidelines on future TPR based on lessons learned from TPR I and II	<p>(2026) COM input to the discussion on the list of topic proposals Nomination of COM representative on the TPR III Board</p> <p>(2027) TPR III Board nomination Contribution to the technical specification and ToR, identification of experts (ENER, JRC)</p>	Implementation of TPR III activities, including desk top review of the national assessments and preparation of site visits and workshop
Result indicator 1.2.4. Share of civil nuclear material under full scope Explanation: Percentage share of all civil nuclear materials held in the EU subject to accountancy verifications, physical, inventory verifications and material balance evaluation Source of data: DG ENER		
Baseline (2025)	Interim milestone (2026)	Target (2029)
99.94 %	Value to be kept above 99.90 %	Value to be kept above 99.90 %

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

Specific Objective 1.3: Attracting investments and ensuring delivery

Related to spending programme(s): **To be determined in the next Multi-annual Financial Framework**

Result indicator 1.3.1 Share of Total employment on production of energy from renewable sources over Total employment on all activities

Explanation: Job creation of RES is expected to follow the deployment of renewable energy in the EU and maintains the ratio over total employment in all sectors.

Source of data: Eurostat

This result indicator is selected as a KPI

Baseline (2022)	Interim milestone (2027)	Target (2029)
0.6%	At least 0.6%	At least 0.6%

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

Specific Objective 1.4: Being ready for potential energy crisis

Related to spending programme(s): N/A

Result indicator 1.4.1 Energy dependence

Explanation: The ratio between net imports and gross available energy indicates the ability of a country or a region to meet all its energy needs

Source of data: Eurostat

This result indicator is selected as a KPI

Baseline (2022)	Interim milestone (2027)	Target (2029)
62.5%	54%	51%

Result indicator 1.4.2 Preparedness by Member States

Explanation: Updated risk preparedness and emergency plans and procedures as per regulation for oil, gas and electricity security of supply

Source of data: ENER Data

Baseline (2025)	Interim milestone (2027)	Target (2029)
27 Member States	27 Member States	27 Member States

Result indicator 1.4.3 Crisis simulation exercises conducted**Explanation:** Count per year**Source of data:** ENER data

Baseline (2025)	Interim milestone (2027)	Target (2029)
1 yearly test exercise	1 yearly test exercise	1 yearly test exercise

Result indicator 1.4.4 Strengthening of nuclear emergency preparedness and response system**Explanation:** This indicator measures the progress in implementing of the system of nuclear emergency preparedness and response (EP&R)**Source of data:** DG ENER

Baseline (2025)	Interim milestone (2026-2029)	Target (2029)
<p>Strengthening nuclear EP&R by updating the ECURIE early warning system for radiological emergencies and integrating it in the future European Crisis Management Platform (ECMP), to ensure cross-sectoral information exchange and coordination during emergencies.</p> <p>Migration of WebECURIE and EURDEP-private platforms to the cloud</p> <p>Development of the Crisis Management Corporate Platform and WebECURIE sectorial project (phase 1)</p>	<p>Revision of the ECURIE Decision 87/600/Euratom</p> <p>Modernization of the WebECURIE and EURDEP systems (phase 2)</p> <p>Standardization of the measurements made available through EURDEP – harmonization of EURDEP network (with JRC)</p>	<p>Strengthened nuclear emergency preparedness and response system</p>

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

Specific Objective 1.5: Strengthen Europe's energy diplomacy

Related to spending programme(s): N/A

Result indicator 1.5.1 Adoption and subsequent implementation of key multilateral and bilateral energy agreements

Explanation:

The adoption, signature and implementation of:

- Clean Teach and energy MoU with Saudia Arabia
- A new energy partnership with the US
- CTIP with South Africa
- MoU signature with the Latin American Energy Organisation (OLADE)
- More than 80 countries joining GETF by COP30]

Source of data: ENER data

This result indicator is selected as a KPI

Baseline (2025)	Interim milestone (2027)	Target (2029)
Actions being initiated	Clear implementation on the ground.	Listed energy agreements all concluded. Increase of energy trade flows with selected countries (Saudi Arabia, US, Latin America, GETF countries).

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

Specific Objective 1.6: Contributing to affordable and sustainable housing

Related to spending programme(s): **To be determined in the next Multi-annual Financial Framework**

Result indicator 1.6.1 Housing indicator will be identified by the European Affordable Housing Plan in 2026 only.

Explanation: The European Affordable Housing Plan will be adopted in 2026.

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




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

Specific Objective 1.1: Lowering energy costs for all

Related to spending programme(s): Recovery and Resilience Facility, European Structural and Investment Funds, InvestEU, Horizon Europe, Connecting Europe Facility, LIFE, Renewable Financing Mechanism, ITER

Main outputs in 2025:

New policy initiatives

Output	Indicator	Target
Action Plan for Affordable Energy Unlocking the true value of our Energy Union to secure affordable, efficient and clean energy for all Europeans 	Adoption	26.02.2025 COM(2025)79
Citizens Energy Package – Protecting and empowering Consumers for the Just Transition. Effective implementation of the EU framework on consumers, including vulnerable ones and promotion of citizens and communities' participation to the energy transition 	Adoption	Q4 2025
European Grid Package (legislative) 	Adoption/Impact Assessment	Q4 2025
Communication on the implementation of the EU Grid Action Plan and next steps	Adoption	Q4 2025
Implementation dialogues and reality checks		
Output	Indicator	Target
Annual progress report on enforcement and implementation in 2025	Transmission to the European Parliament and the Council	Q3 2025

Output	Indicator	Target
First Implementation dialogue on permitting for renewables and related infrastructure - Event in the context of EUSEW	Performing EUSEW	Q2 2025
Second Implementation Dialogue on products legislation (ecodesign, energy and tyre labelling)	Occurrence	Q4 2025
Implementation of the European Energy Efficiency Financing Coalition to increase access to capital and mobilise financing for energy efficiency	Approval of the mandate and the work programme by the Coalition General Assembly	May 2025
Major public consultations		
Output	Indicator	Target
Citizens Energy Package – Protecting and empowering Consumers for the Just Transition. Effective implementation of the EU framework on consumers, including vulnerable ones and promotion of citizens and communities’ participation to the energy transition 📊	Publication Call for evidence and Public Consultation	Q2 2025
European Grid Package (legislative) 📊	Publication Call for evidence and Public consultation	Q2 2025
Targeted consultation on the review of the functioning of commodity derivatives markets and certain aspects relating to spot energy markets	Public consultation	Q2 2025
COMMUNICATION FROM THE COMMISSION on the future development and deployment of Small Modular Reactors (SMRs) in Europe in the early 2030s, building on the Strategic Action Plan of the European SMRs Industrial Alliance 📊	Publication Call for evidence	Q3 2025

Major implementation activities and enforcement actions		
Output	Indicator	Target
Prioritise and speed up non-communication infringements, both on the Clean Energy Package Directives and the Fit for 55 Directives. Pursue proactively non-conformity/bad application cases to defend the key principles of the internal market.	Directives fully transposed. Non-communication cases closed or referred to Court for the Clean Energy package Directives.	December 2025
Annual Progress Report on enforcement and implementation	Transmission of report to the European Parliament and the Council	September 2025
Revision of the REMIT Implementing Regulation on data reporting	Adoption	Q2/Q3 2025
Commission Regulation on inside information platforms and registered reporting mechanisms under REMIT	Adoption	Q2/Q3 2025
Other major outputs		
Output	Indicator	Target
Guidance on grid anticipatory investments	Adoption	Q2 2025
Package: Implementing the Clean Industrial Deal <ul style="list-style-type: none"> • Communication from the Commission • Commission Recommendation • Guidance on innovative forms of renewables deployment • Guidance on grid and storage acceleration areas • Guidance on network tariff methodologies 	Adoption	Q2 2025

Output	Indicator	Target
EPBD implementation support package <ul style="list-style-type: none"> • Notice providing guidance on recast EPBD • Delegated act on cost-optimality framework • Implementing act on data transfer to Building Stock Observatory • Notice providing guidance on cost-optimal building requirement 	Adoption	Q2 2025
Delegated act establishing a Union framework for the calculation of life-cycle Global Warming Potential for new buildings	Adoption	Q4 2025
Revision of Commission Regulation (EU) 2019/1782 laying down ecodesign requirements for external power supplies (EPS)	Adoption	Q4 2025
Regulatory measure on a repairability score for tumble dryers (amendment to Commission Delegated Regulation (EU) 2023/2534	Adoption	Q4 2025
Report on the implementation of Regulation (EU) 2017/1369 on energy labelling	Adoption	Q4 2025
Report on the implementation of Regulation (EU) 2020/740 on tyre labelling	Adoption	Q4 2025
Guidance paper to MSs on CfD design, incl. combination with PPAs	Adoption	Q3/Q4 2025



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

Specific Objective 1.2: Completing the Energy Union


Related to spending programme(s): European Structural and Investment Funds, InvestEU, Connecting Europe Facility, European Energy Efficiency Fund





Main outputs in 2025:

New policy initiatives

Output	Indicator	Target
The Clean Industrial Deal: A joint roadmap for competitiveness and decarbonisation 	Adoption	26.02.2025 COM(2025)85
Communication on the assessment of Member States' final updated National Energy and Climate Plans for 2021-2030	Adoption	Q2 2025
Communication from the Commission: Nuclear Illustrative Programme presented under Article 40 of the Euratom Treaty for the opinion of the European Economic and Social Committee 	Adoption	Q2 2025
Report: State of the Energy Union 2025	Adoption	Q3 2025
Fusion Strategy	Adoption	Q4 2025
White Paper Electricity Market Integration	Adoption	Q4 2025
Communication on ERVI (European Radioisotope Valley Initiative)	Adoption	Q4/2025

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

Output	Indicator	Target
The evaluation (+ Fitness Check) of the Radioactive Waste directive 	Adoption	Q4 2025

Major public consultations		
Output	Indicator	Target
Communication from the Commission: Nuclear Illustrative Programme presented under Article 40 of the Euratom Treaty for the opinion of the European Economic and Social Committee 	Publication Call for evidence	Q2 2025
EU Electrification Action Plan – towards a clean, competitive and integrated energy system 	Publication Call for evidence and Public Consultation	Q2 2025
Heating and cooling strategy: advancing decarbonisation and energy system integration 	Publication Call for evidence and Public Consultation	Q2 2025
Strategic Roadmap for digitalisation and AI in the energy sector	Publication Call for evidence followed by Public Consultation	Q2 2025
Fusion Strategy	Publication Call for evidence	Q2 2025
The evaluation (+ Fitness Check) of the Radioactive Waste directive 	Publication	Q4 2025
Legislative initiative on CO2 transportation infrastructure and markets	Publication Call for Evidence and Public Consultation	Q4 2025
Other major outputs		
Output	Indicator	Target
REPORT FROM THE COMMISSION TO THE EUROPEAN PARLIAMENT AND THE COUNCIL - Progress on competitiveness of clean energy technologies	Adoption	26.02.2025 COM(2025)72

Output	Indicator	Target
REPORT FROM THE COMMISSION TO THE EUROPEAN PARLIAMENT, THE COUNCIL, THE EUROPEAN ECONOMIC AND SOCIAL COMMITTEE AND THE COMMITTEE OF THE REGIONS Report on energy prices and costs in Europe	Adoption	26.02.2025 COM(2025)74
Implementing Act specifying non-price criteria in renewable energy auctions under Article 26 of the Net Zero Industry Act	Adoption	23.05.2025 C(2025)2900
Delegated act on primarily used components under the Net-Zero Industry Act	Adoption	23.05.2025 C(2025)2901
Delegated Regulation on a methodology for assessing greenhouse gas emission savings from low-carbon fuels	Adoption	Q3 2025
Energy Union Task Force	Creation	Q2 2025
New SET Plan Steering Group	Establishment	Q2 2025
Revision of the network code on capacity allocation mechanisms in gas transmission systems (CAM)	Adoption	Q4 2025
Commission Recommendation on Diagnostic Reference Levels	Adoption	Q4/2025


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

Specific Objective 1.3: Attracting investments and ensuring delivery

Related to spending programme(s): Invest EU, Innovation Fund

Main outputs in 2025:

New policy initiatives

Output	Indicator	Target
Commission Communication on the Clean Energy Investment Strategy 	Adoption	Q4 2025
Sectorial Tripartite contract(s)	Signature of contracts	End of 2025

Major implementation activities and enforcement actions

Output	Indicator	Target
Conclusion of the 2024 Connecting Europe Facility (CEF) call for proposals for energy infrastructure (PCIs and PMIs)	Adoption of the Commission award decision	March 2025
Adoption of the second list of Projects of Common Interest and Projects of Mutual Interest (2 nd PCI/PMI list)	Adoption	Q4 2025


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

Specific Objective 1.4: Being ready for potential energy crisis


Related to spending programme(s): N/A

Main outputs in 2025:

New policy initiatives

Output	Indicator	Target
Proposal for a REGULATION OF THE EUROPEAN PARLIAMENT AND OF THE COUNCIL amending Regulation (EU)2017/1938 as regards the role of gas storage for securing gas supplies ahead of the winter season	Adoption	5.3.2025 COM(2025)99
COMMUNICATION FROM THE COMMISSION TO THE EUROPEAN PARLIAMENT, THE COUNCIL, THE EUROPEAN ECONOMIC AND SOCIAL COMMITTEE AND THE COMMITTEE OF THE REGIONS Roadmap towards ending Russian energy imports 	Adoption	6.5.2025 COM(2025)440
Legislative package deriving from the Roadmap towards ending Russian energy imports	Adoption	Q2 2025

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

Output	Indicator	Target
Fitness check on the energy security architecture – evaluating the Electricity Risk Preparedness Regulation and Gas Security of Supply Regulation 	Adoption	Q4 2025

Implementation dialogues and reality checks

Output	Indicator	Target
Coordination meetings on oil, gas, electricity and offshore safety	Nr of Meetings	10

Other major outputs		
Output	Indicator	Target
REPORT FROM THE COMMISSION TO THE EUROPEAN PARLIAMENT AND THE COUNCIL on the assessment of possibilities of streamlining and simplifying the process of applying a capacity mechanism under Chapter IV of Regulation (EU) 2019/943, in accordance with Article 69(3) of Regulation (EU) 2019/943	Adoption	05.03.2025 COM(2025)65
REPORT FROM THE COMMISSION TO THE EUROPEAN PARLIAMENT AND THE COUNCIL on solidarity and certain aspects concerning gas storage based on Regulation (EU) 2017/1938 of the European Parliament and of the Council	Adoption	05.03.2025 COM(2025)98/2
COMMISSION RECOMMENDATION on the implementation of the gas storage filling targets in 2025	Adoption	05.03.2025 C(2025)1481
REGULATION OF THE EUROPEAN PARLIAMENT AND OF THE COUNCIL amending Regulation (EU)2017/1938 as regards the role of gas storage for securing gas supplies ahead of the winter season	Adoption by the co-legislator	Q3 2025

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

Specific Objective 1.5: Strengthen Europe's energy diplomacy

Related to spending programme(s): N/A

Main outputs in 2025:

New policy initiatives

Output	Indicator	Target
A world in energy transition: Recharging European energy and climate diplomacy. Communication from the Commission	Adoption	Q3 2025

Other major outputs

Output	Indicator	Target
16th Clean Energy Ministerial (CEM16) meeting	Occurrence	25–27 August
Agreement on Swiss association to EU Programmes, including Fusion4Energy/ITER activities	Signature	Q4 2025

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

Specific Objective 1.6: Contributing to affordable and sustainable housing

Related to spending programme(s): N/A

Main outputs in 2025:

Major public consultations

Output	Indicator	Target
Communication from the Commission to the European Parliament, the Council, the European Economic and Social Committee and the Committee of the Regions: European Affordable Housing Plan	Publication Call for evidence first followed by Public Consultation	Q2 2025 Published from 07.05 to 04.06.2025

Other major outputs

Output	Indicator	Target
Housing Advisory Board	Creation	Q2 2025

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

A. Human resource management

Objective: DG ENER employs a skilled, diverse and motivated workforce to deliver on the Commission's priorities		
Main outputs in 2025:		
Output	Indicator	Target
Promote management talent by organising initiative targeting potential future managers	Number of initiatives	At least one initiative by December 2025
Gender balanced appointments to middle management posts	Number	Ensure balanced appointments
Organise internal training courses (online/physical/hybrid) on energy topics	Number of DG ENER webinars and other courses	At least ten courses by December 2025
Continue the regular physical initial welcome sessions in both ENER sites, plus the twice-yearly policy overview sessions	Number of sessions	Two sessions by December 2025 Four initial welcome sessions and two policy overview sessions by December 2025
Organise DG/Senior and/or Middle management town hall events on different topics + all staff events	Number of meetings	Three in 2025

B. Digital transformation and data management

Objective: DG ENER is using innovative, trusted digital solutions for better policymaking, data management and administrative processes to create a digitally transformed, user-focused and data-driven Commission		
Main outputs in 2025:		
Output	Indicator	Target
Digital Transformation		
Digital Culture	Training sessions on Digital Skills	Organise at least 6 sessions in the year

Output	Indicator	Target
	Cybersecurity awareness trainings	100% of DG ENER new staff in 2025 to follow cybersecurity training At least 1 cybersecurity training session for all staff
Digital Transformation	Digital Strategy Roadmap established for 2025	Items which are exclusively dependent on ENER staff must not be delayed further than 1 quarter of a year.
Digital-Ready EU policymaking	Awareness action about innovative technologies to be considered by policy units	At least 1 awareness session
Data Management and Data Protection		
Data Management	Data Catalogue covering of Local Systems	35% of SRD.2 applications to be part of the Data Catalogue
	Data Roles and assignment of people	Proposal of data roles definition for DG-ENER and suggested people to be in charge
Business-driven Digital transformation	Number of IT Local Systems making use of AI	1 as a proof of concept
Data Protection awareness	Information session on data protection	At least 1 information session per year
	Percentage of updated corporate instructions /guidelines published on the Data Protections Corner	100%
Information Management	Percentage of registered documents that are systematically filed	Above 98%
	Integration of IT systems with the corporate records management system HAN (HermesAresNomcom)	At least one IT system identified in the inventory of preservation needs integrated by the end of 2025
	Workshops/trainings	At least 2 sessions per year
DG ENER IT systems with a security plan (Euratom SafeGuard network excluded)	Percentage of IT systems with a security plan	100% IT systems with a security plan
Safeguard Network IT systems with a security plan	Percentage of IT systems with a security plan	100% IT systems with a security plan

Output	Indicator	Target
DG ENER IT systems using EU Login (Euratom SafeGuard network excluded)	Percentage of IT systems using EU Login	95% IT systems using EU Login
DG ENER IT SNC systems using Multiple Factors Authentication (MFA) (Euratom SafeGuard network excluded)	Percentage of IT SNC systems using MFA	100% IT systems SNC using MFA
DG ENER IT systems onboard in the Governance Risk and Compliance tool (GRC)	Percentage of IT systems onboarded on GRC	100% IT systems onboarded on GRC
Raising cybersecurity awareness	Number of local awareness initiatives	At least one training on Information and IT security At least 6 articles in the new SPO intranet

C. Sound financial management

Objective 1: The authorising officer by delegation has reasonable assurance that resources have been used in accordance with the principles of sound financial management and that cost-effective controls are in place which give the necessary guarantees concerning the legality and regularity of underlying transactions

Main outputs in 2025

Output	Indicator	Target
Effective controls: legal and regular transactions	Estimated risk at payment and at closure for Horizon 2020 grants	As close as possible to 2% of relevant expenditure
	Estimated risk at payment and at closure (including Horizon Europe)	Remains < 2% of relevant expenditure
	Frequency of awareness raising actions in relation to procurement procedures	At least quarterly
Effective controls: safeguarded assets	Implementation of the 2025 annual inventory plan	70% of the items (assets and non-assets) in ABAC Assets database until December 2025
Efficient controls	Budget execution and timely payments	Remains ≥ 95% of payment and commitment appropriations and remains ≥ 95% of payments (in value) on time
Economy of controls	Overall estimated cost of controls	Remains < 2% of funds managed

Output	Indicator	Target
Scrutiny by Senior Management over: <ul style="list-style-type: none"> • Performance of controls • Implementation of corrective actions • Budget implementation 	Frequency of reporting	Four per year (through Control Boards and Reports to Commissioner)

Objective 2: DG ENER develops a comprehensive, solid and effective strategy of the supervision of entrusted entities and contributes to the steering of their operational, administrative and financial activities.

Main outputs in 2025:

Output	Indicator	Target
Active participation in the governance of the entrusted entities	Percentage and coverage of participation in Boards and Committees	90% through participation in meetings and other contributions, covering budget, programming and reporting
Effective risk-based supervision of the entities	Frequency and coverage of the supervision	100% of the entities at least twice per year (Control Boards)

D. Fraud risk management

Objective: The risk of fraud is minimised through the application of effective anti-fraud measures and the implementation of the Commission anti-fraud strategy ⁽¹⁶⁾ aimed at the prevention, detection and correction ⁽¹⁷⁾ of fraud

Main outputs in 2025:

Output	Indicator	Target
Awareness raising campaign	% of staff reached through workshops, conferences or other direct methods	> 80%
Reporting to management	Number of reports on the implementation of the Anti-Fraud Strategy	At least two times per year

⁽¹⁶⁾ Communication from the Commission 'Commission Anti-Fraud Strategy: enhanced action to protect the EU budget', COM(2019) 176 – 'the CAFS Communication' – and the accompanying Revised Action Plan, COM(2023) 405 final and SWD(2023) 245 final.

⁽¹⁷⁾ Correction of fraud' is an umbrella term, which notably refers to the recovery of amounts unduly spent and to administrative sanctions.

Output	Indicator	Target
Implementation of Anti-Fraud Action Plan (2023-2025)	a. Organisation of a dedicated Anti-fraud training b. Organisation of a dedicated awareness raising session for NDAP entities c. Performance of a fraud risk assessment d. Screening of sensitive functions e. Timely delivery upon OLAF and EPPO request	a. By 31/12/2025 b. Preparation by 31/12/2025 c. By 31/12/2025 d. Draft report by 31/12/2025 e. Within 10 working days

E. Sound environmental management

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

Main outputs in 2025

Output	Indicator	Target
Actions to reduce emissions from staff missions ⁽¹⁸⁾	Number of actions to reduce emissions from staff missions	<ul style="list-style-type: none"> At least 3 Reduced number or % of missions in business class (air travel) Reduced number of staff going to the same event
Actions to reduce emissions from experts' travel under the administrative budget	Number of actions to reduce emissions from experts travel under the administrative budget	<ul style="list-style-type: none"> At least 1 Increased number or % of events with remote attendance
Energy saving actions	% of Department buildings participating in the annual BEST energy saving actions	<ul style="list-style-type: none"> 100% of DG ENER buildings in Brussels
Staff awareness actions	Number of staff awareness actions in line with EMAS/greening corporate campaigns	<ul style="list-style-type: none"> At least 2 in 2025 in the domain of energy saving, water saving, recycling and EMAS initiatives.
Sustainable events	% Department's events organised in line with the EC Guidelines for sustainable events	<ul style="list-style-type: none"> 100%

⁽¹⁸⁾ DG/department emissions report from Mlps+. Emissions from staff whose place of assignment is one of the Commission's sites: [EMAS](#).