

# Consolidated annual activity report 2025

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# Management Board analysis and assessment

## Introduction

The Management Board welcomes the Consolidated annual activity report for 2025 (CAAR 2025) and makes the following observations.

## Commentary of overall achievements

The Management Board welcomes the EEA's achievements in 2025, a year marked by the publication of Europe's environment 2025 and the adoption of the updated EEA-Eionet Strategy 2021-2030, as well as a new model for Topic Centres that will be operational from 2027. The Management Board noted the EEA's continued commitment to delivering high-quality outputs and adapting to an evolving context, and makes the following observations:

- The Management Board welcomes the excellent work done by the EEA-Eionet on Europe's environment 2025, with high relevance for the EU and at national levels. The Management Board also welcomes the dissemination efforts in the countries to ensure that the messages from the report can be used as catalysts for action and impact.
- The renovation of the EEA-Eionet Strategy 2021-2030 ensures that it will remain relevant and fit-for-purpose during its second implementation period. The renovation includes the opportunities provided by digitalisation and AI as well as stronger partnerships for EEA-Eionet, and the challenges presented by a changing geopolitical context and shifting policy priorities.
- The EEA continued to support the delivery of Europe's environmental ambitions as part of the European Green Deal (EGD) and the 8th Environment Action Programme (8th EAP), while also contributing to Europe's global commitments in the context of shifting policy priorities and multiple crises.
- The EEA prepared the future enlargement of the EEA in the form of two new cooperating countries, Moldova and Ukraine. This followed the principal agreement by the Management Board in 2025, conditional on additional resources for the EEA being made available.
- Effective management of the governance processes and functioning of the Management Board and the Bureau was ensured during 2025. To this end, the Management Board initiated a revision of its rules of procedure to reflect current practices and streamline them, ensuring they continue to support the smooth functioning of both bodies in the future.
- The delivery rates for 2025 EEA key performance indicators (KPIs) were high: the budget execution rate was 100% of the annual budget; the delivery rate of key reports and assessments was 93%; and engagement with key stakeholders and network partners throughout the year was high, in particular in connection with Europe's environment 2025.

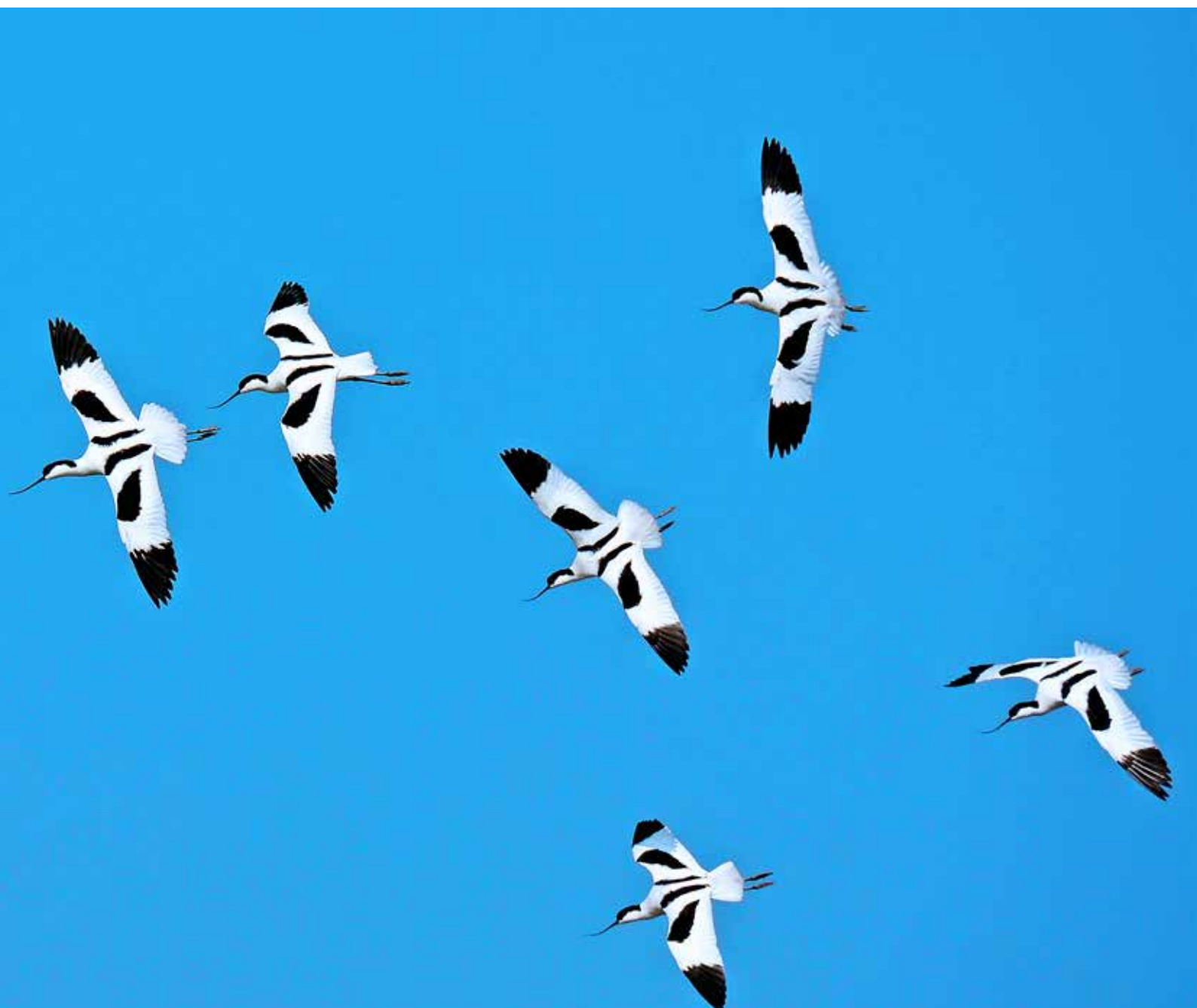
- The Single programming document 2026-2028 was further streamlined and aligned with the EEA's three work areas – environment, climate and sustainability. The Management Board agreed on a set of efficiency KPIs (phase 1) to strengthen monitoring of the performance of EEA-Eionet.
- The new Topic Centre design from 2027 has the potential to increase the EEA's capacity to absorb new tasks in light of limited resources and to ensure access to a broader range of institutions with a wider range of expertise. The design also provides the flexibility required to respond to emerging needs and policy demands, while ensuring continuity of key activities supporting the implementation of environmental and climate legislation. The Management Board welcomed the work of the Management Board Advisory Committee on the proposal for Topic Centre design, and that of volunteer countries during the pilot phase of testing the new model.

### Recommendations

With the aim of ensuring efficient operations in the period to come, the Management Board puts forward the following recommendations:

- In a context of shifting policy priorities, the Management Board recommends the EEA continues its reflections with the Board to ensure the positioning of environment and climate topics in relation to EU priorities such as competitiveness, resilience and security – which are essential for the transition to a sustainable EU economy – while highlighting nature as an essential condition for human life. This will be important to ensure that the EEA-Eionet remains relevant by delivering on policy ambitions at EU and national levels. Building further on the communication, dissemination and stakeholder engagement efforts in the context of Europe's environment 2025, the Management Board recommends that the EEA keeps engaging with stakeholders beyond the Eionet network that may add value.
- In relation to the EEA-Eionet Strategy and the Single programming document (SPD), the Management Board recommends the EEA further improves priority setting, and develops a proposal on impact KPIs (phase 2). The EEA is invited to provide relevant background information to enable the Board to provide steer on prioritisation. The Management Board invites the EEA to ensure that the renovated EEA-Eionet-Strategy is reflected in the Single programming document 2027-2029.
- The Management Board recommends further strengthening Eionet, showing the value of EEA-Eionet when building a competitive, resilient and sustainable Europe. The Management Board also recommends the EEA discusses and assesses the new Topic Centre model with the Management Board on a regular basis to ensure continuity with the expertise and knowledge gained from the current model and ensure clarity regarding the transition to the new model.
- The Management Board welcomes the designation of new members for the European Scientific Advisory Board on Climate Change for the next term, starting in April 2026. The Board invites the EEA to consider how to improve the visibility of future calls in central and eastern Europe to encourage more applications from the area.
- The Management Board recommends the EEA continues discussions on how to enhance cooperation with the EEA's current cooperating countries and how to best prepare for the EEA's enlargement to new cooperating countries (Moldova and Ukraine).

- In relation to the EEA's accounts, the Management Board requests the EEA provides more precise information on findings of audits from the European Court of Auditors and the Internal Audit Service (IAS), as well as follow-up actions taken by the EEA.
- The Management Board recommends the EEA continues internal reflections on how to strengthen the process of prioritising, planning, preparing, consulting and producing new publications, ensuring their relevance and coherence in relation to the EU political agenda.
- The Management Board invites the EEA to explore new opportunities for digitalisation – including how to integrate innovative digital solutions into its operations, ensuring the functioning and reliability of the existing digital infrastructures – and to assess its potential to reduce the burden and make efficiency gains for the EU and the member countries.



# Introduction

## The year in brief

For the European Environment Agency (EEA), 2025 was a significant year. Together with the [Eionet network](#), the EEA continued to support Europe's environmental and climate ambitions and demonstrate, critically, their importance in the context of pressing policy priorities such as competitiveness, security, preparedness, resilience, health and the just transition to sustainability.

We published several high-profile, flagship reports, including the launch of Europe's environment 2025 – the EEA's five-yearly state and outlook report. This provided a comprehensive assessment, extensive thematic briefings and detailed country profiles supported with interactive data visualisations. It was also an excellent example of co-creation: the report included environmental knowledge from across the EEA and its 38 member and cooperating countries. Hundreds of experts, national focal points (NFPs), European Topic Centres (ETCs) and partner institutions helped to shape the report, offering valuable insights and expertise. A full programme of outreach activities was launched on 30 September 2025 under the Danish Presidency of the European Union, organised together with national and international partners across Europe, which ensured dissemination and take-up. This work is continuing in 2026.

Another noteworthy assessment was the [Eighth Environment Action Programme \(8th EAP\) monitoring report](#). This assessed progress towards objectives set out under the 8th EAP, which establishes the framework for EU environmental policy until 2030. The third edition showed that while the EU continues to reduce greenhouse gas emissions, improve air quality and increase both the share of green employment and the size of the green economy, most 2030 environmental targets remain either off track or likely off track. No indicators showed improvement. The outlook actually worsened for three areas, reflecting stagnating environmental spending, a continued decline in environmental taxation and rising climate-related losses driven by more frequent extreme events.

Similarly, the EEA's second edition of the [Zero pollution monitoring and outlook 2025](#) report showed that while air and water quality have improved in many regions, pollution levels still exceed safe thresholds, harming both human health and ecosystems. Chemical pollution in particular poses long-term risks due to the persistent substances that accumulate in our environment.

In 2025, the EEA published a major foresight report, [Imagining a sustainable Europe in 2050: exploring implications for core production and consumption systems](#). This assessed Europe's food, energy and mobility systems, along with its built environment. It explored how these sectors could evolve sustainably towards 2050 while ensuring the needs of European citizens are met.

The EEA has been advocating for the translation of energy system transition objectives and priorities into actionable measures, and published the report [Social fairness in preparing for climate change: how just resilience can benefit communities across Europe](#) in 2025. This highlighted that while the EU and its Member States increasingly recognise justice as a key principle of climate adaptation, practical

application remains limited. Deliberate and inclusive action is needed on Europe's adaptation efforts if we are to avoid deepening existing inequalities.

The EEA's knowledge production relies on high-quality data, supplied and quality-assured by its partners across 38 European countries. The EEA's recently adopted [Digital Capability Strategy to 2030](#) aims to maximise the benefits of digitalisation and AI. It envisages investments across technology, data, people, processes and innovation to leverage digitalisation and embrace new ways of working, collaborating, assessing information and visualising data and knowledge. The EEA maintains several platforms and data hubs, which provide near real-time environmental information. These include the Air Quality Index, updated hourly to help users understand more about current levels of air pollution and its health impacts. Another example is the Climate-ADAPT platform, which provides practical examples and case studies showcasing climate change adaptation measures implemented at local and regional levels. A dedicated AI assistant called EEAI was developed to support the search for information within the Europe's environment 2025 report. This represents a new way of accessing and navigating EEA knowledge and its underpinning data.

All these achievements are enabled by the close partnership, trust and expertise shared across experts in our country network, Eionet. The input from 38 EEA member and cooperating countries contributes to our knowledge base with data, insights, expertise and innovation. These contributions are central to our credibility and collective delivery of success. To that end, discussions took place with the Republic of Moldova and Ukraine in 2025, regarding their aspirations to become EEA cooperating countries. Both are due to join in 2026.

Several new members joined the EEA Scientific Committee in 2025. This body ensures regular input of scientific advice and expertise to the Agency's work. Similarly, in late 2025, the EEA Management Board designated new members to the European Scientific Advisory Board on Climate Change for the 2026-2030 period.

To close the year, in December 2025 the EEA Management Board endorsed the revision of the updated [EEA-Eionet Strategy](#) for the 2021-2030 period. This revision was developed with key stakeholders and aims to align with the latest EU priorities, strengthen the focus on digitalisation and put even greater emphasis on adding value to member and cooperating countries. It reinforces our joint responsibility to provide objective, reliable and comparable information to support the development and implementation of environmental policy at European and national levels.

In the year ahead, we will continue to strengthen our role as a key partner and provider of environmental data and information. This means deepening engagement with our member and cooperating countries, enhancing our digital capabilities, supporting capacity development and ensuring that our knowledge services remain timely, authoritative and actionable. It also means remaining attentive to emerging trends, from climate risk and biodiversity loss to industrial transformation and circularity. This will ensure our knowledge continues to support Europe in navigating uncertainty, while seizing opportunities to increase innovation and resilience.

Our vision is clear: to remain an agile, innovative and trusted partner that supports citizens, countries and the EU in addressing environmental challenges through the provision of high-quality, timely and relevant information.

## The EEA in brief

The EEA's mission is '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 policymaking agents and the public'.

In 2025, this mission was delivered in a context of heightened policy demand, increased scrutiny of evidence and growing expectations for clarity, usability and transparency. The Agency's role as an independent provider acknowledges the importance of delivering environmental knowledge to decision-makers and society. The EEA increasingly focuses not solely on producing high-quality evidence but also ensuring its relevance, accessibility and impact.

The EEA is a decentralised agency of the EU. The EEA/Eionet Regulation <sup>(1)</sup> 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) <sup>(2)</sup> and includes the provision that the Agency is open to countries that are not members of the EU <sup>(3)</sup>.

The overall objective of the EEA is 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 EEA and Eionet is to provide the community and Member States with:

- objective, reliable and comparable information at European level enabling them to take the requisite measures to protect the environment, assess the results of such measures and ensure the public is properly informed about the state of the environment;
- the necessary technical and scientific support.

EEA funding consists of an EU subsidy (subject to approval by the budgetary authority and non-core budget) and payments for services rendered. The EU's Financial Regulation (and its rules of application) and Framework Financial Regulation apply. The European Parliament is the Agency's discharge authority.

With respect to human resources, the Staff Regulation defines the overarching principles for EEA staff. Implementing provisions must be adopted in agreement with the European Commission. Furthermore, it clearly defines the roles and mandate for the EEA Management Board and the EEA Scientific Committee, along with the responsibility and accountability of the Executive Director as the legal representative of the Agency.

The EEA's organisational structure for 2025 included three hierarchical levels:

1. the Executive Director's Office, led by the executive director;
2. six departments, led by heads of departments;
3. 18 units, led by heads of units.

<sup>(1)</sup> <https://eur-lex.europa.eu/legal-content/EN/ALL/?uri=CELEX%3A32009R0401>

<sup>(2)</sup> <https://www.eionet.europa.eu>

<sup>(3)</sup> Agreements with the EEA in the context of Article 300 of the Treaty have been established with the following non-EU countries: Iceland, Liechtenstein, Norway, Switzerland and Türkiye.

The Management Board (with its Bureau) is the main decision-making body of the EEA and lies above these levels. For more information, see the organisational chart in Annex 3.

Article 41 of the EEA's Financial Regulation entitles the director to delegate the powers of budget execution and for these to be sub-delegated. In 2025, powers to execute each type of expenditure were delegated to the heads of department, with the head of the Resources Department having delegated authority for all types of expenditure.

One change was introduced to the sub-delegation scheme in 2025 as recruitment for various heads of unit was finalised across the EEA. Sub-delegations were extended to the head of unit responsible for Governance and to six other heads of unit working across all departments. This was initially only given to the heads of unit in the Resources Department and to the head of the unit responsible for the secretariat for the European Scientific Advisory Board for Climate Change. Further sub-delegations will be granted in 2026 once the recruited heads of unit are confirmed in their function.

Overall, throughout 2025 the EEA consolidated its role as a trusted, policy-relevant knowledge provider, while increasingly aligning evidence production, communication and networking to ensure that its work informs decisions and reaches those who need it most.



# 1 Achievements of the year

Part 1 of this report is structured around the five activities set out in the Single Programming Document 2025-2027<sup>(4)</sup>. The overall achievements for 2025 are set in the context of multiannual goals, key objectives and key performance indicators (KPIs). These are reported in comparison with the performance indicators, specific objectives and expected results defined in the EEA's annual work programme for 2025.

The EEA performance framework is structured around five performance objectives (Table 1.1). These are monitored by 18 multiannual KPIs (Table 1.2), which provide quantitative monitoring of the EEA's performance in relation to its operational work planning and financial and human resource management. The EEA's performance framework is closely aligned with the Executive Director KPIs, which were improved during the 2024-2025 period. The new revised KPI set will be used for reporting beyond 2026.

**Table 1.1 EEA annual performance objectives**

	Performance objective	Type
1	Sustainable use of financial and human resources, and adequate and efficient internal control systems	Input
2	Timely and qualitative delivery of key products planned in the EEA work programme	Operational output
3	Development and distribution of EEA products aligned with user needs	Uptake
4	Sustainable interaction between the EEA and its network	Eionet
5	Sustainable human resource management	Staff well-being

**Note:** The monitoring of the 'Operational output' and 'Eionet' (European Environment Information and Observation Network) KPIs is based on the operational performance across the activities of the EEA's annual work programme.

<sup>(4)</sup> <https://www.eea.europa.eu/en/about/working-practices/docs-register/single-programming-document-2025-2027>

**Table 1.2 EEA multiannual key performance indicators**

Performance objective	No.	KPI	KPI measurement	Baseline (2021)	Target	2025 realisation
Input	1 <sup>(a)</sup>	Staff occupancy rate	Realised staff resources in annual establishment plan	99.3%	Min. 95%	97%
	2 <sup>(a)</sup>	Budget execution – out-turn	Rate of annual out-turn and carry forward of EEA core budget	100%	Min. 98%	100%
	3 <sup>(a)</sup>	Budget execution – cancellations	Cancellation rate of payment appropriations in year N	0.0%	Max. 2% of core budget	0.0%
	4 <sup>(a)(b)</sup>	Budget execution – execution	Payments executed within legal/contractual deadline (%)	99.2%	100%	90%
	17 <sup>(a)</sup>	Audit compliance	Rate (%) of recommendations from European Court of Auditors implemented (with deadline in year N)	100%	-	100%
Eionet	7 <sup>(a)(c)</sup>	Eionet – data submission	Annual performance for Eionet core data flows	86%	90%	79%
	12	Eionet – network interactions	Eionet country participation rate in webinars and meetings (updated in 2022)	66%	Stable/increase	59%
	13	Eionet – network satisfaction	Average participant satisfaction rating (updated in 2022)	91%	80%	86%
Output	5 <sup>(a)</sup>	AWP delivery – publications	Delivery rate (%) as planned for year N (updated in 2021/22)	93%	Min. 90%	94%
	6 <sup>(a)</sup>	AWP delivery – indicators	Indicators updated (%) as planned for year N (updated in 2021/22)	96%	Min. 90%	99%
Uptake	8	Media visibility – EEA references	Articles with reference to EEA (no)	23,000	Stable/increase	34,098
	9	Media visibility – social media	Number of followers on social media (Twitter, Facebook and LinkedIn combined)	207,000	Stable/increase	292,072
	10	Web traffic	Number of registered sessions on the EEA website	9.8m	Stable/increase	6.33m
	11	Downloads	Registered use of map services (number of views measured as 'machine-to-machine' traffic)	660m	Stable/increase	1.031m
Uptake	18	EEA support to EU policy documents	Number of EU policy documents referencing the EEA or its products	900	Stable/increase	2,350
Staff well-being	14 <sup>(a)</sup>	Staff satisfaction	Average favourable rate for common items for agencies (%)	63%	-	58%
	15 <sup>(a)</sup>	Learning	Average registered time for learning and development (days)	4	7	8
	16 <sup>(a)</sup>	Absence	Annual average short-term sick leave (days)	5	Stable/decrease	3.3

**Notes:** <sup>(a)</sup> Mandatory KPIs of the Executive Director.

<sup>(b)</sup> The EEA has been experiencing ongoing challenges in ensuring timely payment of invoices, owing to the understaffing and excessive workload of the Finance Unit. Payment timeliness is also impacted during the year-end closure of the finance system ABAC from late December to mid-January, and as a result of the outsourcing to the Commission's Treasury Service, which settles payments approximately 5 calendar days after they are released for payment by the EEA. The Finance Unit has been strengthening controls, resulting in a significant improvement in payment timeliness in 2025. An additional focus in 2026 has further improved timeliness at time of writing, with a strong commitment to bring payment delays for the year within the 5% benchmark threshold.

<sup>(c)</sup> This partly reflects the challenges faced by countries when organising data for large and complex reporting processes over long cycles. In recognition of this challenge, the Agency works with the Commission to specify the expected reporting requirements as early as feasible. Also, country readiness to deliver what is required from them which can be hindered by, for example, retaining expert knowledge, or migration of internal IT platforms.

**AWP**, annual work programme; **m**, million.

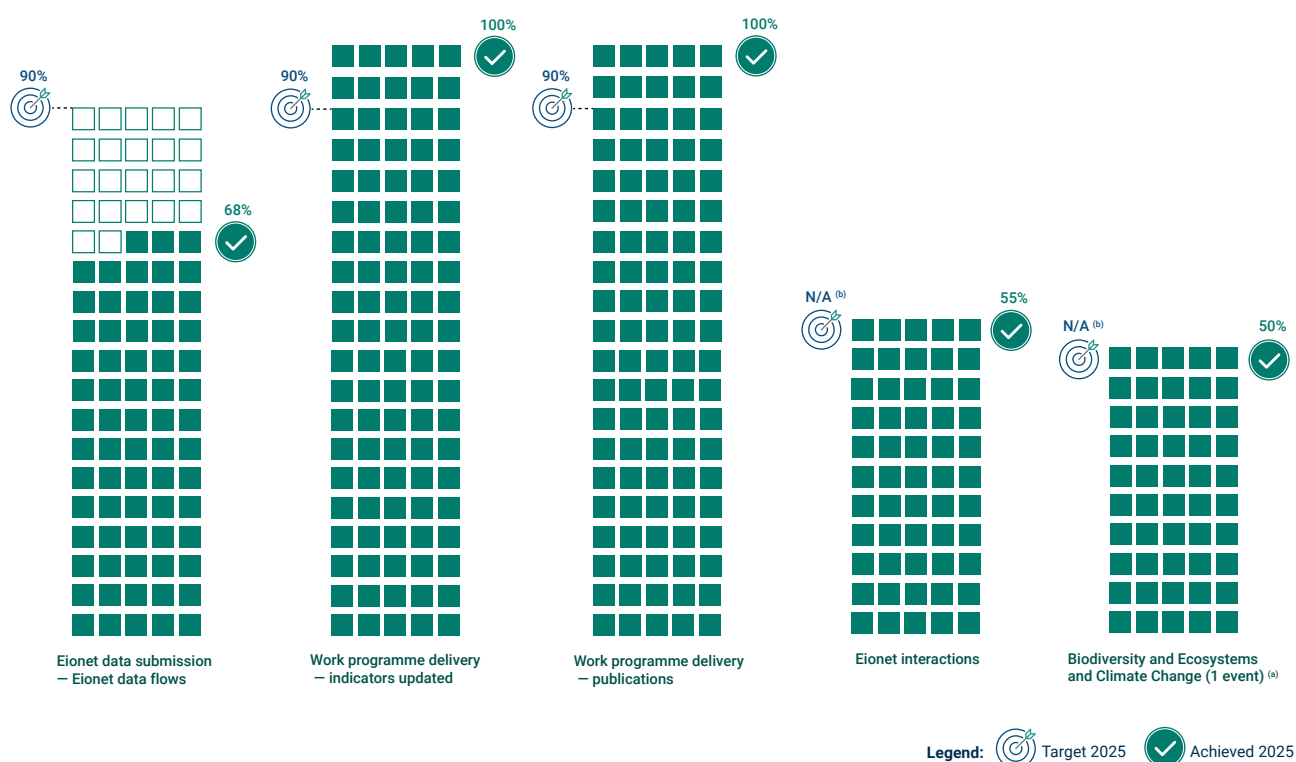
## Operational activities

### 1.1 Biodiversity and ecosystems activity

#### Specific objectives

To ensure the delivery of data, information and actionable knowledge contributing to the maintenance and restoration of good ecosystem condition and the halting of the loss of biodiversity across terrestrial, freshwater and marine ecosystems.

Figure 1.1 Activity 1: Biodiversity and ecosystems KPIs



Notes: <sup>(a)</sup> Events involving more than one group across activities are listed and scored separately.

<sup>(b)</sup> There is no target agreed at activity level for Eionet interactions between 2021 and 2025. A target of stable/increase has been set for the 2026-2030 period, using 2025 as baseline.

#### Achievement of objectives and results

In 2025, the EEA advanced the EU's biodiversity, freshwater and marine agendas through timely, policy-relevant evidence across key legislation. Close cooperation with the European Commission and Eionet ensured delivery of the high-quality data and knowledge that is essential for restoring healthy ecosystems and halting biodiversity loss across all environments. In this context, the EEA made substantive contributions to the implementation process of the Nature Restoration Regulation, as well as to reporting cycles under the Birds and Habitats Directives, the Invasive Alien Species Regulation and the Natura 2000 network. Preparatory work began for the implementation of a new Soil Monitoring Law and targeted input supported the strategy for a competitive and sustainable EU bioeconomy.

Furthermore, 2025 was a key year for the Marine Strategy Framework Directive (MSFD), with its third reporting cycle drawing to a close and a review announced for 2027. The EEA is engaged in both processes. The Agency also continued its broad support for water legislation, through the Water Framework Directive, urban wastewater treatment directives (1991 and recast), Bathing Water Directive, the recast Drinking Water Directive, Water Reuse Regulation, nitrates directives and Floods Directive. The EEA also provided key input to the EU's water resilience strategy and its actions.

At the international level, the EEA reinforced its contribution to the Kunming-Montreal Global Biodiversity Framework by improving the quality, comparability and accessibility of ecosystem data and assessments.

### 1.1.1 Reporting Services

The EEA strengthened its delivery of key EU reporting obligations in 2025, especially regarding the quality and completeness of biodiversity, freshwater and marine information required by legislation.

The EEA supported Member States in the preparation, reporting and quality assurance of data for Natura 2000, invasive alien species and reporting obligations under Article 12 of the Birds Directive and Article 17 of the Habitats Directive. In parallel, the Agency coordinated the development of the [Nature Restoration Regulation Reference Portal](#), integrating the necessary materials for national restoration plans and promoting a coherent implementation approach across the EU.

A test data flow for draft national restoration plans was made available through Reportnet 3, complemented by the launch of a dedicated helpdesk. This supported Member States in preparation for upcoming reporting. The first full reporting cycle for the Invasive Alien Species Regulation was completed in Reportnet 3 and the migration of reporting under Articles 12 and 17 of the Birds and the Habitats Directives was finalised. Reporting under Article 12 of the Birds Directive and Article 17 of the Habitats Directive showed a sub-optimal proportion of timely submissions in 2025. This was largely due to the dataflow migration to Reportnet 3 and opening of reporting with some delay, but was also due to country readiness in being able to provide the requested information at the level of quality expected in a timely manner. This required testing and adaptation of the system itself, along with familiarisation for national reporters. The reporting format for nationally designated protected areas was also updated to align with EU biodiversity strategy targets.

Support for freshwater and marine reporting is intensifying with new requirements from new and recast legislation. Streamlined data processing and validation assisted the third cycle of reporting for the MSFD.

The annual update of the Water Information System for Europe – State of the Environment (WISE-SoE) data flows was completed, as were the reporting tasks under the Bathing Water Directive. Numbers for the KPIs related to Eionet data submission – Eionet data flows – reflect the updated reports by EEA member countries in 2025. However, delays may occur, with updates being made in the following year. Preparations for the first annual report under the Drinking Water Directive are planned for publication in WISE in 2026 and the Union wide overview for the Water Reuse Regulation reporting was initiated and will be published in 2027. The Urban Waste Water Treatment Directive (UWWTD) reporting will take place in June 2026.

Reporting under the recast 2024 UWWTD is underway in collaboration with the Directorate-General for Environment (DG ENV). The EEA also supports the Commission's UWWTD compliance assessment with updated dashboards.

The Agency has also almost completed its comprehensive support to the eighth cycle of the Nitrates Directive implementation Report. Integrated water management reporting was enhanced through an upgraded data model under the Water Framework Directive (WFD). The goal is to implement this data flow into Reportnet 3 and simplify forthcoming reporting for Member State's 4th river basin management plans (RBMPs). This activity will continue in 2026.

### 1.1.2 Data services

The EEA strengthened its role as a provider of integrated environmental datasets, improving interoperability and supporting EU policy implementation.

Key reference datasets on protected areas were updated, including Natura 2000, the Emerald networks and nationally protected and conserved areas. This enabled the development of more robust and timely indicators. Major upgrades advanced across the [Biodiversity Information System for Europe \(BISE\)](#) and the [Forest Information System for Europe \(FISE\)](#), alongside the implementation of the Nature Restoration Regulation Reference Portal in BISE. The EEA contributed actively to EU-level dialogues on improving biodiversity and ecosystem monitoring, via Earth observation techniques and other approaches.

Additional work included the development of a [dashboard on European habitats of importance for pollinators and their conservation status](#). Data delivered from reporting under Article 12 and Article 17 entered a first set of draft dashboards shared with Member States for consultation. The EEA further supported implementation of the new soil monitoring legislation by helping to establish data flows and reporting arrangements.

Development of the Water Information System for Europe (WISE) continued for both freshwater and marine. [WISE Freshwater](#) was updated with country profiles, map viewers and a new expert dashboard on the Water Framework Directive. A near real-time map viewer on ecosystem drought exposure and a first visualisation of pesticides reported under WISE-6 was published, alongside country profiles for urban wastewater treatment for the 2020 cycle. Country profiles based on reporting data from the nitrates, drinking water and water reuse reporting were developed and will soon be published.

[WISE Marine](#) focused on preparation for the forthcoming State of Europe's seas web presentation. Data reported on good environmental status under the 3rd cycle of MSFD was processed to be used in the assessment and presentation of the next publication of the State of Europe's seas in 2026. A [science policy interphase](#) section was published, including policy briefs and monitoring assessment results of the EU Mission: Restore our Oceans and Water.

Automated indicator workflows delivered substantial efficiency gains. Processing for indicators on water scarcity and water use by source and sectors now needs 45 man-days instead of 130 and 1 month in computation time instead of 8 months. Machine learning approaches improved timeliness and European coverage of these indicators.

### 1.1.3 Knowledge services

The Commission and Member States continued to seek EEA knowledge services in support of EU nature, biodiversity, freshwater and marine policies in 2025. The Agency continued as a trusted source of policy relevant expertise, updated indicators and assessments in these thematic areas.

The EEA strengthened its knowledge platforms and analytical tools. This included the development of supporting materials for the Nature Restoration Regulation Reference Portal and the delivery of key analytical products, including the briefing [Protecting and restoring Europe's wild pollinators and their habitats](#). Newly published [guidelines help with the assessment and monitoring of the condition of the Annex I habitats types of the Habitats Directive](#). Further work supported the launch of the Knowledge Hub covering Target 3 – Protected Areas under the Convention on Biological Diversity's (CBD) Technical and Scientific Support Centre (TSC). This took place in close cooperation with the Joint Research Centre (JRC), reinforcing technical coordination for global biodiversity commitments. Further contributions included indicators for the EU's seventh national report to the CBD.

These activities fell alongside work on biodiversity economics and finance. This included preparatory analytical work on nature credits and support to the Commission in establishing a dedicated expert working group. In parallel, the EEA contributed to the update of the EU bioeconomy strategy through the publication of the briefing [Opportunities for innovation in the bioeconomy](#).

The EEA continued to support implementation of the ecosystem accounting module under the EU Environmental Accounts Regulation, drafting technical documentation and developing ecosystem accounting data sets under Eurostat guidance.

Focus also fell on the preservation of ecosystems and habitats, through the development of analysis and indicators relating to land use and farming. This included analysis of the relationship between extensive livestock systems and biodiversity, the stock of biomass carbon in European ecosystem types and the update of agri-environment indicators in cooperation with Commission services.

The EU water resilience strategy continues to guide the work of the Commission. The EEA provided key evidence through two publications, [Water savings for a water resilient Europe](#) and the ETC BE report [Contributions of water saving to a climate resilient Europe](#). Another briefing, [European bathing water quality in 2024](#), also reached a broad audience and remains one of the EEA's most popular products.

New environmental quality standards and legislation on urban wastewater treatment inspired a collaboration with Eionet experts to develop a pilot study for methods to monitor and report antimicrobial resistance in surface waters. This report was widely recognised as a valuable contribution to a forthcoming implementing act of the recast Urban Waste Water Treatment Directive and future related work. The outcomes are documented in the briefing [Antimicrobial resistance in surface waters – developing environmental monitoring for better risk management](#). Furthermore, the joint interagency (five EU agencies and JRC) report on the impact of the use of azole fungicides documented the value and challenges of interagency collaboration between experts with very different backgrounds and mandates. This experience led to the formation of the new One Health interagency working group on antimicrobial resistance, with a broadened scope of expertise through the inclusion of the EEA and the European Chemicals Agency (ECHA).

[EMTER 2025](#) provided analyses on shipping pressures, underwater noise, pollution hotspots and ecosystem-transport interactions. The report explored how maritime

sectors can better align with zero-pollution and sustainability goals. Additional work supported the EU Mission: Restore our Oceans and Water through the publication of a [first monitoring assessment report](#) and a related [policy brief](#) on the monitoring framework for the mission. This work has helped assess the impact of the mission towards achieving relevant objectives and targets of EU policies.

#### 1.1.4 *Networking services*

In 2025, the EEA strengthened environmental collaboration through Eionet, Commission services and regional partners, focusing on coordinated data collection and reporting. Close engagement with Member States and thematic groups on biodiversity, soil and forests facilitated the co-creation of key indicators and methodologies. Key partnerships with DG ENV and the JRC advanced the development of formats for national nature restoration plans and coherence under the WFD.

In the international context, the EEA participated in the third UN Ocean Conference, HELCOM, OSPAR and the Barcelona Convention. The Agency also launched a water data capacity-building project for the Western Balkans. Collaboration with Directorate-General for Maritime Affairs and Fisheries (DG MARE) featured prominently at EU Ocean Days and the Danish Presidency events. The EEA also provided strategic expertise at [European Mission Soil Week](#) and delivered critical presentations on agriculture and forest remote sensing.

Finally, the EEA continued its global support for The Intergovernmental Science-Policy Platform on Biodiversity and Ecosystem Services (IPBES) and The Convention on Biological Diversity (CBD), including participation in the Subsidiary Body on Scientific, Technical and Technological Advice (SBSTTA) in Panama, while supporting the implementation of the UN System of Environmental-Economic Accounting Ecosystem Accounting (SEEA EA) as a member of the SEEA EA Technical Committee.

## 1.2 Climate change mitigation and adaptation activity

### Specific objectives

Deliver data, information and actionable knowledge in support of the implementation and further development of policies on climate change mitigation and adaptation.

Figure 1.2 Activity 2: Climate change mitigation and adaptation KPIs



Legend: Target 2025 Achieved 2025

Notes: <sup>(a)</sup> There is no target agreed at activity level for Eionet interactions between 2021 and 2025. A target of stable/increase has been set for the 2026-2030 period, using 2025 as baseline.  
<sup>(b)</sup> Events involving more than one group across activities are listed and scored separately.

### **Achievement of objectives and results**

According to Copernicus data from the European Centre for Medium-Range Weather Forecasts (ECMWF), 2025 was the third-warmest year on record. Global temperatures rose 1.47°C above pre-industrial levels, the third consecutive year above this threshold. In this context, the European Environment Agency played a critical role in underpinning EU action by providing robust, independent evidence on climate trends, risks, resilience and adaptation, and policy effectiveness.

Against this backdrop of accelerating climate risks and despite increasingly divergent international responses, the Council of the European Union approved an updated EU nationally determined contribution covering the period up to 2035. The Council also confirmed the target of reducing emissions by 90% by 2040 in line with the recommendations of the European Scientific Advisory Board on Climate Change. At the United Nations Climate Change Conference (COP30), the EU's nationally determined contribution reaffirmed the bloc's commitment to a 55% net reduction in greenhouse gas (GHG) emissions by 2030. It also introduced an indicative 66.25-72.5% reduction by 2035, keeping the EU on a course towards climate neutrality by 2050. Throughout this process, EEA assessments and indicators were instrumental in ensuring that targets remained grounded in the latest scientific understanding and consistent with observed progress and gaps.

The Commission also advanced action in the transport sector, Europe's largest source of greenhouse gas (GHG) emissions, by presenting the Automotive Package, which builds on the Automotive Action Plan from March 2025. The package includes a revision of CO<sub>2</sub> standards for cars and vans, measures to green corporate fleets, an automotive omnibus and a battery booster strategy. While intended to provide regulatory clarity and industrial certainty, the package also introduced targeted adjustments to the pace and design of certain decarbonisation measures. These take into account considerations related to competitiveness, affordability and supply-chain resilience. This development highlighted the ongoing need to balance climate ambition with industrial policy considerations in one of the EU's most emissions-intensive sectors. Here too, EEA analysis contributed essential insights on emissions trends, sectoral challenges, and the trade-offs between climate ambition, industrial competitiveness, and social considerations – helping to inform a more balanced and implementable policy approach.

Drawing on the EEA's Europe's environment 2025 report and the Commission's mid-term EAP review, the Council acknowledged that progress remains insufficient, particularly on climate adaptation. This evidence-based assessment was significant in shaping the political momentum behind the forthcoming European Integrated framework for climate resilience, planned for the end of 2026.

Throughout the year, the EEA supported the Commission and Eionet not only by providing data, analysis and actionable knowledge for climate, energy and transport policies, but also by helping ensure that decisions were grounded in solid evidence. The agency contributed to tracking progress transparently and highlighting emerging knowledge and capacity gaps, supporting a more informed and effective EU climate policy overall. This included monitoring progress under the European Climate Law, the Fit for 55 package and RePowerEU, supporting both policy implementation and further policy development.

#### **1.2.1 Reporting Services**

The EEA worked closely with the European Commission on decarbonisation and energy efficiency initiatives, ensuring alignment with Regulation (2018/1999) on the

Governance of the Energy Union and Climate Action (Governance Regulation) (Article 42). This collaboration covered support to regular reporting on climate and energy policies, greenhouse gas (GHG) inventories and projections and the use of Emissions Trading System (ETS) auctioning revenues. It also covered assistance for developing countries, advancement of EU ETS implementation, improvement in monitoring emissions and removals from Land Use, Land Use Change and Forestry (LULUCF), reductions in ozone-depleting substances and fluorinated greenhouse gases (F-gases), fuel quality and GHG intensity, as well as monitoring CO<sub>2</sub> performance standards for new cars, vans and heavy-duty vehicles.

Under both the Governance Regulation and an adapted version of the Governance Regulation for the Energy Community, the EEA supported Member States, EEA member countries and Energy Community Contracting Parties in reporting across 13 data flows. In preparation for the 2025 reporting cycle, the EEA updated reporting systems and templates and provided targeted training and bilateral assistance to ensure a smooth transition.

The implementation of changes to the ozone-depleting substances and fluorinated gases (F-gases) reporting tools and systems was finalised in early 2025. This followed the revised ozone and F-gas regulations entering into force in March 2024. Updated EEA indicators continued to show progress in the phasing out of both ozone-depleting substances (ODS) and fluorinated gases (F-gases), in line with the Montreal Protocol and its Kigali amendment. Timely EU and Member State submissions were provided by 30 June and 30 September to the United Nations Environment Programme (UNEP) Ozone Secretariat under the Montreal Protocol Article 7.

The year 2025 marked the final reporting cycle under Article 7 of the Fuel Quality Directive. Reporting for 2023 showed, for the first time, an achievement of the 6% GHG intensity reduction target. Reporting under Article 8 of the Fuel Quality Directive continues, with 2024 data submitted via the EEA's new Reportnet 3 platform. The annual compliance assessment for 2023 was published as scheduled.

The EEA implemented rigorous quality controls to the EU's greenhouse gas inventory data reported under the EU Governance Regulation. The Agency then prepared the EU's 2025 GHG inventory, which the Commission submitted to the United Nations Framework Convention on Climate Change (UNFCCC) on 15 April. The EEA also supported comprehensive reviews under the Effort Sharing Regulation (ESR) and LULUCF Regulation, including preparations for the compliance review planned for 2027.

The EEA further supported the implementation of the Carbon Removals and Carbon Farming (CRCF) Regulation (EU/2024/3012), a voluntary EU framework for certifying carbon removals, farming and carbon storage in products. The agency assisted the Directorate-General for Climate Action (DG CLIMA) with developing monitoring and reporting methodologies aligned with Intergovernmental Panel on Climate Change (IPCC) guidance, ensuring consistency in Member State GHG inventories. The EEA participated in the European Commission's Expert Group on Carbon Removals, contributing to meetings, workshops and providing expert feedback on draft methodologies.

### 1.2.2 Data services

The EEA maintained accessible climate and energy data through its Climate and Energy website, the EU GHG Data Viewer and EU ETS Data Viewer on the EEA website, the European Climate Adaptation Platform (Climate-ADAPT), the European

climate and health observatory and the EU mission on adaptation platform. Climate-ADAPT underwent a substantial upgrade, incorporating new information and datasets, including contributions from the Copernicus Climate Change Service and Destination Earth. Enhancements included additional case studies, expanded adaptation options, new language features and the introduction of a modern content management system.

The EEA further expanded its portfolio of interactive data visualisations on the Climate and Energy website. The development of a forthcoming climate neutrality and buildings dashboard, alongside increased integration of complementary data sources such as Eurostat, has strengthened the coherence and completeness of the platform, supporting improved monitoring of progress towards EU climate and energy targets.

The EEA finalised development of a new GHG knowledge hub in support of GHG inventory reporting. This will be published in the first quarter of 2026. The hub will focus on the LULUCF sector but has been set up with the possibility to extend to other sectors. It will provide targeted guidance for improving reporting, an online version of the LULUCF Handbook and data visualisation tools for emission factors and GHG inventory details.

The European Climate and Health Observatory was updated continuously throughout 2025. Particular focus was placed on refining climate-related health indicators and expanding thematic coverage, including heat, vector and foodborne diseases, climate health education and EU policy. Freshly released data viewers illustrate climate-related health risks, societal vulnerabilities and local adaptation responses.

Across these activities, the EEA collected and analysed data underpinning policy-relevant indicators and assessments on climate change and its impacts on economic sectors, ecosystems, social systems and human health. This work provides essential evidence to inform and support adaptation planning and implementation at European, national and local levels.

### 1.2.3 Knowledge services

The EEA worked closely with its member countries, the European Commission, the Copernicus programme and its services, the European Climate and Health Observatory partners, researchers and data providers to collect critical data on climate change risks and adaptation. Following the successful publication of the first European Climate Risk Assessment in March 2024, the EEA initiated the second risk assessment (EUCRA-2), planned for release in 2028. EUCRA-2 is being scoped and developed in parallel with the Commission's work on a planned European integrated framework for climate resilience. It is designed to inform EU-level risk owners and policymakers responsible for decisions to reduce climate risks across key policy domains.

Climate-proofing key sectors such as agriculture, energy and transport could prevent billions of euros in losses from increasingly frequent and severe extreme weather events, while also strengthening Europe's competitiveness, according to the EEA briefing [Making agriculture, energy and transport climate resilient: how much money is required and what will it deliver?](#). As the fastest-warming continent, Europe already faces annual climate-related losses of EUR 40-50 billion from floods, droughts, heatwaves and wildfires. While all 32 EEA member countries now have national adaptation policies in place – with 17 anchoring adaptation in climate law – implementation and evaluation must be significantly reinforced to address escalating

risks effectively, as mentioned in the briefing [From adaptation planning to action: insights into progress and challenges across Europe](#).

It is crucial that no one is left behind in these efforts to increase societal resilience to climate change. The 2025 report [Social fairness in preparing for climate change: how just resilience can benefit communities across Europe](#) highlighted that while the EU and its Member States increasingly recognise justice as a key principle of climate adaptation, its practical application remains limited. Deliberate and inclusive action is needed on Europe's adaptation efforts if we are to avoid deepening existing inequalities. The report provides some practical guidance on integrating justice considerations at EU, national and subnational levels in four key systems. Complementing this, the EEA highlights the vital role of nature-based solutions in building fire-resilient forests, promoting prevention and restoration measures that support the EU adaptation strategy and forest strategy for 2030. This is explored further in the EEA briefing [Nature-based solutions for fire-resilient European forests](#). Through its new portal, [Extreme weather in a changing climate: Is Europe prepared?](#), the EEA further provides interactive insights into past and projected impacts. This aims to raise awareness and accelerate both mitigation and adaptation efforts to enhance societal resilience.

With these products and initiatives, the EEA continued to make significant strides in addressing the challenges of climate adaptation and resilience across Europe, driving meaningful progress towards a more sustainable future.

The EEA also assessed the current status of climate and energy policies and measures in 2025. This resulted in the ETC CM report [2025/04: Overview of Reported Integrated National Climate and Energy Policies and Measures in Europe in 2025](#). Through this initiative, the EEA continued to promote knowledge-sharing and transparency on the policies and measures implemented by European countries to achieve their climate mitigation and energy objectives.

In the area of natural carbon removals, the EEA has supported the Commission in assessing progress towards LULUCF targets and contributed to the evaluation of the LULUCF Regulation and post-2030 policy development. Central to this work was the report [Enhancing Europe's land carbon sink: status and prospects](#), which assesses emissions, removals, key drivers, mitigation measures and the role of Earth observation in reporting. Recognising that robust greenhouse gas reporting is a key enabler, the EEA has also strengthened LULUCF reporting through targeted knowledge-sharing and capacity-building activities, including soils and biomass burning.

The EEA is supporting the implementation of the Carbon Removal and Carbon Farming Regulation by assisting the Commission and its expert group. This included the establishment of a process to validate models that verify carbon removal.

In addition, the inaugural [Renewables, electrification and flexibility for a competitive EU energy system transformation by 2030](#) report provided an in-depth assessment of the EU's energy subsystems. It examined historical progress and identified key actions required to transform the electricity, heating and transport sectors in line with 2030 targets and longer-term climate neutrality goals.

The Agency also supported the European Commission in tracking progress towards the EU's 2030 targets and climate neutrality objective. The annual [Trends and projections flagship report](#) showed a 2.5% reduction in greenhouse gas emissions in the most recent reporting year, indicating steady progress. Maintaining and accelerating this trajectory will be essential for Member States to meet their climate and energy targets for 2030.

The Agency analysed information reported under the Governance Regulation and the EU Mission on Adaptation to Climate Change, updated country profiles on Climate-ADAPT and further developed the regional adaptation support tool. Moreover, the EEA published a comprehensive assessment of climate change risks in Europe and advanced adaptation analyses incorporating practical solutions and case studies across governance levels and sectors. These efforts focused on urban climate actions and examined the links between climate change adaptation, human health and water.

#### 1.2.4 Networking services

The EEA cooperated with the Danish EU Council Presidency from 1 July until 31 December 2025, through contributions to the informal meetings of environment and climate ministers and energy ministers. The Agency also participated in panel discussions at Folkemødet, Denmark's annual democracy festival, as well as the European Strategic Energy Technology (SET) Conference. In addition, the EEA organised an Eionet webinar with the Presidency team focusing on the Presidency's energy and climate priorities. Preparatory support was likewise provided for the forthcoming Cyprus EU Council Presidency (from 1 January 2026).

The EEA continued to coordinate the work of several Eionet groups: Climate Change Impacts, Vulnerability and Adaptation; Climate Change Mitigation and Energy Systems; Land Systems; and Mobility Systems. Together, these groups organised more than 30 webinars throughout the year. Two in-person meetings were held: the Eionet group on Climate Change Impacts, Vulnerability and Adaptation met in Budapest, Hungary, on 26-27 March and the EEA hosted the joint meeting of the Eionet Group on Land Systems and the Thematic Group on Copernicus on 6-7 November. A new Eionet Working Group on Industrial Transformation was also launched in 2025.

The EEA further strengthened its engagement with the nine Contracting Parties of the Energy Community: Albania, Bosnia and Herzegovina, Georgia, Kosovo <sup>(5)</sup>, Moldova, Montenegro, North Macedonia, Serbia and Ukraine. Through a series of virtual and in-person exchanges, the Agency supported these countries in meeting their reporting obligations under the adapted Governance Regulation.

In collaboration with the JRC, the EEA co-organised the [21st LULUCF workshop](#) held in Italy (Ispra, 6-7 May). This event brought together 100 participants including policymakers, experts and members of the scientific community to focus on challenges related to the reporting and accounting of LULUCF GHG. In preparation of the comprehensive review for 2027, the EEA organised the workshop on LULUCF technical correction of forest reference level and natural disturbances (Copenhagen, 6-7 October), in close collaboration with DG CLIMA (C3) and the JRC. More than 80 LULUCF experts attended.

In collaboration with the European Space Agency (ESA), the EEA organised a conference on [Earth Observation for Monitoring, Reporting and Verification of Carbon Removals](#) in October. The event convened 280 representatives from EU institutions, national agencies, research organisations and industry to discuss the role of Earth observation in supporting EU climate and land monitoring policies. The event focused on enhancing data quality, consistency and interoperability for LULUCF reporting and the forthcoming EU Carbon Removal and Carbon Farming Regulation.

<sup>(5)</sup> Under United Nations Security Council Resolution 1244/99.

The 30th UN Climate Change Conference took place from 10-21 November 2025 in Belém, Brazil, under the Presidency's three priorities: strengthening multilateralism, linking climate action to people's daily lives and accelerating implementation. The EEA participated as members of EC and EU delegations for international climate negotiations, leading and supporting the thematic areas of transparency, mitigation, adaptation and a just transition.

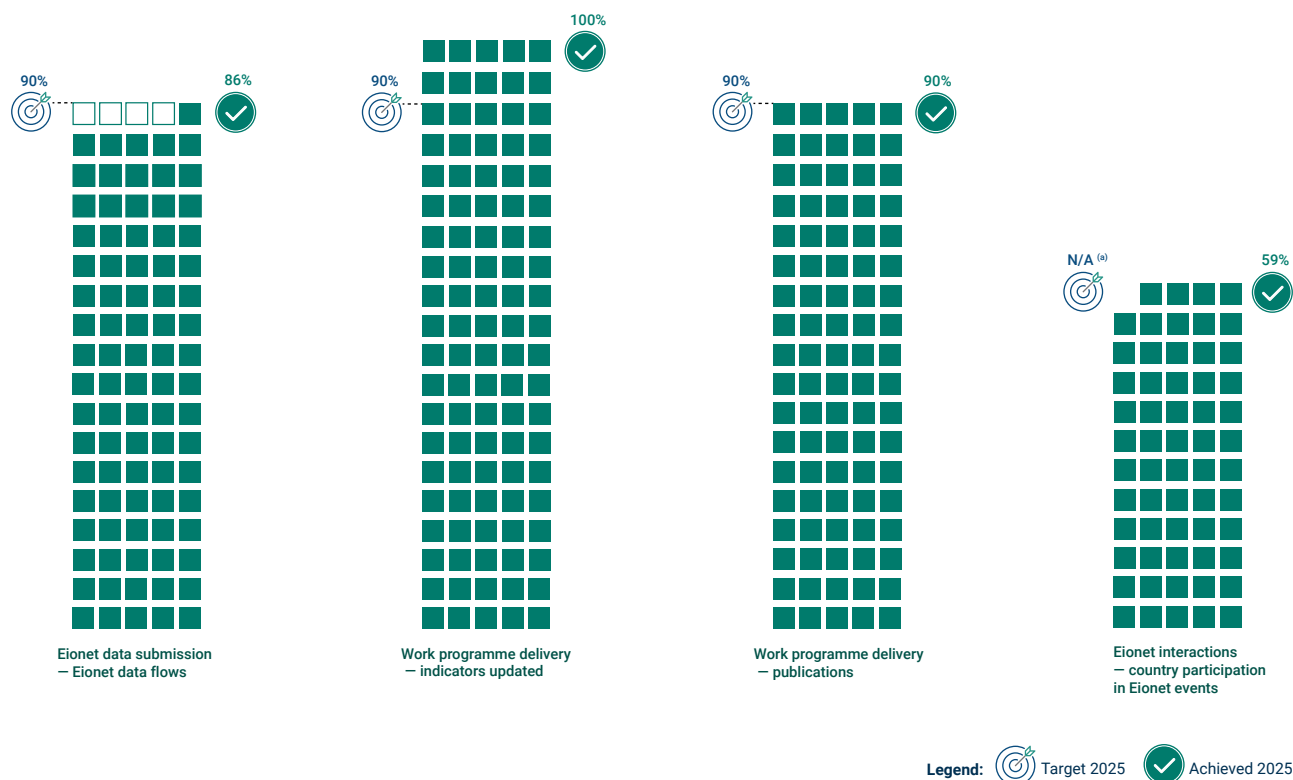
The EEA-hosted Secretariat supported the [European Scientific Advisory Board on Climate Change](#) in the delivery of its 2025 work programme.

### 1.3 Human health and the environment activity

#### Specific objective

To deliver data and information to improve knowledge of the health impacts caused by air, water and soil pollution, noise, chemicals and the changing climate in Europe.

Figure 1.3 Activity 3: Human health and the environment KPIs



Notes: <sup>(a)</sup> There is no target agreed at activity level for Eionet interactions between 2021 and 2025. A target of stable/increase has been set for the 2026-2030 period, using 2025 as baseline.

#### Achievement of objectives and results

The Agency supported a range of environment and health related policy activities and worked effectively with the Commission to provide input and feedback on specific objectives. In terms of specific policy-related support, the EEA provided significant engagement and input through the development of new implementing decisions and guidelines under the new European Industrial Emissions Portal Regulation, the new Industrial Emissions Directive and the revised Ambient Air Quality Directive. The new reporting mechanism under the Seveso Directive was also delivered in 2025. In anticipation of the One Substance One Assessment Regulation (chemicals)

entering into force, the Agency provided support to the Commission in finalising the regulatory text.

As outlined in detail below, the EEA continued to maintain reporting systems for relevant datasets (air emissions, air quality, noise, industry); updated public datasets and related information systems; and created a range of knowledge products to support policy development and implementation and to increase understanding of the links between environmental stressors and health. This involved close co-operation and engagement with the Agency's network (e.g. other EU agencies on One Health, data reporters, Eionet groups, industry and NGOs) to support co-creation and knowledge sharing. Significant contributions from the European Topic Centre on Human Health and the Environment (ETC HE) in supporting reporting, data, knowledge and networking services should also be acknowledged.

### 1.3.1 Reporting Services

The EEA supported extensive reporting of a range of regular environmental datasets in 2025, including in relation to: air pollutant emissions under the National Emission reduction Commitments Directive (NECD) and the Convention on Long-range Transboundary Air Pollution of the United Nations Economic Commission for Europe (Air Convention); ambient air quality (including near real-time data) under the Ambient Air Quality Directives; reporting of emissions from industrial facilities under the E-PRTR Regulation and the Industrial Emissions Directive; and environmental noise data under the Environmental Noise Directive.

In parallel, the Agency is developing new reporting data models and collection mechanisms in response to regulatory framework changes for reporting of industrial emissions data and ambient air quality data. These dataflows will become operational in 2028 (industry) and 2026 (air quality) in alignment with the required timeline. This work has included close co-operation with the Commission to support the development of new implementing decisions and related guidelines. Potential efficiencies to reduce reporting burden were considered in developing these dataflows and further efficiencies will also be realised through moving these dataflows to the Reportnet 3 platform. The Agency is also supporting the Commission in relation to the receipt of data under the Medium Combustion Plant Directive and the Mercury Regulation.

As of 2026, the EEA has taken over responsibility for reports on industrial accidents and industrial establishments under the Seveso Directive. The Agency is now working closely with the Commission and reporting countries to successfully deliver on the reporting infrastructure required by the end of the year.

The result for the 'Eionet data submission – Eionet dataflows' KPI fell below the established target due to late submissions from a small number of countries in relation to the EU Registry and to a greater extent for the E-PRTR and LCP data flows. Poor quality of submitted data was also an issue in some cases. Improvements are necessary to allow technical acceptance of such data.

### 1.3.2 Data services

Reported datasets on air pollutant emissions, industrial emissions, air quality and noise were updated and made publicly available in 2025, including near real-time air quality data. Datasets on Seveso establishments and industrial accidents were migrated from the JRC to the EEA, in preparation to accept data on industrial

accidents in 2026. Dashboards to show these data and relevant statistics were developed and included on the Industrial Emissions Portal.

EEA experts also updated associated dashboards and visualisation tools to present the latest environmental data. This included the [noise data viewer](#), the [Industrial Emissions Portal](#), the [Environment and Health Atlas](#) and the [emissions data viewers for the NECD](#) and the [Air Convention](#). New data applications and viewers include the [zero pollution monitoring dashboard](#). New analysis exploring inequalities in exposure to pollution in Europe will be launched in 2026 as part of the Environment and Health Atlas.

The [Air Quality Index](#) and associated mobile phone app methodology was completely updated to reflect WHO air quality guideline values. This drew on the input and support of a number of countries through a dedicated working group. A newly developed 'air quality widget' will allow countries to reuse the index functionality in their own national websites (with translations to local languages to be ready early in 2026). This will help countries to develop their own national air quality index web pages. The European city air quality viewer was also fully updated. This now includes 761 cities (more than double the previous number) and uses a revised methodology.

The EEA is also supporting the Commission through the development of a noise visualisation tool to display both reported and missing data, which will help assess national compliance with the Environmental Noise Directive.

### 1.3.3 Knowledge services

Regular annual assessments were produced to track progress in achieving air reduction targets [under the NECD](#) and to meet [EU international reporting obligations under the Air Convention](#). A [briefing on the significance of methane](#) both as a contributor to ozone pollution and as a greenhouse gas formed a significant contribution to the evaluation of the NECD and the Gothenburg Protocol of the Air Convention.

In collaboration with the JRC, the EEA published the [Zero pollution monitoring and outlook report 2025](#). This analysed progress towards 2030 targets and longer-term objectives of the EU zero pollution action plan.

The year 2025 also saw the publication of annual briefings on the [status of air quality in Europe](#) and the [burden of disease associated with air pollution](#). These provided new evidence on the impacts of air pollution on dementia and an initial assessment of the 'distance to target' for countries to achieve the revised air quality standards set to come into force in 2030. Another briefing supported the revised Air Quality Directive, examining the role of [airports and ports as potential air pollution hotspots in Europe](#).

Knowledge of the health impacts of noise pollution was substantially increased through the publication of the flagship report [Environmental noise in Europe 2025](#). This highlights the current extent of the problem in Europe, with important impacts on morbidity and mortality. Stakeholder engagement and awareness was broadened through a launch event in the European Parliament and other extensive outreach activities (including a presentation to the Committee of the Regions).

Knowledge development on industrial transformation progressed significantly throughout 2025. An extensive background study will support the development of a baseline EEA report on industrial transformation in Europe in 2026, as well a briefing

on the opportunities to exploit synergies to reduce both pollution and greenhouse gas emissions in energy intensive industries. These will be published in early 2026.

A briefing was also prepared at short notice on the topic of [preventing cardiovascular disease through a healthy environment](#). This supported the development of the EU cardiovascular health plan ([the Safe Hearts Plan](#)), published in December 2025. The plan reflected the significant preventive role of a healthy environment in addressing cardiovascular disease.

During 2025, the Agency also worked very closely with the European Food Safety Authority (EFSA) and the European Topic Centre on Human Health and the Environment (ETC HE) to develop a comprehensive assessment on the burden of disease from lead exposure. This will be published in 2026, with the methodology forming a basis for future similar analyses of the burden of disease from chemical substances.

Knowledge about the serious risk and extent of pollution related to PFAS was also further expanded by examining the potentially underestimated impact of the use of [PFAS polymers](#) on the presence of PFAS in the environment and in people. The increasing [risk of mycotoxins to health and food security](#) was explored through another briefing, including the role of climate change in increasing their potential effects and spread.

EEA capacity was also further developed in 2025 to support activities under the regulation on serious cross-border threats to health, including an internal response procedure and activities to simplify access to key relevant datasets.

The Agency is also a key partner and contributor to the Horizon Partnership for the Assessment of Risk for Chemicals (PARC) project. This is also expected to support the role of the Agency in fulfilling obligations under the One Substance One Assessment (OSOA) Regulation. The Agency initiated two projects in collaboration with the ETC HE in 2025, to prepare for upcoming tasks under the OSOA: a review of European activities on indoor air quality and a report on early warning systems for emerging chemical risks.

A range of EEA indicators on air quality, air emissions, inequalities, industrial pollution and noise were also updated in 2025.

#### **1.3.4 Networking services**

The EEA engages extensively with a broad range of stakeholders and networks on environment and health topics. This support is critical to the EEA's ability to deliver its activities across reporting, data and knowledge services. These stakeholders include the European Commission, public representatives (e.g. in the European Parliament), European countries, EU institutions, researchers, NGOs, public health institutions, as well as other national and international institutions.

The Agency continued to actively contribute to the work of the One Health Cross-Agency Task Force, alongside the European Centre for Disease Prevention and Control (ECDC), the European Medical Agency (EMA), ECHA and EFSA. This highlights the key role of the environment in the One Health approach. Activities included contributing to joint publications and conference presentation, development of an internal guidance document to foster collaboration and the EEA coordination of a One Health Task Force newsletter, to be launched in 2026.

Through Eionet, the EEA has consulted with countries on a range of draft publications and received valuable input from member countries in response. The Agency also engaged in the One Health topic to collect case studies and support information exchange in the network. Eionet group meetings took place on air, noise and chemicals. A working group was established to support EEA activities on industrial transformation. This will support EEA activities in developing knowledge on this topic in the coming years. Another working group on the environmental burden of disease is also progressing well.

The EEA also continues to engage with and act as co-chair for the Task Force on Emission Inventories and Projections (TFEIP) under the UNECE Convention on Long-range Transboundary Air Pollution.

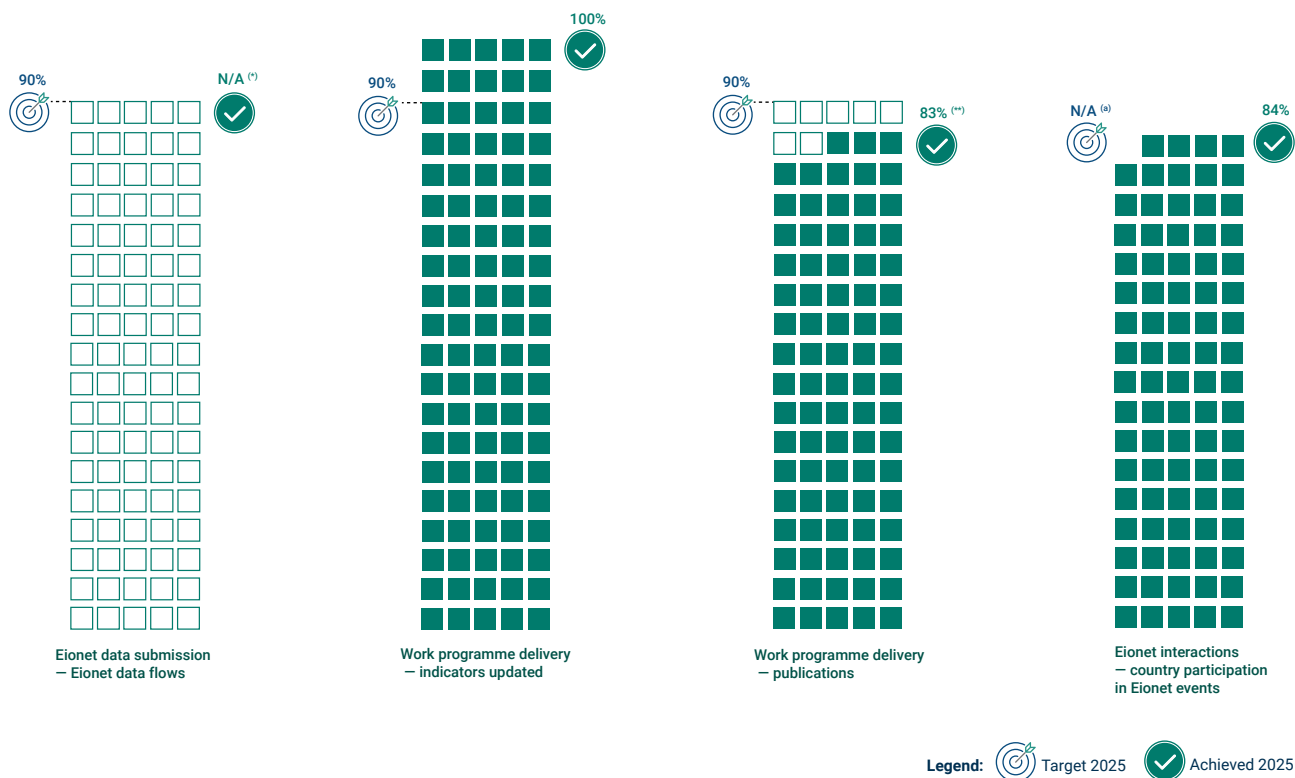
The valued engagement of the EEA's network of data reporters is essential to the successful collection of data. Positive collaboration across different topic areas is acknowledged. This includes the successful pilot group to support the transition to Reportnet 3 for air quality data flows and the positive relationship built with data reporters under the Seveso Directive throughout the year. The EEA highly appreciates the strong engagement and collaboration in ensuring reporting of datasets, supporting the development of new and updated dataflows and in some case supporting a smooth transition to Reportnet 3. Numerous bilateral and EU-wide meetings were held to support, streamline and improve environmental data reporting across a range of topics.

#### **1.4 Circular economy and resource use activity**

##### ***Specific objectives***

To deliver expected results as set out in the AWP. To deliver key assessments, indicators, updates and process data flows in support of policy information needs.

**Figure 1.4 Activity 4: Circular economy and resource use key performance activities**



**Notes:** <sup>(\*)</sup> Data flows in this area are not designated as Eionet core data flows.  
<sup>(\*\*)</sup> There is no target agreed at activity level for Eionet interactions between 2021 and 2025. A target of stable/increase has been set for the 2026-2030 period, using 2025 as baseline.  
<sup>(a)</sup> Events involving more than one group across activities are listed and scored separately.

**Achievement of objectives and results**

The EEA plays a central role in strengthening the EU knowledge base on Europe's transition towards a circular economy. This supports the effective delivery of EU priorities and contributes to objectives on competitiveness, resilience and strategic autonomy. The EEA further reinforced its monitoring and assessment of this transition in 2025, with a stronger focus on implementation and policy uptake. The Agency delivered targeted analyses that complement and add value to the work of other EU institutions and national authorities.

**1.4.1 Reporting Services**

The EEA advanced the creation of implementation-oriented evidence through support for the management and further operationalisation of the Single-Use Plastics Directive in 2025. This strengthened the knowledge base on product reuse and established a dataflow on sewage sludge. In parallel, the EEA intensified cooperation with Eurostat on the analysis and interpretation of waste-related data reported under EU waste legislation, improving the coherence and usability of the evidence base and making it more relevant to policy.

### 1.4.2 Data services

The EEA further strengthened its data services in support of circular economy implementation in 2025. Particular focus was given to enhancing the Circularity Metrics Lab as an accessible, policy-relevant platform for exploring existing and emerging circularity metrics. The lab expanded further through new analytical modules, reinforcing its role as a complementary tool to Eurostat's Circular Economy Monitoring Framework and supporting deeper interpretation and use of official statistics.

In parallel, the EEA advanced preparatory work on the definition and operational set-up of the Reuse Observatory under the Waste Packaging Regulation, establishing the conceptual and technical basis for its implementation from 2026 onwards. This work aims to support consistent data collection, monitoring and analysis of reuse systems across Member States, contributing to improved evidence on circularity performance and policy delivery.

### 1.4.3 Knowledge services

The EEA strengthened its knowledge services on circular economy and resource use through a focused set of assessments in 2025. These addressed key implementation challenges and systemic transition pathways. Work on waste prevention and food systems featured prominently, including analyses of progress and challenges in preventing waste in Europe, Member States' ambitions on food waste prevention and methodological support for early warning assessments related to selected waste targets.

The evidence base on textiles was further consolidated through complementary analyses of the textiles value chain, textiles circularity (through the Circularity Metrics Lab) and the role of digital technologies in enabling more circular and resource-efficient outcomes.

In parallel, the EEA advanced cross-cutting analytical work on the environmental benefits of circular economy strategies and service-based models, the scalability of reusable takeaway packaging systems and the environmental implications of supply chain disruptions for key materials such as aluminium and lithium. A dedicated assessment on a just transition to a circular economy integrated social, economic and environmental perspectives.

Alongside these outputs, the EEA maintained and updated the seven core circular economy indicators in the topic area, ensuring continuity and coherence of the EU evidence base and complementarity with Eurostat's monitoring frameworks.

### 1.4.4 Networking services

In 2025, networking services remained a core enabler of knowledge production in the circular economy and resource use area. The Eionet Group on Circular Economy continued to play a central role by offering a structured platform for co-creation, peer exchange and mutual learning. This underpinned the development of EEA assessments, indicators and data services. Strong engagement through well-attended physical and online meetings and workshops resulted in high-quality feedback from Member States. This facilitated the extraction of valid findings across the EEA membership, ensuring that activities were firmly grounded in collective expertise.

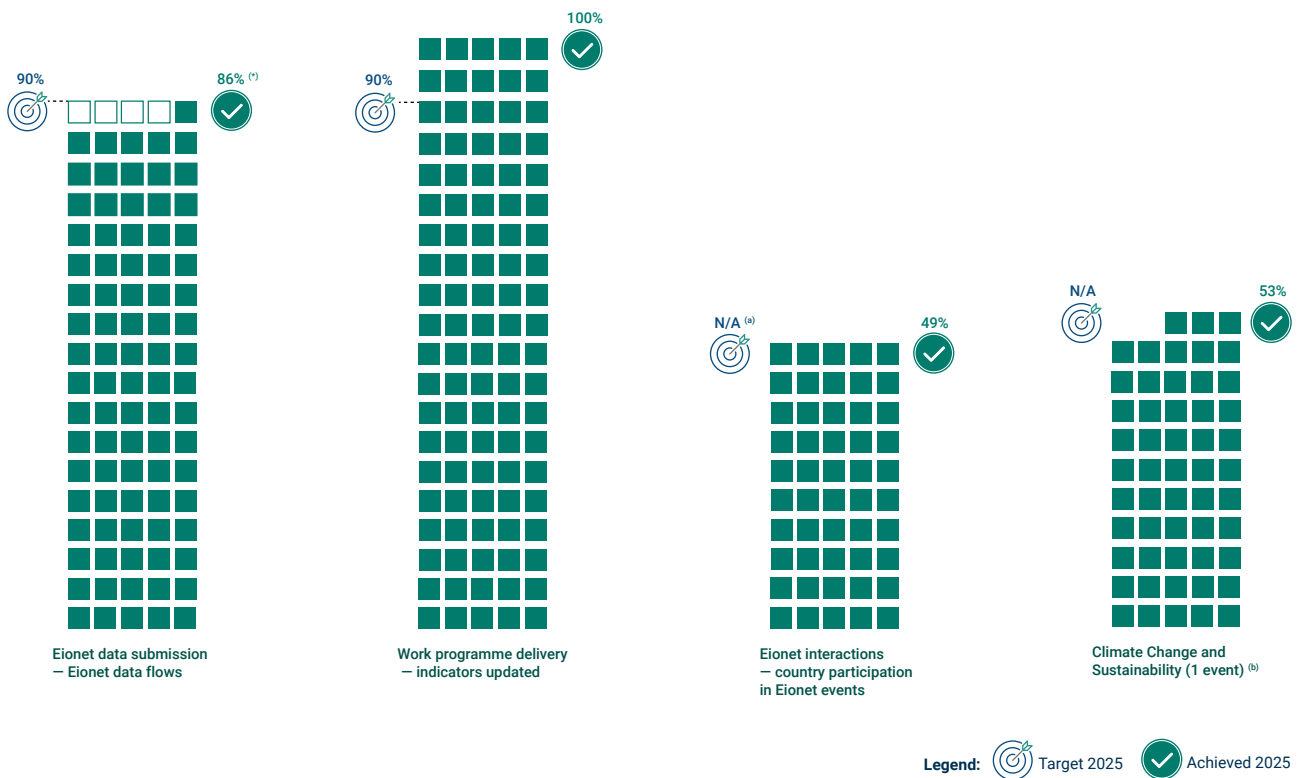
In parallel, the EEA actively engaged with a wide range of European and international networks, including the World Circular Economy Forum and Circular Economy Stakeholder Platform. The Agency also further strengthened its strategic partnership with the International Resource Panel. Participation in major international conferences and fora, including the plastic treaty negotiations, supported knowledge exchange, visibility and alignment with global developments. Overall, networking remained a critical driver of the dynamism, relevance and impact of the circular economy work programme.

### 1.5 Sustainability trends, prospects and responses activity

#### Specific objectives

To deliver key assessments, progress evaluation, outlooks and indicators in support of EU policy needs and EEA assessments, especially in the 8th EAP monitoring report and Europe's environment 2025 report and beyond.

**Figure 1.5 Activity 5: Sustainability trends, prospects and responses activity (STPR) KPIs**



**Notes:** <sup>(\*)</sup> Two indicators in this area depend on the European Commission releasing underpinning data (on eco-innovation and fossil fuel subsidies). As these data were not released in 2025, delivery of the two indicators was materially impossible. The EEA therefore achieved a 100% execution rate for all indicators for which data were available during the year.

<sup>(a)</sup> There is no target agreed at activity level for Eionet interactions between 2021 and 2025. A target of stable/increase has been set for the 2026-2030 period, using 2025 as baseline.

<sup>(b)</sup> Events involving more than one group across activities are listed and scored separately.

### **Achievement of objectives and results**

The EEA provided data and knowledge to track implementation of environment and climate goals and targets, as well as broader progress towards sustainability. This included contributions to policy debates on sustainable finance, social fairness, innovation and the governance of sustainability transitions.

#### **1.5.1 Reporting Services**

No reporting services are active under this activity.

#### **1.5.2 Data services**

No data services are active under this activity.

#### **1.5.3 Knowledge services**

In 2025, knowledge services within the area of economic analysis focused on strengthening the evidence base on the socio-economic dimensions of the circular economy and environmental policy. The EEA maintained and updated seven core socio-economic indicators, ensuring continuity and analytical consistency in monitoring economic drivers, impacts and distributional aspects. These include indicators on economic enablers of sustainability transitions, including on [green bonds](#), [environmental taxation](#) and [employment in the EU's environmental goods and services sector](#). Indicators on [eco-innovation](#) and [fossil fuel subsidies](#) were not updated due to the Commission not publishing the underpinning data.

The EEA initiated parallel analysis to enhance the understanding of macroeconomic levers for environment and climate policy, with a particular focus on financing. This work also laid the foundations for dedicated briefings on financing the circular economy, scheduled for delivery in 2026.

In addition, the Agency published the second and third annual editions of the 8th EAP monitoring report in [February](#) and [December](#) 2025, respectively. This flagship, horizontal exercise provides an ongoing assessment of progress across 28 headline indicators and remains a central reference for tracking the EU's environmental and climate objectives. Monitoring in the 8th EAP complements other core EEA assessments, including Europe's Environment 2025, by providing regular, indicator-based updates on implementation and progress.

The EEA published its state of the environment report, Europe's environment 2025 in September, as mandated in its founding regulation. This provides a comprehensive and cross-cutting assessment of Europe's environment, climate and sustainability to decision makers at European and national levels as well as the public. It consists of three products, a main report, [Europe's environment and climate: knowledge for resilience, prosperity and sustainability](#), [37 country profiles](#) and [35 thematic briefings on the environment and climate](#).

The EEA continued to develop knowledge on solutions for sustainability, including work to explore the risks and opportunities associated with upscaling the production and consumption of plant proteins in Europe. The EEA initialised work on industrial transformation, systemic risks and sustainable competitiveness, with outputs foreseen in 2026.

The EEA also ran its annual horizon scanning exercise in collaboration with Eionet. The scan explored new developments in production and consumption patterns and their sustainability. A briefing is expected for publication in 2026. A collaboration between Eionet and the EEA Scientific Committee provided substantive input to the 7th EU Foresight System for the Environment (FORENV) process. Led by DG ENV, this cycle focused on the circular economy.

In March 2025, the EEA published a foresight report, *Imagining a sustainable Europe in 2050: Exploring implications for core production and consumption systems*, which explored potential evolution in Europe's food, energy and mobility systems and the built environment.

#### 1.5.4 Networking services

The EEA continues to invest in the Eionet network to co-create content and implement an inclusive approach for the areas of work within the Sustainability Department, on circular economy and on foresight. One good example is the recent well-attended webinar 'Circular economy and just transition – social implications of the EU's circular transition'.

For the production of Europe's Environment Report 2025 (EE25), the EEA collaborated closely with the Eionet Group on State of Environment (EG SoE) to co-develop the report's [country profiles](#), with EG SoE (and NFPs) as national coordinators.

The report was launched on 29 September 2025. That week saw several launch and corporate events, including a press conference featuring Teresa Ribera, the Commission's Executive Vice-President for a Clean, Just and Competitive Transition and Commissioner Jessika Roswall on 29 September. This event was live streamed to the European press and public. A Council event led by the Danish presidency in Brussels on 30 September was attended by 300 guests, including the EEA Management Board and was streamed live to watch parties in EEA countries.

The EEA also hosted an EE25 networking event and opened a dedicated exhibition, which featured visual materials from the EEA photo competition 2025 and citizens campaign. These provided an additional human and creative dimension to the communication package, strengthening emotional and visual engagement. During a [stakeholder event](#) on 2 October 2026, the EEA engaged with a broad range of stakeholders, as well as policymakers, business and civil society representatives to ensure a broad dissemination and to explore the implications of the report's findings.

The report was also presented to a broad range of EU institutions, including the Commission, Council working parties on the environment and tourism; the Committee of the Regions, the Environment Committee of the European Parliament; the Agriculture, Rural Development and Environment Section (NAT) of the European Economic and Social Committee; the European Investment Bank, as well as EU agencies including EFSA and ECHA. It was also presented at a national level in collaboration with Eionet partners. Outreach activities are detailed in section 1.6.2 of the report.

In terms of ongoing collaborations with EU institutions, the EEA partnered on knowledge developments of just transitions with the European Foundation for the Improvement of Living and Working Conditions (Eurofound), the European Centre for the Development of Vocational Training (Cedefop) and the European Training Foundation (ETF). Particular focus was placed on the potential for job creation from growth in the green tech industry. In partnership with the JRC Policy Lab, the EEA delivered a workshop for the staff of EU institutions, drawing on the report

*Governance in complexity – sustainability governance under highly uncertain and complex conditions.* The EEA also collaborated with Directorate-General for Regional and Urban Policy (DG REGIO) and supported their work on just transitions, as well as co-organising a workshop in the Committee of the Regions, which focused on the nexus between the environment and competitiveness.

Networking services in economic analysis and finance supported knowledge development and policy implementation across Europe. The EEA maintained active cooperation under a memorandum of understanding (MoU) with the European Securities and Markets Authority (ESMA) and the European Investment Bank (EIB), implementing joint work plans throughout the year. The Agency also participated, as legally mandated, in the Platform on Sustainable Finance and contributed to the work of the European Financial Reporting Advisory Group (EFRAG). In addition, the Agency actively supported and helped shape the EPA Network group on green finance. These networking efforts reinforced knowledge exchange, policy coherence and the integration of finance considerations into the European circular economy agenda.

On an international level, the EEA also provided substantive input to the UN Environment Programme (UNEP) Global Environment Outlook 7 (GEO-7) report launched in December 2025. The Agency authored chapters and validated the report as a member of the [Multidisciplinary Expert Scientific Advisory Group \(MESAG\)](#). GEO-7 offers a comprehensive scientific assessment that compares the current trajectory of the global environment with an alternative vision for the future.

The EEA continued to collaborate with the Organisation for Economic Co-operation and Development (OECD), through knowledge production to support policymaking and track progress towards sustainability across Europe.

## **1.6 Horizontal actions in line with strategic objectives**

### **1.6.1 Networks and partnerships (across EEA activities)**

In line with the EEA-Eionet Strategy, the Agency continued to invest in networks in 2025 as enablers of relevance, trust and impact. Cooperation focused on strengthening alignment, increasing transparency and ensuring value-added engagement with countries and partners.

Eionet coordinated three successful NFP meetings throughout the year, including in October to coincide with the launch of the Europe's environment 2025 report in Brussels. These meetings helped initiated a dialogue on developing a new approach to Eionet coordination. They highlighted several key issues regarding more efficient management of the network, as well as providing more added-value and visibility to participating countries. In this context, the EEA initiated a pilot to streamline Eionet and thematic group annual work plans, to capture the full scope of activities and topics covered throughout the network.

Similarly, to add value to member and cooperating countries, the EEA reviewed the terms of reference for its Country Desk Officers, which were adopted in 2025. The EEA has also developed a stakeholder engagement framework, helping identify its approach and establish a common structure for such activities. This identified potential pilot activities to be implemented in the years to come. The updated approach improves continuity, clarity of roles and service to countries, while supporting more consistent interaction across policy areas. In parallel, initial steps were taken to strengthen Eionet visibility, laying the foundation for further developments in 2026.

Through Eionet cooperation with the Western Balkan cooperating countries, the EEA co-organised a regional conference in Podgorica, Montenegro, with all six countries from the region. This highlighted collaboration in the context of Europe's environment 2025 and the achievements of the project period as it comes to an end, while kicking off the next one.

The EEA also successfully negotiated a new Contribution Agreement with Directorate-General for Enlargement and Eastern Neighbourhood (DG ENEST), signed in December 2025. From January 2026 onwards, this ensures continued support for cooperation activities with the Western Balkans and the Energy Community. Following the official request of Ukraine to join the EEA as cooperating country, the agreement is expected to be revised in 2026 to cover also the onboarding of Ukraine.

Supported by the EEA, the Environment Agency Austria hosted the May meeting of the Heads of Environmental Protection Agencies (EPAs) in Vienna, while Natural Resources Wales hosted the October meeting in Cardiff. The EPA Network strategic discussions and plenary debates focused on changes to the EU policy cycle, the rapidly evolving discourse in response to geopolitical and economic challenges, simplification, the implications for EPAs of recent developments in artificial intelligence, the strategic role of trust in EPAs, system transformation, how to strengthen the EPA community, the state of natural resources and industrial legacy.

The EEA participated in eight out of thirteen EPA Network Interest groups (AI, climate change and adaptation, noise, plastics and Ukraine) and co-chaired three of these groups (green and circular economy, green finance and sustainability research).

Internationally, the EEA renewed its MoU with UNEP, outlining key priority areas for cooperation over the next five years. The MoU confirms UNEP as a key partner for the EEA's international engagement activities, the third MoU signed with UNEP since the establishment of the EEA in Copenhagen 30 years ago. The EEA contributed to the annual high-level meeting between the Commission and UNEP, addressing priority policy areas for EC-UNEP cooperation in multilateral fora and programmes. The EEA also continued its engagement with the United Nations Economic Commission for Europe (UNECE), through the annual Working Group on Environmental Monitoring and Assessment and the Joint Task Force on Environmental Indicators and Statistics.

Overall, network activities in 2025 strengthened ownership, predictability and mutual trust, enhancing the capacity of countries and partners to use and disseminate EEA knowledge most effectively.

### **1.6.2 Communicating for impact**

Communication, publishing and delivery were central to maximising the impact and usability of the Agency's knowledge in 2025. These activities played a key role in ensuring that evidence produced across the Agency reached policymakers, stakeholders and citizens in a timely, clear and credible way.

The main communication priority of the year was Europe's environment 2025. Communication and outreach were embedded from the outset, enabling coherent messaging, strong policy relevance and broad uptake. The communication plan and its successful implementation relied on extensive networking with outreach partners, including Eionet, the EU Agencies Network and communication contacts in EU institutions, as well as multipliers such as journalists and NGOs. A shared toolkit with 'localisable' resources and a number of how-to-guides provided further support, helping country partners translate press releases into national languages, for example. Embargoed briefings and presentations included a multi-day press

trip, media briefing, NGO briefing, Brussels-based interviews as well as regular presentations, social media teasers and other interactions with subscribers.

This coordinated campaign ensured sustained visibility well beyond the report's initial release. Media coverage and digital engagement demonstrated the effectiveness of this approach, with thousands of articles and millions of social media impressions.

Europe's environment 2025 was launched in Brussels on 30 September through a series of events, including a press conference in the Berlaymont with Executive Vice-President Teresa Ribera and Commissioner for Environment, Water Resilience and a Competitive Circular Economy, Jessika Roswall. A co-ordinated press release accompanied the launch, with quotes from Ribera, Roswall and Wopke Hoekstra, the Commissioner responsible for climate, net zero and clean growth. The press conference was followed by an event hosted and co-organised with the Council, which also offered networking activities. Another EEA event shortly after highlighted the co-creation elements of the report between EEA Management Board members and NFPs.

Outreach activities continued with country events and more targeted social media content up to the first quarter of 2026. Previously mentioned media coverage and social media engagement levels indicate the extensive impact of this communication priority. Outreach communication was strengthened further by the EEA social media strategy, which was finalised by the end of the year. These efforts helped position EEA evidence withing policy debates while safeguarding the Agency's independence.

Innovation in communication tools also contributed to impact and expanded the Agency's reach to new audiences. The EEA conceptualised, developed and implemented new tools, including the vodcast series 'Europe's climate and environment' and associated short social media reels, a monthly LinkedIn newsletter that reached over 30,000 subscribers after its first issue and the citizen stories project 'Our environment: Our future', which gave citizens a platform to share their actions aimed at improving the environment. Public webinars have been demonstrated as a particularly efficient and effective communication tool. These are supported by an event page, registration form and notification to relevant Stakeholder Relations Management (SRM) subscribers. Along with accompanying social media posts, these form a targeted approach that engages interested audiences directly.

Publishing and web delivery were also strengthened further through the completion of the website migration and the modernisation of corporate content. Improved structure, design and data visualisation enhanced accessibility and usability, while strengthened analytics improved the Agency's understanding of audience behaviour and product impact. These improvements increased the visibility of EEA indicators and publications and facilitated reuse by policymakers, member countries and other stakeholders.

Other communication activities supported a broad portfolio of publications and indicators aligned with strategic priorities. This included the environmental noise report, which targeted policy makers in the European Parliament; the *Zero pollution monitoring and outlook 2025 report* produced in close collaboration with the European Commission and Commissioner Roswall's cabinet; and the *Trends and projections in Europe 2025* report, launched in close collaboration with DG CLIMA.

Overall, 2025 demonstrated how strategic communication, publishing and digital delivery are core enablers of the EEA's mission. By connecting robust evidence with effective outreach, strong partnerships and modern digital tools, the Agency ensured that its knowledge not only informed policy but also resonated with citizens across Europe.

### 1.6.3 Digitalisation

Significant advances in digitalisation took place in 2025. The [EEA-Eionet Digital Capability Strategy 2025-2030](#) was adopted by senior management in spring 2025 after an extensive process involving EEA staff, management, Eionet and other stakeholders. The strategy was discussed and developed further by the Management Board during the 104th management board meeting in March 2025. Together with the IT and data strategy, the digital capability strategy provides an integrated approach to the EEA's digitalisation in the coming years, centred around six missions.

**Figure 1.6** Six digital missions



Source: EEA.

Following approval of the strategy, investment business cases to support its implementation were prepared in 2025 and will progress subject to budget availability. These were prioritised to focus on key initiatives across all missions of the digital capability strategy, including: critical IT investments for secure and resilient

- IT and data infrastructure and services, including Reportnet (Mission 1);
- transformation of EEA data services and the datahub, in support of further data integration, AI powered analytics and simplification (Mission 2);

- user centric development of the EEA's digital knowledge services, including streamlining and future-proofing EEA information systems and online services (Mission 3);
- accelerating the adoption of artificial intelligence and innovative technologies across EEA-Eionet (Mission 4);
- capacity building for EEA staff and Eionet, through implementation of the EEA Digital Skills Academy (Mission 5);
- removing barriers to digitalisation through streamlining digital governance and project delivery for successful cross-agency digitalisation (Mission 6).

The EEA contributed to the Commission's commitment to simplify and reduce the burden of reporting. The Agency provided domain expertise in managing over 140 climate and environment dataflows, as well as defining reporting standards and digitalising the delivery process.

Alongside advancing an ambitious and demanding digital modernisation agenda, the EEA continued to deliver sustained reliable and secure day-to-day digital services under tight timelines and strong operational pressure. The Agency ensured continuity and improved the stability and performance of business-critical services in 2025, including the successful transition of Reportnet 3 to a modernised and cloud enabled target platform. This strengthened resilience, scalability and service quality for key stakeholders. In parallel, the EEA reinforced cybersecurity and compliance by consolidating core policies and governance arrangements, advancing disaster recovery and business continuity preparedness and embedding 'secure and compliant by design' practices into the delivery of projects and services. User feedback mechanisms were strengthened through the IT Services survey and follow-up actions, contributing to clearer communication, more consistent support and a better overall user experience for both internal and external users.

Alongside operational delivery, the EEA advanced its digital transformation in 2025 through increased cross-department collaboration, more efficient resource use, capacity building, training, knowledge-sharing and maturing service management practices. Work progressed throughout the year to set the foundations for more effective technology governance. This includes setting clear architecture principles that improve transparency, prioritisation and accountability of digital initiatives.

Eionet delivered more than 80 environment and climate data flows in 2025. Preliminary results of the Eionet core data evaluation process (covering a subset of 14 dataflows) show an average delivery score of 79%, below the 90% target and slightly lower than in 2024 (81%). Two additional dataflows on a six-year cycle were also evaluated. The lower score in 2025 partly reflects the challenges faced by countries when organising data for large and complex reporting processes over long cycles.

The EEA and Member States also cooperated to prepare significant dataflows for 2025 reporting towards new nature restoration plans, as well as pre-emptive reporting for the Ambient Air Quality Directive and Water Framework Directive.

All new dataflows were implemented in Reportnet 3. Legacy Reportnet 2 dataflows are being transitioned to the new platform. This typically occurs when significant updates to dataflows arise, such as for a revision in legislation. The migration of all data flows to Reportnet 3 is targeted for completion in 2028.

Further investment and developments were made in the capabilities of data processing and data dissemination platforms to automate and increase the timeliness of the use of reported data in analysis and EEA products.

A cross-agency AI Task Force was established in 2024 to lead the strategic and ethical implementation of AI across the Agency. The AI Task force continued to explore and operationalise the potential of AI for the EEA throughout 2025, along with future priorities for its implementation.

Supported by the AI Task Force, the EEA has established clear guidelines on the use of AI for EEA staff. Dedicated training and information sessions also promoted responsible use. A risk assessment methodology for AI projects was developed to ensure adoption is balanced with data protection, information governance and security obligations.

Several AI services and assistants were successfully released publicly, including the [Ask AI assistant](#) for Europe's environment 2025, Ask Copernicus and Ask Climate-ADAPT. To enable these services, the EEA developed an in-house AI platform (the EEA GPT lab). This is under continuous development and is available for all EEA staff and partners. Other AI applications explored throughout the year include evaluations of its potential to auto generate Circular Economy Country profiles, the use of generative AI to support National Restoration Plan assessment and piloting Microsoft 365 Copilot for general productivity and automation across the Agency, supported by structured training.

To deepen Eionet collaboration and digital capabilities (including AI), the EEA reflected on the structure of the existing Eionet group on data, technologies and digitalisation and its two related thematic groups (data and data analysis; data technologies). The Agency initiated a consultation with NFPs in November 2025 to update the Eionet Groups Terms of Reference so they better align with the Digital Capability Strategy missions. This update proposes to combine the two thematic groups at the Eionet group level and set up a new group on AI and digital capabilities. The consultation and update will finish by February 2026.

While significant progress on digitalisation occurred in 2025, implementation continues to be curtailed by a lack of sufficient investment capability and the prioritisation of operational activities.

#### 1.6.4 Earth observation – Copernicus and GEO

The EEA is increasingly integrating Earth observation services into its work and also acts as the entrusted entity for implementing the Copernicus Land Monitoring Service (CLMS) and *in-situ* component under the contribution agreement with the Commission. Earth observation activities at the EEA in 2025 included the continued evolution of CLMS products in support of key policies, including:

- climate change monitoring and adaptation with the latest update of the CLCPlus LULUCF, a product specifically designed to monitor the requirements in the LULUCF regulation that ingests different CLMS products;
- civil protection and management of natural disasters by continuing the production of information related to ground motion in the European Ground Motion Service;
- protecting the environment and biodiversity with the release of information related to vegetation, both in the form of continuous monitoring (e.g. the

High-resolution Vegetation Phenology and Productivity indicator) and updates to the now annual tree cover density dataset and the 2021 update of the small landscape features dataset, along with production of the 2024 update of CORINE Land Cover;

- sustainable agriculture and food/water security through the production and release of data related to crop types, agricultural patterns and continuous monitoring of water. The latest updates for the priority area monitoring products will be added to these and the 2021 updates of the urban atlas and protected areas datasets finalised.

The EEA continues to support the implementation of Copernicus products and services in its role as the coordinator of the cross-cutting *in-situ* components. This includes through the provision of essential *in-situ* data, consolidating operational coordination and advancing preparation of the *in-situ* component strategy 2028-2034. This was developed through extensive consultation with entrusted entities and the Commission.

This year also saw a revamp of the Copernicus *in-situ* information system (CIS2) and the expansion of the reference data portal (CORDA), which grew substantially and reinforced access to authoritative geospatial data across Copernicus services.

*In-situ* activities also emphasised partnerships and outreach (e.g. EuroGeographics), engagement with international data providers (e.g. Copernicus in Latin America and the Caribbean) and enhanced *in-situ* communication and outreach through the new Copernicus *in-situ* website.

The EEA participates in the Group on Earth Observations (GEO), an intergovernmental partnership hosted by the World Meteorological Organisation. The Agency's main contributions to GEO in 2025 were delivered through the EEA-DG for Research and Innovation (RTD) Service Level Agreement (SLA) 'Enhancing the access to *in-situ* Earth observation data in support of climate change adaptation policies and activities'. The EEA directly supported the GEO Data and Knowledge working group – mainly through data sharing and data management and the *in-situ* data subgroups – through active discussions and the promotion of open data sharing principles. It also provided key support to the elaboration of the recently approved GEO *in-situ* data strategy. In addition, the work demonstrated the value of integrating *in-situ* data with climatic and non-climatic datasets to support the development of the European Climate and Health Observatory, through the production of an interactive calendar on hot days in schools. It also assisted with the implementation of the EU adaptation strategy by comparing reporting activities and best practices across Europe on losses and damages, as well as developing methods to extract and classify reported adaptation measures in a comparable format.

This work also contributed to better identifying *in-situ* EEA datasets and to improve how they are shared with end-users (data documentation and formatting).



## 2 Management

### 2.1 Management Board and Scientific Committee

Throughout 2025, the Management Board made key decisions to set the direction for the Agency and Eionet for the future. The board adopted the revised EEA-Eionet Strategy 2021-2030, to ensure its relevance in the second half of the strategy implementation period. This takes account of major developments over the past few years in both policy and digitalisation. The board also adopted a new model for Topic Centres from 2027 onwards. The review of the model was supported by the guidance of a Management Board Advisory Committee, as well as a successful pilot phase launched in 12 countries. The Management Board designated new members of the European Scientific Advisory Board on Climate Change, for the term starting in April 2026. Budget and work planning for the Agency remained at the centre of the board's discussions in 2025.

The Management Board met four times in 2025. Besides the regular meetings, it held an extraordinary meeting in Brussels to coincide with the launch of the Europe's Environment 2025 report. This included a joint session between the Management Board and Eionet NFPs to discuss the findings of the report and their implications. The Bureau convened seven times to prepare board meetings and to bring items and recommendations to the attention of the Board between meetings.

As set out in Article 10 of the EEA Regulation, the EEA Scientific Committee (SC) supported the Agency – formally the EEA Executive Director and Management Board – throughout 2025 by providing scientific advice on matters relating to the Agency's activities. The new SC for the period 2025-2029 was established at the start of the year. Elections took place to appoint a new chair to lead the work. The three yearly SC meetings were organised as planned (two in-person and one online), with an additional meeting organised in connection with the launch of Europe's Environment 2025. In addition, the SC contributed to EEA governance and knowledge development in several areas, including:

- opinion on the single programming document (required by EEA Regulation);
- opinion on recruitment (required by EEA Regulation);
- opinion on 'knowledge needs on sustainability': this opinion, requested by the Executive Director and presented to the EEA Management Board, aims to support EEA knowledge development and inform preparations for the next EU Research and Innovation Framework Programme (FP10), closely linked to the Competitiveness Fund;
- One Health: SC advice to the EEA on the use and value of integrated and cross-cutting approaches such as One Health. The EEA Executive Director shared a letter on behalf of the previous SC on the issue to relevant recipients in the European Commission;
- industrial transformation and green jobs: a seminar on industrial transformation and green jobs with input from leading experts in the field and Commission representatives.

## 2.2 Major developments

### **Policy developments**

The year 2025 marked the first year of the new European Union policy cycle. Priorities were defined in key policy documents published through 2024, including the Political Guidelines and the Mission Letters to the Commissioners. These policy documents confirm the European Green Deal, the priorities of the Eighth Environment Action Programme (8th EAP) and the delivery of the objectives of the United Nations Sustainable Development Goals as horizontal priorities for the European Commission. Given political shifts and geopolitical developments, these priorities are now considered in conjunction with other prominent issues for the EU, i.e. competitiveness alongside security and resilience.

Early in 2025, within the first 100 days of this EC governance period, these priorities were translated and further refined into strategic documents. These set expectations for the five-year policy cycle and define the broader policy framework in which environment and climate policies are likely to be developed. They include:

- the Competitiveness Compass, built around the three pillars of the Draghi report: (1) closing the innovation gap with the US and China; (2) developing a joint plan for decarbonisation and competitiveness – further detailed in the Clean Industrial Deal; (3) increasing security and reducing dependencies;
- the EU preparedness union strategy, as a follow-up to the Niinistö report, to enhance Europe's capability to prevent and respond to emerging threats with a clear recognition that climate and environment risks need to be part of the picture;
- simplifying and reducing administrative burdens for companies and Member States, implemented through a series of 'omnibus' simplification proposals launched in the course of 2025, including an environmental omnibus.

Furthermore, on 16 July 2025, the Commission presented its proposals for the next multiannual financial framework (MFF) 2028-2034. Based on these, the EEA would be funded under the competitiveness pillar of the next MFF. The Commission has proposed a 35% dedicated target for climate and environmental spending, roughly EUR 700bn. At the same time, it will also introduce an enhanced system to monitor EU spending and results relating to green objectives. Negotiations will likely accelerate throughout 2026, paving the way for a reorientation of EU resources to deliver on the new policy priorities.

### **New tasks**

Two legislative packages giving the EEA new tasks were adopted by the Parliament and Council in 2025, including additional resources to deliver the tasks: the Soil Monitoring Directive in October and the One Substance, One Assessment (OSOA) package in November. An overview of the two packages is given below.

The objectives of the Soil Monitoring Directive include establishing a solid and coherent soil monitoring framework for all EU soils and continuously improving soil health with a view to achieving healthy soils by 2050 and maintaining soils in healthy condition.

The OSOA package specifies the development of dataflows for collecting human biomonitoring and indoor air quality data, supporting the development of the common data platform for chemicals (hosted by ECHA), the development of a

chemicals indicator framework and the establishment of an early warning system for chemical substances.

### **EEA reorganisation**

In line with its commitment as a dynamic, innovative and collaborative Agency that delivers impactful services for a sustainable Europe, the EEA adapts its structures whenever necessary. This ensures it can meet evolving policy demands and continue to provide integrated, high-quality data and knowledge to EU policymakers. From January 2026 onwards, the Agency will operate with two thematic departments (formerly three): Environment and sustainability and Climate and circular economy. Each will have a strengthened interdisciplinary profile. This organisational adaptation strengthens the cross-institutional links that increasingly shape EU policymaking, with both thematic departments now interacting with both DG ENV and DG CLIMA. This arrangement reflects how EU policies now cut across thematic boundaries and helps to build stronger connections between the institutions and EEA core tasks.

### **Quality management system**

A quality management project was established in 2025 to coordinate the implementation process of a quality management system (QMS), under the steer of the Senior Management Team. The QMS will be based on the ISO9001 methodology and focus on enhancing the delivery of value to EEA stakeholders. The implementation was initiated in the first half of the year with external support. A methodological framework, training and overall governance were established during the year. These assign responsibility for all main processes. Four processes were analysed and suggestions for improvement were put forward.

## **2.3 Budgetary and financial management**

### **2.3.1 Budget performance**

The EEA's approved budget for 2025 to deliver its work programme was reported in the Single programming document 2025-2027. Through its Consolidated Annual Activity Report (CAAR), the EEA is required to report its performance in the management of the budget, specifically:

- any changes to the originally approved budget (amendments and transfers);
- implementation of budget appropriations against targets;
- carryover of amounts committed in 2025 but not paid by the year-end.

The following information is also required:

- a summary of procurement procedures by type;
- any major commitments for actions extending for more than one financial year;
- any interest paid to suppliers for late payments.

### 2.3.2 Budget amendments and transfers

The EEA made a single amendment to its core budget, comprising the following elements:

- a reduction to the EEA's EU subvention owing to the zero pollution package (EUR 2,042,851) and green claims (EUR 274,986) not being adopted during the year and the Commission announcing the withdrawal of its proposed Forest Monitoring Law (EUR 581,716). This gave a total reduction of EUR 2,899,553; the Commission removed the foreseen funds from their reserve, requiring an adjustment to the EEA's budget accordingly;
- the final calculation of the European Free Trade Association (EFTA) and Swiss contributions, which resulted in a net decrease of EUR 246,824.

The EEA's budget relating to contribution agreements and SLAs was amended to accommodate the following:

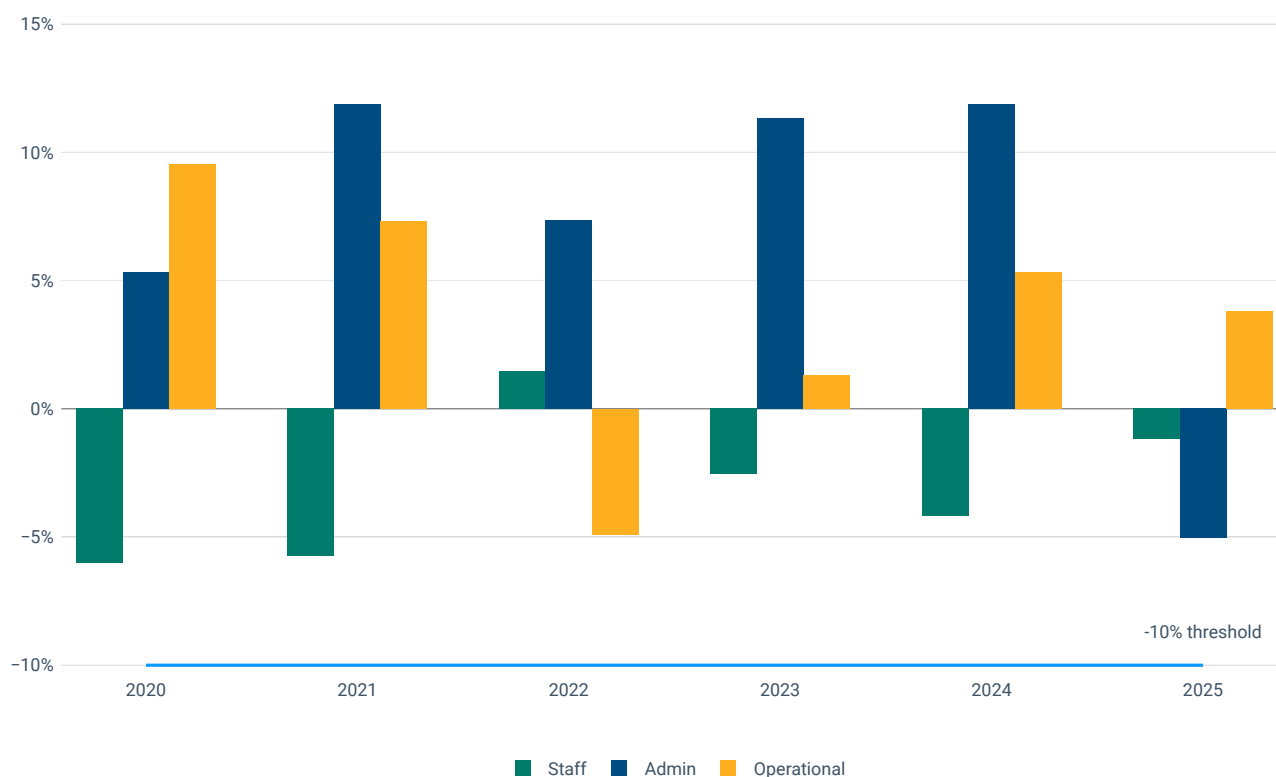
1. a new three-year contribution agreement with DG ENEST to continue the EEA's delivery of tasks for the Energy Community and collaboration with the Western Balkans and extending the EEA's collaboration to Moldova (EUR 7.5 million);
2. a new four-year service level agreement with DG CLIMA to deliver the second European Climate Risk Assessment (EUR 4.45 million);
3. an amendment to the Climate and Health Observatory SLA with DG for Health and Food Safety, extending the agreement to the end of 2028 (EUR 800,000);
4. a reduction of EUR 8.209 million in the 2024 budget for the Copernicus Contribution Agreement to match pre-financing received by the EEA from the Directorate-General for Defence Industry and Space (DG DEFIS) for the year.

**Table 2.1 EEA 2025 revenue budget**

Revenue (EUR)	Original 2025 budget	Budget amendments	Final 2025 budget
EU subvention	67,089,737	-2,899,553	64,190,184
Third countries contribution	7,462,046	-221,674	7,240,372
Core revenue	74,551,783	-3,121,227	71,430,556
Grant, contribution and service level agreements	34,100,000	4,541,000	38,641,000
<b>Total revenue</b>	<b>108,651,783</b>	<b>1,419,773</b>	<b>110,071,556</b>

The Financial Regulation allows the Executive Director to make budget transfers between expenditure titles without needing to consult the Management Board, providing the cumulative transfers from each title do not exceed 10% of that title's original budget appropriation (Figure 2.1).

**Figure 2.1 Transfers 2020-2025**



Source: EEA.

Transfers for the EEA's core budget and work programme are primarily managed in resource hearings held each trimester. Outside these hearings, a further 16 smaller transfers were processed under the 2025 core budget. The transfers were from Staff (Title 1) and Administrative (Title 2) to Operational Expenditure (Title 3). The transfers from Titles 1 and 2 were well within the 10% threshold allowed by the Financial Regulation.

The EEA also made 14 transfers for the budgets of its grant, contribution and service level agreements.

**Table 2.2 Development in the core expenditure budget 2025**

Core expenditure (EUR)	Original 2025 budget	Budget amendments	Budget transfers	Final 2025 budget	Transfers as % of original budget
Title 1	46,445,139	-1,986,227	-547,149	43,911,763	-1.2
Title 2	5,951,644	0	-300,005	5,651,639	-5.0
Title 3	22,155,000	-1,135,000	847,154	21,867,154	3.8
<b>Core expenditure</b>	<b>74,551,783</b>	<b>-3,121,227</b>	<b>0</b>	<b>71,430,556</b>	

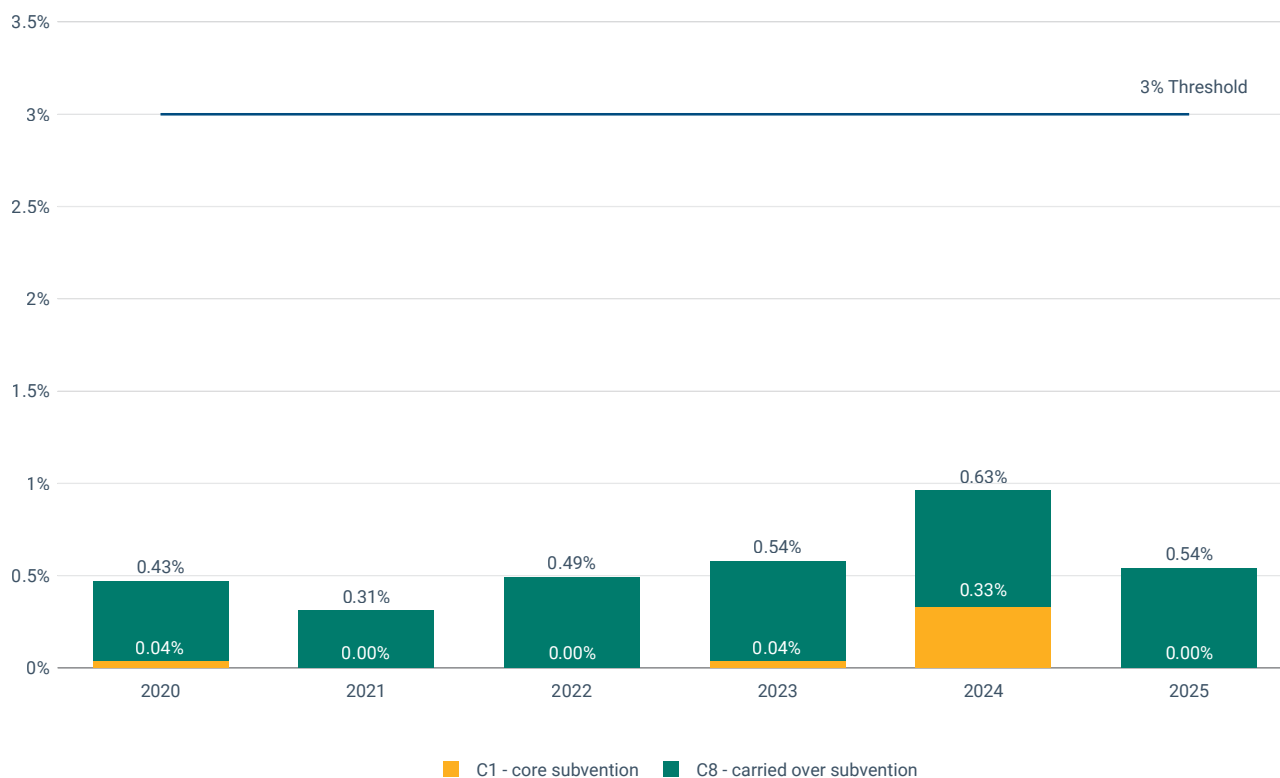
### 2.3.3 Budget implementation

The EEA achieved an impressive 99.6% implementation of its 2025 budget. This is well above the 97% threshold specified in the budget circular issued by the European Commission's Directorate-General for Budget, which states that, to avoid penalties, the combined amounts not implemented should not exceed 3%.

The EUR 309,000 budget out-turn, representing 0.4% of the 2025 budget, comprises three elements:

- cancellations of the current year's appropriations (C1), which was zero for the year;
- cancellations of appropriations carried over from the prior year (C8). This was EUR 366,000, representing only 3% of the EUR 11.0 million in appropriations carried over from 2024. They comprised small cancellations for a variety of budget items in Title 1 (EUR 38,000), Title 2 (EUR 110,000) and Title 3 (EUR 112,000);
- net exchange rate differences (EUR -49,000).

**Figure 2.2 Budget out-turn: loss on core subvention 2020-2025**

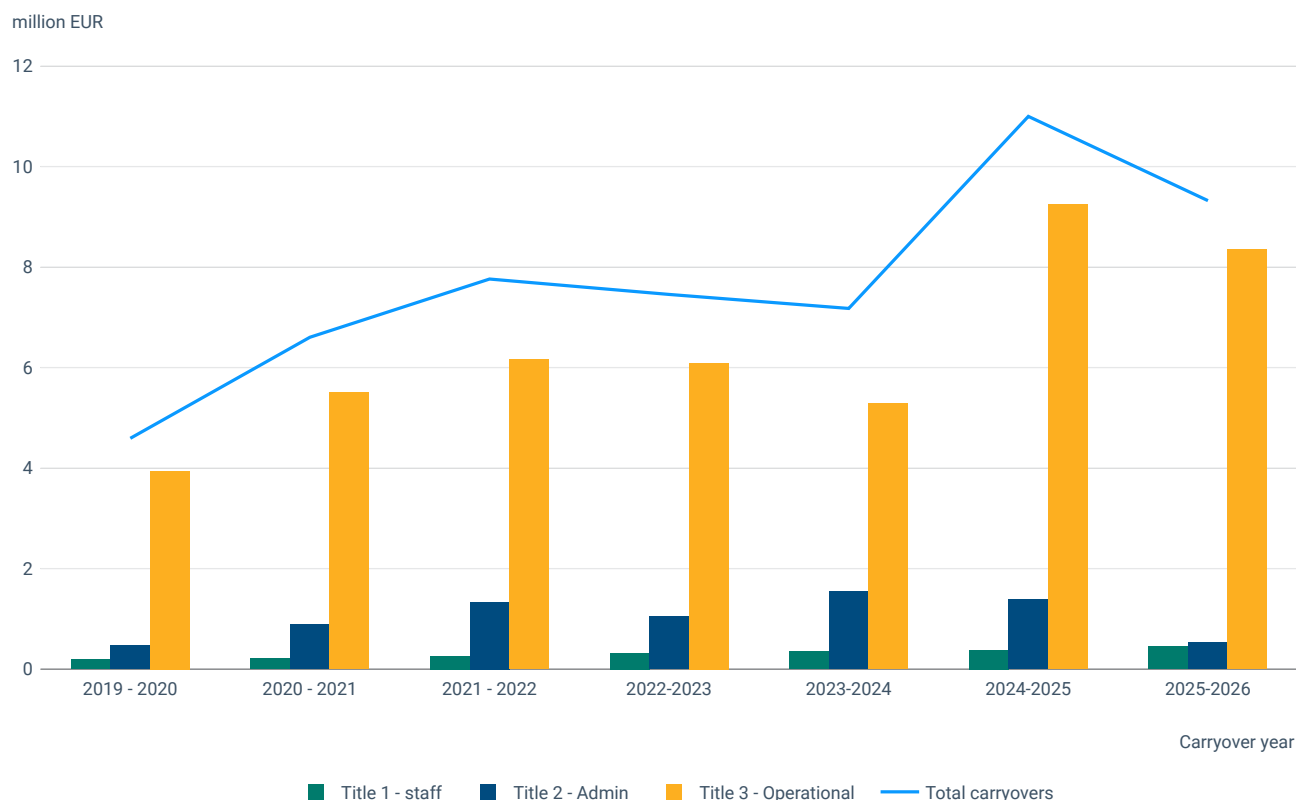


Source: EEA.

The EEA has non-differentiated appropriations. The commentary for the cancellation of commitment and payment appropriations for the year (C1) is therefore the same.

### 2.3.4 Budget carryovers

**Figure 2.3 Development in budget carryovers 2019-2026: core expenditure**



Source: EEA.

As shown in Figure 2.3, Title 3 carryovers from 2025 to 2026 decreased compared to last year but are higher than the average in earlier years. The main reason for the relatively high carryovers in the last two years is the increase in the EEA's EU subvention during the second half of each year, the adoption of legislative packages which gave the EEA new tasks and additional budget and staff posts to deliver these tasks.

Total carryovers comprise EUR 9.3 million, representing 13.1% of the total 2025 budget. The Title 1 and Title 2 carryovers are small: EUR 440,000, representing 1.0% of the Title 1 budget, primarily training expenditure and Title 2 EUR 530,000 (9.4%) for various services.

Title 3 carryovers comprise EUR 4.9 million (22.4%) for goods and services that were already completed and delivered in 2025, but still due for payment at year-end, along with EUR 3.4 million (15.7%) for investments and services still to be delivered in 2026.

The goods and services already delivered in 2025 but not yet paid at year-end, include:

- EUR 2.9 million for the EEA's European Topic Centres (ETCs), with final payments for their 2025 work programmes being made once their cost statements have been verified;
- IT expenditure covering Reportnet maintenance, web development, Eionet support, cybersecurity, helpdesk and data flow services (EUR 1.2 million);
- direct contracts for thematic work, with contract periods running from Q4 2025 to Q1 2026 (EUR 590,000);
- communication expenditure covering events, publications, audio-visual and multimedia services (EUR 160,000).

The investments and services to be delivered in 2026 include:

- IT hardware, software and services purchased in 2025 to avoid disruption to services and licences in January (EUR 960,000);
- IT investments in disaster recovery, IT service management and network engineering to improve the EEA's cybersecurity (EUR 1.9 million);
- IT investments and services, covering Reportnet, data management and network systems, contracted in Q4 2025 to ensure business continuity (EUR 1.5 million);
- direct contracts for thematic work, with contract periods running from Q4 2025 to Q1 2026 (EUR 650,000);
- communication expenditure covering events, publications, audio-visual and multimedia services (EUR 350,000).

### **2.3.5 Grant, contribution and service level agreements**

The list of the grants, contributions and service level agreements between the EEA and the European Commission that were active in 2025 are listed in Annex 6.

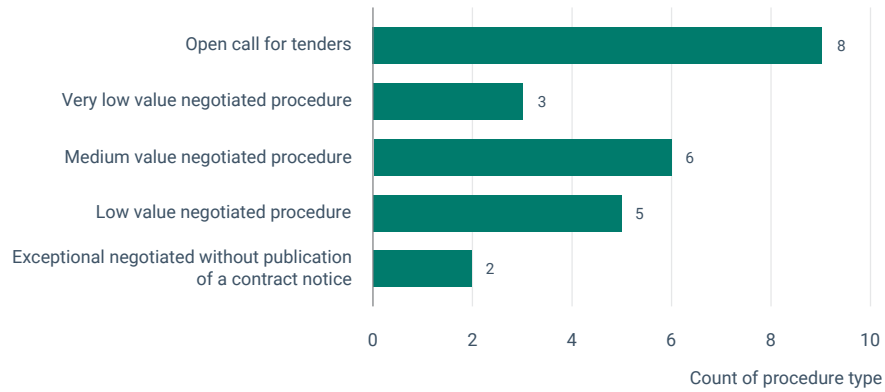
As noted in section 2.3.2, 2025 saw a new contribution agreement signed with DG ENEST and a new SLA with DG CLIMA.

The SLA with DG REGIO, supporting the implementation of regional and urban environmental indicators and analysis, was successfully delivered and completed in May.

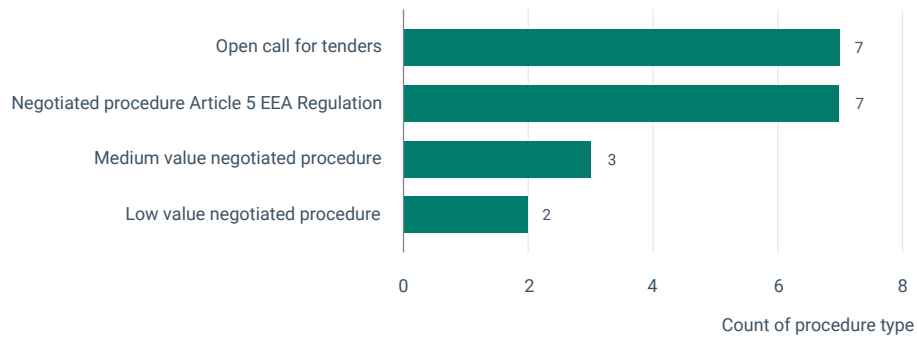
### **2.3.6 Procurement procedures**

The 2025 procurement plan was initially adopted by the Bureau through decision EEA/BU/2024/032 and later endorsed by the Management Board on 4 December 2025 through decision EEA/MB/2025/022. This anticipated the implementation of the following procurement procedures (Figures 2.4 and 2.5).

**Figure 2.4 Core revenue: 25 procedures**



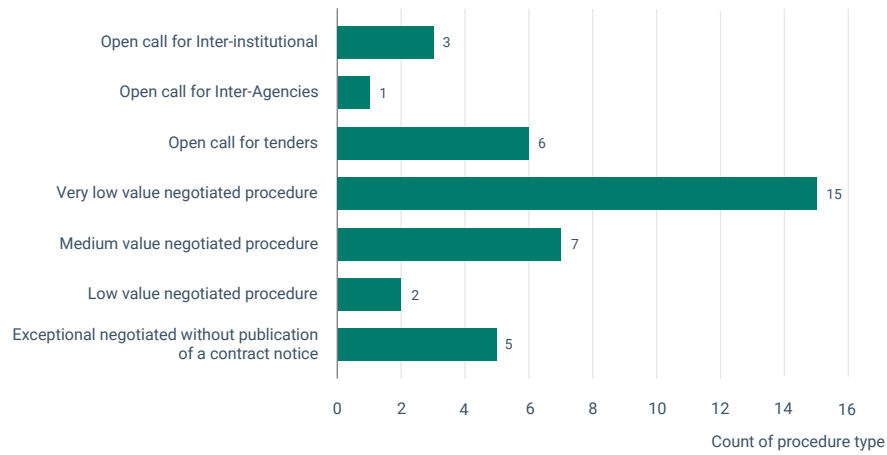
**Figure 2.5 External assigned revenue: 19 procedures**



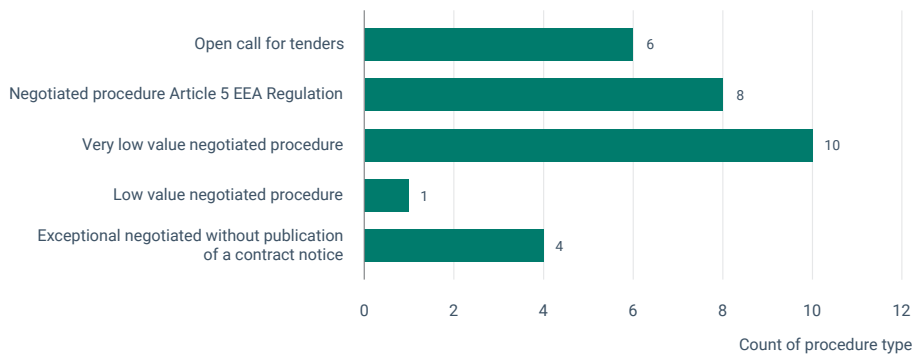
The EEA Management Board approved the amended version of the 2025 procurement plan, which reflects the actual procurement needs, through the decision EEA/MB/2025/022 on 4 December 2025.

By 31 December 2025, actual procurement procedures implemented by the EEA were as shown in Figures 2.6 and 2.7.

**Figure 2.6 Core revenue: 39 procedures**



**Figure 2.7 External assigned revenue: 29 procedures**



The increase in procurement procedures for core revenue is driven by the need to address evolving operational demands, unforeseen project requirements and ad hoc learning and development requests. The dynamic nature of these activities necessitated additional procedures to ensure continuity, flexibility and responsiveness in meeting organisational needs. Due to the complexity of certain projects and the urgency of specific requests, tailored procurement approaches were required, which also contributed to the overall increase in procedures. Additionally, the limited market for some specialised procurements resulted in the need to relaunch certain procedures, further adding to the total number of undertaken procurements.

### Negotiated procedures carried out in 2025 under point 11.1 of Annex I to the Financial Regulation

Pursuant to Article 74(10) of the Financial Regulation, the authorising officer shall record, for each financial year, contracts concluded by negotiated procedures in accordance with point 11.1(a)-(f) and point 39 of Annex I to the Financial Regulation. If the proportion of negotiated procedures in relation to the number of contracts awarded by the authorising officer increases significantly in relation to previous years, the authorising officer is to report to the Management Board, setting out any measures taken to reverse the trend.

Tables 2.3 and 2.4 show the EEA's negotiated procedures in 2025.

**Table 2.3** Negotiated procedures under point 11.1 of Annex I to the Financial Regulation carried out in 2025

Fund source	Subject of the contract	Budget (EUR)	Type of contract	Legal basis
Core revenue	SMT Leadership Development Programme in 2025	68,000	Direct contract	Point 11.1(b) Annex I to FR <sup>(1)</sup>
Core revenue	Amendment to framework contract EEA/DIS/21/002 – Provision of IT consultancy services in the area of Java software development	1,400,000	Amendment to Framework contract	Point 11.1(e) Annex I to FR <sup>(2)</sup>
Core revenue	Amendment to framework contract EEA/ADS/22/010 – Provision of interim services to the EEA	400,000	Amendment to Framework contract	Point 11.1(e) Annex I to FR <sup>(2)</sup>
Core revenue	ESGAP roll out for sustainability monitoring	50,000	Direct contract	Point 11.1(b) Annex I to FR <sup>(1)</sup>
Core revenue	Access and use of CATDAT data	60,000	Single Framework contract	Point 11.1(b) Annex I to FR <sup>(1)</sup>
External assigned revenue	ASPHER: Capacity building tools for regional, national and local stakeholders SANTE	85,000	Direct contract	Point 11.1(b) Annex I to FR <sup>(1)</sup>
External assigned revenue	ADAPT Carbon Disclosure Project 2026 – Data collection and reporting services under the CDP reporting platform	44,000	Direct contract	Point 11.1(b) Annex I to FR <sup>(1)</sup>
External assigned revenue	Amendment to the FWC EEA/DIS/R0/22/009/ Lot 1 – Thematic consultancy services and FWC EEA/DIS/R0/22/009/Lot 2 – Administrative consultancy services	1,750,000	Amendment to Framework contract	Point 11.1(e) Annex I to FR <sup>(2)</sup>
External assigned revenue	Lancet Countdown in Europe: development and update of indicators; other knowledge support SANTE	60,000	Direct contract	Point 11.1(b) Annex I to FR <sup>(1)</sup>

**Notes:** <sup>(1)</sup> Artistic/technical reasons or exclusive rights or technical monopoly/captive market.

<sup>(2)</sup> New services/works consisting in the repetition of similar services/works.

**Table 2.4** Negotiated procedures under point 11.1 of Annex I to the Financial Regulation carried out in the last 5 years

Procurement procedures	2021	2022	2023	2024	Average 2021-2024	2025
Total number of contracts awarded by the EEA authorising officers	59.00	60.00	56.00	48.00	55.75	68.00
Number of contracts resulting from negotiated procedures under point 11.1 of Annex I to the Financial Regulation	5.00	3.00	3.00	7.00	4.50	9.00
<b>Proportion (%)</b>	<b>8.47</b>	<b>5.00</b>	<b>5.36</b>	<b>14.58</b>	<b>8.07</b>	<b>13.24</b>

The share of negotiated procedures under point 11.1 of Annex I to the Financial Regulation, relative to the total number of contracts awarded by the authorising officers, remained high in 2025. While this proportion is broadly comparable and slightly lower than that reported in 2024, it represents a significant increase when compared with the average of the last five years.

This situation is explained by a combination of operational and legal factors. As shown in Table 2.3, a third of negotiated procedures in 2025 concerned amendments to existing framework contracts, which were necessary to ensure continuity of services and to address evolving needs under ongoing activities. In particular, amendments were required to accommodate additional or extended requirements while remaining within the scope of the original contractual arrangements, in line with point 11.1(e) of Annex I to the Financial Regulation.

In addition, certain negotiated procedures were justified by technical reasons or exclusive rights, in accordance with point 11.1(b) of Annex I to the Financial Regulation. These cases related to highly specialised services or data access, where continuity, compatibility with existing systems or methodological consistency limited the possibility of competition.

From a legal perspective, the use of negotiated procedures in 2025 is fully in line with the provisions of the Financial Regulation and applicable procurement rules, which allow such procedures under specific circumstances. As in previous years, these include the need to ensure the continuity of essential services, cases of technical monopoly or exclusive rights and contract modifications provided for under the Financial Regulation.

Overall, the proportion of negotiated procedures in 2025 does not reflect a further increase compared to 2024. Rather, this suggests a continuation of exceptional circumstances already observed in the previous year. The EEA continues to give priority to open and competitive procurement procedures wherever possible and will continue to monitor this trend closely, taking measures where feasible to limit the use of negotiated procedures in future years.

## 2.4 Delegation and sub-delegation

Article 41 of the EEA's Financial Regulation entitles the director to delegate the powers of budget execution and for these to be sub-delegated. Powers to execute each type of expenditure are delegated to a head of department, with the Head of Department, Resources receiving an additional delegation as substitute for the director for all types of expenditure. Sub-delegation is given to the next layer of management, the heads of unit.

Delegations are valid for the calendar year. They are renewed at the beginning of each year before the EEA's budget and finance system (ABAC) opens for that year. The delegations and access rights are annually reviewed by the Head of Unit, Finance and then by EEA's Internal Control Coordinator. In 2025, all accesses were properly authorised and rights attributed to the relevant users.

## 2.5 Human resource management

### 2.5.1 *Brief description of the major human resource developments*

Following the increase in the establishment table for operational staff since 2020, the EEA grew further in 2025, reaching a total of 176 approved posts (Temporary Agents and Officials in AD and AST function groups). Despite increasing constraints due to the scarcity of available posts for support staff, the Agency filled 95.6% of the approved posts. This was complemented by 102 contract agents and 20 seconded national experts; see Annex 4 for more detail.

Beyond recruitment figures, the EEA invested in strengthening leadership capability, enhancing organisational learning and supporting staff well-being. This aligns with the follow up to the Staff Engagement Survey and the Agency's ambition to be an attractive and modern employer. Alongside this continued growth, 2025 was marked by significant organisational developments including a major reorganisation. Human Resource Management (HRM) played a central role in supporting this transition, ensuring that structures, roles and processes were aligned with the EEA delivery model and that managers and staff were equipped to navigate the change.

Leadership development remained a priority following the 2024 Staff Engagement Survey. Newly appointed Heads of Unit and the Senior Management Team participated in dedicated training and coaching streams and the Learning & Development Framework 2025-2030 was finalised. This set a long-term direction for capability building. To support a healthy and respectful work environment, psychological safety scans were introduced at team and unit level.

HRM also advanced digitalisation and service quality through the launch of an HR ticketing system, the development of a contract expiry module and the streamlining of HR workflows.

### 2.5.2 *Implementing rules adopted in 2025*

The following implementing rules were adopted in 2025:

- recruitment of disabled persons C(2004)1318 (COMMISSION DECISION implementing Article 1d (4) of the Staff Regulations; C(2004) 1318);
- sickness or accident absences C(2004)1597/11 (COMMISSION DECISION introducing implementing provisions on absences as a result of sickness or accident; C(2004) 1597);
- household allowance C(2004)1364/4 (COMMISSION DECISION General implementing provisions for giving effect to Articles 67 and 68 of the Staff Regulations and Articles 1, 2 and 3 of Annex VII thereto; C (2004) 1364/4);
- family allowance C(2004)1364/4 (COMMISSION DECISION General implementing provisions for giving effect to Articles 67 and 68 of the staff regulations and articles 1, 2 and 3 of annex VII thereto; C (2004) 1364/4);
- persons as dependent child C(2004)1364/2 (COMMISSION DECISION on General implementing provisions concerning persons to be treated as dependent children (Article 2(4) of Annex VII to the Staff Regulations); COM(2004) 1364);
- calculation pension rights C(2004)1364 (COMMISSION DECISION on General implementing provisions for Article 4 of Annex VIII to the Staff Regulations concerning the taking into account, for purposes of calculating pension rights, of periods of activity previously completed by staff before they resume active employment; C(2004) 1364 final/6);
- Commission Decision of 16.11.2021 laying down general implementing provisions regarding the payment of the education allowance provided for in Article 15 of Annex X to the Staff Regulations to staff members for the duration of temporary assignments to the seat of the institution or any other place of employment in the Union; C(2021) 8179 final;
- Commission Decision of 2.03.2005 – C(2005)458) on Rules governing the official traineeships scheme of the European Commission;
- 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 final).

### 2.5.3 *Brief description of the results of the screening/benchmarking exercise*

The EEA has carried out an annual screening/benchmarking exercise since 2015, in accordance with the guidelines agreed by the EU agencies.

The three Screening types describe the general role of a job: Operational, Administrative support and coordination, and Neutral. Jobs may thus have an operational role, i.e. serving frontline activities (more or less directly serving the European citizen, or directly implementing the mandate of the Agency); or administrative support and coordination role, as enablers of the operational jobs (by being responsible e.g. for HR, ICT, logistics, etc. for their Agency). Financial management and control at Agency level are treated as neutral as their role is often of an intermediate or mixed nature.

**Table 2.5 Staff benchmarking for 2025**

	Number of staff	Percentage of staff
Operational categories	293	83.72%
Administrative support and coordination	39	11.14%
Neutral	18	5.14%
<b>Total</b>	<b>350</b>	<b>100.00%</b>

## 2.6 Strategy for efficiency gains

The main vehicle for the EEA to improve quality and efficiency will be through the implementation of quality management. The focus is to strengthen the delivery of the EEA-Eionet Strategy and the internal vision towards efficiency, excellence and innovation. When fully implemented, all EEA work procedures will have been established, reviewed and improved. Quality management will establish a mechanism for continuous improvements. With an integrated and multiannual approach to planning, efficiency gains will come through multiannual work planning.

In 2025, the EEA completed the refurbishment of its offices to open activity-based workspaces. This has improved the efficient use of office space, accommodating a 40% increase in the EEA's staff complement with the capacity to accommodate further growth.

In addition, modernising and repurposing the office space and facilities has delivered substantial benefits to the EEA, including improving staff collaboration in the office and at home and engaging virtually with EEA stakeholders.

In the area of biodiversity and ecosystems, automated indicator workflows delivered substantial efficiency gains. Processing time for water scarcity and water use by source and sector indicators fell by more than 300%, while machine learning approaches improved timeliness and European coverage of these indicators.

Regarding human health and the environment, opportunities to reduce the reporting burden were considered in the development of new reporting data models and collection mechanisms. This followed changes to the regulatory framework for the reporting of industrial emissions and ambient air quality data. Further efficiencies will be achieved by transferring these dataflows to the Reportnet 3 platform. In addition, a new 'air quality widget' was developed in the European Air Quality Index to allow countries to reuse the index functionality in their own national websites. This reduces the effort for countries developing their own national air quality index web pages.

The continued modernisation of Reportnet brought significant efficiency gains, in particular through the transition to Reportnet 3. The successful migration of Reportnet 3 to a modern, cloud enabled target platform has strengthened the resilience, scalability and performance of business critical reporting services. This enables more reliable handling of high volume and complex dataflows. The systematic implementation of all new dataflows on Reportnet 3, alongside the phased transition of legacy dataflows from Reportnet 2, supports greater standardisation and automation across reporting processes. Together, these developments contribute to reduced manual effort and improved consistency, while also supporting the broader European Commission objective of simplification

and reduced reporting burden for countries, through digital information delivery processes.

Improvements in service stability, performance and cybersecurity, combined with strengthened user feedback mechanisms and follow up actions, have contributed to more predictable and efficient IT service delivery for both internal and external users. In parallel, progress on clear architecture principles and digital governance arrangements has boosted transparency, prioritisation and accountability across digital initiatives.

Further efficiency gains were achieved through targeted investments to strengthen the EEA's data processing and dissemination capabilities. Developments in 2025 increased the level of automation in downstream data handling, increasing the speed reported data can be integrated into analysis workflows and EEA products.

The establishment of a cross agency AI task force, combined with the development of clear guidelines, risk assessment methodologies and staff training, enabled the responsible operationalisation of AI in support of EEA activities. AI services and assistants released during 2025, alongside the development of the in house EEA GPT lab, have improved access to knowledge and data for both internal users and external stakeholders. Piloting of Microsoft 365 Copilot for general productivity, suggests the potential for tangible efficiency gains through the reduction of manual effort, accelerating analysis and supporting staff in routine and knowledge intensive tasks.

## **2.7 Assessment of audit and ex-post evaluation results during the reporting year**

### **2.7.1 Assessment of audit results**

The European Court of Auditors (ECA) report on the EEA's annual accounts for the financial year 2024 was published at the end of October 2025 and expressed an unqualified opinion of the accounts and an unqualified opinion on the legality and regularity of the transactions underlying the accounts.

Five observations were listed without calling the opinion into question.

One observation on the legality and regularity of transactions refers to two transactions. The EEA addressed the issues detected by strengthening its procedures and insisted that the payment considered irregular by the ECA was documented in an exception report.

Two other observations on management and control systems criticise implementing practices that were not explicitly indicated in the contracts. To avoid future misunderstandings, the EEA amended the related framework and will be more explicit in any future specific contracts about its type.

One observation from the financial year 2023 referring to late payments remained open and was reiterated among the observations on budgetary management. However, the share of late payments in the financial year 2024 was lower than in 2023 and for both years no late payment interest was accrued.

The other observation on budgetary management refers to the high carry overs for which a detailed breakdown has been provided with justification.

The next audit of the EEA's annual accounts will examine the 2025 financial year. It started with a preliminary desk review in September 2024 and the fieldwork took place in February 2025.

The Commission's Internal Audit Service (IAS) also functions as the EEA's internal auditor in accordance with EEA financial regulation. In 2025, it conducted an audit on the European Topic Centres (ETCs) and an in-depth risk assessment of the EEA.

The final report concluded that, overall, the EEA has designed and put in place adequate arrangements (controls) that are efficient and effective for selecting ETCs and cooperating with them. Four important recommendations were accepted, aiming at improving procedures and internal coordination. In particular, the auditors emphasised the need to ensure a clear distinction between selection and award criteria in future calls for proposals, to reinforce the documentation of key aspects of Article 5 procedures, and to clearly define and document EEA-ETC operational procedure, with the aim of integrating them into the quality management system.

The in-depth risk assessment of the EEA helped the IAS auditors define the strategic internal audit plan for 2026-2028, providing the next audit themes to be considered according to assessed risks.

### **2.7.2 Ex-post evaluation**

As foreseen in the EEA financial regulation (Article 29(3)), the EEA is subject to periodic retrospective evaluations carried out by the European Commission.

The outcome of the last evaluation of the EEA and its Eionet network, covering the 2017-2021 period, was published in July 2024 (SWD (2024) 204). In November 2024, the Management Board adopted its response to the evaluation. It asked the EEA to put in place an overview of actions (action plan) needed to address the evaluation recommendations, with the aim of facilitating the Management Board's provision of strategic guidance.

The EEA shared a proposal for the action plan with the Bureau at its January 2025 meeting. Based on input from the Bureau, an updated proposal was prepared for the Bureau meeting in March 2025. At the meeting, the action plan, its format and regular reporting through the EEA Management Board updates was agreed by the Bureau. The action plan was designed to cover the 2025-2026 period, as the next evaluation of the EEA and Eionet (covering the 2022-2026 period) will be initiated in the second half of 2026. In line with the Bureau agreement, the EEA then provided updates on the actions at the Management Board meetings in June and December 2025.

## **2.8 Follow-up of recommendations and action plans for audits**

In 2025, the EEA took actions to address all observations by the European Court of Auditors (ECA) for their annual audit on the financial year 2024. The ECA performed their audit on the financial year 2025 via two missions: a visit to the EEA in October 2025 and an online audit, commencing in February 2026.

The ECA clearing letter for the first mission is delayed and at the time of writing has not yet been received. No feedback is therefore available regarding the status of the observations related to the financial year 2024.

One of the 2024 observations relates to the late payment of invoices: 18% were paid after due date, though no late interest payments were made. The main reason

behind the high number of late payments was understaffing and an excessively high workload for finance staff. The rate of late payments was reduced to 12% in 2025 and concerted action is being taken this year to ensure that late payments are reduced to within the maximum threshold of 5% recommended by the ECA.

In 2025, the EEA has two ongoing actions plan agreed with the IAS. The first relates to the audit on ETCs, with implementation deadlines set for 2026. The second aims to address the recommendations of the IAS report on HR management and ethics.

The EEA has worked on all ten recommendations issued in the IAS report on HR management and ethics. Five of these are currently under the review of the IAS and are now closed.

One very important recommendation remains open and is delayed, though the documentation has already been prepared. This concerns the adoption of the EEA anti fraud strategy and the EEA policy on the prevention and management of conflicts of interest. In agreement with the Chair of the Management Board, both documents will be discussed at the Management Board meeting in March 2026, and subsequently adopted.

The last important open recommendation concerns career development and learning. Some related modules are delayed in their implementation due to technical issues.

## **2.9 Follow-up of observations from the discharge authority**

The discharge process involves (interchangeably) the European Parliament and the European Council. In preparation, the EEA replied to the standard questionnaire issued by the European Parliament's Committee on Budgetary Control.

Concerning the discharge process with respect to the implementation of the EEA's budget for the financial year 2024, the European Parliament and the following committees were involved:

- On 29 January 2026, the European Parliament's Committee on the Environment, Climate and Food Safety adopted its opinion and provided it to the European Parliament's Committee on Budgetary Control. The latter committee adopted its opinion on 24 March 2026.
- The final opinion was adopted by the European Parliament in its plenary session on 29 April 2026.
- The EEA will prepare a response to the discharge: Report of the Executive Director to the discharge authority on measures taken in the light of the discharge authority's recommendations of 2024 in accordance with Article 107(2) of the Framework Financial Regulation.

## 2.10 Environmental management

An accredited Eco-Management and Audit Scheme (EMAS) environmental verifier verified and validated the EEA's compliance <sup>(6)</sup> with the EMAS Regulation. On 21 November 2025, the EEA declared that the data and information in the EEA environmental statement 2024 <sup>(7)</sup> present a credible and correct image of its activities and environmental improvements. Subsequently, in December 2025 the audit was held and in February 2026, the EMAS registration for the EEA was successfully extended by a competent body under EMAS for another year.

The 2025 verification certificate <sup>(8)</sup> (Bureau Veritas) and the registration certificate <sup>(9)</sup> are both available on the EEA website on the '[Becoming a climate-neutral agency](#)' page.

For further details of the EEA's environmental management, see Annex 7.

## 2.11 Assessment by management

The CAAR 2025 describes the delivery of a work programme (*Single Programming Document 2025-2027*).

It is the EEA management's assessment that the underlying factors ensuring the organisation's long-term performance are sound and functioning well. Following the logic of the constituent elements of this report (achievements, management and internal control systems), the EEA has delivered a satisfactory result in 2025, given the risks and challenges the organisation has had to manage. The EEA will continue to strive for continuous improvement to bring added value to all its stakeholders.

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<sup>(6)</sup> Becoming a climate neutral agency.

<sup>(7)</sup> Environmental statement report 2024.

<sup>(8)</sup> Verification certificate 2024.

<sup>(9)</sup> EMAS registration certificate 2024.



## 3 Assessment of the effectiveness of the internal control systems

### 3.1 Effectiveness of internal control systems

#### **Changes in the EEA internal control environment**

With an increase in staff of more than 50% between 2020 and 2024, internal control systems had to be strengthened to ensure they are effective, efficient and agile enough to follow the evolution of the organisation.

To support the reinforcement of internal control processes, the Executive Director decided to change the internal audit capability function to an internal control coordinator (ICC) function in their capacity of appointing authority (AIPN) with effect 01/01/2025.

The main responsibilities of the ICC cover many of the advisory tasks previously 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.

The change does not affect the good governance of the EEA, as it is audited every year by both the ECA and the IAS, 'the internal auditor' in the sense of the Financial Regulation <sup>(10)</sup>. The ECA has also increased the number of audits over time by contributing to the financial audits of the EEA accounts, performance audits on environmental themes and reviews on horizontal processes.

#### **Assessment**

As the EEA's budget shall be implemented in compliance with effective and efficient internal control, the Management Board adopted an internal control framework in 2017. This contains 17 principles, based on best international practices and the internal control framework laid down by the Commission for its own departments.

In 2025, EEA management worked on several components of an EEA internal control framework.

As part of the 'control environment', the policy on the prevention and management of conflict of interests has been reviewed to align with the new organisational chart. Additional guidance was added for the reviewer when recording the assessment of potential conflict of interest. The policy will be discussed in the first Management Board meeting in 2026, with the aim of it being adopted.

EEA guidelines on the identification and management of sensitive functions were approved by the Management Board and served as a basis for assessing which functions in 2025 are listed as sensitive functions. The list has been approved by the Executive Director.

With regard to 'risk assessment', a specific focus was placed on fraud risk with the revision of the EEA anti-fraud strategy. This required a fraud risk assessment of all EEA activities. The highest identified fraud risks relate to the management

<sup>(10)</sup> EEA financial regulation, Chapter 7, art. 78 and art. 79.

of sensitive non-classified data and the integrity of internal control systems. The strategy will be discussed and proposed for adoption during the same Management Board meeting in 2026 and if adopted should be valid for three years. The EEA will report on its the implementation status in the relevant CAARs.

Under 'control activities', further work has been done on the IT disaster recovery plan with business continuity considerations, including an extensive testing exercise.

In addition, as stated in section 2.2 Major developments, a project was launched in 2025 to implement a quality management system, as part of implementing the delivery model and the internal EEA organisational vision (excellence, dynamism, innovation) of EEA management. Having a quality management system will ease the identification of control procedures and policies, the responsibilities for control activities and communication among staff about these procedures and policies. This project will continue in 2026.

The EEA, like several agencies, is managing externally assigned revenues which allow the access to funds in addition to the EU subsidies. These funds are provided through administrative arrangements known as project financed agreements (PFAs) under indirect management. A document providing a standardised, end-to-end process guideline for managing the lifecycle of PFAs has been developed in cooperation with EFSA to ensure a better implementation of these agreements, as well as better identification of the controls put in place to manage them. This document has been shared with the EU Agencies Network (EUAN).

To improve the 'monitoring activities' and ascertain whether the necessary components of internal control are present and function correctly, the director and heads of department have been updated quarterly on internal control aspects under their responsibilities since 2025.

The annual assessment of the effectiveness of all principles within the EEA internal control framework considered changes during 2025, as well as the work performed as described above. Its aim was to check whether controls are effective and if not, where improvements are required to ensure full compliance.

The principles that are only partially present and functioning that require major improvements to be fully effective are identified in Table 3.1.

In addition to the assessment of EEA internal control systems, an analysis of the costs and benefits of control was performed to ensure a fair balance between the effectiveness, efficiency and economy of controls (see Table 3.1 below).

**Table 3.1 EEA internal control framework assessment**

Component of internal control	Description	Assessment and follow up
Risk assessment	<ul style="list-style-type: none"> <li>• Principle 10 – The EEA selects and develops control activities that contribute to the mitigation of risks to the achievement of objectives to acceptable levels.</li> </ul> <p>Characteristics:</p> <ul style="list-style-type: none"> <li>• Cost-effective control activities are performed to mitigate the identified risks: these are tailored to the specific activities and risks of each department and their intensity is proportional to the underlying risks.</li> <li>• Control activities are integrated in EEA control systems: the EEA control system includes a variety of checks, such as supervision arrangements. Where appropriate it should include a balance of approaches to mitigate risks, considering manual and automated controls and preventive and detective controls.</li> <li>• Segregation of duties: when putting in place control measures, management considers whether duties are correctly divided between staff members to reduce risks of error and inappropriate or fraudulent actions.</li> <li>• Business continuity plans are up to date to ensure that the EEA can continue working to the extent possible in case of a major disruption congruent to the nature of EEA activities. Where necessary, business continuity plans must include coordinated and agreed disaster recovery plans for time-sensitive supporting infrastructure (e.g. IT systems).</li> </ul>	<p>Partially compliant – the EEA business continuity plan is outdated and does not take into account the new ways of working, e.g. with digitalised tasks and the new organisational structure.</p> <p>Business continuity measures are documented but scattered by activity.</p> <p>Improvements have been made and comprehensive and fully tested IT disaster recovery procedures are now in place. These provide adequate guidance on how to react in the event of a real disaster.</p>



**Table 3.2** Costs and benefits of controls

Relevant control system	Ex-ante controls			Ex-post controls		Total	
Title	Funds managed	Estimated cost of controls	Ratio (%)	Estimated cost of controls	Ratio (%)	Estimated cost of controls	Ratio (%)
Salaries and allowances	40,647,000	86,000	0.2	294,000	0.7	380,000	0.9
Travel and meetings	2,425,000	271,000	11.2	18,000	0.7	289,000	11.9
Procurement	19,098,000	1,050,000	5.5	138,000	0.7	1,188,000	6.2
Grants (ETCs)	9,261,000	141,000	1.5	67,000	0.7	208,000	2.2
<b>Total (EUR)</b>	<b>71.431.000</b>	<b>1,548,000</b>	<b>2.2</b>	<b>517,000</b>	<b>0.7</b>	<b>2,065,000</b>	<b>2.9</b>

### 3.2 Statement of the manager in charge of risk management and internal control

I, the undersigned,

Head of Resources within the European Environment Agency,

In my capacity as Head of Resources, I declare that, in accordance with the European Environment Agency's internal control framework, I have reported my advice and recommendations on the overall state of internal control in the European Environment Agency to the Executive Director.

I hereby certify that the information provided in the present consolidated annual activity report and in its annexes is, to the best of my knowledge, accurate, reliable and complete.

Signed in Copenhagen, 9 June 2026

Søren Brostrup Nielsen



## 4 Management assurance

### 4.1 Review of the elements supporting assurance

#### 4.1.1 Brief description of the building blocks of assurance

The information reported in Chapters 2 and 3 stems from the results of the work undertaken by management and audits. Audit reports result from a systematic analysis of the evidence available and cover only a part of the EEA's many core activities. Furthermore, different audit capacities (the IAS and the ECA) cover different areas. Together, their work and the internal controls in the EEA ensure a comprehensive basis for assurance.

This approach provides sufficient guarantees of the completeness and reliability of the information reported and results in exhaustive scrutiny of the budget delegated to the Executive Director.

In conclusion:

- There were no reservations listed in the previous years' annual activity reports.
- Most of the open IAS recommendations issued in October 2024 are under the review of the auditors. One key recommendation is delayed, ensuring that exchanges take place during the first Management Board meeting in 2026 on the related key internal control documents. There are no other open recommendations from before 2024.
- The EEA had not received the final ECA observations on the financial year 2025 at the date of publication of this report. The only open observation originating from the financial year 2024 has no impact on EEA accounts.
- There are no open observations from the European Parliament.

#### 4.1.2 Summary analysis of the conclusions of any significant weaknesses reported in Chapters 2 and 3 and an assessment of their combined impact on the declaration of assurance

Taking the above into consideration, no weaknesses were identified regarding the financial management of appropriations within the EEA that justify reservations to be made in the context of the declaration of assurance.

### 4.2 Reservations

No significant weaknesses have been identified and there are no formal reservations.

## 5 Declaration of assurance

I, the undersigned, Executive Director of the European Environment Agency,

In my capacity as authorising officer,

Declare that the information contained in this report gives a true and fair view.

I state that I have reasonable assurance that the resources assigned to the activities described in this report have been used for their intended purpose and in accordance with the principles of sound financial management and that the control procedures put in place give the necessary guarantees concerning the legality and regularity of the underlying transactions.

This reasonable assurance is based on my own judgement and on the information at my disposal, such as the results of the self-assessment, ex post controls, the work of the Internal Audit Service, the work of the internal control coordinator and the lessons learnt from the reports of the European Court of Auditors for years prior to the year of this declaration.

I confirm that I am not aware of anything not reported here that could harm the interests of the European Environment Agency.

Signed in Copenhagen, 9 June 2026

Leena Ylä-Mononen

## **Annex 1** Core business statistics

For details and analysis of the KPIs for 2025, please refer to Chapter 1.

## Annex 2 Statistics on financial management

Annex 2 provides additional financial statistics requiring disclosure, which have not already been provided in Section 2.3.

### *Indication of commitments for actions that will extend for more than one financial year; major items (greater than EUR 500,000) only*

Nothing to report.

### *Information on interest charged by suppliers through late payments (>30 days late)*

The EEA paid suppliers interest charges for late payments totalling EUR 1,670.32 in 2025. Most comprised a single payment to the Commission for the late payment of a fee charged under a service level agreement. The late payment was caused by a mislaid debit note from the Commission; the fee was paid promptly when a reminder was received.

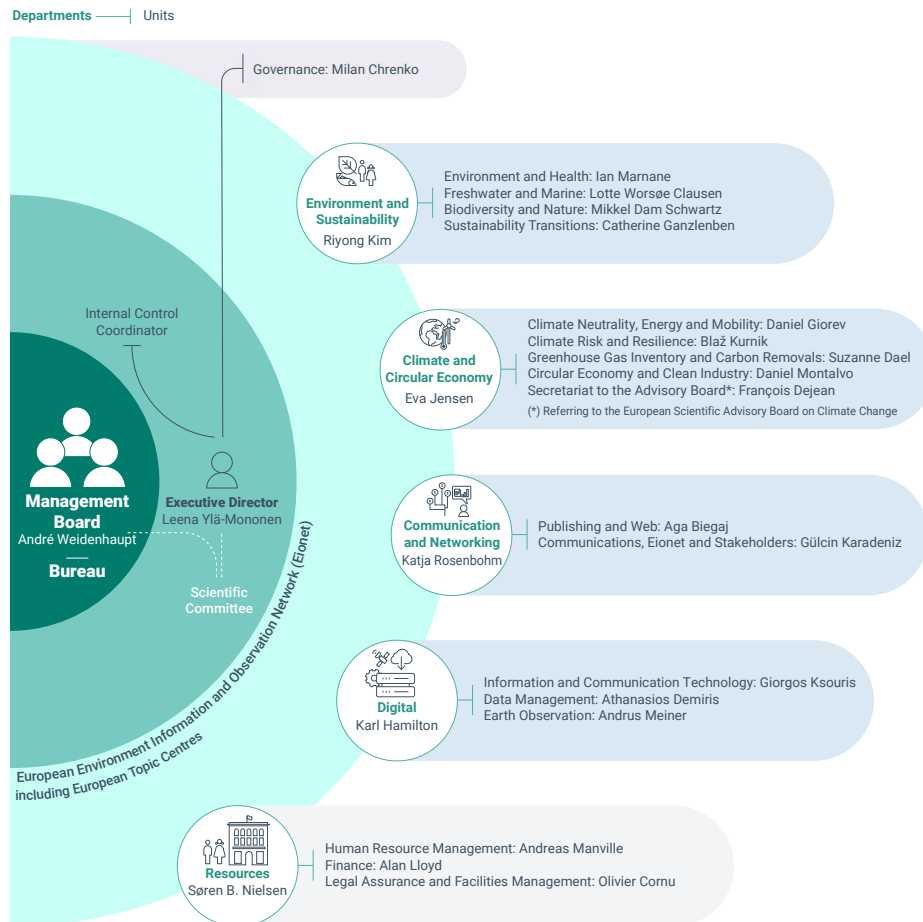
### *Budgetary out-turn for 2025*

**Table A2.1 Budgetary outturn for 2023-2025**

Budget outturn (EUR)	2023	2024	2025
Reserve from the previous years' surplus (+)			
Revenue actually received (+)	76,461,298	97,613,810	102,079,531
Payments made (-)	-68,363,709	-79,279,112	-90,525,673
Carryover of appropriations (-)	-34,296,083	-52,964,230	-53,527,858
Cancellation of appropriations carried over (+)	301,357	369,730	365,963
Adjustment for carryover of assigned revenue appropriation from previous year (+)	26,260,590	34,871,934	41,965,745
Exchange rate differences (+/-)	-31,400	-5,620	-48,662
Adjustment for negative balance from previous year			
<b>Total</b>	<b>332,053</b>	<b>606,511</b>	<b>309,046</b>

# Annex 3 EEA organisational chart

Figure A3.1 EEA organisational chart



**Notes:** The chart presents the EEA's organisation on 31 December 2025.  
The governance unit includes a Brussels Liaison Office, located in Brussels.

## Annex 4 Establishment plan and additional information on Human Resource management

**Table A4.1 EEA statutory staff and seconded national experts: 2025**

Human Resources	2025	
	Amended Budget	Actually filled 31/12/2025
Administrators (AD)	121	119
Assistants (AST)	55	49
Assistants/Secretaries (AST/SC)	0	0
Establishment plan posts	176	168
Contract Agents (CA)	102	94
Seconded National Experts (SNE)	20	16
<b>Total staff</b>	<b>298</b>	<b>278</b>

**Table A4.2 EEA establishment table: 2025**

Function group and grade	2025			
	Amended budget		Actually filled as of 31/12/2025	
	Permanent posts	Temporary posts	Permanent posts	Temporary posts
AD 16				
AD 15				
AD 14		2		1
AD 13	1	5		3
AD 12		6		2
AD 11		14		12
AD 10		14		8
AD 9		11		19
AD 8		14		10
AD 7		25		18
AD 6		27		44
AD 5		2		2
<b>AD Total</b>	<b>1</b>	<b>120</b>	<b>0</b>	<b>119</b>
AST 11		1		
AST 10	1	3		1
AST 9	2	7	2	7
AST 8		9		5
AST 7		10		10
AST 6		10		7
AST 5		7		8
AST 4		3		5
AST 3		2	1	2
AST 2				1
AST 1				
AST total	3	52	3	46
AST/SC 6				
AST/SC 5				
AST/SC 4				
AST/SC 3				
AST/SC 2				
AST/SC 1				
AST/SC total				
<b>Total</b>	<b>4</b>	<b>172</b>	<b>3</b>	<b>165</b>
<b>Grand total</b>	<b>176</b>		<b>168</b>	

**Table A4.3 EEA contract agents and seconded national experts: 2025**

Contract agents	2025 amended	Recruited as of 31/12/2025
Function Group IV	84	74
Function Group III	16	18
Function Group II	2	2
Function Group I	0	0
<b>Total</b>	<b>102</b>	<b>94</b>

Seconded national experts	2025 amended	Recruited as of 31/12/25
<b>Total</b>	<b>20</b>	<b>16</b>

**Table A4.4 Additional staff financed from grants, contributions or service level agreements**

Contract agents (CA) per agreement	Partner DG	2025 authorised
PARC	HaDEA	2
Copernicus Contribution Agreement	DEFIS	12
IPA III-Green Agenda and Energy Community	ENEST	7
NDICI-Governance of the Energy Community	ENEST	
EuroGEO 24	RTD	3
Climate and Health Observatory	SANTE	3
Regional and Urban Environmental Indicators	REGIO	2
Mission on Adaption to Climate Change	CLIMA	4
EEA-Eurostat Cooperation	ESTAT	3
Nitrates Directive	JRC	2
Mission Ocean Monitoring	MARE	3
European Climate Risk Assessment-No.2	CLIMA	5
<b>Total</b>		<b>46</b>

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

**DG**, Directorate-General; **DG CLIMA**, DG for Climate Action; **DG DEFIS**, DG for Defence Industry and Space; **DG ESTAT**, Statistical Office of the European Union (Eurostat); **DG JRC**, Joint Research Centre; **DG MARE**, DG for Maritime Affairs and Fisheries; **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; **PARC**, Partnership for the Assessment of the Risks of Chemicals; **IPA**, Instrument for Pre-accession Assistance; **NDICI**, Neighbourhood, Development and International Cooperation Instrument.

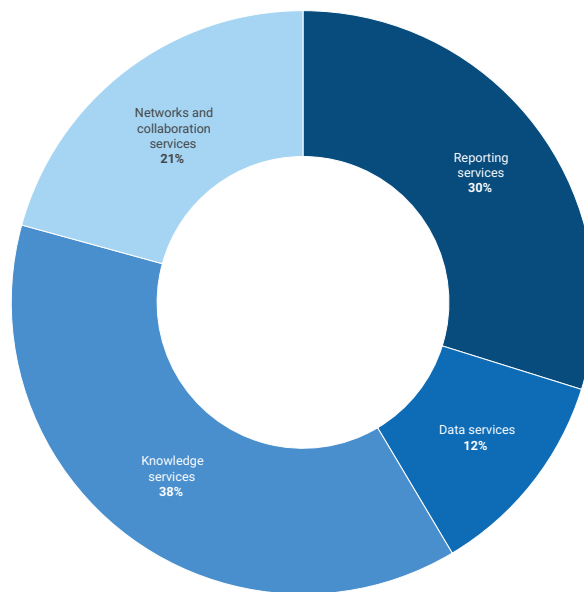
## Annex 5 Human and financial resources by activity

The annual work programme aligns with the updated delivery model and the use of resources is provided broken down into the four services of the delivery model. A further breakdown has been provided into the three thematic areas of environment, climate and sustainability.

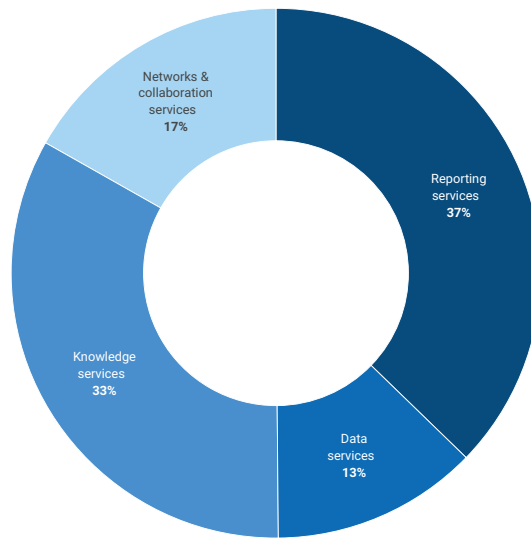
Staff time and operational costs reported in Figures A5.1 and A5.2 are to deliver the EEA's annual work programme. These exclude staff time and budget dedicated to delivering project-financed agreements funded by grant, contribution and service-level agreements.

The allocation includes a proportional allocation of support, management, governance and administration activities and resources.

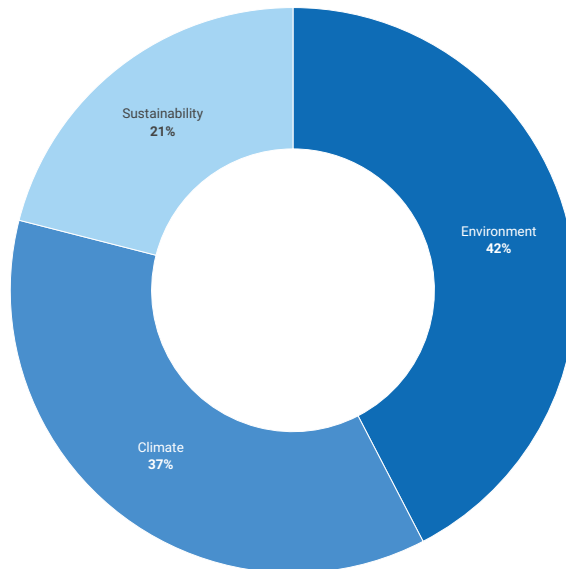
**Figure A5.1 Staff time in 2025 by delivery model services**



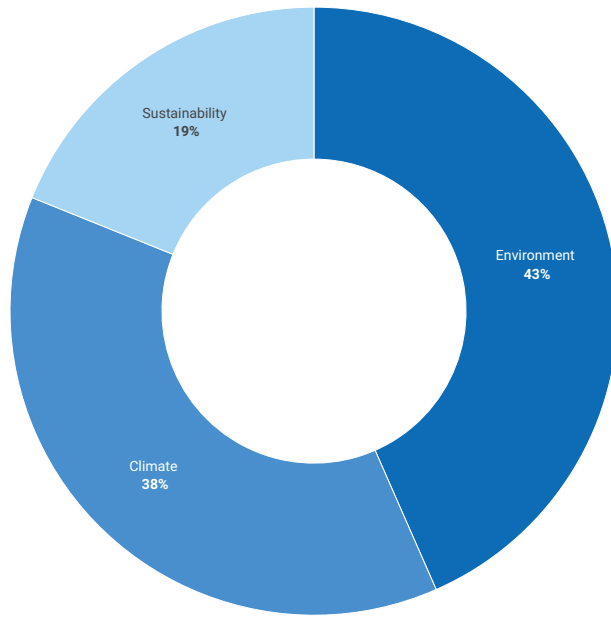
**Figure A5.2** Operational costs 2025 executed by delivery model services



**Figure A5.3** Staff time in 2025 by thematic area



**Figure A5.4** Operational costs 2025 execution by thematic area



## Annex 6 Contribution, grant and service-level agreements, and financial framework partnership agreements

Agreements	Start date	General information			Short description	Financial and HR information		
		Total amount (EUR)	Duration (months)	Counterpart		2024	2025	
<b>Grant agreements</b>								
PARC	May 2022	2,890,000	84	HaDEA	Continuation of human biomonitoring after the expiry of the HBM4EU agreement	Amount (EUR)		
						No. of CAs	2	2
						No. of SNEs		
<b>Contribution agreements</b>								
Copernicus Contribution Agreement	Nov 2021	142,500,000	86	DG DEFIS	Continuation of Copernicus activities, replacing the current agreement	Amount (EUR)	26,845,000	25,891,000
						No. of CAs	12	12
						No. of SNEs		
IPA III – Green Agenda and Energy Community	Jan 2023	3,912,000	36	DG ENEST	Continuation of Green Agenda tasks from IPA 2020 agreement and 2/3 of Energy Community budget	Amount (EUR)		
						No. of CAs	5	5
						No. of SNEs		
NDICI – Governance of the Energy Community	Jan 2023	1,000,000	36	DG ENEST	1/3 of budget supporting the implementation of the Governance Regulation in the Energy Community	Amount (EUR)		
						No. of CAs	2	2
						No. of SNEs		
Energy Community, Western Balkans and Moldova	Jan 2026	7,500,000	36	DG ENEST	Implementation of the Energy Community and engagement with Western Balkans and Moldova.	Amount (EUR)		7,500,000

General information						Financial and HR information	
Agreements	Start date	Total amount (EUR)	Duration (months)	Counterpart	Short description	2024	2025
<b>Service level agreements</b>							
EuroGEO	Dec 2020	1,500,000	39	DG RTD	Mainstreaming GEOSS data sharing and management principles in support of Europe's environment	Amount (EUR)	
						No. of CAs	2
						No. of SNEs	
EuroGEO 24	Apr 2024	2,000,000	36	DG RTD	Mainstreaming GEOSS data sharing and management principles in support of Europe's environment	Amount (EUR)	2,000,000
						No. of CAs	3
						No. of SNEs	
European Climate and Health Observatory	Aug 2021	4,800,000	89	DG SANTE	Supporting the content developments of the European Climate and Health Observatory	Amount (EUR)	2,500,000
						No. of CAs	1 2
						No. of SNEs	
Regional and 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 2
						No. of SNEs	
Mission on Adaptation to Climate Change	May 2022	2,880,000	56	DG CLIMA	Developing a support system tailored to the needs of the Mission in the Climate-ADAPT platform	Amount (EUR)	
						No. of CAs	4 4
						No. of SNEs	
European climate risk assessment	May 2022	1,800,000	30	DG CLIMA	Support the development of the first EU-wide climate risk assessment	Amount (EUR)	
						No. of CAs	2
						No. of SNEs	
EEA - Eurostat Cooperation	Jan 2023	2,000,000	48	DG ESTAT	Cooperation to enrich and make increased use of ESTAT data and accounts	Amount (EUR)	
						No. of CAs	3 3
						No. of SNEs	

Agreements	Start date	General information			Short description	Financial and HR information		
		Total amount (EUR)	Duration (months)	Counterpart		2024	2025	
Nitrates Directive	Dec 2023	871,000	30	DG JRC	Technical and scientific assistance in the implementation of the Nitrates Directive	Amount (EUR)		
						No. of CAs	2	2
						No. of SNEs		
Mission Ocean Monitoring	May 2024	2,500,000	48	DG MARE	Supporting the monitoring of the EU Mission 'Restore our Oceans and Waters by 2030'	Amount (EUR)	2,500,000	
						No. of CAs	3	
						No. of SNEs		
European Climate Risk Assessment - No.2	Jul 2025	4,450,000	42	DG CLIMA	Support the development of the second EU-wide climate risk assessment	Amount (EUR)		
						No. of CAs		
						No. of CAs		

**Notes:** The financial amount reported each year for the Copernicus Contribution Agreement is the pre-financing forecasted to be received in that year.

For all other agreements, the EEA Management Board approves the full budget for the agreement on commencement.

The EEA has non-differentiated appropriations, so the budget appropriations for commitments and payments are identical.

**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 ESTAT**, Statistical Office of the European Union (Eurostat); **DG NEAR**, DG for Neighbourhood and Enlargement Negotiations; **DG MARE**, DG for Maritime Affairs and Fisheries; **DG REGIO**, DG for Regional and Urban Policy; **DG RTD**, DG for Research and Innovation; **DG SANTE**, DG for Health and Food Safety; **HBM4EU**, Human Biomonitoring for Europe; **PARC**, European Partnership for the Assessment of the Risks of Chemicals; **IPA**, Instrument for Pre-accession Assistance; **NDICI**, Neighbourhood, Development and International Cooperation Instrument.

# Annex 7 Environmental management

## Context of the EEA and its environmental management strategy

The EEA commits to its environmental policy to minimise its environmental impacts and continually improve its environmental performance.

## The EEA's environmental management system

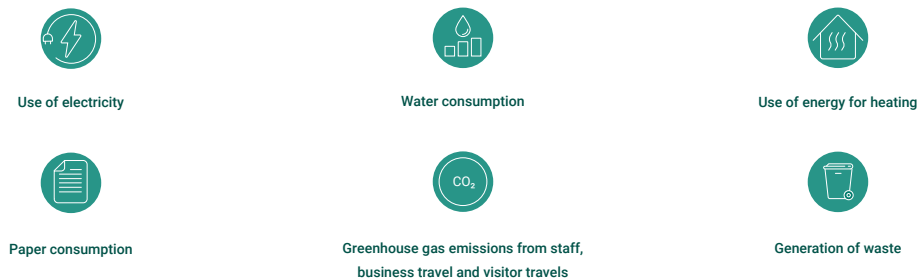
The EEA's Environmental Management System is set up in accordance with the requirements of the EU Eco-Management and Audit Scheme (EMAS) Regulation (EMAS IV) (6) and the EN

ISO 14001:2015 standard. It was registered under EMAS in 2005. The management and procedures of the EMS are documented in the 'EEA environmental management handbook', an internal document accessible on the EEA's intranet.

## Environmental aspects, indicators and targets

EEA activities have both direct and indirect impacts on the environment. Under EMAS, the EEA routinely monitors the following environmental aspects in its environmental statement.

**Figure A7.1 Areas routinely monitored**



For each of the environmental aspects, the annual environmental statement report outlines details of objectives, monitoring and progress. It includes a summary table outlining the sources of the environmental impact, action plans, responsibilities, performance indicators, the performance of the previous year and the percentage change compared with data from the previous five years. The EEA's [environmental statement for 2024](#) was published in 2025. The EEA's annual environmental statement reports conform to requirements stipulated in the EU Eco-Management and Audit Scheme (EMAS) Regulation and take into account the sectoral reference document for the public administration sector.

## Annex 8 Provisional accounts

The EEA's provisional annual accounts for the year 2025 are available [here](#).

## Annex 9 Abbreviations

Abbreviation	Name
<b>8th EAP</b>	Eighth Environment Action Programme
<b>BISE</b>	Biodiversity information system for Europe
<b>CAAR</b>	Consolidated annual activity report
<b>Cedefop</b>	European centre for the development of vocational training
<b>CLMS</b>	Copernicus Land Monitoring Service
<b>DG CLIMA</b>	Directorate-General for Climate Action
<b>DG DEFIS</b>	DG for Defence Industry and Space
<b>DG ENV</b>	Directorate-General for Environment
<b>DG ENEST</b>	Directorate-General for Enlargement and the Eastern Neighbourhood
<b>DG MARE</b>	Directorate-General for Maritime Affairs and Fisheries
<b>DG REGIO</b>	DG for Regional and Urban Policy
<b>DG RTD</b>	Directorate-General for Research and Innovation
<b>DG SANTE</b>	Directorate-General for Health and Food Safety
<b>EC</b>	European Commission
<b>ECA</b>	European Court of Auditors
<b>ECDC</b>	European Centre for Disease Prevention and Control
<b>ECHA</b>	European Chemicals Agency
<b>EE25</b>	Europe's environment 2025 report
<b>EEA</b>	European Environment Agency
<b>EFSA</b>	European Food Safety Authority
<b>Eionet</b>	European Environment Information and Observation Network
<b>EMA</b>	European Medical Agency
<b>EMAS</b>	Eco-Management and Audit Scheme
<b>EMSA</b>	European Maritime Safety Agency
<b>EPA</b>	Environmental protection agencies
<b>ETC</b>	European Topic Centre
<b>ETS</b>	Emissions Trading System
<b>EU</b>	European Union
<b>Eurofound</b>	European foundation for the improvement of living and working conditions
<b>FISE</b>	Forest information system for Europe
<b>FORENV</b>	The EU environmental foresight system
<b>GEO</b>	Group on Earth Observations
<b>GEOSS</b>	Global Earth Observation System of Systems
<b>GHG</b>	Greenhouse gas
<b>IAS</b>	Internal Audit Service
<b>IT</b>	Information technology

## Abbreviations

<b>Abbreviation</b>	<b>Name</b>
<b>JRC</b>	Joint Research Centre
<b>KPI</b>	Key performance indicator
<b>LULUCF</b>	Land use, land use change and forestry
<b>MFF</b>	Multiannual Financial Framework
<b>MSFD</b>	Marine Strategy Framework Directive
<b>NECD</b>	National Emission reduction Commitments Directive
<b>NFP</b>	National focal points
<b>OECD</b>	Organisation for Economic Co-operation and Development
<b>PARC</b>	Partnership for the Assessment of Risks from Chemicals
<b>PFA</b>	Project financed agreements
<b>QMS</b>	Quality Management System
<b>SC</b>	Scientific Committee
<b>SLA</b>	Service level agreement
<b>SoE</b>	State of the Environment
<b>SPD</b>	Single programming document
<b>UNECE</b>	United Nations Economic Commission for Europe
<b>UNEP</b>	United Nations Environment Programme
<b>UNFCC</b>	United Nations Framework Convention on Climate Change
<b>UWWTD</b>	Urban Waste Water Treatment Directive
<b>WFD</b>	Water Framework Directive
<b>WHO</b>	World Health Organization
<b>WISE</b>	Water Information System for Europe

## European Environment Agency

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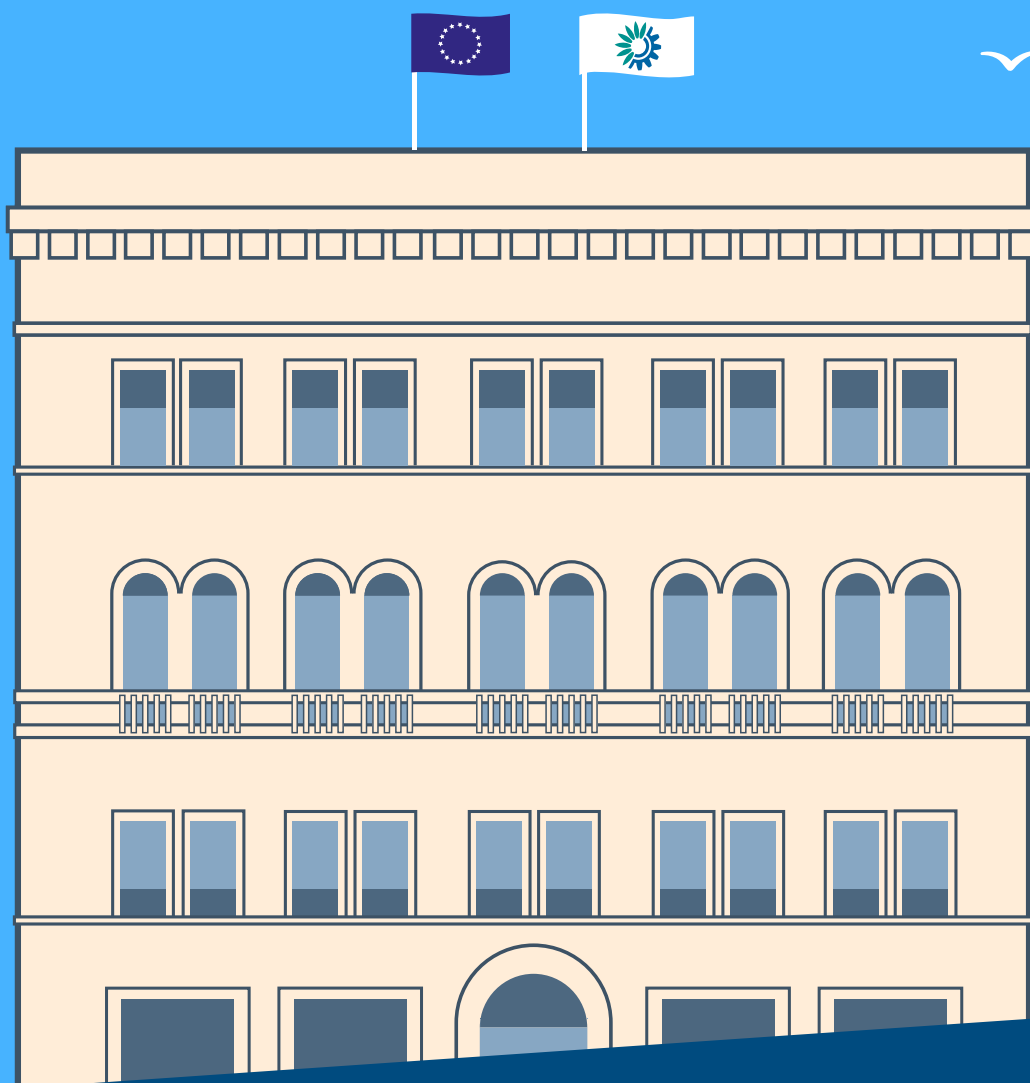
## Finding information about the EU

### Online

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