European Environment Agency

EEA single programming document 2025-2027

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List of abbreviations and acronyms

Acronym	Name
8th EAP	Eighth Environment Action Programme
AD	administrator
AMR	anti-microbial resistance
AST	assistant
AWP	annual work programme
BISE	Biodiversity Information System for Europe
BWD	Bathing Water Directive
CA	contract agent
CBD	Convention on Biological Diversity
CDC	career development cycle
CEOS	Conditions of Employment of Other Servants
CISC	Copernicus in situ component
Climate-ADAPT	European Climate Adaptation Platform
CLMS	Copernicus Land Monitoring Service
CML	Circularity Metrics Lab
COP	Conference of the Parties
Copernicus	European programme for the establishment of a European capacity for Earth observation
CPR	Central Person Register
CRCF	Carbon Removal Certification Framework
CSRD	Corporate Sustainability Reporting Directive
CSS	chemicals strategy for sustainability
DG	Directorate-General
DG CLIMA	DG for Climate Action
DG DEFIS	DG for Defence Industry and Space
DG ENER	DG for Energy
DG ENV	DG for the Environment
(DG) JRC	European Commission Joint Research Centre
DG MARE	DG for Maritime Affairs and Fisheries
DG MOVE	DG for Mobility and Transport
DG NEAR	DG for Neighbourhood and Enlargement Negotiations
DG REGIO	DG for Regional and Urban Policy
DG RTD	DG for Research and Innovation
DG SANTE	DG for Health and Food Safety
DWD	Drinking Water Directive
EC	European Commission
ECDC	European Centre for Disease Prevention and Control

ECHA	European Chemicals Agency
EEA	European Environment Agency
EFCA	European Fisheries Control Agency
EFSA	European Food Safety Authority
EFTA	European Free Trade Association
EGD	European Green Deal
Eionet	European Environment Information and Observation Network
EMA	European Medicines Agency
eMARS	online Major Accident Reporting System
EMAS	Eco-management and Audit Scheme
EMS	environmental management system
EMSA	European Maritime Safety Agency
EPA	Environmental Protection Agency
E-PRTR	European Pollutant Release and Transfer Register
EQSD	Environmental Quality Standards Directive
eSPIRS	online Seveso Plants Information Retrieval System
ESR	Effort Sharing Regulation
ETC	European Topic Centre
ETS	Emissions Trading System
EU	European Union
EUCRA	European Climate Risk Assessment
EUNIS	European Nature Information System
FAO	Food and Agriculture Organization
FFR	Framework Financial Regulation
FISE	Forest Information System for Europe
FTE	full-time equivalent
GBF	Global Biodiversity Framework
GEO	Group on Earth Observations
GEOSS	Global Earth Observation System of Systems
GHG	greenhouse gas
HBM4EU	Human Biomonitoring for Europe
HDV	heavy-duty vehicle
HR	human resources
IAC	Internal Audit Capability
IAS	invasive alien species
ICC	Internal Control Coordinator
IED	Industrial Emissions Directive
IEP	Industrial Emissions Portal
IEPR	Industrial Emissions Portal Regulation
Inspire	Infrastructure for Spatial Information in the European Community
IPA	Instrument for Pre-accession Assistance

IPR	implementing provisions on reporting
IT	information technology
ITIL	IT Infrastructure Library
JRC	Joint Research Centre
JTESI	Joint Task Force on Environmental Statistics and Indicators
KPI	key performance indicator
LCP	large combustion plant
LDV	light-duty vehicle
LRTAP	Long-range Transboundary Air Pollution (UNECE Convention)
LULUCF	land use, land use change and forestry
MCP	medium combustion plant
MFF	multiannual financial framework
MOPs	Meeting of the Parties
MoU	memorandum of understanding
MSFD	Marine Strategy Framework Directive
MSPD	EU Maritime Spatial Planning Directive
Mt CO_2e	megatonnes of carbon dioxide equivalent
Natura 2000	Nature Conservation Programme
NDICI	Neighbourhood, Development and International Cooperation Instrument
NEC	National Emission Reduction Contribution
NECD	National Emission reduction Commitments Directive
NFP	National Focal Point
NGO	non-governmental organisation
NOISE	Noise Observation and Information Service for Europe
OECD	Organisation for Economic Co-operation and Development
PARC	Partnership for the Assessment of the Risks of Chemicals
PRTR Protocol	Pollutant Release and Transfer Register Protocol
RES	renewable energy sector
ROD	Reporting obligations database
SC	secretary
SDG	Sustainable Development Goal
SLA	service level agreement
SNE	seconded national expert
SO	strategic objective
SOER	*The European environment — state and outlook report*
SPD	single programming document
SWD	staff working document
TA	temporary agent
TO	Traineeship Office
UN	United Nations
UNEA	United Nations Environment Assembly

UNECE	United Nations Economic Commission for Europe
UNEP	United Nations Environment Programme
UNEP/MAP	United Nations Environment Programme Mediterranean Action Plan
UNFCCC	United Nations Framework Convention on Climate Change
UNSD	United Nations Statistics Division
UWWTD	Urban Waste Water Directive
VAT	value added tax
WFD	Waste Framework Directive
WGEMA	Working Group on Environmental Monitoring and Assessment
WISE	Water Information System for Europe
ZPAP	zero pollution action plan
ZPM	zero pollution monitoring

1 Mission, mandate and management

EEA's mission statement

The European Environment Agency (EEA) aims to support sustainable development and to help achieve significant and measurable improvement in Europe's environment through the provision of timely, targeted, relevant and reliable information to policy-making agents and the public.

EEA's legal mandate

The EEA is a decentralised agency of the European Union (EU). The EEA/European Environment Information and Observation Network (Eionet) regulation established the EEA for an indefinite period as an independent EU body with its own legal personality. The EEA's founding regulation also established Eionet and includes the provision that the EEA is open to countries that are not members of the EU. The EEA's overall mandate, established in the EEA/Eionet regulation, is to help the European Community and the EEA member countries make informed decisions about improving the environment, integrate environmental considerations into economic policies and move towards sustainability in coordination with Eionet.

EEA's objective

The overall objective of the EEA is defined in Article 1(2) of its founding regulation:

'To achieve the aims of environmental protection and improvement laid down by the Treaty and by successive Community action programmes on the environment, as well as of sustainable development, the objective of the Agency and of the European Environment Information and Observation Network shall be to provide the Community and the Member States with: "objective, reliable and comparable information at European level enabling them to take the requisite measures to protect the environment, to assess the results of such measures and to ensure that the public is properly informed about the state of the environment, and to that end the necessary technical and scientific support."'

EEA's corporate values

The EEA's values were developed with staff in 2016. Attached to each value are associated behaviours in line with the EEA core competencies (see Table 1).

Table 1 EEA's corporate values and associated behaviours in line with EEA core competencies

Respect	Appreciating diversity Listening to each other Recognising each other's contribution	Working collaboratively Communicating effectively
Professionalism	Being reliable, credible and competent Embracing change Delivering on the competencies	Delivering quality results Making things happen Making effective decisions
Openness	Sharing Communicating honestly Transparency	Embracing change Solving problems
Positivity	Being committed to a better future Being passionate about our environment Working towards a common good	Developing self and others Working collaboratively Solving problems

Trust	Showing respect Being professional Demonstrating openness Acting positively Being trustworthy	Working collaboratively Communicating effectively

Environmental management

To minimise its environmental impacts and continually improve its performance, the EEA has in place an environmental management system (EMS), as an integral part of the EEA management plan; this is designed to make its environmental responsibilities clear to employees. The EEA's EMS is set up in accordance with the requirements of the EU's Eco-management and Audit Scheme Regulation (EMAS) and the EN ISO 14001:2015 standard. The EEA has been EMAS certified since 2005. Since 2020, the EEA's environmental policy has been to become a climate-neutral and resource-efficient organisation by 2030.

In this context the EEA is committed to:

- continuously improving energy and material efficiency;
- maintaining staff awareness and understanding of work-related environmental issues;
- encouraging the sharing and implementation of ideas for environmental improvement;
- making use of the EEA's own data, experience and accumulated knowledge in managing environmental performance;
- influencing and inspiring other EU bodies and institutions in their environmental endeavours;
- complying with all the environmentally relevant legislation and regulations of our host country (Denmark).

The environment policy covers EEA operations and staff — both at the EEA's premises and on missions. The policy also applies to all other persons working at the EEA's premises.
The environmental management programme details the source of environmental impact, an action plan and annual targets, also referred to as performance indicators, for each significant area (e.g. electricity consumption, paper consumption, greenhouse gas (GHG) emissions, etc.). The environmental management programme is updated and approved in the first quarter of every year. It is also published as part of the annual environmental statement report on the EEA website.

The EEA's environmental performance (for the previous year) is detailed in the annual environmental statement, together with the updated target and action plan for the current year.

See Annex 6 for further details on the EEA's environmental management.

2 General context

2.1 Policy developments

Continuing pollution and degradation of nature, alongside acceleration of climate change and the subsequent consequences for people's health and well-being, food production, water security, energy security and the economy are increasingly apparent. The EU will have to reinforce policies in the coming years in response to expected worsening environment and climate-related impacts. This needs to happen in a challenging international environment, where geopolitical considerations are becoming more important. With its country network, the European Environment Information and Observation Network (Eionet), the EEA will continue to play a significant role in providing information on progress towards the green transition, including knowledge on solutions to achieve transitions to a sustainable Europe.

2025 will be the first year of the new EU policy cycle, the priorities for which were defined in key policy documents published in 2024. In July 2024, the European Parliament elected Ursula von der Leyen for a second term as President of the European Commission for the next 5 years. This came after she had presented the political guidelines that will steer the Commission's work in the coming years. Later, in September, von der Leyen unveiled her team of Commissioners-designate and their portfolios. She also published the mission letters reflecting the ambitions set out in the political guidelines in more detail. The hearing process in the European Parliament took place in November, after which the College of Commissioners could start its activities.

The policy documents confirm the European Green Deal and the delivery of the objectives of the United Nations Sustainable Development Goals as horizontal priorities for the Commission. Furthermore, emphasis is placed on the importance of dialogue with citizens and stakeholders, including on the implementation of policies on the ground. Simplification and reduction of the administrative burden for companies and Member States have also been highlighted as key objectives.

Prosperity and competitiveness are the first priorities under the new mandate, alongside security and the strengthening of our democracy. At its core is a new clean industrial deal to be launched within the first 100 days — during the spring of 2025 — that should help ensure access to cheap, sustainable and secure energy supplies and raw materials, and prepare the way towards the 90% emission reduction target for 2040. Much of the attention will also go to making available the financing needed for the green, digital and social transition through a new European competitiveness fund. This will most likely be launched during the next multi-annual financial framework (MFF), for which the EC proposal is expected by the summer of 2025.

A vision for agriculture and food is also expected to be ready in the spring of 2025. This will look at how to ensure the long-term competitiveness and sustainability of our farming sector, while remaining within the boundaries of our planet. Work on climate resilience and preparedness will become increasingly important through a new European climate adaptation plan. This will support Member States on preparedness and planning and ensure regular science-based climate risk assessments. A new water resilience strategy will complement this.

Other environmental priorities include a new circular economy act, which will help create market demand for secondary materials; a single market for waste, notably in relation to critical raw materials; and a new chemicals industry package, which aims to simplify REACH and provide clarity on 'forever chemicals' or PFAS (Per- and polyfluoroalkyl substances). The design of

incentives for nature-positive actions and private investments, including nature credits, will also receive much more attention in the coming years.

In parallel, important policy reports were published in 2024 that will feed into and support policy development by the new Commission:

- The Letta report on the future of the Single Market highlights how the single market could contribute to a fair and green transition. It includes several concrete suggestions to support a more circular economy in Europe and to make the EU's industrial capacity compatible with the transition.
- The report from the strategic dialogue on the future of EU agriculture is expected to inspire the Commission's own vision for agriculture and food, to be adopted within the first 100 days of the new Commission.
- The Draghi report on the future of European competitiveness includes a clear analysis of the economic challenges Europe faces and the transformations required to meet them, as well as an in-depth analysis of, and recommendations on, the way forward.
- The Niinistö report on how to enhance Europe's civilian and defense preparedness and readiness offers a comprehensive view of the wide range of risks we face, including climate change, extreme weather events and disasters, and environmental degradation, and is accompanied by a set of recommendations.

Finally, the enlargement process, in particular regarding Moldova and Ukraine, is expected to accelerate, with potential consequences for the EEA and Eionet.

With this, the general direction of travel of policy development for the coming mandate is becoming clearer. 2025 will see further refinement of these general priorities and the implementation of the first measures. Data and knowledge will continue to underpin policy measures and actions across society.

2.2 Development of new tasks

2.2.1 Developments in 2024

The EEA's original budget for 2024 included several new tasks, described below:

- In November 2022, political agreement was reached on a revision of the **Land Use, Land Use Change and Forestry (LULUCF) Regulation** strengthening the contribution of the LULUCF sector to the EU's increased overall climate ambition for 2030. This will be achieved by setting an EU target of 310 megatonnes of carbon dioxide equivalent (Mt CO_2e) of net removals in the LULUCF sectors by 2030 and with binding national targets for 2030. The EEA is tasked with reviewing the LULUCF inventory data for compliance with legislative monitoring and reporting requirements, and providing comprehensive reviews to verify the reported greenhouse inventory data. The EEA will also provide support to improve the quality of information relating to emissions and removal by facilitating extended geographical tracking of carbon pools in the agriculture and LULUCF sectors and by performing assessment studies to identify options to increase and ensure long-term storage of carbon in the land use sector; this will include analysis to ensure that increasing carbon removals does not negatively impact the environment. Furthermore, the EEA is to establish, as far as possible, consistency between LULUCF reporting with carbon certification data and biodiversity reporting. To deliver on these aims, the regulation specifies that eight temporary agents (TAs) and three contract agents (CAs) should be recruited, five towards the end of 2023 and the rest in 2024.

- The EU biodiversity strategy highlights the need to restore nature in the EU. To do this, the EC drafted a new law, the **EU Nature Restoration Regulation**, as part of a plan for the restoration of nature in the EU. The plan will help improve the health of existing and newly protected areas and bring diverse and resilient nature back to all landscapes and ecosystems. The legislation specifies that seven TAs and five CAs should be recruited to allow the EEA to perform these tasks. The EC had expected to adopt the legislation in mid-2023. However, due to delays, political agreement was only reached in November 2023 and the new regulation was formally adopted by the European Parliament in February 2024 and the Council in June 2024.
- The EC drafted a recast of the **European Pollutant Release and Transfer (E-PRTR) Regulation**. It was adopted in April 2024, resulting in a substantially improved reporting mechanism and consolidation of a streamlining exercise, initiated in 2014, to feed into the European Industrial Emissions Portal (IEP). The recast regulation involves a change in ambition which includes additional reporting of contextual data (e.g. resource use), integration of additional data streams, a stronger public-facing tool to make the data available to the public and enhanced quality assurance. The regulation specifies that two TAs should be recruited from 2024.
- The EC published the **zero pollution package** in October 2022. This includes three legislative proposals: a revision of the list of groundwater and surface water pollutants, a proposal for a revision of the Urban Waste Water Treatment Directive (UWWTD) and a proposal for a revision of air quality legislation. Each of the three proposals foresees additional tasks for the EEA and is also expected to involve resources for previously adopted legislation (the implementing decision for the Water Reuse Regulation expected in 2023). The new tasks include developing a platform for integrated water management and reporting, support for new monitoring activities for the revised UWWTD and new monitoring, reporting, exchange of information and assessment activities for the revised Air Quality Directive. The financial fiche accompanying the zero pollution package specifies a total of five TA posts and three CA posts. Three of the TA posts will deliver the integrated water management reporting under the Environmental Quality Standards Directive (EQSD), two TA posts will deliver air quality objectives, one CA post will focus on urban wastewater treatment, two CA posts on water reuse and one TA post will be deployed internally (also for the EQSD).
- The EC published a combined proposal for carbon removals and further monitoring of emissions from heavy-duty vehicles (HDVs). The finance fiche for **carbon removals and HDVs** specifies that one TA post and three CA posts should be created in 2024, increasing to four CA posts in 2025.The resources of one TA and one CA have been assigned to implement and apply the reporting system, quality assurance and data quality control systems for expanded HDV emissions monitoring, as well as the data management and technical helpdesk for reporters, for the **HDV proposal**. The proposal to establish a **Union certification framework for carbon removals**, aims to promote the generation of high-quality carbon removals with a view to supporting the achievement of the 2050 climate neutrality objective set in the European Climate Law and the other environmental objectives of the EGD. Three additional CAs (with two CAs starting in 2024) will be assigned to EEA support for the development of certification methodologies that comply with quality criteria defined in the legislation, the collection of data on monitoring, reporting and verification of specific carbon-farming activities including the establishment of baseline carbon-removal activities. They will also support the need to ensure linkages between the carbon removal certification scheme, national GHG inventories and the LULUCF Regulation. The legislation was adopted in May 2024.

In addition to the new tasks described above, the EEA's 2024 work programme and budget include the following recent tasks which began before 2024:

- The EEA is required to redevelop, set up and maintain the two databases on Seveso establishments and major industrial accidents (i.e. the online Seveso Plants Information Retrieval System (eSPIRS) and the online Major Accident Reporting System (eMARS)) currently operated by the EC's Joint Research Centre (JRC) as a result of an implementing act on the reporting requirements relating to the **Seveso III Directive**, which commenced in 2023.
- The EEA is required to host the secretariat of the newly established **European Scientific Advisory Board on Climate Change** and support reporting on progress towards climate neutrality and monitoring and evaluation of progress on adaptation. These tasks come under the **European Climate Law** (Regulation (EU) 2021/1119), which came into force in 2022.
- The EEA is required to undertake several new tasks under the Eighth Environment Action Programme (**8th EAP**) legislation, which came into force in 2021.

2.2.2 Anticipated new tasks in 2025-2027

The EC has, through legislative acts, proposed further new tasks for the EEA starting in 2025. These legislative acts include finance fiches giving the EEA additional staff and resources to perform these new tasks. An overview of the initiatives is given below:

- There is a combined proposal for new tasks and resources under the **'one substance, one assessment' package**. The proposal includes developing data flows for collecting human biomonitoring data, supporting the development of the common data platform for chemicals and the establishment of an early warning system for chemical substances. The accompanying finance fiche budgets for four TA and two CA posts, including one TA post for the Waste Framework Directive (WFD).
- There is a combined proposal for the **Forest Monitoring Law** and the **Soil Monitoring Law**. The Forest Monitoring Law proposal aims to ensure coherent high-quality monitoring of forests, making it possible to track progress towards achieving EU policy objectives and targets that concern forests, including progress in relation to biodiversity, climate and crisis response. The proposal aims to improve risk assessment and preparedness, support evidence-based decision-making by land managers and public authorities and promote research and innovation. Objectives of the Soil Monitoring Law include putting in place a solid and coherent soil monitoring framework for all soils across the EU and continuously improving soil health in the EU with a view to achieving healthy soils by 2050 and maintaining soils in healthy condition. It will have a focus on monitoring and assessing soil health, sustainable soil management and contaminated soils. These additional tasks are to be covered by the relevant finance fiche, which budgets for three TA and two CA posts.
- There is a proposal for the EEA to support the Directive on substantiation and communication of explicit environmental claims (**Green Claims Directive**), which sets out monitoring requirements to provide an overview of faulty environmental claims and labels. Member States will compile information on these and report them to the EEA which, in turn, will publish a report assessing the evolution of environmental claims in each Member State and the EU as a whole. The expectation is that these reports will be released every second year. These additional tasks are covered by the relevant finance fiche which budgets for one TA and one CA post.

Section 3.3, *Human and financial resource outlook for the years 2025–2027*, provides an overview of the development in the EEA's human and financial resources which will enable it to deliver the new tasks under these legislative acts.

All new tasks and resources are subject to political agreement and adoption of the relevant legislative acts by the budgetary authorities. At the time of writing, the zero pollution package has not yet been adopted and it may only be adopted in 2025. The anticipated legislative acts for 2025 listed in Section 2.2.2 above have not yet been adopted.

2.2.3 Grant, contribution and service-level agreements

The EEA's work includes project actions that are financed through grant, contribution and service-level agreements (so-called externally assigned revenue). The EEA welcomes this work and the engagement with Directorates-General (DGs) across the EC on a broader range of activities which complement its core-funded work programme. It notes the benefits of service-level agreements (SLAs) as light administrative instruments, which allow it to respond quickly to short-term needs.

In contrast, contribution agreements are used to fund long-term activities, for example the EEA's engagement with the Western Balkans since 2010 and the European programme for the establishment of a European capacity for Earth observation (Copernicus) since 2012. The disadvantages of these agreements are that they hinder knowledge retention and use, disrupt continuity of effort and place a heavy administrative reporting burden on core EEA resources, particularly administrative, information technology (IT) and communication support functions. It could be beneficial to reconsider the inclusion of these activities in the EEA's core work programme and EU subvention.

Contribution agreements

Under the **Copernicus Contribution Agreement** with the Directorate-General for Defence, Industry and Space (DG DEFIS), the EEA is continuing to develop the Copernicus Land Monitoring Service (CLMS) and the coordination of Copernicus' access to *in-situ* data. The implementation period for the agreement is from November 2021 to the end of 2028. The total budget for the agreement was initially set at EUR 135 million but increased to EUR 142.5 million in October 2024, after the UK returned to the Copernicus programme. The main challenges for this new implementation phase include maintaining continuity within the operational service, while ensuring a better response to policy requirements, such as those addressed in the EGD, and wider uptake by the broad community of users (e.g. authorities and scientific communities).

In 2022 the EC, via the Directorate-General for Climate Action (DG CLIMA), the Directorate-General for Energy (DG ENER) and the Directorate-General for European Neighbourhood Policy and Enlargement Negotiations (DG NEAR), asked the EEA to take on a future role in supporting the reporting requirements specified by an adaptation of the Regulation on the Governance of the Energy Union and Climate Action in the **Energy Community**; this role relates to support reporting by the six Western Balkan countries, Georgia, Moldova and Ukraine. Furthermore, DG NEAR asked the EEA to continue cooperating with the **Western Balkan** countries on **Green Agenda** activities under the Instrument for Pre-accession Assistance (IPA). These two contribution agreements have a 3-year implementation period, commencing in January 2023 and a combined budget of EUR 4.9 million.

Service-level agreements

In 2021 the EEA entered into three SLAs with the EC:

- a 3-year project with the Directorate-General for Research and Innovation (DG RTD) for 'Mainstreaming GEOSS [Global Earth Observation System of Systems] data sharing and management principles in support of Europe's environment' (**EuroGEO**) under the Horizon 2020 programme;
- a 4-year agreement with the Directorate-General for Health and Food Safety (DG SANTE) to support health content developments and maintain the platform of the **European Climate and Health Observatory**; this agreement was amended in 2024, to extend it to the end of 2027 with an increased budget and an additional task to support monitoring of serious cross-border threats to health;
- a 3-year agreement with the Directorate-General for Regional and Urban Policy (DG REGIO), which began in 2022, to support the implementation of **regional and urban environmental indicators and analysis**, addressing regional and urban land use and various aspects of air pollution in Europe.

In 2022, the EEA signed three SLAs with DG CLIMA:

- a 15-month **agreement** to support Member States in upgrading their GHG inventories so that they are fit for target compliance in 2025, in anticipation of the revision of the **LULUCF Regulation**, described above in Section 2.2.2;
- a 3-year agreement supporting the **EU Mission on adaptation to climate change** (as part of the EU Horizon Europe Programme), by designing and implementing a support system (in the form of a new set of features and tools included in the European Climate Adaptation Platform (Climate-ADAPT)) tailored to the specific needs of the mission, and preparing mission webpages for the associated mission implementation platform;
- a 30-month agreement to support the development of the first **European Climate Risk Assessment** (EUCRA).

In 2023, the EEA entered into two further SLAs with the EC:

- a 4-year SLA with **Eurostat,** which started in January 2023, to cooperate on a variety of topics, including better use by the EEA of Eurostat data and accounts and the creation of new geo-spatial data sets based on CLMS products in support of EU ecosystem accounting and other Eurostat reporting obligations (e.g. on Sustainable Development Goals (SDGs)); to achieve these aims, the whole CLMS portfolio will be analysed, with special emphasis on Corine Land Cover and its successor, the Extended Corine Land Cover Programme and high-resolution layers;
- a 2-year agreement with the JRC, commencing in December 2023, to deliver tasks supporting the **Nitrates Directive**; the agreement will provide the required technical and scientific assistance to the EC for the 2023-2025 reporting cycle with a view to a potential transfer of this responsibility from the JRC to the EEA.

In 2024, the EEA entered into two further SLAs with the EC:

- a 3-year replacement SLA with DG RTD to continue 'Mainstreaming GEOSS data sharing and management principles in support of Europe's environment' (**EuroGEO 24**);
- a 4-year agreement with the Directorate-General for Maritime Affairs and Fisheries (DG MARE) to support the monitoring of the EU mission: **restore our oceans and waters** by 2030.

The EEA is currently negotiating one further SLA with the Directorate-General for Mobility and Transport (DG MOVE) to support **CountEmissions EU**, which aims to create two consistent EU-wide databases and third-party databases to ensure access to standard information on freight transport emission factors. This initiative is expected to start in 2025.

More information on project-financed actions, including resources and budgets, is provided in Annex 11, *Plan for grant, contribution and service-level agreements*.

3 Multiannual programming 2025-2027

3.1 Multiannual objectives

3.1.1 EEA-Eionet strategy to 2030

In December 2020, the EEA Management Board adopted the joint EEA-Eionet Strategy 2021-2030, to deliver 'data and knowledge to achieve Europe's environment and climate ambitions'. The strategy covers five areas of work and defines five strategic objectives (SOs) to 2030**.**

The five areas of work are:

- **biodiversity and ecosystems:** to inform and evaluate actions aimed at protecting biodiversity and at restoring ecosystems for their sustainable use to meet people's needs through data-based monitoring, reporting and evaluation activities;
- **climate change mitigation and adaptation:** to monitor Europe's progress towards climate neutrality and climate resilience and support the development, implementation and evaluation of relevant policies and accompanying measures in the context of Europe's broader sustainability objectives;
- **human health and the environment:** to assess the health impacts caused by air, soil and water pollution, noise, chemicals and the changing climate by supporting Europe's zero-pollution ambitions and the development, implementation and evaluation of relevant European and national actions;
- **circular economy and resource use:** to assess the progress of Europe's transition towards a circular economy through knowledge of the climate and environmental pressures caused by Europe's production and consumption systems for raw materials, products, services and waste in support of the circular economy action plan and national actions;
- **sustainability trends, prospects and responses:** to inform discussions on sustainability challenges and transitions by assessing the synergies and trade-offs inherent in balancing environmental, economic and social objectives simultaneously.

The five strategic objectives to 2030 are described in Table 2.

3.1.2 Multiannual strategic objectives

The implementation of the EEA-Eionet strategy during the years 2025-2027 will coincide with the start of the second half of the overall strategy period (2026-2030) and a new EU policy cycle (2024-2029). The expected results across SOs take account of these aspects.

They are presented in Table 2.

Table 2 EEA multiannual SOs and expected results to 2027

SO	Multiannual SO to 2030	Expected results by 2027
SO1	To support policy implementation and enhance monitoring progress towards sustainability	There will be an improved EEA-Eionet knowledge base (in particular, with regard to reporting obligations, databases, indicators and assessments) to support: • implementation of the main legislation agreed under the EGD by 2024 including integration, investment and international aspects; • new priorities expected to emerge for the next EU policy cycle alongside outcomes from the mid-term review of the 8th EAP and planning for the next EU research programme.
SO2	To further enhance the EEA's communication and outreach approach, with a strategic focus on timeliness of inputs, audience targeting and innovation in solutions to societal challenges	A new stakeholder engagement framework and new knowledge services will be implemented to maximise 'influence and impact', including: • extended outreach and uptake of key EEA knowledge outputs by Brussels stakeholders in EU institutions, non-governmental organisations (NGOs) and businesses; • increased investment in national stakeholders to better support policy implementation and progress towards sustainability transitions.
SO3	To enable stronger networks and partnerships to be built across the EEA and Eionet	There will be more active cooperation with Eionet as well as wider partnerships with the EC services and EU agencies in particular through: • further implementation of a modernised EEA-Eionet framework, covering knowledge, functions, people and practices; • cooperation mechanisms with EU and United Nations (UN) bodies to enable better use and uptake of available knowledge in support of policies.
SO4	To enable timely, relevant and up-to-date data and services to support our knowledge, data and information service delivery through the digitalisation of the EEA and Eionet and leveraging new/innovative technologies and data sources (e.g. 'big data' and artificial intelligence) for the development of new knowledge and services	There will be further digitalisation of the EEA and Eionet, alongside investments in EU-level partnerships to enhance the use of new knowledge sources and services, through: • new data and IT strategies that will drive investments in new digital technologies and services; • development of better platform capabilities to enable 'faster to market' knowledge services.
SO5	To develop a shared vision, structures, expertise and capacity (internally and across our network) to enable the transition towards a stronger learning network organisation	There will be: • further development of capacities and resources within EEA and Eionet to meet evolving knowledge needs; • further implementation of the EEA learning and development framework to accelerate the achievement of strategy objectives;

SO	Multiannual SO to 2030	Expected results by 2027
		• engagement with stakeholders across EU institutions to secure the best outcomes under the next EU MFF.

3.1.3 Annual performance objectives and indicators

The EEA's performance framework is closely related to the key performance indicators (KPIs) for the organisation's Executive Director; these aim to monitor quantitatively the EEA's performance in relation to its operational work planning and its financial and human resources (HR) management. The EEA will revise its KPIs during 2024 and 2025, guided by the EEA Management Board, to ensure that the indicators better reflect the operations of the EEA and Eionet as well as the uptake and impact of the knowledge resulting from EEA-Eionet cooperation. New and improved KPIs are expected to come on stream from 2026.

The EEA's performance framework is structured around five performance objectives (Table 3).

Table 3 Performance objectives

Performance objective	Type
• Sustainable financial and HR use and adequate and efficient internal control systems	Input
• Timely and qualitative delivery of key products planned in the EEA work programme	Operational input
• Development and distribution of EEA products aligned with user needs	Uptake
• Sustainable interaction between the EEA and its network	Eionet
• Sustainable human resources management	Staff wellbeing

Table 4 presents the EEA's multiannual KPIs used to monitor these objectives.

Table 4 EEA multiannual KPIs

Performance objective	No	Key performance indicator (KPI)	KPI measurement	Baseline (2021)	Target
Input	**1***	Staff occupancy rate	Realised staff resources in annual establishment plan	99.3%	Min. 95%
	2*	Budget execution – outturn	Rate of annual outturn and carry forward of EEA core budget	100%	Min. 98%
	3*	Budget execution – cancellations	Cancellation rate of payment appropriations in year N	0.0%	Max. 2% of core budget
	4*	Budget execution – execution	Payments executed within legal/contractual deadline (%)	99.2%	100%
	17*	Audit compliance	Rate (%) of recommendations from European Court of Auditors implemented (with deadline in year N)	100%	-
Eionet	**7***	Eionet – data submission	Annual performance for Eionet core data flows	86%	90%
	12	Eionet – network interactions	Eionet country participation rate in webinars and meetings (updated in 2022)	TBC	TBC
	13	Eionet – network satisfaction	Average participant satisfaction rating (updated in 2022)	91% (TBC)	(TBC)
Output	**5***	AWP delivery – publications	Delivery rate (%) as planned for year N (updated in 2021/22)	93.1%	Min. 90%
	6*	AWP delivery – indicators	Indicators updated (%) as planned for year N (updated in 2021/22)	96%	Min. 90%
Uptake	**8**	Media visibility – EEA references	Articles with reference to EEA (No)	23,000	Stable/ increase
	9	Media visibility – social media	Number of followers on social media (Twitter, Facebook and LinkedIn combined)	207,000	Stable/ increase
	10	Web traffic	Number of registered sessions on EEA website	9.8m	Stable/ increase
	11	Downloads	Registered use of map services (number of views measured as 'machine-to-machine' traffic)	660m	Stable/ increase
	18	EEA support to EU policy documents	Number of EU policy documents referencing EEA or its products		Stable/ increase
Staff wellbeing	**14***	Staff satisfaction	Average favourable rate for common items for agencies (%)	63%	-
	15*	Learning	Average registered time for learning and development (days)	4	7
	16*	Absence	Annual average short-term sick leave (days)	5	Stable/ decrease

Note: *, mandatory KPIs of the Executive Director; AWP, annual work programme; m, million; TBC, to be confirmed.

3.2 Multiannual programme

3.2.1 EEA-Eionet support for EU/International policies

Details of the scope and coverage of activities for 2025 under the five areas of work are provided in Section 4 of the annual work programme (AWP). This current section describes the multiannual dimensions of EEA support for EU environment and climate policies that largely determine annual activities under the five areas of work. EU legal frameworks often apply for decades and many of them include reporting obligations relating to countries and businesses that are managed by the EEA on behalf of EU institutions. EEA support includes developing and maintaining IT solutions (e.g. Reportnet), managing and assuring the quality of data flows from countries (e.g. through Eionet), preparing selected EU data for reporting to the UN (e.g. under the United Nations Framework Convention on Climate Change (UNFCCC)) and making such data available via information platforms (e.g. Water Information System for Europe (WISE)).

Tables 5-8 list the many areas of policy support provided by the EEA and Eionet through its knowledge and networking activities.

Table 5 Legal frameworks supported by EEA-Eionet

Legal framework	Lead activity	Connected activities
2030 agenda for sustainable development and its SDGs	5	1, 2, 3, 4
Air Quality Implementing Decision (2011/850/EU)	3	
Ambient Air Quality Directive (2008/50/EC)	3	
Bathing Water Directive (BWD) (2006/7/EC)	1	3
EU biodiversity strategy (COM(2011) 244 final)	1	2, 4
Birds Directive (2009/147/EC)	1	
Chemicals strategy for sustainability (CSS) towards a toxic-free environment (COM(2020) 667)	3	1, 4
Circular economy action plan (COM(2020) 98 final)	4	1, 2, 3
Climate Monitoring Mechanism Regulation (EU) 525/2013 and implementing/delegated acts	2	
Common agricultural policy (COM(2018) 393 final)	1	
Common Fisheries Policy Regulation (1380/2013/EU)	1	
Control of major-accident hazards involving dangerous substances – Seveso III Directive (2012/18/EU)	3	
Drinking Water Directive (DWD) (98/83/EC)	1	3
Effort Sharing Regulation (ESR) ((EU) 2018/842)	2	
Eighth Environmental Action Programme to 2030 (8th EAP) (COM(2020) 652)	5	1, 2, 3, 4
Emission Trading System (ETS) Directive (2003/87/EC)	2	
Energy Efficiency Directive (2012/27/EU) and amending Directive (EU) 2018/2002	2	
Environmental Noise Directive (2002/49/EC)	3	
Environmental Quality Standards Directive (EQSD) (2013/39/EU)	1	3
EU strategy on adaptation to climate change (COM(2021) 82 final)	2	5
EU industrial strategy (COM(2020) 102 final)	4	3, 5

European Climate Law (Regulation (EU) 2021/1119 establishing the framework for achieving climate neutrality)	2	
European Pollutant Release and Transfer Register (E-PRTR) Regulation (166/2006/EC)	3	
European strategy for low-emission mobility (COM(2016) 501 final)	5	3, 2
European strategy for plastics in a circular economy (COM(2018) 28 final)	4	
F-gas Regulation (EU) 2024/573	2	
Floods Directive (2007/60/EC)	1	2
Forest Monitoring Law (anticipated 2025 – TBC)	1	
Forest strategy for 2030 (COM(2021) 572 final)	1	2
Fourth Air Quality Daughter Directive (2004/107/EC)	3	
Fuel Quality Directive (98/70/EC)	2	
Green infrastructure strategy (COM(2013) 249 final)	1	2
Groundwater Directive (2006/118/EC)	1	2
Habitats Directive (92/43/EEC)	1	
Industrial Emissions Directive (IED) (2010/75/EU) and its implementing decisions	4	3
Infrastructure for Spatial Information in the European Community (Inspire) Directive (2007/2/EC)	N/A	2, 3
Integrated maritime policy (Regulation (EU) No 1255/2011)	1	2
Invasive Alien Species Regulation ((EU) No 1143/2014)	1	
Landfill Directive (1999/31/EC as amended) and supporting legislation addressing specific waste streams	4	
Land Use, Land Use Change and Forestry (LULUCF) Regulation ((EU) 2023/839)	2	1
Long-term strategy 'A clean planet for all – A European strategic long-term vision for a prosperous, modern, competitive and climate neutral economy' (COM(2018) 773 final)	2	
Marine Strategy Framework Directive (MSFD) (2008/56/EC)	1	2
Protecting and restoring marine ecosystems for sustainable and resilient fisheries (COM(2023) 102 final)	1	
Maritime Spatial Planning Directive (2014/89/EU)	1	2
Managing climate risks – protecting people and prosperity (COM(2024) 91 final)	2	1, 4
Medium Combustion Plants (MCP) Directive (2015/2193/EU)	3	
National Emission reduction Commitments Directive (NECD) (2016/2284/EU)	3	
Nature Restoration Regulation (2022/869)	1	
Nitrates Directive (91/676/EEC)	1	
Ozone Regulation (EU) 2024/590	2	
Packaging and Packaging Waste Directive (94/62/EC as amended)	4	
Pollinators initiative (COM(2018) 395 final)	1	
Regulation (EU) 2017/852 on Mercury	3	
Regulation (EU) 2024/573 on fluorinated greenhouse gases	2	
Regulation (EU) 2018/1999 on the Governance of the Energy Union and Climate Action (and implementing and delegated acts)	2	
Regulation (EU) 2018/841 on the inclusion of greenhouse gas emissions and removals from land use, land use change and forestry in the 2030 climate and energy framework	2	
Regulation (EU) 2024/590 on substances that deplete the ozone layer	2	

Regulation (EU) 2019/1242 setting CO_2 emission performance standards for new HDVs	2	
Regulation (EU) 2019/631 setting CO_2 emission performance standards for new passenger cars and for new light commercial vehicles and Commission Implementing Regulation (EU) 2021/392 on the monitoring and reporting of data relating to CO_2 emissions from passenger cars and light commercial vehicles	2	
Regulation (EU) 2020/852 on the establishment of a framework to facilitate sustainable investment and amending Regulation (EU) 2019/2088	2	
Regulation (EU) 2021/696 establishing the Union Space Programme and the European Union Agency for the Space Programme	2	2, 3
Renewable Energy Directive (2009/28/EC) and recast ((EU) 2018/2001)	2	1
Renewed sustainable finance strategy and implementation of the action plan on financing sustainable growth	5	2, 4
Serious cross-border threats to health Regulation (2022/2371) on Serious Cross-border Threats to Health	2	3
Soil Monitoring Law (anticipated in 2025 – TBC) (EU soil strategy for 2030 COM(2021) 699 final)	1	
Sustainable finance initiative	5	2, 4
Soil strategy for 2030 – Reaping the benefits of healthy soils for people, food, nature and climate (COM(2021) 699 final)	1	2, 3
Updated 2018 bio-economy strategy (COM(2018) 673/2 and staff working document (SWD) (2018)431/2)	1	5
Urban agenda for the EU (Pact of Amsterdam 2016) and following the renewed Leipzig Charter of 2020	5	1, 2, 3, 4
Urban Waste Water Treatment Directive (UWWTD) (91/271/EEC)	1	3, 4
Waste Framework Directive (2008/98/EC)	4	
Water Framework Directive (2000/60/EC) including the EQSD (forthcoming)	1	2, 3
Water Reuse Regulation (2020/74/EU)	1	2
Zero pollution action plan (COM(2021) 400)	3	1, 2, 4

For details on tasks undertaken by the EEA refer to the lead activity area in Section 4.

Table 6 EU reporting obligations managed by the EEA (in the field of environment and climate)

EU legislation	Reporting obligations database entry	Number per year				Lead activity area
		2024	2025	2026	2027	
Air Quality Directive IPR	http://rod.eionet.europa.eu/instruments/650	14	14	14	14	3
Bern Convention (international)	http://rod.eionet.europa.eu/instruments/564	1	2	1	2	1
Birds Directive 2009/147/EC	http://rod.eionet.europa.eu/instruments/658	2	3	2	2	1
CO_2 emissions from new light commercial vehicles	http://rod.eionet.europa.eu/instruments/648	2	2	2	2	2
CO_2 emissions from passenger cars	http://rod.eionet.europa.eu/instruments/644	2	2	2	2	2
CO_2 monitoring and reporting, cars and vans: implementing provisions, incl. real-world monitoring	http://rod.eionet.europa.eu/instruments/692	2	2	2	2	2
CO_2 monitoring and reporting, HDVs: implementing provisions, incl. real-world monitoring	Not yet available	0	0	1-2	1-2	2
EEA-Eionet Regulation	http://rod.eionet.europa.eu/instruments/499	8	8	7	7	N/A
Emissions Trading Directive	http://rod.eionet.europa.eu/instruments/593	1	1	1	1	2
Energy Community reporting on the adapted Governance Regulation	http://rod.eionet.europa.eu/instruments/682	2	14	3	14	2
Energy Community – Reporting on Combustion Plants	https://rod.eionet.europa.eu/obligations/794	1	1	1	1	3
Environmental noise directive	http://rod.eionet.europa.eu/instruments/585	3	3	2	14	3
Environmental Quality Standards Directive (EQSD)	http://rod.eionet.europa.eu/instruments/634	1	1	1	1	1
E-PRTR Regulation	http://rod.eionet.europa.eu/instruments/615	1	1	1	1	3
EU Biodiversity Strategy for 2030	http://rod.eionet.europa.eu/instruments/694	0	0	0	0	1
EU Forest Strategy for 2030	http://rod.eionet.europa.eu/instruments/695	1	1	1	1	1
F-Gas Regulation 2014	http://rod.eionet.europa.eu/instruments/657	3	3	3	3	2
Floods Directive	http://rod.eionet.europa.eu/instruments/630	1	1	1	1	1
Fuel Quality Directive	http://rod.eionet.europa.eu/instruments/537	2	2	1	1	2
Greenhouse gas Monitoring Mechanism Regulation (MMR)	http://rod.eionet.europa.eu/instruments/652	3	3	3	3	2
Habitats Directive 92/43/EEC	http://rod.eionet.europa.eu/instruments/560	2	3	2	2	1
HDV Monitoring and Reporting Regulation	http://rod.eionet.europa.eu/instruments/676	3	4	3	4	2
Industrial Emissions Directive (IED)	http://rod.eionet.europa.eu/instruments/654	1	2	1	1	3
LRTAP Convention (international)	http://rod.eionet.europa.eu/instruments/578	3	5	3	4	3
Marine Strategy Framework Directive	http://rod.eionet.europa.eu/instruments/631	4	2	2	1	1
Medium Combustion Plants (MCP) Directive	http://rod.eionet.europa.eu/instruments/659	0	0	1	0	2
Mercury Regulation	http://rod.eionet.europa.eu/instruments/677	2	4	2	4	3

New Bathing Water Directive (consolidated)	http://rod.eionet.europa.eu/instruments/609	2	2	2	2	1
New Drinking Water Directive (consolidated)	http://rod.eionet.europa.eu/instruments/545	1	1	1	1	1
Nitrates Directive (consolidated)	http://rod.eionet.europa.eu/instruments/257	1	0	0	0	1
Regulation on invasive alien species	http://rod.eionet.europa.eu/instruments/660	0	1	0	0	1
Regulation on Ozone Depleting Substances	http://rod.eionet.europa.eu/instruments/554	1	1	1	1	2
Regulation on the Governance of the Energy Union and Climate Action	http://rod.eionet.europa.eu/instruments/690	6	14	6	14	2
Revised NEC Directive	http://rod.eionet.europa.eu/instruments/675	3	8	6	7	3
Seveso Directive III	http://rod.eionet.europa.eu/instruments/661	0	0	2	0	3
Sewage Sludge Directive	http://rod.eionet.europa.eu/instruments/514	1	1	1	1	1
UNFCCC (international)	http://rod.eionet.europa.eu/instruments/411	1	1	1	1	2
Union Space Programme	http://rod.eionet.europa.eu/instruments/693	6	6	6	6	2
Urban Waste Water Treatment Directive (consolidated)	http://rod.eionet.europa.eu/instruments/543	3	1	3	1	1
Volatile organic compounds (VOC) Paints Directive	http://rod.eionet.europa.eu/instruments/647	0	0	1	0	3
Waste Framework Directive	http://rod.eionet.europa.eu/instruments/643	1	1	1	1	4
Water Framework Directive (consolidated)	http://rod.eionet.europa.eu/instruments/516	1	1	1	1	1
Water Reuse Regulation	https://rod.eionet.europa.eu/obligations/831		1	1	1	1

Notes: LRTAP Convention, Convention on Long-range Transboundary Air Pollution; IPR, implementing provisions on reporting; UNFCCC, United Nations Framework Convention on Climate Change.

Table 7 Submissions to international bodies managed by the EEA

Policy DG	International legislation	Link to EU legislation	EEA activity
ENV	United Nations Economic Commission for Europe (UNECE) Convention on Long-range Transboundary Air Pollution (LRTAP Convention)	National Emission Reduction Contribution (NEC) Directive	3
ENV	UNECE Pollutant Release and Transfer Register Protocol (PRTR Protocol) under the Aarhus Convention on access to information, public participation in decision-making and access to justice in environmental matters	E-PRTR Regulation ([a])	3
ENV	UN Minamata Convention on Mercury	Mercury Regulation	3
CLIMA	UN Framework Convention on Climate Change (UNFCCC)	Greenhouse Gas Monitoring Mechanism Regulation (MMR) Regulation on the Governance of the Energy Union and Climate Action	2
CLIMA	UN Montreal Protocol on substances that deplete the ozone layer (Montreal Protocol), under the Vienna Convention for the protection of the ozone layer Kigali amendment to the Montreal Protocol	Ozone Regulation and F-gas Regulation	2

Note: ([a]) For the E-PRTR, the role of the EEA is to create a European data set that is used, in turn, by the protocol bodies.

Table 8 Information platforms managed by the EEA in support of EU policies

Information system name	Short name/ acronym	Policy DG	Legislative framework/reference ([3])	ROD
Air Quality e-Reporting and portal	AQ portal	ENV	2011/850/EU: Commission Implementing Decision of 12 December 2011 laying down rules for Directives 2004/107/EC and 2008/50/EC of the European Parliament and of the Council as regards the reciprocal exchange of information and reporting on ambient air quality.	Y
Biodiversity Information System for Europe	BISE	ENV	Communication from the Commission to the European Parliament, the Council, the European Economic and Social Committee and the Committee of the Regions EU Biodiversity Strategy for 2030 – Bringing nature back into our lives (COM(2020) 380 final).	-
Chemicals Strategy for Sustainability indicator framework	CSS Dashboard	ENV	Communication from the Commission to the European Parliament, the Council, the European Economic and Social Committee and the Committee of the Regions Chemicals Strategy for Sustainability Towards a Toxic-Free Environment (SWD(2020) 225 final)–(SWD(2020) 247 final)–(SWD(2020) 248 final)–(SWD(2020) 249 final)–(SWD(2020) 250 final)–(SWD(2020) 251 final).	-
Circularity Metrics Lab	CML	ENV	Circular economy action plan. Policies governing circular economy, resource use and waste.	-
Copernicus in situ component (assigned revenue)	CISC	DEFIS	Regulation (EU) 2021/696 of the European Parliament and of the Council of 28 April 2021 establishing the Union Space Programme and the European Union Agency for the Space Programme and repealing Regulations (EU) No 912/2010, (EU) No 1285/2013 and (EU) No 377/2014 and Decision No 541/2014/EU.	-
Copernicus Land Monitoring Service (assigned revenue)	CLMS	DEFIS	Regulation (EU) 2021/696 of the European Parliament and of the Council of 28 April 2021 establishing the Union Space Programme and the European Union Agency for the Space Programme and repealing Regulations (EU) No 912/2010, (EU) No 1285/2013 and (EU) No 377/2014 and Decision No 541/2014/EU.	-
'Climate and energy in the EU' website	Climate and energy in the EU	CLIMA	Regulation (EU) 2018/1999 on the Governance of the Energy Union and Climate Action.	Y
Emerald Viewer	Emerald Network	Council of Europe and ENV	Convention on the Conservation of European Wildlife and Natural Habitats.	Y
European Climate Adaptation Platform	Climate-ADAPT	CLIMA	Regulation (EU) 2018/1999 on the Governance of the Energy Union and Climate Action. Communication from the Commission – Forging a climate-resilient Europe – the new EU Strategy on Adaptation to Climate Change (COM(2021) 82 final). Communication from the Commission – Managing climate risks – protecting people and prosperity (COM(2024) 91 final).	y
European Climate and Health Observatory		SANTE CLIMA	Communication from the Commission final Forging a climate-resilient Europe – the new EU Strategy on Adaptation to Climate Change (COM(2021) 82 final). Communication from the Commission – Managing climate risks – protecting people and prosperity (COM(2024) 91 final.	
EU Mission on Adaptation to Climate Change portal		CLIMA RTD	Communication from the Commission final Forging a climate-resilient Europe – the new EU Strategy on Adaptation to Climate Change (COM(2021) 82 final).	

European environmental health atlas and index		ENV SANTE	Zero pollution action plan	-
European Industrial Emission Portal (formerly E-PRTR)	IEP	ENV	Regulation (EC) No 166/2006 of the European Parliament and of the Council of 18 January 2006 concerning the establishment of a European Pollutant Release and Transfer Register and amending Council Directives 91/689/EEC and 96/61/EC.	Y
Forest Information System for Europe	FISE	ENV	Communication from the Commission to the European Parliament, the Council, the European Economic and Social Committee and the Committee of the Regions. New EU Forest Strategy for 2030 (COM(2021) 572 final).	-
Natura 2000 Network Viewer	Natura 2000	ENV	Council Directive 92/43/EEC of 21 May 1992 on the conservation of natural habitats and of wild fauna and flora. Directive 2009/147/EC of the European Parliament and of the Council of 30 November 2009 on the conservation of wild birds.	Y
NOISE Observation and Information Service	NOISE	ENV	Directive 2002/49/EC of the European Parliament and of the Council of 25 June 2002 relating to the assessment and management of environmental noise.	Y
Seveso Industrial Accidents online platform (working name) – to be developed in the period of this SPD	To be defined	ENV	Directive 2012/18/EU of the European Parliament and of the Council of 4 July 2012 on the control of major-accident hazards involving dangerous substances.	Y
Water Information System for Europe – Marine	WISE Marine	ENV	Directive 2008/56/EC of the European Parliament and of the Council of 17 June 2008 establishing a framework for community action in the field of marine environmental policy.	Y
Zero Pollution Monitoring Dashboard	ZPM Dashboard	ENV	Communication from the Commission to the European Parliament, the Council, the European Economic and Social Committee and the Committee of the Regions – Pathway to a Healthy Planet for All EU Action Plan: 'Towards Zero Pollution for Air, Water and Soil' (SWD(2021) 140 final) – (SWD(2021) 141 final).	-

Note: ([a]) The platforms are only sometimes directly required by the legislative framework.

3.2.2 Partnerships for influence and impact

Through its multiannual strategic objectives (SOs), the EEA will invest further in partnering with others to amplify existing knowledge for a number of outcomes: to improve understanding and drive action; to enhance the knowledge base in line with new policy needs; to modernise the delivery of knowledge in an increasingly digitalised world.

For example, in the timeframe covered by this SPD, there will be an emphasis on stronger stakeholder engagement and making sure that EEA knowledge stays relevant and trustworthy in an ever more complex world. This will entail broadening and deepening our interactions with wider society actors. It will also involve continued investments in the EEA online presence, sharpening our messaging and participation in debates in the new EU policy cycle.

As data content continues to grow in terms of volume and variety (big data) across the EEA's five thematic areas of work, the EEA will focus particular efforts on getting more uptake in EU

environment and climate policies from Copernicus, Destination Earth, citizen science and socio-economic data sources and will invest further in the provision of user-focused digital services, resulting in greater impact from EEA data and indicators. Under Copernicus, the EEA will continue to deliver satellite and *in-situ* data products and services; it will also prioritise national collaboration programmes and the uptake of Copernicus outputs in EEA work and EU policies. Discussions will also take place in this SPD period between EC services and Copernicus-entrusted entities on preparations for Copernicus 3.0 under the next MFF.

The EEA works closely with other EU agencies, including the European Maritime Safety Agency (EMSA) to produce the European maritime transport environmental report and the maritime transport transition to sustainability, and the European Fisheries Control Agency (EFCA) in the context of the EEA-EFCA memorandum of understanding (MoU) focusing on the fisheries transition to sustainability. The EEA also cooperates with regional sea conventions; this is significant for data coordination and mainstreaming, status reports and assessments, and with the EEA-United Nations Environment Programme Mediterranean Action Plan (UNEP/MAP) under a joint workplan. Cooperation with these key partners is instrumental in working together, exploiting synergies and coordinating actions to deliver on the joint ambitions.

The EEA will also continue to cooperate with the Group on Earth Observations (GEO) in building GEOSS with a specific focus on facilitating the sharing and accessibility of in-situ data. This collaboration with DG RTD has been renewed for the period 2024-2026 and will be focused on enhancing access *in-situ* Earth observation data in support of climate change adaptation policies and activities.

Efforts will continue, through partnerships, to ensure that EEA-Eionet data are used more widely by socio-economic knowledge and policy actors engaged in the implementation of the EGD, 8th EAP and the UN SDGs and that socio-economic data are integrated further into the EEA's work. For example, EEA support in delivering the Horizon Europe missions, especially climate adaptation, will continue. Additionally, the EEA will ensure that its data and knowledge inform the development of digital twins under the Destination Earth initiative.

The EEA will continue to cooperate with Eurostat and DG REGIO in linking environment and climate data with socio-economic data through SLAs with both these EC Services. Joint projects will continue with Eurofound to further integrate each organisation's knowledge in support of policy objectives such as the just transition. The EEA also expects to strengthen its cooperation with EU agencies such as ECHA, EFSA, the European Medicines Agency (EMA) and the European Centre for Disease Prevention and Control (ECDC) in support of emerging policy initiatives like the One Health and cross-border health threats.

Internationally, EEA activities will continue to focus on providing support for EU/Member State engagement ([1]) in international policy and assessment contexts. In order to achieve this, EC/EU delegations will take part in international processes and engage directly with international partners on topics of mutual benefit, such as knowledge sharing and knowledge value. The EEA will also continue its dialogue and cooperation with UNEP on the World Environment Situation Room and the Global Environment Data Strategy as well as other digital solutions to improve the reporting, assessment and sharing of knowledge.

([1]) In line with Article 15 of the EEA/Eionet regulation and priorities of the EC's 'A stronger Europe in the world'.

In order to stay up to date with enlargement activities in the Eastern neighbourhood, the EEA will continue to support Western Balkan countries through its multiannual IPA programme, engage with Contracting Parties to the Energy Community in the Western Balkan and Eastern Partnership regions and continue to support cooperation activities in the field of environment for Ukraine and Moldova, coordinated at EC level by the Directorate-General for the Environment (DG ENV).

3.3 Human and financial resource outlook for the years 2025-2027

3.3.1 Overview of the past and present situation

Under the current MFF, the EC has introduced legislative acts requiring the EEA to take on several new tasks from 2021 to 2024. The legislative acts include finance fiches, giving the EEA additional resources to deliver these new tasks.

The legislative acts are given below:

- 8th EAP (2021);
- European Climate Law, including support for the European Scientific Advisory Board on Climate Change (2022);
- Seveso III Directive (2023);
- LULUCF Regulation (2023);
- Nature Restoration Law (2024);
- E-PRTR Regulation (recast) (2024);
- Carbon Removals and HDVs (2024);
- Zero Pollution Package (2024).

The new tasks are described in Section 2.2 *Development of new tasks* and the breakdown of the additional human and financial resources are provided in Tables 9 and 10 below.

At the time of writing, the zero pollution package has not yet been adopted. The EEA's 2024 budget will therefore be amended to remove the finance fiche budget for this package; it will become available in 2025 once the package is adopted.

3.3.2 Outlook for the years 2025-2027

In addition to the new tasks outlined above, the EC has proposed three legislative acts which will create further new tasks and resources for the EEA in 2025:

- the 'one substance, one assessment' package, which will include a post for the WFD;
- a combined fiche for the Forest Monitoring Law and the Soil Monitoring Law;
- support to Green Claims Directive.

These new tasks are also described in Section 2.2 *Development of new tasks* and a breakdown of the additional human and financial resources is provided in Tables 9 and 10 below. The budgets will be held in reserve and made available to the EEA once the legislative acts are adopted.

The annual salary indexation for 2024 has been significantly higher than originally anticipated, consisting of an interim update of +3%, effective from 1 January 2024, an update of +4.1% from 1 July 2024, and a further +1.2% from 1 April 2025. The forecasted update for 2025 is +3.7%, effective from 1 July 2025.

The EEA's EU contribution receives a 2% annual indexation for its baseline work programme, in accordance with the specification for the MFF 2021-2027, which envisaged 'stability in real terms' for decentralised agencies. However, given the high salary increases, the EC has increased the 2025 EU contribution by a further EUR 0.96 million.

3.3.3 Resource programming for the years 2025-2027

Tables 9 and 10 below give the draft 2025 budget proposed by the EC for the EEA's financial and human resources, giving a breakdown of the resources for the baseline work programme, and the additional resources specified in legislative acts in the current MFF. It also gives a projection for 2026 and 2027.

A breakdown of the revenue and expenditure budgets is provided in Annex 3, *Financial resources 2024-2026* and details of the staffing plans are given in Annex 4, *Human resources: Quantitative*.

Table 9 Development in the EU subvention (EUR)

	2023 Final	2024 Original	2025 Draft	2026 Anticipated	2027 Anticipated
Baseline work programme	44,808,514	45,704,683	47,581,170	48,532,793	49,503,449
8th EAP	3,287,000	3,338,000	3,390,000	3,443,000	3,498,000
European Climate Law	3,459,546	3,528,533	3,599,604	3,671,086	3,744,508
SEVESO	495,570	935,763	970,678	870,892	866,409
LULUCF	0	2,297,000	3,343,000	2,389,000	3,447,000
Nature restoration	0	2,954,112	3,010,834	3,067,391	3,125,799
E-PRTR Regulation (recast)		649,816	558,412	497,180	506,124
Carbon removals and HDVs		379,034	835,058	789,759	804,754
Zero pollution package		*1,187,476*	*2,042,851*	*1,871,308*	*1,900,334*
Green claims			*274,986*	*432,172*	*439,515*
One substance, one assessment			*594,916*	*1,979,629*	*1,921,901*
Forest Monitoring and Soil Monitoring Laws			*888,228*	*1,745,186*	*1,764,290*
EU subvention	52,050,630	60,974,417	67,089,737	69,289,396	71,522,083
Third countries and other contributions	6,270,733	7,559,179	7,474,344	7,626,448	7,771,432
General revenue (EUR)	58,321,363	68,533,596	74,564,081	76,915,844	79,293,515

Note: The budgets and posts shown in italics in the two tables are subject to the adoption of the relevant legislative acts.

Table 10 Development in human resources (posts)

		2023 Final	2024 Original	2025 Draft	2026 Anticipated	2027 Anticipated
Baseline work programme	**TA**	132	131	131	131	131
	CA	74	74	74	74	74
8th EAP	**TA**	9	9	9	9	9
	CA	6	6	6	6	6
European Climate Law	**TA**	10	10	10	10	10
	CA	6	6	6	6	6
SEVESO	**TA**	3	3	3	3	3
	CA	1	1	1	1	1
LULUCF	**TA**	4	8	8	8	8
	CA	1	3	3	3	3
Nature restoration	**TA**		7	7	7	7
	CA		5	5	5	5
E-PRTR Regulation (recast)	**TA**		2	2	2	2
	CA		0	0	0	0
Carbon removals and HDVs	**TA**		1	1	1	1
	CA		3	4	4	4
Zero pollution package	**TA**		*5*	*5*	*5*	*5*
	CA		*3*	*3*	*3*	*3*
Green claims	**TA**			*1*	*1*	*1*
	CA			*1*	*1*	*1*
One substance, one assessment	**TA**			*4*	*4*	*4*
	CA			*2*	*2*	*2*
Forest Monitoring and Soil Monitoring Laws	**TA**			*3*	*3*	*3*
	CA			*2*	*2*	*2*
Temporary agents (TAs)		158	176	184	184	184
Contract agents (CAs)		88	101	107	107	107
Seconded national experts (SNEs)		20	20	20	20	20
TOTAL STAFF		266	297	311	311	311

Agency request

The draft budget tabled in the SPD comprises a draft budget forecast proposed by the EC and a separate agency request, which follows the EC's budget forecast but may include requests for additional resources.

The additional 86 posts from finance fiches listed in the table above are almost exclusively operational posts, for the recruitment of thematic and data experts to deliver the new tasks. Only two of the posts are for support staff: a secretary for the European Scientific Advisory Board on Climate Change secretariat under the European Climate Law and a procurement officer under the Nature Restoration Law.

This has resulted in a substantial reduction in the ratio of support to operational staff and placed an untenable burden on support functions.

The European Parliament raised concerns about this in their discharge of the 2020 budget, stating that: 'the ratio between support staff responsible for administration as well as coordination and operational staff working on content, is out of balance; [this] suggests that the Agency should receive more support staff, to guarantee its functioning.'

To address this problem, the European Parliament adopted amendments to the EEA's 2022, 2023 and 2024 budgets to give additional support posts. However, all three amendments were subsequently removed during conciliation. Thus, the untenable situation related to support functions remains unresolved.

The EEA request therefore includes five TA posts: three posts at AD6 level for finance, legal and HR expertise to deal with the increasing complexity and coordination of administration in the larger organisation and two posts at AST3 level for finance and HR officers to deliver the increased transactional activity. This request does not address the increased support burden experienced in communication and IT.

An increase in the EU subvention of EUR 1.23 million was requested to fund the additional posts. This budget was calculated using the standard rates specified by the EC for new posts.

3.3.4 Strategy for achieving efficiency gains

The EEA continues to achieve efficiency gains through the implementation of the five strategic objectives of its current strategy. This in turn influences activities under the five work areas described in Section 4.

In 2025, the EEA will produce a digital State of the Environment Report (SOER) 2025 together with a concise synthesis (PDF document, 100 pages). By comparison the SOER 2020 outcome was a 600-page printed report.

The EEA is close to the end of the process of converting its premises from individual office space to an open activity-based working space. This change facilitates face-to-face collaboration, supports increased teleworking and virtual collaboration and provides greater flexibility. It has also allowed the EEA to accommodate approximately 50% more staff without an increase in office space.

More specifically in the areas of IT and data management, various efficiency gains are underway.

On-premises and cloud infrastructure are being integrated further. A co-location centre was established in 2020, and it has already increased infrastructure stability and lowered the risk of a disaster. It will be further enhanced as part of the integration and increased cloud usage.

- In 2025, ongoing work to unify and streamline the IT, Reportnet and Eionet helpdesks will continue. This effort, initiated in 2024, aims to create a single ticketing tool and a single point of contact for users, simplifying the support process and improving efficiency. The goal is to enhance user experience by providing a cohesive and consistent support system across all platforms.
- The EEA will implement best practices for IT service management using the IT Infrastructure Library (ITIL) framework, in 2025. This initiative focuses on improving the quality and efficiency of IT services by adopting industry-standard processes. By integrating ITIL best practices, the EEA aims to enhance service delivery, increase user satisfaction and optimise resource utilisation.
- Following a comprehensive review of its technology infrastructure in 2024, the EEA will begin implementing a target IT architecture in 2025. This strategy will provide a structured approach to aligning the EEA's IT infrastructure with its business objectives, to support its goals, ensuring scalability, flexibility and resilience in the IT landscape.
- In 2025, the EEA will focus on enhancing its cybersecurity measures to strengthen its security posture. This aim will be enhanced by the creation of a new post for a cybersecurity architect.

The EEA common workspace[2] will be used for all activities in the production chain from data management to the generation of a variety of data products, including those activities managed by European Topic Centres (ETCs).

For e-reporting, the EEA aims to reduce the individual cost of each data flow in the face of an increasing number of data flows that the organisation is expected to support. To achieve this, a plan is in place to migrate all data flows from Reportnet 2 to Reportnet 3. This will offer savings at the system level, reducing maintenance costs at the same time as standardising all data flows using the same platform. As a further efficiency, any investments in the platform would benefit all data flows and not just a subset. This will be complemented by establishing streamlined data schemas and data processing from the point of data delivery by countries to the creation of products and indicators — thus targeting a process which is currently manual.

A majority of the EEA thematic websites (as listed in Table 8) have been migrated or are in the process of being migrated to the common EEA design system and a common technical platform. This will allow investment in the development of generic modules (e.g. for displaying charts, maps and other common elements) to be of benefit in all areas. It will lower future maintenance costs, avoid duplication of effort and speed up the creation of new website (sections).

In the area of Copernicus land monitoring, the EEA expects to make efficiency gains by reorganising the collaboration of entrusted entities currently responsible for global and pan-European parts of the CLMS. In terms of overlapping products (for example, land cover and vegetation), efficiency gains are being achieved by the evolution of the CLMS product portfolio towards consolidation and product integration.

[2] Internal IT platform for managing data

The EEA will publish a digital capability strategy in 2025, supported by an updated IT strategy and data strategy. Together, these will provide an integrated approach to the EEA's digitalisation in the coming years.

3.3.5 Negative priorities/decrease of existing tasks

This SPD essentially covers the mid-years of the EEA-Eionet Strategy 2021-2030. The 8th EAP and the EGD have defined many new knowledge priorities and resources for the EEA. In turn, this has led the EEA to reflect, 3 years into its current strategy, on its knowledge priorities for 2024-2026 and how it distinguishes between areas of growth, areas where efforts will be maintained, areas where there are opportunities to either scale down efforts or further integrate knowledge and areas where new demands are emerging.

The information in Table 11 indicates how the EEA knowledge response to policy demands is continuously evolving. It also highlights (in column 3) the efforts being made to integrate activities and knowledge in line with policy priorities.

Table 11 2025-2027 knowledge investment priorities

Activity 1: Biodiversity and ecosystems			
Growing	Maintaining	Scaling down or integrating	Emerging
Providing policy support and guidance on the Nature Restoration Regulation by developing comprehensive data models, robust reporting systems and effective validation rules; this process also includes crafting detailed guidance documents to aid in the understanding and implementation of the regulation; additionally, assessments will be conducted to evaluate the impact and effectiveness of the restoration measures reported under the national restoration plans, delivery of which is expected in September 2026. Policy and knowledge support for the Pollinators Initiative. Reporting and assessing the conservation status of habitats and species by evaluating data and generating EU assessment; this includes State of Nature reporting, scheduled for 2025, with the assessment expected in 2026. Reporting and assessment of invasive alien species (reporting is due in 2025 and assessment by 2026). Policy and knowledge support for the Forest Monitoring Law (expected in 2025). Policy and knowledge support for the Soil Monitoring Law (expected in 2025). Assessment of maritime sectors (e.g. transport, fisheries, offshore renewable energy sources (RES)) and input for maritime spatial planning Developing integrated water reporting in line with the amendment to the Water Framework Directive on	Support for policy implementation including data flows and state of the environment assessments for nature, freshwater and marine environments. Support for the EGD key initiatives relating to nature, freshwater and marine environments.	Integrating and harmonising updated design elements to strengthen user-friendliness across the information platforms for biodiversity, freshwater, marine environments and forests.	Socio-economic dimensions of nature. Valuation of nature/biodiversity. Anti-microbial resistance (AMR) and the environment. Strengthened cooperation with regional and economic institutions.

groundwater and EQSD if/when adopted, and the UWWT Directive. Support for reporting under the Water Reuse Regulation (including the portal), the recast DWD and the Nitrates Directive). Developing support for the water resilience agenda, including on climate change issues. Work on protection as outlined in the EU Biodiversity Strategy and the Kunming-Montreal Global Biodiversity Framework (GBF), involving tasks such as collecting data, developing data models and assessing both quantitative and qualitative aspects of protected areas. Greening the bioeconomy (agriculture, fisheries and aquaculture, forestry). Information to support ecosystem-based management and nature as a solution.			
Activity 2: Climate change mitigation and adaptation			
Growing	Maintaining	Scaling down or integrating	Emerging
Policy support in the area of climate risks and societal preparedness, including measuring progress on adaptation at EU and national levels. Policy support for implementing adaptation solutions at the subnational (including urban) level and for human health. Policy support in the area of GHG emissions and carbon removals in the agriculture and LULUCF sector (Monitoring, reporting, and verification (MRV), Member States' capacity building, assessments) to support implementation of the LULUCF Regulation and the carbon removal certification framework. Providing support to Member States to improve the quality of GHG emissions, developing a data	Providing policy-relevant data and information to support the implementation of adaptation solutions through the updated Climate-ADAPT. Providing climate and energy data and information to support implementation of the EGD and the European Climate Law. Assessing progress towards climate and energy targets.		Opportunities to link the EU digital agenda and EU climate policies (notably the Destination Earth initiative, including the Digital Twins, and the Horizon Europe programme, including the Mission on Adaptation to Climate Change and climate change adaptation) Policy and technical support in the set up and implementation of a European Carbon Removal

repository with reference data on land use and land management information and impact on emissions and removals and maintaining and updating the LULUCF handbook. Supporting the development of climate and energy data reporting in the Energy Community.	Analysing the effects, trade-offs and synergies of policies and measures in specific sectors. Supporting international negotiations and reviewing activities under the UNFCCC.		Certification Framework. Linking with land-based carbon removals (LULUCF) and investing in expertise on industrial and (geo) chemical carbon removals.
Activity 3: Human health and the environment			
Growing	Maintaining	Scaling down or integrating	Emerging
Reporting on industrial accidents (Seveso) and reinforcement of industry reporting. Reinforcement of the European IEP according to the new legal basis adopted in 2024 (forecast at the time of writing). Strengthened support for the implementation of follow-up actions in the area of industrial emissions. Further development of work on the environmental burden of disease, in support of the zero pollution action plan and DG SANTE's efforts to beat cancer. Policy support for DG ENV on air quality, in light of the revision of the Air Quality Directive and the allocation of two additional TA posts to the EEA from 2024 onwards. Assessment of the systemic use of chemicals and impacts on the environment and health, in support of the CSS and the proposed revised chemicals regulation ('one substance, one assessment'). Support for DG SANTE in relation to the development of the strategy/ policy on sustainable food systems. Under the Regulation on Serious Cross-border Threats to Health, the EEA must develop capacity to support rapid risk assessments in response to relevant incidents of an environmental origin (incl. climate).	Support for the implementation of policies on air quality, emissions to air and noise, including reporting, data management and regular assessments. EEA role under the Horizon Europe PARC, in support of the CSS.	Potential integration of work on emissions of air pollutants under the NEC Directive and LRTAP Convention with work on industrial emissions under the IED, in order to maximise internal synergies across these files with respect to data management and visualisation.	Further collaboration with EFSA, EMA, ECDC and ECHA to develop a common understanding of One Health approaches and establish concrete lines of cross-agency collaboration on One Health.

Activity 4: Circular economy and resource use			
Growing	Maintaining	Scaling down or integrating	Emerging
Support for policy implementation in the area of circular economy using effective monitoring and assessment. Interlinkages of CE policies with biodiversity, climate, and environment and health agendas. Support for policy implementation in the area of waste. Support for data flows on single-use plastics.	Assessments of resource use. Regular updates of country profiles on circular economy, waste management and waste prevention policies.	Specific efforts relating to key-product value chains where the policy cycle is not active.	Role of biomaterials in the circular-economy transition. Consumer and product policy, with a focus on environment claims. Elements related to resource efficiency and the reduction of food losses and waste throughout the food value chain.
Activity 5: Sustainability trends, prospects and responses			
Growing	Maintaining	Scaling down or integrating	Emerging
Developing novel and innovative indicators and indexes for monitoring transitions (EU and country level) with a focus on EGD/8th EAP and SOER 2030+. Strategic and applied foresight methodologies and applications in support of the SOER process and for the EEA and external needs. Mobilising a 'toolbox' for operationalising systems assessments and transformative change (in cross-thematic work within the EEA). Assessing justice and injustice in the transition to sustainability.	SOER process as state of the art in the integrated assessment and outlooks for policymaking. Monitoring and assessment of progress under the 8th EAP. Eionet co-creation activities and engagement for state of environment (SoE) reporting and foresight. Sustainability measurement and assessment and transformative change frameworks and narratives with implications for the SOER process. Supporting the EU Sustainable Finance Agenda.	Integrating cross-system analyses in food transport into the systems-thinking work streams. Finalising work on the EEA-Eionet foresight project. Imagining a sustainable Europe in 2050 (implications for core production-consumption systems) and integration of the outcomes into emerging workstreams.	Aligning timing and focus of the next SOER 2030 to policy targets for the new decade (new 2040 EU policy targets, global Agenda 2030 follow-up). Shaping a just and sustainable new economic model for Europe, including exploring growth models and approaches based on the beyond-gross-domestic-product concept Integrating socio-economic data with Copernicus data at the urban scale. Exploring the role of transformative innovations, strategic autonomy and industrial policies in the sustainability transition.

	Documenting the potential for economic mechanisms to enable transitions.		Producing new and innovative assessments based on evidence to demonstrate how green policies benefit Europe.

4 Annual work programme 2025

4.1 Executive summary

The AWP is structured around the five work areas of the EEA-Eionet Strategy 2021-2030 described in Section 3. EEA support for EU environment and climate policies determines the activities undertaken in each work area and in turn the range and types of outputs and services the EEA produces each year.

The focus on policy support also means that these outputs and services are predictable since many policies set down clear demands and timelines for knowledge support, spanning several years and sometimes decades. This in turn enables the EEA to provide the information described in Table 12, which covers those outputs and services where there are clear policy demands or obligations under the EEA regulation (e.g. on data and SOER) and where we are confident that these will be met using the available resources.

The key outputs and services in this table may change through the consultation process, for example, if the priorities for the EC 2025 work programme become clearer during autumn 2024.

Table 12 Summary of key planned knowledge outputs for 2025

Publications	Work area	Indicative timing
Habitats important for pollinators	1	April
European bathing water quality in 2024	1	May
European bathing water quality in 2024, country factsheets	1	May
Water resilience and security – water saving measures	1	May
Antimicrobial resistance, environment and health in Europe	1	November
European Aviation Environmental Report 2025	2	January
Confidential report on fluorinated greenhouse gases	2	Q3
Confidential report on ozone depleting substances	2	Q3
Trends and projections in Europe 2025	2	October
Emissions reduction from transport in Europe – how the ETS2 will help this sector meet its climate targets	2	November
Emissions reduction from buildings in Europe – how the ETS2 will help this sector meet its climate targets	2	November
State of European mobility, annual update	2	November
Annual EU greenhouse gas inventory 1990-2023 and inventory report 2025	2	November
Methane and its role in climate change and air pollution in Europe	3	February
Polymeric PFAS in the European environment	3	March
Europe's air quality status 2025	3	March
Environmental noise in Europe 2025	3	May
Air pollution in Europe – 2025 reporting status under the National Emissions reduction Commitments Directive	3	June

Annual EU Informative Report 1990-2023 to the Convention on Long-range Transboundary Air Pollution	3	June
Noise, country factsheets	3	October
Health impacts from air pollution 2025	3	November
Air pollution, country factsheets	3	November
Burden of disease from lead in Europe	3	November
The textiles value chain in numbers – bending the trend	4	March
Waste prevention assessment – towards an efficient food system	4	April
Waste prevention programmes, country factsheets	4	April
Municipal/packaging waste management in Europe, country factsheets	4	April
Climate mitigation contributions from circular economy approaches	4	November
Societal opportunities and challenges of the transition to a circular economy	4	November
Imagining a sustainable Europe in 2050 – implications for core production consumption systems	5	February
Monitoring report on progress towards the 8th EAP objectives	5	February
The European environment – state and outlook 2025	5	September
Consolidated annual activity report 2024	1,2,3,4,5	June
Eionet core data flows 2024	1,2,3,4,5	June
Environmental statement report 2024		October
Single programming document 2026-2028	1,2,3,4,5	December

Core data flows	Activity area
Bathing Water Directive – Monitoring and classification of bathing waters	1
Nationally designated areas	1
Report on progress and implementation (Article 12, Birds Directive)	1
Report on progress and implementation (Article 17, Habitats Directive)	1
WISE SoE – biology data (WISE-2)	1
WISE SoE – water quality (WISE-6)	1
WISE SoE – water quantity (WISE-3)	1
Greenhouse gas inventories	2
National projections of anthropogenic greenhouse gas emissions – Governance Regulation	2
(E1a) Information on primary validated assessment data – measurements (Article 10)	3
(E2a) Information on primary up-to-date assessment data – measurements (Article 10)	3
E-PRTR and large combustion plant (LCP) integrated data reporting	3
EU Registry on Industrial Sites	3
LRTAP Convention – national emissions inventories	3

Information platforms	Activity area
EEA website, including sub-sections like SOER 2025	-
EEA data hub (analytical functions)	-
Eionet 2.0 platform	-
Copernicus Land Monitoring portal	-
Reportnet 3 (function extension)	1, 2
Integrated information systems (BISE, FISE, WISE Freshwater, WISE Marine)	1
Climate and energy website	2
European Climate Adaptation Platform (Climate-ADAPT)	2
European climate and health observatory	2
Mission on Adaptation to Climate Change portal	2

Indicators	Activity area
Agricultural area under organic farming in Europe	1
Exceedance of air quality standards in Europe	3
Exposure of Europe's ecosystems to ozone	3
Premature deaths due to exposure to fine particulate matter in Europe	3
Income-related environmental inequalities between regions associated with air pollution in Europe	3
Global and European temperature	2
Arctic and Baltic Sea ice	2
Global and European sea level rise	2
European sea surface temperature	2
Economic losses from weather- and climate-related extremes in Europe	2
Ocean acidification in Europe's seas	1
Extreme sea levels and coastal flooding in Europe	2
Hydrofluorocarbon phase-down in Europe	2
Global and European consumption of ozone-depleting substances	2
Total greenhouse gas emission trends and projections in Europe	2
Atmospheric greenhouse gas concentrations	2
Greenhouse gas emission intensity of fuels and biofuels for road transport in Europe	2
Greenhouse gas emissions from agriculture in Europe	2
Greenhouse gas emissions from land use, land-use change and forestry in Europe	2
Progress towards national greenhouse gas emissions targets in Europe	2
Greenhouse gas emissions from energy use in buildings in Europe	2
Progress in emission reductions in the EU Emissions Trading System	2
Use of auctioning revenues from emissions trading in Europe	2
Primary and final energy consumption in Europe	2
Share of energy consumption from renewable sources in Europe	2

Greenhouse gas emission intensity of electricity generation in Europe	2
Industrial pollutant releases to air in Europe	3
Industrial pollutant releases to water in Europe	3
Emissions and energy use in large combustion plants in Europe	3
Drought impact on ecosystems in Europe	1
Hazardous substances in marine organisms	1
Marine protected areas in Europe's seas	1
Nutrients in transitional. coastal and marine waters	1
Chlorophyll-a concentrations in Europe's seas	1
Reduced oxygen content in Europe's seas	1
Terrestrial protected areas in Europe	1
Common bird index in Europe	1
Grassland butterfly index	1
Forest connectivity in Europe	1
Share of environmental taxes in total revenues	5
Fossil fuel subsidies	5
Environmental protection expenditure	5
Green Bonds	5
Eco-innovation index	5
Employment in the environmental goods and services sector	5
Gross added value of the environmental goods and services sector	5
Greenhouse gas emissions from transport in Europe	2
Emissions of air pollutants from transport	2
Exposure of Europe’s population to environmental noise	3
CO2 emissions performance of new passenger cars in Europe	2
New registrations of electric passenger cars in Europe	2
Health impacts of exposure to noise from transport	3
Share of non-road modes in freight transport in Europe	2
Share of buses and trains in inland passenger transport	2
Water scarcity conditions in Europe	1
Oxygen consuming substances in European rivers	1
Nutrients in freshwater in Europe	1
Nitrate in groundwater	1
Water abstraction by sector	1
Ecological status of surface waters in Europe	1
Pesticides in rivers, lakes and groundwater in Europe	1
Bathing waters with excellent quality	1
Waste recycling in Europe	4
Diversion of waste from landfill in Europe	4
Europe's material footprint (Material footprint of EU consumption)	4
Global impacts from European consumption	4
Circular material use rate in Europe	4
EU consumption footprint (based on life cycle assessment)	4

4.2 Operational activities

4.2.1 Biodiversity and ecosystems activity

Activity 1	Biodiversity and ecosystems
Reference to strategic objectives	SO1: Supporting policy implementation and sustainability transitions. SO2: Providing timely input to solutions for sustainability challenges. SO3: Building stronger networks and partnerships. SO4: Making full use of the potential of data.
Specific objective	To ensure the delivery of data, information and actionable knowledge contributing to the maintenance and restoration of good ecosystem condition and the halting of the loss of biodiversity across terrestrial, freshwater and marine ecosystems.
EU policy milestones to be supported in 2025	2025 MSFD review and outcomes of the 2024 MSFD reported data. Support for Nature Restoration Regulation.
Activity description	Delivering policy support across biodiversity, freshwater and marine policies through: • data flow management; • indicator updates and development; • provision of knowledge products. These activities are developed in collaboration with our key stakeholders, providing timely input for the many policies supported.
International engagement: policy event milestones	2025 UN Ocean Conference, regional sea conventions, UNEP/MAP Conference of the Parties (COP). Support for the monitoring, reporting and assessment part of the expected sixth session of the United Nations Environment Assembly (UNEA-6) resolutions on water efficiency and oceans as well as ongoing commitments towards UNFCCC and GBF. Support to the EU delegation and Member States for UNEA-7. As a member of the European Knowledge Centre for Biodiversity, contributing to the European subregional Technical and Scientific Cooperation Centre to support the implementation of the GBF. See Annex 12 for full details.
ETC involvement	The ETC on Biodiversity and Ecosystems (BE) is expected to continue its activities at the 2023 level, with the following modifications: • From 2024, additional resources will be allocated related to the nature restoration financial fiche. • From 2025, additional resources will be allocated related to the forest monitoring financial fiche. • From 2025, additional resources will be allocated related to the soil monitoring financial fiche. • From 2025, additional resources will be allocated to the tasks required under the zero pollution package and its financial fiche.

Expected results	The EEA is established as the key partner for water-related reporting, providing an efficient reporting mechanism for water policies. The EEA is a key knowledge provider in the areas of water resilience and zero pollution in addition to the state of the freshwater environment. Updated indicators are expected on biodiversity, freshwater and marine environments as specified by relevant policies. Knowledge products will be generated to inform assessment of and towards policy related to biodiversity, e.g. nature restoration, the state of nature, invasive alien species and protected areas, especially in terms of how these areas relate to different sectors. Knowledge will be provided on financing/valuation for biodiversity. The EEA is a key data, information and knowledge provider for assessing the state of the marine environment and the sustainability of maritime sectors (e.g. offshore energy, fisheries and aquaculture and maritime transport).
Outputs	See Table 12 for a list of key outputs.

Activity 1 Resources	Estimate 2025	Estimate 2026
Financial (EUR million)	25.5	26.7
Human (FTE)	90	90

Note: The full-time equivalents (FTEs) and budget allocation include a proportional allocation of support, management, governance and administration activities and resources.

Activity 1 Key performance indicators		
KPI	Target 2025 (%)	Means of verification
Eionet data submission – Eionet data flows	90	Annual KPIs
Work programme delivery – indicators updated	90	Annual KPIs
Work programme delivery – publications	90	Annual KPIs
Eionet satisfaction/interactions	TBC	Annual KPIs

Action 1	Reporting services
Description	In the biodiversity and ecosystems area, the EEA will support the preparation, reporting and quality assurance of a wide range of data and information. This includes support for Member States' data under legislative requirements in the following areas: • nationally protected areas; • Natura 2000 sites;

	• invasive alien species; • reporting under Article 12 of the Birds Directive; • reporting under Article 17 of the Habitats Directive; • reporting under the Bathing Water, Urban Waste Water Treatment, Drinking Water, Water Reuse, Nitrates, Water Framework and Floods Directives; • WISE-SoE data flows; • reporting under Articles 8, 9, 10, 11, 13, 14, 18 and 19.3 of the MSFD; • strategic management of nature, water, marine and maritime data at the European level; • Nature Restoration Regulation.

Action 2	**Data services**
Description	Processing and distributing data, data visualisations and publication of key reference data (e.g. Natura 2000 sites and assessing completeness i.e. sufficiency within available resources, Emerald sites etc). Upgrading biodiversity and forest information systems and biodiversity portals, in particular to support the Nature Restoration Regulation, display and assist in evaluating updated invasive alien species and state of nature data. Exploring implementation of Water Framework Directive reporting in Reportnet 3. Processing and distributing data reported under freshwater legislation; focusing on increasing automation procedures. Exploring options for close to near real-time water data presentations. Making dashboards available on WISE-Freshwater information system for the 2022 Water Framework Directive reporting. Implementing the Nitrates Directive SLA with the JRC. Making dashboards available on WISE-Marine information system for the 2024 MSFD reported data (Articles 8, 9 and 10); analysing these in line with the MSFD review and the 2026 State of Europe's Seas assessment (MSFD Article 20). Implementing the monitoring of the EU Mission 'Restore our Oceans and Waters by 2030' (SLA with DG MARE). Coordinating activities with Copernicus Marine service – Mercator Ocean International and use of Copernicus products in EEA marine indicators.

Action 3	Knowledge services
Description	In 2025, the EEA will continue working on providing knowledge services in the following areas: • biodiversity; • protected areas including Natura 2000; • restoration; • species and habitats; • financing and biodiversity; • soil and biodiversity; • forests and biodiversity; • food systems and biodiversity; • marine environment; • water resilience; • water and biodiversity; • water and pollution; • water and human health; • water and climate change. This will include producing briefings, reports, knowledge products, and indicators on these topics: • updating EEA biodiversity, freshwater and marine indicators; • assessing the completeness i.e. sufficiency of Natura 2000 sites in a selected number of Member States, within available resources. publishing the 2025 State of Seas report (digital version) providing the 2024 MSFD reported data; • supporting the MSFD review process and the Ocean Pact; • supporting the water resilience agenda by publishing a briefing on water-saving measures; • publishing the annual briefing and country factsheets on bathing-water quality; • publishing a briefing on AMR; • providing data, information and knowledge to support the transition to sustainability of the maritime sectors (offshore energy/wind; fisheries, aquaculture and the blue bio-economy; maritime transport); offering dedicated support to the marine action plan, the MSFD and EU Maritime Spatial Planning Directive (MSPD) and the European wind power action plan; • continuing to work on climate change and the marine environment; • finalising the draft 2026 marine litter assessment – source to sea report; • finalising the draft 2026 zero pollution action plan (ZPAP) monitoring assessment report.

Action 4	Networking services
Description	In 2025, the EEA will continue to support capacity building among Member States by organising workshops, webinars and meetings through Eionet, co-creating knowledge for assessments and contributing to international biodiversity negotiations. The EEA will conduct these activities through the following Eionet groups and thematic groups: • protection and restoration; • food systems; • biodiversity monitoring; • water; • soil; • forest; • marine. The EEA will continue to strengthen cooperation with and support for DG MARE files, particularly in connection with the Monitoring of the EU Mission 'Restore our Oceans and Waters by 2030', the marine action plan, strategic management of marine and maritime data (European Marine Observation and Data Network, Digital Twin Ocean, ocean observation, Copernicus), the MSPD and the European wind power action plan. The EEA will strengthen/establish cooperation and co-creation efforts with Eionet and other marine and maritime agencies and organisations, e.g. EMSA, EFCA, International Council for the Exploration of the Seas, regional sea conventions, the World Maritime University, relevant environment and business NGOs (e.g. Seas@Risk). The EEA will actively contribute to and participate in international activities and processes, e.g. the 2025 UN Ocean Conference (Nice, France) and the UNEP-MAP/EEA joint workplan. The EEA will strengthen cooperation with ECHA and EFSA in the context of the zero pollution package.

4.2.2 Climate change mitigation and adaptation activity

Activity 2	Climate change mitigation and adaptation
Reference to strategic objectives	SO1: Supporting policy implementation and sustainability transitions. SO2: Providing timely input to solutions for sustainability challenges. SO3: Building stronger networks and partnerships. SO4: Making full use of the potential of data. SO5: Resourcing our shared ambitions.
Specific objective	Deliver data, information and actionable knowledge in support of the implementation and further development of policies on climate change mitigation and adaptation.
EU policy milestones to be supported in 2025	In 2025, the following key policy milestones will be among those addressed as part of EEA/Eionet work under Activity 2: • performance of an annual verification of Member State inventory data according to the LULUCF Regulation related to Governance Regulation Article 37; • performance of the 2025 and 2027 comprehensive review under the LULUCF Regulation; • support for setting up methodological guidance and implementation of the Carbon Removal Certification Framework (CRCF); • performance of the comprehensive review of Member States' GHG inventory data under the ESR in 2025 and 2027; • second biennial national energy and climate progress reporting under the Regulation of the Governance of the Energy Union and Climate Action with contributions, for the first time, from the Energy Community Contracting Parties; • contributions to progress reporting under the EU Climate Law, possibly taking a new 2040 target into account; • performance calculation of CO_2 emissions from passenger cars and light-duty vehicles (LDVs), as well as expanded reporting on CO_2 emissions from HDVs (pending).

Activity description	Delivering data, information and knowledge to support policy developments and implementation for the following topics:
	• adaptation, climate risk and societal preparedness and just resilience to climate change impacts, with a focus on just resilience and measuring the progress towards climate resilience and adaptation goals;
	• climate change mitigation and climate neutrality;
	• sectors and systems:
	  ○ energy;
	  ○ transport and mobility;
	  ○ land;
	• supporting Member States with the gradual improvement of GHG inventories through methodological guidance, facilitating access to inventory activity data, emissions

	factors and expert training and facilitating good practice exchanges between inventory compilers; • performance of assessments on options to increase (land-based) carbon removals that do not lead to significant negative consequences for the environment.
International engagement: policy event milestones	Engagement in the follow-up of COP29 in Baku and contribution to the COP30 (in Brazil) as part of the EU negotiation team. Support to the first National Energy and Climate Progress Reporting by the Energy Community Contracting Parties under the adapted Regulation of the Governance of the Energy Union and Climate Action. See Annex 12 for full details.
ETC involvement	The ETC on Climate Change Adaptation (CA) and LULUCF and the ETC on Climate Change Mitigation (CM) will provide support for the EEA work on climate change mitigation and adaptation as agreed in the annual action plans.
Expected results	Comprehensive review of ESR and LULUCF in 2025 and 2027. An assessment of just resilience in Europe to the current and future climate risks. A briefing on climate adaptation and human health. A set of pilot European adaptation indicators to support measuring the progress towards climate resilience. This will allow to better measure the level and effectiveness of adaptation efforts. A report and an updated set of indicators to monitor progress to EU climate and energy targets for 2030, and if available 2040, and climate neutrality by 2050. An assessment of transparency of climate finance mechanisms as reported by Member States in the context of growing financial flows under the expanded ETS. Depending on outputs from 2024, a report and webinar series reviewing Member State policies and measures for climate change mitigation, and support to enhanced policy assessment. Updated indicators on decarbonisation of transport in Europe, and depending on outputs from 2024, likely also a briefing focusing on a specific element of the mobility system transition, reflecting the anticipated 2025 policy landscape. Updated datasets for monitoring progress on mitigation, energy and transport policies. Setting up and operating a LULUCF information portal that acts as a knowledge centre on performance of the land use sector (agriculture, forestry, land use) in reaching the EU climate mitigation

	targets and implementation of the LULUCF, ESR and CRCF regulations. This through providing methodological guidance, access to referenced and geospatially explicit activity data and emissions factors, expert training and facilitating good practice exchanges between inventory compilers and policy makers.
Outputs	See Table 12 for a list of key outputs.

Activity 2 Resources	Estimate 2025	Estimate 2026
Financial (EUR million)	24.0	23.3
Human (FTE)	93	93

Note: The full-time equivalents (FTEs and budget allocation include a proportional allocation of support, management, governance and administration activities and resources.

Activity 2 Key performance indicators		
KPI	Target 2025 (%)	Means of verification
Eionet data submission – Eionet data flows	90	Annual KPIs
Work programme delivery – indicators updated	90	Annual KPIs
Work programme delivery – publications	90	Annual KPIs
Eionet satisfaction/interactions	TBC	Annual KPIs

Action 1	Reporting services
Description	In the area of climate change mitigation and adaptation, the EEA will support the preparation, reporting, receipt and quality assurance of a wide range of data and information. Reporting obligations under the Governance of the Energy Union and Climate Action: • reporting on progress relating to national adaptation actions under Article 19 and Article 17; • GHG emission projections; • integrated reporting on policies and measures on climate change mitigation and energy; • national systems for policies, measures and projections; • use of ETS auctioning revenues; • renewable energy trajectories; • energy efficiency trajectories; • GHG emissions and removals; • additional information on renewable energy; • additional information on energy efficiency; support for developing countries. These obligations will be reported in 2025, both under the Governance Regulation and by the Contracting Parties to the Energy Community under the adapted Governance Regulation.

	Reporting obligations relating to climate change mitigation and climate neutrality:
	• use of ozone-depleting substances;
	• fluorinated gases;
	• fluorinated gases – verification of equipment imports;
	• fluorinated gases – verification of bulk imports;
	• implementation of the EU ETS;
	• calculation of effort-sharing emissions.
	
	Reporting obligations relating to sectors and systems:
	• energy:
	  ○ finalisation of reporting on fuel volumes and types and their associated life-cycle GHG emissions;
	  ○ volume and quality of petrol and diesel fuels sold for road transport;
	  ○ calculation of renewable energy share estimates for 2024;
	  ○ calculation of energy consumption estimates for 2024;
	  ○ calculation of GHG emission intensity of electricity generation;
	
	• transport and mobility:
	  ○ CO_2 emissions from cars (country submissions);
	  ○ CO_2 emissions from vans (country submissions);
	  ○ CO_2 emissions from cars (manufacturer submissions);
	  ○ CO_2 emissions from vans (manufacturer submissions);
	  ○ CO_2 emissions from HDVs (country submissions);
	  ○ CO_2 emissions from HDVs (manufacturer submissions);
	  ○ real-world emissions from passenger cars and LDVs;
	
	• land:
	  ○ annual check of LULUCF sector inventory data;
	  ○ compliance reporting by Member States under the LULUCF Regulation (Article 14);
	  ○ dissemination of data and methodological documents from the CRCF.

Action 2	**Data services**
Description	In the area of climate change mitigation and adaptation, the EEA will support the aggregation and distribution of a wide range of data and information, including: • upgrading and updating the climate impacts and adaptation portal to support developments on climate risk assessment and societal preparedness; this will include updated and newly developed dashboards and platforms, notably Climate-ADAPT, the European Climate and Health Observatory and adaptation dashboards as part of the Mission on Adaptation to Climate Change portal hosted by Climate-ADAPT;

	• upgrading and updating the Climate and Energy in the EU portal, including updates of the data visualisations and data viewers on climate change mitigation, climate neutrality, energy and transport that are provided there; • ensuring access to all final data sets from Action 1 via the EEA Datahub and any other relevant distribution points (including the EEA website); • processing and distributing data, LULUCF geo-spatial data from CLMS, emission inventory improvement reference data.

Action 3	**Knowledge services**
Description	In the area of climate change mitigation and adaptation, in 2025, the EEA will continue working on providing knowledge services to key stakeholders: • To support developments under adaptation, climate risks and societal preparedness, the EEA will continue to prepare climate impact indicators, including the indicators on economic losses from climate extremes. The EEA will prepare a set of pilot adaptation indicators to support the measurement of progress towards adaptation goals and EU climate resilience. The EEA will work on assessment, addressing just resilience to climate risks and climate impacts and adaptation for human health. • The EEA will produce a report and an updated set of indicators to monitor progress towards EU climate and energy targets for 2030, and if available 2040, and climate neutrality by 2050. • The EEA will produce an assessment of transparency of climate finance mechanisms as reported by Member States in the context of growing financial flows under the expanded ETS. • Depending on outputs from 2024, the EEA will offer a report and webinar series reviewing Member States' policies and measures for climate change mitigation and support for enhanced policy assessment. • The EEA will produce updated indicators on the decarbonisation of transport in Europe and, depending on outputs from 2024, a briefing focusing on a specific element of the mobility system transition, reflecting the anticipated 2025 policy landscape. • Assessments will be produced on options and practices applied to reduce GHG emissions and increase carbon removals in the agriculture, forestry and land-use sector while ensuring that these do not lead to negative impacts for the environment. • An information portal will be made available to inform policymakers and inventory compilers on options for reducing GHG emissions and enhancing carbon removals in the land-use sector and providing access to reference data sets and other geospatially explicit information to support monitoring, reporting and verification of GHG emission inventories.

Action 4	Networking services
Description	In 2025, the EEA will continue to support capacity building with Member States by organising workshops, webinars and meetings, co-creating knowledge for assessments and contributions to international climate negotiations. On adaptation, climate risks and social preparedness, the EEA will continue to organise one meeting and at least two webinars with the Eionet expert group on climate change impacts, vulnerability and adaptation. Some of the activities promoting the use of the adaptation platforms will include workshops and webinars organised by the EEA to increase the usage of Climate-ADAPT and the European Climate and Health Observatory. The EEA will organise expert meetings on topics relating to climate risks and societal preparedness. On climate change mitigation, climate neutrality, energy and transport, the EEA will organise an in-person meeting of the Eionet group on mitigation and energy systems and an in-person meeting of the Eionet group on mobility systems. These meetings will be supplemented by regular webinars, co-creative processes and consultations with Eionet partners and country representatives. EEA experts will further actively participate in the Climate Change Committee working groups where key agency files are discussed by Member States. On climate mitigation in the land-use sector, the EEA will organise two annual workshops. One will bring together inventory compilers and policymakers involved in the national emission inventory systems; they will exchange experiences and knowledge from the EU/EEA review and quality assurance processes, good practice examples and challenges in inventory compilation. The second will be a policy exchange workshop, where under the Eionet umbrella (Eionet land systems) and thus outside the legal setting, policymakers will have opportunities to exchange ideas and practices relating to addressing land-use sector GHG emissions and removals. The EEA will also engage in follow-up from COP29 in Baku and contribute to COP30 (in Brazil) as part of the EU negotiation team. Furthermore, the EEA will engage with Organisation for Economic Co-operation and Development (OECD) and UN bodies on relevant international monitoring, reporting and assessment activities. Where relevant, EEA experts will participate in online and in-person meetings, conferences and other relevant events to share the EEA's knowledge and results in this work area.

Action 5	Supporting the European Scientific Advisory Board on Climate Change
Description	The EEA hosts the secretariat of the new European Scientific Advisory Board on Climate Change. The secretariat will continue to facilitate the functioning of the Advisory Board and support its activities. The tasks of the secretariat are directly determined by the nature and content of the work programme of the Advisory Board.

4.2.3 Human health and the environment activity

Activity 3	Human health and the environment
Reference to strategic objectives	SO1: Supporting policy implementation and sustainability transitions. SO2: Providing timely input to solutions for sustainability challenges. SO3: Building stronger networks and partnerships. SO4: Making full use of the potential of data. SO5: Resourcing our shared ambitions.
Specific objective	To deliver data and information to improve knowledge of the health impacts caused by air, water and soil pollution, noise, chemicals and the changing climate in Europe.
EU policy milestones to be supported in 2025	The LRTAP Convention reporting cycle will be most intense as projections are to be reported together with regular flows. This will be the mid-point of the NEC Directive before a more stringent set of commitments applies. This will be the first full year when the new European Industrial Emissions Portal Regulation (IEPR) and new IED will be in force with reporting under the former starting in 2028. In 2025 the EEA will support the European Commission with development of guidelines and implementing acts that are requested by the IEPR by 31 December 2025. This is the last year when Seveso III Directive reporting will still be handled by the JRC and final preparations will be made for the EEA to take over these reporting streams. Some elements of the Common Data Platform for Chemicals Regulation will likely come into effect in 2025 including the chemicals indicator framework and also the initial deliverable of the chemicals Early Warning System, which the EEA will be responsible for. The EEA can engage with the EC as needed to support the development of the final legislative text and to ensure clarity about the role of the EEA under the legislation. The revision of the Air Quality Directive (in 2024) will necessitate the development of new reporting data flows and guidance for reporters.
Activity description	This activity includes the following policy themes: • air pollution emissions; • ambient air quality;

	• noise; • industrial pollution; • major industrial accidents; • chemicals; • interlinkages of the environment and human health and wellbeing.
International engagement: policy event milestones	Annual cycle of meetings of the LRTAP Convention bodies, e.g. the meeting of the Parties (MOPs) to the Kyiv Protocol on Pollutant and Transfer Registers. See Annex 12 for full details.
ETC involvement	The ETC will provide support and input across a range of work areas, including in supporting data reporting, development of new dataflows (e.g. for air quality reporting), and also in terms of providing input to assessments and EEA products and reports, and also in engagement activities with relevant Eionet groups. There are also cross-ETC activities planned to support cross-cutting work, for example in relation to the application of artificial intelligence (AI) techniques where there will be collaboration between the ETC on Human health and the environment (HE) and the ETC on Data Integration and digitalisation (DI).
Expected results	Servicing of the LRTAP Convention and NEC Directive reporting flows and support for international submission of the LRTAP Convention report. Servicing of IEPR reporting and support for implementation follow up for the new IED. Support for a full testing phase of the new Seveso III Directive reporting tools hosted by the EEA, to be operational by January 2026. Provision of a knowledge base to inform policy decisions to address air and noise pollution and improve ambient air quality across the EU. Establishment of an initial mechanism for an early-warning system for chemicals and an indicator framework for chemicals; increasing knowledge on the impacts of chemical exposure on human health, including through the EEA coordination role under the PARC project. Informing policy decisions under the zero pollution action plan through regular assessment of progress and identification of priority areas for action to support the achievement of the zero-pollution ambition. Development of new knowledge on the overall impact of environmental stressors on health, including inequalities.
Outputs	See Table 12 for a list of key outputs.

Activity 3 Resources	Estimate 2025	Estimate 2026
Financial (EUR million)	10.5	11.9
Human (FTE)	36	36

Note: The FTEs and budget allocation include a proportional allocation of support, management, governance and administration activities and resources.

Activity 3 Key performance indicators		
KPI	Target 2025 (%)	Means of verification
Eionet data submission – Eionet data flows	90	Annual KPIs
Work programme delivery – indicators updated	90	Annual KPIs
Work programme delivery – publications	90	Annual KPIs
Eionet satisfaction/interactions	TBC	Annual KPIs

Action 1	Reporting services
Description	***Emissions*** In the area of air emissions, the EEA will continue servicing the LRTAP Convention and NEC Directive data flows. This also includes supporting the EC in the LRTAP Convention data review. In 2025, the reporting cycle is more intense than in other years as the annual reporting is combined with less frequent reporting obligations. Out of the 10 NEC Directive data flows, seven will be active in 2025. A similar pattern is expected for LRTAP Convention reporting while the number of data flows managed by the EEA is lower. In the area of industrial emissions, the EEA will manage the EU Registry on Industrial sites and all its related thematic data flows: Portal Regulation (formerly known as PRTR), LCPs and regulatory aspects of the IED. In addition, the data flows relating to MCPs and the Regulation on Mercury will also be facilitated by the EEA. ***Industrial accidents*** In the area of industrial accidents, in 2025 a full testing cycle will be performed for the new tools to report Seveso establishments (currently known by the acronym eSPIRS) and accidents (currently known by the acronym eMARS). ***Ambient air quality*** Significant work will be required in 2025 in terms of developing new data models and data flows to accommodate data reporting under the revised Air Quality Directive. This includes establishing the data flow in the Reportnet 3 system. ***Noise*** Noise data reporting under the Environmental Noise Directive occurs every 5 years, hence there will be no significant reporting

	activity in 2025, though reporters will be able to resubmit data as needed. Ongoing maintenance and improvements will also be carried out in 2025. ***Chemicals*** Under the (proposed) new regulation on the common data platform for chemicals ('one substance, one assessment'), the EEA will in particular: • establish a mechanism with ECHA to ensure transfer of relevant chemicals-related EEA data sets to the common data platform, which will be hosted by ECHA; • establish a new EEA data flow for collecting EU human biomonitoring data and also for indoor air quality data.

Action 2	**Data services**
Description	***Emissions*** In the area of air emissions, European data sets will be generated for the LRTAP Convention and NEC Directive flows. In addition, tableau visualisations will be made available online. In the area of industrial emissions, a single European data set will be made available with EU Registry data flows. The smaller data sets on MCPs and mercury will be published as usual. ***Industrial accidents*** No information systems or data sets are foreseen in 2025 for industrial accidents, though the outlets for this data stream will be piloted so they are ready for the launch of regular operations in 2026. ***Ambient air quality*** An updated version of the air quality data portal (2024) will further improve access to ambient air quality data from European countries. Data will also become available through the EEA data hub (Datahub (europa.eu)). ***Noise*** The latest noise data reported by countries and associated data sets will be maintained and made available through the EEA data hub (Datahub (europa.eu)). ***Chemicals*** As part of the development of a data flow for collecting human biomonitoring data and indoor air quality data, the EEA will also ensure that interested parties are provided with the data collected (taking into consideration the related data protection requirements).

Action 3	Knowledge services
Description	***Emissions*** In support of the NEC Directive, the briefing 'Air pollution in Europe: National Emissions reduction Commitments Directive reporting status 2025' will be produced. The EC will be supported in its task of reporting to the LRTAP Convention on behalf of the EU countries with the production of the 'Annual EU air pollutant emission inventory 1990-2023 – under the UNECE Air Convention'. At the time of writing, other public-facing activities have not yet been defined. ***Industrial emissions*** The European IEP information system (https://industry.eea.europa.eu/) will be maintained as provided in the relevant regulation. ***Industrial accidents*** The EEA is not expected to produce any knowledge products in 2025 for the Seveso dossier as the focus will still be on putting in place the reporting infrastructure. ***Ambient air quality*** A range of knowledge products related to ambient air quality will continue to be maintained and improved, including the near real-time 'Up-to-date air quality data' and the related mobile phone air quality app. It is also proposed that the European City Air Quality Viewer should be maintained and improved over the course of 2025 to include additional pollutants and information for the public. Updates to regular air quality products including air quality indicators and briefings (e.g. the annual briefing on harm to human health from air pollution) will be delivered in 2025. ***Noise*** There are plans for the publication of the *Noise in Europe* assessment report in 2025, based on the latest available data reported under the Environmental Noise Directive and also taking into account the latest knowledge on the health impacts of exposure to transport noise. Regular noise indicators will also be updated with the latest data, including the Noise Observation and Information web pages (https://noise.eea.europa.eu/).

	Chemicals Work will potentially commence on the development of an early-warning system for chemicals in Europe subject to the final requirements of the proposed regulation on the common data platform for chemicals ('one substance, one assessment'). The EEA will continue to explore opportunities to utilise data from the HBM4EU and PARC projects to increase knowledge about the impacts of chemicals and the burden of disease from chemical exposure. ***Environment and health*** The EEA Environment and Health Atlas will be further improved in 2025 with the inclusion of updated data sets and also the development of new functionality, including additional knowledge on inequalities in exposure and impact and the burden of disease related to chemicals. Additional knowledge on inequalities in exposure and impact will also be developed to better understand variations in exposure and the impacts of environmental stressors on vulnerable groups, including the combined impacts of environment- and climate-related stressors (e.g. air pollution and heat). The availability of more spatially disaggregated data will be explored to provide greater detail for urban areas where possible. There is also a proposal to explore in 2025 and 2026 available evidence on the links between exposure to environmental stressors and mental health and wellbeing. ***Zero pollution monitoring and outlook assessment*** During 2025 the EEA will start to plan the process and develop content for the zero pollution monitoring and outlook assessment expected in 2026. This will include engagement with the EC (DG ENV and JRC) to identify priority areas for inclusion in the assessment.

Action 4	**Networking services**
Description	***Emissions*** The dossiers on industrial emissions, air pollution and industrial accidents are deeply rooted in data exchanges. Acknowledging that, networking activities are channelled through dedicated communities of reporters rather than Eionet. Knowledge discussions occur as part of the Eionet group Environment and Health and its thematic groups by means of specific agenda items during their events. ***Health and the environment*** There are a number of active Eionet groups in the area of health and the environment covering topics such as air quality, chemicals and

	noise; these contribute to the work of the EEA, including through contributions completed by the ETC on Health and the Environment. Dedicated networks for data reporters are also active in relation to air quality and noise. In addition, networks with other EU agencies/institutions are also being enhanced with, for example, EEA involvement in the One Health Cross-Agency Task Force and the work being undertaken for the Regulation on Serious Cross-Border Threats to Health. In relation to One Health, the EEA will support and coordinate delivery of the objective of the Joint Framework for Action published by the agencies in 2024. The EEA will also identify its potential to support the AMR working groups expected to be established under the Council Recommendation on Stepping up EU Actions to combat AMR in a One Health Approach (2023/C 220/01). The EEA also contributes to the EFSA Scientific Network on Emerging Risk Exchange. Opportunities for bilateral cooperation are also being exploited in areas such as the CSS (ECHA) and the zero pollution monitoring and outlook (JRC). The involvement of the EEA in PARC also provides additional opportunities for networking and engagement with a range of EU and national agencies and with academia.

4.2.4 Circular economy and resource use activity

Activity 4	Circular economy and resource use
Reference to strategic objectives	SO1: supporting policy implementation and sustainability transitions. SO2: providing timely input to solutions for sustainability challenges. SO3: building stronger networks and partnerships. SO4: making full use of the potential of data.
Specific objectives	To deliver expected results as set out in the AWP. To deliver key assessments, indicators, updates and process data flows in support of policy information needs.
EU policy milestones to be supported in 2025	Most legislative action of the circular economy action plan will be in place, moving the focus to the implementation phase at the country level. Waste prevention is likely to be strengthened in the WFD with additional focus on textiles, food waste and reuse of products (expected). Stronger regulation on waste shipments will be in place with a series of review clauses associated with shipments of specific streams (expected).

	The EC has mandates for several revision clauses to be undertaken in the SPD period, with a focus on specific waste streams. The waste-targets early warning cycle re-activates in 2025 for the target milestones. The Environment Implementation Review cycle is expected to culminate in 2025.
Activity description	This activity includes the following policy themes: • knowledge for accelerating and scaling up circular-economy approaches by identifying strong policy options; • monitoring progress towards circular economy from a systems' perspective; • implementing legal mandates on waste-targets early warning and waste prevention policy assessments; • policy support for sustainable resource use and resource efficiency; • contribution to targeted policymaking for the transformation of key-product value chains (e.g. textiles, plastics).
International engagement: policy event milestones	Global Plastics Treaty – at the time of writing it is envisaged that substantial progress will be made on this. There will be support for the EC on the establishment of a science-policy panel on chemicals, waste and pollution. There will be support for the EC and Member States towards UNEA-7. See Annex 12 for full details.
ETC involvement	ETC on Circular Economy and resource use (CE) will provide support to the EEA work on aspects pertaining the transition to a circular economy in a broad sense and, specifically, to support the EEA in its task around the implementation of waste legislation.
Expected results	Policy support and actionable knowledge around effective policies to foster the transition to circular economy approaches in the form of country profiles and synthetic reports. An up-to-date and evolving CML together with publications monitoring progress towards transition, complementary to the circular economy monitoring framework and national initiatives. Waste prevention biannual assessment. Methodology and initial analysis for the next iteration of the waste-targets early warning. Policy support for the environment implementation review cycles.

	Actionable knowledge for the transformation of key-product value chains (e.g. textiles, plastics) in the form of specific publications and dedicated indicators of the CML. Management of the data flow on product reuse.
Outputs	See Table 12 for a list of key outputs.

Activity 4 Resources	Estimate 2025	Estimate 2026
Financial (EUR million)	5.7	6.0
Human (FTE)	20	20

Note: The FTEs and budget allocation include a proportional allocation of support, management, governance and administration activities and resources.

Activity 4 Key performance indicators		
KPI	Target 2025 (%)	Means of verification
Eionet data submission – Eionet data flows	90	Annual KPIs
Work programme delivery – indicators updated	90	Annual KPIs
Work programme delivery – publications	90	Annual KPIs
Eionet satisfaction/interactions	TBC	Annual KPIs

Action 1	Reporting services
Description	The EEA manages the data flow on reuse according to the implementing decision (EU) 2021/19. The EEA supports the interpretation of legal obligations by running a community of practice, maintaining a *Manual for Reporters* and stewarding data exchange. In 2025, the EEA will start to establish a data flow to monitor implementation of the Green Claims Directive (pending adoption at the time of writing). The EEA will support reporting anticipated under the Single Use Plastics Directive and contribute to the EC's role, following up on its implementation.

Action 2	Data services
Description	In its data hub, the EEA will publish the European data set on reuse according to the implementing decision (EU) 2021/19. The EEA will establish a mechanism to ensure that reported information under the Green Claims Directive is available; this is expected to happen in 2026 for the first time.

	In its data hub, the EEA will publish the newly reported data anticipated under the response to the Single Use Plastics Directive and its implementing acts.

Action 3	**Knowledge services**
Description	The EEA's Circularity Metrics Lab (CML) is an online platform that uses a range of sources such as European data sets, national statistics, surveys and novel data flows to provide insights on progress towards the development of the circular economy. It is intended to complement other monitoring frameworks by presenting additional evidence on circularity, including metrics focused on the implementation of circular principles and practices. In addition to this, the EEA produces a number of publications every year related to topics within its scope, as outlined above in the section on expected outputs. In 2025, the focus will be on: • technical reports supporting the Environmental Implementation Review, as appropriate; • a waste prevention report with a focus on food waste; • publications on the linkages of climate change and circular economy with a view to better integration of circular-economy principles in national strategies (e.g. national energy and climate plans); • an updated methodology and initial evidence for the next iteration of the waste-targets early warning, including the inclusion of additional targets as per amendments in the relevant legislation; • at the time of writing, a continued focus on the key product value chains relating to textiles and plastics; however, consideration of relevance will be revisited when framing for the upcoming 2024-2029 political term is clarified. Note to stakeholders: At the time of writing, specific public-facing outcomes are not yet defined, with the exception of the mandatory biannual report on waste prevention. In 2025, this is expected to focus on food waste.

Action 4	**Networking services**
Description	Policies on circular economy are largely based on leveraging best practice. Accordingly, the EEA invests heavily in networking activities in this area. In terms of Eionet engagement, the Eionet Group on Circular Economy is very active and meets at least three times a year in plenary (combining online and physical meetings). Specific Eionet webinars are organised during certain projects and to disseminate

	outcomes for the four existing thematic groups (value chains, waste, monitoring and resource use). The EEA also engages in activities for the Expert Group on Resource Efficiency and Circular Economy (DG ENV-led), Circular Economy Stakeholder Platform, World Circular Economy Forum and World Resource Forum. Given the nature of the circular-economy policy domain, the EEA also participates in discussions organised by think-tanks and other societal actors. Examples include the Ellen MacArthur foundation, the European Environment Bureau, the Platform for the Acceleration of the Circular Economy and International Solid Waste Association. In addition to policy/knowledge discussions, the EEA has limited data-flow activities in this area. These are channelled through a dedicated reporting group for the reuse data flow. This group assists reporters in performing their duties and also facilitates the interpretation of the relevant implementing acts that constitute the basis of the reporting, in cooperation with DG ENV.

4.2.5 Sustainability trends, prospects and responses activity

Activity 5	Sustainability trends, prospects and responses
Reference to strategic objectives	SO1: Supporting policy implementation and sustainability transitions. SO2: Providing timely input to solutions for sustainability challenges. SO3: Building stronger networks and partnerships.
Specific objective	To deliver key assessments, progress evaluation, outlooks and indicators in support of EU policy needs and EEA assessments, especially in the 8th EAP EEA monitoring report and SOER 2025 and beyond.
EU policy milestones to be supported in 2025	Activity 5 work focuses on enabling EGD strategies to be implemented, including through sustainable finance and cohesion policies, social fairness, innovation and effective governance of sustainability transitions. EEA work will respond to the priorities in the policy mandate of the new EC, exploring how they align with and support the transition towards sustainability and highlighting trade-offs. The 8th EAP will be implemented. The sustainable finance agenda will be implemented, including the development of sector-specific standards for reporting on sustainability under the Corporate Sustainability Reporting Directive. The EEA will continue supporting delivery on objectives for the 2030 agenda for sustainable development and its SDGs.

	The Just Transition Mechanism will be implemented, with a particular focus on the allocation of the Just Transition Fund and support for clean energy, the circular economy and skills development and employment. The Green Deal Industrial Plan and the Net-Zero Industry Act will be implemented, in the context of the Clean Industrial Deal and the Quality Jobs Roadmap foreseen under the political guidelines 2024-2029.
Activity description	This activity includes the following key priorities: • the production of SOER 2025 and its subsequent dissemination and related stakeholder engagement, as well as production of the indicator-based 2025 8th EAP monitoring report; • mapping policies designed to deliver justice in transitions towards sustainability, with a particular focus on feeding knowledge into the Cohesions for Transitions Community of Practice led by DG REGIO and the development of a Just Transition Observatory led by the Directorate-General for Employment, Social Affairs and Inclusion; work will assess the potential for the green industrial transition and the circular economy to create jobs and support livelihoods, in collaboration with the EEA's sister agencies Eurofound and the European Centre for the Development of Vocational Training; • exploring liability for the cleanup of industrial pollution and the potential role of the polluter pays principle in fostering social fairness in environmental health with a particular focus on the unfair distribution of environmental risks; • work to identify enablers of the transition towards clean residential heating and cooling, including financing for energy efficiency, renewable energy sources and building renovation, in the context of implementation of the Social Climate Fund over the period 2026-2032; • support for implementation and ongoing development of the policy package on sustainable finance and corporate reporting standards; • development of a framework to monitor progress towards sustainability transitions at the EU and country levels, with the goal of producing a digital product in SOER 2030; • application of foresight methodologies for key environmental and climate challenges, including access to critical raw materials and inter-generational justice, to enrich assessments with forward-looking knowledge; • channeling EEA knowledge into support for specific EC sustainability knowledge initiatives, e.g. DG RTD missions and JRC knowledge systems, DG REGIO and EU policy agendas beyond the EGD and 8th EAP (e.g. European Bauhaus and the new urban agenda), including input for the JRC's development of the Sustainable and Inclusive Wellbeing Indicator Framework.

International engagement: policy event milestones	Global Environmental Outlook 7 with UNEP (to be published in 2026). Support for the SDG process, including input for the Eurostat monitoring report on progress towards SDGs in an EU context. Engagement with UNECE on progress towards the next Pan-European environmental assessment, including through the Working Group on Environmental Monitoring and Assessment (WGEMA) and Joint Task Force on Environmental Statistics and Indicators (JTESI). See Annex 12 for full details.
ETC involvement	The ETC on Sustainability Trends, Prospects and Responses (ST) will support EEA work on sustainability as detailed in the 2025 action plan.
Expected results	A strong and highly relevant SOER 2025 report providing data and knowledge-tracking in the implementation of EGD goals and targets and generating support for sustainability transition. Robust, indicator-based assessment of progress towards the 8th EAP priority objectives and coherent and timely input to monitor progress against SDGs. New approaches for measuring and assessing sustainability transitions using innovative indicators, to feed a dashboard as part of SOER 2030. Enhanced understanding of systemic challenges and risks and their governance under conditions of uncertainty and complexity. Support for the implementation of the sustainable finance package, including a briefing on progress towards financing the transition, and support for the development of sector-specific standards under the Corporate Sustainability Reporting Directive (CSRD). Knowledge on the potential for the clean industrial transition to create jobs and support livelihood, to be captured in a 2026 report.
Outputs	See Table 12 for a list of key outputs.

Activity 5 Resources	Estimate 2025	Estimate 2026
Financial (EUR million)	8.4	8.6
Human (FTE)	36	36

Note: The FTEs and budget allocation include a proportional allocation of support, management, governance and administration activities and resources.

Activity 5 Key performance indicators		
KPI	Target 2025 (%)	Means of verification
Work programme delivery – publications	90	Annual KPIs
Eionet satisfaction/interactions	TBC	Annual KPIs

Action 1	Reporting services
Description	To support the development of sector-specific reporting standards under the CSRD.

Action 2	Data services
Description	To explore the potential to build new indicators for sustainability transition monitoring, with a focus on the needs of the SOER process for 2030 and beyond. To continue merging environmental data with socio-economic indicators to produce assessments on different forms of innovation (technological, social, governance, organisational, etc.) and how they contribute to enabling sustainability transitions. To explore the potential for using EEA and Copernicus data for foresight and combining quantitative and qualitative assessments of trends and prospects. To deliver specific services to Eurostat under the SLA, focusing on the timely delivery of EEA data and indicators and the use of Eurostat data in EEA products. To deliver coherent and timely EEA indicators to processes monitoring progress towards EU policies, particularly the 8th EAP and EU SDGs.

Action 3	Knowledge services
Description	To enhance knowledge and practice relating to monitoring and assessing sustainability transitions, developing and delivering content for key SOER 2025 products, including the synthesis report, snapshot overviews, country space and outreach products. Ongoing assessment of EU progress towards achieving the objectives of the 8th EAP, taking into account any changes to headline indicators in light of the outcome of the mid-term review. Sector-specific briefing focused on how to promote and enable the uptake of green technologies. A briefing on the delivery of sustainability transitions at the urban level. A briefing on macro-economic levers for delivering a just and sustainable European economy. Delivering the EEA role as a permanent member of the Platform on Sustainable Finance, including its support for the taxonomy and the

	CSRD and exploring how EEA data may be used to contribute to this agenda. Operationalising systems assessments and transformative change with a focus on cross-thematic work.

Action 4	**Networking services**
Description	In the context of the EEA Change Initiative framework, the development and dissemination process for SOER2025 will be used to elaborate and implement complex approaches to stakeholder involvement in knowledge development at the European level and with Member States. The EEA will collaborate with other EU agencies that focus on social and economic analyses and just transition, in particular Eurofound. The EEA will enhance cooperation with Eionet countries in the areas of environmental reporting and the development of foresight methodologies (building imaginaries for a sustainable Europe in 2050 and horizon scanning). The EEA will foster existing links and further develop cooperation and participatory processes with key stakeholders (SecGen, DG ENV, DG RTD and other EC Services, UNEP, OECD) focusing specifically on systemic change, a new economic model, forward-looking knowledge, just transition and finances. The EEA will engage in better harvesting of research and innovation results through strengthened collaboration with DG RTD. The EEA will collaborate with stakeholders in the Platform on Sustainable Finance to promote sustainable finance, including the European Financial Reporting Advisory Group, the European Investment Bank and the European Central Bank. The EEA will collaborate with stakeholders on just transitions, including supporting DG Regio with its implementation of the Just Transition Fund. The EEA will continue to develop specific activities to support Western Balkan countries in relation to environmental reporting and foresight for action.

4.3 Horizontal actions in line with strategic objectives

Integration across work areas

There are additional policies supported across the activity areas that are not clearly evidenced in the operational activities section. These are given below:

- The EEA will engage in work on the farm to fork strategy across environment, climate and sustainability aspects.

- Work on the just transition cuts across EEA activity areas, including defining and assessing justice and injustice in the transition to sustainability. This includes a focus on the distribution of the costs and benefits of policies to promote transitions, as well as just resilience in the area of climate change adaptation and societal preparedness in response to climate risks.
- Work on financing the EGD under the Sustainable European Investment Plan includes the EEA's role in implementing the sustainable finance package, as well as work on options to increase both public and private financing for the green transition and resulting implications for maintaining fiscal stability and the delivery of public services to ensure decent living standards across Europe. This will be complemented with work on financing climate action.
- The EEA will engage in work on the ongoing transformation of European industry to deliver on climate and environment goals as well as competitiveness, just transition and other societal objectives.

4.3.1 Networks and partnerships (across EEA activities)

Action	**Coordination, networking and governance**
Reference to strategic objectives	SO3: Building stronger networks and partnerships
Description	In line with the EEA-Eionet strategy and developments since 2021, the EEA will continue to strengthen its engagement with the core Eionet network and seek synergies with other networks. The focus will be on: • support for implementing EU environment and climate policies at the national level through provision of actionable knowledge and support for strengthening national networks, experts and their capacities especially in new cross-cutting areas of work; • further development of digital infrastructure and tools facilitating cooperation including transition from Reportnet 2.0 to Reportnet 3.0 and further enhancement of new Eionet communication platform supported by further investments in training. • closer cooperation with the cooperating countries in the Western Balkan region, and building closer relationships with new member and accession countries. • Eionet country visits as an important tool to strengthen bilateral cooperation between the EEA and the countries, to highlight the added value of Eionet (including European Topic Centres), to support the implementation of the EEA-Eionet strategy, and to provide a better understanding of the unique national contexts.
National focal points (NFPs)	The EEA will continue to provide coordination and strong support to NFPs through regular dialogue, meetings, interactions and capacity-building activities alongside regular country visits in the context of SOER 2025. Building on the outcomes of the NFP Working Group in 2023-2024, the MB/SC/NFP Seminar in June 2024 and deliberation

	at the NFP meetings over 2024, the EEA will continue working with NFPs on further strategic positioning of the network in EGD implementation and digitalisation developments to better reflect the cross-cutting issues, addressing growing complexity in the knowledge work and ensuring continuous added value of the country networks as well as ETCs.
Eionet groups	Eionet groups will be supported in their core activities, further strengthening interlinkages between areas of work facilitated by the use of digital infrastructure and tools. The EEA will continue supporting Eionet co-creative approaches to the development of joint annual work programmes, meeting agendas, workshop topics, and prioritisation exercises using tools such as surveys and questionnaires as well as the Eionet communication platform 2.0. For specific details refer to the sections on Activities 1-5.
Environmental protection agencies (EPAs)	The EEA will continue to provide the secretariat for the EPA network, supporting the organisation of regular meetings for heads of the agencies and providing continuous support to EPA interest groups.
Scientific Committee	• The EEA will provide support and coordinate the work of a new Scientific Committee, convening on 1 January 2025. Around half of the Committee will be replaced by new members representing scientific expertise identified according to the EEA needs in 2024. The remaining half of the committee will continue and start their second and last 4-year term. • In addition to delivering consensus opinions to support the EEA work in line with the regulation, emphasis will be put on the Scientific Committee's support to the EEA in the context of the new EU policy cycle 2024-2029 and SOER 2025. Other issues will be determined in collaboration with the new committee according to EEA needs, Scientific Committee expertise and interests, as well as emerging science and knowledge developments and their relevance to EU policies.
EU enlargement	The EEA will continue its cooperation with the Western Balkans countries with support from IPA funding for 2023-2025, in line with the Green Agenda for the Western Balkans, with the overall goal of integrating Western Balkan partners into the work of the EEA. Through consultation with the Western Balkans partners and relevant EC Services, the EEA will ensure continued cooperation with the Western Balkan countries post 2025, taking into consideration broader policy developments related to EU enlargement. Following the decision to begin the EU accession process with Moldova and Ukraine, the EEA will be working towards establishing cooperation with the two countries and their possible alignment with the work of Eionet, pending discussions with the relevant EC services, Management Board and political developments.

Scientific partnerships	Investments will continue to strengthen science in EEA activities in three ways: through continued cooperation with DG RTD and the JRC by engaging with their scientific networks and advisory mechanisms; through continued engagement in the EU agencies' Network for Scientific Advice on issues such as complexity and foresight; through engagement in networks established under EU framework research programmes and missions.

4.3.2 Communicating for impact

Action	Communicating for impact in 2025
Reference to strategic objectives	SO2: Providing timely input to solutions for sustainability challenges SO3: Building stronger networks and partnerships SO5: Resourcing our shared ambitions
Publishing high-quality knowledge outputs	The EEA will ensure that high-impact, relevant knowledge will be delivered at moments crucial to decision-making processes and to EEA users through appropriate tools and outreach channels, ranging from European and national policymakers and research communities to citizens across Europe. This will entail refining EEA content and improving its accessibility, availability and use. The SOER 2025 and the 8th EAP monitoring report are just two examples of 2025 flagship knowledge products. Focus will be on delivering innovative and targeted products that help EEA stakeholders make informed decisions, while further strengthening visual and audio-visual materials and unlocking the communication potential of our data and indicators. Sharpening our messaging will help deliver our vision to be the leading network for policy-relevant environment and climate knowledge at the EU, regional and country levels.
Outreach	The EEA will continue to actively reach and engage key communities with EEA-Eionet environment and climate knowledge, while innovating and adapting continuously to match evolving knowledge needs. In the timeframe covered by this SPD, there will be an emphasis on stronger stakeholder engagement, widening and deepening the EEA's exchange with society, making sure that EEA knowledge remains relevant and trustworthy in an ever more complex world. The EEA will continue to invest in its online presence as its key knowledge management tool, paying particular attention to coherence, timeliness and audience focus. The EEA will continue to strengthen its communication partnership and engagement with Eionet, including through the ETCs and beyond. It will also strive to further integrate Copernicus communications into its activities.

	Outreach efforts before, during and after the launch of SOER 2025 will take priority in 2025 alongside other key knowledge findings.

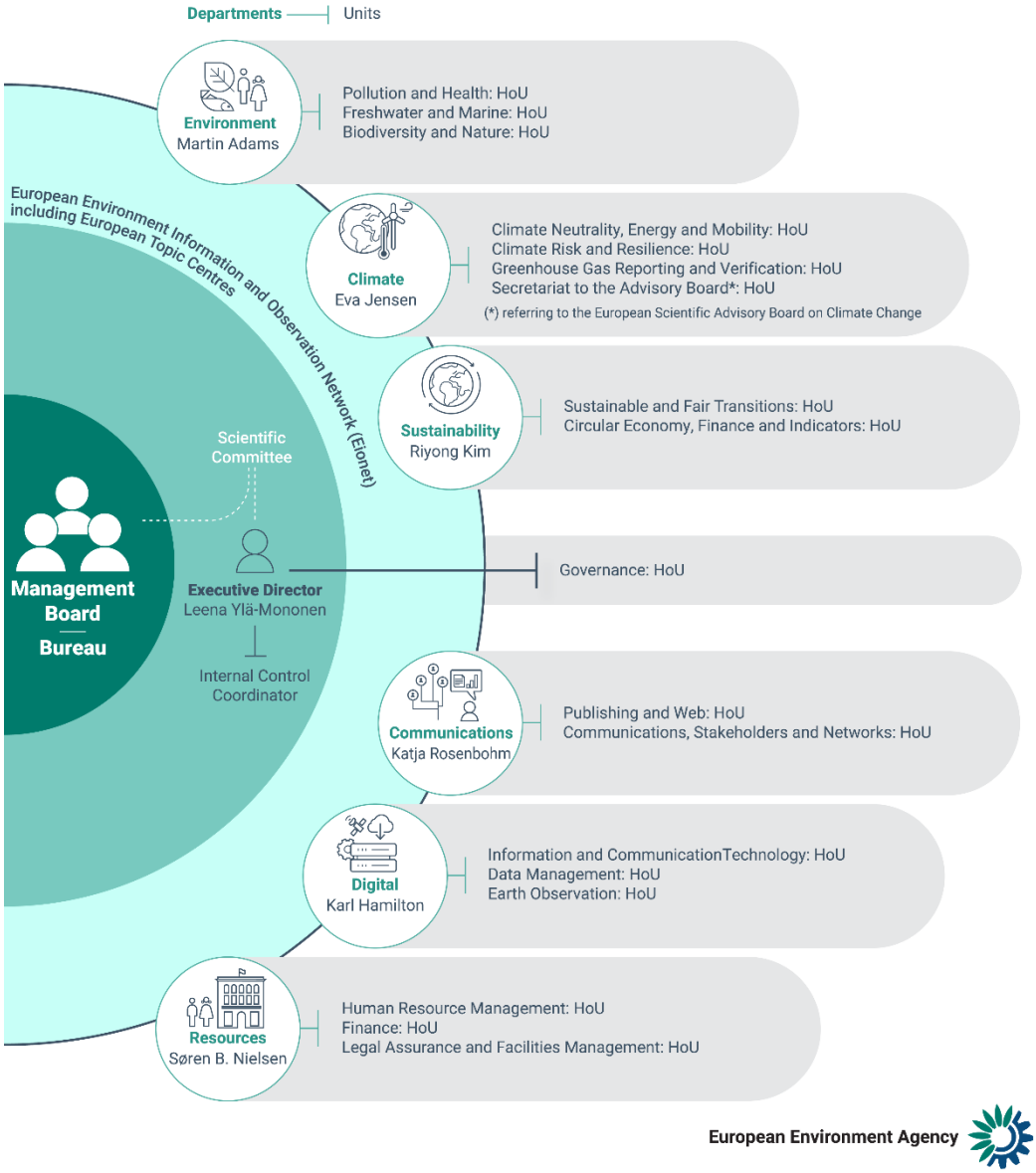
4.3.3 Earth observation – Copernicus and GEO

Action	**Earth observation in 2025**
Reference to strategic objective	SO1: Supporting policy implementation and sustainability transitions
Description	The EEA acts as the entrusted entity for implementing the CLMS and *in-situ* component under the contribution agreement with the EC. EEA Earth observation activities will support: • climate change monitoring and adaptation by producing land cover/land use data sets to account for carbon emission and removals (COM(2023) 839) and urban climate adaptation and sustainability (COM(2021) 82); • civil protection and management of natural disasters by developing the European Ground Motion Service to monitor the stability of ground for construction and infrastructure and to undertake high precision monitoring of land subsidence and lateral movements (COM(2023) 61 final); • protecting the environment and biodiversity by mapping land cover/land use, vegetated land cover characteristics and connectivity/fragmentation of habitats for ecosystem monitoring (COM(2022) 304); • sustainable agriculture and food/water security by frequently monitoring crops at the EU scale and analysing vegetation phenology and productivity for yearly crop classification as well as monitoring agricultural patterns and undertaking dynamic monitoring of vegetation periods (Regulation (EU) 2021/2116); • supporting the implementation of Copernicus services and products across the environmental, climate and security domains (e.g. Copernicus Climate Change Service or Copernicus Atmosphere Monitoring Service) with the provision of essential *in-situ* data (i.e. observations and geospatial data) via partnerships and agreements established with international and European *in-situ* data provider networks and institutions as well as Eionet; • since the EEA's GEO activities are delivered through the EEA-RTD SLA between 2023 and 2026, contributing to enhanced accessibility and the integration of climatic and non-climatic data sets to support the development of the EU Mission: Adaptation to Climate Change, the European Climate and Health Observatory and Destination Earth and the implementation of the EU Adaptation Strategy, e.g. on closing the climate protection gap by improving data sharing and data management activities, in particular access to *in-situ* and Earth observation data.

4.3.4 Digitalisation

Action	Digitalisation in 2025
Reference to strategic objectives	SO4: Making full use of the potential of data.
Description	To support the implementation of the strategic objective, the EEA digitalisation framework identifies further activities: • The EEA data infrastructure including the underlying general information and communications technology (ICT) infrastructure is continuously upgraded to support effective and user-friendly data management, visualisation and dissemination which are needed for other aspects of the digitalisation process. • Reportnet will be further developed since it is the key system for handling e-reporting relating to Member States' obligations under the environment and climate *acquis*. • The EEA contributes to the implementation of various acts under the EU data strategy namely related to data spaces, open data sharing and the Destination Earth initiative. • With SOER 2025 digital, the EEA will provide a modern and flexible way to communicate the results of Europe's SOER. • The EEA will explore options and apply artificial intelligence (AI) technologies in order to handle data and create content/knowledge more efficiently. • The use of advanced cooperation and communication tools in Eionet will be further promoted to strengthen the network.
ETC involvement	ETC on data integration and digitalisation (DI) will provide support to the EEA work on data and digitalisation as detailed in the 2025 action plan.

Annex 1 Organisational chart



Notes: The chart presents the EEA's organisational structure on 1 January 2025.
Governance Unit includes a Brussels Liaison Office, located in Brussels.

The allocation of number of staff per unit is provided in the table below:

All core posts approved on 1 January 2025 are included: the total statutory staff and seconded national experts (Table A4.1/A in Annex 4) have therefore been reduced by the posts in finance fiches for legislative acts which have not yet been adopted (refer to Table 10 in Section 3.3.3). These posts will be added and allocated to the respective units when the legislative acts are adopted.

To show the full scope of the organisation chart, the posts for contract agents financed from grant, contribution and service-level agreements (Table A4.1/B in Annex 4) and Blue Book trainees (8 trainees on 1 January 2025) are also included.

Level	Code	Name	No staff
Agency directorate	**EEA.EDO**	**Executive Director's Office**	**4**
Unit	EEA.EDO.EDO1	Governance	14
Department	**EEA.EDO.RES**	**Resources**	**6**
Unit	EEA.EDO.RES.RES1	Human Resource Management	16
Unit	EEA.EDO.RES.RES2	Finance	11
Unit	EEA.EDO.RES.RES3	Legal Assurance and Facilities Management	11
Department	EEA.EDO.CMT	**Climate**	**4**
Unit	EEA.EDO.CMT.CMT1	Climate Neutrality, Energy and Mobility	21
Unit	EEA.EDO.CMT.CMT2	Climate Risk and Resilience	19
Unit	EEA.EDO.CMT.CMT3	Greenhouse Gas Reporting and Verification	21
Unit	EEA.EDO.CMT.CMT4	Secretariat to the Advisory Board	14
Department	**EEA.EDO.COM**	**Communications**	**6**
Unit	EEA.EDO.COM.COM1	Publishing and Web	10
Unit	EEA.EDO.COM.COM2	Communications, Stakeholders and Networks	15
Department	**EEA.EDO.DTL**	**Digital**	**8**
Unit	EEA.EDO.DTL.DTL1	Information and Communication Technology	18
Unit	EEA.EDO.DTL.DTL2	Data Management	24
Unit	EEA.EDO.DTL.DTL3	Earth Observation	12
Department	**EEA.EDO.ENV**	**Environment**	**6**
Unit	EEA.EDO.ENV.ENV1	Pollution and Health	22
Unit	EEA.EDO.ENV.ENV2	Freshwater and Marine	19
Unit	EEA.EDO.ENV.ENV3	Biodiversity and Nature	26
Department	**EEA.EDO.SUN**	**Sustainability**	**2**
Unit	EEA.EDO.SUN.SUN1	Sustainable and Fair Transitions	13
Unit	EEA.EDO.SUN.SUN2	Circular Economy, Finance and Indicators	21
Grand total			**343**

Annex 2 Resource allocation per activity 2025-2027

Activity	2024		2025		2026		2027	
	FTEs	Budget (EUR million)	FTEs	Budget (EUR million)	FTEs	Budget (EUR million)	FTEs	Budget (EUR million)
1 Biodiversity and ecosystems	74	20,8	80	22,9	80	24,0	80	24,5
2 Climate change mitigation and adaption	99	23,5	99	25,6	99	25,0	99	26,5
3 Human health and the environment	34	10,2	39	11,2	39	12,6	39	12,8
4 Resource use and the circular economy	16	5,0	18	5,5	18	5,8	18	5,9
5 Sustainability, trends, prospects and responses	40	9,1	40	9,3	40	9,5	40	9,7
Total	**263**	**68,5**	**276**	**74,6**	**276**	**76,9**	**276**	**79,3**

Notes: The activities above are those defined by the EEA under its strategy for 2021-2030.

The budget and FTEs are to deliver the EEA's AWP and exclude budget and FTEs to deliver project-financed actions funded by grant, contribution and service-level agreements.

The development from 2024 to 2025 reflects the additional staffing and resources the EEA will receive from the three legislative acts with finance fiches assigning new tasks to the EEA commencing in 2025:

- ‘one substance, one assessment’ package, which includes a post for the WFD — Activities 3 and 4;
- a combined fiche for the Forest Monitoring Law and Soil Monitoring Law — Activity 1;
- support to the Green Claims Directive — Activity 4.

The FTEs and budget allocation include a proportional allocation of support, management, governance and administration activities and resources.

The forecasting of the FTEs takes into account, based on historical patterns, a ‘frictional’ vacancy rate arising from staff turnover and staff opting to work on part-time contracts. The FTEs are therefore lower than the number of posts in the EEA's approved staffing plan.

Annex 3 Financial resources 2025-2027

Table 3.1 EEA revenue budgets

GENERAL REVENUE (EUR)	Executed Budget 2023	Original Budget 2024	Draft Budget 2025		VAR 2025 / 2024	Anticipated 2026	Anticipated 2027
			EEA Request	Budget Forecast			
1 REVENUE FROM FEES AND CHARGES							
2 EU CONTRIBUTION	52.050.630	60.974.417	68.319.737	67.089.737	10,0%	69.289.396	71.522.083
- of which assigned revenues deriving from previous years' surpluses	171.623	251.873	332.053	332.053	31,8%	0	0
3 THIRD COUNTRIES CONTRIBUTION (incl. EFTA and candidate countries)	4.647.055	5.300.867	5.023.856	4.989.539	-5,9%	5.060.174	5.122.466
- of which EFTA	1.520.055	2.173.867	1.896.856	1.862.539	-14,3%	1.933.174	1.995.466
- of which candidate countries	3.127.000	3.127.000	3.127.000	3.127.000	0,0%	3.127.000	3.127.000
4 OTHER CONTRIBUTIONS	1.921.444	2.258.312	2.530.361	2.472.507	9,5%	2.566.274	2.648.966
TOTAL GENERAL REVENUE	58.619.130	68.533.596	75.873.954	74.551.783	8,8%	76.915.844	79.293.515

ADDITIONAL REVENUE (EUR)	Executed Budget 2023	Original Budget 2024	Draft Budget 2025		VAR 2025 / 2024	Anticipated 2026	Anticipated 2027
			EEA Request	Budget Forecast			
Additional EU funding stemming from grant agreements (FFR Art. 7)	0	0	0	0		0	0
Additional EU funding stemming from contribution agreements (FFR Art. 7)	13.744.000	27.151.000	34.100.000	34.100.000	25,6%	14.200.000	12.000.000
Additional EU funding stemming from service level agreements (FFR Art. 43.2)	3.751.000	0	0	0		0	0
TOTAL ADDITIONAL REVENUE	17.495.000	27.151.000	34.100.000	34.100.000	25,6%	14.200.000	12.000.000

TOTAL REVENUE (EUR)	76.114.130	95.684.596	109.973.954	108.651.783	13,6%	91.115.844	91.293.515

Notes: The 'candidate countries' reported under '3 THIRD COUNTRIES' CONTRIBUTION' is the contribution from Türkiye as a member country of the EEA.
The revenue reported under '4 OTHER CONTRIBUTIONS' is the contribution from Switzerland as a member country of the EEA, separate from its contribution under EFTA.
A breakdown of the ADDITIONAL REVENUE is provided in Annex 11, *Plan for grant, contribution and service-level agreements*.
A variance analysis of the increase in the EU contribution from 2023 to 2027, as the result of new tasks being received by the EEA, is provided in Section 3.3 *Human and financial resource outlook for the years 2025-2027*.
EFTA, European Free Trade Association; **FFR**, Framework Financial Regulation.

Table A3.2 Expenditure budgets by chapter to deliver the EEA work programme

CORE EXPENDITURE (EUR)	Executed Budget 2023	Original Budget 2024	Draft Budget 2025		VAR 2025 / 2024	Anticipated 2026	Anticipated 2027
			Agency Request	Budget Forecast			
Title 1 Staff Expenditure	35.113.460	42.748.596	47.767.310	46.445.139	8,6%	48.114.844	48.918.515
11 Salaries and allowances	33.371.798	40.256.596	45.029.310	43.707.139	8,6%	45.320.844	46.067.515
- of which establishment plan posts	23.628.434	27.926.596	31.417.140	30.094.969	7,8%	31.436.844	31.906.515
- of which external personnel	9.743.364	12.330.000	13.612.169	13.612.169	10,4%	13.884.000	14.161.000
12 Expenditure relating to Staff recruitment	491.970	900.000	627.000	627.000	-30,3%	640.000	653.000
13 Mission expenses	401.000	450.000	697.000	697.000	54,9%	711.000	725.000
14 Socio-medical infrastructure	429.575	467.000	575.000	575.000	23,1%	587.000	599.000
15 Training	401.118	650.000	813.000	813.000	25,1%	829.000	846.000
16 Social services	18.000	25.000	26.000	26.000	4,0%	27.000	28.000
Title 2: Infrastructure and administrative expenditure	6.592.474	6.396.000	5.951.644	5.951.644	-6,9%	6.067.000	6.186.000
21 Rental of buildings and associated costs	4.873.391	4.514.000	4.098.644	4.098.644	-9,2%	4.180.000	4.265.000
22 Movable property and associated costs	748.869	752.000	388.000	388.000	-48,4%	395.000	402.000
23 Current administrative expenditure	766.913	887.000	1.181.000	1.181.000	33,1%	1.203.000	1.225.000
24 Postage / telecommunications	13.000	13.000	13.000	13.000	0,0%	13.000	13.000
25 EEA governance	178.669	220.000	261.000	261.000	18,6%	266.000	271.000
26 Environmental management of the EEA	11.632	10.000	10.000	10.000	0,0%	10.000	10.000
Title 3 Operational expenditure	16.913.196	19.389.000	22.155.000	22.155.000	14,3%	22.734.000	24.189.000
33 Resources	15.670.861	17.263.000	19.061.000	19.061.000	10,4%	20.350.800	20.758.000
35 Areas of work	1.242.335	2.126.000	3.094.000	3.094.000	45,5%	2.383.200	3.431.000
TOTAL EXPENDITURE	58.619.130	68.533.596	75.873.954	74.551.783	8,8%	76.915.844	79.293.515

* VAR - variance

Note: The EEA has non-differentiated appropriations, so the budget appropriations for commitments and payments are identical and provided in a single table.

Developments in expenditure

The main drivers behind changes in the EEA's budgeted expenditure from 2025 to 2027 include:

- Additional resources for new tasks: Additional resources have been allocated to the EEA through finance fiches to support new tasks defined by the EC in various legislative acts. Summaries of these legislative acts and corresponding resource allocations are provided in Section 3.3, "Human and Financial Resource Outlook for the Years 2025-2027," with details on anticipated tasks outlined in Section 2.2.2, "Anticipated New Tasks in 2025-2027."
- Inflationary adjustments: In alignment with the EC's guidance for the 2021-2027 MFF, a 2% annual indexation for the EEA's EU subvention was established to maintain 'stability in real terms'.

Key expenditure developments by chapter are summarized below:

- Chapter 11 salaries and allowances: The 8.6% increase in Chapter 11 from 2024 to 2025 is primarily due to new posts for upcoming tasks as outlined in Section 3.3, alongside adjustments to the Copenhagen correction coefficient and staff salaries as of 1 July 2024. The Agency request differs from the Budget Forecast, as it includes resources for five additional TA support posts, calculated using EC-specified standard rates.
- Chapter 12 expenditure relating to staff recruitment: Substantial recruitment was planned in 2024, including posts needed for additional tasks. The recruitment budget decreases in 2025 due to lower anticipated recruitment needs.
- Chapter 13 mission expenses: This budget covers physical travel costs, reflecting price increases and additional staff required for new tasks. The 2024 budget has already increased from the original budget due to price increases and increasing demands to attend meetings.
- Chapters 14, 15 and 16 socio-medial, training and social services: The increased budget for these chapters also reflects the additional staff.
- Title 2: infrastructure and administrative expenditure: This title covers costs to operate the EEA's essential office facilities, IT, telephony, and equipment. In 2024, the EEA continued converting office spaces to open, activity-based workspaces, improving flexibility and collaboration. With renovations largely completed by the end of 2024, reductions are reflected in Chapter 21 and Chapter 22 budgets for 2025.
- The EEA increasingly uses EC-provided shared services for personnel, finance, procurement, and IT security, making up most of Chapter 23. A startup fee is included in 2025 for SUMMA, the EC's new financial system that will replace the current ABAC systems.
- Chapter 33 resources: The largest share of the Chapter 33 budget supports grant agreements with seven European Topic Centres (ETCs), consortia of Member State institutions collaborating with the EEA on its work programme. This chapter also includes costs for IT infrastructure and development to meet legislative data flow, system reporting, communication, and outreach requirements, expert meetings, especially for Eionet, and activities of the European Scientific Advisory Board on Climate Change. Budget increases for 2025 reflect the resources needed for new tasks.
- Chapter 35 areas of work: This chapter funds direct actions under the EEA's 2021-2030 strategy. Significant increases in 2025 and 2027 reflect funds earmarked in the LULUCF finance fiche for commissioning a comprehensive study every two years.

Table A3.3 Budget outturn and cancellation of appropriations

Budget outturn	2021	2022	2023
Reserve from the previous years' surplus (+)			
Revenue actually received (+)	66,608,472	85,374,306	76,461,229
Payments made (-)	-57,559,461	-65,607,077	-68,363,709
Carryover of appropriations (-)	-28,102,672	-36,737,126	-34,296,083
Cancellation of appropriations carried over (+)	160,082	250,600	301,357
Adjustment for carryover of assigned revenue appropriation from previous year (+)	21,230,293	15,986,712	26,260,590
Exchange rate differences (+/-)	-4,218	- 15,543	-31,400
Adjustment for negative balance from previous year (-)	-2,160,873		
TOTAL	171,623	251,873	332,053

Annex 4 Human resources: Quantitative

Table A4.1 Staff population and its evolution: Overview of all categories of staff 2023-2027

A. Statutory staff and seconded national experts

Human resources	2023			2024	2025	2026	2027
	Amended budget	Actually filled 31.12.2023	Occupancy rate (%)	Authorised budget	Envisaged	Envisaged	Envisaged
Administrators (AD)	102	99	97.1%	120	129	129	129
Assistants (AST)	56	54	96.4%	56	55	55	55
Assistants/Secretaries (AST/SC)	0	0		0	0	0	0
ESTABLISHMENT PLAN POSTS	**158**	**153**	**96.8%**	**176**	**184**	**184**	**184**
Contract Agents (CAs)	88	83	94.3%	101	107	107	107
Seconded National Experts (SNE)	20	18	90.0%	20	20	20	20
TOTAL STAFF	**266**	**254**	**95.5%**	**297**	**311**	**311**	**311**

Note: Please refer to Section 3.3 *Human and financial resource outlook for the years 2025-2027*, where variance analyses and explanations have been provided for the development in the EEA's staffing plans.

B. Additional external staff expected to be financed from grant, contribution or service-level agreements

Contract Agents (CAs) per agreement	Partner DG	2024 Authorised	2025 Envisaged	2026 Envisaged	2027 Envisaged
PARC	**RTD**	2	2	2	2
Copernicus Contribution Agreement	**DEFIS**	12	12	12	12
IPA III – Green Agenda & Energy Community	**NEAR**	7	7		
NDICI – Governance of the Energy Community	**NEAR**				
EuroGEO	**RTD**	2			
EuroGEO 24	**RTD**	1	3	3	3
Climate & Health Observatory	**SANTE**	2	2	2	2
Regional & Urban Env Indicators	**REGIO**	2			
Mission on Adaption to Climate Change	**CLIMA**	4	4		
European Climate Risk Assessment (EUCRA)	**CLIMA**	2			
EEA – Eurostat Cooperation	**ESTAT**	3	3	3	
Nitrates Directive	**JRC**	2	2		
Mission Ocean Monitoring	**MARE**	3	3	3	3
TOTAL		**42**	**38**	**25**	**22**

Notes: The table lists the posts for the agreements that are currently in force; details of the agreements in force and future anticipated agreements are provided in Annex 11 *Plan for grant, contribution and service-level agreements*.

DG, Directorate-General; **DG CLIMA**, DG for Climate Action; **DG DEFIS**, DG for Defence Industry and Space; **DG NEAR**, DG for Neighbourhood and Enlargement Negotiations; **DG REGIO**, DG for Regional and Urban Policy; **DG RTD**, DG for Research and Innovation; **DG SANTE**, DG for Health and Food Safety; **Eurostat/ESTAT**, Statistical Office of the EU; **JRC**, Joint Research Centre; **DG MARE**, DG for Maritime Affairs and Fisheries; **PARC**, Partnership for the Assessment of the Risks of Chemicals; **IPA**, Instrument for Pre-accession Assistance; **NDICI**, Neighbourhood, Development and International Cooperation Instrument; **LULUCF**, Land Use, Land Use Change and Forestry.

C. Other human resources (*intra muros*)

Structural service providers	FTEs actually in place as of 31.12.2023
Security	6
Canteen	4
Cleaning	5
IT/Communication	15

Interim workers	Total FTEs in year 2023
Interimaires	5
Blue Book trainees	7

Table A4.2 Multiannual staff policy plan 2023-2027

Function group and grade	2023				2024		2025		2026		2027	
	Amended budget		Actually filled as of 31.12.2023		Authorised budget		Envisaged		Envisaged		Envisaged	
	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts
AD 16												
AD 15		1				1						1
AD 14		2		1		3		2		2		4
AD 13	1	5		2	1	5	1	5	1	6	1	7
AD 12		10	1	3		8		6		6		7
AD 11		13		8		14		14		14		16
AD 10		14		14		14		14		14		13
AD 9		10		10		10		11		13		13
AD 8		10		8		12		14		13		16
AD 7		15		17		22		25		25		26
AD 6		21		35		30		35		33		23
AD 5								2		2		2
AD TOTAL	1	101	1	98	1	119	1	128	1	128	1	128
AST 11		1				1		1		1		1
AST 10	1	3	1	2	1	3	1	3	1	3	1	3
AST 9	2	7	1	5	2	7	2	7	2	7	2	7
AST 8		10		7		9		9		9		9
AST 7		10		7		9		10		10		10
AST 6		10		12		11		10		10		10
AST 5		6		9		7		7		7		7
AST 4		5		5		4		3		3		3
AST 3		1	1	3		2		2		2		2
AST 2				1								
AST 1												
AST TOTAL	3	53	3	51	3	53	3	52	3	52	3	52
AST/SC 6												
AST/SC 5												
AST/SC 4												
AST/SC 3												
AST/SC 2												
AST/SC 1												
AST/SC TOTAL												
TOTAL	4	154	4	149	4	172	4	180	4	180	4	180
GRAND TOTAL	158		153		176		184		184		184	

Contract Agents (CAs)	2023 Amended	Recruited as of 31.12.2023	2024 Authorised	2025 Envisaged	2026 Envisaged	2027 Envisaged
Function Group IV	65	64	83	89	89	89
Function Group III	12	17	16	16	16	16
Function Group II	11	2	2	2	2	2
Function Group I						
TOTAL	88	83	101	107	107	107

Seconded National Experts	2023 Amended	Recruited as of 31.12.23	2024 Authorised	2025 Envisaged	2026 Envisaged	2027 Envisaged
TOTAL	20	18	20	20	20	20

Notes: AD, administrator; AST, assistant; SC, secretary.

Table A4.3 Recruitment forecasts for 2025, following retirement/mobility (*) or new requested posts

Job title in the EEA	Type of contract (Official, TA or CA)		TA/Official		CA
			Function group/grade of recruitment internal (brackets) and external (single grade) foreseen for publication (*)		Recruitment Function Group (I, II, III and IV)
	Due to foreseen retirement/mobility	New posts requested due to additional tasks	Internal (brackets)	External (brackets)	
Head of Department			AD12-AD14	AD12	
Head of Unit			AD9-AD12	AD9	
TA Expert	4	16	AD5-AD8	AD5-AD8	
CA Expert	3	13			GFIV
TA Assistant			AST4-AST7	AST4	
CA Assistant					GFIII
Officer					GFIII

Note: (*) Status: 2025 estimation as confirmed by end of September 2024.

Annex 5 Human resources: qualitative

Recruitment policy

The EEA recruitment policies for temporary and contract agents are laid down in the respective implementing rules adopted by the EEA. Officials are recruited via open competition and transfer within the institution and/or transfer from other institutions. The policy for recruitment of temporary agents employed under Art. 2(f) (TA2f) has been adopted according to the new agency model implementing rules on the engagement and use of TA2f as agreed between the European Commission and EU agencies and as adopted by the EC. Furthermore, the policy for recruitment of CAs employed under Art. 3(a) has been adopted following the agency model implementing rules on the general provisions for implementing Art. 79(2) of the Conditions of Employment of Other Servants (CEOS) of the European Union, governing the conditions of employment of contract staff employed under the terms of Art. 3(a) thereof, also as agreed between the EC and the EU agencies and as adopted by the EC.

The selection procedure for TA2f is laid down in the Management Board decision on the engagement and use of TAs (written procedure 007/EEA/MB-WP-HR/2015 signed on 25 August 2015) further to the agency model implementing rules adopted by the EC (C(2015)1509) following Art. 110(2) of the Staff Regulations. The selection procedure for CAs is laid down in the Management Board decision on the engagement and use of contract staff (written procedure MB/WP/2020/01 signed on 31 January 2020) further to the new agency model implementing rules adopted by the EC (C(2019) 3016) following Art. 110(2) of the Staff Regulations.

Both documents include the following main steps:

- publication of the vacancy notice on the EEA website, the EU Agency Network's job portal and on the European Personnel Selection Office (EPSO) website listing formal requirements, eligibility and selection criteria and indicating type and duration of contract and recruitment grade;
- setting up of a selection committee representing the recruiting department, the administration and the staff committee (an external member may be invited if required by the nature of the post);
- pre-selection of candidates on the basis of a questionnaire, curriculum vitae and motivation letter, permitting the evaluation of formal requirements, eligibility and selection criteria;
- written tests of selected candidates covering the specific competences in the area of expertise, general aptitudes and language abilities; exceptions to this practice are duly motivated;
- interviews of selected candidates by the selection committee on the basis of pre-defined questions;
- submission of a list of successful candidates by the selection committee to the appointing authority;
- optional recruitment interviews by the appointing authority and/or the head of the recruiting department and/or unit;
- establishment of a reserve list of suitable candidates by the Appointing Authority;
- appointment decision taken by the Appointing Authority.

Long-term TAs, who take up posts with a long-term perspective, are recruited with the abovementioned implementing rules and in general at the levels indicated below in order to permit long-term career development:

- AST 1-4 for function group AST;
- AD 6-8 for function group AD.

With regard to the function group AST/SC, to date it has not been possible to set aside posts for this category of staff because the establishment plan restrictions have made it necessary to either cut any posts which have become vacant or to deploy them to other functions. Consequently, AST/SC types of tasks have been undertaken by CAs instead, where such function could be identified.

Recruitment at grades AD 9-11, and in exceptional cases at grade AD 12 for management posts, are to remain within the limits of 20% of recruitments per year (averaged over 5 years) for long-term employment within the EEA.

The EEA offers stimulating and challenging job opportunities in a diverse and multicultural working environment. The EEA aims to be a modern, future-oriented agency, with a highly competent workforce. As an employer, the EEA is committed to the EU's regulatory framework and does not discriminate on any grounds such as sex, race, colour, ethnic or social origin, genetic features, language, religion or belief, political or any other opinion, membership of a national minority, property, birth, disability, age or sexual orientation.

EEA staff are given equal opportunities to demonstrate their abilities throughout their careers, including contract renewals.

Contract renewals are an important milestone for both the EEA and its employees to revisit their mutual relationship and are based on the following guiding principles:

- The needs of the service and budgetary availabilities – the EEA is committed to contributing to a better society for European citizens and it places the needs of the service at the centre of employment decisions.
- Performance – the EEA's most valuable asset is its staff and EEA employees are expected to perform to a high standard; employees are encouraged and supported to evolve and develop so that their skills adapt to the changing needs of the service we provide to European citizens.

Talent and commitment are valued and the EEA aims to retain both. The EEA welcomes the opportunity granted by the EU regulations to extend contracts for an indefinite period.

Officials/temporary agents on long-term employment

The EEA requires technically qualified staff with specialist knowledge and experience for most of its activities. This is also valid for staff working in administration, accounting, audit and informatics, etc., since, in many cases, there will only be one member of staff to cover each specific activity.

The EEA has selected a staffing model focused on TAs who are potentially employed long-term in order to lead, manage and deliver core activities. In addition, the EEA has a small number of permanent posts in order to provide scope for administrative and/or technical experts to move between the EEA and other Community institutions.

The EEA criteria for identifying a post as being long term remain the same and are given below:

- posts covering tasks of a permanent nature as identified in the strategy based on the EEA founding regulation;
- safeguarding continuous expertise in specific areas.

Long-term TAs are offered a contract under Art. 2(f) of CEOS, for a period of 4 years, renewable for another time limited period not exceeding 4 years. Second prolongations are of an indefinite duration. All renewals of contract are subject to a thorough examination as described above (relating to needs of the service, budgetary availabilities and performance of the staff member).

Temporary agents (TAs) on short-term employment

The Executive Director is appointed by the Management Board for a period of five years, renewable once, under Art. 2(a) of CEOS.

Following the rules on unpaid leave for TA2f introduced with the 2014 reform of CEOS, contracts for TA2f might be offered for short-term and limited-term employment in order to replace TA2f on unpaid leave (Art. 52(3) CEOS).

Contract agents (CAs) on long-term employment

CAs have become increasingly important for EEA staffing and complement the officials and TAs, being technically qualified staff with specialist knowledge and experience for most of the EEA's activities. This is also valid for staff working in administration, accounting, audit and informatics, etc., since, in many cases, there will only be one member of staff to cover each specific activity.

As for CAs, the EEA criteria for identifying a CA post as being long term remain the same and are given below:

- posts covering tasks of a permanent nature as identified in the strategy based on the EEA founding regulation;
- safeguarding continuous expertise in specific areas.

Long-term CAs are offered a contract under Art. 3(a) of CEOS, for a period of four years, renewable for another time limited period not exceeding four years. Second prolongations are of an indefinite duration. All renewals of contract are subject to a thorough examination as described above (relating to the needs of the service, budgetary availabilities and performance of the staff member).

Contract agents (CAs) on short-term employment or on project-financed actions (non-core posts)

In accordance with the implementing rules on the general provisions for implementing Art. 79(2) of CEOS, governing the conditions of employment of contract staff employed under the terms of Art. 3(a) thereof, CAs may be offered a contract under Art. 3(a) of CEOS of a different duration in the interest of the service or a contract with a limited duration. Such contracts are justified in particular for projects of limited duration, for cases where the EEA needs to avail itself of up-to-date knowledge in a specific area (and accordingly, to renew staff) or to replace absent staff.

The criteria used to identify CAs for short-term employment are given below:

- where a heavy workload is anticipated in a certain area for a substantial, but not indefinite, time period;
- for work with specific, time-limited projects;
- where new expertise is required in an exploratory capacity (where the long-term aspect of the post is unclear and needs further assessment);
- to fill gaps during long-term absences.

All possible renewals of contracts are subject to a thorough assessment as described above (relating to the needs of the service, budgetary availabilities and performance of the staff member).

Seconded national experts (SNEs)

Seconded national experts assist the EEA in carrying out the duties assigned to them under the work programme or description of duties drawn up when they apply for the secondment. They continue to be an invaluable part of the staffing structure and their support is pivotal for cooperation with the Europe-wide network Eionet as defined and established in the founding regulation of the EEA, as a means of enabling further knowledge sharing and cooperation between the EEA and its member countries.

The secondments of national experts to the EEA are governed by the EC Decision of 12.11.2008 laying down rules on the secondment to the EC of national experts and national experts in professional training (C(2008)6866), applied by analogy at the EEA. Secondments are concluded for an initial period of 2 years and can be renewed for up to a total of 4 years. While an exceptional further extension could be possible, under duly justified circumstances, with up to

a total maximum of 6 years, the EEA no longer plans to offer this option as of 2021 to avoid seconded national experts being separated from their employment in their home countries for too long.

Structural service providers

The EEA makes use of structural service providers to a certain extent, typically in the areas of IT support and general support (e.g. interimaires). Service providers are under contract to private companies that have been selected via a tendering procedure (usually an open call for tender). The framework contracts are normally of 4 years' duration.

Blue Book trainees

In 2017, the EEA entered into an SLA with the Traineeship Office (TO) of the EC to further the chance to participate in the EC's Blue Book traineeship scheme[3]. The current SLA envisages up to eight Blue Book trainees per term (starting in March and October of a given year) to be placed in the EEA in Copenhagen for the duration of the traineeship, which is a period of 5 months. The TO involves the EEA in the selection procedure for eligible candidates and the establishment of short-listed candidates in the Blue Book. Based on the established Blue Book, the EEA has the opportunity to make up to eight placement offers through the TO for short-listed candidates. Blue Book trainees have great potential to bring young and motivated professionals into the EEA environment to support EEA experts with their newly acquired knowledge and they have the chance to gain an insight into the EU system and, in particular, the EEA's work and mission (not included in Table A5.1).

Appraisal of performance and reclassification/promotions

Appraisal of performance

The EEA has had an annual career development cycle (CDC) scheme in place for staff since 2004. An individual development plan is drawn up at the beginning of a given year; it lays down the objectives and performance indicators of the staff member in relation to the work programme. The CDC also includes the formalisation of the identification of individual learning and development needs. An appraisal is done in January on the performance in the previous year on the basis of the performance indicators set in the yearly development plan. Implementing rules on appraisals were adopted by a Management Board decision of 30 October 2015 according to the agency model rules agreed between the EC and the EU agencies, in accordance with the established procedure under Art. 110 of the Staff Regulations.

Table A5.1 Reclassification of temporary staff/promotion of officials

The implementing rules on the promotion of officials and reclassification of TAs were adopted in April 2016 according to the agency model implementing rules agreed between the EC and the EU agencies, in accordance with the established procedure under Art. 110 of the Staff Regulations. An annual promotion/reclassification exercise for officials and TAs has therefore been carried out since 2016 following the new rules.

[3] The Blue Book Traineeship programme is a five-month paid internship offered by the EC, providing young graduates with hands-on experience in EU policymaking and administration.

Average seniority in the grade among reclassified staff							
Grade	Year *N*-4	Year *N*-3	Year *N*-2	Year *N*-1	Year *N*	Actual average over 5 years	Average over 5 years (according to Decision C(2015) 9560)
	2020	2021	2022	2023	2024		
AD 5	0	0	0	0	0	0	2.8
AD 6	3.0	2.4	5.5	2.1	2.8	3.1	2.8
AD 7	3.6	8.0	6.0	3.0	2.3	4.6	2.8
AD 8	4.0	3.5	4.7	3.0	4.0	3.8	3
AD 9	5.3	4.0	6.0	0	0	5.1	4
AD 10	5.0	0	9.1	3.0	5.1	5.5	4
AD 11	0	0	0	5.4	4.3	4.9 (*)	4
AD 12	9.0	10.0	6.0	0	0	8.3	6.7
AD 13	0	0	0	0	0	0	6.7
AST 1	0	0	0	0	0	0	3
AST 2	0	0	0	0	0	0	3
AST 3	2.9	4.0	0	0	0	3.4	3
AST 4	4.0	10.0	3.5	8.3	3.3	5.8	3
AST 5	5.7	4.0	6.7	4.0	4.0	4.9	4
AST 6	9.5	0	0	5.0	5.7	6.7	4
AST 7	5.0	5.0	11.0	0	5.0	6.5	4
AST 8	0	0	11.0	0	5.0	6.5	4
AST 9	0	0	0	0	0	0	N/A
AST 10 (senior assistant)	0	0	0	0	0	0	5
AST/SC 1	0	0	0	0	0	0	4
AST/SC 2	0	0	0	0	0	0	5
AST/SC 3	0	0	0	0	0	0	5.9
AST/SC 4	0	0	0	0	0	0	6.7
AST/SC 5	0	0	0	0	0	0	8.3

Note: *Calculated in accordance with the 'Small group' exception (Decision EEA/MB/2016/009 Annex II), i.e. where, in a given grade, the number of reclassifications over the reference period is equal to or less than three, that average may be lower.

Table A5.2 Reclassification of contract staff

The implementing rules on the reclassification of CAs were adopted in April 2016 according to the agency model implementing rules agreed between the EC and the EU agencies. An annual reclassification exercise for CAs has therefore been carried out since 2016 following the new rules.

	Reclassification of contract staff					
Function group	Grade	Year *N*-2 (2022)	Year *N*-1 (2023)	Year N (2024)	Actual average over 3 years	Average number of years in grade according to Decision C(2015) 9561
CA IV	18	-	-	-	-	-
	17	0	0	6.0	6.0	Between 6 and 10
	16	4.8	5.0	5.6	5.2	Between 5 and 7
	15	4.0	0	5.0	4.5	Between 4 and 6
	14	4.3	4.9	3.3	4.1	Between 3 and 5
	13	0	0	0	0	Between 3 and 5
CA III	12	-	-	-	-	-
	11	0	0	0	0	Between 6 and 10
	10	0	3.9	0	3.9	Between 5 and 7
	9	0	3.2	0	3.2	Between 4 and 6
	8	0	0	0	0	Between 3 and 5
CA II	7	-	-	-	-	-
	6	0	0	0	0	Between 6 and 10
	5	0	2.9	0	2.9	Between 5 and 7
	4	0	0	0	0	Between 3 and 5
CA I	2	0	0	0	0	Between 6 and 10
	1	0	0	0	0	Between 3 and 5

Implementing rules anticipated for adoption year N+1

The following implementing rules are anticipated for adoption in 2025:

- decision on absences as a result of sickness or accident (awaiting EC decision);
- decision on employment of TAs TA2(a) (b) (d) (awaiting EC decision);
- agency model on fight against sexual and psychological harassment.

Gender balance

Table A5.3 Data on gender balance as of 31 December 2023

		Official		Temporary		Contract		Grand total	
		Number	%	Number	%	Number	%	Number	%
Female	Administrator level	1	25.0%	36	52.2%	56	77.8%	93	64.1%
	Assistant level (AST and AST/SC)	3	75.0%	33	47.8%	16	22.2%	52	35.9%
	Total	4	100.0%	69	47.6%	72	63.7%	145	55.3%
Male	Administrator level	0	0.0%	58	76.3%	37	90.2%	95	81.2%
	Assistant level (AST and AST/SC)	0	0.0%	18	23.7%	4	9.8%	22	18.8%
	Total	0	0.0%	76	52.4%	41	36.3%	117	44.7%
Grand total		4	1.5%	145	55.4%	113	43.1%	262	100.0

Table A5.4 Data on gender evolution over five years in middle and senior management (2023)

	N-5 (2018)		*N*-1 (2023)	
	Number	%	Number	%
Female managers	1	11.1%	4	50.0%
Male managers	8	88.9%	4	50.0%

Geographical balance

Table A5.5 Data on the nationality of EEA staff as of 31 December 2023

Nationality	AD+CA Function Group IV		AST, AST/SC+CA Function Groups I+II+III		Total	
	Number	% (category)	Number	% (category)	Number	% (total staff)
Austria	3	1.6%	0	0.0%	3	0.011
Belgium	9	4.8%	4	5.4%	13	0.05
Bulgaria	2	1.1%	1	1.4%	3	0.011
Croatia	2	1.1%	0	0.0%	2	0.008
Cyprus	1	0.5%	0	0.0%	1	0.004
Denmark	31	16.5%	26	35.1%	57	0.218
Estonia	1	0.5%	0	0.0%	1	0.004
Finland	5	2.7%	2	2.7%	7	0.027
France	15	8.0%	3	4.1%	18	0.069
Germany	15	8.0%	3	4.1%	18	0.069
Greece	6	3.2%	0	0.0%	6	0.023

Hungary	3	1.6%	2	2.7%	5	0.019
Ireland	7	3.7%	1	1.4%	8	0.031
Italy	11	5.9%	8	10.8%	19	0.073
Latvia	0	0.0%	2	2.7%	2	0.008
Lithuania	3	1.6%	2	2.7%	5	0.019
Luxembourg	2	1.1%	0	0.0%	2	0.008
Malta	0	0.0%	3	4.1%	3	0.011
Norway	1	0.5%	0	0.0%	1	0.004
Poland	10	5.3%	2	2.7%	12	0.046
Portugal	10	5.3%	2	2.7%	12	0.046
Romania	4	2.1%	0	0.0%	4	0.015
Slovakia	5	2.7%	2	2.7%	7	0.027
Slovenia	3	1.6%	0	0.0%	3	0.011
Spain	16	8.5%	5	6.8%	21	0.08
Sweden	7	3.7%	4	5.4%	11	0.042
Switzerland	1	0.5%	1	1.4%	2	0.008
The Netherlands	4	2.7%	1	1.4%	6	0.023
Türkiye	6	3.2%	0	0.0%	6	0.023
United Kingdom	4	2.1%	0	0.0%	4	0.015

Table A5.6 Evolution over five years of the most-represented nationality in the Agency

Most represented nationality	*N*-5 (2018)		*N*-1 (2023)	
	Number	%	Number	%
Denmark	43	22.2%	57	21.8%

Schooling

Agreement in place with the European School of:	Copenhagen (ESCPH)
Contribution agreement signed with the Commission type I	No
Contribution agreement signed with the Commission type II	Yes
Number of service contracts in place with international schools	None
Description of any other solutions or actions in place	None

The European School in Copenhagen is fully opened and the first European baccalaureate students graduated in June 2023. With the rapid expansion of the EEA, the fact that there is a European school has been a significant factor in the recruitment of candidates. However, this has resulted in a larger than anticipated shortfall in the budgeting for the contribution agreement. As the number of students continues to grow, the estimated budget for 2025 is anticipated to be in the order of EUR 750,000.

Annex 6 Environmental management

Context of the EEA and its environmental management strategy

Given the EEA's mission and legal mandate, the EEA recognises in its environment policy that it has a special responsibility to act as a role model when it comes to managing its own environmental performance.

The EEA's vision is to be a climate-neutral and resource-efficient organisation by 2030.

To minimise its environmental impacts and continually improve its performance, the EEA has in place an environmental management system, which complies with the Eco-management and Audit Scheme (EMAS).

Overview of the EEA's environmental management system

The EEA uses an environmental management system, which was registered under **EMAS** in 2005. Since 2009, the EEA has published an annual environmental statement on its website. EMAS is part of the EEA's quality management system.

Environmental management, procedures, responsibilities and annual activities are documented in the *EEA environmental management handbook* (EEA internal document).

Environmental performance

EEA activities have both direct and indirect impacts on the environment. Following the November 2020 decision to become a **climate-neutral organisation**, the EEA assessed its carbon footprint in the course of 2021 and developed climate-neutrality pathways to identify an array of feasible actions to help deliver climate neutrality by 2030. In January 2022, the Executive Director endorsed a high-ambition-level pathway, which assumes that more than 50% of the EEA's GHG emissions will be reduced by 2030 compared with 2019 levels.

Under EMAS and according to the agreed indicators and targets the EEA routinely monitors the following areas of environmental impact:

	2023	Change 2022-2023 (%)
Staff related electricity consumption (kWh per FTE)	1233	-0.6
Energy for heating (kWh per m2)	94.8	2.4
Paper consumption, pages in printed reports	0	0
A4 sheets printed in house (sheet/FTE)	829	-5.9
Water consumption (m3/FTE)	8.7	+31
Waste generation (kg/FTE)	125	-17.5
CO2 emissions from staff and visitor's travel (tCO2e)	173.1	-25.2

The EEA's environmental statement report 2023 outlines details on objectives, monitoring and progress. It includes a summary table outlining the sources of the impact, action plans, performance indicators, the performance in 2023 and the percentage change 5 compared with data for the previous years for all areas of environmental impact listed above. The EEA's environmental performance in 2023 showed a rebound effect compared to the years still influenced by the COVID-19 pandemic. Most of the environmental performance indicators, such as energy consumption and water consumption showed an increase compared to 2022.

Areas such as paper consumption, waste reduction and sorting continued to improve. A new target for water consumption was introduced in the 2023 environmental management programme. The target was not achieved. Water consumption showed continuous growth over the last 2 years, peaking far above the pre-pandemic level. Part of the increase may be attributed to water use in the canteen (almost doubled in 2023), and higher occupancy of the building. Regarding waste, trends in waste generated and the rate of waste collected as recyclables are improving. The EEA's separate collection performance increased over time with the gradual introduction of more waste materials collected separately (44%). Thanks to the donation policy, a significant share of old canteen porcelain and cutlery has been donated. A reduced budget for business travel and visitor meetings, alongside the EEA's climate neutrality pledge and the growing use of videoconferencing have kept 2023 greenhouse gas emissions from staff and visitors' travel at a relatively low level.

Actions to improve and communicate environmental performance

Detailed action plans to improve and communicate the organisation's environmental performance are included in the EEA's environmental statement report 2023.

Continue digitalisation of administrative workflows (implementation of SYSPER), promote reduced printing habits and continue to apply the EEA's zero printing policy for EEA reports.

As the renovation of the building in activity-based workplace expands, it positively influences the EEA's environmental performance, leading to better energy efficiency in square metres per staff member, a more and better quality videoconferencing possibilities.

Continuous promotion of useful practices and habits adopted during the pandemic, such as reduced printing, use of video conferencing and blended meetings to reduce staff and visitor travel.

Promotion of resource efficient water consumption remains an area for improvement.

A new waste sorting system has been introduced on all floors of the EEA building, with accompanying information for EEA staff (posters, information sessions). This aligns with the Danish national requirements for separate waste collection. As part of the donation policy, IT (50-60 screens, mobile phones), office equipment (chairs) and canteen porcelain and cutlery have been donated to staff and external organisations that expressed interest. This gives a second life to these items and has avoided the generation of 600-800kg of waste.

In line with the climate neutrality ambition, the EEA developed staff travel guidance to support the EEA's greenhouse gas reduction target and sets out principles that should be considered to avoid emissions from physical meetings. Furthermore, the EEA mission guidelines set out that direct flights, rather than longer indirect flights, as well as rail travel are allowed and encouraged, even when more expensive.

Offsetting of emissions

Emissions related to business travel have been reported since 2006 and a carbon-offsetting scheme has also been introduced. The carbon-offsetting scheme is managed by the EEA's travel agent, Figame, and the offsets are used to support 'Gold Standard' energy-efficiency projects in Africa. While the EEA is working towards substantial emission reductions, it is continuing to offset staff and visitor travel with the 'Gold Standard' certified scheme (business as usual) but is not planning to claim climate neutrality on the basis of such credits before there is more clarity on the future of voluntary carbon markets.

Annex 7 Buildings

Information to be provided per building	Name, location and type of building	Other comments
Location	Kongens Nytorv 6 (KN6) Kongens Nytorv 8 (KN8)	Down-town (centrally located) late 19th-century buildings — previously hosting banks and headquarters of Danish companies. The EEA is the only tenant in KN6 while renting only a part of KN8.
Total surface area (in square metres)	KN6 7,202m^2; KN8 2,740m^2	
• of which office space	KN6 5,990m^2; KN8 2,460m^2	
• of which non-office space	KN6 1,212m^2; KN8 280m^2	
Annual rent (in EUR)	KN6: approx. EUR 2,000,000 KN8: approx. EUR 700,000 **Total EUR 2,700,000**	Including rent, operational costs and deposit
Type and duration of rental contract	Commercial lease agreement valid until one of the parties renounces it through either 12-month or 18-month written notice	Although the ownership of the building KN6 changed at the beginning of 2017, it did not entail any modification to the existing lease agreement, except an extension by six months of the notice period for termination.
Host country grant or support	None	
Present value of the building	Not applicable	
Outlook		The EEA is close to the end of the process of converting the individual office space in KN6 to open activity-based working space. This facilitates face-to-face collaboration, supports increased teleworking and virtual collaboration post-COVID-19, provides greater flexibility and has allowed additional staff to be accommodated without an increase in office space. Once the remaining floors in KN6 have been converted to open activity-based working space, floors currently rented in KN8 may be able to be released but this will depend on projections for EEA staff numbers.

Annex 8 Privileges and immunities

EEA privileges	Privileges granted to staff	
	Protocol of privileges and immunities/diplomatic status	**Education/day care**
The EEA has diplomatic status	Since 1 April 2017, EEA staff have the option to be registered either with the Danish Protocol or with a full Central Person Register (CPR) number in the Danish system. Senior management have full diplomatic status.	EEA statutory staff receive education allowances in line with the Staff Regulations.
The EEA has exemption from Value Added Tax (VAT). The EEA pays the VAT on Danish invoices then claims it back from the Danish Protocol	Externally recruited EEA staff can buy one car free of VAT and registration tax within a period of one year from the date of taking up duties.	No specific privileges. EEA staff have access to day-care facilities within Denmark, but this can be problematic for those staff who wish to or need to register via the Protocol Department rather than via the normal immigration services (thus obtaining a full CPR number).

Annex 9 Evaluations

As foreseen in the EEA founding regulation, the organisation is subject to an evaluation every 5 years, carried out by the EC.

Between 2016 and 2018 the EC carried out an evaluation of the EEA and of its Eionet network, including the EEA's founding regulation. The evaluation covered the period mid-2012 until the end of 2016 and considered the previous evaluations of the EEA (such as that from April 2013). The evaluation followed the Better Regulation guidelines and thus included analysis of five main themes: effectiveness, efficiency, relevance, coherence and European added value.

The conclusions of this evaluation and the subsequent recommendations of the Management Board are available on the EEA website. Follow-up on the recommendations is being addressed by the EEA in its ongoing planning and also in the implementation of the EEA-Eionet strategy covering the period 2021-2030.

The subsequent evaluation by the EC is currently ongoing and covers the period 2017-2021. This period includes two multiannual programmes: the multiannual work programme 2014-2020 and the EEA-Eionet Strategy 2021-2030. As previously, the evaluation follows the Better Regulation guidelines and thus includes analysis of five main themes: effectiveness, efficiency, relevance, coherence and European added value. The support study by the contractors was finalised in November 2023 and the new staff working document is under preparation by DG ENV. The single programming document will be updated once it is finalised and the conclusions and recommendations received by the EEA.

Annex 10 Strategy for the organisational management and internal control systems

The EEA is organised as per the organisational chart (Annex 1) with seven programmes designed to deliver the activities detailed in Section 3 of this document. The resources, both human and financial, are allocated to each programme according to the activities carried out.

The EEA governance bodies — the Management Board and Bureau — adopt all statutory documents, as set out in the applicable rules and regulations, including those related to the internal control system.

For effective internal control, the EEA Management Board and Bureau adopted the EEA Internal Control Framework at its 80th meeting in December 2017. This framework derives from the Internal Control Framework laid down by the EC for its own departments.

In order to reinforce EEA internal control systems with the resources and competences available, it has been decided to change the Internal Audit Capability (IAC) function to an Internal Control Coordinator (ICC) function; the decision will be effective from 1 January 2025. The main responsibilities of the ICC will cover many of the advisory tasks currently performed by the IAC, with a broader portfolio of tasks related to ensuring wider contributions, as well as monitoring and coordination. Active contributions, monitoring and coordination for these advisory tasks were previously incompatible with the independence of an internal auditor. This change does not affect the good governance of the EEA, as it is audited every year by both the ECA and the IAS, which is the 'Internal Auditor' in line with EEA financial regulation (Chapter 7, art. 78 and art. 79).

The five components of the EEA Internal Control Framework are given below.

Control environment

Under this umbrella, EEA management has defined how the organisation ensures a common approach to responsibility, accountability, integrity and the competences of staff.

In particular, the EEA has put measures in place to prevent cases of conflict of interest. The EEA's degree of exposure to the risk of conflict of interest has been assessed in the policy in order to manage and prevent conflict of interest and reputational risk and some of the existing mitigating measures to respond to the risk listed in the policy are as follows:

- In every staff annual appraisal, potential conflicts of interest are evaluated and the conclusion drawn about whether there is a conflict of interest/no conflict of interest is documented.
- The appointed members of all selection committees are required to declare any potential conflict of interest situation they may have with any of the applicants prior to starting to perform their tasks.
- All contracts and grant agreements signed between the EEA and contractors include clauses on confidentiality and avoidance, as well as reporting, of potential conflicts of interest. With regard to *intra muros* consultants and interim staff in particular, when taking up duties, they are required to sign a form on their rights and obligations, acknowledging that they will refrain from any behaviour or action that may impair their independence and reflect adversely on their position, the work or the image of the EEA. This form is then counter-signed by the responsible line manager.

- With regard to staff leaving the service, if they intend to engage in an occupational activity, whether gainful or not, within 2 years of leaving, they must inform the EEA about this activity. If this activity is related to the work carried out by them during their last 3 years of service and could lead to a conflict with the legitimate interests of the EEA, the EEA may, having regard to the interests of the service, either forbid the staff member from undertaking the activity or give its approval subject to any conditions it sees fit.

Risk management

EEA management identifies risks in relation to the achievement of its objectives across the organisation after setting the EEA mission, objectives per activities, financial objectives, reporting and monitoring. Risk identification and assessment are undertaken every quarter at the project level and annually at the organisational level.

The risk of fraud is taken into account for each of these assessments. However, it is formally assessed every 3 years when the anti-fraud strategy is reviewed or when relevant changes occur in the EEA organisation within the 3 years. The EEA Management Board adopted the first anti-fraud strategy and action plan in November 2014 and has adopted regular updates since then.

Control activities

Several control procedures have been developed to mitigate the risks identified in the risk management exercises and to mitigate the risks inherent in EEA activities. Among these procedures, the EEA management has defined user rights so that segregation of duties is respected both in the approval processes and in IT systems. The EEA has in place organised IT governance. A business continuity plan has been developed and regularly updated since 2011, which allowed for a high degree of responsiveness from EEA staff and management to the COVID-19 crisis in 2020 and 2021.

Information and communication

This component of the EEA internal control system relates to both internal and external measures which are in place. Regular staff meetings are conducted by the EEA Executive Director and cascade briefings on Senior Management Team meetings are available to all staff. if there are concerns about fraud or serious wrongdoing, EEA staff can access procedures to help them raise their concerns with the appropriate functions in a suitable way. These functions keep their information on procedures updated, through participation in targeted networks on internal control.

For external communication, specific communication strategies are developed to ensure that the messages are relevant to the audience being targeted and are cost-effective. Regular contacts take place between the EEA Communications programme and the EC to align their messages about the environment or common projects.

Monitoring activities

EEA management continuously monitors the performance of the internal control system with resource hearings attended by competent staff. They assess the efficiency and effectiveness of controls, identify potential weaknesses and propose remedial actions.

Among the auditors looking at the EEA, the internal audit capability contributes to the functioning of an effective and efficient internal control system through the audits performed, the advice provided and liaison with the European Court of Auditors and the Internal Audit Service of the EC.

European Environment Agency

Annex 11 Plan for grant, contribution and service-level agreements

	General information					Financial and HR information				
Agreements	**Start Date**	**Total Amount (EUR)**	**Duration (months)**	**Counterpart**	**Short Description**		**2024**	**2025**	**2026**	**2027**
Grant agreements										
PARC	May 2022	2.890.000	84	DG RTD	Continuation of human biomonitoring after the expiry of the HBM4EU agreement	Amount (EUR)				
						No of CAs	2	2	2	2
						No of SNEs				
Contribution agreements										
Copernicus Contribution Agreement	Nov 2021	142.500.000	86	DG DEFIS	Continuation of Copernicus activities, replacing the current agreement	Amount (EUR)	26.845.000	34.100.000	14.200.000	12.000.000
						No of CAs	12	12	12	12
						No of SNEs				
IPA III - Green Agenda and Energy Community	Jan 2023	3.912.000	36	DG NEAR	Continuation of Green Agenda tasks from IPA 2020 agreement and 2/3 of Energy Community budget	Amount (EUR)				
						No of CAs	5	5		
						No of SNEs				
NDICI - Governance of the Energy Community	Jan 2023	1.000.000	36	DG NEAR	1/3 of budget supporting the implementation of the Governance Regulation in the Energy Community.	Amount (EUR)				
						No of CAs	2	2		
						No of SNEs				
Service Level Agreements										
EuroGEO	Dec 2020	1.500.000	39	DG RTD	Mainstreaming GEOSS data sharing and management principles in support of Europe's environment	Amount (EUR)				
						No of CAs	2			
						No of SNEs				
EuroGEO 24	Apr 2024	2.000.000	36	DG RTD	Mainstreaming GEOSS data sharing and management principles in support of Europe's environment	Amount (EUR)	2.000.000			
						No of CAs	3	3	3	3
						No of SNEs				
European Climate and Health Observatory	Aug 2021	4.000.000	77	DG SANTE	Supporting the content developments of the European Climate and Health Observatory	Amount (EUR)	2.500.000			
						No of CAs	2	2	2	2
						No of SNEs				
Regional and Urban Environmental Indicators	Dec 2021	1.324.000	36	DG REGIO	Supporting the implementation of regional and urban environmental indicators and analysis	Amount (EUR)				
						No of CAs	2			
						No of SNEs				
Mission on Adaptation to Climate Change	May 2022	2.880.000	41	DG CLIMA	Developing a support system tailored to the needs of the Mission in the Climate-ADAPT platform	Amount (EUR)				
						No of CAs	4	4		
						No of SNEs				
European climate risk assessment	May 2022	1.800.000	30	DG CLIMA	Support the development of the first EU-wide climate risk assessment	Amount (EUR)				
						No of CAs	2			
						No of SNEs				
EEA – Eurostat cooperation	Jan 2023	2.000.000	48	DG ESTAT	Cooperation to enrich and make increased use of ESTAT data and accounts	Amount (EUR)				
						No of CAs	3	3	3	
						No of SNEs				
Nitrates Directive	Dec 2023	871.000	25	JRC	Technical and scientific assistance in the implemen-tation of the Nitrates Directive	Amount (EUR)				
						No of CAs	2	2		
						No of SNEs				
Mission Ocean Monitoring	May 2024	2.500.000	48	DG MARE	Supporting the monitoring of the EU Mission 'Restore our Oceans and Waters by 2030'	Amount (EUR)	2.500.000			
						No of CAs	3	3	3	3
						No of SNEs				
CountEmissions EU	2025	To be determined	36	DG MOVE	Quality assurance of emissions reporting across types of transport	Amount (EUR)				
						No. of CAs				
						No. of SNEs				

Notes: Financial and human resources information has been provided only for the agreements in force at the time of writing.

The financial amounts reported each year are the budgets approved by the EEA Management Board in that year; for the Copernicus Contribution Agreement, the Management Board approves the forecast pre-financing from DG DEFIS for that year.

For all other agreements, the Management Board approves the full budget for that agreement on its commencement; the budgets for all the agreements in force were approved in 2023 or earlier.

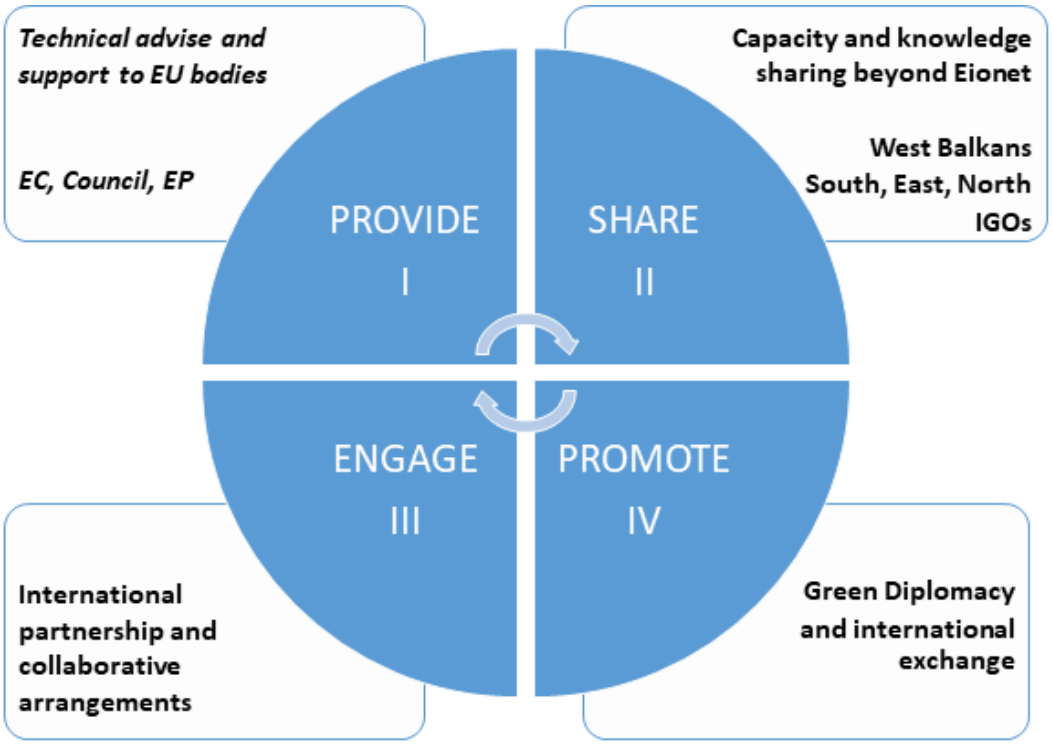
HR, human resources; **CA**s, contract agents; **SNE**s, seconded national experts; **DG**, Directorate-General; **DG CLIMA**, DG for Climate Action; **DG DEFIS**, DG for Defence Industry and Space; **DG MARE**, DG for Maritime Affairs and Fisheries; **DG MOVE**, DG for Mobility and Transport; **DG NEAR**, DG for Neighbourhood and Enlargement Negotiations; **DG REGIO**, DG for Regional and Urban Policy; **DG RTD**, DG for Research and Innovation; **DG SANTE**, DG for Health and Food Safety; **Eurostat/ESTAT**, Statistical Office of the EU; **JRC**, Joint Research Centre; **PARC**, Partnership for the Assessment of the Risks of Chemicals; **IPA**, Instrument for Pre-accession Assistance; **NDICI**, Neighbourhood, Development and International Cooperation Instrument.

Annex 12 Strategy for cooperation with third countries and international organisations

The overall objectives behind EEA engagement in international environmental activities are:

- to contribute to international processes with high-quality actionable EEA knowledge that cuts across the monitoring through data and indicators to assessment and knowledge (MDIAK) chain, with the aim of supporting and influencing international policy processes, solutions and co-production of knowledge, which in turn shape the context in which the EEA operates and the international obligations member countries have to meet;
- to strengthen the EEA knowledge base through cooperation with international stakeholders and partners on gathering data and developing indicators, methodologies and tools as well as integrated assessments, thereby adding value to the core work of EEA/Eionet and harvesting knowledge related to global sustainable development, megatrends and Europe's global footprint.

The key activities required to deliver on EEA objectives on international engagement during the strategy period up to 2030 have been divided into four clusters (see the figure below). There are strong interlinkages and interdependency between the various clusters, as they all refer to key environmental priorities, involve common actors (countries and organisations) and serve similar or related objectives.



The EEA international activities detailed in this annex relate particularly to engagements in the period 2025-2027 and build on core EEA work and key thematic contributions in support of the EU international agenda in addressing the triple planetary crisis on climate, biodiversity and pollution; they also relate to changing geopolitical considerations, including the EU accession process and engagement with the Energy Community Treaty.

The EEA's engagement is primarily directed towards supporting the EU and its Member States in international processes and many of the planned activities covered in this annex are a continuation of – and build on – ongoing engagements.

The international engagement for this SPD period is aligned to the priorities listed in the multiannual programming 2025-2027 (Section 3) and AWP 2025 (Section 4).

Cluster I: Technical advice/support for EU bodies in international processes

These activities cover support for relevant EU bodies (EC, European Parliament, European Council/Working Party on International Environmental Issues) alongside EEA member and cooperating countries in fulfilling environmental and climate-related obligations at the international level. They also contribute information, science-policy input and knowledge to relevant international debates and negotiation processes, through position papers, background documents and opinions and through contributions of EEA knowledge to EU Lines-To-Take developed by the EU institutions and Member States. The activities include:

- engagement in and contribution to UNFCCC COP30 (Brazil) as part of the EU negotiation team, including continued participation in expert groups, subsidiary bodies sessions, preparation of the EU's National Communication to UNFCCC, as well as relevant participation in UNFCCC workshops linked to the implementation of the Paris Agreement, UNFCCC Consultative Group of Experts, OECD's Climate Change Expert Group and EC-related cooperation initiatives in the 2025-2027 period;
- support for monitoring, reporting on and assessment of some of the resolutions adopted at UNEA-6 in 2024, including on i) water efficiency, ii) oceans and iii) air quality as well as supporting the GEO-7 process (adopted at UNEA-5) and possible monitoring of and reporting on aspects of the global instrument to end plastic pollution; furthermore, the EEA will be supporting the EU delegation at UNEA during the 2025-2027 period, including at UNEA-7 at the end of 2025;
- support for the EC services on ocean-related matters, including i) preparations for the UN Ocean Conference in France in 2025, ii) input to the UN Decades on Ocean Science and UN Decade of Ecosystem Restoration, and iii) the monitoring and reporting aspects of the UN treaty on Biodiversity Beyond National Jurisdiction;
- participation in working group meetings and events contributing to the monitoring framework of the 2030 Biodiversity Strategy and ensuring contributions to the implementation of the Global Biodiversity Framework (GBF);
- support to the EC in negotiations for the Convention on Biological Diversity (CBD) through participation in expert groups and as part of the EU delegation to CBD COPs and subsidiary body sessions, as well as support to Intergovernmental Science-Policy Platform on Biodiversity (IPBES) plenaries and processes;
- support for the EC in annual high-level meetings between EC and UNEP with regard to monitoring, reporting and assessment efforts and aligning EEA activities with UN-led processes;
- support for international discussions in Council working parties, in particular for the Working Party on International Environmental Issues Global (WPIEI-Global) and the EC.

- technical advice and support for EU bodies on ecosystem protection and aspects of restoration, covering soil partnerships at the European and global levels (with FAO) and forestry;
- support for EU engagement and reporting under the UN Minamata Convention on Mercury and the UN Montreal Protocol (and Kigali amendment) on substances that deplete the ozone layer under the Vienna Convention for the protection of the ozone layer;
- regular dialogue and partnership with relevant EC services (DG ENV, DG CLIMA, DG MARE, JRC) and other EU agencies on joint approaches and identifying opportunities to support the EU international agenda in areas covered by the EEA's mandate.

Cluster II: Capacity building and knowledge sharing beyond Eionet

The EEA has a long tradition of working with countries and regions beyond EEA/Eionet membership. The range of activities carried out in this context mirrors core EEA work, while also trying to respond to the specific needs of the recipient countries. The activities are primarily directed towards the EU neighbourhood, through support for various EU assistance programmes with Eastern and Southern neighbours, as well as engaging in dialogue and exchanging information and actionable knowledge with similar organisations and bodies from other European countries and beyond. Activities in this cluster include:

- support for the first National Energy and Climate Progress Reporting by the Energy Community Contracting Parties under the adapted Regulation of the Governance of the Energy Union and Climate Action, including EU reporting requirements on GHG emissions, projections, national policies, climate adaptation and new reporting on renewable energy and energy efficiency, covering the three Eastern Partnership and EU accession countries: Georgia, Moldova and Ukraine as well as the Western Balkans; the EEA is also chairing a Task Force on Environment and offering assistance for reporting of emission and energy input data from combustion installations by Contracting Parties to the Treaty;
- ensuring links between SOER-2025 and the process towards the next pan-European assessment (2027) under UNECE;
- support for the EC on the engagement with the bodies of the PRTR Protocol (UNECE) and part of the EU delegation to the MOPs to the Kyiv Protocol as well as participation in working groups on technical matters in the relevant OECD task force;
- cooperation activities under the 'Environment for Europe' process in partnership with UNEP-Europe and UNECE (environmental and statistical divisions) in support of regular environmental assessments, digital transformation and extending the implementation of the EU digital agenda, including continued engagement in the Committee for Environmental Policy and WGEMA and JTESI;
- support the Euro-Mediterranean developments through the Strategic Partnership with UNEP/MAP-Barcelona Convention under the EEA-UNEP/MAP joint workplan 2022-2030, specifically around the outcomes of the UNEP/MAP COP 23, as well as collaboration with Plan Bleu on MED 2050 foresight activity and review of the Mediterranean Strategy on Sustainable Development (MSSD), as well as the cooperation with the Union for Mediterranean Secretariat and its working group on environment and climate change;
- production of the annual EU inventory under the LRTAP Convention and participation in the European Monitoring and Evaluation Programme Steering Body;
- offering technical assistance to interested partners/countries from outside EEA/Eionet – with European Neighbourhood and third countries in partnership with Eionet and also through TAEIX support – including in the context of EU-funded big regional

projects (e.g. EU4ENV, EU4CLIMA, new DG NEAR action on water and data in the Eastern Partnership region), in support of the EU international agenda and EGD objectives;

- cooperation and regular dialogue with regional conventions and partners – UN Regional Seas (European Regional Sea Forum), Alpine, Arctic, Baltic, Black Sea, Carpathian, Water Convention, in dialogue with UNECE, the United Nations Statistics Division (UNSD) (on SDGs), ESTAT/JRC on international indicators.

Cluster III: International partnerships and other collaborative arrangements

These activities cover the collaborative arrangements established by the EEA with international bodies and organisations, such as regular dialogue, data and information sharing, joint partnerships in international activities and processes, mutual support and enhancement in international fora and co-creation work. In this context, UN organisations and programmes remain stable and reliable partners, not least in the context of longstanding MoUs, agreements and joint work plans, along with OECD and other global stakeholders. Activities to support this cluster include:

- engagement with UNEP as part of an updated MoU, including on 'knowledge-as-a-service' as a delivery model through interactive and engaging user interfaces, particularly through the development of a 'European Environment Situation Room'; engagement with UNEP regional consultations on the Global Environment Data Strategy World Environment Situation Room; the implementation of a new delivery model, which will make EEA more agile in responding to unforeseen crises;
- engagement in co-creation activities with international partners (e.g. OECD, UNEP, UNECE and the International Energy Agency) in enhancing knowledge bases in preparation for cross-cutting integrated assessments – including GEO-7 – and developing sustainability knowledge on topics of common interest and international concern, e.g. foresight analysis, pollution, sustainability trends, integrated assessments, prospects, responses to policy goals in Europe and beyond, climate change, biodiversity and circular economy;
- contributing to activities of the UNEP and of the UN High Level Political Forum on Sustainable Development, including on activities relevant to core EEA work on data, monitoring, indicators and the state of and outlook for environment reporting related to SDGs and Agenda 2030 and cooperation on environmental statistics with UNSD;
- cooperation and regular exchange with UNSD, UNECE and FAO on indicator streamlining, SDG indicators, green growth, circular-economy activities, cross-system and foresight activities;
- continuous exchanges with and support for the World Health Organization Europe-led European environment and health process, including air quality guidelines, and more generally on the burden of and mortality from air pollution, as well as on noise and chemicals;
- cooperation with the OECD with several Task Forces of the OECD on trade, circular economy and waste issues as well as the Working Party on Resource Productivity and Waste and the OECD's Expert Group on Best Available Techniques;
- dialogue with relevant knowledge providers in countries and international organisations such as the Intergovernmental Panel on Climate Change (IPCC) and UNFCCC in support of climate change and mitigation policies and CBD in the context of biodiversity actions and the UN Decade on Ecosystem Restoration and International Resource Panel (IRP) in relation to aspects of circular economy;
- contributing to the work of the UN Committee of Experts on Global Geospatial Information Management for Europe: participating as an observer on the Executive

Committee and for work stemming from that directly engaging in working groups based on demand and EEA interest;

- engagement with the World Meteorological Organization (WMO), Group on Earth Observations (GEO) and key European, regional and international institutions and networks as part of the Copernicus *in-situ* coordination activities in order to facilitate and promote *in-situ* data sharing at the global level;
- coordination, co-creation and contributions to the main working groups under the FAO Forest Resource Assessment.

Cluster IV: Green Diplomacy and international exchange

Activities supporting the EU in promoting the high policy ambitions reflected in the EGD and Digital Agenda in international settings, whereby the EEA will join forces with Eionet and EU partners to facilitate the dissemination of key messages and findings to strengthen EU/Member State science-based policy positions in international debates and fora. Activities in this cluster relate to:

- promoting the benefits of Earth observation data and information in support of EGD objectives by showcasing the benefits of Copernicus data and information which backs up various policy objectives (e.g. relating to climate adaptation, LULUCF, GHG emissions and removals), through dedicated Copernicus and GEO/EuroGEO activities and as part of the SLA with DG RTD under the Horizon 2020 programme;
- in line with responsibility for the coordination of the Copernicus *in-situ* activities, supporting the EC in the implementation of the Copernicus International Arrangements with third countries and promoting the exchange of national *in-situ* data from these countries in support of Copernicus activities.

Annex 13 European Topic Centres Action Plans for year 2025

This annex details actions to be financed through the award of grants to the European Topic Centres (ETCs) under the legal basis of framework partnership agreements concluded to support accomplishment of objectives set out in the EEA single programming document for the year 2025.

SO	Multiannual strategic objective to 2025
SO1	To support policy implementation and enhance monitoring progress towards sustainability.
SO2	To further enhance EEA's communication and outreach approach, with a strategic focus on timeliness of inputs, audience targeting and innovation in solutions to societal challenges.
SO3	To enable building of stronger networks and partnerships across EEA and Eionet.
SO4	To enable timely, relevant, and up-to-date data to support our knowledge, data and information delivery through the digitalisation of EEA and Eionet and expanded use of new/innovative data sources (e.g. big data and artificial intelligence).
SO5	To develop a shared vision, structures, expertise and capacity (internal and across our network) to enable the transition towards a stronger learning network organisation.

EEA activities	Acronym
Biodiversity and ecosystems	BE
Climate Change mitigation and adaptation	CCMA
Human health and the environment	HE
Circular economy and resource use	CERU
Sustainability trends, prospects and responses	STPR

European Topic Centre (ETC)[7]	Acronym	Activity supported[8]	Budget (EUR)
European Topic Centre on Biodiversity and ecosystems (2023–2026)– FPA: OCP/EEA/NCE/21/001-ETC BE	ETC BE	BE	2,891,000
European Topic Centre on Climate change Adaptation and LULUCF (2022-2026) – FPA: OCP/EEA/CAS/21/002-ETC CA	ETC CA	CCMA	735,000
European Topic Centre on Circular Economy and resource use (2022-2026) – FPA: OCP/EEA/CAS/21/006-ETC CE	ETC CE	CERU	1,137,000
European Topic Centre on Climate change Mitigation (2022-2026) – FPA: OCP/EEA/CAS/21/003-ETC CM	ETC CM	CCMA	1,440,000
European Topic Centre on Data Integration and digitalisation (2022-2026) – FPA: OCP/EEA/CAS/21/004-ETC DI	ETC DI	All activities	895,000
European Topic Centre on Human health and the Environment (2022-2026) – FPA: OCP/EEA/CAS/21/005-ETC HE	ETC HE	HHE	1,366,000
European Topic Centre on Sustainability Trends, Prospects and Responses 2022-2026 – FPA OCP/EEA/CAS/21/007-ETC ST	ETC ST	STPR	601,000
Total budget envelope allocated to ETCs in 2025			9,065,000

ETC	Expected results 2025
ETC BE	In 2025, ETC Biodiversity and Ecosystems will support EEA work by: • Providing updated indicators on terrestrial, freshwater and marine ecosystems, in the context of climate change. • Supporting data flows and data reporting under EU legislation (e.g. MSFD, BWD, DWD, UWWTD, FD, WRR, Nature directives, IASD) and the voluntary WISE-SoE and Marine LitterWatch data calls. • Supporting the Nature Restoration Regulation reporting. • Supporting the implementation of the EU Pollinator Initiative. • Supporting the preparation of the reporting tools and processes for 'State of Nature' reporting (i.e. Article 12 Birds Directive, Article 17 Habitats Directive) including data collection, quality checking, and analysis. • Preparation for assessment and publication of 'State of Nature' report in 2026 and supporting products. • Supporting the maintenance and further development of Information Systems, including WISE-Freshwater, WISE-Marine and BISE. • Exploring near real-time data viewer for freshwater. • Supporting the implementation of EU biodiversity, freshwater and marine legislation (e.g. NRR, HBD, BD2030, WFD, UWWTD, BWD, DWD, WRR, NECD, MSFD, MSPD, Marine Action Plan, CFP). • Supporting EU legislation evaluation and review processes (e.g. MSFD). • Supporting the delivery of the EEA State of Seas report based on the MSFD 2024 data reporting flow. • Supporting the development of knowledge on chemicals in freshwater, AMR and support on the Water Resilience and One Health initiatives. • Supporting the development of knowledge on pollution of Europe's seas, Marine Protected Areas, fisheries and aquaculture, climate change and marine litter. • Progressing building blocks of the 2026 EEA State of the Marine Environment report, including the multiple pressures and cumulative effects of human activities on Europe's seas, and the transition to sustainability of the maritime sectors (transport, fisheries, offshore energy). • Assessing the drivers of biodiversity loss (i.e. pollution, climate change, land and sea use, natural resources over-exploitation, invasive alien species) and terrestrial protected areas. Providing support to Eionet and Member Country activities as well as EEA's international engagement on biodiversity, freshwater and marine ecosystems.
ETC CA	In 2025, ETC Climate Change Adaptation and LULUCF will support EEA work by: • developing an assessment report of the methods used to estimate non-CO2 gases from soil Supporting the activities on the improvement of soil carbon reporting in the LULUCF inventory; • supporting the improvement of CO2, and non-CO2 GHG emissions reported from biomass burning under the LULUCF sector; • supporting the development of the EEA flagship assessment on just resilience; • updating climate impact indicators including a combined climate and environment indicators, and further developing a methodology on exposure indicators of population in future climatic hazards; • providing support to the structure and scope of the next phase of the European Climate Risk Assessment based on the lesson learnt from EUCRA2024; • supporting the EU Member States and EEA member countries on the dataflow on national adaptation actions and the NECP dataflow on adaptation, the development of country profiles and an assessment of the reported information to understand better different instruments driving adaptation actions within the Member States;

	• developing an EEA briefing on Nature-based solutions for climate change adaptation in forestry with a focus on fire and pest; • supporting the development of an EEA briefing on addressing subnational level on adaptation in particular adaptation of municipalities to the impacts of climate change, and how they can be better supported; • providing inputs to the Climate-ADAPT updates and related activities, such as adaptation options, case studies and country pages including the support on promotion activities; • developing a briefing on the economic losses and fatalities from extreme weather- and climate-related events in Europe in the context of its relevance for multiple EU policies, in addition to the indicator and dashboard on the topic.
ETC CE	In 2025, ETC Circular Economy and Resource Use will support EEA work by: • Supporting the maintenance and enhancement of monitoring tools in place to track progress in the transition to a circular economy, with a focus on the Circularity Metrics Lab. • Assessment and identification of best practices and modalities to scale them up in policy making in the theme. • Supporting the implementation of EU waste legislation in aspects relating waste management operations and prevention of waste generation • Contributing to understanding Europe's material footprint, material flows and sustainable resource use. • Unpacking the interlinkages of circular economy with EU biodiversity, climate neutrality and wellbeing objectives. • Identifying solutions to transform key product value chains with a focus on textiles, buildings and plastics. • Understanding societal implications of the transition to circular economy, with focus on distributional effects such as job creation or shifts in skills demand in the EU.
ETC CM	In 2025, ETC Climate Mitigation and Energy will support EEA work by: • Preparation, quality assurance and support to countries on 2025 reporting under the Governance Regulation. This includes GHG emissions inventories, GHG projections, national policies and measures, national systems, energy efficiency, renewable energy, approximated GHG inventories, use of ETS auctioning revenues and support to developing countries. • Calculation of LULUCF, Effort Sharing and ETS emissions based on the 2025 GHG inventory and working with countries on improving the EMRT tool. • Improving effectiveness of the Emission inventory review process and running training activities for Member states. • Supporting the updating and maintenance of data visualisation of information reported under the Governance Regulation. • Assisting with quality checking, assessment and updating the EU ETS data viewer on emission trends. • Assisting with management and evaluation of data reported in accordance with the Ozone Depleting Substances Regulation and the F-gas Regulation, including identifying non-compliance issues in reporting. • Drafting of reports and briefings and the EEA ODS indicator and online data viewer on Ozone depleting substances. • Collecting country data on reporting under the Fuel Quality Directive, quality checking and drafting of reports. • Further developing dashboards on energy indicators and work on the calculation of GHG emission intensity of electricity generation. • Updating the database, dashboard and web report on renewable energy linked to the Green Deal. Supporting the collection and quality assurance of data on vehicle emissions from cars, vans and heavy-duty vehicles, as well as "real world emissions".

	• Supporting users and assisting with technical updates to COPERT, calculating emissions from the road transport sector. • Supporting assessment work on the mobility system.
ETC DI	In 2025, ETC Data integration and digitalisation will support EEA by: • Coordination of ETC data managers working group, regular meetings, coordinated request for improvement actions. • Training service and capacity building for ETCs and EEA staff to the integrated data platform. • Identifying the optimization potential within and across EEA dataflows, recommendations on potential efficiency gains and governance changes. • Transition service migrating data flows from Reportnet 2 to Reportnet 3. • Dataflow on the Nationally Designated Areas dataset 2025, document with observations made regarding MS deliveries and selected QC results. • Data quality in relation to Reportnet 3 and geospatial data. • Support to ecosystem assessment and accounting at EU level – report describing targeted data sets and geo-spatial analysis, and progress in ecosystem extent and condition accounting. • Operational and development support linked to the Common Agricultural Policy • LULUCF Emission Factor/Parameters tool. • Support to Summer is coming product analysing land cover change impact on population. • Using artificial intelligence and machine learning (AI/ML) for habitats mapping: to exploit GBIF data for additional EUNIS habitat observations and anomaly detection. • Applying machine learning (ML) to the problem of estimating missing data in noise maps - a full dataset with noise maps and population exposure from road traffic noise. • Providing building blocks to the implementation of an EEA analytics Lab. • Pilot on unstructured formats to support circular economy. • Capacity building to ETCs and EEA staff enabling spatial data handling on the EEA Integrated Data Platform. • Networking and outreach - support EEA in managing the new Eionet group on data and digitalisation. *Note: ETC/DI AP2025 Work package 'Copernicus support' with 30 tasks is managed by a separate budget, based on Copernicus contribution agreement between European Commission and EEA, acting as Entrusted entity.*
ETC HE	In 2025, ETC Health and Environment will support EEA by: Air Pollution/Industrial Emissions Data • Support on data reporting, publication, review and assessment, and general policy support • Support to implementing and delegated acts of the Industrial Emissions Portal Regulation • Support to (existing) reporting flows on industrial emissions, and support to preparation of reporting tools under the Seveso Directive, the Industrial Emissions Portal Regulation, and to the revised Industrial and Livestock Rearing Emissions Directive. Support to the development of the Zero Pollution Monitoring and Outlook assessment including preparation for the 2026 assessment. Ambient Air Quality • Support data collection and maintenance/development of the reporting system. • Spatial air quality mapping. • Support to the specification of the new reporting requirements under the revised ambient air quality directive.

	• Support in preparation of regular annual assessment and other specific assessments (e.g. air quality around airports and key factors influencing ozone pollution across Europe). • Support in moving AQ reporting from Reportnet 2 to Reportnet 3. Noise • Support to data collection and maintenance/development of e-reporting systems, including analysis of noise data flows. • Support in preparation of the Noise in Europe Report (Flagship report for 2025) and indicators/factsheets. Environment and Health/Chemicals • Links between antimicrobial resistance, water and health • Support in the development of knowledge/indicators on soil pollution and health impacts. • Continuing assessment on the use of artificial intelligence in generating knowledge on environment and health including application of agent-based modelling approaches to assess air quality exposure. • Assessment of the EU burden of disease for selected chemicals based on human biomonitoring data (work on lead will be completed in 2025, while work will commence on cadmium/phthalates). • Background assessment on current approaches to early warning systems for chemical exposure in Europe. • Background review of existing knowledge on indoor air quality monitoring in Europe.
ETC ST	In 2025, ETC Sustainability Transition plans to work and develop knowledge in governance of systemic change, sustainability transitions and transition monitoring, and in strategic and applied foresight. Transition monitoring and governance of systemic change: • Support finalisation of the SOER 2025 country spaces and scoreboards • Development of a framework for the analysis of systemic change in core systems • Assess the risks of inaction from human activities, including generating environmental pressures and transitions towards sustainability. • Document case studies of successful multi-level governance of urban sustainability transitions. • Map the implementation of sufficiency policies at city level. Socio-economic enablers of sustainability transitions: • Assess estimates of sustainable financing of the circular economy. • Assess enablers of heating and cooling our homes sustainably. • Document environmental and climate issues known to be of concern to youth in the context of inter-generational fairness. Strategic and applied foresight: • Develop knowledge for a foresight flagship report on competitiveness. • Support the delivery of foresight knowledge services, in collaboration with Eionet. • Provide foresight capacity to support work on critical raw materials and the environment.