



EUROPEAN
COMMISSION

Brussels, 26.5.2025
C(2025) 3200 final

ANNEX

ANNEX

to the

Commission Decision

**approving the work programme 2025 of the European Innovation Council and SMEs
Executive Agency**



Annex

Annual work programme 2025

EUROPEAN INNOVATION COUNCIL AND
SMEs EXECUTIVE AGENCY (EISMEA)

Contents

| | |
|--|----|
| FOREWORD. Message from the Director | 4 |
| PART 1. Mission statement..... | 5 |
| PART 2. Key performance indicators | 6 |
| PART 3. Delivering on the Commission's priorities: main outputs for 2025 | 8 |
| Horizon Europe..... | 9 |
| European Innovation Council (EIC) | 9 |
| EIC Programme Managers..... | 9 |
| EIC Pathfinder | 10 |
| EIC Transition | 10 |
| EIC Accelerator | 11 |
| Strengthening the EIC: additional calls | 12 |
| EIC Prizes..... | 12 |
| EIC Community and Business Acceleration Services | 13 |
| EIC Communication Actions | 13 |
| European Innovation Ecosystems (EIE)..... | 14 |
| Single Market Programme | 15 |
| Consumer protection pillar of the Single Market Programme | 15 |
| SME pillar of the Single Market Programme..... | 16 |
| Internal Market and support to standardisation | 16 |
| European Regional Development Fund (ERDF)..... | 18 |
| Interregional Innovation Investments (I3) Instrument..... | 18 |
| PART 4. Modernising the administration: main outputs for 2025..... | 19 |
| A. Human resource management..... | 19 |
| B. Sound financial management..... | 21 |
| C. Fraud risk management..... | 22 |
| D. Digital transformation and information management | 23 |
| Digital transformation | 23 |
| Information and IT security rules | 24 |
| Data, information and knowledge management..... | 24 |
| Data protection | 24 |
| E. Sound environmental management | 25 |

| | |
|---|----|
| F. Initiatives to improve economy and efficiency of financial and non-financial activities | 25 |
| ANNEX 1: Performance tables – Delivering on the Commission’s priorities: main outputs for 2025..... | 26 |
| ANNEX 2: Resources: staff and budget..... | 48 |
| G. Administrative budget..... | 48 |
| H. Human resources..... | 49 |
| I. Delegated operational appropriations..... | 51 |
| ANNEX 3 Call Planning Tables | 52 |

FOREWORD. Message from the Director

In 2025 EISMEA will continue to support the political priorities of its parent DGs with a strong focus on innovation, start-ups and SMEs.

The agency will work to stimulate groundbreaking innovation in strategic technologies through its management of the EIC Strategic Technologies for Europe Platform (STEP) Scale Up Call, playing its part in propelling Europe's economic, industrial, and technological competitiveness.

EISMEA will also manage a new pilot aiming to increase the innovation potential of early-stage deep tech startups in widening countries, helping them attract private investments and scale up.

Supporting the completion of the [New European Innovation Agenda](#) (NEIA) Flagships, EISMEA will launch calls aiming to scale up deep-tech innovative companies; enable innovation through innovative public procurement; and strengthen innovation ecosystems across the EU.

Through actions of the European Innovation Ecosystems programme (EIE) and I3 Instrument, as well as Regional Innovation Valleys, the agency will work to accelerate innovation deployment and create new links in connected regional innovation ecosystems across the EU.

The agency will continue to strengthen the competitiveness and sustainability of SMEs through its active support of the [Enterprise Europe Network](#) (EEN), [Erasmus for Young Entrepreneurs](#) (EYE) and [Joint Cluster Initiatives](#) (EUROCLUSTERS). In addition, it will continue its support of consumer organisations and bodies.

The agency will face both new and ongoing challenges in 2025. Notably, as of 1 January 2025, the agency will introduce SUMMA, the Commission's next-generation corporate financial system. The roll-out will take place for both operational and administrative budgets of the agency. EISMEA will maintain its efforts in managing its staff allocation for 2025 and continue to focus on delivering its Recovery Plan¹, done in response to feedback from the 2023 Staff Survey. As such it will continue to implement a series of actions centred on trust, communication, workload and professional development with a view to improving the engagement of staff.

2025 will also see the agency implementing its greening strategy and internal communication strategy. Put together, these initiatives will provide a strong foundation for a more sustainable and cohesive working environment for the years to come.

⁽¹⁾ EISMEA's reply to the 2023 Staff Survey Results.

PART 1. Mission statement

From ideas to global markets: Innovation made in Europe.

The European Innovation Council and SMEs Executive Agency ([EISMEA](#)) was established on 1 April 2021 ⁽²⁾. With a focus on innovation and the single market, it will create strong synergies to support the recovery, strengthening and twin transition of the European economy. The agency has been entrusted with the implementation of the following (parts of) Union programmes:

- [Horizon Europe](#), pillar III: the [European Innovation Council \(EIC\)](#) and [European Innovation Ecosystems \(EIE\)](#);
- [European Regional Development Fund](#): [Interregional Innovation Investments \(I3\) Instrument](#);
- [Single Market Programme](#): [SME pillar](#); [Internal market](#); [support to standardisation](#); and [Consumer](#) protection pillar.

By implementing these programmes and the specific delegated tasks ⁽³⁾, the agency will contribute to reaching the European Commission's objectives of a [European Green Deal](#) and [a Europe fit for the digital age](#), hence contributing to its open strategic autonomy. It will also be contributing to the objectives of the new STEP Regulation ⁽⁴⁾ to stimulate investments in critical technologies.

EISMEA's mission is to provide high quality support to European innovators, researchers, businesses, regions and consumers. We aim to reinforce the European Union's position as a global leader in Research and Innovation, strengthen its Single Market, open up opportunities for SMEs and maintain high standards of protection for its citizens towards a more competitive, digital, green and inclusive EU.

The agency implements its mission in close cooperation with its five parent Directorates-General (DGs) of the European Commission: DG Research and Innovation (DG RTD), DG Communications Networks, Content and Technology (DG CONNECT), DG Internal Market, Industry, Entrepreneurship and SMEs (DG GROW), DG Justice and Consumers (DG JUST), and DG Regional and Urban Policy (DG REGIO) who are represented on EISMEA's Steering Committee. It also benefits from the presence of Secretariat-General (SG) and of Directorate A of DG RTD as Observers in the Steering Committee. This close cooperation with the parent DGs is essential not only for programme implementation tasks but also for the feedback the agency provides to the Commission in view of the latter's policy tasks.

⁽²⁾ COMMISSION IMPLEMENTING DECISION (EU) 2021/173 of 12 February 2021

⁽³⁾ As outlined in Article 4 and annexes of Commission Decision C(2021)949 final, as amended by Decision C(2023) 4256 final.

⁽⁴⁾ Regulation (EU) 2024/795

PART 2. Key performance indicators

The agency's key performance indicators provide a comprehensive overview of the agency's performance.

Efficient programme management. Ensuring that grants are signed on time (TTG) demonstrates the agency's ability to manage the evaluation and grant agreement preparation processes that form a major part of its core tasks. Full operational budget execution ensures that the programmes run smoothly and stay on track.

Sound financial management. The agency's ability to pay within legal deadlines (TTP) helps to demonstrate the effectiveness of its financial management across its administrative and operational budget.

Policy support impact. EISMEA's ten EIC Programme Managers each provide an annual workshop for DGs on future trends in their key thematic areas. Their input helps to inform the Commission's policy making.

Robust internal control. The agency will measure the overall risk at closure. This indicator is compulsory for all Executive Agencies.

Quality of service (client satisfaction). The agency surveys its clients – including beneficiaries, contractors, and evaluators – to get a more in-depth understanding of the quality of its service and use the results to improve further.

They are summarised in the table below.

Key Performance Indicators – overview

KEY PERFORMANCE INDICATORS OVERVIEW

1) EFFICIENT PROGRAMME MANAGEMENT

SOURCE OF DATA: EISMEA (UNIT C.01)



TIME TO GRANT

BASELINE (2024)

77% of grants signed within deadlines

TARGET (2025)

100% of grants signed within deadlines.
(indicative)



% OF BUDGET EXECUTION

operational budget: **100%** (commitments & payments).

operational budget: **100%** (commitments & payments).

2) SOUND FINANCIAL MANAGEMENT

SOURCE OF DATA: EISMEA (UNIT C.01)



TIMELY PAYMENTS

BASELINE (2024)

98.8% of payments within legal deadlines
(administrative budget).

TARGET (2025)

100% of payments⁽¹⁾ within legal deadlines
(administrative and operational budget).

99.5% of payments within legal deadlines
(operational budget).

100% of payments⁽¹⁾ within legal deadlines
(administrative and operational budget).

3) POLICY SUPPORT IMPACT OF EIC PROGRAMME MANAGERS' F2P WORKSHOPS

SOURCE OF DATA: EISMEA (UNIT 01)

BASELINE (2024)⁽²⁾

One thematic workshop per year per PM.



SATISFACTION RATE⁽³⁾
(usefulness of feedback
to policy)
89%

MID-TERM (2025)

One thematic workshop per year per PM.



SATISFACTION RATE
above 80%

TARGET (2027)

One thematic workshop per year per PM.



SATISFACTION RATE
above 80%

4) ROBUST INTERNAL CONTROL

SOURCE OF DATA: EISMEA 2024 AAR (TEAM C-CONTROL)



BASELINE (2024)

Overall risk at closure

2,21%

TARGET (2025)

Overall risk at closure

< 2%

TARGET (2027)

**HIGHER LEVELS
OF SATISFACTION
BY CLIENT GROUP
/ PROGRAMME.**

5) % OF SATISFIED CLIENTS⁽⁴⁾

SOURCE OF DATA: EISMEA CLIENT SATISFACTION SURVEY

BASELINE (2023)

EIC PRIZES
APPLICANTS

53.1%

GRANT
APPLICANTS

63.8%

COACHES

71.9%

EIC PRIZES
AWARDEES

74.5%

TENDERERS &
CONTRACTORS

78%

BENEFICIARIES

83.2%

EXPERTS

91%

(1) In value (2) Indicator agreed in 2023 (previous indicator concerned EIC Board – these tasks were repatriated to the Commission in 2023)

(3) Measured via a survey of participants

(4) The 2023 baseline survey will be repeated in 2027 and reported on in EISMEA's AAR.

PART 3. Delivering on the Commission's priorities: main outputs for 2025

EISMEA has a strong economic oriented portfolio, grouping the EIC with other relevant strands of the Single Market Programme. It creates strong synergies to support the recovery of the European economy, and in particular small and medium-sized enterprises (SMEs), notably through innovation. Reinforcing these efforts, European Innovation Ecosystems and Interregional Innovation Investments (I3) Instrument ensure visibility for innovation, key to supporting the modernisation and sustainability of the EU economy.

EISMEA implements its delegated programmes through actions including the launch and conclusion of grant and procurement procedures, management of prizes, preparation of the adoption of award decisions, project monitoring, financial control and accounting, the contribution to programme evaluation and various support tasks including contribution to the preparation of the EIC work programme and the provision of feedback to policy (F2P). As outlined in detail per programme below, by implementing these tasks, the agency contributes to the achievement of the general and specific objectives of its parent DGs.

The agency's F2P framework, encompasses all delegated programmes under a single umbrella to respond to the policy needs of its parent DGs and also other policy DGs. It aims to foster synergies between the programmes managed by the agency to increase efficiencies and strengthen impact. It also foresees links to other EU programmes to support complementarities and common learning. The implementation is based on annual F2P plans specific to the programme, and composed of a series of pre-defined deliverables as well as envisaging ad-hoc requests for policy needs that cannot be anticipated.

In 2025, EISMEA will continue implementing F2P activities in line with the action plan agreed with its parent DGs. A specific focus will be given to political priorities including a European Green Deal, a Europe fit for the Digital Age, an Economy that Works for People, and the Strategic Technologies for Europe Platform (STEP) Regulation. The agency will also work with parent DGs to increase awareness of their policy goals among EISMEA's staff as a means of ensuring that EISMEA's policy feedback corresponds even more closely to parent DGs' needs.

The agency will also support the Commission's efforts towards simplification, including by continuing to launch calls using the lump sum cost model and by providing suggestions on possible simplification measures in programme implementation.

Horizon Europe

As part of [Horizon Europe](#) – the EU’s research and innovation framework programme – pillar III (Innovative Europe), the agency will implement actions under the [European Innovation Council](#) and [European Innovation Ecosystems](#).

By implementing these actions, EISMEA will support the development and scaling-up of SMEs with breakthrough and disruptive technologies and help make sure that Europe’s open strategic autonomy is ensured in critical technology areas. It will also help create an ecosystem where innovative solutions can be created and supported in their growth. As such, EISMEA will contribute to the European Commission’s objectives of ‘A Europe fit for the Digital Age’ and ‘An Economy that Works for People’.

European Innovation Council (EIC)

The EIC aims to support the rapid scale up of innovative technologies and companies (mainly start-ups and SMEs) at EU and international level. It is organised into three main funding schemes: the **EIC Pathfinder** for advanced research to develop the scientific basis to underpin breakthrough technologies; the **EIC Transition** to validate and test technologies and plan a pathway to market; and the **EIC Accelerator** to help companies bring their innovations to market and scale up. The financial support is complemented with access to **Business Acceleration Services (BAS)**. In addition, **EIC prizes** and other related actions provide complementary support to promising innovators. As well as implementing this funding and support, EISMEA also supports the European Commission in its coordination of the activities of the [EIC Board](#).

EIC Programme Managers

The priorities of the [EIC Programme Managers](#) for 2025 are:

- Awareness-raising of the Challenges of the EIC Work Programme 2025 among potential applicants, helping to build a community that can respond to the relevant calls for proposals. Activities include the organisation of a 2025 Info Day on the Challenges developed by the Programme Managers as well as workshops and engagement with national contact points (NCP).
- Development of Challenges for the EIC Work Programme 2026 in collaboration with the parent DGs
- Pro-active portfolio management for 16 Pathfinder Challenges coming from the 2021, 2022 and 2023 Work Programmes, including the development and update of their respective portfolio strategy plans.
- Participation in selection panels and juries for Pathfinder, Transition and Accelerator topics coming from the Work Programme 2025.

- Feedback to policy workshops with relevant DGs will be run by each Programme Manager with relevant policy DGs and their impact measured via satisfaction surveys (see KPI table above).
- Contribution to the EIC Impact Report and EIC Tech Report 2025, and production of annual activity reports showcasing the activities that the Programme Managers have carried out with their projects and portfolios.

EIC Pathfinder

The [EIC Pathfinder](#) offers grants to achieve proof of principle and validate the scientific basis of breakthrough technology. EIC Pathfinder projects are characterised by their interdisciplinary / multidisciplinary nature. In 2025, the agency will launch one “Open” call and four “Challenges” (thematic calls) in the following areas: Biotech for Climate Resilient Crops and Plant-Based Biomanufacturing; Generative-AI Based Agents to Revolutionise Medical Diagnosis and Treatment of Cancer; Towards Autonomous Robot Collectives Delivering Collaborative Tasks in Dynamic Unstructured Construction Environments; Waste-to-Value Devices: Circular Production of Renewable Fuels, Chemicals and Materials.

These calls will offer grants up to EUR 3 million (Open) or EUR 4 million (Challenges), or more if duly justified.

Put together, the calls will contribute to supporting the development and scaling up of breakthrough and disruptive technologies, helping to ensure Europe’s open strategic autonomy in important technology areas.

In addition, the agency will implement the 370 projects selected under the EIC Pathfinder calls within Horizon Europe to date as well as the related **legacy activities of the Horizon 2020 Programme** Future and Emerging Technologies (FET) – around 200 grants. The agency will amend a number of EIC Pathfinder projects by adding participants from widening countries that were selected via the [“Hop-on facility”](#) call.

Further information is available in the annexed [EIC Pathfinder performance table](#).

EIC Transition

The [EIC Transition](#) funds innovation activities that go beyond the experimental proof of principle phase in the laboratory. It targets research teams, established SMEs and spin-off companies willing to bring research results stemming from Horizon 2020 and Horizon Europe eligible projects closer to the market.

Implementing EIC Transition actions will support the development and scaling up of SMEs with breakthrough and disruptive technologies. As such, the agency will launch one Transition call in 2025 that is open to any scientific and application topic, offering around 40 grants of up to EUR 2.5 million to single applicants or small consortia. EIC Transition is open for proposals from ERC PoC and Pillar II of Horizon Europe demonstrating synergies with other parts of Horizon Europe and supporting the Commission’s priority of putting research and

innovation (R&I) at the heart of the European economy. Successful applicants must validate and demonstrate a technology in an application-relevant environment and develop its market readiness.

Further information is available in the annexed [EIC Transition performance table](#)

EIC Accelerator

The [EIC Accelerator](#) focuses on innovations building on scientific discovery or technological breakthroughs ('deep tech') and where significant funding is needed over a long timeframe before returns can be generated ('patient capital'). Funding and support from the EIC Accelerator are designed to enable such innovators attract the full investment amounts needed for scale up in a shorter timeframe.

To implement the EIC Accelerator, the agency runs continuously open calls as well as specific challenges, targeting EU policy priorities including: energy sustainability and security ([REPowerEU](#)); [food security](#); the [European AI Strategy](#); the [Health Emergency Response Authority](#) (HERA) as well as concerning critical technologies for the EU's economic security ⁽⁵⁾. In 2025, the agency will manage an "Open" call (continuously open for short proposals; two cut-off deadlines for full proposals) and launch five "Challenges" (thematic calls) in the following areas: Acceleration of advanced materials development and upscaling along the value chain; Biotechnology-driven low emission food production systems; Creating European Champions in Generative AI; Innovative in-space servicing, operations, space-based robotics and technologies for a resilient EU; Breakthrough innovations for future mobility. EISMEA will continue to select (with the help of external experts) the beneficiaries of EIC Accelerator support, carry out technical due diligence with the help of experts, manage the grant component and ensure coordination between the grant and investment components.

The agency will also continue to implement legacy activities (Fast Track to Innovation, SME Instrument and EIC Pilot projects) launched under Horizon 2020 as well as more than 500 signed contracts under Horizon Europe. EISMEA will implement its responsibilities in relation to the EIC Fund along with its lead parent DG (DG RTD) and with the other implementing parties (EIB, AlterDomus (Fund Manager) and AlterDomus (administrator)) according to the third Commission Decision of December 2023 ⁽⁶⁾ and as stipulated under the internal operating guidelines agreed between the implementing parties.

Further information is available in the annexed [EIC Accelerator performance table](#).

⁽⁵⁾ C(2023) 6689 Annex to the Commission Recommendation on critical technology areas for the EU's economic security for further risk assessment with Member States.

⁽⁶⁾ C(2023) 8183 COMMISSION DECISION on the completion of the restructuring of the European Innovation Council (EIC) Fund in the context of the implementation of the EIC Accelerator under Horizon Europe

Strengthening the EIC: additional calls

In addition to the three pillars of the EIC (Pathfinder, Transition and Accelerator), the EIC foresees additional calls addressing specific political objectives.

Strategic Technologies for Europe Platform (STEP) scale-up call

In 2025 EISMEA will manage the new EIC Strategic Technologies for Europe Platform (STEP) Scale Up Call which seeks to stimulate groundbreaking innovation in strategic technologies, propelling Europe's economic, industrial, and technological competitiveness.

Pre-Accelerator call

EISMEA will also manage the new Pre-Accelerator call. Offering grants between EUR 300,000 to EUR 500,000. The call aims to increase the innovation potential of early-stage deep tech startups in widening countries to create a pipeline of projects for the Accelerator, helping them to attract private investments and to scale up.

Further information is available in the annexed [EIC Additional Calls performance table](#).

Women TechEU initiative

EISMEA will relaunch a EUR 15 million Coordination and Support Action (CSA) to continue implementing the Women TechEU initiative. The consortium will provide support to third parties in the form of grants for the amount of EUR 75 000. The initiative is designed to support early-stage women-led deep-tech startups, paving their way for the participation in future EIC calls.

Further information is available in the annexed [EIC Additional Calls performance table](#).

EIC Prizes

[EIC Prizes](#) are a powerful tool to support and foster innovation. They engage with citizens by shedding light on the best innovators and their practices while also having a direct impact on the ecosystems and their players. The agency will pay the Award winners of the 2024 edition of the [European Capital of Innovation Awards \(iCapital\)](#) and the [European Social Innovation Competition](#), as well as the 2025 edition of the [EU Prize for Women Innovators](#), and the 2024-2025 edition of the [European Innovation Procurement Awards](#).

The Agency will also manage the process for:

The 2026 [European Capital of Innovation Awards \(iCapital\)](#) which will recognise the role of cities as catalysers of the local innovation ecosystem and stimulate new activities aimed at boosting game-changing innovation.

The 2026 [EU Prize for Women Innovators](#) which will celebrate and support talented women entrepreneurs from the EU and countries associated to Horizon Europe whose disruptive innovations are driving positive changes for the people and the planet.

Further information is available in the annexed [EIC Prizes performance table](#)

EIC Community and Business Acceleration Services

The EIC's [Business Acceleration Services](#) (BAS) use the pan-European reach of the EIC to connect EIC beneficiaries, Seal of Excellence companies and Women Tech EU beneficiaries with ecosystem partners. The objective is to stimulate the development of the innovations as well as the growth of supported companies.

In addition, EISMEA deploys coaches and manages contracts and grants delivering value-added services such as **tech-to-market activities** and **access to business partners, corporates, innovation procurers and investors**. Initiatives include events, visits, access to overseas trade fairs, soft landing programmes, pilots and trial collaborations to facilitate the international expansion of EIC beneficiaries. The provision of these activities will be renewed through new 5 tender procedures to be launched in 2025.

All BAS services are accessible through the [EIC Community platform](#) which also offers peer to peer activities, including a [Women Leadership Programme and access to GHG emissions measurement tool](#).

In 2025 the agency will further stimulate the uptake of services offered by selected ecosystem partners (including [EIT KICs](#)) in the [online catalogue](#) by offering financial support to cover up to 50% of the costs for EIC beneficiaries. It will also provide EIC beneficiaries with tailored services to enhance their capabilities to take part in innovation procurement bids and will provide financial support for pilots between EIC beneficiaries and public and private procurers. Pathfinder and Transition beneficiaries will benefit from a continued set of venture building and training activities. The most promising companies - in line with the STEP strategic domains - will receive scaleup support through the EIC Scaling Club programme (a specific action within the New European Innovation Agenda).

In addition, the agency will continue to run projects and contracts delivering BAS services for the legacy Pathfinder, Transition, Accelerator and FTI projects funded under Horizon 2020 as well as for companies awarded the Seal of Excellence and WomenTech EU beneficiaries.

Further information is available in the annexed [EIC Community and BAS performance table](#).

EIC Communication Actions

In 2025, EISMEA, in line with recommendations from the EIC Board and in coordination with DG RTD, will promote [EIC funding opportunities](#) by participating in major deep tech [events](#), organising info days and the EIC Summit. The agency will also implement [communication campaigns](#) targeting key audiences (women innovators, start-ups, and researchers in

widening countries, investors) and continue production of audio-visual [communication material](#).

Further information is available in the annexed [EIC Communication Performance table](#)

European Innovation Ecosystems (EIE)

The agency is responsible for implementing [European Innovation Ecosystems](#)' calls for proposals and monitoring successful projects. In 2025, three calls are designed to support the completion of the [New European Innovation Agenda](#) (NEIA) Flagships with a specific focus on:

- **Interconnected Innovation Ecosystems:** Efficient, inclusive, and interconnected innovation ecosystems across the EU, with enhanced synergies and cooperation between them, and the creation and development of common knowledge assets within regional innovation valleys, in close coordination with a similar action under the [I3 Instrument](#).
- **Innovation Procurement, Investments and Deep Tech:** Enhanced capacity for public procurers to carry out innovative procurements, increased foreign venture investments in deep tech, and development of deep tech ecosystems around pan-European research and technology infrastructures, leading to more innovative solutions and economic growth.
- **Support for Innovative SMEs:** Improved knowledge transfer, access to finance, and international market access for European innovative Small and Medium-sized Enterprises (SMEs), leading to increased growth and competitiveness.

The agency will also launch and implement **procurement actions, direct action grants and expert contracts**, that inform policy making and thus support programme objectives articulated in the NEIA, such as:

- Supporting the [EIC Forum](#) and its **Commission Expert Groups**. Output will include a policy report on obstacles encountered by iCapital cities in their innovation efforts.
- Developing the Pilot European Start-up scoreboard with the support of an external contractor.
- Establishing a European Assistance for Innovation Procurement Network to further improve in-depth knowledge and experience of key stakeholders in this area.
- Benchmarking national policy frameworks and investments on innovation procurement across Europe.

Communication activities organised by EISMEA will focus on promoting the calls, results, and success stories of the EIE programme via its digital communication channels. The agency will also co-organise Info Days in coordination with DG RTD.

Further information is available in the annexed [European Innovation Ecosystems performance table](#).

Single Market Programme

The agency will implement several complementary strands of the [Single Market Programme](#): the [Consumer protection](#) pillar (actions aimed at protecting the rights of consumers in the internal market); the [SME pillar](#) (actions to support the competitiveness of SMEs), as well as actions designed to strengthen the [internal market](#) and provide [support to standardisation](#).

By implementing these actions, EISMEA will help to generate more business opportunities in the Single Market, ensure that more European SMEs have access to cross-border business by digital means, ensure that consumers are empowered and better protected and that sustainable consumption is promoted. As such it will contribute to achieving the European Commission's objectives of a Europe fit for the Digital Age and a European Green Deal.

Consumer protection pillar of the Single Market Programme

The agency will be responsible for implementing **grants** to:

- [Support the consumer organisations and bodies](#).
- Support individual consumers policy initiatives and objectives.

It will also be responsible for **procurement** in areas such as:

Market surveillance and enforcement including:

- joint actions ("Coordinated Activities on the Safety of Products") to support to the exchanges of EU Member States and EEA EFTA enforcement officials notified to the European Commission for the purposes of CPC Regulation (EU) 2017/2394;
- actions to support the capacity building of consumer protection enforcement authorities responsible for the enforcement of consumer law for projects.

Capacity building and education including:

- consumer education and awareness raising, preparation and implementation of innovative tools and collaborative programmes, in relation to the enforcement of consumer rights and products safety as well as to the support of the General Product Safety Regulation (GPSR) implementation.

Studies, analyses and surveys including:

- consumers' attitudes, behaviours, and experiences with respect to domestic and cross-border trade, awareness of consumer rights and product safety, handling of consumer complaints, and unfair commercial practices.

Events and external communication including the Consumer Summit, High-level Ministerial/Presidency meetings, and Info Days.

By implementing these delegated actions, the agency will contribute to improving the empowerment and protection of consumers.

In addition, the agency will finalise procedures planned under 2024 Work Programme.

Further information is available in the annexed [Consumer protection pillar performance table](#)

SME pillar of the Single Market Programme

The agency will continue to strengthen the competitiveness and sustainability of SMEs and achieve added value at Union level by implementing **grants** for, inter-alia:

- [Enterprise Europe Network](#) (EEN).
- [Erasmus for Young Entrepreneurs](#) (EYE).
- [Joint Cluster Initiatives](#) (EUROCLUSTERS).
- The sustainable competitiveness of tourism SMEs.

It will also be responsible for **procurement** in areas including:

- Communication, training, and IT support for EEN, including the organisation of the EEN annual conference.
- The organisation of the SME assembly and the Cluster Conference.
- Women entrepreneurship.
- Industrial ecosystems: monitoring performance, creating a single entry-point platform.
- The EU Observatory of late payments in commercial transactions.

In addition, the agency will implement the actions of the SME pillar under the Single Market Programmes 2021 to 2024 and the legacy activities of the COSME programme (2014-2020).

EISMEA will promote the SMP's networks and initiatives, new calls and results (success stories) via its digital communication channels.

Further information is available in the annexed [SME pillar performance table](#)

Internal Market and support to standardisation

The agency will implement grants and procurement actions aimed at the promotion and support of market surveillance and standardisation activities, in particular:

Market surveillance. Implementation of

- Procurement actions: Joint Actions on Compliance of Products (JACOP), launched under a Framework Contract and promoted by DG GROW and DG JUST;
- Ongoing grants with market surveillance authorities (Joint Support Actions).
- Implementation of grants with market surveillance authorities to support the functioning of EU testing facilities (EUTF).

Standardisation. Launch and implementation of:

- **Action grants to European standardisation organisations** to carry out the development and revision of European standards and associated activities.
- **Framework Partnership Agreements (FPAs) with stakeholder organisations** representing consumer, environmental, SMEs and social interests in European standardisation.
- **Operating grants to European stakeholder organisations** representing consumer, environmental, and social interests in European standardisation.
- **Action grants with a European stakeholder organisation** to represent the interests of SMEs in European standardisation.

In addition, the agency will continue managing action grants, concluded in the period 2013 to 2020 under successive Framework Partnership Agreements with European standardisation organisations CEN, CENELEC, and ETSI.

All activities and calls will be promoted via social media channels and info days.

Further information is available in the annexed [Internal Market and support to standardisation performance table](#)

European Regional Development Fund (ERDF)

Interregional Innovation Investments (I3) Instrument

The [European Regional Development Fund \(ERDF\)](#) aims to strengthen economic and social cohesion in the European Union by correcting imbalances between its regions. The [I3 Instrument](#) is implemented under the EU Cohesion Policy, that encourages regions and Member States to enhance existing European value chains and/or develop new ones in less developed regions.

The I3 Instrument supports interregional innovation investments, focusing on joint or complementary smart specialisation areas in order to accelerate innovation creation and deployment in connected regional innovation ecosystems across the EU. It provides [financial and advisory support](#) through two strands – strands 1 and 2a provide financial and advisory support to innovation actors (with Strand 2a focussing on innovation diffusion in less developed regions) and strand 2b supports actions to increase the capacity of regional innovation ecosystems in less developed regions.

In 2025, EISMEA will implement the I3 instrument as follows. It will:

- Monitor ongoing projects from previous calls including the projects under the Regional Innovation Valleys initiative (the cornerstone of the flagship 3 of the New European Innovation Agenda).
- Evaluate and perform grant agreement preparations.
- Continue to monitor the running of the new 'I3 Support Facility' of technical assistance to support innovation actors from less developed regions to participate in I3 Instrument projects and provide policy feedback on the actions'/projects' impact.
- Meet with project coordinators/beneficiaries (in the framework of the I3 Support Facility).
- Perform diverse I3 Instrument promotion activities and organise related events such as dedicated info days for applicants.

Further information is available in the [Interregional Innovation Investments performance table](#)

PART 4. Modernising the administration: main outputs for 2025

As of 1 January 2025, the agency will introduce SUMMA, the Commission's next-generation corporate financial system. In line with the corporate guidance, the roll-out will take place both for operational and administrative budgets of the agency. In preparation for the changeover, EISMEA has identified potential risks arising from this transition and taken mitigating actions at its level to minimise the potential delays in operations, such as staff training and regular testing.

The internal control framework ⁽⁷⁾ supports sound management and decision-making. It notably ensures that risks to the achievement of objectives are taken into account and reduced to acceptable levels through cost-effective controls.

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

A. Human resource management

In 2024 EISMEA staff, supported by its Staff Committee, Trade Union representatives and parent DGs, developed an action plan ("EISMEA Recovery Plan") to respond to a number of concerns raised in the 2023 European Commission Staff Satisfaction Survey. In 2025, the agency will continue to focus on delivering the Recovery Plan actions.

The Recovery Plan is built upon four pillars: trust, communication, workload and professional development.

Rebuilding trust in the Agency. In 2024, most managers in EISMEA followed training sessions on rebuilding trust. In 2025, these sessions will be opened to all staff along with information sessions on related topics. This work underpins the recovery process.

Improving communication. Initiatives include specific training on non-violent communication. Following the nomination of the new Chief Confidential Counsellor, EISMEA will also reinforce awareness of the zero-tolerance policy on harassment.

Workload. The agency launched a workload assessment process in 2024 which will be completed in 2025. To further support staff, EISMEA will also help develop soft skills through actions aimed at supporting wellbeing, resilience, work-life balance and health.

(7) [Communication C\(2017\)2373 - Revision of the Internal Control Framework](https://ec.europa.eu/info/sites/default/files/about_the_european_commission/eu_budget/revisi-on-internal-control-framework-c-2017-2373_2017_en.pdf)
https://ec.europa.eu/info/sites/default/files/about_the_european_commission/eu_budget/revisi-on-internal-control-framework-c-2017-2373_2017_en.pdf

Professional development. Work will include developing opportunities for career progression through increased external vacancies (enabling staff members to apply for posts in a higher function group), drafting a comprehensive retention policy and increased career guidance support.

The agency will continue to participate in the DG/Executive Agencies' exchange programme (a third edition is foreseen in 2025) as well as the Interinstitutional Job Shadowing scheme to encourage mobility. It will also launch a pilot Interagency Talent Programme open to all staff. EISMEA – together with staff – will develop a competency framework defining the attitudes, skills and knowledge required for all profiles. The framework will support colleagues in their professional development and help them shape their own career.

Shaping the agency's organisational culture

Supporting EISMEA's Recovery Plan, the agency will start implementing a new internal communication strategy in 2025, putting a strong emphasis on transparency, community and purpose. Activities will include:

- Frequent "open door" slots and coffee chats for staff with senior management as well as Town Hall meetings to encourage open and transparent exchanges.
- Visits to local beneficiaries – open to all staff members – to foster a greater understanding of the impact of EISMEA's work.
- A series of "Know Your Agency" sessions, enabling staff from each unit to showcase and share how their work is helping to fulfil EISMEA's mission.
- Regular training on the use of SharePoint Online (SPO) to encourage internal collaboration and communication – with a particular focus on EISMEA's intranet.

2025 Staff allocation and Full Time Equivalent (FTEs) reduction

In line with the revised Cost-Benefit Analysis (CBA) and Specific Financial Statement (SFS), EISMEA will see a workforce reduction of 28 Full-Time Equivalents (FTEs) in 2025. EISMEA will continue to monitor vacancies closely throughout 2025, with a targeted reduction of 19 FTEs expected in 2026, to be achieved primarily through freezing vacant posts.

For Contractual Agents, the natural turnover rate is sufficient to manage the reduction in FTEs. However, the vacancy rate and turnover among Temporary Agents remains lower. To address this lower turnover, EISMEA is currently working to restore the agreed EIC staffing ratio of 70% Contractual Agents and 30% Temporary Agents as of 2026.

The 2025 reduction will adhere to the allocation by delegated programme, while maintaining a balance between the type of activities: approximately 85.3% dedicated to operational activities (OP) and 14.7% to horizontal activities (H).

Promoting gender balance

The agency continues to work closely with the parent DGs in a joint effort to increase female representation ⁽⁸⁾ in middle management positions, aiming to maintain a good gender balance.

The agency fully supports the target, providing a regular overview of the gender and geographical distribution within the middle management to assist parent DGs in achieving the Commission's targets.

Further information is available in the annexed [HR Management performance table](#)

B. Sound financial management

The agency will continue implementing cost-effective control procedures to ensure the proper implementation of delegated programmes and the legality and regularity of financial transactions. This will be achieved in accordance with the principle of sound financial management and effective protection of the financial interests of the Union.

The agency's Internal Control represents a comprehensive system of processes providing reasonable assurance to the management of the agency based on a control strategy, which will continue to be implemented and updated if necessary.

The agency will continue monitoring the implementation of the Internal Control Framework based on updated Internal Control Monitoring Criteria. EISMEA will implement actions identified following the 2024 Internal Control Assessment exercise to further improve its Internal Control Systems.

In the second quarter of the year, the agency will review the risks identified in relation to programme implementation in 2025. At the end of the year 2025, the agency will conduct its annual risk assessment exercise for 2026.

The agency will continue providing training and information sessions for staff on different aspects of Internal Control, supported by an internal network of colleagues who will raise awareness on key topics, including the implementation of the risk assessment exercise and the appropriate use of exception reporting.

The agency will monitor, assess and report to the management the implementation of action plans related to exception reporting.

To ensure adequate management of risks related to legality and regularity of underlying transactions, the agency will carry out ex ante and ex post controls embedded in its programme management processes included in the agency's control strategy.

(8) The responsibility for making these appointments lies with the parent DG

The agency will implement its ex post audit strategy related to the delegated programmes Single Market Programme (SMP) and the Interregional Innovation Investments (I3) Instrument. The agency will close the audit cycle for legacy programmes.

The Horizon Audit Strategies establish estimated audit targets for each service of the Research Family, which are updated/revised in line with the Annual Audit Plan of the Common Audit Service (CAS). EISMEA will continuously monitor and report on the progress of CAS audits and support the CAS as required.

Finally, the agency will continue updating its internal guidance and the Manual of Procedures to ensure adequate coverage and dissemination of the relevant rules, processes and procedures.

Further information is available in the annexed [Sound Financial Management performance table](#).

C. Fraud risk management

In 2025, the agency will continue implementing its Anti-Fraud Strategy and will undertake a comprehensive review of its action plan, with a view to revising and updating it as necessary to ensure its continued effectiveness. The agency will also contribute to the implementation of the Common Anti-Fraud Strategy in the Research and Innovation Family (RAFS) and the revised Commission anti-fraud strategy (CAFS) Action Plan ⁽⁹⁾. The agency will undertake the following anti-fraud activities:

- Capacity building on anti-fraud skills for effective prevention and detection of potential fraud cases through training (mandatory for newcomers and as a refresher for staff every two years).
- Enhancing reactivity in case of suspicion of fraud by taking timely precautionary measures and timely notifications of cases to OLAF.
- Cooperation with OLAF by providing timely information for handling of selections and investigations.
- Enhancing the monitoring to ensure the agency's responsiveness regarding recoveries, penalties and other corrective measures in cases of fraud.
- Participation in the Fraud Prevention and Detection Network with a view to contributing to the design and implementation of the anti-fraud measures in the Commission.
- Participation in the Fraud and Irregularities in Research Committee, a forum to share best practices in the frame of fraud prevention, detection and correction activities.
- Participation in a working group to collect user requirements to enhance a corporate risk-scoring tool.

(9) COM(2023)405 and SWD(2023) 245.

EISMEA will also continue to work closely with the European Public Prosecutor's Office (EPPO) in its cases of criminal investigations and prosecutions across various Member States for crimes against the financial interests of the EU.

Further information is available in the annexed [Fraud Risk Management performance table](#)

D. Digital transformation and information management

In line with the Digital by default and the Once-Only principles, the agency uses the eGrants IT applications suite for the implementation of Horizon Europe. Where provided for by Horizon Europe legal base and the EIC work programmes, in consultation and subject to prior validation of the solution by the relevant parent DGs and corporate IT governance bodies, the agency may use, develop and procure specific IT solutions, complementing corporate solutions.

The agency plans, budgets, procures, and develops specific IT tools in accordance with the Commission's established IT governance and cybersecurity rules, using the [Commission's Digital Strategy](#) (CDS) as a guide. The agency will continue operating in line with the CDS focusing on the following four objectives: Digital transformation and information management; Information and IT security rules; Data, information and knowledge management; and Data protection.

Digital transformation

For 2025, the agency will continue its digital transformation efforts, focusing in five digital areas: collaboration, Artificial Intelligence (AI), cloud adoption, digital landscape and cybersecurity.

- **Objective #1 (CDS) Foster a Digital Culture** – EISMEA will improve digital skills by promoting the use of collaborative and interoperable tools and offering support and training on them. EISMEA staff will continue participating in digital transformation Communities of Practice.
- **Objective #3 (CDS) Empower business-driven digital transformation** – To help deliver high-quality programme management, EISMEA will further develop the use of innovative technologies and Artificial Intelligence to facilitate the finding and allocating of experts to evaluate proposals. In 2025 EISMEA will examine how to rethink and redesign business processes using automation and Artificial Intelligence (AI) to improve resource efficiency and performance. In parallel, the agency will ensure compliance with Artificial Intelligence Act ⁽¹⁰⁾.
- **Objective #4 (CDS) Ensure a seamless digital landscape** – EISMEA will use the Dual Pillar Approach (DPA), Reusable Solutions Platform (RSP) and open-source technologies for the new IT initiatives of the agency.

⁽¹⁰⁾ Regulation (EU) [2024/1689](#) laying down harmonised rules on artificial intelligence

- **Objective #5 (CDS) - Sustain a green, secure and resilient infrastructure** – EISMEA will develop and maintain its IT Security Plans. EISMEA will continue improving the resilience and security of its IT infrastructure including using EC DIGIT offered solutions like hosting services and hybrid cloud infrastructure.

Information and IT security rules

On cybersecurity, activities will include:

- Further use of the IT Security Plan service, Application Security Testing, Vulnerability Testing and other services provided under the Service Level Agreement with DIGIT S, improving the security of IT applications.
- Updating EISMEA's relevant security plans and finalising the ongoing ones.
- Continuing cybersecurity awareness activities for staff.

The agency will continue its cooperation with other Executive Agencies to achieve compliance with the Cybersecurity Regulation ⁽¹¹⁾.

Data, information and knowledge management

The agency will continue to foster the use of corporate IT platforms and perform continuous proactive updates to the EC data inventory. Handling of data will adhere to data quality principles, namely accuracy, completeness, reliability, relevance and timeliness.

EISMEA will continue implementing its Microsoft 365 Applications ecosystem to ensure faster, more inclusive collaboration and knowledge sharing. This will facilitate a more efficient management, discovery and reusability of information. The agency will promote the use of SharePoint Online, following the successful migration of EISMEA's Intranet in 2024.

Support to staff for collaboration and knowledge sharing will be reinforced and communities of practice will be encouraged to bridge silos across programmes.

Data protection

The agency will continue to actively monitor compliance with the Data Protection Regulation (EU) N° 2018/1725 and update its Data protection action plan when required, largely based on the Action Plan of the Commission (C(2020) 7625) and the IAS recommendations on processing of personal data. The agency's Data Protection Officer will provide regular awareness and training opportunities to staff and management, e.g. during the European Data Protection Day, and update internal rules and guidelines, if required.

⁽¹¹⁾ REGULATION (EU, Euratom) [2023/2841](#) laying down measures for a high common level of cybersecurity at the institutions, bodies, offices and agencies of the Union.

In 2025 the agency will continue its efforts to raise awareness on the handling of data breaches, data subject rights, obligations of Data controllers to update Data Protection Notices (DPNs) and publish records, and ensure appropriate agreements with external service providers as well as allocation of resources for compliance with data protection obligations.

Further information is available in the annexed [Digital Transformation and Information Management Performance Table](#).

E. Sound environmental management

In 2025, EISMEA will continue to enhance its sustainability and environmental responsibility in line with the European Green Deal and the Commission Communication on Greening the Commission (C(2022)2230).

In particular, the agency will work on implementing its Greening Strategy and its Action Plan, focusing on reducing greenhouse gas (GHG) emissions through initiatives including the use of climate resilient buildings, sustainable business travel and commuting, IT operations, and promoting a green and circular economy.

EISMEA will continue to engage with EMAS initiatives and campaigns, including BEST (Building Energy Saving Together) actions such as closing the SB34 building during holiday periods. The agency will also run awareness-raising actions in areas including:

- Hybrid meetings and events, encouraging use of the many VC meeting rooms in the agency.
- Digital pollution towards a gradual change of behaviour (Digital Frugality Action).
- The promotion of “green items” in the EC office supplies’ catalogue.
- Implementing the [EC Guidelines for sustainable meetings and events](#).
- Spring Cleaning of lockers and cupboards.

Further information is available in the annexed [Sound Environmental Management performance table](#).

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

Initiatives will continue on:

- Increasing the use of digital platforms for HR services to ensure a more efficient and effective use of the administrative budget.
- Increasing the use of collaborative IT tools to ensure that data becomes more searchable and shareable among staff.

ANNEX 1: Performance tables – Delivering on the Commission’s priorities: main outputs for 2025

EIC Pathfinder performance table

| General objective: A Europe fit for the digital age Specific objective: Research and innovation actions and the European Innovation Council in particular support development and scaling-up of SMEs with breakthrough and disruptive technologies (DG RTD) Europe’s open strategic autonomy is ensured in critical technology areas (DG CNECT) From 2020-2024 Strategic Plans | | |
|---|---|--|
| Main outputs in 2025: | | |
| Output | Indicator | Target |
| Calls for proposals | Number of calls published | 2 |
| Calls for tender | Number of calls published | 0 |
| Evaluation sessions | Number of evaluation sessions implemented | 2 Evaluations: EIC Pathfinder Open and Challenges 2025 |
| | Time to inform applicants | 100% within legal time limit (5 months) |
| | % of evaluated proposals challenged under the evaluation review procedure | Less than 2% |
| | % of evaluated proposals re-evaluated following review requests | 0-2 proposals |
| Grant agreements | Number of grant agreements signed | ~92 |
| | Time to grant | 100% within legal time limit (8 months, indicative) |
| Contracts | Number of contracts signed | N/A |
| Final reports of concluded Grant Agreements and Contracts | Number of final reports assessed | 50 (from legacy projects) |
| Payments | Time to pay | 100% within legal time limit (90 days) |

EIC Transition performance table

General objective: A Europe fit for the digital age
Specific objective: Research and innovation actions and the European Innovation Council in particular support development and scaling-up of SMEs with breakthrough and disruptive technologies (DG RTD)
Europe's open strategic autonomy is ensured in critical technology areas (DG CNECT)
From 2020-2024 Strategic Plans

Main outputs in 2025:

| Output | Indicator | Target |
|---|---|--|
| Calls for proposals | Number of calls published | 1 |
| Calls for tender | Number of calls published | 1 |
| Evaluation sessions | Number of evaluation sessions implemented | 1 EIC Transition |
| | Time to inform applicants | 100% within legal time limit (3.5 months) |
| | % of evaluated proposals challenged under the evaluation review procedure | Less than 3% |
| | % of evaluated proposals re-evaluated following review requests | Less than 2% |
| Grant agreements | Number of grant agreements signed | ~38 |
| | Time to grant | 100% within legal time limit (6 months indicative) |
| Contracts | Number of contracts signed | 1 |
| Final reports of concluded Grant Agreements and Contracts | Number of final reports assessed | 40 project monitoring reports |
| Payments | Time to pay | 100% within the legal time limit (90 days) |

EIC Accelerator performance table

| General objective: A Europe fit for the digital age Specific objective: Research and innovation actions and the European Innovation Council in particular support development and scaling-up of SMEs with breakthrough and disruptive technologies (DG RTD) Europe's open strategic autonomy is ensured in critical technology areas (DG CNECT) | | |
|--|---|--|
| Main outputs in 2025: | | |
| Output | Indicator | Target |
| Calls for proposals | Number of calls published | 1 continuous call (short proposal) 1 call with 6 topics (1 open + 5 challenges) with 2 cut-off dates for the challenges and 2 cut-off dates for the Open topic (full proposal) |
| Evaluation sessions | Number of evaluation sessions implemented | 1 continuous session for continuous call (short proposal) 2 sessions (2 cut-off dates for Open and 2 cut-off dates for Challenges mentioned above - full proposals with interviews) |
| | Time to inform applicants | 100% within the legal time limits: 2 months for short proposal from first Tuesday of the month to outcome 2.5 months for full proposal from cut-off date to outcome of remote evaluation 4 months max from cut-off to final decision of interview |
| | % of evaluated proposals challenged under the evaluation review procedure (for short proposals) | < 7% |
| | % of evaluated proposals re-evaluated following review requests (for short proposals) | < 0.5% |
| Grant agreements | Number of grant agreements signed | 114 |

| | | |
|--|--|---|
| | Time to grant | 100% within 7 months ⁽¹²⁾ , indicative (for proposals not subject to economic security) |
| Final reports of concluded Grant Agreements, Contracts | Number of final reports assessed | 5 SME Instrument and FTI; 3 EIC Pilot 255 EIC Accelerator |
| Tech DD reports | Number of Tech DD reports managed (contracted, coordinated and approved) | 100 for EIC Accelerator |
| Payments | Time to pay | 100% within the legal time limit - For EIC Accelerator Pilot and Horizon Europe projects: 60 days for periodic reporting linked to additional pre-financing requests and 90 days for final periodic reporting; - For SMEI Phase 2 and FTI projects: 90 days for interim and final periodic reporting. |

⁽¹²⁾ Provided that the EC award decisions are adopted within 8 weeks after submission by EISMEA.

EIC additional calls performance table

| General objective: A Europe fit for the digital age Specific objective: Research and innovation actions and the European Innovation Council in particular support development and scaling-up of SMEs with breakthrough and disruptive technologies (DG RTD) Europe's open strategic autonomy is ensured in critical technology areas (DG CNECT) | | |
|--|---|---|
| Main outputs in 2025: | | |
| Output | Indicator | Target |
| Calls for proposals | Number of calls published | STEP - 1 continuous call Pre-accelerator – 1 stage call with 1 cut-off date Women Tech EU – 1 call |
| Evaluation sessions | Number of evaluation sessions implemented | STEP – 1 continuous session for continuous call and 4 interview sessions (at least) Pre-accelerator: 1 cut-off – full proposal) Women TechEU: 1 |
| | Time to inform applicants | STEP - 8-9 weeks from the time of the batching (4 per year) Pre-accelerator – 9 weeks Women TechEU: 100% within the legal time limit (5 months) |
| | % of evaluated proposals challenged under the evaluation review procedure (for short proposals) | N/A |
| | % of evaluated proposals re-evaluated following review requests (for short proposals) | N/A |
| Grant agreements (or Award decisions for STEP) | Number of grant agreements (or SAD) signed | STEP: 15-20 Pre-Accelerator - 45 Women TechEU: 1 |

| | | |
|--|--|---|
| | Time to grant (Time to Award decision for STEP) | STEP: 100% within 5 months (13), indicative (to be counted after the closure of each batch) Pre-Accelerator: 100% within 5 months, indicative Women TechEU: 100% within the legal time limit (8 months, indicative) |
| Final reports of concluded Grant Agreements, Contracts | Number of final reports assessed | STEP: N/A Pre-Accelerator: 0 Women TechEU: 1 |
| Tech DD reports | Number of Tech DD reports managed (contracted, coordinated and approved) | STEP: 15-20, indicative |
| Payments | Time to pay | Pre-Accelerator: 100% within the legal time limit (90 days) Women TechEU: 100% within the legal time limit (90 days) |

(13) Provided that the EC award decisions are adopted within 8 weeks after submission by EISMEA.

EIC Prizes performance table

General objective: A Europe fit for the digital age

Specific objective: Research and innovation actions and the European Innovation Council in particular support development and scaling-up of SMEs with breakthrough and disruptive technologies (DG RTD)

From 2020-2024 Strategic Plans

Main outputs in 2025:

| Output | Indicator | Target |
|---------------------------------------|---|---|
| Calls for applications | Number of calls for applications published | 2 |
| Evaluation sessions | Number of evaluation sessions implemented | 2 |
| | Time to inform applicants | 100% within the legal time limit (5 months) |
| | % of evaluated proposals challenged under the evaluation review procedure | < 2.5% |
| | % of evaluated proposals re-evaluated following review requests | < 0.5% |
| Prizes awarded | Number of individual prizes awarded | 12 |
| Payments | Time to pay | 100% within the legal time limit (90 days) |
| External communication actions | | |
| Outreach and promotion | Number of information and promotion events organised | ~ 7 |
| | Average number of participants or views per event | ~200 |

EIC Community and BAS performance table

General objective: A Europe fit for the digital age
Specific objective: Research and innovation actions and the European Innovation Council in particular support development and scaling-up of SMEs with breakthrough and disruptive technologies (DG RTD)
From 2020-2024 Strategic Plan

Main outputs in 2025:

| Output | Indicator | Target |
|---|------------------------------------|-------------------|
| Calls for proposals | Number of calls published (CSA) | 0 |
| Calls for tender | Number of calls published | 5 |
| Grant agreements | Number of grant agreements signed | 0 |
| | Time to grant | N/A |
| Contracts | Number of contracts signed | 6 ⁽¹⁴⁾ |
| Final reports of concluded Grant Agreements and Contracts | Number of final reports assessed | 0 ⁽¹⁵⁾ |
| Coaching cases | Number of coaching cases | 800 |
| | Satisfaction from coaching service | 90% |
| EIC Community | Number of members | 15000 |
| BAS events | Number of BAS events | 50 |
| | Participating EIC beneficiaries | 500 |
| | Average Deals for matching events | 1-2 |

(14) 5 calls for tenders will be launched in 2025 issued from these calls are expected to be signed in 2025, along with one contract from a procedure launched in 2024.

(15) Two contracts will end in November and December 2025 therefore final reports will be submitted / assessed in early 2026.

EIC Communication Performance Table

General objective: A Europe fit for the digital age

Specific objective: Research and innovation actions and the European Innovation Council in particular support development and scaling-up of SMEs with breakthrough and disruptive technologies (DG RTD)

Europe's open strategic autonomy is ensured in critical technology areas (DG CNECT)

From 2020-2024 Strategic Plans

Main outputs in 2025:

External communication actions

| Output | Indicator | Target |
|--|---|-------------------|
| EIC Summit – (date tbc) 2025 | Number of participants (physical + online) | 1000 |
| EIC local info days | Number of Info Days | 10 |
| | Average number of participants per Info Day | 80 |
| Presence at the important deep-tech/start-ups events (Hello Tomorrow, Sifted, Slush, Web Summit, etc.) | Number of events | 15 |
| Digital communication (EIC website and EIC social media accounts) | EIC website – Page views | +10% 1.700.000 |
| | EIC X (ex-Twitter) – Number of followers | +10% |
| | EIC LinkedIn – Number of followers | |

European Innovation Ecosystems performance table

General objectives: A Europe fit for the digital age; an economy that works for people.
Specific objectives: Research and innovation actions and the European Innovation Council in particular support development and scaling-up of SMEs with breakthrough and disruptive technologies (DG RTD)
Research and innovation actions, increased R&I investments and the R&I component of the European Semester boost economic growth and jobs creation (DG RTD)
From 2020-2024 Strategic Plan

Main outputs in 2025:

| Output | Indicator | Target |
|---|---|--|
| Calls for proposals | Number of calls published | 3 * |
| Calls for tender | Number of calls published | 2* |
| Evaluation sessions | Number of evaluation sessions implemented | 6 (= 6 topics) * |
| | Time to inform applicants | 100% within the legal time limit (5 months) |
| | % of evaluated proposals challenged under the evaluation review procedure | <5% |
| | % of evaluated proposals re-evaluated following review requests | <3% |
| Grant agreements | Number of grant agreements signed | 15 * |
| | Time to grant | 100% within legal time limit (8 months), indicative. |
| Contracts | Number of contracts signed | 2* |
| Final reports of concluded Grant Agreements and Contracts | Number of final reports assessed | 46 |
| Payments | Time to pay | 100% (grants) within legal time limit 90 days |
| External communication actions | | |
| Info day | Number of participants | 300 |

*These figures are subject to change pending adoption the 2025 Work Programme.

SMP Consumer protection pillar performance table

| General objectives: A European Green Deal, A Europe fit for the digital age Specific objectives: Consumers are empowered and better protected (DG JUST) From 2020-2024 Strategic Plan | | |
|--|---|--|
| Main outputs in 2025: | | |
| Output | Indicator | Target |
| Calls for proposals incl. invitations to submit proposals | Number of calls published incl. invitations sent | 3 |
| Calls for tender incl. RfS | Number of calls published incl. RfS | 8-12 (incl. 3-5 legacy) ⁽¹⁶⁾ |
| Evaluation sessions | Number of evaluation sessions implemented | 3 (calls for proposals) |
| | Time to inform applicants | 100 % within the legal time limit (6 months) |
| | % of evaluated proposals challenged under the evaluation review procedure | Less than 8% |
| | % of evaluated proposals re-evaluated following review requests | Less than 8% |
| Grant agreements | Number of grant agreements signed | 30-50 (incl. 30-35 legacy) |
| | Time to grant | 100 % within legal time limit (9 months) |
| Contracts | Number of contracts signed | +/- 7-11 (incl. 3-5 legacy) |
| Final reports of concluded Grant Agreements and Contracts | Number of final reports assessed | 35-45 |
| Payments | Time to pay | 100% within the legal time limit (90 days) |
| External communication actions | | |
| Consumer Summit | Promotion of the event via EISMEA social media | 3800 impressions |

⁽¹⁶⁾ Work Programme leaves flexibility on the number of RfS to be launched. Legacy refers to previous work programme.

SMP SME pillar performance table

| General objective: A Europe fit for the digital age Specific objective: More European SMEs have access to cross-border business by digital means (DG GROW) From 2020-2024 Strategic Plan | | |
|---|---|--|
| Main outputs in 2025⁽¹⁷⁾ | | |
| Output | Indicator | Target |
| Calls for proposals | Number of calls published | 1 ⁽¹⁸⁾ |
| Calls for tender | Number of calls published | 5 ⁽¹⁹⁾ |
| Evaluation sessions | Number of evaluation sessions implemented ⁽²⁰⁾ | 7 for call for proposals 4 for calls for tenders |
| | Time to inform applicants | 100% informed within the legal time limit (6 months) |
| | % of evaluated proposals challenged under the evaluation review procedure | Less than 3% of evaluated proposals. |
| | % of evaluated proposals re-evaluated following review requests | Max. 0.5% of evaluated proposals. |
| Grant agreements | Number of grant agreements signed | 129 |
| | Time to grant | 100 % within legal time limit (9 months) |
| Contracts | Number of contracts signed | 7 contracts |
| Final reports of concluded Grant Agreements and Contracts | Number of final reports assessed | 129 |
| Payments | Time to pay | 100% within the legal time limit (90 days) |
| External communication actions | | |
| Enterprise Europe Network Annual Conference | Number of participants (onsite) | 800 |

⁽¹⁷⁾ This table includes also COSME legacy actions

⁽¹⁸⁾ from SME Pillar WP 2025

⁽¹⁹⁾ 3 from WP 2024 and 3 from WP 2025

⁽²⁰⁾ 7 evaluations for call for proposals (6 from WP 2024 and 1 from WP 2025) and 4 evaluations for calls for tenders (2 calls for tenders from WP 2024 and 2 from WP 2025)

| | | |
|--|--|-----|
| Enterprise Europe Network success stories | Number of published success stories | 25 |
| SME Assembly | Number of participants (onsite) | 550 |
| European Cluster Conference | Number of participants (onsite) | 500 |
| Erasmus for Young Entrepreneurs – EYE Network Meeting (twice per year) | Number of participants (onsite) for each event | 200 |
| Info Days | | 2 |

SMP Internal Market and support to standardisation performance table

| General objective: A Europe fit for the digital age Specific objective: More business opportunities are generated in the Single Market (DG GROW) From 2020-2024 Strategic Plan | | |
|---|---|--|
| Main outputs in 2025: | | |
| Output | Indicator | Target |
| Calls for proposals | Number of calls published | 5 (3 ESOs calls, 1 Annex III call, 1 FPA call for Annex III organisations, 1 EUTF call) |
| Calls for tender | Number of calls published | 1 |
| Evaluation sessions | Number of evaluation sessions implemented | 5 |
| | Time to inform applicants | 100% within the legal time limit (6 months). |
| | % of evaluated proposals challenged under the evaluation review procedure | Less than 8% |
| | % of evaluated proposals re-evaluated following review requests | Less than 8% |
| Grant agreements | Number of grant agreements signed | 20-30 |
| | Time to grant | 100 % within legal time limit (9 months) |
| Contracts | Number of contracts signed | 1 |
| Final reports of concluded Grant Agreements and Contracts | Number of final reports assessed | 25 Standardisation: 1 on-paper legacy grants; 12 in e-Grants Market surveillance: 5 grants + 7 formally closing in 2024 but for which the final report has not been received yet (as of 21/10) |
| Payments | Time to pay | 100% within the legal time limit (90 days) |

| External communication actions | | |
|--|---|--|
| Internal Market promotional video campaign | Communication actions around the promotional video on EU market surveillance activities | 5 posts via social media via boosted posts |

Interregional Innovation Investments performance table

| General objective: A Europe fit for the digital age Specific objective: Innovative and smart economic transformation across the EU (DG REGIO) From 2020-2024 Strategic Plan | | |
|--|---|--|
| Main outputs in 2025: | | |
| Output | Indicator | Target |
| Calls for proposals | Number of calls published | 2 |
| Evaluation sessions | Number of evaluation sessions implemented | 2 |
| | Time to inform applicants | 100 % within the legal time limit (6 months) |
| | % of evaluated proposals challenged under the evaluation review procedure | <5% |
| | % of evaluated proposals re-evaluated following review requests | <5% |
| Grant agreements | Number of grant agreements signed | 18 for calls I3-2024-INV1, I3-2024-INV2a and Cap2b 2023 (Nov'24 cut off) |
| | Time to grant | 100 % within legal time limit (9 months) |
| Final reports of concluded Grant Agreements and Contracts | Number of final reports assessed | 2 |
| Payments | Time to pay | 100% within the legal time limit (90 days) |
| External communication actions | | |
| Info days | Number of participants | 500 for one big info day |

Part 4 – Modernising the administration: main outputs for 2025

A. Human resource management

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

Indicator 1: ⁽²¹⁾ **Number and percentage of female representation in middle management** ⁽²²⁾

Source of data: DG HR

| Baseline (female representation in middle management 31/12/2024) | Target Annual target to be decided by the Agency's Director in cooperation with the parent DGs taking into account the situation N-1 of the Agency as well as the objective of 50 % by 2025 ⁽²³⁾ |
|---|--|
| 67% (8 out of 12) | 50 % |

Indicator 2: EISMEA staff engagement index

Source of data: Commission staff or pulse survey [data to be provided by DG HR]

| Baseline: (last European Commission staff survey ⁽²⁴⁾) | Target (last European Commission staff survey or European Commission pulse survey N+1) |
|---|---|
| 58% | 65% |

Main outputs in 2025:

| Output | Indicator | Target |
|--|---------------------------------|--|
| Follow up of staff survey 2023. A mid-term survey will be carried out in Q1 2025 to gauge progress and make necessary adjustments. | Recovery Plan | Implementation by the end of 2025 |
| Retention policy: implementation of onboarding programme for newcomers | Onboarding programme rolled out | Retention Policy and onboarding part rolled out by June 2025 |
| CREATING A NEW ORGANISATIONAL CULTURE | | |

⁽²¹⁾ Seconded middle managers are part of the seconding DGs' staff: The responsibility for achieving the targets is at DG level. The agency is responsible for providing with a regular overview to its parent DGs of the gender representation in middle management within the agency and coordinate between them.

⁽²²⁾ The functions of head of unit and head of department are hereby defined as middle management functions.

⁽²³⁾ 50% already by 2024, in line with the Gender Equality Strategy 2020-2025.

⁽²⁴⁾ Pulse surveys are in use if no staff survey is launched.

| Output | Indicator | Target |
|--|--|--|
| Know Your Agency sessions | Number of units / teams involved | Presentations from 10 units / teams by end 2025 |
| Visits to beneficiaries (fostering a greater understanding of the impact of the Agency's work) | Number of visits | 2 visits in 2025 |
| | Satisfaction of staff (surveyed after event) | 75% satisfaction rate |
| Awareness raising on ethical rules | An updated guide is published to clarify the rules | Publication of guide Quarterly awareness-raising Twice per year by December 2025 |
| | HR-Awareness raising each quarter (by email or newsletter) | |
| | Ethics training for all staff | |

B. Sound financial management

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

Main outputs in 2025:

| Output | Indicator | Target |
|--|--|--|
| Effective controls: Legal and regular transactions | Estimated risk at payment | remains < 2 % of relevant expenditure (HE and SMP) remains as close as possible to 2% (H2020) ⁽²⁵⁾ |
| | Estimated risk at closure | remains < 2 % of relevant expenditure (HE and SMP) remains as close as possible to 2% (H2020) |
| | Threshold of administrative budget error set at 0,5% | Administrative budget error below 0,5% |
| Efficient controls | Budget execution | remains 100% of C.1 payment appropriations on time |
| | Timely payments | remains 100% within legal deadlines (administrative and operational budget). |

⁽²⁵⁾ For the Research, industry, space, energy and transport family, it is necessary to make a distinction between Horizon 2020 and Horizon Europe since they have different materiality criteria. A common approach among the relevant departments should be applied.

| Output | Indicator | Target |
|--|---|-----------------------------------|
| Economy of controls | Overall estimated cost of controls | Remains under 4% of funds managed |
| Implementation of annual audit plan for non-Horizon programmes | Total number of audits to be closed within the year ⁽²⁶⁾ | COSME EEN: 1 SMP Actions: 17 |

C. Fraud risk management

Objective: The risk of fraud is minimised through the application of effective anti-fraud measures and the implementation of the Commission Anti-Fraud Strategy (CAFS) ⁽²⁷⁾ aimed at the prevention, detection and correction ⁽²⁸⁾ of fraud

Indicator: Implementation of the actions included in the agency's anti-fraud strategy over the strategy's lifecycle

Source of data: EISMEA's annual activity report, EISMEA's anti-fraud strategy, OLAF reporting

| Baseline | Interim milestone | Target |
|---|--|--|
| 2022 (year preceding the strategy's adoption) | 2024 (December) | 2026 (last year of the strategy's lifecycle) |
| 0% of action points implemented | 50% of action points implemented on time | 100% of action points implemented on time |

Main outputs in 2025:

| Output | Indicator | Target |
|---|---|---|
| Anti-fraud awareness training sessions | Number of training sessions organised within the year | twice per year - as per EISMEA's anti-fraud strategy |
| Reports on the state of play of the implementation of the Anti-fraud Strategy | Reporting to management on the state of play of implementation of the action plan included in the AFS | twice per year - as per EISMEA's anti-fraud strategy |
| Reports to OLAF on implementation of recommendations following OLAF cases | Reporting on the implementation of recommendations issued by OLAF following their investigations | 6 months after the issuance of OLAF report + upon request by OLAF, in the context of the yearly monitoring exercise |

⁽²⁶⁾ on-going audits contracted 2023-2024.

⁽²⁷⁾ Communication from the Commission "Commission Anti-Fraud Strategy Action plan – revision 2023: [COM 2023 405](#) of 11 July 2023 – 'the Communication on the 2023 revision' – and the accompanying revised action plan, [SWD 2023 245](#)– 'the revised Action Plan'.

⁽²⁸⁾ Correction of fraud is an umbrella term, which notably refers to the recovery of amounts unduly spent and to administrative sanctions.

D. Digital transformation and information management

Objective: EISMEA is using innovative, trusted digital solutions for better information management and administrative processes to become a truly digitally transformed, user-focused and data-driven Agency

Indicator 1: Degree of implementation of the digital strategy principles by the most important IT solutions ⁽²⁹⁾

Source of data: EISMEA (EEN and EIC)

| Baseline (2020) | Interim milestone (2023) | Target (2025) |
|--------------------|-----------------------------|--------------------|
| 31% EEN 40% EIC | 80% EEN 80% EIC | 90% EEN 95% EIC |

Indicator 2: Percentage of implementation of the corporate principles for data governance for EISMEA's key data assets

Source of data: EISMEA

| Baseline (2020) | Interim milestone (2022) | Target (2025) |
|--------------------|-----------------------------|------------------|
| 20% | 50% | 80% |

Indicator 3: Percentage of staff attending awareness raising activities on data protection compliance

Source of data: EISMEA DPO and HR

| Baseline (2018) | Interim milestone (2023) | Target (2025) |
|---------------------|---|--|
| 40% ⁽³⁰⁾ | 83% of staff in post for 6 months or longer | 100% of staff in post for 6 months or longer |

Main outputs in 2025:

| Output | Indicator | Target |
|---|---|---------------------|
| Data protection awareness events, training sessions | Number of activities organised per year | four times per year |
| Review of the agency's Data protection Action plan | Reporting to Director on the implementation of the agency's Data protection Action plan | once per year |

⁽²⁹⁾ The [European Commission Digital Strategy](#) calls on Commission departments to digitally transform their business processes by developing new innovative digital solutions or make evolve the existing ones in line with the principles of the strategy. At the beginning of the year N+1, the Solution Owner and IT Investments Team will assess the progress made for the selected solutions. For each of the 3 solutions, a table will reflect – per principle – the progress achieved during the last year.

⁽³⁰⁾ Estimated value at the entry into force of the Regulation (EU) 2018/1725 in December 2018.

| Output | Indicator | Target |
|--|--|--|
| Digital Culture Promote the use of collaborative tools to empower staff | Promote and foster the use of M365 tools and good practices. | One event to promote available M365 tools in 2025 |
| Increase cybersecurity awareness of all staff with internal and external resources | Assess phishing exercise results and propose corrective measures. | Assess the results twice per year and adapt mitigation action plan. |
| Business-driven Digital Transformation <i>Regular meetings with business users to achieve efficient business support from the information systems.</i> | Requirements gathering and satisfaction feedback meeting with operational departments. | Four meetings in 2025 |
| Seamless Digital Environment Migrate local infrastructure to Commission virtual hosting service or Commission cloud tenants. | Percentage of information systems migrated to the Commission virtual hosting service or Commission cloud tenants | 90% of EISMEA systems by the end of 2025 |
| Green, Resilient and Secure Digital Infrastructure Status in the risk maturity quadrant (RMQ). | Evaluation of the RMQ risk and maturity. | Improved status in RMQ (reduced risk, improved maturity) in 2025 compared to 2024. |

E. Sound environmental management

Objective: EISMEA takes account of the environmental impact of its day-to-day actions, taking measures to reduce the impact of its administration work, supported by their respective EMAS Correspondents **(31)**.

Main outputs in 2025:

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

| Output | Indicator | Target |
|--|---|---|
| Reduced emissions from staff business travel ⁽³²⁾ ⁽³³⁾ | Annual decrease of budget for business travel and corresponding CO ₂ emissions | In year 2025, the total CO ₂ emissions for staff shall be at least 50% lower than the 2019 baseline. |

II. Reducing resource use in buildings and workspace (energy) More efficient use of resources (energy)

| Output | Indicator | Target |
|---|---|--|
| Participation in corporate energy saving actions through building closure | Participation of EISMEA in summer and end of year energy saving ac action | Participation of EISMEA in two BEST actions per year |

III. Organise sustainable events

| Output | Indicator | Target |
|---|---|--|
| All EISMEA events to be organised in line with EISMEA guide for organisation of sustainable events (2024). | % of EISMEA events organised in line with EISMEA guide for organisation of sustainable events (2024). | 100% |
| Review EISMEA's internal guide for the organisation of events, covering catering as well as other aspects such as printing and promotional items. | Internal guide to be updated in 2025. | Updated internal guide for sustainable events by end 2025. This guide to be used as benchmark from 2026. |

(31) EISMEA approved its Greening Strategy on 6 December 2024: Strategy towards a greener agency: EISMEA's green action plan (Ares(2024)8715402)

(32) Data provided by PMO/MiPs

(33) EISMEA will also explore with all the Executive Agencies the possibility to establish a common strategy for expert travel, leading to a significant reduction in GHG emissions

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

| Output | Indicator | Target (2019 as baseline, as appropriate) |
|---|--|---|
| Green Public Procurement provisions in tender specifications: requirement to respect GPP recommendations for sustainable meetings and events. | % of tender specifications with "green" provisions | 100% of tender specification include this recommendation by default. |
| Sustainable procurement checklist ⁽³⁴⁾ | Publication of EISMEA sustainable procurement checklist. | Publication of checklist on SharePoint and awareness-raising among staff. |
| Rationalise the management and use of office supplies within EISMEA and foster circular economy initiatives. | -Organising a recycling / clean-up exercise | Annual recycling / clean up exercise. |

V. Staff awareness

| Output | Indicator | Target (2019 as baseline, as appropriate) |
|--|--|---|
| Promotion of EMAS corporate campaigns in line with greening strategy and action plan, coordinated in collaboration with EISMEA's greening group. | Number of awareness/ actions promoted | At least 5 promotions of green activities in 2025 Annual progress reporting to staff on EISMEAs greening action plan |
| Promotion of internal green activities in line with greening strategy and action plan (including green mobility and commuting and providing continued support for the use of environmentally friendly transport - bicycle and public transport). | Participation in green and active commuting initiatives by enhancing the staff participation in events: VéloMai, Green Mobility Day Alignment of EISMEA initiatives with new Commission guidelines. | At least 15 colleagues participating in each greening event. Implement new EISMEA strategy on bike allowance in 2025. Increase number of EISMEA participants in the Vélomai |

⁽³⁴⁾ For information, technical support is provided by the Interinstitutional GPP Helpdesk. See also GPP webpage on [MyIntraComm for EU reference/guidelines](#) and the [Vade-mecum on Public Procurement](#) by DG BUDG.

ANNEX 2: Resources: staff and budget

G. Administrative budget

| EISMEA Operating Budget 2025 | Title 1 (EUR million) | | | | Title 2 (EUR million) | | | | Title 3 (EUR million) | | | | TOTAL | | | | Grand Total (EUR million) |
|---|-----------------------|------------------------|--------------|--------------------------------|-----------------------|------------------------|--------------|--------------------------------|-----------------------|------------------------|--------------|--------------------------------|----------------------|------------------------|--------------|--------------------------------|------------------------------------|
| | EU budget (C1) | EU budget (NGEU) | EFTA/ EEA | Third countries contrib. | EU budget (C1) | EU budget (NGEU) | EFTA/ EEA | Third countries contrib. | EU budget (C1) | EU budget (NGEU) | EFTA/ EEA | Third countries contrib. | EU budget (C1) | EU budget (NGEU) | EFTA/ EEA | Third countries contrib. | |
| Horizon Europe, Pillar III | | | | | | | | | | | | | | | | | |
| European Innovation Council (EIC) European Innovation Ecosystems (EIE) | 25,657 | 2,102 | 0,763 | 1,657 | 3,771 | 0,309 | 0,112 | - | 1,641 | 0,134 | 0,049 | - | 31,069 | 2,545 | 0,924 | 1,657 | 36,195 |
| Subtotal | 25,657 | 2,102 | 0,763 | 1,657 | 3,771 | 0,309 | 0,112 | 0,000 | 1,641 | 0,134 | 0,049 | 0,000 | 31,069 | 2,545 | 0,924 | 1,657 | 36,195 |
| Single Market Programme | | | | | | | | | | | | | | | | | |
| SME Pillar | 7,184 | - | 0,200 | - | 1,056 | - | 0,029 | - | 0,459 | - | 0,013 | - | 8,699 | - | 0,243 | - | 8,942 |
| Internal Market and Support to Standardisation | 2,455 | - | 0,069 | - | 0,361 | - | 0,010 | - | 0,157 | - | 0,004 | - | 2,973 | - | 0,083 | - | 3,056 |
| Consumers | 0,299 | - | 0,008 | - | 0,044 | - | 0,001 | - | 0,019 | - | 0,001 | - | 0,362 | - | 0,010 | - | 0,372 |
| Subtotal | 9,939 | 0,000 | 0,277 | 0,000 | 1,461 | 0,000 | 0,041 | 0,000 | 0,636 | 0,000 | 0,018 | 0,000 | 12,035 | 0,000 | 0,336 | 0,000 | 12,371 |
| European Regional Development Fund | | | | | | | | | | | | | | | | | |
| Interregional Innovation Investments | 1,245 | - | - | - | 0,183 | - | - | - | 0,080 | - | - | - | 1,508 | - | - | - | 1,508 |
| Subtotal | 1,245 | 0,000 | 0,000 | 0,000 | 0,183 | 0,000 | 0,000 | 0,000 | 0,080 | 0,000 | 0,000 | 0,000 | 1,508 | 0,000 | 0,000 | 0,000 | 1,508 |
| Total per source of financing within each Title | 36,841 | 2,102 | 1,041 | 1,657 | 5,414 | 0,309 | 0,153 | 0,000 | 2,356 | 0,134 | 0,067 | 0,000 | 44,611 | 2,545 | 1,260 | 1,657 | 50,074 |
| Total per Budget Title | 41,640 | | | | 5,876 | | | | 2,557 | | | | 50,074 | | | | 50,074 |

H. Human resources

| Programmes | Staff (EU budget) | | | | | Staff from other fund sources | | Total all staff |
|--|-------------------|-----------------------------|--------|------|-----------------------|---|-------------------|-----------------|
| | TAs | Of which seconded officials | CAs | SNEs | Total staff EU budget | EFTA/EEA, Third countries contributions | NextGeneration EU | |
| Horizon Europe. Pillar III | | | | | | | | |
| European Innovation Council (EIC) : DG RTD | 54,61 | 16,00 | 146,75 | 1,00 | 202,36 | 31,00 | 22,82 | 256,18 |
| Subtotal operational FTEs | 46,58 | | 125,18 | 0,85 | 172,61 | 26,44 | 19,47 | 218,52 |
| Subtotal management & admin support staff | 8,03 | | 21,57 | 0,15 | 29,75 | 4,56 | 3,35 | 37,66 |
| European Innovation Ecosystems (EIE) : DG RTD | 3,97 | 4,00 | 9,27 | | 13,25 | | | 13,25 |
| Subtotal operational FTEs | 3,39 | | 7,91 | | 11,30 | | | 11,30 |
| Subtotal management & admin support staff | 0,58 | | 1,36 | | 1,95 | | | 1,95 |
| Single Market Programme | | | | | | | | |
| SME pillar : DG GROW | 21,72 | 5,00 | 65,15 | | 86,86 | 2,00 | | 88,86 |
| Subtotal operational FTEs | 18,52 | | 55,57 | | 74,09 | 1,71 | | 75,80 |
| Subtotal management & admin support staff | 3,19 | | 9,58 | | 12,77 | 0,29 | | 13,06 |
| Internal Market and support to standardisation: DG GROW | 1,45 | 2,00 | 4,34 | | 5,78 | | | 5,78 |
| Subtotal operational FTEs | 1,23 | | 3,70 | | 4,93 | | | 4,93 |
| Subtotal management & admin support staff | 0,21 | | 0,64 | | 0,85 | | | 0,85 |
| Consumers : DG JUST | 2,53 | 1,00 | 7,59 | | 10,12 | | | 10,12 |

| | | | | | | | | |
|---|-------------|-------------|--------------|------------|--------------|-------------|-------------|--------------|
| Subtotal operational FTEs | 2,16 | | 6,47 | | 8,63 | | | 8,63 |
| Subtotal management & admin support staff | 0,37 | | 1,12 | | 1,49 | | | 1,49 |
| European Regional Development Fund | | | | | | | | |
| Interregional Innovation Investments: DG REGIO | 2,84 | 1,00 | 8,51 | | 11,35 | | | 11,35 |
| Subtotal operational FTEs | 2,42 | | 7,26 | | 9,68 | | | 9,68 |
| Subtotal management & admin support staff | 0,42 | | 1,25 | | 1,67 | | | 1,67 |
| Total | 87,1 | 29,0 | 241,6 | 1,0 | 329,7 | 33,0 | 22,8 | 385,5 |

I. Delegated operational appropriations.

| EISMEA Operational Budget 2025 (*) | | Commitment appropriations (€) | | | Payment appropriations (€) | | | |
|--|--|----------------------------------|------------|-------------|-------------------------------|-----------------------|------------|---------------|
| | | EU Budget (MFF) | EFTA/EEA | Total | EU Budget (MFF) | Next Generation EU | EFTA/EEA | Total |
| Horizon Europe, Pillar III | | | | | | | | |
| 01.020301 | European Innovation Council (EIC) | 607 059 932 | 16 694 148 | 623 754 080 | 744 300 951 | 393 670 734 | 20 468 276 | 1 158 439 961 |
| 01.020302 | European Innovation Ecosystems (EIE) | 8 590 549 | 2 362 485 | 88 271 034 | 74 388 221 | 0 | 2 045 676 | 76 433 897 |
| 01.020401 | Widening participation and spreading excellence | 0 | 0 | 0 | 6 812 652 | 0 | 187 348 | 7 000 000 |
| Subtotal Horizon Europe | | 692 968 481 | 19 056 633 | 712 025 114 | 825 501 824 | 393 670 734 | 22 701 300 | 1 241 873 858 |
| Single Market Programme (SMP) | | | | | | | | |
| 03.020107 | Market Surveillance | 9 783 619 | 272 963 | 10 056 582 | 4 952 305 | 0 | 138 169 | 5 090 474 |
| 03.020200 | SME pillar | 123 311 491 | 3 440 391 | 126 751 882 | 143 622 450 | 0 | 4 007 066 | 147 629 516 |
| 03.020301 | Support to Standardisation | 17 537 000 | 0 | 17 537 000 | 13 518 407 | 0 | 0 | 13 518 407 |
| 03.020401 | Consumers | 18 818 528 | 525 037 | 19 343 565 | 25 006 605 | 0 | 697 684 | 25 704 289 |
| Subtotal SMP | | 169 450 638 | 4 238 391 | 173 689 029 | 187 099 766 | 0 | 4 842 920 | 191 942 686 |
| European Regional Development Fund (ERDF) | | | | | | | | |
| 05.020100.08 | Inter-regional Innovation Investments | 82 048 976 | 0 | 82 048 976 | 58 801 497 | 0 | 0 | 58 801 497 |
| Subtotal ERDF | | 82 048 976 | 0 | 82 048 976 | 58 801 497 | 0 | 0 | 58 801 497 |
| Pilot Projects / Preparatory Actions (PPPA) (**) | | | | | | | | |
| 03.200100.P032302 | Pilot project - European network of gender-conscious | p.m. | | | 582 000 | 0 | 0 | 582 000 |
| 03.200100.P032301 | Pilot project - Building Capacity for Tourism | p.m. | | | 900 000 | 0 | 0 | 900 000 |
| 01.200100.P012105 | Pilot project - European entrepreneurial E-learning | p.m. | | | 239 130 | 0 | 0 | 239 130 |
| 03.200100.A032205 | Preparatory action - Operationality of the Tourism | p.m. | | | 1 199 930 | 0 | 0 | 1 199 930 |
| 01.200100.P012202 | Pilot project - ESTA | p.m. | | | 447 150 | 0 | 0 | 447 150 |
| Subtotal PPPA | | p.m. | | | 3 368 210 | 0 | 0 | 3 368 210 |
| Completion - Legacy | | | | | | | | |
| 01.029901 | Completion - H2020 | 0 | 0 | 0 | 42 861 818 | 0 | 998 680 | 43 860 498 |
| 03.029901 | Completion - COSME | 0 | 0 | 0 | 1 915 642 | 0 | 2 682 | 1 918 324 |
| 03.029904.02 | Completion - Standardisation | 0 | 0 | 0 | 1 835 370 | 0 | 0 | 1 835 370 |
| Subtotal Completion - Legacy | | 0 | | | 46 612 830 | 0 | 1 001 362 | 47 614 192 |
| Total of the operational budget managed by the Executive Agency: | | 944 468 095 | 23 295 024 | 967 763 119 | 1 121 384 127 | 393 670 734 | 28 545 582 | 1 543 600 443 |

(*)Commitment and payment appropriations for all lines are still provisional and based on the draft budget 2025 exercise. EFTA/EEA amounts are based upon the latest available data and are subject to change.

(**)Information on commitment appropriations related to pilot projects and preparatory actions that will be delegated to EISMEA in 2025 is not yet available.

ANNEX 3 Call Planning Tables

| European Innovation Council | | | | |
|------------------------------------|--|---|------------------|--------------|
| Planning calls for proposals 2025: | | | | |
| Call title | Call identifier | | Publication date | Closing date |
| EIC Pathfinder Open 2025 | HORIZON-EIC-2025-PATHFINDEROPEN-01 | | 20/02/2025 | 21/05/2025 |
| EIC Pathfinder Challenges 2025 | HORIZON-EIC-2025-PATHFINDERCHALLENGES-01 | Biotech for Climate Resilient Crops and Plant-Based Biomanufacturing | 25/07/2025 | 29/10/2025 |
| | | Generative-AI based Agents to Revolutionize Medical Diagnosis and Treatment of Cancer | | |
| | | Towards autonomous robot collectives delivering collaborative tasks in dynamic unstructured construction environments | | |
| | | Waste-to-value devices – circular production of renewable fuels, chemicals and materials. | | |
| EIC Transition Open 2025 | HORIZON-EIC-2025-TRANSITIONOPEN-01 | | 22/04/2025 | 17/09/2025 |

| | | | | |
|--|---|--|----------------------------|---|
| EIC Accelerator Open 2025 | HORIZON-EIC-2025-ACCELERATOROPEN-01 | | 30/10/2024 | Cut offs full proposals: 12/03/2025 and 01/10/2025 |
| EIC Accelerator Challenges 2025 | HORIZON-EIC-2025- ACCELERATORCHALLENGES- 01 | Acceleration of advanced materials development and upscaling along the value chain | 30/10/2024 | Cut offs full proposals: 12/03/2025 and 01/10/2025 |
| | | Biotechnology driven low emission food production systems | | |
| | | GenAI4EU: Creating European Champions in Generative AI | | |
| | | Innovative in-space servicing, operations, space-based robotics and technologies for resilient EU space infrastructure | | |
| | | Breakthrough innovations for future mobility. | | |
| EIC Accelerator Step Scale-Up Call | HORIZON-EIC-2025-STEP-01 | | 26/11/2024 (continuous) | 16/12/2025 |

EIC Prizes

Planning calls for proposals 2025:

| Call title | Call identifier | Publication date | Closing date |
|--|------------------------------------|------------------|--------------|
| The European Prize for Women Innovators | HORIZON-EIC-2025-PRIZES-01 | 24 June 2025 | 25/09/2025 |
| The European Capital of Innovation Awards (iCapital) | HORIZON-EIC-2025-ICAPITAL-PRIZE-02 | 20 March 2025 | 17/06/2025 |

European Innovation Ecosystems

Planning calls for proposals 2025:

| Call title | Call identifier | Publication date | Closing date |
|---|--------------------------------|------------------|--------------|
| InnovSMEs | HORIZON-EIE-2025-INNOVSMES-01 | 06/05/2025 | 05/06/2025 |
| Preparatory action for setting up joint programmes among innovation ecosystems actors | HORIZON-EIE-2025-02-CONNECT-01 | 14/05/2025 | 15/10/2025 |
| Implementing co-funded action plans for connected regional innovation valleys | HORIZON-EIE-2025-02-CONNECT-02 | 14/05/2025 | 15/10/2025 |

| | | | |
|--|--------------------------------|-------------------------|---------------------|
| European network of national competence centers for innovation procurement | HORIZON-EIE-2025-03-CONNECT-01 | 14/05/2025* | 15/10/2025* |
| Expanding Investment Ecosystems | HORIZON-EIE-2025-03-CONNECT-02 | 14/05/2025* | 15/10/2025* |
| Scaling up deep tech ecosystems | HORIZON-EIE-2025-03-CONNECT-03 | 14/05/2025* | 15/10/2025* |
| Planning calls for tenders 2025: | | | |
| Call title | Call identifier | Publication date | Closing date |
| European Assistance for Innovation Procurement | TBC | March 2025* | September 2025* |
| Benchmarking of national policy frameworks and investments on innovation procurement across Europe | TBC | June2025* | November 2025* |

*dates of opening and closing tbc

| Call for proposals from other programmes (EIC / WIDERA) | | | |
|--|---------------------------|------------------|--------------|
| Call title | Call identifier | Publication date | Closing date |
| Implementing co-funded action plans for connected regional innovation valleys (WIDERA) | HORIZON-WIDERA-2025-XXX** | 14/05/2025 | 15/10/2025 |
| Organisation of WomenTechEU scheme (EIC) | HORIZON-EIC-2025-XXX** | 01/04/2025 | 01/09/2025 |

**Call identifier tbc

| SMP / CONSUMER PILLAR | | | |
|------------------------------------|-----------------------------|---------------------------|--------------|
| Planning calls for proposals 2025: | | | |
| Call title | Call identifier | Publication /opening date | Closing date |
| BEUC operating grant | SMP-CONS-2026-EU-ORG-OG-IBA | 12.03.2025 | 20/05/2025 |
| ADR + RAD grants | SMP-CONS-2025-ADR-RAD | 13.03.2025 | 05/06/2025 |
| ECC-Net grants | SMP-CONS-2025-ECC-IBA | 18.02.2025 | 14/05/2025 |

| Planning calls for tenders 2025: | | | |
|--|-----------------|------------------|----------------|
| Call title | Call identifier | Publication date | Closing date |
| Capacity building, awareness raising and educations actions | | | |
| Consumer Law Ready training for SMEs: renewal | TBC | TBC | TBC |
| Incorporation of the CLD into the new tool | TBC | TBC | TBC |
| Capacity building – CPC authorities | TBC | TBC | TBC |
| Events and external communication actions | | | |
| European Product Safety Awards 2025 | TBC | TBC | September 2025 |
| Consumer dialogs (tbc) | TBC | TBC | TBC |
| Consumer Summit 2026 | TBC | TBC | TBC |
| High Level Ministerial/ Presidency meetings 2025/ 2026 | TBC | TBC | TBC |

SMP / SME PILLAR**Planning calls for proposals 2025:**

| Call title | Call identifier | Publication date | Closing date |
|--|-------------------------|-------------------------|----------------------|
| Enterprise Europe Network | SMP-COSME-2024-EEN | 25/04/24 | 19/09/24 04/02/25 |
| Joint Cluster Initiatives (EUROCLUSTERS) for Europe's recovery | SMP-COSME-2024-CLUSTER | 15/10/24 | 05/02/25 |
| EU-SME Centre in China | TBC | 24/10/24 | 15/01/25 |
| Agrifood and retail SMEs: renewable energy communities | SMP-COSME-2024-REC | 28/11/2024 | 20/02/2025 |
| Boosting Competitiveness and Innovation Capacity of SMEs through creative partnerships and the use of new technologies - WORTH partnership project (WORTH III) | GRO/SME/24/13707 TBC | 23/01/2025 | 03/04/25 |

| | | | |
|--|------------------------|-------------------------|---------------------|
| Supporting sustainable competitiveness of tourism SME | GRO/SME/25/14406 | Q2 2025 | Q2 2025 or Q3 2025 |
| Planning calls for tenders 2025: | | | |
| Call title | Call identifier | Publication date | Closing date |
| Observatory for companies/SMEs ('one stop shop' on due diligence) | GRO/SME/24/14006 | 06/12/2024 | 29/01/25 |
| Digital Public Buyers Platform | GRO/SME/24/14529 | Q1 2025 | Q2 2025 |
| Late Payment Directive / upcoming Late Payment regulation | ? GRO/SME/25/14213 | Q3 2025 or Q4 2025 | Q4 2025 or Q1 2026 |
| ESTEAM Festivals: Enhancing Digital and Entrepreneurial Competences in Girls and Women | GRO/SME/25/14215 | 15/3/25 | 12/06/2025 |
| Monitoring the performance of EU industry and industrial ecosystems | ??? GRO/SME/25/14386 | March 2025 | April/May 2025 |
| European Cluster Collaboration Platform | GRO/SME/25/14379 | 15/04/25 | 12/06/25 |
| Transition Pathways Stakeholders Support Platform | GRO/SME/25/14389 | Q2 2025 | Q2 2025 or Q3 2025 |

SMP /INTERNAL MARKET STANDARDISATION**Planning calls for proposals 2025:**

| Call title | Call identifier | Publication date | Closing date |
|--|--|-------------------------|---------------------|
| Support to Standardisation activities performed by CEN, CENELEC and ETSI | Call SMP-STAND-2024-ESOS-03-IBA | 24/10/2024 | 16/01/2025 |
| Support to Standardisation activities performed by CEN, CENELEC and ETSI | Call SMP-STAND-2025-ESOS-01-IBA | 27/03/2025 | 12/06/2025 |
| Support to Standardisation activities performed by CEN, CENELEC and ETSI | Call SMP-STAND-2025-ESOS-02-IBA | 10/07/2025 | 16/10/2025 |
| Support to Standardisation activities performed by CEN, CENELEC and ETSI | Call SMP-STAND-2025-ESOS-03-IBA | 23/10/2025 | 15/01/2026 |
| Representation of SMEs, social and societal interests in European standardisation - Call for proposals to conclude a Framework Partnership Agreement | Call EISMEA-SMP-STA-FPA-ANNEX III-2025 | 04/02/2025 | 28/03/2025 |

| | | | |
|---|----------------------------------|-------------------------|---------------------|
| Support to organisations representing small and medium-sized enterprises (SMEs) and societal stakeholders in standardisation activities | Call SMP-STAND-2025-A3-AG-OG-IBA | 08/07/2025 | 04/09/2025 |
| Selection of European testing facilities | Call SMP-SURV-2025-EUTF-01-IBA | 14/05/2025 | 19/06/2025 |
| Planning calls for tenders 2025: | | | |
| Call title | Call identifier | Publication date | Closing date |
| Joint Actions on market surveillance (JACOP) 2026 | EISMEA/2025/SC/XXX | April 2025 | September 2025 |
| Study on appliances with embedded software (TBC) | TBC | TBC | TBC |
| Interregional Innovation Investments (I3) Instrument | | | |
| Planning calls for proposals 2025: | | | |
| Call title | Call identifier | Publication date | Closing date |
| Interregional Innovation investments Instrument Strand 1 | I3-2025-INV1 | 22/05/2025 | 20/11/2025 |

| | | | |
|---|---------------|------------|------------|
| Interregional Innovation investments Instrument Strand 2a | I3-2025-INV2a | 22/05/2025 | 20/11/2025 |
| Interregional Innovation investments Instrument Cap2b | I3-2025-Cap2b | 23/10/2025 | 19/03/2026 |

| Preparatory/Pilot Action (PPPA) delegated by the EP to DG GROW and then to EISMEA | | | |
|--|-----------------------|------------------|---------------|
| Call title | Call identifier | Publication date | Closing date |
| Upskilling and reskilling the Tourism Ecosystem -Tourism Knowledge hub and Tourism Data Space” (TRAN/5580) (call for proposals) | GRO-PPA-25-XXX | Q3 | Q4 or Q1 2026 |