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EEA single programming document 2026-2028



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List of abbreviations and acronyms

Acronym	Name
8th EAP	Eighth Environment Action Programme
AD	administrator
AST	assistant
AWP	annual work programme
BISE	Biodiversity Information System for Europe
CA	contract agent
CEOS	Conditions of Employment of Other Servants
Climate-ADAPT	European Climate Adaptation Platform
CLMS	Copernicus Land Monitoring Service
COP	Conference of the Parties
Copernicus	European programme for the establishment of a European capacity for Earth observation
CRCF	Carbon Removal Certification Framework
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 ESTAT	DG Statistical authority of the European Union
DG GROW	DG for Internal Market, Industry, Entrepreneurship and SMEs
(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
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
EMAS	Eco-management and Audit Scheme
EMS	Environmental management system
EMSA	European Maritime Safety Agency
EPA	Environmental Protection Agencies
E-PRTR	European Pollutant Release and Transfer Register
EQSD	Environmental Quality Standards Directive
ETC	European Topic Centre
ETS	Emissions Trading System
EU	European Union
FAO	Food and Agriculture Organisation
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
ICC	Internal Control Coordinator
IPA	Instrument for Pre-accession Assistance
IPR	implementing provisions on reporting
IT	information technology
ITIL	IT Infrastructure Library
JRC	Joint Research Centre
KPI	key performance indicator
LRTAP	Long-range Transboundary Air Pollution (UNECE Convention)
LULUCF	land use, land use change and forestry
MFF	multiannual financial framework
MoU	memorandum of understanding
MSFD	Marine Strategy Framework Directive
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
SC	secretary
SDG	Sustainable Development Goal
SLA	service level agreement
SNE	seconded national expert
SO	strategic objective
SOER	<i>The European environment — state and outlook report</i>
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
WISE	Water Information System for Europe
ZPAP	zero pollution action plan

1 Mission, mandate and management

EEA's mission statement

The 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. The EEA/Eionet Regulation ⁽¹⁾ established the EEA as an independent EU body with its own legal personality and for an indefinite period. The Agency's founding regulation also established the European Environment Information and Observation Network (Eionet); and includes the provision that the Agency 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, integrating environmental considerations into economic policies and moving towards sustainability in coordination with Eionet.

EEA's objective

The overall objective of the EEA is defined in Article 1(2) of the Agency's 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

Values	Behaviours	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

⁽¹⁾ Regulation (EC) No 401/2009 of the European Parliament and of the Council of 23 April 2009 on the European Environment Agency and the European Environment Information and Observation Network (<https://eur-lex.europa.eu/legal-content/EN/ALL/?uri=CELEX%3A32009R0401>).



Openness	Sharing Communicating honestly Transparency	Embracing change Solving problems
Positivity	Commitment to a better future 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 positive 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 EEA management plan and 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. EEA is EMAS certified since 2005. Since 2020, the EEA environmental policy is to become a climate neutral and resource efficient organisation.

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 sharing and implementation of ideas for environmental improvement;
- making use of the Agency'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 environmentally relevant legislation and regulations of our host country.

The environment policy covers all Agency operations and staff - both at the EEA's premises and on missions. The policy also applies to all other persons working at the Agency's premises.

The Environmental management programme details for each significant environmental aspect (e.g. electricity consumption, paper consumption, greenhouse gas (GHG) emissions, etc) the source of impact, an action plan and annual targets, also referred to as performance indicators. The environmental management programme is updated and approved in the first quarter of every year. The environmental management programme is published as part of the annual environmental statement report on the EEA website.

As part of the pathway to climate neutrality and resource efficiency by 2030, the EEA will specify a percentage reduction of its greenhouse gas emissions to ensure its climate neutrality goal is met by 2030.

EEA's environmental performance (of the previous year) is detailed in the [annual environmental statement](#), together with the updated target and action plan for the present year. See Annex 6 for further details on EEA's Environmental management.

2 General context

2.1 Policy developments

The year 2026 will be the second year of the new policy cycle, for which the priorities were defined in key policy documents published in the course of 2024, including the Political Guidelines and the Mission Letters to the Commissioners. The policy documents confirm the European Green Deal and priorities of the 8th Environment Action Programme (8th EAP) and the delivery of the objectives of the United Nations Sustainable Development Goals (SDGs) 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. In this context, there is growing awareness that implementing the Green Deal agenda requires huge investments and efforts by public and private actors, including citizens, and that it will be crucial to address the societal impacts of policies to ensure a fair transition. Simplification and reduction of the administrative burden for companies and Member States have also been highlighted as key objectives.

Whilst 2025 will be the year during which the work for the rest of the year will be framed and further refined around the Competitiveness Compass, adopted in January 2025, it is to be expected that many concrete initiatives will be ready for adoption in 2026 given the planning and preparation needed to develop the detailed policy proposals. The Compass will be built on the three pillars of the Draghi report. The first is closing the innovation gap with the US and China. The second is a joint plan for decarbonisation and competitiveness, through a new Clean Industrial Deal. And the third is increasing security and reducing dependencies. Environment and climate policies are expected to be developed within that broader policy framework.

Furthermore, the European Commission is expected to launch its proposals for the next Multi-annual Financial Framework (MFF) 2028-2034, in 2025, so that negotiations will likely accelerate throughout 2026, paving the way for a reorientation of EU resources to deliver on the new policy priorities.

The acceleration of climate change and consequences on nature, food production, water security, energy security and the economy require the EU to further reinforce policies in the coming years in response to expected increasing climate and ecosystem impacts. The EU will have to reinforce policies in the coming years in response to expected worsening environment and climate-related impacts on health. This is likely to happen in a challenging international environment, where geopolitical considerations will grow in importance. With its country network – Eionet, the EEA will continue to play a significant role in informing about progress with the green transition including knowledge on solutions.

<Section to be updated after summer 2025>



2.2 Development of new tasks

2.2.1 Developments up to 2025

In the current multiannual financial framework (MFF), the Commission has via legislative acts specified a variety of new tasks for the EEA, in particular to meet the ambitions of the European Green Deal. These acts have included legislative financial statements (finance fiches) specifying additional staff and financial resources for the EEA to deliver on the new tasks. Where appropriate, the acts have been bundled into packages, with the finance fiche for the entire package attached to one of the legislative acts in the package. Section 3.3, *Human and financial resource outlook for the years 2025–2027*, provides an overview of the development of the EEA's budget under these legislative acts.

At the time of writing, four legislative packages are anticipated to be adopted by the Budgetary Authorities during 2025. The staff posts and financial resources have therefore been included in the EEA's approved budget for 2025, and in the forecasts for 2026 to 2028. However, the Commission holds these budgets in a reserve, and they are only transferred to the EEA once the acts have been formally adopted.

An overview of the four packages is as follows:

- The **Zero Pollution Package** 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) (since adopted) and a proposal for a revision of air quality legislation (since adopted). 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 package specifies a total of five Temporary Agent (TA) posts and three Contract Agent (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. The EEA will redeploy one TA post internally, for the EQSD.
- The **Green Claims Directive**, on substantiation and communication of explicit environmental claims, 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. These reports will be released every second year. The finance fiche specifies one TA and one CA post.
- The **One Substance, One Assessment** package specifies developing data flows for collecting human biomonitoring and indoor air quality data, supporting the development of the common data platform for chemicals, and the establishment of an early warning system for chemical substances. The package specifies four TA and two CA posts, including one TA post for the Waste Framework Directive (WFD).
- The **Forest Monitoring Law** and the **Soil Monitoring Law** have been combined in a package. 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. The 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. The package specifies three TA and two CA posts.

Seven legislative packages specifying additional tasks and resources for the EEA were adopted between 2021 and 2024. A listing and brief description of these packages is as follows:

- The EU **Nature Restoration Regulation**, formally adopted in June 2024, is 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 Agency has key roles throughout the lifecycle of the Regulation, from design of reporting formats in the pre-reporting phase to collecting data during the reporting phase and assessing the impacts of the national restoration measures.
- A recast of the **European Pollutant Release and Transfer (E-PRTR) Regulation**, adopted in April 2024, has resulted 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 EU **Carbon Removals and Carbon Farming Certification (CRCF), Regulation (EU) 2024/3012** entered into force in December 2024. It aims to create an EU-wide voluntary framework for carbon removal certification. The EEA's tasks include supporting the European Commission in establishing and implementing of certification methodologies, quality criteria and monitoring, reporting and verification of carbon credits and maintaining an overview of certification scheme methodologies. This initiative was packaged with an initiative for expanded monitoring of **emissions from heavy-duty vehicles (HDVs)**. The EEA's tasks cover implementing the reporting system, delivering quality control and assurance, and providing a technical helpdesk for reporters.
- The Revised **Land Use, Land Use Change and Forestry (LULUCF) Regulation**, which sets an EU target of net removals in the LULUCF sectors by 2030 as well as binding national targets, requires substantial support tasks from the EEA. These include reviews of MS LULUCF greenhouse gas inventory data, accounting and application of flexibility rules, verifying the MS technical corrections on the Forest Reference level, analysis of annual preliminary progress to targets, evaluation of proposed MS correction actions and supporting MS with identifying options to increase and ensure long-term storage of carbon removals.
- The EEA is redeveloping and will 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)), as a result of an implementing act on the reporting requirements relating to the **Seveso III Directive**. This work commenced in 2023, with operational implementation planned from 2026 onward.
- The EEA hosts the secretariat of the **European Scientific Advisory Board on Climate Change** and supports reporting on progress towards climate neutrality and monitoring and evaluation of progress on adaptation. These tasks were

established under the **European Climate Law** (Regulation (EU) 2021/1119), which came into force in 2022.

- The EEA undertook several new tasks under the Eighth Environment Action Programme (**8th EAP**) legislation, which came into force in 2021.

2.2.2 Foreseen new tasks in 2026 to 2028

The Commission is working on two legislative initiatives, which would specify additional tasks for the EEA and additional resources to deliver them: firstly, establishing an Environment Footprints Database, which is linked to the Green Claims Directive mentioned above.

Secondly, a revision of the European Climate Law is to be expected, following the publication of the communication and impact assessment of the EU's possible 2040 target. Revision is to be expected provisionally in 2026. This revision would include two legislative financial statements giving the EEA new tasks and resources: firstly, to continue regular European Climate Risk Assessments as a core task for the EEA, as a continuation from the first risk assessment, which the EEA delivered in 2024, resourced by a service level agreement with the EEA. Secondly, other tasks relating to ClimateADAPT. The work by the EEA on these initiatives needs to already commence in 2025, but the resources will first be included in either the EEA's 2026 or 2027 budgets, depending on how quickly the initiatives progress. DG CLIMA is therefore proposing a bridging service level agreement with the EEA.

The resource implications of these initiatives are not reflected in the draft 2026 budget.

With the expected revision of the Governance Regulation 2018/1999 by the end of 2026, there may be potential changes to the governance framework that could affect the work of the EEA's climate department. These changes could involve adjustments to existing reporting requirements—such as efforts to reduce reporting duties by 25% and the simplification exercise, which the EEA supports through identifying opportunities to streamline reporting obligations. Alternatively, there could be the introduction of additional reporting requirements, like the possible digital reporting of planning instruments such as the NECPs and LTSs. Reaching this final stage will require legal discussions, primarily focused on the update to the Governance Regulation.

Finally, the ECA special report 18/2023 outlined the outstanding issue of supporting Member States' commitments to achieving 2030 targets. This particularly referred to the importance of consistent information on expected cost and effects of national policies to achieve climate targets. EEA has been working with Member States and Member Countries to strengthen their reporting on national climate policies and measures, and will continue to do so.

2.2.3 Grant, Contribution and Service Level Agreements

The EEA's work includes engagements with Directorates-General (DGs) across the Commission that are financed through grant, contribution and service-level agreements (the funding is referred to as externally assigned revenue). The EEA welcomes this engagement on a broader range of activities which complement its core-funded work programme.

The primary instrument used for these engagements are service-level agreements (SLAs): the EEA currently has agreements with seven separate DGs and is in negotiations for an eighth to

commence during 2025. The EEA recommends the use of SLAs over other instruments, particularly to respond quickly to short-term needs: they are a Commission standard and lighter legal instrument that allow the parties to more quickly and easily negotiate and commence. Furthermore, and in contrast to other instruments, they provide greater flexibility to allow the parties to quickly respond to evolving or changing operational demands, and ensure the EEA is able to fully recover its direct and indirect costs in a manner that is transparent, simple and equitable for both parties.

The EEA is engaged with two DGs in long-term activities funded by contribution agreements: with DG NEAR for the EEA's engagement with the Western Balkans and Energy Community, and with DG DEFIS for the European programme for the establishment of a European capacity for Earth observation (Copernicus); initial agreement with the Commission to support Earth observation services was in 2007.

Whilst the above instruments allow a broader engagement with the Commission, there are also disadvantages. The short-term nature of the agreements hinder knowledge retention and use, disrupt continuity, and frustrate the recruitment and retention of qualified staff. Additional contracting, reporting, control and audit requirements also place a heavy administrative reporting burden on core EEA resources, particularly administrative, information technology (IT) and communication support functions. The EEA has therefore proposed to the Commission that the agreements funding ongoing activities are replaced and included in the EEA's core work programme and EU subvention.

The section below provides a listing and brief description of the agreements that are currently in force between the EEA and the Commission. Additional information, including resources and budgets, is provided in Annex 11, *Plan for grant, contribution and service level agreements*.

Service-level agreements

- An ongoing 6-year engagement 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' under the Horizon Europe programme. The engagement commenced in December 2020 and the current agreement (**EuroGEO 24**) continues to March 2027.
- A 7-year agreement (August 2021 – December 2028) 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 include 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 January 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.
- A 3½-year agreement, commenced in May 2022 with the Directorate-General for Climate Action (DG CLIMA) 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 4-year agreement with **Eurostat**, commenced 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 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, commenced in December 2023, to deliver tasks supporting the **Nitrates Directive**; the agreement will provide the required technical and scientific assistance to the European Commission for the 2023-2025 reporting cycle with a view to a potential transfer of this responsibility from the JRC to the EEA.
- A 4-year agreement, commenced in May 2024, 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, pending adoption of the proposed legislation.

DG CLIMA is proposing a bridging SLA with the EEA to commence work on the next climate risk assessment in 2025, until this can be included as task with core resources for the EEA, as mentioned in Section 2.2.2.

Contribution agreements

The **Copernicus Contribution Agreement** with the Directorate-General for Defence, Industry and Space (DG DEFIS), continues the EEA's development of the Copernicus Land Monitoring Service (CLMS) and the coordination of Copernicus' access to *in-situ* data. The EEA originally engaged in 2007 with the Directorate-General for Internal Market, Industry, Entrepreneurship and SMEs (DG GROW) for the delivery of Corine Land Cover. The current agreement (implementation period November 2021 - December 2028 and budget EUR 142.5 million) succeeds five previous agreements with DG GROW. The main challenges for the current implementation phase include maintaining continuity within the operational service, while ensuring a better response to policy requirements, such as those addressed in the European Green Deal, and wider uptake by the broad community of users (e.g. authorities and scientific communities).

The EEA's engagement with the Western Balkans commenced in 2002 via an agreement with the Directorate-General for Enlargement. This engagement has continued to now via 12 agreements with DG Enlargement and then the Directorate-General for European Neighbourhood Policy and Enlargement Negotiations (DG NEAR). The EEA's engagement expanded significantly in 2023, in response to a request from the Energy Community Secretariat for EEA to take on a role specified by an adaptation of the Regulation on the Governance of the Energy Union and Climate Action in the **Energy Community**; this role is to support reporting by



the six Western Balkan countries, as well as Georgia, Moldova and Ukraine. The EEA therefore entered into two contribution agreements with DG NEAR providing funding respectively under the Instrument for Pre-accession Assistance (IPA) and the Neighbourhood, Development and International Cooperation Instrument (NDICI). The agreements have a 3-year implementation period and combined budget of EUR 4.9 million; covering both the Energy Community tasks and the continued cooperation with the **Western Balkan** countries on **Green Agenda** activities.

Grant agreements

In 2022 the EEA, together with the European Chemicals Agency (ECHA), the European Food Safety Authority (EFSA) and the EC, developed a coordinated agency contribution to the Horizon Europe **Partnership for the Assessment of the Risks of Chemicals (PARC)**. PARC is the successor to the Human Biomonitoring for Europe (HBM4EU) Horizon 2020 project, which ended in June 2022 and in which the EEA participated as a partner. The PARC grant agreement began in May 2022 and will run for 7 years.

3 Multi-annual programming 2026-2028

3.1 Multi-annual objectives

3.1.1 EEA-Eionet Strategy to 2030 and its future directions

The EEA Management Board adopted in December 2020 a joint EEA-Eionet Strategy for the period 2021–2030, ‘Delivering data and knowledge to achieve Europe’s environment and climate ambitions’. The Strategy covers five areas of work, namely (1) Biodiversity and ecosystems, (2) Climate change mitigation and adaptation, (3) Human health and the environment, (4) Circular economy and resource use and (5) Sustainability trends, prospects and responses, against five Strategic Objectives (SOs) to 2030 as described in Table 2 below.

Given the large number of new activities and responsibilities assigned to the EEA as part of the European Green Deal initiatives, in spring 2024 the EEA Management Board initiated a process of discussing the future directions of the EEA-Eionet Strategy to 2030. The decision on adjustments to the EEA-Eionet Strategy to 2030 is expected to be taken in the course of 2025.

Linked to that and the need to develop a simplified approach to how planning and programming is presented to EEA stakeholders, in mid-2024 the EEA Senior Management initiated an internal process of updating the delivery model, that sets out to articulate **how EEA delivers the services it provides**. A clear signal coming of the Commission’s evaluation of the EEA and Eionet, pointed towards documenting and where needed improving the ‘efficiency’ of EEA operations, and also the overview and presentation of EEA activities.

The updated delivery model has been designed to create greater transparency and enable management to set priorities in line with the demands of EEA stakeholders, whilst also enabling an easy and direct understanding of resource allocation and production. The increased focus on services channelled via the updated delivery model, requires that the EEA devotes attention to output types (products and services), quality assurance, resource management and impact, which will be gradually introduced as EEA rolls out the updated delivery model. This model is taken into the work programme structure as of January 2025 and reflected in the presentation

of annual work programme activities in Section 4 of this SPD, with structure aligned to the EEA's core work areas as follows:

I. Environment

Key objective: Develop and deliver timely EEA-Eionet policy-relevant data, indicators and assessments on zero pollution and health (including air quality, chemicals and environmental noise), freshwater and marine, and biodiversity and nature. Strategic management and department support on coordination and delivery of relevant internal and external cooperation to enhance organisational efficiency and benefits to stakeholders in line with the EEA-Eionet strategy objectives. Coordinate the activities and quality control of the work of relevant ETCs.

II. Climate

Key Objective: Develop and deliver timely EEA-Eionet policy-relevant data, indicators and assessments on climate change mitigation, climate change impacts, vulnerability and adaptation, land use-land use change-forestry, and the environmental aspects of the energy and transport systems. Coordinate, manage and deliver relevant internal and external cooperation to enhance corporate efficiency and benefits to stakeholders. Coordinate, quality control and assure the work of the relevant ETCs.

III. Sustainability

Key Objective: Develop and deliver timely EEA-Eionet policy-relevant data, indicators and assessments on State and Outlook of Europe's Environment and key socioeconomic trends and enablers, such as sustainable finance, systems transformation and innovation, foresight, just transition and circular economy, EU policies such as EGD, 8th EAP, and international processes including UN Agenda 2030. Work with networks of EEA member countries, stakeholders of systems change, and coordinate the activities of the Scientific Committee. Lead on relevant ETCs.

The updated delivery model has an increased emphasis on **'services'** to match EEA ambition to deliver 'trusted and actionable knowledge for informed decision-making'. It is, at the same time, aimed to increase the value the EEA offers to its stakeholders by helping ensure consistent processes, policies, and procedures are in place to govern service delivery and interactions with our collaborating partners. This will be done across **four main services, each of them embedded in three core work areas** (environment, climate, and sustainability) as specified above:

- Reporting services
- Knowledge services
- Data services
- Networks and collaboration services

The benefits of this new approach include improved management of human and financial resources; much broader and more standardised use of digital tools for managing and disseminating knowledge; increased impact and value creation by getting knowledge quicker to its users; and more support to stakeholders to enhance the inherent value proposition of the EEA and Eionet.

In the coming period, the focus will be on scaling up service efforts across the organisation, while ensuring efficiency improvements in budget allocations and spending. This will be implemented through initiatives, including investing in innovation and knowledge consolidation, investing in infrastructure to handle big data and more agile communications, as well as providing enhanced digital services through making better use of digital technologies. Additionally, there will be a commitment to maintaining wider engagement with stakeholders to expand EEA impact and value creation.

3.1.2 Multi-annual strategic objectives

The implementation of the EEA-Eionet Strategy during 2026-2028 will coincide with the start of the second half of the overall strategy period (2026-2030), with settling of the priorities of the new European Commission and the changing EU policy cycle (2024-2029), while starting to look towards the next MFF cycle (2028-2034).

The expected results across strategic objectives presented in Table 2 take account of these aspects.

Table 2: EEA multi-annual strategic objectives and expected results to 2028

SO	Multiannual strategic objective (SO) to 2030	Expected results by 2028
SO1	<p>Supporting policy implementation and sustainability transitions: Produce evidence-based knowledge to support policy implementation and development of new initiatives to accelerate and scale up the transition to sustainability.</p>	<p>Improved EEA–Eionet knowledge-base (in particular, with regards to reporting obligations, databases, indicators and assessments) to support:</p> <ul style="list-style-type: none"> • Implementation of the main legislation agreed under the European Green Deal by 2024 including integration, investment and international aspects; and • New priorities expected to emerge for the next EU policy cycle alongside outcomes of the mid-term review of the 8th EAP and planning the next EU Research Programme.
SO2	<p>Providing timely input to solutions for sustainability challenges: Deliver targeted inputs to inform policy and public discussions, by organising and communicating knowledge on responses, including innovative solutions to societal challenges.</p>	<p>Implementation of the communication framework and stakeholder engagement framework to maximise ‘influence and impact’:</p> <ul style="list-style-type: none"> • Extended outreach and uptake of key EEA knowledge outputs by Brussels stakeholders in EU institutions, NGOs and businesses; and • Increased investment in national stakeholders and wider societal groups in order to better support policy implementation and progress towards sustainability transitions. • Investments in corporate communications to maintain high trustworthiness of EEA knowledge services.
SO3	<p>Building stronger networks and partnerships: Strengthen our network through more active engagement at the country level and work with other leading organisations in order to facilitate the sharing of knowledge and expertise.</p>	<p>More active cooperation with Eionet as well as wider partnerships with the European Commission Services and EU Agencies in particular through:</p> <ul style="list-style-type: none"> • Further implementation of a modernised EEA-Eionet framework, covering knowledge, functions, people and practices; and • Cooperation mechanisms with EU and UN bodies to enable better use and uptake of available knowledge in support of policies.

SO	Multiannual strategic objective (SO) to 2030	Expected results by 2028
SO4	Making full use of the potential of data technology and digitalisation: Embrace digitalisation, including new technologies, big data, artificial intelligence and earth observation that will complement and potentially replace established information sources to better support decision making.	Further digitalisation of EEA-Eionet, alongside investments in EU-level partnership to enhance use of new knowledge sources and services, through: <ul style="list-style-type: none"> • Implementation of the EEA Digital Capability Strategy, taking a holistic approach to digitalisation, aligned to the EEA delivery model; • Implementation of updated Data and IT strategies that will promote investments in new digital technologies and services, aiming to derive greater value from data and knowledge; • Development of better platform capabilities to enable “faster to market” knowledge services.
SO5	Resourcing our shared ambitions: Develop structures, expertise and capacity across our network to meet evolving knowledge needs, securing and diversifying the resources needed to achieve our joint vision.	<ul style="list-style-type: none"> • Further develop capacities and resources within EEA and Eionet to meet evolving knowledge needs. • Further implement EEA learning and development framework to accelerate achievement of strategy objectives. • Engage stakeholders across EU institutions to secure the best outcomes under the next EU Multi-annual Financial Framework.

3.1.3 Annual performance objectives and indicators

The Agency’s performance framework is closely related to the key performance indicators (KPIs) for the Executive Director, which aim to quantitatively monitor the Agency’s performance in relation to its operational work planning, and its financial and human resources management. The EEA Management Board will be asked to adopt a revised set of KPIs in March 2025, in line with stakeholders’ guidance to see such indicators better reflect added value and the knowledge role of the EEA and Eionet (phase 1).

Table 3 presents the EEA’s multi-annual KPIs to monitor these objectives.

Note: This is the list of KPIs to be submitted to the Management Board Bureau for approval in March 2025. The SPD will be updated to reflect the outcomes of the Bureau decision on the implementation of the KPI improvement process at its meeting in January 2025. Additional KPIs are foreseen to be added in phase 2, focussing in particular on strategic objective 1 and 3.

Table 3: EEA multi-annual key performance indicators

Strategic Objective (1)	No. ¹	Key Performance Indicator (KPI)	Baseline year ²	Target
1-2	A	EEA support to EU policy documents		
1	B	EEA planned outputs addressing policy information needs		
1	C	EU datasets use in support of EU policy		
2	D	Proportion of products progressing as planned		

2	E	Media visibility: Articles with reference to EEA		
2	F	Followers on social media		
3	G	Country participation in EEA consultations		
3	H	Participation in Eionet events		
3	I	Proportion of EEA products consulted with European Commission and countries		
4	J	Average time needed for 80% of EU-27 to report data after deadline		
4	K	Timeliness of EU dataset publication		
4	L	Availability of business-critical IT systems		
4	M	Timeliness of reporting by countries across dataflows		
4	N	Uptake of EEA information - web visits		
4	O	Cumulative API and webservices request Volume		
5	P	Diversity: Gender balance in management		
5	Q	Diversity: Gender balance in promotion/reclassification		
5	R	Diversity, equity, and inclusion: regular collection of information (age related)		
5	S	Progress towards achieving greenhouse gas reductions		
5	T	Investment in staff competencies		
5	U	Vacancy rate		
5	V	Staff Stability index		
5	W	Absenteeism by month		
5	X	Budget commitment within annual cycle		
5	Y	Efficient execution of budget		
5	Z	Implementation of corrective measures		
5	AA	Implementation of annual work programme (Discharge)		
5	AB	Staff satisfaction: Average favourable rate for common items for Agencies (%)		
5	AC	Budget execution: Payments executed within deadline (%)		

Table notes:

- 1: Numbering will be updated in 2025 to structure final implementation and presentation.
- 2: Baseline year for KPI – usually determined by start of strategy or data availability.

3.2 Multi-annual programme

3.2.1 EEA-Eionet support to EU/International policies

Details of the scope and coverage of **activities for 2026 under the three core work areas in line with the updated EEA delivery model** are provided in Section 4 of this SPD in the annual work programme. This section describes the multi-annual dimensions of EEA support to EU environment, climate and sustainability policy objectives that largely determine the annual activities under these three core work areas.

The EU legal frameworks often apply for decades and many of them include reporting obligations on countries and businesses that are managed by the EEA on behalf of the EU institutions. The EEA support includes developing and maintaining IT solutions (e.g. Reportnet), managing and quality assuring data flows from countries (e.g. through Eionet), preparing selected EU data for reporting to the United Nations (e.g. 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 EEA-Eionet through its knowledge and networking activities.

In October 2024 DG ENV requested **EEA support in identifying examples that could lead to future simplification of EU Legislative Reporting Obligations**, such as:

- complications due to legislative constraints (data flow simplifications);
- feedback on opportunities for simplifying existing reporting obligations e.g. because of little use of the data;
- identify areas where data collected in one area - e.g. LULUCF - could be reused in other related policy areas, such as forest monitoring law, Habitats Directive as well as identifying obligations that are too complex and would merit simplifications but which would require legislative changes;
- the further potential for how Copernicus data services could complement or substitute for data reported under legislative reporting obligations;
- opportunities for using models and technologies like Artificial Intelligence to substitute for or enhance data reported by countries under legislation.

This process will be continued in 2025 and further information provided in the revised version of this SPD in autumn.

3.2.2 Eionet and EEA Scientific Committee

Eionet is a partnership network of the EEA and its member and cooperating countries, connecting around 3,000 experts and 600 national environmental institutions. It facilitates the collection and dissemination of environmental data and information across Europe and provides environmental knowledge as a service for European and national policy making. Eionet supports the EEA in delivering timely, targeted, relevant and reliable information to policymakers and the public. It consists of National Focal Points (NFPs), Eionet groups, Eionet thematic and Eionet working groups, and European Topic Centres (ETCs).

Eionet includes 32 EEA member countries and six cooperating countries, covering a broad geographical area in Europe.

The **EEA Scientific Committee** is a group of scientific experts assisting the Executive Director and the EEA Management Board with scientific advice related to EEA work areas. The Committee also provides an opinion on the draft EEA Single Programming document and its recruitment of scientific staff. The Committee's members (maximum 20) are independent scientists from EEA member countries selected through an open selection process to cover areas defined as important for EEA knowledge development. In the previous call for new Scientific Committee members in 2024, nine new areas for scientific support were defined to complement the nine remaining Committee members.

[See the complete list and profile of Scientific Committee members.](#)

3.2.3 Partnerships for influence and impact

Through its multi-annual strategic objectives **and aligned to the new delivery model**, the EEA will invest further in partnering with others in order to either amplify existing knowledge to improve understanding and drive action, or to enhance the knowledge base in line with new policy needs, or to modernise the delivery of knowledge in an increasingly digitalised world.

The EEA works closely with other EU Agencies, including regular management and operational exchanges to ensure coordination of activities. This includes delivery of joint products with a number of other agencies, including for example ECHA (EU indicator framework under the Chemicals Strategy for Sustainability and planning to support the proposed One Substance One Assessment Regulation), EMSA (European Maritime Transport Environmental Reports (EMTER) on the transition to sustainability of maritime transport), EFCA (EEA-EFCA memorandum of understanding (MoU) and activities on the transition to sustainability of fisheries), EFSA (participation in expert networks and collaborative work on chemicals) and Eurofound (MoU signed in 2024). The EEA is also part of the EU cross-agency One Health Task Force together with ECDC, ECHA, EFSA and EMA, with a [joint framework for action](#) published in 2024 which covers the period 2024 to 2026.

Cooperation with Eurostat and DG REGIO continues on linking environment and climate data with socio-economic data and other EU Agencies such as ECHA, EFSA, EMA and ECDC in support to emerging policy initiatives.

In order to stay up to date with enlargement developments in the East, the EEA will continue to support Western Balkan countries through its multi-annual IPA programme, engage with Contracting Parties to the Energy Community in the Western Balkan and Eastern Partnership regions and continue to support relevant knowledge activities for Ukraine and Moldova, coordinated at Commission level by DG ENV.

Table 4: Legal frameworks supported by EEA-Eionet

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

Legal framework	Lead work area (1-3)
2030 agenda for sustainable development and its SDGs	3
Air Quality Implementing Decision (2011/850/EU)	1
Ambient Air Quality Directive (2008/50/EC) ²	1
Bathing Water Directive (BWD) (2006/7/EC)	1
EU biodiversity strategy (COM(2011) 244 final)	1
Birds Directive (2009/147/EC)	1
Chemicals strategy for sustainability (CSS) towards a toxic-free environment (COM(2020) 667)	1
Circular economy action plan (COM(2020) 98 final)	3
Common agricultural policy (COM(2018) 393 final)	1

² This directive was revised in 2024 and EEA will be working on developing new dataflows to support future data reporting



Common Fisheries Policy Regulation (1380/2013/EU)	1
Control of major-accident hazards involving dangerous substances – Seveso III Directive (2012/18/EU)	1
Drinking Water Directive (DWD) (2020/2184/EU)	1
Effort Sharing Regulation (ESR) ((EU) 2018/842)	2
Eighth Environmental Action Programme to 2030 (8th EAP) (COM(2020) 652)	3
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)	1
EU strategy on adaptation to climate change (COM(2021) 82 final)	2
EU industrial strategy (COM(2020) 102 final)	1
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)	1
European strategy for low-emission mobility (COM(2016) 501 final)	2
European strategy for plastics in a circular economy (COM(2018) 28 final)	3
F-gas Regulation (EU) 2024/573	2
Floods Directive (2007/60/EC)	1
Forest Monitoring Law (anticipated 2025 – TBC)	1
Forest strategy for 2030 (COM(2021) 572 final)	1
Fourth Air Quality Daughter Directive (2004/107/EC) ³	1
Fuel Quality Directive (98/70/EC)	2
Habitats Directive (92/43/EEC)	1
Industrial Emissions Directive (IED) (2010/75/EU) and its implementing decisions	1
Infrastructure for Spatial Information in the European Community (Inspire) Directive (2007/2/EC)	
Integrated maritime policy (Regulation (EU) No 1255/2011)	1
Invasive Alien Species Regulation ((EU) No 1143/2014)	1
Landfill Directive (1999/31/EC as amended) and supporting legislation addressing specific waste streams	1
Land Use, Land Use Change and Forestry (LULUCF) Regulation ((EU) 2023/839)	2
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
Protecting and restoring marine ecosystems for sustainable and resilient fisheries (COM(2023) 102 final)	1
Maritime Spatial Planning Directive (2014/89/EU)	1
Managing climate risks – protecting people and prosperity (COM(2024) 91 final)	2
Medium Combustion Plants (MCP) Directive (2015/2193/EU)	1
National Emission reduction Commitments Directive (NECD) (2016/2284/EU)	1
Nature Restoration Regulation (EU) 2024/1991 amending regulation (EU) 2022/869	1
Nitrates Directive (91/676/EEC)	1
Ozone Regulation (EU) 2024/590	2

³ To be repealed at the end of 2026 as a result of the revised air quality directive adopted in 2024.

Packaging and Packaging Waste Directive (94/62/EC as amended)	3
Pollinators initiative (COM(2018) 395 final)	1
Regulation (EU) 2017/852 on Mercury	1
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) 2024/3012 Establishing a Union certification framework for permanent carbon removals, carbon farming and carbon storage in products	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	3
Regulation (EU) 2021/696 establishing the Union Space Programme and the European Union Agency for the Space Programme	
Renewable Energy Directive (2009/28/EC) and recast ((EU) 2018/2001)	2
Renewed sustainable finance strategy and implementation of the action plan on financing sustainable growth	3
Serious cross-border threats to health Regulation (2022/2371) on Serious Cross-border Threats to Health	1
Soil Monitoring Law (anticipated in 2025 – TBC) (EU soil strategy for 2030 COM(2021) 699 final)	1
Sustainable finance initiative	3
Soil strategy for 2030 – Reaping the benefits of healthy soils for people, food, nature and climate (COM(2021) 699 final)	1
Updated 2018 bio-economy strategy (COM(2018) 673/2 and staff working document (SWD) (2018)431/2)	3
Urban agenda for the EU (Pact of Amsterdam 2016) and following the renewed Leipzig Charter of 2020	3
Urban Waste Water Treatment Directive (UWWTD) (91/271/EEC) and recast Urban Waste Water Treatment Directive (2024)	1
Waste Framework Directive (2008/98/EC)	3
Water Framework Directive (2000/60/EC), Environmental Quality Standards Directive (EQSD) (2013/39/EU), and Groundwater Directive (2006/118/EC)	1
Water Reuse Regulation (2020/74/EU)	1
Zero pollution action plan (COM(2021) 400)	1

Table 5: EU reporting obligations managed by EEA (in the field of environment and climate)

EU Legislation	Reporting obligations database entry	Number per year				Lead work area (1 to 3)
		2025	2026	2027	2028	
Air Quality Directive IPR ⁴	http://rod.eionet.europa.eu/instruments/650	14	14	Tbc	tbc	1
Birds Directive 2009/147/EC	http://rod.eionet.europa.eu/instruments/658	3	2	2	2	1
CO2 emissions from new light commercial vehicles	http://rod.eionet.europa.eu/instruments/648	2	2	2	2	2
CO2 emissions from passenger cars	http://rod.eionet.europa.eu/instruments/644	2	2	2	2	2
CO2 monitoring and reporting, cars and vans: implementing provisions, incl. real-world monitoring	http://rod.eionet.europa.eu/instruments/692	2	2	2	2	2
CO2 monitoring and reporting, heavy duty vehicles: implementing provisions, incl. real-world monitoring	Not yet available	0	1-2	1-2	1-2	2
EEA-Eionet regulation	http://rod.eionet.europa.eu/instruments/499	8	7	7	tbc	N/A
Emissions Trading Directive	http://rod.eionet.europa.eu/instruments/593	1	1	1	1	2
Environmental noise directive	http://rod.eionet.europa.eu/instruments/585	6	6	6	6	1
Environmental Quality Standards Directive	http://rod.eionet.europa.eu/instruments/634	1	1	1	1	
E-PRTR regulation / Industrial emissions Portal Regulation	http://rod.eionet.europa.eu/instruments/615	1	1	1	1	1
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	1	1	1	2
Habitats Directive 92/43/EEC	http://rod.eionet.europa.eu/instruments/560	3	2	2	2	1
HDV Standards Regulation	http://rod.eionet.europa.eu/instruments/676	4	3	4	3	2
Industrial Emissions Directive (IED)	http://rod.eionet.europa.eu/instruments/654	2	1	1	2	1
Marine Strategy Framework Directive	http://rod.eionet.europa.eu/instruments/631	2	2	1	1	1
Medium Combustion Plants (MCP) Directive	http://rod.eionet.europa.eu/instruments/659	0	1	0	0	1
Mercury Regulation	http://rod.eionet.europa.eu/instruments/677	4	4	4	4	1
New Bathing Water Directive (consolidated)	http://rod.eionet.europa.eu/instruments/609	2	2	2	2	1

⁴ Note: It is expected that the IPR will be revised before December 2026 hence the number of reporting obligations in 2027 and 2028 is not currently known.



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	0	0	0	1	1
Regulation on invasive alien species	http://rod.eionet.europa.eu/instruments/660	1	0	0	0	1
Regulation on Ozone Depleting Substances (ODS Regulation)	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	14	6	14	6	2
NEC Directive	http://rod.eionet.europa.eu/instruments/675	8	6	8	5	1
Seveso Directive III	http://rod.eionet.europa.eu/instruments/661	0	2	2	2	1
Sewage Sludge Directive	http://rod.eionet.europa.eu/instruments/514	1	1	1	1	3
Single Use Plastics Directive	https://rod.eionet.europa.eu/instruments/705	4	4	4	tbc	3
Union Space Program Regulation	http://rod.eionet.europa.eu/instruments/693	6	6	6	tbc	
Urban Waste Water Treatment Directive (consolidated)	http://rod.eionet.europa.eu/instruments/543	1	3	1	3	1
VOC Paints Directive	http://rod.eionet.europa.eu/instruments/647	1	0	0	0	1
Reuse of Products (under the Waste Framework Directive)	https://rod.eionet.europa.eu/obligations/807	1	1	1	tbc	3
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
Bern Convention (international)	http://rod.eionet.europa.eu/instruments/564	2	1	1	1	1
CLRTAP (international)	http://rod.eionet.europa.eu/instruments/578	5	3	3	tbc	1
Energy Community reporting on the adapted Governance Regulation	http://rod.eionet.europa.eu/instruments/682	14	6	14	6	2
Energy Community reporting according to the adapted Industrial Emissions Directive	https://rod.eionet.europa.eu/obligations/794	1	1	1	1	2
Green Claims Directive	Forthcoming	-	1	1	1	3
UNFCCC (international)	http://rod.eionet.europa.eu/instruments/411	1	1	1	1	2
Nature Restoration regulation	https://rod.eionet.europa.eu/instruments/713	0	1	0	1	1

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

tbc, to be confirmed

Table 6: Submissions to international bodies managed by EEA

Policy DG	International legislation	Link to EU legislation	EEA work area
ENV	UNECE Convention on Long-range Transboundary Air Pollution (LRTAP Convention)	National Emission Reduction Contribution (NEC) Directive	1
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)	1
ENV	UN Minamata Convention on Mercury	Mercury Regulation	1
CLIMA	UN Framework Convention on Climate Change (UNFCCC)	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 Agency is to create a European data set that, in turn, is used by the protocol bodies.

Table 7: Information platforms managed by EEA in support of EU policies

Information system name	Short name / acronym	Policy DG	Legislative framework/reference ^(a)	ROD ¹
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 & 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)	
European Nature Information System	EUNIS	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
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)	-
European environmental health atlas and index		ENV SANTE	Zero Pollution Action Plan	-
European Industrial Emission Portal (formerly European Pollutant Release and Transfer Register)	IEP	ENV	Regulation (EU) 2024/1244 of the European Parliament and of the Council of 24 April 2024 on reporting of environmental data from industrial installations, establishing an Industrial Emissions Portal and repealing Regulation (EC) No 166/2006	Y
Seveso Industrial Accidents online platform (working name) – to be operational 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
Invasive Alien Species portal	IAS	ENV	Regulation (EU) No 1143/2014 of the European Parliament and of the Council of 22 October 2014 on the prevention and management of the introduction and spread of invasive alien species	Y
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)	

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
The 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
Water Information System for Europe – Freshwater	WISE-Freshwater	ENV	Directive 2000/60/EC of the European Parliament and of the Council of 23 October 2000 establishing a framework for Community action in the field of water policy as amended by Decision 2455/2001/EC and Directives 2008/32/EC, 2008/105/EC and 2009/31/EC. Floods Directive 2007/60/EC Council Directive 91/271/EEC of 21 May 1991 concerning urban waste-water treatment and newly adopted UWWTD (2024), Bathing Water Directive 2006/7/EC Recast Drinking Water Directive 2020/2184/EU Water Re-use Regulation 2020/741/EU Nitrates Directive 1991/676/EEC Water Resilience Strategy when published in 2025.	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.

3.3 Human and financial resource outlook for the years 2026-2028

3.3.1 Overview of the past and present situation

The EEA's tasks have grown significantly under the current MFF, with a commensurate growth in human and financial resources to deliver them. Section 2.2 *Development of new tasks* lists and briefly describes the additional tasks the EEA has taken on from 2021 to 2024, and the four legislative packages that are anticipated to be adopted in 2025. Tables 9 and 10 below give the financial and human resources specified for each package. The resources for the packages that are still to be adopted are shown in italics; whilst they are included in the approved 2025 and draft 2026 budgets, the Commission has held them in a reserve, and will only transfer the resources to the EEA on adoption of the respective legislative package.

The staff posts specified in the legislative packages have been virtually entirely for operational posts (thematic and data experts) without a commensurate increase in support posts. This has resulted in a substantial reduction in the ratio of support to operational staff and placed an untenable burden on support functions. This problem is elaborated in the section covering the Agency Request for 2026.

In accordance with the specification of the MFF 2021-27, the EEA receives an annual indexation of 2% to its EU subvention. Following the invasion of Ukraine, inflation has significantly exceeded this, and the 4-year compound salary indexation for EEA staff for 2022 to 2025 is 19%. To address the salary increases, the Commission provided further reinforcement of the EEA's EU subvention in 2023, 2024 and 2025, which addressed the main budget pressures from salary increases. However, for both this and the prior MFF, the expenditure on Title 1 (staff) and Title 2 (premises and administration) is consuming an increasing portion of the EEA's budget, reducing the funds available for operations (Title 3).

3.3.2 Outlook for the years 2026-2028

The 2026 Budget Circular has provided forecasted salary updates of +1.2% to be applied to be applied as from 1 April 2025, +4.6% to be applied as from 1 July 2025, +0.6% to be applied as from 1 April 2026 and +3.4% to be applied as from 1 July 2026. This translates to an effective indexation of 4.75% from 2025 to 2026, and then 2.85% from 2026 to 2027.

The Commission has therefore, in addition to the standard 2% indexation of the EU subvention, provided a further reinforcement of EUR 1.08 million for the 2026 draft budget, so that the increase in the subvention is sufficient to cover the full salary indexation of 4.75%.

3.3.3 Resource programming for the years 2026-2028

Tables 8 and 9 below give the draft 2026 budget proposed by the Commission for the EEA's financial and human resources, showing the resources for the baseline work programme, and the additional resources for the new tasks. It also gives a projection for years 2027 and 2028.

Table 8: Development in the EU Subvention

	2024	2025	2026	2027	2028
	Final	Original	Draft	Anticipated	Anticipated
Baseline Work Programme	46,351,252	47,581,170	49,614,433	50,606,723	51,618,857
8th EAP	3,338,000	3,390,000	3,443,000	3,498,000	3,567,960
European Climate Law	3,528,533	3,599,604	3,671,086	3,744,508	3,819,398
SEVESO	935,763	970,678	870,892	866,409	883,737
LULUCF	2,297,000	3,343,000	2,389,000	3,447,000	3,515,940
Nature Restoration	2,954,112	3,010,834	3,067,391	3,125,799	3,188,315
E-PRTR Regulation (recast)	649,816	558,412	497,180	506,124	516,246
Carbon Removals & HDVs	379,034	835,058	789,759	804,754	820,849
Zero Pollution Package		2,042,851	1,871,308	1,900,334	1,938,341
Green Claims		274,986	432,172	439,515	448,305
One Substance One Assessment		594,916	1,979,629	1,921,901	1,960,339
Forest Monitoring & Soil Health Laws		888,228	1,745,186	1,764,290	1,799,576
EU Subvention	60,433,510	67,089,737	70,371,036	72,625,357	74,077,864
Third Countries & Other Contributions	7,377,093	7,462,046	7,679,735	7,843,075	7,937,397
General Revenue (EUR)	67,810,603	74,551,783	78,050,771	80,468,432	82,015,261

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

Table 9: Development in human resources

		2024 Final	2025 Original	2026 Draft	2027 Anticipated	2028 Anticipated
Baseline Work Programme	TA	131	131	131	131	131
	CA	74	74	75	75	75
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	8	8	8	8	8
	CA	3	3	3	3	3
Nature Restoration	TA	7	7	7	7	7
	CA	5	5	5	5	5
E-PRTR Regulation (recast)	TA	2	2	2	2	2
	CA	0	0	0	0	0
Carbon Removals & HDVs	TA	1	1	1	1	1
	CA	3	4	4	4	4
Zero Pollution Package	TA		5	5	5	5
	CA		3	3	3	3
Green Claims	TA		1	1	1	1
	CA		1	1	1	1
One Substance One Assessment	TA		4	4	4	4
	CA		2	2	2	2
Forest Monitoring & Soil Health Laws	TA		3	3	3	3
	CA		2	2	2	2
Temporary Agents (TA)		171	184	184	184	184
Contract Agents (CA)		98	107	108	108	108
Seconded National Experts (SNE)		20	20	20	20	20
TOTAL STAFF		289	311	312	312	312

This plan includes the sponsorship by the EEA of an additional contract agent FGIII in 2026 for the EU Agencies’ Network Shared Support Office. This is a “no cost” post for the EEA, as the costs are shared across all agencies in the EUAN.

A breakdown of the revenue and expenditure budgets are provided in Annex 3, *Financial resources 2026-2028* and details of the staffing plans in Annex 4, *Human resources quantitative*.

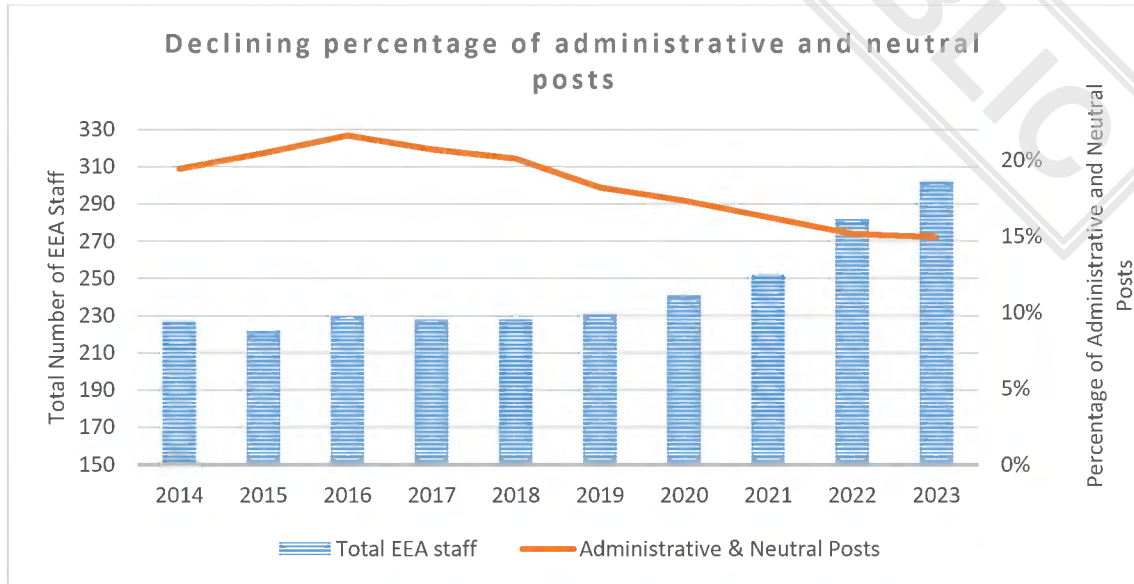
Agency Request

The draft budget tabled in the SPD comprises a *Draft Budget Forecast* proposed by the Commission and a separate *Agency Request*, which follows the Commission’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, a trend that had already started in the previous MFF 2014-20 as a result of the EEA having to reduce posts as part of the austerity measures under the MFF. The decreasing ratio of support staff is demonstrated below.



The EEA’s increased engagement with Directorates-General (DGs) across the Commission through grant, contribution and service-level agreements, outlined in Section 2.2.3, have also increased the workload for support staff: the financial, legal and HR administration of these agreements are more complex and burdensome, given that each agreement has its own specific budgeting, reporting, contracting and audit requirements.

Both the EEA and Parliament have raised their concerns regarding this situation on several occasions during the budgetary cycles in the last few years. Parliament in their discharge of the 2020 budget stated:

“Deplores that the ratio between support staff responsible for administration as well as coordination and operational staff working on content, is out of balance; suggests that the Agency should receive more support staff, to guarantee its functioning.”

To address this problem, the European Parliament adopted amendments to the EEA’s 2022, 2023 and 2024 budgets to give additional support posts. However, the 2022 and 2023 amendments were subsequently removed during Conciliation and the 2024 amendment was abandoned in favour of ensuring that a cut to the EEA’s budget proposed by Council was successfully challenged. Thus, the untenable situation related to support functions remains unresolved.

The EEA request therefore includes five temporary agent posts: three posts at AD5 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. The EEA request also includes five contract agent posts (FGIII) to boost the capacity of general administrative assistants in departments across the

agency. The EEA appreciatively notes the additional AST5 post for a procurement officer received last year, attached to the Nature Restoration Law.

An increase in the EU subvention of EUR 1.275 million is requested to fund the additional posts. This budget was calculated using the standard rates specified by the European Commission for new posts.

3.3.4 Strategy for achieving efficiency gains

The EEA continues to strive towards further efficiency gains through the implementation of the five strategic objectives of the current Strategy and how this in turn influences activities under three key work areas described in section 3.

New delivery model. The benefits include efficiency improvements in budget allocations and spending; broader and more standardised use of digital tools for managing and disseminating knowledge; increased impact and value creation by getting knowledge quicker to its users; and more support to stakeholders to enhance the inherent value proposition of the EEA and Eionet (see section 3.3.1 for further details).

In the pollution and health work area, the implementation of the revised Ambient Air Quality Directive will require the development of a new data model for reporters (based on a revised data reporting decision from the commission) and this also presents an opportunity to switch the data reporting to Reportnet 3. As part of this process opportunities will be explored to streamline reporting and increase overall efficiency of the data reporting, processing and publication process (for example, by not requiring countries to report information where there has been no change from the previous reporting round). New indicator dashboards have been introduced for reporting under the Chemicals Strategy for Sustainability and the Zero Pollution Action Plan, with common elements between the two dashboards. These dashboards can be easily updated on a periodic basis, providing an efficient basis on which to track progress in delivering on the relevant objectives under the CSS and ZPAP.

IT infrastructure and data management improvements, including Cybersecurity.

The EEA is implementing a balanced, hybrid model combining on-site and cloud solutions that will optimise resource allocation, allowing the EEA to scale infrastructure rapidly in response to evolving needs. This flexibility will lead to more cost-effective use of IT resources, reducing unnecessary expenditures on overprovisioned hardware and enable faster deployment of new services. Enhanced compliance and service continuity further prevent wasteful downtime, enhancing both performance and cost-efficiency.

A robust cybersecurity posture and zero-trust approach will minimise downtime related to potential breaches and system failures. Strong encryption and reliable backups will ensure critical data remains accessible and protected, reducing time lost on incident response and recovery. In turn, this stability and continuity will translate into more predictable operations, lower remediation costs, and increased stakeholder trust—ultimately supporting more efficient and secure service delivery.

Technical platforms and websites migration.

Aligning EEA systems with common standards and interoperable solutions will simplify collaboration with other EU organisations and partners. Reduced complexity in data and system exchanges will lower integration costs, shorten project timelines, and limit redundant development efforts. By ensuring smooth data flows and standardized interfaces, the EEA will

accelerate information-sharing and decision-making processes, ultimately achieving better outcomes with fewer wasted resources.

eReporting and Reportnet tasks.

Reportnet 3, EEA's key reporting platform, has substantially improved the quality and reliability of data reporting. Its greater flexibility and advanced capabilities allow for real-time validation and streamlined management of complex datasets, leading to quicker processing, fewer errors, and more informed decision-making on both national and EU levels. This capacity for immediate feedback enables Member States to refine submissions iteratively, a process that was previously limited by longer validation cycles, fostering a collaborative environment with enhanced engagement and accuracy

Upgrades to the Reportnet platform, including continued implementation of modern Data Lakehouse technology, will further reduce manual data processing and reporting errors. This streamlined data handling will lower the burden on EEA and its partners, making reporting processes faster, more reliable, and more accurate. Improved user experiences and higher job success rates mean less time spent troubleshooting and reworking data submissions, translating into more efficient data management and decision-making cycles.

Digitalisation and AI activities in line with the EEA Digital Capability Strategy, linking to the updated IT Strategy and Data Strategy.

By integrating AI-based support tools and consolidating collaboration platforms, the EEA will reduce time spent on manual tasks and increase transparency in decision-making processes. Standardised meeting tools and a unified document-sharing environment will streamline workflows, cut back on administrative overhead, and minimise duplication of efforts. As a result, teams will be able to focus more on strategic tasks, improving overall productivity and reducing the cost of fragmented IT solutions.

Adopting IT Infrastructure Library-based (ITIL) practices will standardize IT service delivery, improving response times, issue resolution rates, and user satisfaction. Continuous improvement cycles will gradually eliminate unnecessary steps, allowing EEA staff and partners to spend less time waiting for support and more time on high-value tasks. Over time, this approach will drive down service operation costs while increasing the reliability and efficiency of IT support functions.

Increased use of machine learning for image classification, gap filling and prediction will enhance our data quality and enable better and wider assessments, more harvesting of knowledge from Copernicus data and support automation.

As an example of the benefit of the latter, our water scarcity indicator (WAT 001), which is also one of our most popular indicators could only be updated every other year. Now, because a machine learning algorithm has been implemented, the indicator has become more operable, can be updated annually, and at a much lower cost to the EEA. The workload has been reduced by around 70%, and the investment made into the process will be returned in around 3 years.

Refurbishment of EEA premises to activity based working space

The EEA commenced a refurbishment project of its main premises at Kongens Nytorv No. 6 in 2019, converting its traditional single-use office space to open activity-based working space. The refurbishment will be completed in 2025 and delivers substantial improvements in the efficiency and effectiveness. Firstly, the EEA has been able to accommodate a substantial increase in its staff complement over this period without increasing its office space, and on completion it may be able to release office space rented in the neighbouring building. Secondly, the refurbishment to activity-based working has provided additional space and

equipment to facilitate and improve collaboration: face-to-face, for hybrid working with office presence and teleworking, and online and hybrid engagement with the EEA's network of Eionet and other stakeholders.

3.3.5 Negative priorities/decrease of existing tasks

This SPD, covering 2026 to 2028, goes into the second half of the EEA-Eionet Strategy. While the 8th EAP and the European Green Deal brought many new knowledge priorities and resources to EEA, areas for scaling down efforts are rather limited.

With the new policy priorities of more cross-cutting nature, there is an increased effort towards integrating knowledge across different areas in EEA, without de-prioritisation. For example, with the objectives of the zero pollution action plan remaining relevant for the upcoming period, the focus on preventive health and well-being will require continued work to understand the role of the environment in protecting and restoring health. Along the same line, with the recently revised ESR, LULUCF and Governance Regulation and the coming into force of the Carbon Removal Certification Framework in December 2024, combined with a re-design of a post 2030 policy framework on climate change and a revision of the common agricultural policy, there is an increase instead of scaling down of tasks foreseen in the climate area.

4 Annual work programme 2026

4.1 Executive summary

Aligning to the updated delivery model the annual work programme is structured around the three core work areas as described in Section 3 above, building on the five work areas of the EEA-Eionet Strategy 2021-2030 (previous structure of the SPD).

The EEA support to the EU **environment, climate and sustainability policy objectives** determines the activities undertaken in each work area and in turn the range and types of outputs and services the Agency produces each year.

All the activities in the annual work programme reference the 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, technology and digitalisation

SO5: Resourcing our shared ambitions

The focus on policy support also provides predictability around these outputs and services since many policies set down clear demands and timelines for knowledge support, over several years and sometimes decades. This in turn enables the EEA to provide the information in table 10, which covers those outputs and services where we have clear policy demands or obligations under the EEA Regulation e.g. on data and SOER, and where we are confident that they will be delivered within available resources.

The key outputs in the table below may change during the consultation process, as for example, the priorities for the European Commission 2026 work programme become clearer during autumn 2025.

Table 10: Summary of key planned outputs for 2026

Publications	Work area	Indicative timing
Marine Messages III	Environment	Q3
Marine Litter Integrated Assessment	Environment	Q2
State of Nature report	Environment	Q4
Invasive Alien Species report	Environment	Q4
Restoration and the state of nature	Environment	Q2
Annual Bathing Water Briefing (2025 monitoring)	Environment	Q2
Groundwater quality and quantity briefing	Environment	Q3
Chemicals mixtures risk briefing	Environment	Q4

Zero pollution monitoring and outlook (jointly with JRC)	Environment	Q4
Air Quality Status in Europe	Environment	Q2
Harm to human health from air pollution in Europe	Environment	Q4
Impacts of air quality on ecosystems in Europe	Environment	Q3
The polluter pays principle and environmental justice	Environment	Q1
Environmental determinants of mental health	Environment	Q3
Burden of disease from chemicals in Europe	Environment	Q4
Impact of airports and ports on air quality in Europe	Environment	Q2
Reducing ozone pollution in Europe	Environment	Q2
Assessment report on climate and health under the European Climate and Health Observatory	Climate	Q3
Confidential report on fluorinated greenhouse gases	Climate	Q3
Confidential report on ozone depleting substances	Climate	Q3
Trends and projections in Europe 2026	Climate	Q4
State of European mobility, annual update	Climate	Q4
Annual EU greenhouse gas inventory 1990-2024 and inventory report 2026	Climate	Q4
The textiles value chain in numbers – bending the trend	Sustainability	Q1
Waste prevention assessment – towards an efficient food system	Sustainability	Q2
Waste prevention programmes - Country factsheets	Sustainability	Q2
Municipal/packaging waste management in Europe - Country factsheets	Sustainability	Q2
Climate mitigation contributions from circular economy approaches	Sustainability	Q4
Societal opportunities and challenges of the transition to a circular economy	Sustainability	Q4
Monitoring report on progress towards the 8th EAP objectives	Sustainability	Q1
Inter-generational justice – environment and climate	Sustainability	Q1
Green job creation under the Net-Zero Industry Act	Sustainability	Q2
Foresight report: competitive sustainability	Sustainability	Q2
Consolidated annual activity report 2024	Governance	Q2
Single programming documents 2026-2028	Governance	Q4

Core Data flows	Work area
Air Quality Directive IPR: (E1a) Information on primary validated assessment data - measurements (Article 10)	Environment
Air Quality Directive IPR: (E2a) Information on primary up-to-date assessment data - measurements (Article 10)	Environment
Bathing Water Directive (2006): Monitoring and Classification of Bathing Waters	Environment
LRTAP Convention - National emission inventories	Environment

EEA-Eionet: Nationally designated areas (NatDA)	Environment
EEA-Eionet: WISE SoE - Biology data (WISE-2)	Environment
EEA-Eionet: WISE SoE - Water quality (WISE-6)	Environment
EEA-Eionet: WISE SoE - Water Quantity (WISE-3)	Environment
E-PRTR regulation: E-PRTR and LCP integrated data reporting	Environment
Greenhouse gas inventories	Climate
Industrial Emissions Directive (IED): EU Registry on Industrial Sites	Environment
Urban Waste Water Treatment Directive: UWWTD – Implementation (Article 15)	Environment

Indicators	Work area
Water scarcity	Environment
Oxygen consuming substances in European rivers	Environment
Nutrients in freshwater in Europe	Environment
Nitrates in Groundwater	Environment
Water abstraction by sector	Environment
Pesticides in rivers, lakes and groundwater in Europe	Environment
Bathing waters with excellent quality	Environment
Heavy metal emissions in Europe	Environment
Persistent organic pollutant emissions in Europe	Environment
Exceedance of air quality standards in Europe	Environment
Exposure of Europe's ecosystems to ozone	Environment
Emissions of the main air pollutants in Europe	Environment
Premature deaths due to exposure to fine particulate matter in Europe	Environment
Exposure of ecosystems to eutrophication	Environment
Income-related environmental inequalities between regions associated with air pollution in Europe	Environment
Exposure of Europe's population to environmental noise	Environment
Health impacts of exposure to noise from transport	Environment
Marine protected areas in Europe's seas	Environment
Terrestrial protected areas in Europe	Environment
Common bird index in Europe	Environment
Grassland butterfly index	Environment
Forest connectivity in Europe	Environment
Agricultural area under organic farming in Europe	Environment
Global and European temperature	Climate
Arctic and Baltic Sea ice	Climate
Global and European sea level rise	Climate
European sea surface temperature	Climate
Economic losses from weather- and climate-related extremes in Europe	Climate
Extreme sea levels and coastal flooding in Europe	Climate
Hydrofluorocarbon phase-down in Europe	Climate

Global and European consumption of ozone-depleting substances	Climate
Total greenhouse gas emission trends and projections in Europe	Climate
Atmospheric greenhouse gas concentrations	Climate
Greenhouse gas emissions from agriculture in Europe	Climate
Greenhouse gas emissions from land use, land-use change and forestry in Europe	Climate
Progress towards national greenhouse gas emissions targets in Europe	Climate
Greenhouse gas emissions from energy use in buildings in Europe	Climate
Greenhouse gas emissions under the EU Emissions Trading System	Climate
Use of auctioning revenues from emissions trading in Europe	Climate
Primary and final energy consumption in Europe	Climate
Share of energy consumption from renewable sources in Europe	Climate
Greenhouse gas emission intensity of electricity generation in Europe	Climate
Greenhouse gas emissions from transport in Europe	Climate
Emissions of air pollutants from transport	Climate
CO2 emissions performance of new passenger cars in Europe	Climate
New registrations of electric vans in Europe	Climate
New registrations of electric passenger cars in Europe	Climate
Share of non-road modes in freight transport in Europe	Climate
Share of buses and trains in inland passenger transport	Climate
Share of environmental taxes in total tax revenues	Sustainability
Fossil fuel subsidies	Sustainability
Environmental protection expenditure	Sustainability
Green bonds	Sustainability
Eco-innovation index	Sustainability
Employment in the environmental goods and services sector in Europe	Sustainability
Gross added value of the environmental goods and services sector	Sustainability
Waste generation in Europe	Sustainability
Waste recycling in Europe	Sustainability
Diversion of waste from landfill in Europe	Sustainability
Europe's material footprint	Sustainability
Global impacts of Europe's consumption	Sustainability
Circular material use rate in Europe	Sustainability
Consumption footprint (based on life cycle assessment)	Sustainability

Information platforms: The EEA continuously updates information platforms, see Table 7 for the full list of information platforms managed by EEA in support of EU policies.

4.2 Work programme activities for ENVIRONMENT

4.2.1 Overview of the Activity

<p>Reference to strategic objectives</p>	<p>SO1: Supporting policy implementation and sustainability transitions.</p> <p>SO2: Providing timely input to solutions for sustainability challenges.</p> <p>SO3: Building stronger networks and partnerships.</p> <p>SO4: Making full use of the potential of data.</p> <p>SO5: Resourcing our shared ambitions.</p>
<p>Specific objectives 2026</p>	<p>The EEA addresses priority activities across topic areas of zero pollution and health (including air quality, chemicals and environmental noise), freshwater and marine, and biodiversity and nature (including agriculture, bioeconomy, soils and forests).</p> <p>In 2026, specific objectives include:</p> <ul style="list-style-type: none"> • Supporting the European Commission, Member States and other EEA countries with the reporting, quality checking and dissemination of regular legislative and Eionet data flows on zero pollution and health, freshwater and marine, and biodiversity and nature (see Table 6 for specific details of the numerous individual dataflows) • Establishment of new agreed operational reporting under the Seveso Directive, any potential changes arising from the 2024 revised Ambient Air Quality Directive and amended implementing provisions, the recast Urban Wastewater Treatment Directive, and preparation for the first reporting and submission of National Restoration Plans under the Nature Restoration Regulation. • Support the implementation of proposed new reporting and assessment tasks specified in current legislative proposals. This includes on Environmental Quality Standards under the Water Framework Directive, One Substance One Assessment Regulation (including commencement of dataflow development, and establishment of an early warning system for chemicals jointly with other institutions), the Soil Monitoring and Resilience Directive, and the Forest Monitoring Framework Regulation. • Ensuring the delivery of a number of relevant and timely assessment briefings and reports. This includes production of the flagship products Zero Pollution Monitoring Assessment 2026 (potentially again in collaboration with JRC, as in 2024), Marine Messages



	<p>III (on the state and assessment of Europe’s marine environment), and on the State of Nature in Europe (providing a comprehensive assessment of Europe’s biodiversity status and trends).</p> <ul style="list-style-type: none"> • Support to European Commission services with specific work contracted to EEA for the monitoring of the EU Mission ‘Restore our Ocean and Waters by 2030’ (SLA with DG MARE), on the Nitrates Directive reporting (an anticipated renewed SLA with the JRC), and under the Horizon Partnership for the Assessment of Risks from Chemicals. • Engagement with the broad range of EEA’s network of stakeholders, including the European Commission and other EU institutions, international and regional organisations, business and environmental non-governmental organisations (NGOs) as relevant.
<p>EU policy milestones to be supported in 2026</p>	<p>The detailed description of the main specific activities undertaken is provided in following sections categorised by the four elements of the EEA delivery model. Activities are prioritised to support broad policy implementation and objectives including the provision of data, indicators and assessments.</p> <p>Specific policy milestones in 2026 include the assumed entry into force/initial implementation of current legislative proposals for which EEA will receive additional tasks and responsibilities. This includes on Environmental Quality Standards under the Water Framework Directive, One Substance One Assessment Regulation (including commencement of dataflow development for e.g, human biomonitoring and indoor pollution, and establishment of an early warning system for chemicals jointly with other institutions), the Soil Monitoring and Resilience Directive, and the Forest Monitoring Framework Regulation.</p> <p>Additional policy implementation tasks included within the already agreed revised Air Quality Directive and recast Urban Wastewater Treatment Directive can also assumed to be at an early stage of development in 2026, subject to the assumed receipt in 2025 of the additional assigned resources to EEA necessary to undertake the new responsibilities.</p> <p>The anticipated Water Resilience Strategy, expected for publication in 2025, and current Water Framework Directive proposals may both also provide an important direction setting for future activities on freshwater, including towards the necessary development of more integrated water reporting and management.</p>



	<p>As highlighted in following sections, the Nature Restoration Regulation will require the first reporting on National Restoration Plans by September 2026. This will be an important milestone in the implementation of the new regulation, and for which EEA will continue to actively prioritise resources and support to the European Commission and Member States.</p>
<p>Activity description</p>	<p>The focus is upon development and delivery of timely policy-relevant data, indicators and assessments on pollution and health, freshwater and marine, and biodiversity and nature. A detailed description of the main specific activities undertaken within these areas is provided in following sections categorised by the four elements of the EEA delivery model.</p> <p>On pollution and health, core activities include managing dataflows, indicators and reports on air quality and emissions, environmental noise, chemicals, industrial releases and accidents, and selected tasks on human biomonitoring. Integrated work is undertaken to assess the burden of disease arising from combined exposure to environmental pollution and other stressors such as climate change related heat episodes, and leading EEA’s activities on Zero Pollution, the Chemicals Strategy for Sustainability, One Health and Europe’s industrial transformation.</p> <p>On freshwater and marine, activities include assessing the status and pressures to the freshwater and marine environments, managing dataflows and indicators, and assessments addressing the solutions needed to achieve more sustainable use and protection of water resources, habitats and ecosystems protection/restoration, as well as a focus on the transition to sustainability of maritime sectors such as fisheries and maritime transport.</p> <p>On nature and biodiversity, activities include assessing the pressures and state of Europe’s nature (habitats, birds, Natura2000 network, invasive alien species, pollinators), bioeconomy, forests, soils, and agriculture. Coordination of cross-cutting tasks on nature restoration and protection, Europe’s food system, as well as ecosystem accounting and nature valuation. Trade-offs and synergies with climate change are considered. Support is provided to the protection and restoration agenda of the EU Biodiversity Strategy, related policies, and global biodiversity processes.</p> <p>Across all topic areas:</p>



	<ul style="list-style-type: none"> • Facilitation of networking activities with EEA member countries/Eionet and key stakeholders such as the European Commission and international organisations. • Management of the delivery of relevant data products, indicators, assessments and information sharing tools such as online information systems. • Coordination of the activities and quality control of the work of relevant ETCs and consultants.
<p>International engagement: policy event milestones</p>	<p>Support to the Commission and Member States in producing the annual EU inventory under the CLRTAP (Convention on Long-range Transboundary Air Pollution) and participation in the EMEP (European Monitoring and Evaluation Programme) Steering Body. This includes support to co-chairing of the Task Force on Emission Inventories and Projections (TFEIP) under the EMEP Steering Body, and related work supporting potential future emission reporting changes as a result of a potential revision of the Gothenburg Protocol to the Convention.</p> <p>Support to the EU delegation at the 2026 Convention on Biodiversity (CoP 17), including preparatory meetings of subsidiary bodies, as well as more general support and cooperation with the European Commission on the EU implementation of the Kunming-Montreal Global Biodiversity Framework and the JRC-led Technical Knowledge Support Service. In line with the Global Biodiversity Framework, the EEA will support the European Commission in developing National Biodiversity Strategic Action Plans.</p> <p>Support to the European Commission on the International Pollution Register, including engagement with PRTR Protocol bodies (UNECE), participation in the Kyiv Protocol’s Meeting of the Parties, and working groups in the OECD task force.</p> <p>See Annex 12 for details.</p>
<p>ETC involvement</p>	<p>ETCs will provide support and input across a range of work areas, including in supporting data reporting and development of new dataflows (e.g. for air quality reporting).</p> <p>The European Topic Centre on Human Health and the Environment (ETC HE) will provide support for the EEA activities on air quality, air pollution, industrial emissions, chemicals, noise and environmental health, in line with tasks agreed in the annual action plans.</p>



	<p>The European Topic Centre on Biodiversity and Ecosystems (ETC BE) will provide support for the EEA activities on terrestrial, freshwater and marine biodiversity and ecosystems, in line with tasks agreed in annual action plans.</p>
<p>Expected outcomes</p>	<ul style="list-style-type: none"> • Delivery and publishing of quality checked data sets and information reported by countries on pollution and health, freshwater and marine, and biodiversity and nature. • Implementation of new reporting and assessment activities mandated under recently agreed legislation or mandates to EEA, including under the Seveso Directive, the 2024 revised Ambient Air Quality Directive and amended implementing provisions, the recast Urban Wastewater Treatment Directive, and delivery of the first reporting and submissions under the Nature Restoration Regulation. • Effective and timely support provided to the European Commission and Member States to support the future implementation of current legislative proposals assuming adoption in 2025/2026. This includes on Environmental Quality Standards and Groundwater Directive under the Water Framework Directive, One Substance One Assessment Regulation, the Soil Monitoring and Resilience Directive, and the Forest Monitoring Framework Regulation. • Support provided to the European Commission and countries via data and knowledge provision, to the monitoring and implementation of core EU policy priorities including on Zero Pollution, Water Resilience, Biodiversity Strategy, Bioeconomy Strategy, Clean Industrial Deal etc. • Exploration of opportunities for increased digitalisation and use of remote observation data to support future reporting of data by countries and to reduce reporting burdens, in line with the ongoing reporting simplification initiative. Specific examples of this include on freshwater reporting, and use of remote observation/Copernicus information to support reporting/assessments under the proposed Regulation on a monitoring framework for resilient European forests, as well as future assessment activities under the Nature Restoration Regulation. • Delivery of relevant and timely indicators, assessment briefings and reports for stakeholders. This includes production of the flagship products Zero Pollution Monitoring Assessment 2026 (potentially again in collaboration with JRC, as in 2024), Marine Messages III



	<p>(on the state and assessment of Europe’s marine environment), and on the State of Nature in Europe (providing a comprehensive assessment of Europe’s biodiversity status and trends).</p> <ul style="list-style-type: none"> • Successful and value added engagement with the broad range of EEA’s network of stakeholders, including the European Commission and other EU institutions, international and regional organisations, business and environmental non- governmental organisations (NGOs) as relevant.
Outputs	See table 10 for summary of key outputs.

Work area ENVIRONMENT	Estimate 2026	Estimate 2027	Estimate 2028
Resources			
Financial (EUR million)	37	38	34
Human (FTE)	120	120	120

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

Work area ENVIRONMENT : Key performance indicators		
KPI*	Target 2026 (%)	Means of verification

Note: * The KPIs will be identified following the Management Board Bureau approval in March 2025 and will be included in the final draft.

Delivery model	Reporting services – work area: ENVIRONMENT
Description	<p>A large number of dataflows associated with the environment acquis will be supported. The comprehensive list of these is provided above in Table 6 ‘EU reporting obligations managed by EEA’. Helpdesk support will be provided to national and/or company reporters concerning the submission and quality checking of the respective dataflows.</p> <p>In addition, the EEA will also actively support the European Commission in exploring opportunities for increased digitalisation and use of remote observation data to support future reporting of data by countries and to reduce reporting burdens, in line with the ongoing reporting simplification initiative. Specific examples of this will include on freshwater reporting, and use of remote observation/Copernicus information to support</p>



reporting/assessments under the proposed Regulation on a monitoring framework for resilient European forests and future assessments under the Nature Restoration Regulation.

With respect to specific reporting service activities in 2026:

- **Air Quality:** It is currently planned to have a new data reporting system established, in Reportnet 3, by the end of 2026, which will be aligned with the requirements of the 2024 revised ambient air quality directive. In developing the new data flows and reporting systems consideration will also be given to opportunities to streamline reporting effort and increase efficiency.
- **Noise:** The next reporting year for data under the Environment Noise Directive is 2026, with information expected again to be generally reported late by countries throughout 2027-2028. Resubmissions of revised data will also have to be anticipated throughout the period. In advance of the reporting it is planned to examine opportunities to streamline the reporting process for countries.
- **Chemicals:** Under the proposed One Substance One Assessment Regulation the EEA is expected to be responsible for accepting data on human biomonitoring and also on indoor air quality. Once the regulation is adopted, anticipated in 2025, detailed work will commence to establish these dataflow and reporting platforms. Mechanisms for transfer of other relevant chemicals datasets to ECHA will be established as required by the Regulation.
- **Seveso Directive:** The reporting will become operational to EEA in 2026 following the anticipated deployment in 2025 of the reporting tools and testing by national authorities.
- **Air pollutant emissions LRTAP Convention/NEC:** The EEA will assist the European Commission and Member States with the expert review of reported data, provide information to inform compliance assessments, and compile the EU LRTAP Convention submission.
- **Industrial Emissions Portal:** reporting will continue under the existing legal basis for all dataflows and preparations for the uptake of 2028 new reporting system will run in parallel.
- **Freshwater:** As noted above, opportunities to improve digitalisation of water reporting and implementation of Water Framework Directive reporting in Reportnet 3 will be explored. If proposed visions/amendments to instruments under the Water Framework Directive are adopted in 2025, development of integrated water reporting and management, in support of the Water Resilience Strategy will be prioritised. Substantial amounts of data and information under the water acquis and/or as agreed with Eionet will be supported including reporting of WISE SoE (WISE 1-6), Urban Waste Water Treatment including preparing for requirements under 2024 recast Directive, Water Framework Directive preparing for 2028 reporting of 4th River Basin



	<p>Management Plans requiring transfer to ReportNet3, Floods Directive, Water Reuse Regulation, recast Drinking Water Directive, Bathing Water Directive, and preparation for Nitrates Directive reporting in 2028 (if necessary additional resources are assigned).</p> <ul style="list-style-type: none"> • Marine: Support will be provided to reporting on MSFD Art. 11 (Monitoring Programmes) and Art. 13 (Programmes of Measures) in a continuation of 2025 activities. • Nature Restoration: The first reporting under the Nature Restoration Regulation of National Restoration Plans is scheduled for September 2026 and will be implemented via a new reporting tool developed in ReportNet 3. In developing the new data flows and reporting systems consideration will be given to opportunities to streamline reporting effort and increase efficiency. • Natura 2000: annual reporting of Nature 2000 based upon the updated Standard Data Form with additional fields of information on conservation objectives and measures. • State of nature reporting: Ongoing support will be given where possible to countries reporting late or revised datasets under the 'State of Nature reporting (Habitats and Birds Directives) as well as Invasive Alien Species datasets. • Protected areas (national): annual reporting based on the updated reporting format to include the collection of strict protected areas.
<p>Expected results</p>	<p>Relevant datasets will be efficiently collected, processed and stored, and be made available and readily accessible to a broad range of stakeholders (some data may be withheld in line with GDPR requirements, where relevant). Timely technical support will be provided to EEA country reporters for dataflows reported to Reportnet.</p>

<p>Delivery model Data services – work area: ENVIRONMENT</p>	
<p>Description</p>	<p>The aggregation and dissemination of a wide range of data and information are delivered. This includes the continuous maintenance and updating of the information platforms within the Environment work area (see Table 8 for complete listing) that include:</p> <ul style="list-style-type: none"> • Zero Pollution Monitoring Dashboard • Air Quality e-Reporting and portal, • Chemicals Strategy for Sustainability Indicator Framework dashboard, • European environmental health atlas and index, • European Industrial Emission Portal, • Seveso Industrial Accidents online platform, • The NOISE Observation & Information Service, • Water Information System for Europe – Freshwater and Marine, • Biodiversity Information System for Europe (BISE),



	<ul style="list-style-type: none"> • Nature 2000 platform • Forest Information System for Europe (FISE), • Invasive Alien Species portal. <p>The respective platforms will be upgraded/updated to accommodate the latest reported datasets, and to reflect policy developments, including updated and newly developed dashboards where necessary. In 2026, this includes the following priorities:</p> <ul style="list-style-type: none"> • Air quality: Continual support to the dissemination of near real-time ‘Up-to-date air quality data’ and EU Air Quality Index, the European City Air Quality Viewer and the related mobile phone air quality app in collaboration with DG Environment. • Environment and Health Atlas: The planned addition of information on inequalities in 2025 will continue into 2026, including updated information on inequalities related to exposure to air quality, noise and heat. • Industry: updated Portal website foreseen for all industrial emissions datasets under the Industrial Emissions Directive and the E-PRTR Regulation (to be replaced de facto by the Industrial Portal Regulation in 2028 after the transition period concludes). • Exploring opportunities for future increased digitalisation to support reporting of water data and information and reduce reporting burdens, in line with the objectives of the forthcoming Water Resilience Strategy and ongoing reporting simplification initiatives, • 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). • Publication of datasets and dashboards of species and habitats from the 2025 State of Nature reporting (Habitats and Birds Directives) and which will support the EU State of Nature report. • The revision of the Natura 2000 standard data form and national protected areas workflows will introduce new biodiversity indicators by 2026. These indicators, following data quality assessments, will contribute to the ongoing evaluation of the EU Biodiversity Strategy. <p>Under Data and Knowledge Services, a number of relevant indicators will be produced (see Table 10 Summary of key planned outputs for 2026). These indicators inform thematic assessments, and will also underpin EEA’s cross-cutting assessments such as the annual 8EAP progress assessment, with many also provided formally to other institutions including e.g. for monitoring of Sustainable Development Goals (Eurostat), and to the Knowledge Centre on Biodiversity (JRC).</p>
<p>Expected results</p>	<p>EEA stakeholders are able to easily access relevant, timely and reliable information on environment pressures, state and impacts. Relevant</p>

information platforms will be continuously updated to share the latest information to a wide group of stakeholders and raise awareness. To support the European Commission and EEA country experts the portals, dashboards, data viewers and visualisations and factsheets will be further developed, upgraded, and published on a regular basis.

Delivery model	Knowledge services – work area: ENVIRONMENT
Description	<p>In 2026 a variety of knowledge services within the relevant topics will be delivered, including indicators, briefings, reports, presentations and input/support to relevant policy processes facilitated by the European Commission.</p> <p>Selected prioritised knowledge services and products will include:</p> <ul style="list-style-type: none"> • Developing updated indicators over a broad range of topics – see Table 10 Summary of key planned outputs for 2026. Yearly revised, updated and prepared indicators are essential to support measuring progress in relevant policy domains. • Zero Pollution: The indicator dashboard published to support the Zero Pollution Action Plan (in 2025) will be maintained and updated on an ongoing basis, while a further report/assessment on progress towards the 2030 ZP targets is expected in 2026 potentially again in cooperation with JRC. • Chemicals: The chemicals indicator framework created under the Chemicals Strategy for Sustainability (in collaboration with ECHA) will be updated in 2026 to reflect data updates and potentially new indicators which may have since become available. EEA will continue to work within the Horizon funded PARC project (together with ECHA and EFSA) and will engage in tasks which also support required EEA activities under the OSOA Regulation (e.g. early warning system for chemicals and the development of chemicals indicators). • Air Quality: A range of products related to ambient air quality will continue to be maintained and improved to support the implementation of the revised Air Quality Directive. 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 annually. New knowledge topics will include investigation of potential measures for addressing ozone impacts on health and ecosystems and assessment of emerging pollutants. • Noise: Following on from the planned 2025 publication of the major Noise in Europe Report, further updated knowledge on noise and health will be produced in 2026. • One Health: The EEA will continue to cooperate with other EU agencies under the One Health Task Force (namely ECDC, EFSA, EMA and ECHA), including development of possible joint communications and assessments, as well as how joint agency action may help address knowledge gaps identified in the recent



	<p>Scientific Advice Mechanism’s opinion on One Health Governance in the EU. Support will also be provided to the Agency’s role in implementing the Regulation on Serious Cross-Border Threats to Health together with other agencies and DG SANTE.</p> <ul style="list-style-type: none"> • Freshwater: knowledge activities including support to policy priorities will be prioritised around the needs and actions identified in the anticipated Water Resilience Strategy. Updated knowledge products are planned on groundwater quality and quantity (linking to the increasing climate change pressures and informing preparation towards the next EU Climate Risk Assessment (EUCRA) as well as a continuation of EEA work on chemical mixtures in environmental waters. • Marine: A major report, the third in the series of ‘Marine Messages’ will be published in 2026. Informed by the latest information reported by countries, this integrated assessment will provide updated key messages on the current use of Europe’s seas and the combined effects on marine ecosystem condition. A continuation of activities to support the knowledge base on the transition to sustainability of maritime sectors (fisheries, offshore wind energy, maritime transport) is planned. EEA will continue its activities supporting the European Commission with monitoring of the implementation of the EU Mission Ocean and Waters, and will support the anticipated EU Oceans Pact within available resources. • Nature and biodiversity: A major assessment in 2026 will be EEA’s updated ‘State of Nature in Europe’ report. This report will describe the state of nature during the most recent years for which data and information has been reported by Member States under the ‘Nature’ Habitats and Birds Directives. It will provide a comprehensive assessment of Europe’s biodiversity status and trends, feeding into broader policy evaluations under the EU Biodiversity Strategy. An updated assessment of invasive alien species will also be published based on 2025 reporting. Other EEA activities that will be continued in 2026 include ongoing work on ecosystem accounts, nature valuation and supporting new initiatives on nature credits as appropriate, agriculture, forestry, soil, and ensuring close cooperation with the Knowledge Centre on Biodiversity and related initiatives coordinated by the JRC.
<p>Expected results</p>	<p>Creating new/consolidated knowledge underpinned by reliable data and information collected by EEA and from other data sources to inform key stakeholders including the European Commission and EEA countries. Developed knowledge is disseminated via regular and timely production of indicators, assessment briefings and reports, web material, presentations by EEA staff at stakeholder events, and by input into relevant policy processes as facilitated by the European Commission and other institutions. New knowledge will also be integrated into the EEA website and information platforms within the Environment area.</p>

Delivery model Networking services – work area: ENVIRONMENT	
Description	<p>In 2026, the EEA will continue with facilitating capacity building and knowledge exchange with Member States by organising workshops, webinars and meeting through Eionet, and co-creating of knowledge. This includes potential meetings and exchanges with a number of Eionet groups relevant to the Environment work area, including:</p> <ul style="list-style-type: none"> • Eionet Group on Health and the Environment and associated thematic groups on air, noise and chemicals. • Eionet Group on Nature Restoration and Protection and associated thematic groups on Biodiversity Monitoring, Forestry, Freshwater, and Marine/Oceans • Eionet Thematic Group on Soil • Eionet Group on Food Systems <p>Support will be continued toward the large number of expert groups and Committees facilitated by the European Commission across the topics of the Environment work area.</p> <p>EEA will continue its level of strong cooperation with other EU agencies, including engaging in the work of the EU agencies One Health Task Force (with ECDC, ECHA, EFSA and EMA), with EMSA and EFCA on the sustainability transition of the maritime transport and fisheries sectors respectively, with ECHA and EFSA on chemicals, zero pollution, One Substance One Assessment implementation, the PARC partnership, and emerging risks.</p> <p>As in past years, engagement and outreach activities will be scheduled with other relevant stakeholders and networks including supporting the work of other EU institutions, civil society groups, research, industry and NGO networks.</p>
Expected results	<p>The networking activities are designed to raise awareness of EEA activities with key stakeholders (including the European Commission, Member States, other EEA countries, and broader networks) and also help inform EEA activities through receipt of external data, information and perspectives. The Eionet networks provide fora for Eionet representatives to share good practice on implementation and solutions, exchange experiences and help support the delivery of EEA’s work programme through relevant country-led contributions to EEA and ETC products and review.</p>

4.3 Work programme activities for CLIMATE

Reference to strategic objectives	<p>SO1: Supporting policy implementation and sustainability transitions.</p> <p>SO2: Providing timely input to solutions for sustainability challenges.</p> <p>SO3: Building stronger networks and partnerships.</p>
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	<p>SO4: Making full use of the potential of data. SO5: Resourcing our shared ambitions.</p>
<p>Specific objectives 2026</p>	<p>The EEA will address critical areas such as Climate Neutrality, Energy, and Mobility, Agriculture, Forestry and Land Use Change, Climate Risk and Resilience, as well as Greenhouse Gas Reporting and Verification. It will also provide essential support to the European Scientific Advisory Board on Climate Change.</p> <p>To ensure effective action, the EEA will gather and deliver quality ensured comprehensive data, information, and actionable insights at the scale of which various policies operate. This will not only inform decision-makers in the areas of the environment and climate at the regional, national and international level, but also guide the ongoing development and implementation of policies aimed at mitigating climate change and adapting to its impacts while ensuring Europe’s resilience, competitiveness and security. By doing so, we will help drive progress toward a more sustainable and resilient future.</p>
<p>EU policy milestones to be supported in 2026</p>	<p>The Commission has recommended a 90% reduction in the EU's net greenhouse gas (GHG) emissions by 2040, compared to 1990 levels. This 2040 climate target will guide the path beyond 2030, ensuring the EU achieves climate neutrality by 2050. In addition, the Executive Vice-President for Clean, Just and Competitive Transition, has announced a new European Climate Adaptation Plan.</p> <p>The EEA publishes regular integrated assessments to monitor progress to climate and energy targets based on data reported by Member States and contributes to a simplified reporting framework for Member States. In 2026, the following key policy milestones will be among those addressed as part of EEA/Eionet work under the climate department:</p> <ul style="list-style-type: none"> • supporting developments and implementation of policies on climate risks and resilience, including the amended climate law and newly developed European climate adaptation plan; • performance of an annual verification of Member State inventory data according to the LULUCF Regulation related to Governance Regulation Article 37; • Support preliminary progress to targets analysis under the LULUCF regulation; • provide methodological guidance to the Carbon removal Certification Framework (CRCF) certification schemes and to support consistency checks and data exchange between carbon certificate data and national emissions inventories; • contributions to progress reporting under the EU Climate Law, taking the EU’s 2040 climate and energy targets (including the new net-90% climate target for 2040) into account. This includes contributions to updating the governance framework for achieving the finally agreed 2040 target (Governance Regulation);



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| | <ul style="list-style-type: none">• EU submission of a GHG inventory to the UNFCCC to fulfil the EU's reporting requirements under the Paris Agreement and to support the implementation of the Enhanced Transparency Framework;• preparations for the implementation of ETS2 in 2027, building on two briefings published in 2025;• expanded monitoring and assessment on CO2 emissions from heavy-duty vehicles (HDVs) - HDV real world monitoring CO2 emissions and energy consumption;• expanded monitoring, reporting and verification capacity on climate mitigation in the land sector and enhancing interoperability between EU land policies reporting requirements. |
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<p>Activity description</p>	<p>The EEA supports the EU's efforts to enhance climate adaptation and resilience by developing knowledge products supporting implementation of the European Climate Adaptation Plan and preparing a zero-draft version of the European Climate Risk Assessment version 2. The EEA provides essential data, information, and insights to inform policy development and implementation on climate adaptation, risk management, and societal preparedness. A key focus is measuring progress towards achieving climate resilience and adaptation goals.</p> <p>In addition, the EEA contributes data on climate change mitigation and climate neutrality, covering sectors such as energy, transport and mobility, land use, and health. Selected data flows on climate finance, including the use of ETS auctioning revenues, also provide insights into the progress on investments necessary to achieve the climate and energy targets in the coming decades.</p> <p>The EEA assists Member States in improving their GHG inventories by offering methodological guidance, facilitating access to inventory activity data, providing expert training and facilitating best practice exchanges between inventory compilers. Furthermore, the EEA facilitates assessments of options to enhance land-based carbon removals while minimizing negative environmental impacts.</p> <p>Furthermore, the EEA contributes to an integrated land use and biomass use approach through dedicated assessments, internal coordination of work on the land sector and enabling collaboration on land systems in EIONET setting.</p> <p>Additionally, the EEA facilitates knowledge exchange between the member countries for preparing national risk assessments and adaptation policies.</p> <p>Finally, the EEA supports the European Scientific Advisory Board on Climate Change in relation to the delivery of scientific advice. The specific tasks of the Advisory Board Secretariat, hosted by the EEA, will be directly determined by the Advisory Board's 2026 work department.</p>
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<p>International engagement: policy event milestones</p>	<p>Engagement in COP30 follow-up in Belém, Brazil, and contribution to COP31 as part of the EU negotiation team, focusing on NDCs, emission gaps, and projections, with participation in subsidiary bodies, expert groups, and workshops.</p> <p>Supporting the implementation of the Paris agreement by making available EEA staff to UNFCCC inventory expert review teams.</p> <p>Support the Energy Community Treaty by assisting national energy and climate progress reporting by Contracting Parties, and new reporting on renewable energy and energy efficiency for Georgia, Moldova, Ukraine, and the Western Balkans.</p> <p>Support to the EU engagement and reporting under the Montreal Protocol and Kigali amendment on substances that deplete the ozone layer under the Vienna Convention for the protection of the ozone layer.</p> <p>Continued engagement in the OECD’s Climate Change Expert Group (CCXG) and European Commission related cooperation initiatives.</p> <p>Regular dialogue with relevant knowledge providers in countries and international organisations such as IPCC and UNFCCC in support of climate change and mitigation policies.</p>
<p>ETC involvement</p>	<p>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.</p>
<p>Expected outcomes</p>	<ul style="list-style-type: none"> • Development of the knowledge product supporting implementation of the European climate adaptation plan. • Preparation of the draft version of the European climate risk assessment version 2. • Updating and upgrading of EEA’s information and knowledge platforms on climate mitigation and energy and climate resilience and adaptation. • Introducing and maintaining an information, knowledge and data exchange platform on carbon removals and greenhouse gas emissions. • Development of an assessment report on climate adaptation and human health. • Further development of the climate impacts and adaptation indicators to support monitoring the progress towards climate resilience. • Development of a report and updated indicators to monitor progress to EU climate and energy targets for 2030 and 2040, and climate neutrality by 2050. • Depending on outputs from 2025, a report and possibly in-country triage reviewing Member Countries policies and



	<p>measures for climate change mitigation, and support to enhanced policy assessment.</p> <ul style="list-style-type: none"> • Publishing of an updated web report and indicators on decarbonisation of transport in Europe, reflecting the anticipated 2026 policy landscape. • Publishing of updated datasets for monitoring progress on mitigation, energy, transport policies and finance dataflows (EU ETS revenues, support to developing countries). • Publishing of reference datasets on land use and land use change by LULUCF category based on Copernicus Land Monitoring Service products.
Outputs	See table 10 for summary of key outputs.

Work area CLIMATE Resources	Estimate 2026	Estimate 2027	Estimate 2028
Financial (EUR million)	25	27	28
Human (FTE)	99	99	99

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

Work area CLIMATE : Key performance indicators		
KPI*	Target 2026 (%)	Means of verification

Note: * The KPIs will be identified following the Management Board Bureau approval in March 2025 and will be included in the final draft.

Delivery model	Reporting services – work area: CLIMATE
Description	<p>In the area of climate change mitigation and adaptation, the EEA will meet various reporting obligations.</p> <ul style="list-style-type: none"> • Collect data from reporting countries as defined in the Governance Regulation of the Energy Union and Climate Action. Amongst others, this will include reporting of GHG inventories, compilation of the EU inventory, approximated inventory data for 2025, updates of GHG projections and policies and measures, climate finance information as well as updates on climate adaptation efforts.

	<ul style="list-style-type: none"> • Support reporting countries in meeting their reporting obligations relating to the Montreal Protocol and Kigali Amendment through data collection on Ozone depleting substances and F-gases. • Data reporting on ETS is expected to be extended to the new emission trading system: ETS2. • As part of the LULUCF regulation, the EEA will perform additional quality checks on recalculations for the years 2016-2018 and will setup activities with MS to prepare for the 2027 reporting cycle and the 2027 comprehensive review of MS LULUCF sector inventory data, MS LULUCF compliance reports and technical corrections of MS Forest Reference Levels. • In 2026, transport is likely to be the largest CO2 emitting sector in the EU. This shift is reflected in the EEA’s work too - reporting obligations relating to transport and mobility systems continue to expand and currently encompass up to 10 dataflows, amongst others: CO2 emissions from newly registered cars and vans, heavy-duty vehicles, real world emissions and the Fuel Quality Directive. • Count Emissions EU is heading for adoption in 2025, which will lead to a period of intense implementation in 2026 for a collaborative planning tool aimed at reducing emissions from freight transport.
Expected results	Relevant dataflows on climate mitigation and climate adaptation will be efficiently gathered, monitored, processed, analysed, and stored, ensuring they are readily available and accessible to a broad range of stakeholders.

Delivery model	Data services – work area: CLIMATE
Description	<p>In the area of climate change mitigation and adaptation, the EEA will support the aggregation and dissemination of a wide range of data and information, including:</p> <ul style="list-style-type: none"> • Continuously updating the information platforms the department is responsible for: Climate-ADAPT, the European Climate and Health Observatory, the Climate and Energy website and the Mission on Adaptation to Climate Change portal. • Upgrading 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



	<ul style="list-style-type: none"> • Developing and updating the climate data viewers (LULUCF, GHG, ETS, PaMs and projections) and data visualisations for the climate & energy website and data explorers on transport. • Supporting the improvement of Member States' GHG inventories, by collecting EF/Parameters used in the LULUCF inventory for the GHG inventory portal and exploring using data from carbon certification from Carbon Certification schemes should an implementing act allows such access. Additionally, a data viewer will be implemented to collect geospatial information for estimating land emissions and removals and reference data from Eurocontrol on aviation and from Copernicus Land Monitoring Service on LULUCF sector will be provided.
Expected results	<p>Relevant information platforms on climate mitigation and adaptation will be continuously updated to share the latest information to a wide group of stakeholders and raise awareness of key stakeholders. To support policy developments and Member States inventory agencies, portals, dashboards, data viewers and visualisations and factsheets will be upgraded, developed and published on a rolling basis.</p>

Delivery model	Knowledge services – work area: CLIMATE
Description	<p>In 2026 the EEA will continue to provide knowledge services on climate mitigation and adaptation and related topics:</p> <ul style="list-style-type: none"> • Developing indicators on climate change mitigation, energy, mobility, agriculture, forestry and land use, climate risks and resilience. Yearly revised, updated and prepared indicators are essential to support measuring progress in relevant policy domains. • Assessing the current status and identifying potential improvements to enhance the completeness and accuracy of monitoring, reporting, and verification (MRV) of GHG emissions and carbon removals at both the pan-European and national levels, specifically in the land sector. • Meeting the growing demand for insights in climate risks and resilience, knowledge will be developed to support the developments of the European climate adaptation plan; to develop a draft version of the next European climate risk assessment to support the implementation of climate policies at EU level and to develop knowledge products on economics of climate change adaptation, on climate and agricultural resilience and on benefits of nature-based solutions.



	<ul style="list-style-type: none"> • To support the European Commission and EU institutions with the implementation, progress to target assessments as well as evaluation and potential revision of the LULUCF regulation, the CRCF regulation, and other EU policies that directly or indirectly impact greenhouse gas emissions and carbon removals. • Support MS, EU institutions and other stakeholders with the gradual improvements of the accuracy, applicability and interoperability of greenhouse gas data for policy interventions at national, subnational and production chain level while ensuring consistency between the various emission reporting systems and EU and international reporting obligations. • Developing knowledge on integration of EU land policies and co-benefit and trade-offs analysis for measures taken in the agriculture, forestry and land use sector as well as on biomass as key component in future climate mitigation for enhanced carbon removals, products use in the bioeconomy and nature conservation, • Providing expert knowledge and capacity building activities to Commission services and Member States in relation to enhancing carbon removals, both in the land sector as well as with the industrial and financial sector through methodological guidance documents and organisation of workshops with various stakeholders in the carbon removal sector. • Developing knowledge integrated into the information platforms for which the climate department is the caretaker: the European adaptation platforms, such as European climate adaptation platform, European climate and health observatory and European mission on adaptation portal and the Climate and Energy website. • Publication of the annual Trends and Projections in Europe package of reports, indicators, data sets and data visualisations. • Contributing to the latest developments, an update to the State of mobility report 2026 will shed a light on sustainable transport modes.
<p>Expected results</p>	<p>The EEA continuously updates its knowledge on climate mitigation and adaptation by publishing indicators that help track progress on key issues. The EEA also produces technical reports to guide Member Countries in areas like improving their inventories or using Earth observation data for climate mitigation. There is a growing focus on developing new policy instruments, such as carbon taxation, carbon</p>

	<p>credits and other financial instruments. Developed knowledge is also integrated into the information platforms overseen by the department.</p> <p>Additionally, scientific advice from the Advisory Board is published in alignment with the Advisory Board’s 2026 work programme, providing expert guidance to inform and refine climate policies and strategies.</p>
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Delivery model	Networking services – work area: CLIMATE
Description	<p>In 2026, the EEA will continue with capacity building with Member Countries by organising events and workshops and webinars and meetings with the different Eionet groups that are coordinated by the department.</p> <p>In addition, the EEA will co-organise with the European Space agency the 2026 conference on earth observation for carbon market establishing a public and private sector network to improve monitoring of carbon removals.</p> <p>The collaboration with the JRC will be strengthened through co-organising the annual workshop on science for inventory improvements and through collaboration on supporting the CRCF regulation through knowledge exchange</p> <p>Continue and expand the good collaboration with Commission and Member States in working groups of the Climate Change Committee, the Carbon Expert Group and the Land Sector expert working group where key policy files and reporting and review matters are being discussed in legislative setting</p> <p>Internally the EEA will strengthen the internal collaboration on the multifunctional use of land that has been translated in various EU policies and the cross-cutting coordination team on land will ensure knowledge and data exchange on the land file to support policy cohesion and interoperability of reporting under various legislative files.</p> <p>Continue and expand capacity building and knowledge exchanges with EIONET on land sector policy making and land sector monitoring outside the realm of legal implementation and political processes covering both climate and environmental aspects.</p> <p>Continue building up the knowledge exchange and creating a community of practice policy support network around setting up a future practical implementation of European Carbon Removal Certification market with key public and private stakeholders and knowledge providers, especially but not limited to the area of remote sensing.</p>

	Furthermore, the EEA will support the activities of the Advisory Board in relation to its stakeholder interactions. The specific tasks of the Advisory Board Secretariat, hosted by the EEA, will be directly determined by the Advisory Board's 2026 work programme.
Expected results	The networking activities and the inclusion of headline figures in forthcoming documents produced by EC, EP, other key stakeholders (e.g. European climate adaptation plan and accompanying documents) will lead to raised awareness of key stakeholders of climate risks and adaptation solutions.

4.4 Work programme activities for SUSTAINABILITY

Reference to strategic objectives	<p>SO1: Supporting policy implementation and sustainability transitions.</p> <p>SO2: Providing timely input to solutions for sustainability challenges.</p> <p>SO3: Building stronger networks and partnerships.</p> <p>SO4: Making full use of the potential of data.</p>
Specific objectives 2026	<ul style="list-style-type: none"> • Continue the active dissemination of SOER 2025, through country visits and outreach to stakeholders. Initiate knowledge developments for SOER 2030, including the use of digitalization for outreach. • Assist in monitoring overarching mechanisms of environmental and climate policymaking, such as the 8th Environment Action Programme. • Identify good practice in making transitions fair for different social groups, including support to the development of the Just Transitions Observatory foreseen by DG EMPL. • Document the role of effective multi-level governance in steering transitions, both at regional and urban levels. • Assess the potential for innovation to enable sustainability transitions, including case studies of technological and social innovations. • Employ foresight techniques and horizon scanning to add value to EEA assessments by including a forward-looking dimension, and to explore the nexus between competitiveness and resilience. • Deliver key assessments, indicators, updates, and process data flows to support policy information needs related to circular economy and waste policies. • Support the deployment and evaluation of the impact of the sustainable finance agenda. • Provide economic analysis expertise to enhance the thematic assessments conducted by the Agency. • Coordinate cooperation with other institutions to track progress toward sustainability transitions using indicator-based systems.



	<ul style="list-style-type: none"> • Coordinate meetings and activities of the EEA Scientific Committee.
<p>EU policy milestones to be supported in 2026</p>	<ul style="list-style-type: none"> • Responding to the new policy priorities of the Commission regarding sustainability. This includes the Competitiveness Compass with a focus on closing the innovation gap, decarbonization and competitiveness, and increasing security and reducing dependencies. • The increased emphasis on competitiveness and resilience calls for EEA assessments to strengthen their economic analysis, effectively highlighting the connection between thematic environmental aspects and their societal implications. • Ongoing implementation of the environment and climate policies, with the aim of meeting the 8th EAP objectives. • Ongoing implementation of Cohesion policies for the period 2021-2027, with a focus on the Just Transitions Mechanism and the Territorial Just Transitions Plans supporting the regions most affected by the transition towards climate neutrality. • EU Member States will begin implementation of their national Social Climate Funds to support vulnerable households in the energy transition. • The implementation of the Net Zero Industry Act will be underway, aiming to enhance European manufacturing capacity for net-zero technologies. Key elements include net-zero strategic projects, new public procurements rules and support to implementation via the Net-Zero Europe Platform and Net-Zero Industry Academies. • By 2026, the orientation of the Clean Industrial Deal and the Circular Economy Act will be well-defined, requiring the EEA to adapt its support to meet the needs of these two policy processes. • There will be a strong focus on implementing the recently adopted acquis on the circular economy, including initiatives such as green claims, eco-design for sustainable products, and amendments to the Waste Framework Directive. • The waste-targets early warning cycle will be re-activated in 2025 for target milestones, with 2026 serving as a pivotal year for producing the policy assessments that underpin the Commission’s actions in this area. • The Green Claims Directive will begin its deployment, including preparations for the reporting and assessment cycle mandated to the EEA. • The Sustainable Finance Taxonomy and its associated reporting flows will begin to provide insights into how financial resources are being redirected toward environmental and climate priorities.
<p>Activity description</p>	<p>This activity includes the following policy themes:</p>



	<ul style="list-style-type: none"> • The state of the environment and progress towards climate and environment policy objectives; • Innovation as a driver of sustainability transitions; • Justice and social fairness in the context of transitions; • Multi-level governance in sustainability transitions, including the regional and urban policy agendas; • Foresight and horizon scanning to support forward looking policy agendas; • Circular economy and waste policies; • Sustainable finance; • Economic analysis; • Indicator-based systems, including the 8th EAP, Circularity Metrics Lab, and SDGs monitoring. • Secretarial support to the EEA Scientific Committee.
<p>International engagement: policy event milestones</p>	<ul style="list-style-type: none"> • Contribution of knowledge inputs to the UNEP Global Environment Outlook process. • Provision of support to the UN SDG monitoring process. • Engagement with the OECD Environment Policy Committee (EPOC) and collaboration with OECD Centre on Well-Being, Inclusion, Sustainability and Equal Opportunity (WISE). • The EEA has established itself as a strategic partner to the International Resource Panel. • Global Plastics Instrument: As of this writing, significant progress is anticipated in its development. <p>See Annex 12 for full details.</p>
<p>ETC involvement</p>	<ul style="list-style-type: none"> • ETC on Circular Economy and resource use (ETC CE) will provide support to the EEA work on aspects pertaining to 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. • ETC on Sustainable Transitions (ETC ST) will produce knowledge inputs and support foresight and horizon scanning activities in the area of systems transitions, just transitions and sustainable finance.
<p>Expected outcomes</p>	<ul style="list-style-type: none"> • Effective dissemination of SOER 2025 across a range of stakeholders, as well as implementation of a lessons learnt exercise to feed into SOER 2030 planning and production. • Knowledge support to EU policies to promote social fairness in the context of sustainability transitions, including the implementation of the Just Transition Mechanism, and the Social Climate Fund. • Concrete examples of social and technological innovations that can enable systems transformation towards sustainability. • Support to the governance of sustainability transitions, with a focus on the urban agenda for sustainability and the renovation wave.



	<ul style="list-style-type: none"> • Policy relevant insights on the nexus between competitiveness and resilience generated using foresight techniques and horizon scanning, with a focus on access to and use of raw materials. • Policy support and actionable knowledge on effective strategies to promote the transition to circular economy approaches, delivered through country profiles and reports. • Development and maintenance of indicator-based monitoring systems to track the transition to sustainability, including the 8th EAP Monitoring Report and contributions to the SDG indicator mechanism led by Eurostat. • Maintenance and update an evolving Circularity Metrics Lab, complemented by publications monitoring progress towards the transition, aligned with the circular economy monitoring framework and national initiatives. • Fulfilment of legal mandates, including biannual waste prevention assessments, the early warning mechanism on waste, and monitoring under the Directive on Green Claims. • Management of data flows related to product reuse, the Single-Use Plastics Directive, the Sewage Sludge Directive, and the Green Claims Directive. • Delivery of policy support and actionable insights on the deployment of the Sustainable Finance Taxonomy and associated policies. • Strong ongoing partnerships across a range of EU agencies, the JRC, RTD and Eurostat, as well as the development of new partnerships with innovative players in the knowledge landscape.
Outputs	See table 10 for summary of key outputs.

Work area SUSTAINABILITY	Estimate 2026	Estimate 2027	Estimate 2028
Resources			
Financial (EUR million)	16	16	19
Human (FTE)	58	58	58

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

Work area SUSTAINABILITY: Key performance indicators		
KPI*	Target 2026 (%)	Means of verification

Note: * The KPIs will be identified following the Management Board Bureau approval in March 2025 and will be included in the final draft.



Reporting services – work area: SUSTAINABILITY	
Delivery model	
Description	<p>EEA provides standard support for the dataflows including 1) interpretation of legal obligations by running dedicated communities of practice, 2) maintaining data-flow specific Manual for Reporters and 3) stewarding data exchange. This includes the following data flows:</p> <ul style="list-style-type: none"> • Dataset of Single Use Plastics Directive • Dataset of Reuse of Products • Dataset of Sewage Sludge • Development of 2026 reporting tools: Environment Claims Directive <p>The EEA cooperates with the relevant expert groups of the Sustainable Finance Initiative to improve the sector specific reporting standards under the Corporate Sustainability Reporting Directive.</p>
Expected results	<p>Relevant datasets will be efficiently collected, processed and stored, and be made available and readily accessible to relevant stakeholders (some data may be withheld in line with GDPR requirements, where relevant).</p>

Data services – work area: SUSTAINABILITY	
Delivery model	
Description	<ul style="list-style-type: none"> • In the context of SOER 2025, EEA will have developed and launch an SOER AI search function. Work will continue to refine AI functionalities for their broader application to SOER 2030. • The EEA maintains a series of public-facing tools to make available data and information on these topics. A single point of access for circular economy policies is the Circularity Metrics Lab. For the transition to sustainability, tools for transitions monitoring and the regular EEA set of indicators are the main entry points. To facilitate reporting and interpretation of the data generated by the Sustainable Finance Initiative, the EEA will develop and maintain a Sustainable finance data service
Expected results	<p>Relevant information systems and indicator-based tools will be efficiently developed and maintained, and outreach activities will aim at maximising its uptake by policy makers and other target audiences.</p>

Knowledge services – work area: SUSTAINABILITY	
Delivery model	
Description	<ul style="list-style-type: none"> • On socially fair transitions, the unit will produce knowledge on the potential for green job creation under the Clean Industrial Deal. To this end, EEA is collaborating with relevant sister agencies, including Eurofound and Cedefop.



	<ul style="list-style-type: none"> • In the context of implementation of the Social Climate Fund, the renovation wave, and policy initiatives to promote energy efficiency and renewables, EEA will explore enablers of the switch to sustainable heating and cooling homes and impacts on vulnerable social groups, including energy poverty. • Foresight work will explore the interplay between the competitiveness agenda and resource use and access to critical raw materials in Europe. • The unit will document examples of social and technological innovations that can enable systems transformation towards sustainability, drawing on concrete case studies of success in the transition towards sustainability. • Following publication of SOER 2025, the unit will draw on lessons learnt and kick off the planning of knowledge developments and digital production of SOER 2030. • The Agency's knowledge products from this unit will be tailored to align with relevant policy cycles and the implementation of existing legislation, addressing critical needs in key areas such as waste prevention assessment (due 2027), circular economy policy evaluation, benefits estimation of circular economy actions, early warning on waste targets (due 2027), and critical raw materials. They will also encompass science-based targets for resource use, interlinkages between circular economy and climate policies, rebound effects, scaling circular business models for key value chains, societal aspects of the circular economy transition, key-product value chain transformation (focus on textiles and plastics). • In addition, the Agency will continue delivering updated 8EAP monitoring reports. • This unit will also deliver macro-economic analysis connected to the thematic priorities of the Agency where necessary. In relation to sustainable finance, the Agency will continue to participate in the Expert Groups and bodies of the Sustainable Finance Initiative while also producing analysis that contribute to ensuring comprehensive support for policy development and execution.
Expected results	Timely delivery of knowledge products.

Delivery model	Networking services – work area: SUSTAINABILITY
Description	<p>In 2026, the EEA will continue with capacity building to Member States by organising workshops, webinars and meeting through Eionet and co-creating of knowledge for assessments.</p> <ul style="list-style-type: none"> • In collaboration with the communication department, the unit will actively disseminate SOER 2025 to a broad range of stakeholders. This includes country visits to EEA member countries to present and promote SOER 2025, organize in collaboration with the Eionet State of Environment Group, as



	<p>well as reaching out to networks of non-governmental stakeholders.</p> <ul style="list-style-type: none"> • Regarding EEA-Eionet interactions, the unit will continue to collaborate on the co-creation of knowledge with the Eionet working groups on just transition and on foresight. • The EEA Scientific Committee will support EEA in exploring new work areas to respond to the new EU policy cycle 2024-2029. Other foci will be determined according to EEA needs, Scientific Committee expertise, and emerging science and knowledge developments and their relevance to EU environment and climate policies. Engagement with DG RTD and the European Research Council is also foreseen. In addition, Committee members will be galvanised to support the dissemination of SOER 2025 to the scientific community. • Regarding wellbeing, the unit will continue to collaborate with JRC on the dashboard of indicators to measure progress towards sustainable and inclusive wellbeing. • In terms of partnership with other EU agencies, the unit will build on its collaboration with sister Eurofound on social dimensions of the transition to sustainability, in the context of a Memorandum of Understanding, as well as with Cedefop. • Beyond the EU level, the unit will continue to contribute to the UNEP Global Environment Outlook process and the UN SDG monitoring process. Engagement with OECD EPOC and OECD WISE is also foreseen to continue. • Networking activities are essential for this Unit, given the dynamic nature of the policies within its remit. • Regarding country interactions, the Eionet Circular Economy group and its thematic subgroups remain key as a sounding board, data providers, and primary targets for outreach. • At the time of writing, EEA is considering creating an Eionet structure on sustainable finance to provide an institutional framing to the work on this matter at EEA in cooperation with countries. • The EEA is cooperating actively with the EIB & ESMA in the area of sustainable finance • The EEA will strengthen its relationship with the International Resource Panel through a strategic partnership, focusing on the global issue of resource supply. • Engagement with the Sustainable Finance Platform and targeted collaborations with international financial institutions (e.g., EIB) are central to advancing work on the finance dossier. • This Unit also collaborates with Eurostat and international organisations on monitoring progress toward the Sustainable Development Goals (SDGs).
<p>Expected results</p>	<ul style="list-style-type: none"> • Coordination of the EEA’s Scientific Committee to foster cross-EEA engagement and knowledge exchange with staff. • UNEP Group on Earth Observations (GEO) process. • OECD cooperation.



	<ul style="list-style-type: none"> • Strengthened Eionet interactions through relevant groups: circular economy, just transition, the state of the environment, foresight, and planetary boundaries. • Internationally, active engagement with the International Resource Panel through a structured Strategic Partnership, and with the United Nations Environment Programme. • Active collaboration with Commission’s Expert groups, Committees, and other policy bodies (e.g. Sustainable Finance Platform, urban sustainability stakeholders).
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4.5 Cross-cutting activities

This section brings together examples of integration activities across the three work areas, such as:

- Activities exploring the impact of the industrial transition in the context of the Clean Industrial Deal will be coordinated across EEA departments.
- The Sustainability Department will coordinate the production of knowledge to include in SOER 2025, as well as production of the indicator-based 2025 8EAP monitoring report.
- Work on social fairness and the just transition cuts across EEA activity areas, including defining and assessing justice and injustice in the transition to sustainability, with a particular focus on the industrial transition, as well as social resilience in adaptation to climate change.
- Other cross cutting work includes work on financing the European Green Deal under the Sustainable European Investment Plan including the EEA role in the implementation of the sustainable finance package.

4.5.1 Networks and partnerships (across EEA activities)

Description	<p>In line with the EEA-Eionet Strategy 2021-2030, and building on its mid-term review, the EEA will continue strengthening its engagement with Eionet and seek synergies with other networks.</p> <p>The focus will be on:</p> <ul style="list-style-type: none"> • Support for implementing EU environment and climate policies at the national level through provision of actionable knowledge and support for strengthening the potential of national networks and increasing their expert capacities; • The stakeholder engagement framework guiding who we work with and how, exploring innovative forms of how we engage with the countries and maximising the joint EEA-Eionet reach and added value. • Support to cooperating countries of the Western Balkans, establishment of cooperation with Ukraine and Moldova possible enlargement, in line with the EU Commission guidance.
National focal points (NFPs)	<ul style="list-style-type: none"> • The EEA will continue providing coordination and support to NFPs through ongoing dialogue in meetings and webinars,



	<p>bilateral interactions (incl. country visits and national Eionet events) and capacity-building activities.</p> <ul style="list-style-type: none"> • Following the mid-term review of the Strategy, the EEA will continue working with NFPs on further strategic positioning of the network in the European Green Deal implementation and digitalisation developments.
Eionet groups	<ul style="list-style-type: none"> • The EEA will continue enabling the Eionet groups to co-create and share knowledge, and work as facilitators between the country level and the European level focusing on implementation of EU environment and climate policies. • The EEA will further invest in building the in-house capacities in stakeholder engagement and foster peer-to-peer learning among the EEA Eionet and Thematic group leads.
Environmental protection agencies (EPAs)	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • Share scientific expertise according to evolving EEA needs and emerging science and knowledge developments, especially related to responding to the new EU policy cycle 2024-2029 • Connect EEA work with wider scientific community stakeholders (e.g. JRC, DG RTD and the European Research Council (ERC)). Focus will especially be on dissemination of SOER 2025 as well as preparing the knowledge basis for SOER 2030
International engagement	<p>Internationally, EEA activities will continue to focus on providing support for EU/Member State engagement in international policy processes and assessment contexts. The EEA will continue its dialogue and cooperation with UNEP in line with the key areas of work identified in the joint Memorandum of Understanding. For a comprehensive overview of the international engagement in the period covered by the SPD, see Annex 12.</p>
EU enlargement	<p>In the EU eastern neighbourhood, the EEA will continue to support efforts in relation to i) EU accession countries, ii) new/existing EEA cooperating countries, as well as iii) environmental indicator and assessment activities in the pan-European setting, including through UNECE Environment for Europe (EfE) process and joint collaboration with UNEP's Regional Office for Europe supported by the 'Common Approach' between the three organisations (EEA-UNECE-UNEP/Europe).</p>
Scientific partnerships	<p>Complementary and related to the points above on the work with the EEA Scientific Committee, the EEA will continue strengthening existing collaborations with other European knowledge providers, e.g. the Heads of European Environmental Protection Agencies' network (EPA Network) and their Interest group on Research for Actionable knowledge on Sustainability (IG EPAS) and the EU Agencies network on scientific advice (EU ANSA).</p>

4.5.2 Communicating for impact

	Communication delivers the EEA strategic goals as per the EEA-Eionet Strategy and Communications Framework in Publishing, Communication and stakeholders/networks, leading on overall strategic development of communication and networking outputs and activities including on internal communication, striving for impact and innovation. Stakeholders recognise the need for stronger communication, forward-looking, via new channels groups, with simple but nuanced messages, Collaboration with new stakeholders will include business, industry, social, generational aspects and others.
Publishing high quality knowledge output	EEA publishing focusses on quality processes including writing, editing, layout, maps and charts production for EEA assessments and indicators. A continuous focus in coordinating EEA Publications Plans will be on further prioritisation towards higher impact, ED speaking points and presentations will be developed and the Corporate EEA website continuously advanced. EEA corporate Design and visualisations will be strengthened striving for impact and innovation, The overall representation of our knowledge across different platforms needs stronger coherence, structure and audience focus.
Outreach	EEA outreach activities include media relations, social media and audio-visuals, public enquiries, and stakeholder relations tools. The EEA Newsletter and public outreach activities and events will be developed further. In 2026 focus will be given to SOER country outreach using approaches as localisation of our messages and partnerships for outreach.

4.5.3 Earth observation – Copernicus and GEO

Description	The EEA acts as the entrusted entity for implementing the Copernicus Land Monitoring Service (CLMS) and <i>in-situ</i> component under a contribution agreement with the EC. Copernicus is the Earth Observation component of the European Union’s space programme.
Key Earth Observation activities	The EEA Earth Observation activities will support: <ul style="list-style-type: none"> • 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);
- user uptake of CLMS products, particularly by National Collaboration Programs set up in 2024/2025 and extended to include additional countries;
- 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.

4.5.4 Digitalisation

Description

The digital services of the EEA and Eionet drive the efficient collection, analysis, and dissemination of environmental and climate data. They provide the critical infrastructure needed to inform decision-makers and the public on Europe's environment, climate change, and sustainability issues.

These services streamline national and international data flows, enable advanced data analysis, and deliver accessible knowledge tools to support informed decision-making. Through digitalisation and innovation, these services will continue to evolve to ensure EEA-Eionet have the capabilities required to embrace big data, artificial intelligence and earth observation, ensuring more effective and impactful insights.



Developing of digital capabilities

The EEA will develop its digital capabilities to:

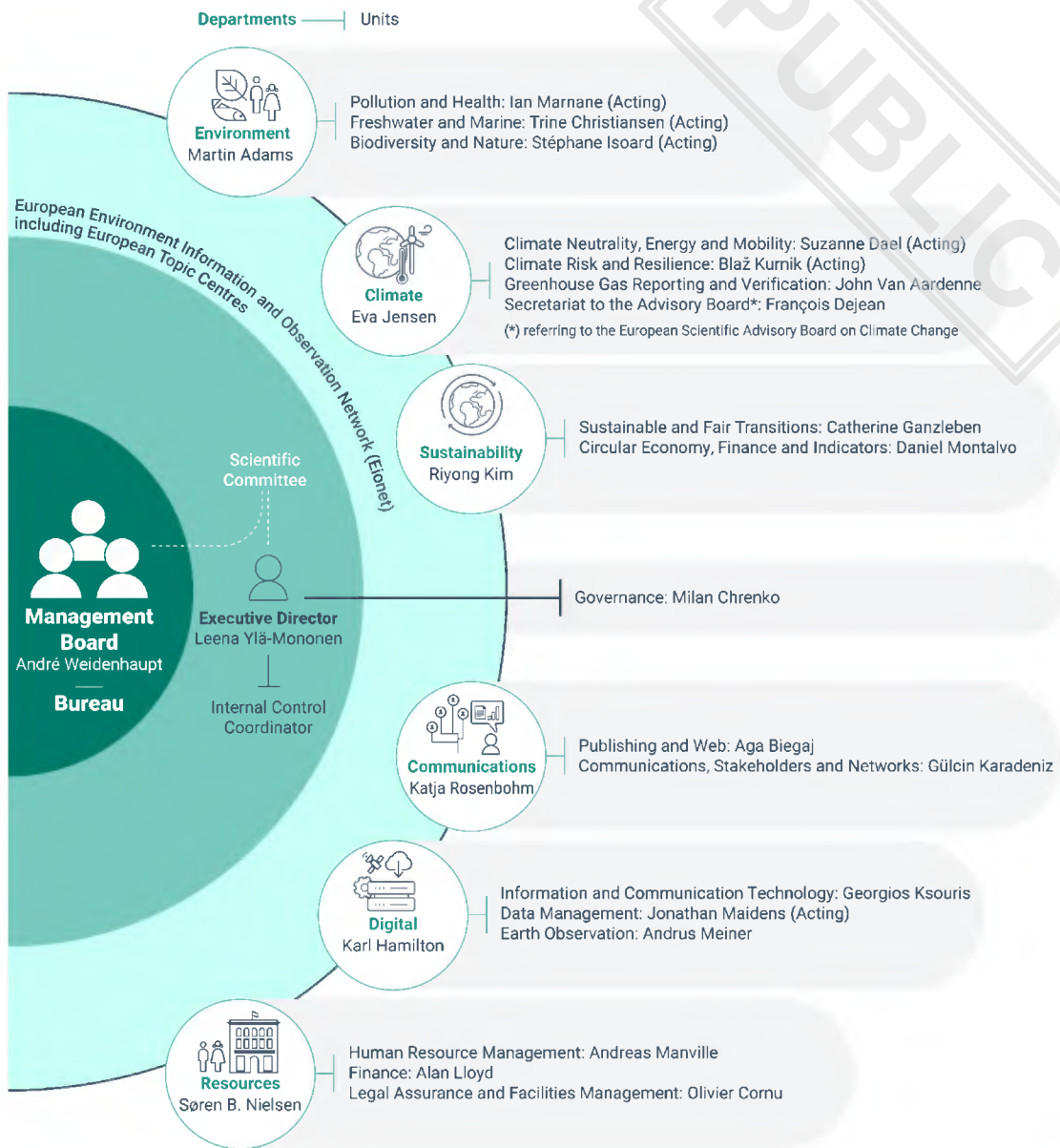
- **Deliver Digital Transformation for Operational Excellence:** New technologies, including artificial intelligence, will streamline reporting, data, knowledge and support services, improve how information is managed, and will provide user-friendly collaboration tools. EEA will improve its digital workspace by upgrading networks, standardising meeting tools, and creating a unified platform for sharing and collaborating on documents. The Eionet collaboration tools will be further refined to allow EEA staff as well as all partners from its network to experience seamless collaboration regardless of location.
- **Strengthen Cybersecurity and Information Security Resilience:** Protecting sensitive information and ensuring system reliability are key priorities. EEA will continue to maintain a high level of cybersecurity in line with the Cybersecurity Regulation. Sensitive data are encrypted, and the cybersecurity settings follow the zero-trust approach. Solid IT backup systems provide a high level of business continuity and swift disaster recovery.
- **Modernise IT Infrastructure with a Cloud-Smart Approach:** EEA will upgrade its IT setup to combine the strengths of both on-site and cloud-based systems. This hybrid model ensures flexibility, scalability, and compliance with strict data protection rules while maintaining uninterrupted services.
- **Enhance Reportnet:** Consolidate the role of Reportnet as a cutting-edge platform for environmental data reporting across Europe. Key priorities include expanding the functionality of the Data Lakehouse to support advanced reporting requirements, improving architecture and streamlining user experiences. Emphasis will also be placed on service reliability and achieving an even higher success rate for data jobs.
- **Implement IT Service Management Best Practices:** EEA will prioritise enhancing IT service delivery and support by adopting ITIL-based practices. A focus on continuous service improvement will align IT services with the evolving needs of EEA staff and external partners.
- **Advance Standardisation and Interoperability for Cohesion and Efficiency:** EEA will adopt common standards for systems and data exchange, making collaboration with other EU organisations and partners more efficient and effective.
- **Develop an innovation framework** to integrate novel and developing technologies into operations. Invest in digital skills to ensure that the EEA-Eionet continues to grow its capacities to leverage the opportunities of digitalisation.
- **Streamline and simplify technology** and data governance to promote simplification and efficiency.



	<ul style="list-style-type: none"> • Enhance IT architecture to support advanced analytics at scale and enable our stakeholders to collaborate on EEA infrastructure to support joint use case discovery, testing and implementation, and secure documentation for business continuity.
<p>ETC involvement</p>	<p>ETC DI will continue supporting cross-cutting digitalisation and innovation at the EEA. Focus for ETC is standardisation, efficiency and migration of data flows into Reportnet, data services to support thematic areas especially relating to spatial data processing and analyses, innovative projects using AI and ML and supporting the Eionet group in data and digitalisation. ETC DI will especially give support to:</p> <ul style="list-style-type: none"> • Faster migration to Reportnet for the future “one” reporting platform, further automation and standardization for efficiency. • Data processing and analyses to support EEA including LULUCF, Ecosystem accounting, CAP, NRL and Climate adapt data services and knowledge products. • The shaping of the EEA Innovation Lab through support on both use case discovery, data mapping, proof of concept and testing towards implementation. • Continuously integrating Copernicus data and derived data products into analytics using machine learning and advanced spatial analyses. • Capacity building and best practices about software and platforms for data acquisition, data processing and analytics. • Digital transformation projects at the EEA including testing and implementing AI Large Language Models (LLM) for extraction of data from many different data sources and formats.



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 (as of 1 January 2025) 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 2026-2028

Activity	2025		2026		2027		2028	
	FTEs	Budget (EUR million)	FTEs	Budget (EUR million)	FTEs	Budget (EUR million)	FTEs	Budget (EUR million)
Environment	119	34	120	37	120	38	120	34
Climate	99	26	99	25	99	27	99	28
Sustainability	58	15	58	16	58	16	58	19
Total	276	74,6	277	78,1	277	80,5	277	82,0

Notes:

The activities above are those the EEA defined under its strategy for 2021-2030 (refer to Section 3.1).

In 2025 the EEA will be recording its work programme activities and use of its human and financial resources in the framework of its delivery model. When the SPD is updated in November to the final version for publication, the above table will be elaborated and resources allocated under the four elements of the delivery model, namely reporting services, data services, knowledge services, and networks & collaboration services.

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

The full-time equivalents (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 2026-2028

Table A3.1: EEA revenue budgets

GENERAL REVENUE (EUR)	Executed Budget 2024	Original Budget 2025	Draft Budget 2026		VAR 2026 / 2025	Anticipated 2027	Anticipated 2028
			Agency Request	Budget Forecast			
1 REVENUE FROM FEES AND CHARGES							
2 EU CONTRIBUTION	60.433.510	67.089.737	71.646.036	70.371.036	4,9%	72.625.357	74.077.864
- Of which assigned revenues deriving from previous years' surpluses	251.873	332.053	607.592	607.592	83,0%	0	0
- Of which funding of European Schools Type 2	800.000	600.000	629.000	629.000	4,8%	642.000	655.000
3 THIRD COUNTRIES CONTRIBUTION (incl. EFTA and candidate countries)	5.281.502	4.989.539	5.108.973	5.073.400	1,7%	5.153.247	5.193.772
- Of which EFTA	2.154.502	1.862.539	1.981.973	1.946.400	4,5%	2.026.247	2.066.772
- 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	2.095.591	2.472.507	2.653.557	2.606.335	5,4%	2.689.828	2.743.625
TOTAL GENERAL REVENUE	67.810.603	74.551.783	79.408.566	78.050.771	4,7%	80.468.432	82.015.261

ADDITIONAL REVENUE (EUR)	Executed Budget 2024	Original Budget 2025	Draft Budget 2026		VAR 2026 / 2025	Anticipated 2027	Anticipated 2028
			Agency 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)	26.845.000	34.100.000	17.200.000	17.200.000	-49,6%	16.000.000	1.900.000
Additional EU funding stemming from service level agreements (FFR Art. 43.2)	7.000.000	0	0	0		0	0
TOTAL ADDITIONAL REVENUE	33.845.000	34.100.000	17.200.000	17.200.000	-49,6%	16.000.000	1.900.000

TOTAL REVENUE (EUR)	101.655.603	108.651.783	96.608.566	95.250.771	-12,3%	96.468.432	83.915.261
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Notes:

The 'candidate countries' reported under '3 THIRD COUNTRIES' CONTRIBUTION' is the contribution from Türkiye as a member country of the Agency. The revenue reported under '4 OTHER CONTRIBUTIONS' is the contribution from Switzerland as a member country of the Agency, 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 Agency, 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 2024	Original Budget 2025	Draft Budget 2026		VAR 2026 / 2025	Anticipated 2027	Anticipated 2028
			Agency Request	Budget Forecast			
Title 1 Staff Expenditure	39.745.278	46.445.139	50.837.566	49.479.771	6,5%	50.328.432	52.275.261
11 Salaries & allowances	37.684.183	43.707.139	48.043.566	46.685.771	6,8%	47.477.432	49.366.261
- of which establishment plan posts	26.572.838	30.094.970	33.484.566	32.126.771	6,8%	32.627.432	34.219.261
- of which external personnel	11.111.345	13.612.169	14.559.000	14.559.000	7,0%	14.850.000	15.147.000
12 Expenditure relating to Staff recruitment	399.107	627.000	640.000	640.000	2,1%	653.000	666.000
13 Mission expenses	498.600	697.000	711.000	711.000	2,0%	725.000	740.000
14 Socio-medical infrastructure	449.930	575.000	587.000	587.000	2,1%	599.000	611.000
15 Training	688.458	813.000	829.000	829.000	2,0%	846.000	863.000
16 Social services	25.000	26.000	27.000	27.000	3,8%	28.000	29.000
Title 2: Infrastructure and administrative expenditure	7.154.850	5.951.644	6.067.000	6.067.000	1,9%	6.186.000	6.307.000
21 Rental of buildings and associated costs	5.123.092	4.098.644	4.180.000	4.180.000	2,0%	4.265.000	4.351.000
22 Movable property and associated costs	786.890	388.000	395.000	395.000	1,8%	402.000	409.000
23 Current administrative expenditure	1.042.333	1.181.000	1.203.000	1.203.000	1,9%	1.225.000	1.248.000
24 Entertainment and representation expenses	13.000	13.000	13.000	13.000	0,0%	13.000	13.000
25 EEA Governance	183.084	261.000	266.000	266.000	1,9%	271.000	276.000
26 Environmental management of the EEA	6.451	10.000	10.000	10.000	0,0%	10.000	10.000
Title 3 Operational expenditure	20.910.475	22.155.000	22.504.000	22.504.000	1,6%	23.954.000	23.433.000
33 Resources	19.151.718	19.061.000	20.178.000	20.178.000	5,9%	20.581.000	20.992.000
35 Areas of Work	1.758.756	3.094.000	2.326.000	2.326.000	-24,8%	3.373.000	2.441.000
TOTAL EXPENDITURE	67.810.603	74.551.783	79.408.566	78.050.771	4,7%	80.468.432	82.015.261

Notes:

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 of the development in the EEA's budgeted expenditure from 2024 to 2028 are:

Firstly, the additional resources allocated to the EEA via finance fiches, to deliver new tasks defined by the Commission in several legislative packages. Overviews of the legislative packages and associated resources are provided in Tables 11 and 12 in Section 3.3 *Human and financial resource outlook for the years 2025-2027*, and descriptions of the new tasks are provided in Section 2.2.2 *Foreseen new tasks in 2025-2027*.

Secondly, the impacts of inflationary increases: the Commission's guidance for budget development given for MFF 2021-27 had defined a 2% annual indexation for the EEA's EU subvention to give 'stability in real terms' and the Commission confirmed this instruction for the 2025 budget in the Budget Circular. However, this has not been sufficient in the current inflationary environment, particularly regarding increases in salaries. The Commission therefore has reinforced the budgets each year since 2023 with additional funds, so exceeding the 2% annual indexation, to provide additional funding for salaries, and have proposed a further reinforcement of EUR 1.08 million in 2026. These reinforcements have significantly reduced the pressures on the expenditure budget, but the proportion of the budget allocated to Title 1 and 2 has been steadily increasing, with a resultant reduction in the proportion of budget available for operational expenditure (Title 3).

Some of the main expenditure developments are as follows:

- Chapter 11: The increase from 2025 to 2026 in the Budget Forecast is firstly, firstly the result of the effective salary indexation from 2025 to 2026 is +4.75% (+1.2% to be applied as from 1 April 2025, +4.6% to be applied as from 1 July 2025, +0.6% to be applied as from 1 April 2026 and +3.4% to be applied as from 1 July 2026), as specified in the Budget Circular 2026. No change assumed to the correction coefficient for remuneration for Denmark, which is currently 1.298. Secondly, the 2026 budget includes a full year of salary expenditure for 13 new posts from three legislative packages, which commence in 2025, where only 6 months salary expenditure is included; refer to Section 3.3. The Agency Request deviates from the Budget Forecast because it includes resources for five additional temporary agent support posts which have been requested, calculated using the standard rates specified by the Commission for new posts.
- The recruitment expenditure reflects the recruitment of new posts from legislative packages and vacancies from normal staff turnover.
- The budget for Title 2 reflects the expenditure needed to run the EEA's essential office facilities, and staff IT and telephony services and equipment. The EEA is currently converting its premises from individual office space to open activity-based working space. This facilitates face-to-face



collaboration, adjusts to the increased teleworking and virtual collaboration, and provides greater flexibility. This has in turn allowed for approximately 50% additional staff to be accommodated without an increase in office space. This refurbishment will be completed in 2025, with the last large contracts having been placed in 2024, hence the reductions to the Chapter 21 and 22 budgets from 2024 to 2025.

- To leverage the benefits of shared services, the EEA increasingly makes use of personnel, finance, procurement and IT security systems and services provided by the Commission, which comprise most of the Chapter 23 budget. The budget also covers the EEA's governance structures, primarily its Management Board and Scientific Committee (Chapter 25).
- Substantially the largest portion of the EEA's Chapter 33 Resources budget is for the grant agreements with seven European Topic Centres (ETCs), comprising consortia of Member State institutions, which collaborate with the EEA in delivering its work programme tasks. The budget also comprises expenditure for its IT infrastructure and development to deliver its legislative data flows, systems and reporting obligations, its communication publications and outreach expenditure, expert meetings supporting in particular the European Environment Information and Observation Network (Eionet), and for activities of the European Scientific Advisory Board on Climate Change. The increase in this budget for 2025 is driven by the additional resources for the new tasks.
- Chapter 35 Areas of Work budget comprises expenditure on direct actions under the EEA's strategy for 2021-30. These actions focus particularly on the EEA's tasks to support the Commission's priorities under the European Green Deal and the 8th EAP: protecting biodiversity, mitigating and adapting to climate change, supporting zero pollution initiatives and human health, promoting the circular economy and developing sustainability. The large increase in this budget in 2025 and again in 2027 comprises funds earmarked in the LULUCF finance fiche for the commissioning of a comprehensive study every second year.

Table A3: Budget outturn and cancellation of appropriations

Budget outturn is provisional and will only be final once Annual Accounts are completed. The table will be updated if needed in the final SPD version.

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 2024-2028

A. Statutory staff and seconded national experts

Human Resources	2024			2025	2026	2027	2028
	Amended Budget	Actually filled 31/12/2024	Occupancy rate (%)	Authorised Budget	Envisaged	Envisaged	Envisaged
Administrators (AD)	115	111	96.5%	129	133	133	133
Assistants (AST)	56	54	96.4%	55	51	51	51
Assistants/Secretaries (AST/SC)	0	0		0	0	0	0
ESTABLISHMENT PLAN POSTS	171	165	96.5%	184	184	184	184
Contract Agents (CA)	98	93	94.9%	107	108	108	108
Seconded National Experts (SNE)	20	16	80.0%	20	20	20	20
TOTAL STAFF	289	274	94.8%	311	312	312	312

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 (CA) per Agreement	Partner DG	2025 Envisaged	2026 Envisaged	2027 Envisaged	2028 Envisaged
PARC	RTD	2	2	2	2
Copernicus Contribution Agreement	DEFIS	12	12	12	12
IPA III - Green Agenda & Energy Community	NEAR	7			
NDICI - Governance of the Energy Community	NEAR				
EuroGEO 24	RTD	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			
EEA - Eurostat Cooperation	ESTAT	3	3		
Nitrates Directive	JRC	2			
Mission Ocean Monitoring	MARE	3	3	3	
TOTAL		40	25	22	16

Note: 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*.

C. Other human resources (intra muros)

Structural Service Providers	FTEs actually in place as of 31/12/2024
Security	6
Canteen	4
Cleaning	5
IT/Communication	20

Interim Workers	Total FTEs in year 2024
Interimaires	5
Blue Book trainees	8

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 European Union; **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.



Table A4.2 Multiannual staff policy plan 2024-2028

Function group and grade	2024				2025		2026		2027		2028	
	Amended Budget		Actually filled as of 31/12/2024		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
AD 14		3		1		2		4		5		5
AD 13	1	5		2	1	5		6		6		7
AD 12		8		4		6	1	9	1	12	1	14
AD 11		14		9		14		15		15		15
AD 10		14		9		14		13		14		14
AD 9		10		11		11		14		16		20
AD 8		12		11		14		18		22		25
AD 7		22		22		25		28		27		22
AD 6		25		42		35		21		11		6
AD 5						2		4		4		3
AD TOTAL	1	114	0	111	1	128	1	132	1	132	1	132
AST 11		1				1		1		1		1
AST 10	1	3		1	1	3	1	2	1	2	1	2
AST 9	2	7	2	6	2	7	2	9	2	10	2	12
AST 8		9		8		9		10		11		12
AST 7		9		8		10		11		13		12
AST 6		11		9		10		8		7		6
AST 5		7		12		7		5		2		1
AST 4		4		2		3		2		2		2
AST 3		2	1	4		2		0		0		0
AST 2				1								
AST 1												
AST TOTAL	3	53	3	51	3	52	3	48	3	48	3	48
AST/SC 6												
AST/SC 5												
AST/SC 4												
AST/SC 3												
AST/SC 2												
AST/SC 1												
AST/SC TOTAL												
TOTAL	4	167	3	162	4	180	4	180	4	180	4	180
GRAND TOTAL	171		165		184		184		184		184	

Contract Agents	2024 Amended	Actually filled 31/12/2024	2025 Authorised	2026 Envisaged	2027 Envisaged	2028 Envisaged
Function Group IV	80	74	89	89	89	89
Function Group III	16	17	16	17	17	17
Function Group II	2	2	2	2	2	2
Function Group I						
TOTAL	98	93	107	108	108	108

Seconded National Experts	2024 Amended	Actually filled 31/12/2024	2025 Authorised	2026 Envisaged	2027 Envisaged	2028 Envisaged
TOTAL	20	16	20	20	20	20

Notes:

The establishment plan for 2026 includes the conversion of four AST posts to AD5 (2xAST5, AST8, AST10). The conversions are on the retirement of the incumbents in the AST posts in 2025; the positions are for expert roles for which replacement with an AD post is appropriate. The conversion is budget neutral, given that the AST posts have a higher average grade than the replacement AD5 posts.

A contract agent FGIII has been added in 2026. The EEA is sponsoring this post to provide administrative support to the EU Agencies’ Network (EUAN) runs a Shared Support Office (SSO). The SSO’s costs are charged to all EUAN members via SLAs; the request is therefore a “zero cost” addition to the EEA’s establishment table.

AD, administrator; **AST**, assistant; **SC**, secretary.

Table A4.3 Recruitment forecasts for 2026, following retirement/mobility(*) or new requested posts

Job title in the Agency	Type of contract (Official, TA or CA)	TA/Official		Recruitment Function Group (I, II, III and IV)	
		Function group/grade of recruitment internal (Brackets) and external (single grade) foreseen for publication*			
	Due to foreseen retirement/mobility	New posts requested due to additional tasks	Internal (brackets)	External (brackets)	
Head of Department	0	0			
Head of Unit	0	0			
TA Expert	2	0	AD6-AD8	AD6	
CA Expert	0	0			
TA Assistant	2	0	AST4-AST7	AST4	
CA Assistant	0	0			
CA Officer	0	0			

(*) Status: 2026 estimation as confirmed by end December 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 the EU agencies and as adopted by the Commission. Furthermore, the policy for recruitment of contract agents 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 of the European Union (CEOS), governing the conditions of employment of contract staff employed under the terms of Art. 3(a) thereof, also as agreed between the European Commission and the EU agencies and as adopted by the Commission.

The selection procedure for TA2f is laid down in the Management Board decision on the engagement and use of temporary agents (written procedure 007/EEA/MB-WP-HR/2015 signed on 25 August 2015) further to the agency model implementing rules adopted by the Commission(C(2015)1509) following Art. 110(2) of the Staff Regulations. The selection procedure for contract agents 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 Commission(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, CVs 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;
- list of successful candidates submitted 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;
- reserve list of suitable candidates established by the Appointing Authority;
- appointment decision taken by the Appointing Authority.

Long-term temporary agents, 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, it has not been possible so far to set aside posts for this category of staff, because the establishment plan restrictions have made it necessary to either cut any posts becoming vacant or to deploy them to other functions. AST/SC types of tasks have consequently been undertaken by contract agents 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 be only one member of staff to cover each specific activity.

The EEA had selected a staffing model focused on temporary agents on potentially long-term employment 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 of long-term duration continue to be the following:

- for posts covering tasks of a permanent nature as identified in the strategy based on the EEA Founding Regulation;
- to safeguard continuous expertise in specific areas.

Long-term temporary agents 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 (needs of the service, budgetary availabilities and performance of the staff member).

Temporary agents on short-term employment

The Executive Director is appointed by the Management Board for a period of 5 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 on long-term employment

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

As for contract agents, the EEA criteria for identifying a contract agent post as being of long-term duration continue to be the following:

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

Long-term contract agents are offered a contract under Art. 3(a) 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 (needs of the service, budgetary availabilities and performance of the staff member).

Contract agents 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, contract agents 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 perspective in time. Such contracts are justified in particular for projects of limited duration, for cases where the Agency 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 contract agents for short-term employment are the following:

- heavy workload anticipated in a certain area for a substantial, but not indefinite, time period;
- to work with specific, time-limited projects;
- new expertise 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 (needs of the service, budgetary availabilities and performance of the staff member).

Seconded national experts

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 building between the EEA and its member countries.

The secondments of national experts to the EEA are governed by Commission Decision of 12.11.2008 laying down rules on the secondment to the Commission 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 Agency no longer plans to offer this possibility 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. interimaire). 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 a service level agreement (SLA) with the Traineeship Office (TO) of the European Commission to make use of the possibility to participate in the Blue Book traineeship scheme of the European Commission. 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 the 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 are a great opportunity to bring into the EEA environment young and motivated professionals to support EEA experts with their newly acquired knowledge, and they have the possibility to gain an insight into the EU system and, in particular, the EEA's work and mission (not included in Table A7).

Appraisal of performance and reclassification/promotions

Appraisal of performance

The EEA has an annual Career Development Cycle scheme in place for staff since 2004. An individual development plan is drawn up in the beginning of a given year laying down the objectives and performance indicators of the staff member in relation to the work programme. The Career Development Cycle 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 Management Board decision of 30 October 2015 according to the agency model rules agreed between the European Commission and the EU agencies, in accordance with the established procedure under Art. 110 of the Staff Regulations.

Table A7 Reclassification of temporary staff/promotion of officials

The implementing rules on the promotion of officials and reclassification of temporary agents were adopted in April 2016 according to the agency model implementing rules agreed between the European Commission 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 temporary agents has therefore been carried out since 2016 following the new rules.

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	51	5.5	4
AD 11	0	0	0	5.4	4.3	4.9 ⁵	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

⁵ 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.

A8 Reclassification of contract staff

The implementing rules on the reclassification of contract agents were adopted in April 2016 according to the agency model implementing rules agreed between the European Commission and the EU agencies. An annual reclassification exercise for contract agents 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 no 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
CA III	13	0	0	0	0	Between 3 and 5
	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
CA II	8	0	0	0	0	Between 3 and 5
	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 foreseen for adoption year N+1

The following implementing rules are foreseen for adoption in 2025:

- Decision on absences as a result of sickness or accident (awaiting Commission decision);
- Decision on employment of temporary agents TA2(a) (b) (d) (awaiting Commission decision);
- Agency model on fight against sexual and psychological harassment.

Gender balance

Table A9 Data on gender balance as at 31/12/2024

		Official		Temporary		Contract		Grand total	
		Number	%	Number	%	Number	%	Number	%
Female	Administrator level	0	0.0%	48	58.5%	54	77.1%	102	65.8%
	Assistant level (AST and AST/SC)	3	100.0%	34	41.5%	16	22.9%	53	34.2%
	Total	3	100.0%	82	52.9%	70	60.3%	155	56,6%
Male	Administrator level	0	0.0%	57	78.1%	42	91.3%	99	83.2%
	Assistant level (AST and AST/SC)	0	0.0%	16	21.9%	4	8.7%	20	16.8%
	Total	0	0.0%	73	47.1%	46	39.7%	119	43.4%
Grand total		3	1.1%	155	56.6%	116	42.3%	274	100.0

Table A10 Data on gender evolution over 5 years in middle and senior management (2024)

	N-5 (2019)		N-1 (2024)	
	Number	%	Number	%
Female managers	2	22.2%	4	50.0%
Male managers	7	77.8%	4	50.0%

Geographical balance

Table A11 Data on the nationality of EEA staff as at 31/12/2024

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	1.5%	0	0.0%	3	1.1%
Belgium	7	3.5%	4	5.5%	11	4.0%
Bulgaria	2	1.0%	1	1.4%	3	1.1%
Croatia	1	0.5%	0	0.0%	1	0.4%
Cyprus	1	0.5%	0	0.0%	1	0.4%
Denmark	30	14.9%	24	32.9%	54	19.7%
Estonia	2	1.0%	0	0.0%	2	0.7%
Finland	8	4.0%	3	4.1%	11	4.0%
France	16	8.0%	3	4.1%	19	6.9%
Germany	14	7.0%	3	4.1%	17	6.2%

Greece	9	4.5%	1	1.4%	10	3.6%
Hungary	3	1.5%	2	2.7%	5	1.8%
Iceland	1	0.5%	0	0.0%	1	0.4%
Ireland	8	4.0%	0	0.0%	8	2.9%
Italy	12	6.0%	9	12.3%	21	7.7%
Latvia	0	0.0%	2	2.7%	2	0.7%
Lithuania	3	1.5%	2	2.7%	5	1.8%
Luxembourg	2	1.0%	0	0.0%	2	0.7%
Malta	1	0.5%	3	4.1%	4	1.5%
Norway	1	0.5%	0	0.0%	1	0.4%
Poland	12	6.0%	2	2.7%	14	5.1%
Portugal	10	5.0%	2	2.7%	12	4.4%
Romania	6	3.0%	2	2.7%	8	2.9%
Slovakia	5	2.5%	1	1.4%	6	2.2%
Slovenia	3	1.5%	0	0.0%	3	1.1%
Spain	19	9.5%	4	5.5%	23	8.4%
Sweden	6	3.0%	4	5.5%	10	3.6%
Switzerland	0	0.0%	1	1.4%	1	0.4%
The Netherlands	6	3.0%	0	0.0%	6	2.2%
Türkiye	6	3.0%	0	0.0%	6	2.2%
United Kingdom	4	2.0%	0	0.0%	4	1.5%

Table A12 Evolution over 5 years of the most represented nationality in the Agency

Most represented nationality	N-5 (2019)		N-1 (2024)	
	Number	%	Number	%
Denmark	43	22.8%	54	19.7%

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
No of service contracts in place with international schools	None
Description of any other solutions or actions in place	None

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

Annex 6 Environmental management

Context of the Agency and its environmental management strategy

Given the EEA's mission and legal mandate, the Agency 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.

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

Overview of the Agency'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 performances (to be updated in Q1 2025 with the 2024 environmental performances)

EEA activities have both direct and indirect impacts on the environment. Following the decision to become a **climate-neutral organisation** in November 2020, 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 greenhouse gas 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 environmental aspects: **2024 data to be added in Q1 2025**

	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 compared with data for the previous 5 years for all environmental aspects 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 visitor 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 EEA's zero printing policy for EEA reports.

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

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

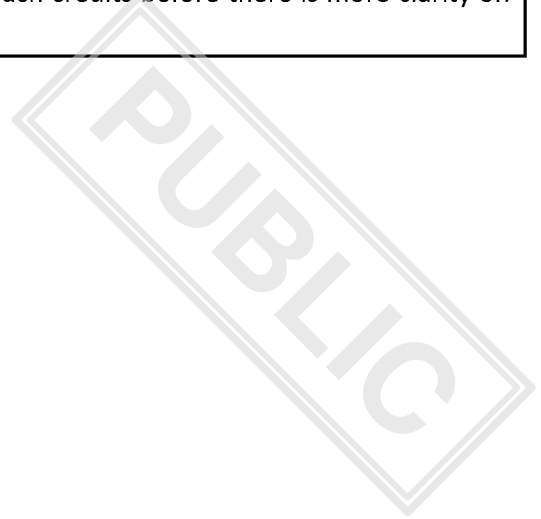
A new waste sorting system has been introduced on all floors of the EEA building, with accompanying information for EEA staff (posters, information sessions). This aligns with the Danish national requirements for separate waste collection. As part of the donation policy, IT (50-60 screens, mobile phones), 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, EEA developed staff travel guidance to support 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 was 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 EEA is working towards substantial emission reductions, the EEA is maintaining offsetting 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 the 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 7,200m ² ; KN8 2,740m ²	
<ul style="list-style-type: none"> of which office space 	KN6 5,990m ² ; KN8 2,460m ²	
<ul style="list-style-type: none"> of which non-office space 	KN6 1,210m ² ; KN8 280m ²	
Annual rent (in EUR)	KN6: approx. EUR 2,000,000 KN8: approx. EUR 700,000 Total EUR 2,700,000	Amounts include rent and adjustments to deposits, but exclude utilities (heating, electricity, water etc). VAT and property tax are charged but then refunded, so also excluded.
Type and duration of rental contract	Commercial lease agreement valid until one of the parties renounces it through either a 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 6 months of the notice period for termination.
Host country grant or support	None	
Present value of the building	Not applicable	
Outlook		The EEA completed the conversion of individual office space in KN6 to open activity-based working space on all the floors by the end of 2024 as planned. This facilitates face-to-face collaboration, adjusts to the hybrid working regime (office presence and teleworking) in place, provides greater flexibility, and has allowed additional staff to be accommodated without an increase in office space. Additional refurbishment projects on the ground floor and 4th floors will be carried out in the first half 2025. Once completed, office spaces and meeting rooms currently rented in KN8 may be able to be released.



Annex 8 Privileges and immunities

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

Note: *CPR, Central person register

Annex 9 Evaluations

As foreseen in the EEA founding regulation, the EEA is subject to an evaluation every five years, carried out by the European Commission.

Between autumn 2022 and June 2024 the European Commission carried out an evaluation of the EEA and of its Eionet network, including the Agency's founding regulation. The evaluation covered the period 2017 to 2021 and considered previous evaluations of the Agency (in particular, the predecessor covering the period 2012- 2016). Like the previous one, the latest evaluation followed the Better Regulation guidelines and thus included the analysis of five main themes: effectiveness, efficiency, relevance, coherence and European added value.

The conclusions of this evaluation, the opinion of the Regulatory Scrutiny Board (RSB)⁶ and the Management Board response to the evaluation, incl., recommendations are available on the EEA website⁷). Follow-up on the recommendations is being addressed by the EEA in its ongoing planning and in the implementation of the EEA-Eionet strategy covering the period 2021-2030. The Management Board also provides guidance as needed.

The next evaluation by the European Commission will cover the period 2022 to 2026 . It is expected to run from 2027. Contrary to the recent evaluation covering both the Multi Annual Work Programme 2014-2020 and the EEA-Eionet strategy for 2021-2030, the next evaluation will cover only the latter. Like the previous two evaluations, the next evaluation follows the Better Regulation guidelines and thus includes the analysis of five main themes: effectiveness, efficiency, relevance, coherence and European added value.

⁶ The present evaluation was selected for scrutiny by the Regulatory Scrutiny Board (RSB). The RSB is an independent body within the Commission providing advice to the college of commissioners).

(⁷)

<https://www.eea.europa.eu/en/about/working-practices/docs-register/eea-evaluations>

Annex 10 Strategy for the organisational management and internal control systems

The EEA is organised as per the organisational chart (Annex 1) with six departments designed to deliver the activities detailed in Section 3 of this document. The resources, both human and financial, are attributed to each department 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 Commission 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, effective 1 January 2025. The main responsibilities of the ICC will cover many of the advisory tasks currently performed by the IAC, with broader contribution, monitoring and coordination. Active contribution, 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 the sense of EEA financial regulation (Chapter 7, art. 78 and art. 79).

The five components of EEA Internal Control Framework are as follows

Control environment. Under this umbrella, EEA management has defined how the organisation ensures a common approach regarding responsibility, accountability, integrity and 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 for the management and prevention of conflict of interest and reputational risk, and some of the existing mitigating measures to respond to the risk listed in the policy are the following:

- In every staff annual appraisal, potential conflicts of interest are evaluated and the confirmation of 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 commencing performance of 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 shall sign a form on their rights and obligations, whereby they acknowledge that they shall 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 the service, they shall inform the EEA about this activity. If this activity is related to the work carried out by them during the 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 it or give its approval subject to any conditions it thinks fit.

Risk management. EEA management identifies risks 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 done every quarter at project level and annually at Agency level.

The risk of fraud is considered 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 adopted the regular updates thereafter. A revision is planned for 2025, where a new action plan will be defined.

Control activities. Several control procedures have been developed to mitigate the risks identified in the risk management exercises and to mitigate the risks inherent to 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. IT governance structures and workflows are well established. **Information and communication.** This component of the EEA internal control system relates to both internal and external measures put in place. Regular staff meetings are conducted by the EEA Executive Director and decision list taken from the Senior Management Team meetings are available to all staff. In the case of concerns about fraud or serious wrongdoing, EEA staff can access procedures to help them raise their concerns in an adequate way, to the appropriate functions. These functions keep their information on procedures updated, with their 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 department COM and the European Commission 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. The follow up of defined KPIs helps also the monitoring of EEA activities.

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

Agreements	General Information					Financial and HR Information				
	Start Date	Total Amount (EUR)	Duration (months)	Counterpart	Short Description	2025	2026	2027	2028	
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)	34,100,000	17,200,000	16,000,000	16,000,000
						No. of CAs	12	12	12	12
						No. of SNEs				
IPA III - Green Agenda & 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			
						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			
						No. of SNEs				
Service Level Agreements										
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)				
						No. of CAs	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)				
						No. of CAs	2	2	2	2
						No. of SNEs				
Regional & Urban Environmental Indicators	Dec 2021	1,324,000	42	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			
						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				
						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		
						No. of SNEs				
Nitrates Directive	Dec 2023	871,000	25	JRC	Technical and scientific assistance in the implementation of the Nitrates Directive	Amount (EUR)				
						No. of CAs	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)				
						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 have 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 forecasted 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; **CAs**, contract agents; **SNEs**, 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 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 European Union; **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

Context

EEA's international engagement is firmly anchored in the founding regulation which mandates the agency to cooperate with international partners (Art 15,2/3) as well in the EEA-Eionet Strategy 2021-2030 under the strategic objective (SO3) on building stronger networks and partnerships by further strengthening the collaboration with international institutions in key regional and global processes, including United Nations bodies and Conventions, on reporting obligations and topics of shared interest.

The overall objectives fostering EEA's engagement in international environmental activities are: i) to contribute to international processes with high quality EEA actionable knowledge, with the aim of supporting and influencing international policy processes, solutions, and co-production of knowledge, and ii) to strengthen the EEA knowledge base through cooperation with international stakeholders and partners on data and indicators development, methodologies, and tools as well as integrated assessments. EEA plays several different roles in the dissemination of actionable knowledge, including as:

- **Amplifier** by re-packing EEA messages/knowledge from core activities for the international setting, thus reaching a wider audience and strengthening the knowledge-policy interface at global level,
- **Producer** of data services, information products and assessments used in regular international environmental processes,
- **Facilitator** convening networking meetings, communicating the latest knowledge, and
- **Influencer** channelling expertise, knowledge and solutions to regional and global levels and developing capacities amongst partner countries.

The international activities build on the EEA core work and key thematic contributions in support of the EU international agenda. The majority of activities are related to supporting relevant EU bodies (European Commission, European Parliament, European Council/Working Party on International Environmental Issues), EEA member and cooperating countries in fulfilling environmental and climate related obligations at international level. It also contributes feeding information, science-policy input and knowledge to relevant international debates and negotiation processes.

With regard to internationally collaborative arrangements, UN organisations and programmes remain stable and reliable partners, not least as part of longstanding MoU's, agreements and joint work plans, along with OECD and other global stakeholders. Regarding the EU enlargement process and EU neighbourhood policy, 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 countries.

The new EEA delivery model from 2025 onwards has arranged the agency's engagement into three work areas, namely environment, climate and sustainability. There are strong interlinkages and interdependency between the three as they serve key overarching policy priorities, including the European Green Deal and enlargement process, and often involve wide range of actors, countries and organisations.

2026-2028 international activities

The EEA international activities outlined in this annex cover the period 2026-2028. The activities are aligned to the priorities listed in the Multi-annual Programming 2026–2028 (section 3) and Annual Work Programme 2026 (section 4) in the SPD. While some activities are new - or ad hoc if/as an opportunity arise - most of the Agency's engagement is continuous support to Commission services and EU Member States in international fora and UN processes, that ensure building up on activities from previous years (and SPDs).

Work Area I: Environment

2026

- UN 2026 Water Conference. Support to the Commission services on preparations and follow-up to the UN water conference with the theme: Accelerate the Implementation of SDG-6 (*tbc*).
- UN Convention on Biodiversity. Support to the Commission in including participation in the EU delegation to CBD COP17 in Armenia in 2026 and subsidiary bodies sessions and lead expert groups.
- UNEP/Mediterranean Action Plan. Support to the strategic Partnership with UNEP/MAP-Barcelona Convention under the EEA-UNEP/MAP Joint Work Plan 2022-2030, including follow-up from the outcomes of the UNEP/MAP COP24 (December 2025).
- UNEA-7 follow-up. Support to the Commission and Member States regarding monitoring, reporting and assessment elements stemming from EEA relevant resolutions adopted at UNEA-7 (December 2025).
- Global legally binding instrument to end plastic pollution. Support to monitoring and reporting aspects of the new global plastic treaty (*envisaged to be adopted in 2025*).
- International pollution register. Support to the Commission on the engagement with the bodies of the PRTR Protocol (UNECE) and part of the EU delegation to the Meeting of the Parties to the Kyiv Protocol as well as participation in working groups on technical matters in the relevant OECD task force.
- CLRTAP. Support to Commission services and Member States through production of the annual EU inventory under the Convention on Long-range Transboundary Air Pollution (CLRTAP) and participation in the EMEP (European Monitoring and Evaluation Programme) Steering Body.

2026-2028

- Global ocean governance. Support to the Commission services, including i) follow-up actions from the UN Ocean Conference held in 2025, ii) monitoring and reporting aspects of the UN treaty on Biodiversity Beyond National Jurisdiction (BBNJ) and iii) input to the UN Decades on Ocean Science and UN Decade of Ecosystem Restoration.
- Global Biodiversity Framework (GBF). Support to the Commission and Member States in i) the working group meetings and events contributing to the monitoring framework of the 2030 Biodiversity Strategy and ensuring contribution to the implementation of the GBF).
- Intergovernmental Science-Policy Platform on Biodiversity and Ecosystem Services. Support to the Commission and Member States in the annual IPBES plenaries and processes, including input to key assessment reports.
- Environment for Europe/UNECE. Support to European Commission services and Member States in cooperation under the 'Environment for Europe' process (EfE) in partnership with UNEP-Europe and UNECE (Environmental and Statistical divisions) towards the 10th EfE



ministerial meeting and the development of the 8th pan-European environmental assessment (both envisaged for 2027). These activities are relevant for all three work areas.

- Union for Mediterranean. Support the Euro-Mediterranean context of work through the cooperation with the Union for Mediterranean Secretariat (UfMS) and its working group on environment and climate change; Strategic Partnership with UNEP/MAP-Barcelona Convention under the EEA-UNEP/MAP Joint Work Plan 2022-2030, including preparations for COP25 (2027) as well as collaboration with Plan Bleu on MED 2050 foresight activity.
- WHO Health and Environment. One Health. Periodic meetings to exchange information on UNEP One Health related as part of the One Health Quadripartite.
- One Health. Periodic meetings to exchange information on UNEP One Health related as part of the One Health Quadripartite.
- EC-UNEP high-level meetings. Support to Commission in annual high-level meetings with regards to monitoring, reporting and assessment efforts and aligning EEA activities with UN led processes.
- Council working parties. Support to international discussions in Council working parties, in i) the Working Party on International Environmental Issues Global (WPIEI Global) with regard to providing actionable EEA knowledge through position papers, background documents and opinions, and through contributions to EU Lines-To-Take developed by the EU institutions and Member States, as well as ii) presenting EEA reports and key messages in Council settings, when invited.
- UN Minamata Convention. Support to the EU engagement and reporting on Mercury.
- EU institutional coordination. Regular dialogue and partnership with relevant European Commission services (ENV, CLIMA, SANTE, MARE, JRC) and other EU agencies on joint approaches and identifying opportunities in supporting the EU international agenda in areas of EEA's mandate, incl. the engagement in the EU Cross-Agency One Health Task Force with ECHA, EFSA, ECDC & EMA.
- Food and Agriculture Organisation (FAO) Soil/Forestry. Providing technical advice and support to EU bodies on ecosystem protection and restoration aspects, covering soil partnerships at European and global level (FAO). Coordination, co-creation and contribution to main working groups under FAO Forest Resource Assessment.
- Neighbourhood/Enlargement. Provide support to EU accession countries and EEA cooperating countries with technical assistance in establishing Eionet structures and improving monitoring, reporting and assessment capabilities, leading towards full adherence to EEA managed data streams and reporting obligations.
- Ukraine/Moldova. Potential EEA support – in line with the European Commission guidance – towards closer environmental cooperation in line with EEA/Eionet environmental data and information.
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Work Area II: Climate

2026

- UNFCCC COP30. Engagement in the follow-up of COP30 in Brazil, as part of the EU negotiation team, and focusing on National Determined Contributions (NDCs), emission gaps and trends and projections, including participation in subsidiary bodies sessions, expert groups and workshops. Initial contribution to COP31.
- Energy Community Treaty. Support to the national energy and climate progress reporting by the Energy Community Contracting Parties, including EU reporting requirements on Large

Combustion Plant Emissions, greenhouse gas 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.

2026-2028

- Montreal Protocol (and Kigali amendment). Support to the EU engagement and reporting under the UN protocol on substances that deplete the ozone layer under the Vienna Convention for the protection of the ozone layer.
- OECD's Climate Change Expert Group (CCXG). Continued engagement in the CCXG and European Commission related cooperation initiatives.
- IPCC. Regular dialogue with relevant knowledge providers in countries and international organisations such as IPCC and UNFCCC in support of climate change and mitigation policies.

Work Area III: Sustainability

2026

- Global Environment Outlook. Conducting outreach activities on the synergies and linkages between the key findings of the cross-cutting integrated assessments reports, SOER2025 and GEO-7 (both published in Q4/2025). Continued support to the development of the next GEO report, through nomination of contributing authors and membership of the Multidisciplinary Expert Scientific Advisory Group (MESAG).
- Sustainable development Goals. Continued cooperation and regular exchange with UNSD, UNECE and FAO on indicator streamlining, SDG indicators, green growth, circular economy activities, cross-system and foresight activities.
- OECD engagement. Support and continued cooperation with several Task Forces of the OECD on trade, circular economy and waste issues as well as Working Party on Resource Productivity and Waste and OECD's Expert Group on Best Available Techniques (BAT).
- International Resource Panel. Continued engagement with IRP in relation to circular economy aspects under the auspices of the MoU between EEA and IRP, 2025, under which EEA are invited to IRP meetings and have access to work under development in the relevant sub-working groups of the panel, including on resource management, environmental impacts of resource use, transitions thinking, etc.

2026-2028

- International partnerships. Continuous engagement in co-creation activities with international partners (OECD, UNEP, UNSD, UNECE, etc.) in enhancing knowledge base in preparation for cross-cutting integrated assessments, including the upcoming GEO-8 process.
- UNECE. See above.
- Environment for Europe. See above.

Horizontal issues to be covered in 2026-2028 period

- UN-GGIM Europe. Contribute to the work of United Nations Committee of Experts on Global Geospatial Information Management for Europe (UN-GGIM Europe) as observer in the Executive Committee and in work stemming from that directly and engage in working groups based on demand and EEA interest.

- Global Environment Data Strategy. Support the implementation of the Global Environment Data Strategy (GEDS) and related World/European Environment Situation Room to better demonstrate progress towards environment, climate and sustainability goals and ensure better uptake and synergies with environmental assessment products.
- Copernicus and GEO (Group on Earth Observations). Promoting the benefits of using free, full and open Earth observation data and information in support to the European Green Deal objectives, and supporting monitoring progress towards SDG implementation, by showcasing how Copernicus data and information support various policy objectives (e.g. climate adaptation, LULUCF, GHG emissions and removals), through dedicated activities of the Copernicus Land Monitoring Service and the Coordination of the Copernicus In-Situ Component, as well as related GEO and EuroGEO activities such as the Service Level Agreement with DG RTD (“EuroGEO”) funded under the European Union Research and Innovation Programme.



Annex 13 ETC action plans 2026

This will be included in the final draft after the ETC action plans for 2026 have been finalised.

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