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for Cybersecurity

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MANAGEMENT BOARD DECISION

DECISION No. MB/2025/07

OF THE MANAGEMENT BOARD OF THE EUROPEAN UNION AGENCY FOR CYBERSECURITY (ENISA)

of 17 June 2025,

on endorsing V.2 draft Single Programming Document (SPD) 2026-2028, the draft statement of estimates for 2026 and the draft establishment plan for 2026

THE MANAGEMENT BOARD OF ENISA

Having regard to

- Regulation (EU) 2019/881 of the European Parliament and of the Council of 17 April 2019 on ENISA (the European Union Agency for Cybersecurity) and on information and communications technology cybersecurity certification and repealing Regulation (EU) No 526/2013 (Cybersecurity Act), in particular Article 15.1.(c), Article 24.3., Article 24.4., Article 29.3 and Article 29.7;
- Decision No MB/2019/8 on the Financial Rules applicable to ENISA in conformity with the Commission Delegated Regulation (EU) No 2019/715 of 18 December 2018 of the European Parliament and of the Council, in particular Article 32;
- Commission Communication C(2020) 2297 final of 20 April 2020 on the guidelines for single programming document for decentralised agencies and the template for the Consolidated Annual Activity Report for decentralised agencies.

Whereas

1. The Management Board should produce, on the basis of the draft drawn by the Executive Director, a statement of estimates of revenue and expenditure for the following year which will be forwarded by the Management Board to the European Commission by 31 January 2025;
2. The Management Board should endorse the draft programming document by 31 January 2025;
3. The Agency should send the draft programming document to the European Commission, the European Parliament and the Council no later than 31 January 2025;
4. The Executive Board has endorse the draft single programming document 2026-2028 at its meeting held on 23-24 January 2025.

HAS DECIDED TO ADOPT THE FOLLOWING DECISION

Article 1

The Single Programming Document 2026-2028 V.2 is endorsed as set-out in the Annex 1 of this decision.

Article 2

The statement of estimates of revenue and expenditure for the financial year 2026 and the establishment plan 2026 are endorsed as set-out in Annex 2 and Annex 3 of this decision.

Article 3

The present decision shall enter into force on the day of its adoption. It will be published on the Agency's website.

Done at Athens on 17.06.2025.

On behalf of the Management Board

[signed]

Ms Fabienne Tegeler

EUROPEAN UNION AGENCY
FOR CYBERSECURITY

DRAFT ENISA SINGLE PROGRAMMING DOCUMENT 2026-2028

Including Multiannual planning, Work programme 2026 and Multiannual staff planning

ANNEX 1 – VERSION 2

DOCUMENT HISTORY

//DRAFT ONLY - DELETE THIS SECTION AND PAGE UPON FINAL PUBLICATION

Date	Version	Modification	Author
December 2024	V.01	MB for consultation	ENISA
December 2024	V.01.1	ENISA update to activity 8	ENISA
December 2024	V.01.1	MB consultation	ENISA
January 2025	V.1	Updated after MB comments	ENISA
January 2025	V.1.1	Corrections after EB meeting, specifically new table added for annex XI contribution agreements, updates made to activities 2,5,6 reflect contribution agreements and update to annex resource allocation and additional resource requirements	ENISA
May 2025	V.2	Amended draft V.2 Updated after EB meeting 22nd 23rd May	ENISA

TABLE OF CONTENTS

LIST OF ACRONYMS

To be updated during proof reading & editing

ABAC	Accruals-based accounting
ACER	Agency for the Cooperation of Energy Regulators
AD	Administrator
AST	Assistant
BEREC	Body of European Regulators for Electronic Communications
CA	Contract agenda
CAB	Conformity Assessment Body
Cedefop	European Centre for the Development of Vocational Training
CEF	Connecting Europe Facility
CEN	European Committee for Standardization
CENELEC	European Committee for Electrotechnical Standardization
CERT-EU	Cybersecurity Service for the Union institutions, bodies, offices and agencies
COVID-19	Coronavirus disease 2019
CSA	Cybersecurity Act
CSIRT	Computer Security Incidence Response Team
CTI	Cyber threat intelligence
CRA	Cyber Resilience Act
CSoA	Cyber Solidarity Act
CSPO	Cybersecurity Policy Observatory
EU-CyCLO-Ne	Cyber Crisis Liaison Organisation Network
DORA	Digital Operational Resilience Act (DORA)
DSP	Digital service providers
DSO	European Distribution System Operators
ECA	European Court of Auditors
EC3	European Cybercrime Centre
ECCC	European Cybersecurity Competence Centre
EUCS	EU Cloud Certification Scheme
ECCG	European Cybersecurity Certification Group
EDA	European Defence Agency
EEAS	European External Action Service
EECC	European Electronic Communications Code
EFTA	European Free Trade Association
eID	Electronic identification
eIDAS	Electronic Identification and Trust Services (eIDAS) Regulation
ENISA	European Union Agency for Cybersecurity
ENTSO	European Network of Transmission System Operators for Electricity
ETSI	European Telecommunications Standards Institute
EUCC	European Union Common Criteria scheme
EU5G	European Union certification scheme for 5G networks
EU-LISA	European Union Agency for the Operational Management of Large-scale IT Systems in the Area of Freedom, Security and Justice
Europol	European Union Agency for Law Enforcement Cooperation
FTE	Full-time equivalent
ICT	Information and communication technology
IPR	Intellectual property rights
ISAC	Information Sharing and Analysis Centre
IT	Information technology
JCU	Joint Cyber Unit
KDT	Key digital technologies
MFF	Multi-annual financial framework
MoU	Memorandum of understanding
NIS	Networks and Information Systems
NISD	NIS Directive
NIS2	NIS2 Directive
NIS CG	NIS Cooperation Group

NLO	National Liaison Officers
OOTS	The Once Only Technical System
SC	Secretary
SCCG	Stakeholder Cybersecurity Certification Group
SLA	Service-level agreement
SMEs	Small and medium-sized enterprises
SNE	Seconded national expert
SOCs	Security Operation Centres
SOP	Standard Operating Procedure
SPD	Single Programming Document
TA	Temporary agent

INTRODUCTION

FOREWORD

To be updated during the course of 2025

MISSION STATEMENT

The mission of the European Union Agency for Cybersecurity (ENISA) is to achieve a high common level of cybersecurity across the Union in cooperation with the wider community. It does this through acting as a centre of expertise on cybersecurity, collecting and providing independent, high quality technical advice and assistance to Member States and EU institutions, bodies and agencies (Union entities) on cybersecurity. It contributes to developing and implementing the Union's cybersecurity policies.

Our aim is to strengthen trust in the connected economy, boost resilience and trust of the Union's infrastructure and services and keep our society and citizens digitally secure. We aspire to be an agile, environmentally and socially responsible organisation focused on people.

ENISA STRATEGY

Horizontal objectives:

Strategic objective: "Empowered communities in an involved and engaged cyber ecosystem"

Cybersecurity is a shared responsibility. Europe strives for a cross-sectoral, all-inclusive cooperation framework. ENISA plays a vital role in fostering cooperation among cybersecurity stakeholders (Member States, Union entities, and other communities). ENISA in its efforts emphasises complementarity, engages stakeholders based on expertise and role in the ecosystem, and creates new synergies. The goal is to empower communities to enhance cybersecurity efforts exponentially through strong multipliers across the EU and globally.

Strategic objective: "Foresight on emerging and future cybersecurity opportunities and challenges"

New technologies, still in their infancy or close to mainstream adoption, create novel cybersecurity opportunities and challenges that would benefit from the use of foresight methods. Strategic foresight is not only about technologies and should include additional dimensions, such as political, economic, societal, legal and environmental aspects, to name a few. Through a structured process enabling dialogue among stakeholders and in coordination with other EU initiatives on research and innovation, foresight would be able to identify the opportunities and support early mitigation strategies for the challenges improving the EU resilience to cybersecurity threats. To fully reach its goal, foresight should be addressed as a transversal principle across all ENISA's strategic objectives.

Strategic objective: "Consolidated and shared cybersecurity information and knowledge support for Europe"

Efficient and effective, but also consolidated information and knowledge is the foundation of informed decision-making, as well as proactive and reactive protection and resilience by better understanding of the threat landscape. The much-needed common understanding and assessment of EU's cybersecurity maturity relies on information and knowledge. Consolidating and sharing cybersecurity information and knowledge strengthens the culture of cooperation and collaboration between communities and strengthens networks and partnerships.

Vertical objectives:

Strategic Objective: "Support for effective and consistent implementation of EU cybersecurity policies"

Cybersecurity is a cornerstone of the digital transformation and it is a requirement in the most critical sectors of the EU's economy and society. It is also considered across a broad range of policy initiatives. To avoid fragmentation and inefficiencies, it is necessary to develop a coherent approach, while taking into account the specificities of the different sectors and policy domains. ENISA's advice, opinions and analyses aim at ensuring consistent, evidence-based and future-proof implementation, focussed on building up cyber resilience in the critical sectors and supporting the EU Member States in tackling new risks for the Union.

Strategic objective: "Effective Union preparedness and response to cyber incidents, threats, and cyber crises"

The benefits of the European digital economy and society can only be fully attained under the premise of cybersecurity. Cyber-attacks know no borders. All layers of society can be impacted and the Union needs to be ready to respond to cyber threats incidents and potential cyber crises. Cross-border interdependencies have highlighted the need for effective cooperation between Member States and the Union entities for faster response and proper coordination of efforts at strategic, operational and technical levels. Understanding the ongoing situation is key to be effectively prepared and to be able to respond to cyber incidents, threats, and crises.

Strategic objective: "Strong cyber security capacity within EU"

The frequency and sophistication of cyberattacks is on a steady rise, while at the same time the use of digital infrastructures and technologies is increasing rapidly. The needs for cybersecurity skills, knowledge and competences exceeds the supply. EU is investing in building competences and talents in cybersecurity at all levels, from the non-expert to the highly skilled professional and across all sectors and age groups. ENISA address capacity building across the spectrum: start by investing in youth through competence building and training, whilst providing continuous up- and reskilling opportunities to professionals, to keep up with the fast-changing nature of cybersecurity. The focus is not only on increasing the cybersecurity skillset in the Member States and contributing to the objectives of the Cybersecurity Skills Academy, but also on making sure that the different operational communities always possess the appropriate capacity to deal with the cyber threat landscape. Engaging closely with key players and multipliers in the EU is crucial to ensure adequate preparedness across sectors and borders, effectively utilising the lessons learned from well-planned exercises.

Strategic objective: "Building trust in secure digital solutions"

Digital products and services bring benefits as well as risks, and these risks must be identified and mitigated. In the process of assessing the security of Information and Communication Technologies (ICT) products, services and processes and ensuring their trustworthiness, a common European approach between societal, market, research and foresight, economic and cybersecurity needs, with the possibility to influence the international community by introducing a competitive edge. Using means such as cybersecurity-by-design, market surveillance, and certification will allow to both enforce and promote trust in digital solutions.

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SECTION I. GENERAL CONTEXT

To be updated during the course of 2025

The Single Programming Document sets outs the activities that ENISA will undertake in the years 2026 to 2028 in accordance with the Agency's Regulation (EU) 2019/881 on ENISA and on information and communications technology cybersecurity certification (Cybersecurity Act)[1] and takes into account the new ENISA Strategy, the transposition of the NIS2 Directive, the Cyber Resilience Act (CRA), Cyber Solidarity Act (CSoA) and the EU Digital Identity Framework Regulation (eIDAS2).

The draft single programming document 2026-2028 has been amended in order to take into account the actions needed to further enhance the Agency's cybersecurity posture, as well as the migration of the ENISA's data centre from Heraklion. The expanded legislative tasks of the Agency, such as the CRA, the EU Vulnerability Database and DORA platforms require that ENISA scales its cybersecurity maturity over the coming years and maintain them to the highest level with regular reassessments as mandated by Regulation (EU) 2023/2841. The multi-annual (2026-2028) cybersecurity maturity plan that has been endorsed by the ENISA's management team is essential to that end as it provides a structured, strategic approach to managing cybersecurity risks, ensuring business continuity, regulatory compliance, and alignment with ENISA's strategic objectives. The plan follows a phased approach in order to gradually enhance the Agency's overall cybersecurity posture, respecting the ENISA's working culture and the internal IT Strategy. Moreover, as foreseen in Management Board decision 2024/06, the Agency shall close the ENISA office in Heraklion by 30th June 2026 thus requiring the Agency to migrate its data centre. The migration will be combined with efficiency gains and will be strategically aligned with the implementation of the cybersecurity maturity plan. The additional required resources both in terms of budget and FTEs are highlighted in the multiannual sections 2.4.1 and 2.4.2 and further elaborated in activity 9 performance and sustainability and activity 12 efficient and effective corporate services.

The second draft of the ENISA Single Programming Document 2026-2028 highlights the additional resources required for the period including the resources for scaling up ENISA cybersecurity maturity and migrating ENISA's data center. The budget that the Agency foresees that it requires is an additional 5.65 million EUR for the cybersecurity maturity plan (3 million EUR budget and 450 thousand for additional FTEs) and data centre migration (2.2 million) plus 6.2 million EUR identified during the adopted draft SPD2026-2028, comes to a total of 11.85 million EUR. The 6.2 million consists of 2.8 million relating to operational activities, 595k to corporate activities, 2 million euros for the maintenance of the CRA platform in 2026 and 799k EUR for the additional 7 FTEs put forward within the operational activities. Please note that this includes the amount needed to maintain the CRA platform in 2026 only but does not include the budget needed for operationalizing and maintaining the CRA platform from 2027 onwards These additional costs for operationalizing and maintaining the CRA platform are approximately 3 to 4 million euros (this includes hiring of personnel, external contractors and services, as well HW and SW/licenses via contribution agreement) annually from 2027 onward. In the end of 2024, the Agency and DG CNECT signed yet another Contribution Agreement, which includes €12 million for the establishment, management of the CRA Single Reporting Platform and €2.55 million for the continuation of the Support Action, which will be implemented by 31st December 2027. With regards workforce needs, section 2.3.2 on human resources outlines the FTE needs from the initial internal workforce review for 2026 – 2028 and specifically the needs that need to be tackled in the short term. In total 13 FTEs needs have been deemed highly critical (along with the 2 critical FTE needs) of which 7 FTE needs have been brought forward as additional resources required by the activities in 2026 work programme. An additional 5.5 FTEs have been put forward as highly critical, specifically for the cybersecurity maturity plan (4 FTEs) and data centre migration (1.5 FTEs) for 2026.

The Work Programme 2026 details the ENISA outputs planned for delivery within each of the eight operational activities', with outputs requiring additional resources highlighted in red or ~~red strike~~ through for suppressed outputs. These highlighted outputs require additional resources to adequately meet stakeholder demands at the highest quality. Conversely, outputs not marked in red are expected to be resourced within the Agency's budget envelope for 2026 based on current estimates.

To provide further clarity, each activity includes a separate table specifying the amount of additional resources required to ensure delivery of the activity objectives and by extension the ENISA strategy, along with an explanation of the intended use of these additional resources. These additional resources are essential, either to expand the scope of certain outputs or to prevent further delays in completing critical tasks.

[1] Regulation (EU) 2019/881

SECTION II. MULTI-ANNUAL PROGRAMMING 2026 – 2028

Europe has for decades taken steps to improve digital security and trust through policies and initiatives. The Management Board of ENISA reviewed and updated the Agency's strategy in 2024, which builds on the Cybersecurity Act (CSA), and outlines how the Agency will strive to meet the expectation of the cybersecurity ecosystem in a medium to long-term perspective, in a manner that is open, innovative, agile as well as being socially and environmentally responsible. The strategy sets out a vision of "A trusted and cyber secure Europe" in which all citizens and organisations of Europe not only benefit but are also key components in the effort to secure Europe. Most importantly, the ENISA strategy outlines three horizontal strategic objectives and four vertical strategic objectives which are derived from the CSA and set the expected medium to long-term goals for the Agency.

1. Multi-annual work programme

The following table maps the strategic objectives stemming from ENISA's strategy, against the respective work programme activities and the associated indicators used to measure progress of the objectives.

Strategic objectives		Vertical strategic objectives			
		Effective and consistent EU policies implementation for EU cybersecurity policy	**Effective Union preparedness and response to cyber incidents, threats, and cyber crises**	**Strong cyber security capacity within EU**	**Building trust in secure digital solutions**
Horizontal strategic objectives	**Empowered communities in an involved and engaged cyber ecosystem**	Uptake of ENISA recommendations to support Member States and stakeholders in implementing EU legislation	Use of ENISA's secure infrastructure and tools and added value of the support to the operational cybersecurity networks	Rate of satisfaction with ENISA's capacity building activities (e.g. exercises, trainings)	Number of EU certification schemes developed and maintained, number EU regulations making reference to CSA, number of active Member States' NCCAs (e.g. issuing European certificates)
	Foresight on emerging and future cybersecurity opportunities and challenges	Number of identified future and emerging areas reflected in the policy initiatives and interventions	Operationalisation of the EU Cybersecurity Reserve of which administration and operation is to be entrusted fully or partly to ENISA and used by MS, EUIBAs and on a case by case basis DEP associated third countries	Number of advise and level of support given on Research and Innovation Needs and Priorities to the ECCC and its uptake by ECCC	Rate of satisfaction with ENISA's support to the implementation of the CRA (Market Supervisory Authorities MSAs) and European cybersecurity certification framework (ECCG)

	Consolidated and shared cybersecurity information and knowledge support for Europe	Uptake of recommendations stemming from NIS2 Art. 18 report	EU Vulnerability Database is operationalised by ENISA and a satisfaction rate (by MS and stakeholders) with ENISA ability to contribute to common situational awareness through accurate and timely analyses of incidents, vulnerabilities and threats	Percentage of MS that use ECSF	Reporting platform under CRA is established within 21 months of the entry into force of the Regulation and successfully operated

ENISA Corporate Strategy

The corporate strategy is expected to be assessed for first changes in 2026 with a mid-term review and the Agency is aiming for a total transformation of its corporate strategy by 2029.

ENISA's corporate vision is to make available a contemporary and attractive workplace for all, based on trust and inclusion, while developing and transforming towards a dynamic, service-oriented organisation, an organisation that continuously improves its operational and administrative efficiency by redesigning its operational and administrative processes, and optimising its structures, services and use of resources. ENISA aims to ensure that it does the right things in terms of actions / activities (effectiveness) in the right way in terms of project and resource management (efficiency) and capitalises efficiency gains before reinforcing any area of work with extra resources. In order to address this vision, the ENISA corporate strategy sets forth objectives with Environment, Social and Governance (ESG) criteria in mind, across three interconnected strategic dimensions, which would drive the Agency and guide the development of its corporate objectives, activities and resource planning: People centric approach, sustainable governance and service delivery.

ENISA's corporate strategy presents a common vision for a contemporary, flexible and values-driven organisation that empowers staff to deliver outstanding results for people across the EU and beyond. The strategy addresses ENISA's ambition to perform at the highest level in the interests of Europeans and the needs of its staff members to have an attractive workplace and a fulfilling career where excellence and effort are rewarded. Founded on European Commission strategies and practices, ENISA will strive to maximise the efficiency of its resources by maintaining its focus on developing a flexible, highly skilled and fit-for-purpose workforce that would support ENISA's goals to enhance its capabilities in future-readiness and continue its path towards an agile, knowledge-based and matrix way of working.

The strategy aims to accelerate the tendency towards flexibility and digitalisation of the workplace into being a front runner in the transition to a green administration, by ensuring that staff work in a green and sustainable work environment. ENISA will continue to enhance its secure operational environment aiming at the highest level compatible with its mission and responsibilities and to strive towards excellence in its infrastructure services based on best practices and frameworks. ENISA will also explore cloud-enabled services that are fit for purpose and provide services in accordance with recognised standards.

The strategy also aims to enhance personal accountability, responsibility and growth, and sets out a common vision in which all staff will work in a trust-based environment through the introduction of new technologies that facilitate modern and flexible work practices. ENISA will strive to promote and foster eco-system solutions,

explore opportunities for shared services with other EU Agencies, leverage standard technologies where possible and support flexible ways of working.

The table below highlights the responsible activity for each corporate objective from the Corporate Strategy including the key goals and means to measure the associated Key Performance Indicators (KPIs). This will be reviewed on the basis of first year results of the Corporate Strategy (including results from the 2023 Staff Satisfaction Survey) to be reported under 2023 annual activity report. In addition to these principles for resourcing the objectives have been taken into consideration when developing the budget.

STRATEGIC DIMENSION	OBJECTIVES	ACTIVITY'S TO ACHIEVE OBJECTIVES	KEY GOALS (KPIS/MEANS TO MEASURE THE KPIS)
People centric organisation	Effective workforce planning and management	Activity 11	• Agency's internal workforce needs for the year n until n+2 are defined and presented to the MB together with the first draft SPD for those years as per annual/internal procedures. • Effective FTEs used for SPD activities (as reported in AAR by end of year n) do not diverge from planned FTEs in SPD (as endorsed by MB in the beginning of year n) by more than 5% according to annual/internal procedures. • 95% of Agency's staffing posts (TA, CA, SNE) are fulfilled by the end of year according to its annual recruitment results. • Vacated staff posts are fulfilled in less than 300 days according to its annual recruitment results. • All assignments of staff are reviewed regularly every three years during the Agency's annual/internal procedures. • Aggregate loss of FTE across the Agency due to absences (excluding long-term sick leave) is less than three FTEs annually during its annual/internal process.
	Efficient talent acquisition, development and retainment	Activity 11	• Agency has established clear competency targets in line with its established needs and has reviewed them in an annual appraisal exercise. • All selection criteria used for the published as well as internal vacancies are solely based on established competencies described in the annual/recruitment process. • Agency's proficiency levels across target competencies have increased over the set period according to annual appraisal exercises. • 50% of Agency's established workforce needs are addressed through internal talent development (including internal mobility, competitions and appointment) according to its annual internal process. • Jobholder satisfaction with the guidance and support received from their Reporting Officers in achieving learning and development goals is high according to the biennial staff satisfaction survey. • High level of staff satisfaction for learning opportunities offered and knowledge sharing options according to the biennial staff satisfaction survey. • High level of positive peer-review assessments in CDR reports in annual internal process.

	Caring and inclusive modern organisation	Activity 11	• High aggregate staff satisfaction with psychological safety level according to annual staff satisfaction survey. • High aggregate staff satisfaction with workspace and related services according to biennial staff satisfaction survey. • Agency obtains EU Agency's Network Certificate of Excellence in Diversity and Inclusion by the end of 2025 according to external audit and certification process. • High level of satisfaction with Agency's workplace integration, wellness and health programmes, engagement and community mindset for staff according to annual staff satisfaction survey. • Staff stress level is decreasing from 2022 levels and is sustained at low levels after 2025 according to annual staff satisfaction survey
Service centric organisation	Ensure efficient corporate services	Activity 9 & 11	• High satisfaction with essential corporate support services found through an annual MT survey. • High satisfaction with demand driven or optional corporate support services found through an annual MT survey. • Number of procurement procedures merged, combined or used in interinstitutional FWCs found through an annual internal procedure. • The percentage of staff (measured in FTEs) engaged in shared corporate service activities within the Agency found through an annual internal procedure. The percentage of staff (measured in FTEs) engaged in shared corporate service activities beyond the Agency with other Union Entities (under SLAs, MoUs or other arrangements) found through an annual internal procedure
	Introduce digital solutions that maximise synergies and collaboration within the Agency	Activity 9 & 11	• Implement (replace or develop) at least five user-centered, cloud-based, corporate solutions or tools fit for purpose and in line with ENISA's IT strategy and relevant business needs by Q4 2025. • Limited disruption of continuity of services across all corporate support service areas measured by annual assessment. • To have IT support service standards as technical KPIs in place by Q2 2025 and to have them continuously monitored and observed, to support the maintenance and development of operational IT systems through an annual review. • All on-premises systems are maintained within risk levels established by the business owners and all corrective measures recommended by periodic risk assessments are implemented as found in an annual review.
	Continuous innovation and service excellence	Activity 9	• The percentage of corporate rules (MB and ED decisions), processes (SOPs) and policies which have not been reviewed less than three years ago as found by an annual review. Percentage of corporate rules (MB and ED decisions), processes (SOPs) and policies which have been last reviewed more than four years ago as found in an annual review.
	Developing service propositions with additional external resourcing	Activity 9 & 11	• At least three SLAs signed and in operation with Union Entities covering ENISA's operational services with additional resourcing from beneficiaries by 2025.

Sustainable organisation	Ensure ENISA is climate neutral by 2030	Activity 9	• Acquire an EMAS certificate by Q1 2024. • 50% of participants in ENISA's organised events and meetings to participate online by 2025, rising to 75% by 2030. • 50% of ENISA events and meetings to be organised as hybrid or online by 2025, rising to 75% by 2030. • Initiate and by end 2024 agree a tripartite MoU with the Hellenic Authorities and the landlord of ENISA HQ building to reduce the climate impact of the HQ building at least 40% by 2029, by installing solar panels on the non-classified part of the building or procure a green building for the Agency by then. • Offset all residual emissions generated through ENISA operations from 2024 onwards
	Promote and enhance ecologic sustainability across all the Agency's operations	Activity 9 & 11	• Recycle all ENISA residual waste created in its HQ and local offices by 2025. • Implement ecological sustainability and climate neutrality criteria for procuring event management and support and for facilities management and support services from external contractors by 2025. • Implement ecological sustainability and climate neutrality criteria for all ENISA tenders for corporate service contractors by 2027 and by 2029 for operational activities. • Understand best practices in sustainable IT solutions, define an agency-wide approach and include it in the IT Strategy.
	Develop efficient framework for continuous governance to safeguard high level of IT and physical security	Activity 9 & 11	• Review the Agency's IT strategy and align it with the objectives of the corporate strategy by Q3 2024. • Set in place a relevant policy for security compliance for IT and for physical security (including for required EUCI levels) for all relevant internal and external services with a high level of adherence to this KPI from 2025 onwards. • The Agency in a position to handle EUCI at the level of SECRET UE/EU SECRET and be accredited as being able to do so by Q4 2024. • 20% of the total IT budget to be allocated to information security proportional to the level of risks across various IT systems within the Agency by Q4 2024. Implement relevant security requirements and criteria for all relevant ENISA tenders for corporate services by Q1 2025.

2. HUMAN AND FINANCIAL RESOURCES: OUTLOOK FOR YEARS 2026-2028

2.1 OVERVIEW OF THE PAST AND CURRENT SITUATION

Over recent years, the Agency has made persistent and strategic efforts to better manage, prioritize, and balance its resources. These measures aim to address the growing demand for ENISA services from Member States and stakeholders. Actions to ensure the effective and efficient use of resources have included the following:

Structural adjustments: In 2024, the Agency implemented measures to optimize its operational activities and support-structure, focusing on enhancing efficiency, fostering synergies. To ensure the effective execution of its expanding tasks and functions (CRA, CSOA), MB decided to align its operational structure more closely with its work programme. This included the creation of eight dedicated units, each responsible for one of the work programme's eight operational activities. This consolidation not only leverages existing synergies more effectively but also increases both the budget and the median FTE count per activity, rising from just under 8 FTEs in 2024 to nearly 12 FTEs in 2025 and onwards. This higher median FTE count is critical for providing operational activities with greater "operational depth," enabling them to better absorb unforeseen urgent tasks. It also offers increased flexibility, allowing resources to be reallocated within activities as new priorities emerge.

Reallocation of Human Resources: Over recent years, the Agency has introduced various measures to improve the efficiency of its human resources. Although the staff count under the Staff Policy Plan increased by 12 FTEs, from 118 in 2021 to 130[2] in 2024 to support the Agency in tackling new responsibilities, internal restructuring has remained the primary method for reallocating resources to align with new priorities. A total of 20 posts were restructured and reallocated during this period, highlighting the Agency's agility and ability to adapt effectively to emerging and new service needs. Priority was given to operational units and functions by reallocating posts from corporate functions, many of which have been externalized as much as possible. While this shift has strengthened the human resources supporting the Agency's operational mandate, it has now reached its natural limit. Further internal adjustments at the expense of corporate activities would risk severely compromising essential administrative functions, including IT and physical security, legal compliance, financial and procurement processes, and other critical corporate support services.

According to ENISA's Corporate Strategy adopted by the Management Board in 2023, due to business needs and shortage of resources, ENISA has been using non-statutory staff for demand driven, repetitive and more technical tasks, such as the initiation of financial and operational transactions. Usage of non-statutory staff to initiate financial transactions was exceptionally permitted by internal rules, however this does not comply with EU Financial rules as highlighted by the ECA in their latest audit findings. Should the Commission grant a modification of the EU financial rules the Agency will not be required to rebalance resources be re-allocating posts from operations to corporate.

The Agency assessed its internal workforce needs for 2023-2025 within its previous annual workforce reviews, concluding that the Agency would need an additional 41,5 FTEs in order to address all external as well as internal expectations requisite with the tasks and mandate of the Agency. It also concluded that around 50% of all the needs were critical or highly critical (linked with emerging statutory tasks). Thus, on this basis the Agency took steps in 2023 and 2024 to address the highly-critical and critical internal FTE needs to the extent possible including signing a number of Contribution Agreements with DG CNECT in 2023 and 2024, to be able to engage in total 13 CA agents. Also, under the direction of its Management Board the Agency took steps to deprioritise or supress a number of outputs in previous work programmes and reassign staff to more critical tasks.

Improving Fulfilment of Posts: The Agency significantly increased the implementation of its Establishment Plan, from 87% in 2022 to 98% in 2024. This progress was achieved despite challenges such as heightened competition for cybersecurity talent and the comparatively less competitive salary when benchmarked against the private sector or economically advanced Member States. The Agency nevertheless was able to attract talent mainly due to the flexible teleworking and hybrid-work policy endorsed by the MB, allowing most experts to telework outside their place of assignment for a majority of time as long as they can be at the disposal of the Agency within a reasonable pre-determined time-frame. In 2024, the Agency also established a reserve list of cybersecurity experts. This list allows the Agency to quickly draw on qualified professionals when new positions become available or to address gaps resulting from resignations.

[2] This figure does not include the posts stemming from the contribution agreements

Maximising Financial Resources: The Agency is committed to optimizing the use of its financial resources by maximizing the utilization of its budgetary allocations. While all Agencies are expected to fully implement their voted budgets, the minimum benchmark is set at 95%. This creates a 5% margin of maneuver, which becomes significant as the Agency's budget grows. Between 2021 and 2024, the Agency has significantly improved its budget implementation rate, ensuring that resources are utilized to their fullest potential.

These improvements are the result of sustained efforts, including measures such as setting financial Key Performance Indicators (KPIs) for all budget managers, enhancing budgetary planning, and improving monitoring processes. As a result, the Agency achieved a 100% budget implementation rate in the past two years. In 2023, for instance, it fully executed the voted budget at a 100% commitment rate. Over the three-year period from 2021 to 2023, these efforts allowed the Agency to commit an additional €1,802,058.78, which would have been forfeited if the implementation rate had remained at the 2020 level of 97%.

The Agency has also prioritized the full utilization of carry-over funds (C8). In 2023, it successfully disbursed the majority of an additional €15 million allocated in late 2022, achieving a final C8 payment rate of 96.14% for the voted budget and 99% for the ENISA Cybersecurity Support Action. This initiative continued into 2023, with the Agency signing a €20 million Contribution Agreement with the Commission for 2024-2026, ensuring the continuation of the Cybersecurity Support Action. The agreement is set for implementation until 31 December 2026.

Another important step taken by the Agency to optimize financial resources is the planned closure of the Heraklion, Crete office by 30 June 2026. Since relocating to the Athens metropolitan area in 2019, the Hellenic authorities has assumed full responsibility for the rent of the headquarters. Maintaining a portion of administrative functions in Heraklion, while the majority of the Agency operates in Athens, incurs not only direct costs but also significant indirect expenses. Closing the Heraklion office will result in additional financial savings, enabling the Agency to redirect these resources toward operational activities.

Finally, the Agency has centralised two important operational budget lines, the operational missions and the operational large-scale events. The centralisation of this budget under the oversight of the COO will improve effectiveness of ENISA actions and increase budget efficiency.

Service Packages: To enhance its service delivery, the Agency introduced service packages in key mandate areas. These packages were designed to integrate ENISA's outputs across various operational activities, creating high-impact, value-added services for its primary beneficiaries—Member States and European Union Institutions, Bodies, and Agencies (Union Entities). This approach also helped streamline resources by avoiding duplication of efforts within ENISA and with external partners.

Partnerships and Synergies: Building on these service packages, the Agency expanded its external partnerships and synergies, ensuring an efficient use of expertise and human resources. Notable examples include:

- Collaboration with the European Commission: This includes working with DG CNECT to enhance Member States' critical infrastructure preparedness and provide incident response support when needed. Under the Contribution Agreement signed in Q4 2023, the Agency secured an additional €20 million for 2024–2026, alongside the possibility of a temporary increase of up to 12 contract agent posts to meet service delivery needs. This is in addition to the €15 million added to ENISA's budget to meet the request from Member States for enhanced cybersecurity support from ENISA in the wake of Russia's invasion of Ukraine. The delivery of support action services has enabled the Agency to implement actions with greater efficiency. This enhanced approach has been recognized and highly valued by Member States, as evidenced by the significant adoption and utilization of these services by them and the feedback received. In the end of 2024, the Agency and DG CNECT have signed yet another Contribution Agreement, which includes €12 million for the implementation of the CRA Single Reporting Platform and €2.55 million for the continuation of the Support Action, which will be implemented by 31st December 2027. The agreement includes 7% remuneration of the total amount of the action for ENISA for the implementation of the activities.
- Structured Cooperation with CERT-EU: Joint efforts have supported the development of better situational awareness across the Union, as required by Article 7 of the CSA Regulation. Products such as Joint Rapid Reports and Joint Cyber Assessment Reports, delivered in collaboration with EC3 and EEAS, underscore the importance of this partnership.
- Support for EU-LISA: The renewal of annual agreements to plan, execute, and evaluate cybersecurity exercises has bolstering the Agency's capacity-building initiatives and enhanced EU-LISA ability to deal with complex threat landscapes.
- MoUs with EU Entities: Memoranda of Understanding signed with entities such as the European Cybersecurity Competence Centre (ECCC), European Railway Agency (ERA), European Banking Authority (EBA), ESMA, and EIOPA have further enabled the efficient use of the Agency's expertise and human resources while meeting stakeholders' needs.

The Agency has demonstrated its commitment to maximizing resource efficiency through shared services and strategic partnerships in corporate and administrative areas. For instance, it signed a service-level agreement with the European Cybersecurity Competence Centre (ECCC) to foster corporate synergies in areas such as accounting, data protection, and information security. Additionally, the Agency has been providing legal support services to the European Centre for the Development of Vocational Training (CEDEFOP) under a Memorandum of Understanding (MoU), which also outlines cooperation in joint procurement, shared financial services, human resources, IT solutions, and data protection.

Shared service agreements are also in place with the European Union Intellectual Property Office (EUIPO), and the Agency has continued to enhance its shared services strategy by strengthening partnerships with other EU bodies, including the corporate service centers of the European Commission. Moreover, it has explored new collaborations, such as the joint service center launched in 2024 with the European Institute of Innovation and Technology (EIT) and the European Insurance and Occupational Pensions Authority (EIOPA), providing HR, procurement, and corporate cybersecurity support services.

In the area of cybersecurity, the Agency has supported the implementation of Regulation 2023/2841 on common binding rules for Union entities. This support includes the proposal of a risk management methodology to be used by EU Agencies, as well as capacity building activities offered in collaboration with CERT-EU. These collaborative formats can deliver efficiency gains and a coherent approach to cybersecurity across all EU agencies.

These efforts underline the Agency's dedication to effective financial management and resource optimization.

2.2. OUTLOOK FOR THE YEARS 2026-2028

The Agency was assigned new tasks following a number of new legislations towards the end of 2024, specifically the Cyber Resilience Act adopted on 23 October 2024, Cyber Solidarity Act expected to enter into force in early 2025 and the EU Digital Identity Framework Regulation (eIDAS2), in conjunction with existing duties to MS with the transposition of the NIS2 Directive.

The new legislations mentioned above have brought new tasks to the Agency which will require resourcing during the period 2026-2028. Unfortunately, the financial statements accompanying the CRA only allocated 2 additional FTEs (one additional SNE and one additional TA) and the CSoA and eIDAS2 did not allocate any new resources to the Agency. The Agency' did put forward its estimations as regards to the resourcing needs which the Agency needs to address the new tasks from CRA and CSoA in previous work programmes in line with the letter of the former Commissioner Breton, which requested the management of ENISA, through the established processes and channels (such as the SPD), to put forward proposals on the "Adequacy of ENISA's programming, organisation and resources."

The allocation of resources to ENISA should take into account the new tasks assigned by new legislations and in light of the Agency's revised strategic objectives. It is essential to account for the increased legislative duties, policy expectations, and demands, alongside the heightened threat levels highlighted in the ENISA Threat Landscape Report 2024. This report identified a significant escalation in attacks, establishing new benchmarks in terms of both the variety and volume of incidents, as well as their consequences. Ongoing regional conflicts continue to play a major role in shaping the cybersecurity landscape. Additionally, the findings and recommendations from the first State of Cybersecurity in the Union Report should be taken into account.

The Council conclusions[3] from the 6 December acknowledge that the expansion of ENISA's important role is the result of recent legislative initiatives, such as the cyber resilience act (CRA) or the revised network and information systems (NIS 2) directive, which have entrusted the agency with additional tasks. Its key role was also boosted by the growing scale and complexity of the cyber threats and challenges these last years. Therefore, the Council recommends that this increase in tasks should be reflected in adequate resources, without pre-empting the upcoming negotiation of the Multiannual Financial Framework. It is, however, equally important to prioritise actions and to have a sound cooperation with other actors in the cyber domain to avoid duplication of tasks.

The conclusions acknowledge ENISA's support to member states when it comes to policy development and implementation. However, they also call for further improvements and action, notably regarding the development of European cybersecurity certification schemes, as well as the establishment of a single reporting platform.

The text of the conclusions also recognises ENISA's important contribution in enhancing common situational awareness, as well as in developing a common response to large-scale cyber incidents or crises. Further cooperation with the European Commission, the European External Action Service (EEAS), the Computer Security Incident Response Teams (CSIRTs, groups of experts that assess, document, and respond to a cyber incident) network and the European cyber crisis liaison organisation network (EU-CyCLONe, a cooperation network for Member States' national authorities in charge of cybersecurity) is also emphasised in this respect.

Finally, the conclusions highlight the importance of ENISA's cooperation with other actors in the cyber ecosystem, such as the cybersecurity service for EU institutions (CERT-EU), the European Cybersecurity Competence Centre and Europol, but also with international organisations and partners and with the private sector.

It under this context the Agency has put forward additional resource requests for the programming period 2026 – 2028.

[3] https://data.consilium.europa.eu/doc/document/ST-16527-2024-INIT/en/pdf

2.3 RESOURCE PROGRAMMING FOR THE YEARS 2026-2028

2.3.1. Financial resources

In developing the first budgetary estimates of the first draft 2026 work programme, the Agency has taken into account its imperative needs, priorities and objectives as set in the Corporate Strategy and the needs, priorities and objectives of the operational activities.

The current total appropriations in EU Budget for 2026 amount to 26.9 million euros. However, the Agency's draft estimates far exceed this budget envelope, and despite deprioritising a number of statutory tasks in line with the guidelines agreed with the Agency's Executive Board[4], the Agency needs more resources in 2026 to be able to fulfil its core mandate effectively. The additional required budget is detailed under each activity in the draft work programme 2026. The total amount of budget that the Agency foresees that it requires to fulfil its mandate and by extension the demands of stakeholders amount to an additional 11.85 million EUR of which 5.65 million relates to the scaling up of the cybersecurity maturity plan (3 million EUR budget and 450 thousand for additional FTE needs) and data centre migration (2.2 million budget). The remaining 6.2 million EUR of which 2.8 million relates to operational activities and 2 million for the maintenance of the CRA platform in 2026, 595k to corporate activities and 799k for the additional 7 FTE put forward within the operational activities. **Please note that this amount includes only the maintenance of the CRA platform in 2026 but does not include the budget needed for operationalizing and maintaining the CRA platform going forward which is estimated at approximately 3 to 4 million euros annually from 2027 onward**. **Though the development costs have been considered by the European Commission (12 million) covered by a separate Contribution Agreement signed in December 2024, this did not cover the maintenance costs (hosting, ensuring the continuous physical- and cybersecurity etc) of the platform.**

The expanded legislative tasks of the Agency, such as the CRA, the EU Vulnerability Database and DORA platforms require that the Agency scales its cybersecurity maturity over the coming years and maintains them to the highest level with regular reassessments as mandated by Regulation (EU) 2023/2841. The multi-annual cybersecurity maturity plan of the Agency is a complex project with several sub-projects that encompass all ENISA's IT systems. The execution of the cybersecurity maturity plan requires resources from both the operational and corporate units for planning, implementation, as well as monitoring / compliance capabilities.

The decommissioning of the Heraklion data centre by Q2 2026, as foreseen with the Management Board decision 2024/06, requires the necessary resources for migration. The data centre migration is strategically aligned with the cybersecurity maturity plan by increasing resilience while reducing maintenance costs. The decision as to where the data centre will be located has yet to be determined and as such could impact the final required budget.

The table below outlines the budget required for a) the execution and maintenance of the ENISA cybersecurity maturity plan and b) the migration of the ENISA data centre from Heraklion.

Regarding the budget for the cybersecurity maturity plan, it is noted that the full amount has for simplicity purposes been detailed under activity 9 performance and sustainability who will be responsible for the coordination of the maturity plan. However, the budget will be distributed across activity 9, as well as operational activity 4 operational cooperation and activity 12 effective and efficient corporate services. It is also noted that the budget includes both specific implementation costs, as well as external support services where relevant. The budget for the data centre migration is allocated to activity 12 only.

[4] Criteria for prioritising operational activities are based on 1) Legal requirements: legislative mandates obligating the Agency to carry out specific tasks (NIS2, CRA, CSOA etc.2) Urgency and deadlines: legal acts requiring the Agency to take action within a specified timeframe or on a recurring basis, often requiring also preparatory steps before legal act is in force.3) Resources: have new tasks led to additional resource requirements in order to be able to carry out the work
4) Stakeholder feedback: Actions prioritized by Member States (MS) & Commission based on their input and feedback. 5) Added value & impact: Impact & added value of the output for stakeholders as inscribed in the Agency annual activity report.

	2026	2027	2028
ENISA cybersecurity maturity plan	3m	+3.5m	+3.5m (recurrent)
Data Centre migration	2.2m	+800.000	+800.000 (recurrent)

The Agency has during previous programming cycles highlighted to the MB in its draft programming documents the additional required budget needed to fulfil its mandate. **In terms of additional required budget, the Agency indicated 1m for 2023, 3.4m for 2024 and 3.8m for 2025. The current estimates for 2026 amounts to 6.2m** including the CRA single reporting platform maintenance costs. A substantial portion of the additional resources required for corporate activities is linked to enhancing the Agency's IT infrastructure.

The additional budget required creates a compounding effect, increasing annually as more projects are deferred to future years. Consequently, the Agency's budgetary needs, based on the development of the draft work programme, significantly exceed its available resources.

2.3.2. Human resources

With regards on-going human resource needs, the Agency has started to conduct a thorough analysis of its workforce needs for 2026 to 2028, which it aims to conclude during the course of 2025 in order to recalibrate its needs given the new legislative tasks (notably stemming from CRA CSoA, targeted amendment of the CSA in 2024 etc), its renewed strategy and the evolving threat landscape.

Though the initial internal workforce needs for 2026-2028 – which were put forward by the activity managers and subsequently assessed and validated by the administration – sum up to a very similar total of 41 FTEs (it was 41,5 FTEs for period 2023-2025) to cover all external expectations and essentially deliver the full plethora of tasks within ENISA mandate, it is important to stress that 64,2% (or fully 27 FTE) of those needs are considered to be not critical. This means that the Agency will be able to mostly use its regular mechanisms via working programme reprioritisation of tasks in the mid-term perspective and reprofiling/restructuring of current functions, to try to address these needs by end of 2028.

However, the remaining 13 FTE needs which are highly critical (along with the 2 critical FTE needs), need to be tackled in the short-term perspective. The 2 additional posts allocated to ENISA's 2025 Establishment Plan and Staff Policy Plan through adoption of CRA, have been used to address part of the highly critical needs. Respectively, in activity 5 (1 full FTE post which also addresses a critical need of activity 4) and in activity 8 (1 full FTE post). In addition, the Contribution Agreement which ENISA signed with DG CNCT in December 2024 enables ENISA to address additional highly critical needs in the amount of 3 FTE's which mainly address the short term need to cover the development of CRA single reporting platform. The rest of the 7 highly critical FTE needs, which have to be addressed at latest in 2026 to be able to fulfil the objectives outlined are brought forward under the 2026 additional FTE resource requests for activities 5, 7 and 8. In addition, there is 1 FTE additional resource need which is considered critical (but not highly critical) to support activity 2. Thus, the Agency would need to restructure or reprofile in total 7 posts within these activities in the short term, should these additional FTE resources not be granted, and supress current tasks/functions of these activities in scope requisite with the needs.

The undertaking of the data centre migration and the scaling up of the ENISA cybersecurity maturity plan requires additional resources for both executing the plan and on-going maintenance from the operational and corporate units responsible for platforms, systems and capabilities. The Agency will capitalise on its human resources to undertake a large amount of the tasks in-house, as described in Article 3 paragraph 4 of the CSA, in order to ensure trusted services and business continuity.

The table below outlines the FTEs required for a) the execution and maintenance of the ENISA cybersecurity maturity plan and b) the migration of the ENISA data centre from Heraklion. Regarding the cybersecurity maturity plan, it is noted that the full amount of FTEs has for simplicity purposes been detailed under activity 9 performance and sustainability who will be responsible for the coordination of the maturity plan. However, the FTEs will be allocated across activity 9, as well as operational activity 4 operational cooperation and activity 12 effective and efficient corporate services. The FTEs allocated to the data centre migration are allocated to activity 12 exclusively.

	2026	2027	2028
ENISA cybersecurity maturity plan	4 FTEs	6 FTEs (+2 additional FTEs)	6 FTEs (recurring)
Data Centre Migration	1,5 FTE	1,5 FTE	1,5 FTE

2.4 STRATEGY FOR ACHIEVING EFFICIENCY GAINS

Given the current constraints of its resources but also in order to fulfil its strategic and corporate objectives – including setting the pace of its staff development – ENISA will remain committed to the continuous improvement of its efficiency across its operational and corporate tasks. In the period 2026-2028 ENISA will thus further rigorously pursue all the areas which were outlined in section 2.1. and which have already brought tangible benefits. Namely:

- Developing its talent base and thus increasing operational capacities as outlined in its Corporate Strategy and HR strategy;
- Addressing critical HR needs through reprioritisation and externalisation of administrative tasks, including through shared services and partnerships in corporate and administrative areas;
- Utilising internal and external synergies to gain additional resources and use current resources efficiently, in particular through external operational partnerships; and
- Maximising to the outmost the use of existing budgetary resources.
- Further utilising joint corporate services with other Agencies

Within the programming period 2026-2028 ENISA will continue develop and review its operational service packages, to ensure internal alignment and synergies between its structural entities.

Beyond and on top of further elaborating and updating the service packages, ENISA aims to build partnerships with Member States (incl by exploring short- and medium-term secondments and exchanges of staff with relevant national authorities) and strengthen synergies with a number of EU institutions, agencies and bodies. This includes by proposing joint operational objectives and KPIs in the respective work programs, thus further utilising external support and mobilising external resources for the benefit of ENISA operational objectives when those are aligned with the objectives of prospective partners. The main current and possible partnerships and/or prospective cooperation frameworks across its operational activities shall include:

The Agency continues to implement its work programme by systematic use its statutory bodies (NLO Network, ENISA Advisory Group), as well as other statutory groups ENISA is involved in Stakeholder Cybersecurity Certification Group (SCCG as set out in CSA Art. 22, NISD Cooperation Group and its work-streams, ECATS art.18 group eIDAS regulation, expert groups created under the Union law) and its own ad hoc expert groups, where appropriate to avoid duplication of efforts, build synergies, and peer-review the scope and direction of actions undertaken by the Agency to implement its SPD outputs, as well as to validate the results. This way the Agency will fulfil its obligation as outlined in Article 3(3) of the CSA, to avoid the duplication of Member State activities and taking into consideration existing Member State expertise. Hence, all activities enlisted under section 3.1. and 3.2. in this SPD contain an indication of how specific deliverables and other actions undertaken to fulfil the outputs will be validated and peer-reviewed or consulted with relevant external experts.

ENISA also intends to assess and analyse sustainability of existing processes, explore alternative models for providing indirect support and propose actions to ensure operational efficiency without compromising the activities of the operational units. Within the context of its Corporate Strategy, the overall operating business model of the support units would continue to be reviewed in order to ensure that thresholds and requirements of the Corporate Strategy are met. Digitalisation of services, self-service functionalities and service optimisation will be also at the core of the future way of working and ENISA's corporate strategy to build an agile workforce. ENISA will continue to review and explore possibilities to reengineer its processes, with a view to optimising service quality and cost-effectiveness.

Another example of the Agency seeking to achieve efficiency gains is via joint corporate services with other Agencies such as with the shared support services for cybersecurity risk management via the (C)ISO Support Service pilot, developed in close cooperation with CERT-EU and other participating EU entities. On the basis of the results of the pilot the Agency shall also explore opportunities to expand shared services by encompassing legal support under the pilot.

In addition, as part of its strategy to achieve efficiency gains at the IT level, ENISA will focus on enhancing synergies and interoperability between existing and newly developed platforms, particularly in the domain of Cyber Threat Intelligence (CTI). ENISA aims to streamline information sharing and threat detection capabilities across the EU

cybersecurity ecosystem. A key component of this strategy involves developing shared CTI platforms that integrate with existing systems, allowing for real-time data exchange. ENISA will also prioritize the creation of interoperable tools and interfaces, such as CRA, DORA, and EU Vulnerability Database, reducing redundancy and enabling more efficient resource allocation. This approach not only supports operational readiness but also ensures that EU-wide cybersecurity efforts are more cohesive, scalable, and adaptable to emerging threats. The shared platforms will enable ENISA to deliver targeted cybersecurity services to a wider range of stakeholders, enhancing overall resilience while optimizing operational costs.

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SECTION III. WORK PROGRAMME 2026

This is the main body of the Work Programme describing, per operational and corporate activity, what the agency aims to deliver in the respective year towards achieving its strategy and the expected results. In total eight operational activities and three corporate activities have been identified to support the implementation of ENISA's mandate in 2026.

The activities of the work programme seek to mirror and align with the tasks set out in chapter two of the CSA, demonstrating concretely not only the specific objectives, results and outputs expected for each task but also the resources assigned.

Service packages

In 2022 the Agency introduced the concept of service packages to allow management to focus efforts and resources in a highly structured and more efficient manner for obtaining specific objectives. The ENISA service packages are organised into individual service packages, a service package is a collection of cybersecurity products and services that span across a number of activities and contribute to the objectives of a discrete service package. A service package is a means of centralizing all services that are important to the stakeholders that use it. The Agency will continue to review and prioritize its actions in order to build and make use of internal synergies, and ensure that adequate resources are reserved across the Agency in a transparent manner.

The agency has identified five discrete service packages that make up ENISA's service catalogue:

- NIS directive (NIS) led by activity 2 cybersecurity and resilience of critical sectors
- Training and exercises (TREX) led by activity 3 capacity building
- Situational Awareness (SITAW) led by activity 5 provide effective operational cooperation through situation awareness
- Certification (CERTI) led by activity 7 development & maintenance of EU cybersecurity certification
- Cybersecurity index (INDEX) led by activity 1 support for policy monitoring and development

Stakeholders and engagement level

Stakeholder strategy is expected to the reviewed in 2025 as such this section and the work programme activities will be updated according to the outcome of the strategy.

KPIs / metrics

The work programme for 2026 includes indicators for measuring the new strategic objectives from the updated ENISA strategy, indicators and targets for measuring the activity objectives and indicators at the output level to measure the performance of the outputs. The KPIs are expected to be reviewed and streamlined during the course of 2025.

3.1 OPERATIONAL ACTIVITIES

Activity 1 Support for policy monitoring and development

OVERVIEW OF ACTIVITY

This activity delivers on ENISA's strategic objectives "Cybersecurity as an integral part of EU policies" and "Efficient and effective cybersecurity knowledge management for Europe". In particular, work under this Activity shall provide strategic long-term analysis, guidance and advice on current policy challenges and opportunities with the aim to support informed decision making. In terms of knowledge management, ENISA will work towards consolidating information on the cybersecurity posture across MS, incuding via input from National Cybersecurity Strategies in conjunction with the EU cybersecurity index, the peer-reviews, as well as from other ENISA's activities. Efforts in developing and maintaining the EU cybersecurity index and developing and following up on the biennial "Report on the State of Cybersecurity in the Union" mandated by Art.18 of NIS2 will continue.

As such, under this Activity ENISA will support the Union institutions and MS on new policy initiatives[5] through evidence-based inputs into the policy development process. ENISA will also conduct policy monitoring, in coordination with and in support of other EU institutions/bodies and MS. Such monitoring will facilitate the identification of potential areas for policy development or measures for policy implementation based on technological, societal and economic trends, and synergies. This will also be supported by the development of in-house capabilities to timely, regularly and consistently be able to provide advice on the effectiveness of the existing Union policy and law, in accordance with the EU's institutional competencies, via the "Implementation Check" model, in particular together with Activities 2 and 8.

This cross cutting activity leads ENISA's efforts towards delivering the cybersecurity index (INDEX) and policy analyses to better map MS needs and requirements, which can be used for programming activities 2 and 3. The added value of this activity is to support the decision makers in evidence-based policy making, in a timely manner and to inform them on developments at the technological, societal and economic market levels which might affect the cybersecurity policy framework, by also utilizing among other sources information from threat landscape, situational awareness, foresight, incident reporting and vulnerabilities in collaboration with Activities 4, 5 and 8.

Activity 1 leads the Index service package and supports the NIS, TREX and CERTI service packages. The Activity may further support COM or EEAS initiatives for Eastern partnership or similar.

The legal basis for this activity is Article 5, Article 9 of the CSA and Articles 7, 18, 19 of the NIS2.

LINK TO STRATEGIC OBJECTIVES (ENISA STRATEGY)	INDICATOR FOR STRATEGIC OBJECTIVES
Empowered communities in an involved and engaged cyber ecosystem Consolidated and shared cybersecurity information and knowledge support for Europe Effective and consistent EU policies implementation for cyber resilience	Uptake of recommendations stemming from NIS2 Art. 18 report. Number of identified future and emerging areas adopted by policy interventions.

ACTIVITY 1 OBJECTIVES

DESCRIPTION	CSA article and other EU policy priorities	TIMEFRAME OF OBJECTIVE	INDICATOR	TARGET
1.A By end 2026 implement a policy monitoring and analysis framework that delivers relevant and regular, as well as ad hoc, support and assistance to national and Union policymakers in cybersecurity	Art 5 CSA; Art. 9 CSA	2026 and continuous afterwards	Assessment of ENISA advice and on EU policy (stakeholder survey, desktop research)	75% stakeholder satisfaction from ENISA's advice (among EU policy makers)
1.B By Q3 2026 and in collaboration with Activity 2, aim to ensure that 2/3 of policy observations within the first State of Cybersecurity in the Union report have been followed up by MS and COM	Art 18 NIS2	2026 and continuous afterwards	Assessment of MS usage of the Art. 18 report (stakeholder survey, desktop research)	2/3 of MS are using Art.18 report as input for their cybersecurity strategies All MS use ENISA support and tools for the work on their NIS Strategies

ACTIVITY 1 OUTPUTS

[5] Initiatives on NIS2 sectors and beyond such as Space, Health, AI, data spaces, digital resilience and response to current and future crises

DESCRIPTION	EXPECTED RESULTS OF OUTPUT	VALIDATION	OUTPUT INDICATOR	FREQUENCY (DATA SOURCE)	LATEST RESULTS	TARGET 2026[6]
1.1 Assist MS to implement, assess, review National Cybersecurity Strategies and policies. Enhance a culture of trust and cooperation among MS, also through peer reviews, and by developing a code of conduct.[7]	Stakeholders receive technical advice with the evidence needed for policy-making activities and the definition of implementation measures	Union Entities NIS CG, including relevant work streams; NLOs, including relevant subgroups, Advisory Group	peer review framework, including code of conduct is being used by MS.	Biennial (Survey), annual dialogues, and annual desktop research	NA	TBD
1.2. Collect relevant evidence by maintaining and enhancing the EU cybersecurity index and use such evidence to inform ENISA's support on strategies, as per output 1.1. Present collected knowledge in the Report on the State of Cybersecurity in the Union, further contextualising it with other ENISA sources e.g. the CRA Market Analysis (Activity 8).[8]			State of the Cybersecurity in the Union Report delivered and endorsed by CSIRT N and NIS CG.		93%	TBD
1.3. In coordination with Activity 2, 4 and 8, develop and maintain analyses on time-sensitive policy observations offering technical advice to policy development and implementation[9].			Assessment of timeliness, regularity and consistency of advice provided during policy development		NA	TBD

STAKEHOLDERS AND ENGAGEMENT LEVELS
Partners: Union institutions such as DG CNECT, other DGs, HWPCI, EP ITRE, MS cybersecurity authorities, NIS Cooperation Group and relevant work streams, ENISA National Liaison Officers and subgroups; Advisory group. **Involve / Engage:** Operators of NIS2 and industry associations/representatives

ACTIVITY 1 RESOURCE FORECASTS		
	Budget	FTEs
Total activity resources	Budget: €312.500	FTE[10]: 10
Additional required resources	Budget €200.000	FTE:
Explanation	Additional resources required to: • support the NCSS (output 1.1) + €90 000, • Eurobarometer survey covering citizens for Art.18 report (output 1.2) + €60 000 • organise annual policy conference (output 1.3) + €50 000	

[6] Targets will be established during 2025 once the results of 2024 have materialized
[7] Additional resources required to support the NCSS
[8] Additional resources required for Eurobarometer survey covering citizens for Art.18 report
[9] Additional resources required to organise annual policy conference
[10] Target FTEs

Activity 2 Cybersecurity and resilience of critical sectors[11]

OVERVIEW OF ACTIVITY

The activity supports Member States and EU Institutions with the implementation of the policy files pertinent to critical sectors with the aim to achieve harmonisation. The objectives of this activity are to ensure the consistent and effective implementation across policy files to increase the maturity of NIS sectors and increase cooperation; and to support alignment and integration of the sector specific resilience policies (such as DORA, for resilience in the finance sector; the Network code for cybersecurity of cross-border electricity flows; Part-IS for Aviation etc). This activity includes an annual policy implementation check (through the NIS Investments study and the NIS360), which relies on direct information from companies in the NIS sectors.

Under this activity ENISA provides support to the on policy related working groups such as the NIS Cooperation Group workstreams implementing the NIS CG work program; . ENISA's goal here is to monitor the implementation of the proposed frameworks for risk management, security measures and incident reporting across all policy files, which can also be used beyond the NIS2 (for example, under DORA and the CRA when relevant), creating a harmonised approach for risk management, security measures and incident reporting in the EU. Similarly, the actions outlined in the eHealth Action Plan will be coordinated under this activity supporting the MS, depending on allocated resources.

Secondly, ENISA supports MS and the Commission with addressing specific threats and risk scenarios for the Union, such as by supporting the 5G toolbox process, and other Union coordinated risk evaluations (such as Nevers in 2024, Cyber risk posture for telecoms and energy in 2024) the Council Cyber Posture[12], the Union coordinated supply chain risk assessments (under the NIS2), and the Union coordinated preparedness tests (aka resilience stress tests, under the Cyber Solidarity Act). In 2026 ENISA will also support the MS and the Commission with carrying out a Union coordinated resilience preparedness test and a Union coordinated supply chain risk assessment.

Thirdly the activity also addresses sector-specific issues, working with sectorial stakeholders in the NIS sectors, providing a service catalogue based on their criticality and maturity posture (NIS360). For each sector, ENISA will support a working group of relevant national authorities, but also engage with the industry, either by supporting EU ISACs, or by co-organising industry events together with Member States or relevant authorities to facilitate public-private dialogue on cybersecurity. This activity provides important sectorial input to other SPD activities, such as cybersecurity posture of the Union (Activity 1), cyber exercises and training (Activity 3) and sectorial situational awareness reports (Activity 5).

Finally, there is a dedicated output for checking the implementation of these policies, by directly surveying companies in the NIS sectors, to ensure that the NIS2, sectorial rules and other lex specialis, do not only remain on paper, but actually improve the level of security of the NIS sectors, producing the annual NIS investments report, the annual NIS 360 and sectorial cyber risk posture briefs, which give an overview of the posture of different NIS sectors. This output provides important sectorial input to the State of Cybersecurity in the Union report (Activity 1).

The legal basis for this activity is Article 5 and Article 6 (1)(b) of CSA.

LINK TO STRATEGIC OBJECTIVES (ENISA STRATEGY)	INDICATOR FOR STRATEGIC OBJECTIVES
Empowered communities in an involved and engaged cyber ecosystem Effective and consistent EU policies implementation for cyber resilience	Uptake of ENISA recommendations to support Member States and stakeholders in implementing EU legislation

ACTIVITY 2 OBJECTIVES

DESCRIPTION	CSA article and other EU policy priorities	TIMEFRAME OF OBJECTIVE	INDICATOR	TARGET
2.A By [2026] pilot and by [end 2027] implement common frameworks and joint tools for NIS2 in the areas of (a) risk management, (b) security measures and (c) incident reporting for all EU sectors, and in line with industry good practices and international standards.	CSA Article 5, Article 6 and NIS2	Frameworks pilot by 2026	Pilot program implementation (# of sectors piloting the frameworks, feedback scores on the usability)	#20MS to adopt/use/endorse the frameworks
		Full implementation by 2027		>75% usability score
2.B Provide continuous comprehensive support to MS for implementing Union's regulatory cybersecurity requirements and raising	CSA Article 5, Article 6 and NIS2	2027	Requests received by the NIS CG or MS or other community groups	>80% of requests received have been resolved for a maximum of 20 requests

[11] Critical sectors as terminology is used in this context to cover ALL sectors in scope of the NIS2.
[12] https://www.consilium.europa.eu/media/56358/st09364-en22.pdf

resilience across critical sectors.				>75% satisfaction with ENISA support over period
2.C By [end 2027], help to increase [the overall maturity level] of critical sectors under NIS 2 [by 2027].	CSA Article 5 [possibly NCCS]	2027	Maturity assessment based on the updated NIS360 methodology	>2 sectors improving maturity

ACTIVITY 2 OUTPUTS						
DESCRIPTION	**EXPECTED RESULTS OF OUTPUT**	**VALIDATION**	**OUTPUT INDICATOR**	**FREQUENCY (DATA SOURCE)**	**LATEST RESULTS**	**TARGET 2026[13]**
2.1 Support Member States with the implementation of policy files (such as NIS2, DORA etc)	NIS2 frameworks for risk management, security measures, and incident reporting achieving harmonisation	DG CNECT, NIS CG	Framework usage	Annual (Internal count)	n/a	TBD
			EU register for digital entities is used by all MS	Annual (Report)	n/a	TBD
			Alignment between DORA/ EECC and NISD2	Satisfaction survey	n/a	TBD
2.2 Support Member States with, union coordinated risk evaluations, and union coordinated preparedness tests	Support Union-wide risk evaluations and risk scenarios (health, transport, vehicles) and their follow-up (5G, Nevers) Coordinated risk assessment of critical supply chains	DG CNECT, NIS CG	Stakeholder satisfaction	Biennial (Survey)	94%	TBD
			Risk assessment framework for critical supply chain	Annual (Internal count)	n/a	TBD
			Number of sectorial situational awareness reports	Annual (Internal count)	6	TBD
2.3 Improve cybersecurity and resilience of the NIS sectors	Stakeholders use the NIS service packages to improve security and resilience of the sectors	DG CNECT, NIS CG, Sectorial EU ISACS, sectorial EU agencies	Stakeholder satisfaction	Biennial (Survey)	94%	TBD
			Number of critical sectors increasing maturity based on NIS360	Annual (Internal count)	3	TBD
			Number and frequency of services/ workflow delivered to NIS sectors	Annual (Internal count)	21	TBD
2.4 Perform an annual policy implementation	MS and EU institutions, both horizontal and sectorial stakeholders, use the NIS investments, the NIS360 and the cyber posture briefs as reference documents for policy making.	DG CNECT, NIS CG, Sectorial EU ISACS, sectorial EU agencies	Stakeholder satisfaction	Biennial (Survey)	94%	TBD
			Number of critical sectors assessed by NIS360 and	Annual (Internal count)	10	TBD

[13] Targets will be established during 2025 once the results of 2024 have materialized

check and improve maturity of sectors[14]			cyber posture briefs			
			Implementation tracker	Annual (Internal count)	n/a	TBD

STAKEHOLDERS AND ENGAGEMENT LEVELS
Partners: CNECT, NIS CG, National competent authorities, Sectorial DGs, Sectorial EU agencies, , Sectorial ISACs **Involve / Engage:** NLOs, essential and important entities in the scope of NIS2 and industry associations/representatives, ENISA Cybersecurity Directors Group

ACTIVITY 2 RESOURCE FORECASTS		
	Budget	FTEs
Total activity resources	Budget: €575.000	FTE[15]: 12
Other supplementary contribution	Budget: €95.000	FTEs: 1[16]
Additional required resources	Budget: €150.000	FTE:
Explanation	Additional required budget to: • enlarge scope of NIS investments study (output 2.4) + €50.000 • establish NIS360 tool to improve maturity of sectors (output 2.4) +€100.000	

[14] Additional required budget to enlarge scope of NIS investments study and establish NIS360 tool to improve maturity of sectors
[15] Target FTEs
[16] Additional FTE financed via contribution agreements (SitCen) please refer to annex XI for further details regarding contribution agreements

Activity 3 Capacity Building

OVERVIEW OF ACTIVITY

This activity seeks to improve the capabilities of Member States, Union Institutions, bodies, and agencies, as well as, public and private stakeholders from NIS 2 Sectors. It focuses on improving stakeholders' resilience and response capabilities and increasing their prepardeness.

Furthermore, It also aims at enhancing their skills and behavioural change with regards to cyber hygiene and reduce the cyber skills gap, maintain and regularly update the European Cybersecurity Skills Framework (ECSF) by engaging with the relevant communities and stakeholders (in cooperation with activities 1, 2, 4 and possibly 8) and contribute to the development of a skills attestation scheme. The "train the trainers" concept will empower stakeholders to autonomously deploy ENISA's services, share good practices and lessons learnt and material to increase their preparedness and ability to respond to emerging cybersecurity threats and risks (CSA art 6).

In line with CRA (article 10), activity 3 shall also support market surveillance authorities, conformity assessment bodies and SMEs liable under the CRA regulation to develop the appropriate cybersecurity skills following ENISA's ECSF and facilitate collaboration among relevant public and private stakeholders to ensure re-skilling or up-skilling of targeted professionals by following a "train the trainers" concept.

The Agency, in collaboration with relevant Union Entities, Members States operational communities and NIS 2 sectors, will conduct a limited number of targeted exercises (CSA Art 6(1)h) and accompanying trainings (CSA Art 6(1)i) focusing on empowering the trainers and enhancing the resilience, maturity and preparedness of the NIS sectors (in cooperation with activities 2, 4 and 6). In cooperation with CERT.EU, will devise and deliver a targeted capacity building progarm to assist Union Entities in implementing Regulation (EU) 2023/2841 (mostly article 4, 11).

The activity will contribute to the INDEX service package by developing indicators and collecting data to measure progress in closing the cyber talent gap, in line with the EC Communication on the Cybersecurity Skills Academy, and will provide analytical insights on EU cybersecurity capacity, awareness and cyber hygiene of citizens and SMEs of the EU in the context of the State of Cybersecurity in the Union (NIS 2 Article 18).

This activity seeks to develop strong ties with stakeholders and the work of the ENISA cybersecurity Support Action, as well as, the forthcoming ECCC's funded projects on capacity building.

Finally this activity will assist non EU stakeholders (e.g. from Western Balkan or UA) to improve their capacity building mechanisms and will participate in EU US strategic dialogue by exchanging good practices on capacity building.

The legal basis for this activity is Articles 6, 7(5), 10 of the CSA, Art 18(1) of NIS2, Art 10 of CRA and Art 10 of REU.

LINK TO STRATEGIC OBJECTIVES (ENISA STRATEGY)	INDICATOR FOR STRATEGIC OBJECTIVES
Empowered communities in an involved and engaged cyber ecosystem	Rate of satisfaction with ENISA's capacity building activities (e.g. exercises, trainings)
Strong cyber security capacity within EU	Percentage of MS that use European Cybersecurity Skills Framework

ACTIVITY 3 OBJECTIVES

DESCRIPTION	CSA article and other EU policy priorities	TIMEFRAME OF OBJECTIVE	INDICATOR	TARGET
3.A Maintain and regularly update the European Cybersecurity Skills Framework (ECSF).	EU Communication on Cyber Security Skills Academy Article 10 and 6	2027	Number of MS endorsing the ECSF framework	18
			Stakeholder satisfaction rate	95%

3.B Between [2025-2027], enhance the cybersecurity skills and capabilities of at least 100 000 professionals in the EU.	CSA Article 4, 6, 7(5), 10 CRA Article 10 REU Article 10	2027	Number of professionals whose skills have been directly or indirectly improved by capacity building activities	100 000 professionals
3.C Between [2025-2027], ensure that ENISA has put in place frameworks to support the development of at least 100 000 additional cybersecurity professionals in EU.	CSA Article 4, 6, 7(5), 10 CRA Article 10 REU Article 10	2027	Number of additional cybersecurity professionals in EU, supported using ENISA frameworks	100 000 additional professionals

ACTIVITY 3 OUTPUTS

DESCRIPTION	EXPECTED RESULTS OF OUTPUT	VALIDATION	OUTPUT INDICATOR	FREQUENCY (DATA SOURCE)	LATEST RESULTS	TARGET 2026[17]
3.1 Support the adoption and uptake of EU's Cybersecurity Skills Framework	Measure and report on the skills gap including developing indicators to be used for INDEX and Article 18a Map the skills arising from new policy instruments Promote the adoption of ECSF in MS, in training organisations and academia and ensure its regular update in line with the Cyber Skills Academy Communication	AHWG on Cybersecurity Skills, ECCC WG 5 on Skills	Stakeholder satisfaction	Biennial (Survey)	91%	TBD
			Number of MS endorsing ECSF	Annual	N/A	TBD
			Number of Training Organisations endorsing ECSF in their training programs	Annual	N/A	TBD
3.2 Organise targeted exercises and support stakeholders to plan and execute their own exercises[18]	Organise a set of limited number of large-scale exercises to increase the level of preparedness and cooperation of targeted stakeholders (e.g. Cyclone, CSIRTs Network, Union Entities) Follow up on the findings of previous exercises and ensure its timely and appropriate implementation.	NLO Network (as necessary) CSIRTs Network (as applicable) EU-CyCLONe members (as applicable) NIS Cooperation Group (as applicable) EU ISACs (as applicable)	Number of people impacted directly and/or indirectly by exercises organized by ENISA	Annual (Report)	N/A	TBD
			Number of sectorial authorities, including Union Entities, using ENISAs exercise solutions and frameworks	Annual	N/A	TBD

[17] Targets will be established during 2025 once the results of 2024 have materialized
[18] Additional rquired budget to improve the existing exercise solution to offer "exercise as a service" to MS, including seeking efficiencies by augmenting AI exercise solution to automate processes and allow stakeholders to customize scenarios.

	Assist Member States in their national exercises by offering exercise as a service (e.g. tools, scenarios, assistance) Devise and deliver a targeted capacity building progarm to assist Union Entities in implementing Regulation (EU) 2023/2841 (mostly article 4, 11)	NLO subgroup of Cyber Europe planners (as applicable) CERT.EU				
3.3 Facilitate and empower targeted communities of stakeholders to upskill and reskill targeted professionals	Develop & support communities that will facilitate and multiply the sharing of frameworks, good practices and lessons learnt (e.g. on Exercises, Cyber Hygiene/Awarenesswith aim to reskill or upskill cybersecurity professionals, especially new talents Develop strong ties to the stakeholders and work of the Support Action, as well as, the forthcoming ECCC's funded projects on capacity building and develop synergies with ENISA's services and results	NLO Network (as necessary) CSIRTs Network (as applicable) EU-CyCLONe members (as applicable) NIS Cooperation Group (as necessary) EU ISACs (as applicable) NLO subgroup of Cyber Europe planners (as necessary)	Number of MS participate in the different communities ”	Annual (Report)	25	TBD
			Satisfaction rate of participants in ENISA's different communities	Annual (Report)	65%	TBD
			Number of professionals impacted by ENISA's awareness raising in a box	Annual (Report)	N/A	TBD
3.4 Facilitate and empower Stakeholders to organize and deliver Cyber Security Challenges[19]	Facilitate national teams running CTF competitions in their efforts to become autonomous and financial independent Empower the community, especially ECSC Steering Committee, to assume the organisation and execution of ECSC finals and form an elite team to represent Europe in the next ICCs	ECSC Steering Committee NLO Subgroup	Number of national teams becoming financially independent	Annual (Report)	24	TBD

STAKEHOLDERS AND ENGAGEMENT LEVELS

Involve / Engage: Training organisations, private entities of NIS 2 sectors, CSIRTs Network and related operational communities, European ISACs, EU-CyCLONe members, Blueprint stakeholders, SOCs, including National and Cross-border SOCs. National Competent Authorities through the NIS Cooperation Group Work Streams, AHWG on Awareness Raising and Education, AHWG on Skills, EEAS, DG NEAR, DG CONNECT, Cybersecurity professionals, HWPCI

ACTIVITY 3 RESOURCE FORECASTS

	Budget	FTEs

[19] Going forward ENISA will act as facilitater of cyber security challenges by empowering stakeholders to organis their own challenges, thus leading to reduced resources in this area.

Total activity resources	Budget: €680.000	FTE[20]: 12
Other supplementary contribution	TBD	TBD
Additional required budget	Budget: €325.000	FTE:
Explanation	Additional required budget to improve the existing exercise solution to offer “exercise as a service” to MS, including seeking efficiencies by augmenting AI exercise solution to automate processes and allow stakeholders to customize scenarios (output 3.2) +€325.000	

[20] Target FTEs

Activity 4 Enabling operational cooperation

OVERVIEW OF ACTIVITY

This activity supports empowers the operational cooperation among Member States, Union institutions, bodies, offices and agencies and between operational activities. The main goal of the activity is to provide operations, support and assistance in order to ensure efficient functioning of EU operational networks and cyber crisis management mechanisms, including in the light of the revision of the Blueprint. Under the mandate of NIS2, activity 4 provides daily operations, expertise, organizational support, tools and infrastructure for both the technical layer (EU CSIRTs Network) and the operational layer (EU CyCLONe - Cyber Crises Liaison Organisation Network) of Union operational cooperation networks.

Secondly, the activity aims to enhance interaction and trust between these two layers, the NIS Cooperation Group, and the HWPCI. ENISA supports operational communities by operating, developing and maintaining secure and highly available networks, interoperable IT platforms, and communication channels. This includes maintaining and further developing the EU Vulnerability Database and launching the CRA Single Reporting Platform. The activity is also internally responsible for the structured cooperation with CERT-EU and as such to identify and act upon synergies between the Agency and Member States' work and the work of the IICB and CERT-EU.

Thirdly, the activity manages the ENISA Cyber Partnership Programme and information exchange with security vendors and non-EU cybersecurity entities. ENISA will contribute to the next steps in enhancing the EU cyber crisis management framework following the NIS2 and the 2022 Council Recommendation on a Union-wide coordinated approach to strengthen the resilience of critical infrastructure, complementing the EU Coordinated Response to Large-Scale Cybersecurity Incidents and Crises updated Blueprint (TBC). In addition, this activity bridges the other operational activities with the operational networks, for example when it comes to the implementation of the Cyber Solidarity Act. Moreover this activity is operating also the CRA reporting platform .

Fourthly, the activity also maintains IT systems and platforms for all ENISA operational activities and develops a comprehensive knowledge and stakeholder management system.The activity facilitates synergies with national cybersecurity communities (including civilian, law enforcement, cyber diplomacy, and cyber defence) and EU actors, such as CERT-EU, EC3, and EEAS, to exchange knowledge, best practices, provide advice, and issue guidance.

It should be noted that a trustful ENISA IT infrastructure is the flagship for souvereign IT operations in Europe and efficient Standard Operating Procedures are important to foster the cooperation between the Member States and networks.

Finally, this activity will also seek to contribute to the Unions efforts to cooperate with third countries and international organisations on cybersecurity, including implementing the revisedENISA international strategy and contribute to the ENISA stakeholder strategy.

This activity supports SITAW, INDEX and NIS service packages.

The legal basis for this activity is Article 9, 10, 11, 12, 14, 15, 16, 17 NIS2, Article 6, 7, 12 CSA, (Article 16 CRA, and Article 11 CSOA

LINK TO STRATEGIC OBJECTIVES (ENISA STRATEGY)	INDICATOR FOR STRATEGIC OBJECTIVES
Empowered communities in an involved and engaged cyber ecosystem	Usage of ENISA's secure infrastructure and tools and standard operating procedures coordinated by ENISA.
Effective Union preparedness and response to cyber incidents, threats, and cyber crises	EU Vulnerability Database is operationalized by ENISA and used by MS.
Consolidated and shared cybersecurity information and knowledge support for Europe	Reporting platform under CRA is operationalized and used by stakeholders.

ACTIVITY 4 OBJECTIVES

DESCRIPTION	CSA article and other EU policy priorities	TIMEFRAME OF OBJECTIVE	INDICATOR	TARGET

By [end 2026] strengthen the interaction and trust within and between key EU operational and cybersecurity communities (CSIRTs Network, EU-CyCLONe, HWPCI and NIS Cooperation Group).	Article 7, 10, 15, 16 NIS2 Article 6, 7 CSA Article 16 CRA Article 11 CSOA	2026	Assessment of High level of operational interaction across CSIRTs Network, EU-CyCLONe, HWPCI and NIS Cooperation Group.	>60% of stakeholders agree that ENISA has enabled the functioning of supported the building of trust within the network
			ENISA is judged as a key enabler of trust within and between CSIRTs Network, CyCLONe, HWPCI and NIS Cooperation Group.	>60% of stakeholders agree that ENISA has enabled interaction and trust between the networks and communities
Review and implement both the ENISA stakeholder strategy and ENISA international strategy	Article 12 CSA	2026	Coherence of ENISA International Engagement with the Agency's strategy.	Updated international strategy
			Comprehensive knowledge management and stakeholder management system is established.	Establish framework for knowledge management and stakeholder management
Develop and maintain relevant operational IT systems and platforms to support all operational communities and enhance synergies.	Article 7, 10, 12, 15, 16 NIS2 Article 7 CSA Article 16 CRA	2026	Relevant IT systems are maintained and new mandatory platforms are developed.	IT Operations are consolidated and synergy plan being implemented (2026).

ACTIVITY 4 OUTPUTS

DESCRIPTION	EXPECTED RESULTS OF OUTPUT	VALIDATION	OUTPUT INDICATOR	FREQUENCY (DATA SOURCE)	LATEST RESULTS	TARGET 2026[21]
4.1 Ensure essential operations to foster seamless cooperation and robust interaction among the CSIRTs Network and EU-CyCLONe members HWPCI and NIS Cooperation Group[22].	Enhanced Information Sharing and cooperation among the CSIRTs Network and EU-CyCLONe members and enhanced interaction with HWPCI and NIS Cooperation Group.	CSIRTs Network and EU-CyCLONe members, HWPCI and NIS Cooperation Group.	Stakeholder satisfaction	Biennial (survey)	89%	TBD
			Continuous use and durability of platforms (including prior to and during large-scale cyber incidents)	Annual (report)	N/A	TBD
			Number of joint sessions established.	Annual (report)	1 joint session per year.	TBD
4.2 Maintain, develop and promote ENISA Cyber Partnership programme aiming at information exchange to support the Agency' s understanding of threats, vulnerabilities incidents and cyber security events	operationalisation of the Cyber Partnership Programme	CSIRT Network, EU CyCLONe, Union Entities, HWPCI, MB	Stakeholder satisfaction	Biennial (survey)	84%	TBD
			Number of new and total	Annual (report)	4	TBD

[21] Targets will be established during 2025 once the results of 2024 have materialized
[22] Additional required budget to further invest and engage with stakeholders through physical meetings

			partners in the ENISA partnership program			
			Percentage of RFI answered by members of partnership program	Annual (report)	N/A	TBD
4.3 Implement the revised ENISA international strategy and outreach	EU values recognised by international stakeholders International cooperation support ENISA objectives	MT, EEAS, COM and (MB as required)	Stakeholder satisfaction	Biennial (survey)	91 %	TBD
			Staff satisfaction with international coordination	Annual (survey)	N/A	TBD
4.4 Develop comprehensive CVD platforms by operationalising the EU Vulnerability Database and designing the CRA Single Reporting Platform.	EU VD is deployed. CRA Single Reporting Platform is being developed	CSIRTs Network.	Stakeholder satisfaction	Biennial (survey)	N/A	TBD
4.5. Develop and maintain IT systems and platforms for operational activities[23].	Consolidation of operational IT with view to support ENISA operations.	CSIRTs Network and CyCLONe members, HWPCI and NIS Cooperation Group and Business owners for ENISA Operational IT systems.	Stakeholder satisfaction	Biennial (survey)	89%	TBD
			IT architecture for external operational IT services	Biennial update	N/A	TBD
			ENISA operational IT	Annual (report)	N/A	TBD
						TBD
			EU Vulnerability Database	Annual (report)	N/A	TBD
			CRA Single Reporting Platform	Annual (report)	N/A	TBD
4.6 Development of stakeholder and knowledge management systems and frameworks[24]			Stakeholder satisfaction with knowledge management and stakeholder management system.	Biennial (survey)	N/A	TBD

[23] Additional resources required for the further development and improvement of the CSIRTs Network and EU CyCLONe portals and tools
[24] Additional required budget to establish stakeholder and knowledge management solutions

STAKEHOLDERS AND ENGAGEMENT LEVELS
Partners: Blueprint actors, EU decision makers, institutions, agencies and bodies, CSIRTs Network Members, EU-CyCLONe Members, HWPCI and NIS Cooperation Group SOCs including National and Cross-border SOCs. **Involve / Engage:** NISD Cooperation Group, OESs and DSPs, ISACs

ACTIVITY 4 RESOURCE FORECASTS		
	Budget	FTEs
Total activity resources	Budget: €1.515.000	FTE[25]: 15
Additional required resources	Budget: €530.000	FTE:
Explanation	Additional required budget to: • to further invest and engage with stakeholders through physical meetings output 4.1 + €155 000), • develop and improve the CSIRTs Network and EU CyCLONe portals and tools output 4.5 + €355 000 to establish stakeholder and knowledge management solutions output 4.6 +€10 000	

[25] Target FTEs

Activity 5 Provide effective operational cooperation through situational awareness

OVERVIEW OF ACTIVITY

This activity contributes to cooperative preparedness and response at Union and Member States level through data driven threat and risk analysis, operational and strategic recommendation based on collection of incidents, vulnerability and threat information to contribute to the Union common situational awareness.

ENISA delivers on this activity by collecting and analysing security events, cyber incidents, vulnerability and threats based on its own monitoring , shared by external stakeholders due to legal obligations[26] or voluntary shared, aggregating and analysing reports, ensuring information flow between the CSIRTs Network, EU-CyCLONe, and other technical, operational and political decision makers at Union level and including cooperation finalized to increase situational awareness with other Union entities services such as relevant Commission services and in particular DG CNECT, CERT-EU, Europol/EC3, and EEAS including EU INTCEN. This activity benefits from ENISA's Cyber Partnership Programme managed under Activity 4 and the Agency international cooperation frameworks.

Secondly the activity includes the preparation of the regular in-depth EU Cybersecurity Technical Situation Report in accordance with CSA art7(6), also known as the EU Joint Cyber Assessment Report (EU-JCAR), regular weekly OSINT reports, Joint Rapid Report together with CERT-EU and other ad-hoc reports as needed. Under this activity the Agency prepares **threat landscapes** and provides topic-specific, as well as general, assessments on the expected societal, legal, economic, technological and regulatory impact, with targeted recommendations to Member States and Union institutions, bodies, offices and agencies. Under this activities, a semi-annual report in accordance to NIS 2 Art23(9)[27] is prepared and the work related to the Cyber Solidarity Act – Incident Review Mechanism (Art121*) is undertaken

Thirdly the activity also supports Member States with respect to operational cooperation within the CSIRTs Network and EU-CyCLONe by providing at their request advice to a specfic cyber threat, assisting in the assessment of incidents and vulnerability, facilitating technical handling of incidents, supporting cross-border information sharing and analyzing vulnerabilities, including through the EU Vulnerability Database and the Single Reporting Platform established under the Cyber Resilience Act.. This activity is also responsabile for preapring dedciated reports and threat briefings for the Council, in particalur the HWPCI under the Cyber Diplomacy Toolbox.

In addition the activity implements the agreements between ENISA and DG CONNECT for the contribution to the Commission Situation Center project.

Finally under this activity the work underpinning the establishment of the Single Reporting Platform as established under the Cyber Resilience Act.In doing so, the Agency will take into account **incident reports** frameworks implemented under Article 23 of NIS2 and other relevant EU legislation to ensure alignment and future proof architecture for reporting simplification at EU level.

This activity includes the continuous development and maintenance of a 24/7 monitoring and incident support capability in combination with activity 6.

The budget of this activity is partially financed through contribution agreement between ENISA and Commission to support work on CRA, CSOA as well contribution to the Commission Sitation and Analysis Center.

The activity leads SITAW service package and contributes to the INDEX and NIS service packages.

The legal basis for this activity is Article 5 (6) 7(4),(6),(7) & 9 of the CSA ,Article 23(9) of the NIS2, Art 18* of CSOA, and Art

LINK TO STRATEGIC OBJECTIVES (ENISA STRATEGY)	INDICATOR FOR STRATEGIC OBJECTIVES
Empowered communities in an involved and engaged cyber ecosystem Effective Union preparedness and response to cyber incidents, threats, and cyber crises Consolidated and shared cybersecurity information and knowledge support for Europe	EU Vulnerability Database is operationalised by ENISA and a satisfaction rate (by MS and stakeholders) with ENISA ability to contribute to common situational awareness through accurate and timely analyses of incidents, vulnerabilities and threats Reporting platform under CRA is established within 21 months of the entry into force of the Regulation and successfully operated

ACTIVITY 5 OBJECTIVES

DESCRIPTION	CSA article and other EU policy priorities	TIMEFRAME OF OBJECTIVE	INDICATOR	TARGET
By [end 2027] build a common situational awareness between Member States based on shared accurate data and underpinned by validated joint analysis	Article 7 of CSA Article 23(9) of NIS2 Article 18 of CSOA	2025 - 2027	Content of JCAR is contributed and validated by Member States	Produce at least one comprehensive joint analysis report every quarter, contributed and validated by at least 75% of l Member States (EU-JCAR).

[26] NIS2, CRA and Regulation 2023/2841
[27] In 2025 this activity will fulfil the tasks under CSA Art5(6)a, b, and c. These report will be superseded as provisions in NIS2 Art 23(9) applies

			ENISA Data repository is open to and includes also information directly provided by Member States	Data repository is accessible by MS.
				Percentage of information in the data repository validated or provided by MSs is above 75% and 100% or significant event impacting EU MSs
			Establish and test processes and procedure for the Incident Review Mechanism under Art 18 of CSOA	Process for IRM is established and endorsed by MSs
Provide regularly general as well as specific threat landscapes and threat analysis, based on observed and data driven trends in incidents and vulnerabilities	CSA Art 9 Article 7 of CSA Article 23(9) of NIS2 Article 18 of CSOA Article 14-17 CRA	2025 - 2027	Produce ENISA Threat Landscapes	Maintain the regular publishing schedule for general threat landscape reports (yearly) and specific threat analysis and sectorial reports (e.g., bi-monthly).
			JCAR includes threat analysis based on incidents and vulnerabilities available within ENISA data repositories (EUVDB, CIRAS, CRA SRP)	Incident analysis is included in JCAR as of Q3 2025.
				EUVDB vulnerability analysis is included by Q2 2025
				CRA SRP AEV and Incidents analysis is included by Q4 2026
			Ability of ENISA to produce accurate threat analysis based on Incidents, Vulnerabilities and Threat information based on Agency own monitoring , shared by external stakeholders due to legal obligations[28], or voluntary shared,	80% of Member States scores quality of threat analysis provided by ENISA above 4 (1-5)
				80% of Member States scores ability of ENISA to use information available to produce threat analysis and recommendation above 4 (1-5)

[28] NIS2, CRA and Regulation 2023/2841

			CRA SRP is established and operational	CRA SRP is used to carry on tasks under CRA by end of 2026

ACTIVITY 5 OUTPUTS						
DESCRIPTION	**EXPECTED RESULTS OF OUTPUT**	**VALIDATION**	**OUTPUT INDICATOR**	**FREQUENCY (DATA SOURCE)**	**LATEST RESULTS**	**TARGET 2026[29]**
5.1 Collect, organise and consolidate information (including to the general public) on common cyber situational awareness, technical situational reports, incident reports, threats and support consolidation and exchange of information on strategic, operational and technical levels[30] [31]	Establishment of a Threat Information Management Platform. Production of briefings, reports, and summaries of incidents, threats, and vulnerabilities Increased understanding and timely access to information regarding latest threats, incidents and vulnerabilities	CSIRT Network, EU CyCLONe, Union entities, National Authorities within MSs subscribed to the products	Stakeholder satisfaction	Biennial (survey)	84%	TBD
			Timeliness and Accuracy of reports	Annual (survey)	N/A	TBD
5.2 Provide analysis and risk assessment jointly with other operational partners including Union Entities, Member States, industry partners, and non-EU partners[32]	Union joint assessment and reports, sectorial analysis, threat and risk analysis[33] Recipients receive accurate and timely assessment of threat actors and associated risk to the EU Internal Market	CSIRT Network, EU CyCLONe, Union entities, HWPCI, Management Board	Stakeholder satisfaction	Biennial (survey)	84%	TBD
			Number of contributing MSs to EU JCAR	Annual (report)	N/A	TBD
5.3 Collect and analyse information to report on the cyber threat landscapes[34]	Mapping threats Generate recommendations for stakeholders to take up	NLO, AG and Cybersecurity Threat Landscape AhWG CSIRTs Network	Stakeholder satisfaction	Biennial (survey)	91.5%	TBD
			Number of downloads of ETL	Annual (report)		TBD

[29] Targets will be established during 2025 once the results of 2024 have materialized
[30] Advisory group proposal for standby emergency incident analysis team provisioned within output 5.1
[31] Additional resources required to enhance capabilities with the development of Threat Information Management platform
[32] Additional resources required to support Incident Review mechanism from CSOA
[33] Including JCAR, JRR, Union Report, Joint Publication, CERT-EU Structured Cooperation and EC3 Cooperation and CNECT Situation Centre
[34] Additional resources required to produce thematic (e.g. sectorial) threat landscape)

5.4 Analyse and report on incidents as required by Art 5(6) of CSA as well as other sectorial legislations (e.g. DORA, eIDAS Art. 10, etc.)[35]	Analysing incidents Generate recommendations for stakeholders to take up	WS3 of the NISD CG, ECASEC and ECATS groups	Stakeholder satisfaction	Biennial (survey)	91.5%	TBD
5.5 Establish the CRA Single Reporting Platform and operationalize EUVD Services[36]	CRA SRP platform work is scoped and implementation is initiated Operational and business processes are defined together with primary stakeholder	CSIRT Network	Operational process expected for 2025 are defined Implementation work is started.	Survey	N/A	TBD

STAKEHOLDERS AND ENGAGEMENT LEVELS

Partners: EU Member States (incl. CSIRTs Network members and EU-CyCLONe), EU Institutions, bodies and agencies, Other technical and operational blueprint actors, Partnership program for 5.3 (with trusted vendors, suppliers and partners), CTL ahWG

Involve / Engage: Other type of CSIRTs and PSIRTs, private sector industry

ACTIVITY 5 RESOURCE FORECASTS

	Budget	FTEs
Total activity resources	Budget: €1.485.000	FTE[37]: 13
Other supplementary contribution	Budget planned for 2026: € 263.806 (outputs 5.1 and 5.2) SitCen Budget, €5.754.460 (output 5.5) to implement CRA SRP tasks + €100.000 CRA preparatory work Total contribution Budget: €447.973 (outputs 5.1 and 5.2) for SitCen Budget €11.947.620 (output 5.5) to implement CRA SRP tasks[38] + €400 000 prep work for CRA SRP[39]	FTE: 7[40]
Additional required resources	Budget: €2.590.000	FTE: 3 [41]
Explanation	Additional resources required to: • enhance capabilities with the development of Threat Information Management platform (output 5.1) + €220 000 • support Incident Review mechanism from CSOA (output 5.2) + €40000 • produce thematic (e.g. sectorial) threat landscape (output 5.3) +€40000 • transition CIRAS to cloud-based infrastructure (output 5.4) +€130000 • develop services of CVE Numbering Authority services (output 5.5) + €200000 • Maintenance of CRA single reporting platform +€2 000 000	

[35] Additional resources required to transition of CIRAS to cloud-based infrastructure
[36] Additional resources required to develop services of CVE Numbering Authority services
[37] Target FTEs
[38] please refer to annex XI for further details regarding contribution agreements. The amount indicated refers to years 2025 to 2027.
[39] Contribution Agreements signed with Commission in 2024, applicable until July 2026.
[40] Additional FTE financed via contribution agreements (SitCen and CRA SRP) please refer to annex XI for further details regarding contribution agreements
[41] SNE or CA/FGIV to support Incident Review Mechanism under CSOA and TA/AD & CA/FGIV to support EUVD services

Activity 6: Provide services for operational assistance and support

OVERVIEW OF ACTIVITY

The activity contributes to further develop preparedness and response capabilities at Union and Member States level to large-scale cross-border incidents or crises related to cybersecurity through the implementation and delivery of ex-ante and ex-post services. It implements the Cybersecurity Support Action, through which the Agency provides services such as: pentest, threathunting, risk monitoring and assessment, customized exercise, trainings and support the Member States with incident response.

The Agency will leverage upon the lessons learned and the mechanisms that have been put in place during the first year of the Cybersecurity Support Action in 2023. This will refocus the service catalogue an the processes/methodologies will be further adapted to better suit the needs of the Member States, allowing for more flexibility and scalability.

The types and level of services are agreed with single point of contact within each EU Members States and final beneficiary entities.

This activity includes the establishment of a 24/7 monitoring and incident support capability in combination with activity 5.

This activities is resourced through the use of 10 Contract Agents to be recruited as direct cost of the programme and financed through Commission contribution agreement. ENISA will not be able to resource this activity with its current establishment plan; it follows, that the conditions of recruitment and employment of these resources will differ from those applying to staff under the establishment plan of the Agency. The budget for this activity is to be implemented during 2025 through 2026.

This activity will be adjusted when the Cyber Solidarity Act enters into force. According to the Cyber Solidarity Act, the Commission shall entrust in part or whole, the administration and operation of the EU Cybersecurity Reserve to ENISA. The Reserve requires delivering incident response services and it also includes carrying out the mapping of the services needed by the users of the Reserve, including the availability of such services from legal entities established and controlled by Member States.

In addition to the above activities, ENISA will provide support to three EU Agencies in the context of the virtual CISO (vCISO) pilot service (in colleaboration with CERT-EU). ENISA will provide a risk assessment methodology for Union Entities and support 3 Agencies by conducting risk assesments.

The activity contributes to the SITAW, NIS, INDEX, TREX service packages.The legal basis for this activity is Article 6 and 7 of the CSA.

LINK TO STRATEGIC OBJECTIVES (ENISA STRATEGY)	INDICATOR FOR STRATEGIC OBJECTIVES
Empowered communities in an involved and engaged cyber ecosystem Effective Union preparedness and response to cyber incidents, threats, and cyber crises	Operationalisation of the EU Cybersecurity Reserve of which administration and operation is to be entrusted fully or partly to ENISA and used by MS, EUIBAs and on a case by case basis DEP associated third countries

ACTIVITY 6 OBJECTIVES

DESCRIPTION	CSA article and other EU policy priorities	TIMEFRAME OF OBJECTIVE	INDICATOR	TARGET
By end Q2 2026, deliver and complete the ENISA support action.	Articles 6 and 7 of the CSA	2026	Ability of ENISA to support EU Member States to further develop preparedness and response capabilities through implementation and delivery of ex-ante and ex-post services delivery. (survey) Complete tasks on time and in budget. (survey)	4 (1 to 5 score)
By end Q2 2026 and onwards, deploy European Cyber Reserve under CSOA.	Articles 6 and 7 of the CSA	2026	Reaching consensus on actions and prioritisation thereof with the EC on European Cyber Reserve. (survey) Timely deliver. (survey)	4 (1 to 5 score)

ACTIVITY 6 OUTPUTS

DESCRIPTION	EXPECTED RESULTS OF OUTPUT	VALIDATION	OUTPUT INDICATOR	FREQUENCY (DATA SOURCE)	LATEST RESULTS	TARGET 2026[42]

[42] Targets will be established during 2025 once the results of 2024 have materialized

6.1 Provide pentest and threat hunting services towards selected entities within EU Member States[43]	Pentest and Threat Hunting services are delivered timely and accurately to MSs	MSs, CNECT, Beneficiaries	% of MSs requesting the service Satisfaction score	Annual	N/A	TBD
6.2 Provide customized Exercise and Training for selected entities within EU Member States	Customize Exercise and Training services are delivered timely and accurately to MSs.	MSs, CNECT, Beneficiaries	% of MSs requesting the service Satisfaction score		N/A	TBD
6.3 Support risk monitoring and assessment for selected entities within EU Member States	ENISA is able to provide regular risk monitoring towards specific targets or at national level, including by leveraging commercial of-the-shelf platforms, as well provide specific risk assessment and threat landscape as requested by MSs	MSs, CNECT, Beneficiaries	% of MSs requesting the service Satisfaction score		N/A	TBD
6.4 Support Incident Response and Incident management of selected entities within EU Member States	ENISA provides 24/7 support for Incident Response to MSs	MSs, CNECT, Beneficiaries	% of MSs requesting the service Support was provided timely Satisfaction Score		N/A	TBD
6.5 Provide support services to EU Agencies (virtual CISO)	Risk assessments for EU Agencies	EU Agencies	% of EU Agencies requesting service		N/A	TBD

STAKEHOLDERS AND ENGAGEMENT LEVELS

Partners: EU Member States, Selected Beneficiary Entities, Commission, EU Agencies, CERT EU

Involve / Engage: EU-CyCLONe, CSIRT Network, DG CONNECT, NIS Cooperation Group (CG), private sector providers[44]

ACTIVITY 6 RESOURCE FORECASTS

	Budget	FTEs
Total activity resources from direct annual budget	Budget: N/A	FTEs: 4
Other supplementary contribution	Budget planned for 2026: €380.977 contribution agreement signed 2024 and €5.065.171 contribution signed in 2023[45]	FTEs: 9 FTEs financed from existing Contribution Agreement signed in 2023)

[43] Beneficiaries of the Act5B services are specified in the [Contribution Agreement]
[44] ENISA cybersecurity support action services
[45] please refer to annex XI for further details regarding contribution agreements.

Activity 7 Development and maintenance of EU cybersecurity certification framework

OVERVIEW OF ACTIVITY

In line with political priorities of the new EC established in 2024, development, maintenance and promotion of EU cybersecurity certification framework has high significance given its impact on promoting the EU cybersecurity digital market and overall resilience. As the work on certification expands (not only developing schemes, but as of 2025 EUCC and other schemes will be in force hence they will require maintenance, promotion and supporting NCCAs with capacity building and uptake initiatives), it is essential to ensure that this Activity is well resourced to cater for the additional streams of work.

This activity encompasses actions that seek to establish and support the EU cybersecurity certification framework by preparing candidate cybersecurity certification schemes in accordance with Article 49 of the CSA, at the request of the Commissionor on the basis of the Union Rolling Work Program (URWP) or, in duly justified cases, at the request of the Commission or the European Cybersecurity Certification Group (ECCG). This also includes in particular the activities related to the ID Wallet certification as a priority, and other schemes under development (EUCS, 5G), as well as the activities in view of the upcoming request in line with the URWP , such as the one related tomanaged security services following entry into force of the CSA amendment. Actions also include supporting the maintenance and review, as well as evaluating adopted European cybersecurity certification schemes, in particular the adopted EUCC, as well as capacity building for National Cybersecurity Certification Authorities (NCCAs)and supporting the peer review mechanism in line with the CSA and related implementing regulation. In addition, in this activity, ENISA assists the Commission with regard to the European Cybersecurity Certification Group (ECCG) and existing ECCG sub-groups (EUCC review and maintenance; peer review; cryptographic mechanisms) as well as with co-chairing and providing secretariat to the Stakeholder Cybersecurity Certification Group (SCCG).

ENISA has developed one candidate scheme based on an EC request from 2019, in accordance with Art 49.2, which was adopted as Implementing Regulation, the EUCC. ENISA is currently developing 2 other candidate schemes also based on EC requests, the EUCS and the EU5G, in accordance with Art 49.2. The URWP was adopted in Feb 2024, and the recent request received for the development of an EUDI wallet candidate scheme is in line with Art 49.1. In anticipation of a possible request for an EU scheme on MSS, as foreseen by the URWP and the amendment to the CSA, ENISA is developing a feasibility study. ENISA also explored the possibility of the certification of AI, which is also highlighted in the URWP but for which no candidate scheme request is expected soon.

As certification schemes become adopted, with EUCC being the first one in 2024, maintenance activities of schemes will require continuous efforts on behalf of ENISA, in addition to the resources to be allocated to newly requested schemes. Given the finite resources of ENISA, conducting both actions (development and maintenance) would impose a strain on ENISA resources and accordingly respective actions to compensate by deprioritising actions might be needed.

ENISA also makes available and maintains a dedicated European cybersecurity certification website according to Article 50 of the CSA. As from 2024, ENISA seeks to gradually support the cybersecurity certification stakeholders with an online platform that has been set up by the Commission. Furthermore, ENISA contributes to the cybersecurity framework by analysing pertinent market aspects of certification as well as aspects related to the interplay with existing legislations, in particular the Cyber Resilience Act. Other relevant legislations include NIS2, DGA EUDI Wallet, AI Act, Chips Act, Data Act.

The activity leads the CERTI service package and contributes to the NIS service package.

The legal basis for this activity is Article 8 and Title III Cybersecurity certification framework, of the CSA.

Link to strategic objectives (ENISA STRATEGY)	Indicator for strategic objectives
Empowered communities in an involved and engaged cyber ecosystem Building trust in secure digital solutions	Number of EU certification schemes developed and maintained, number EU regulations making reference to CSA, number of active Member States' NCCAs (e.g. issuing European certificates)

ACTIVITY 7 OBJECTIVES

DESCRIPTION	CSA article and other EU policy priorities	TIMEFRAME OF OBJECTIVE	INDICATOR	TARGET
Between 2025-2027, timely development of feasibility studies for future potential schemas	CSA, Art. 49	2027	Number of feasibility studies concluded in view of upcoming requests, including Managed security services (on-going)	3 (pending potential new requests for scheme)
			Elements of feasibility study reflected/aligned in EC request for new schemes	More than 50%

Between 2025-2027, timely finalisation of candidate schemes following formal requests for drafting new cybersecurity certification schemas	CSA, Art. 49	2027	Number of drafts of certification schemas delivered to COM (ID Wallet Certification and pending formal COM request, Managed Security Services)	2
			ECCG endorsement of draft certification schemes	Positive ECCG endorsement
			SCCG opinion on draft certification schemes (satisfaction survey)	More than 60%
Ensure the maintenance of existing schemas and support their roll-out	CSA, Art. 49	2027	Number of schemas maintained with ENISA active involvement	1 (EUCC) + EUCS pending final approval
			Satisfaction by ECCG on ENISA supporting efforts for documents for maintenance	75%
			Number of certificates issued and published under an EU certification scheme; high utilisation rate in the market.	Proportionate[46] number of certificates issued migrating to a new EUCC scheme compared to previous framework

ACTIVITY 7 OUTPUTS

DESCRIPTION	EXPECTED RESULTS OF OUTPUT	VALIDATION	OUTPUT INDICATOR	FREQUENCY (DATA SOURCE)	LATEST RESULTS	TARGET 2026[47]
7.1 Drafting and contributing to the preparation and establishment of candidate cybersecurity certification schemes[48]	Scheme meets stakeholder requirements, notably of the Member States and the Commission	Ad hoc working groups on certification ECCG European Commission	Stakeholder satisfaction	Biennial (survey)	82%	TBD
			Number of opinions of stakeholders managed	Annual (report)	n/a	TBD

[46] ENISA monitors the certificates issued under SOG-IS and transition to EU CC will have to be proportional to the number of certificates issued.
[47] Targets will be established during 2025 once the results of 2024 have materialized
[48] Additional resources required to develop new schemes and conduct necessary feasibility studies

	Take up of schemes by stakeholders Timely delivery by ENISA of all schemes requested in cooperation with the Commission Statutory Bodies and ad hocWorking Groups actively involved		Number of people/organizations engaged in the preparation of certification schemes	Annual (report)	N/A	TBD
7.2 Implementing and maintaining of the established schemes including evaluation of adopted schemes, participation in peer reviews etc. monitoring the dependencies and vulnerabilities of ICT products and services	Review of schemes to improve efficiency and effectiveness Take up of schemes by stakeholders	ECCG European Commission	Stakeholder satisfaction	Biennial	82%	TBD
			ECCG satisfaction of ENISA efforts on schemes adopted	Triennial (survey)	N/A	TBD
			Satisfaction of ENISAs role in NCCA peer reviews	Triennial (survey)	n/a	TBD
7.3 Supporting the statutory bodies in carrying out their duties with respect to governance roles and tasks		ECCG European Commission SCCG	Stakeholder satisfaction	Biennial	82%	TBD
			Feedback from statutory bodies including NCCAs on ENISAs role	Annual (survey)	N/A	TBD
7.4 Developing and maintaining the necessary provisions and tools and services concerning the Union's cybersecurity certification framework (incl. certification website, support the Commission in relation to the core stakeholders service platform of CEF (Connecting Europe Facility) for collaboration, and publication, promotion of the implementation of the cybersecurity certification framework etc.)[49]	Supporting in transparency and trust of ICT products, services and processes Stakeholders engagement promotion of certification	ECCG European Commission SCCG	Stakeholder satisfaction	Biennial	82%	TBD
			Users satisfaction concerning the certification website services	Annual (survey)	N/A	TBD
			Usage of certification website	Annual (report)	N/A	75%
7.5 Supporting NCCAs peer reviews	Methodology for conducting peer reviews	ECCG European Commission NCCAs	Stakeholder satisfaction	Biennial	N/A	TBD
7.6 Promoting and monitoring the uptake of certification and supporting capacity-building of NCCAs[50]	Increase in uptake of certification Increase in NCCAs maturity	ECCG European Commission NCCAs	Composite indicator on number of issued certificates and their use	Annual	N/A	TBD
			Stakeholder satisfaction	Biennial	N/A	TBD

[49] Additional required resources in order to maintain the CEF platform
[50] Additional resources required in order to maintain scope and scale of activities for promotion and monitoring of uptake of certification and supporting capacity-building of NCCAs (statutory task of ENISA as per CSA)

STAKEHOLDERS AND ENGAGEMENT LEVELS
Partners: EU Member States (incl. National Cybersecurity Certification Authorities, ECCG), European Commission, EU Institutions, Bodies and Agencies Selected stakeholders as represented in the SCCG **Involve/ Engage:** Private Sector stakeholders with an interest in cybersecurity certification, Conformity Assessment Bodies, National Accreditation Bodies Consumer Organisations

ACTIVITY 7 RESOURCE FORECASTS		
	Budget	FTEs
Total activity resources	Budget: €701.000	FTE[51]: 10
Additional required resources	Budget: €559.800	FTE: 1[52]
Explanation	Additional resources required to: • develop new schemes and conduct necessary feasibility studies (output 7.1) + €318 000 • maintain CEF platform (output 7.4) + €79 800 • maintain scope and scale of activities for promotion and monitoring of uptake of certification and supporting capacity-building of NCCAs (output 7.6) + €162 000	

[51] Target FTEs
[52] **TA/AD6 po**st to support the delivery of **EUDI wallets**, given EC intent to ENISA to avail more resources for EUDI since the request for the development of the scheme does not only entail the EU Certification Scheme, but also support to the national certification schemes for all 27 MS

Activity 8 Supporting market, technology and product-security

OVERVIEW OF ACTIVITY

This activity seeks to foster the cybersecurity of technologies, products and services in the European Union along with the development of the cybersecurity market, -industry and -services, in particular SMEs and start-ups, to reduce dependence from outside and increase the capacity of the Union and to reinforce supply chains to the benefit of internal market. It involves actions to promote and implement 'security by design' and 'security by default' measures in (a) new emerging technologies (incl supporting MS and the COM in tackling challenges regarding AI and post-quantum encryption) and in (b) ICT products, services and processes, including through standardisation and adoption of relevant codes of conduct. As such, this activity also seeks to lay the ground for an effective role of ENISA in the CRA notably in terms of market analysis, preparation of market sweeps and collection and analysis of information for the identification of emerging cybersecurity risks in products with digital elements, etc. Given the 3-year period given for CRA to come fully into force, it is expected that preparatory and support actions in view of CRA will continue to increase in the coming years, particularly in the support of MS market authorities and technical advice for implementation.

Secondly the actions to support this activity include producing analyses and guidelines as well as good practices on cybersecurity and data protection requirements, including eIDAS2 and trust services, facilitating the establishment and take up of European and international standards across applicable areas such as for risk management as well as performing regular analysis of cybersecurity market trends on both the demand and supply side including monitoring, collecting and identifying dependencies among ICT products, services and processes and vulnerabilities present therein, as well as incurred incidents. The activity aims at strengthening and reinforcing ties with the private sector and promote collaboration among the cybersecurity market players, in order to improve visibility and uptake of trustworthy and secure ICT solutions in the digital single market.

In parallel the activity aims to provide advice to EU Member States (MS), EU institutes, bodies and agencies (Union Entities) on research needs and priorities in the field of cybersecurity, thereby contributing to the EU strategic research and innovation agenda, notably the ECCC.

To prepare this strategic advice, ENISA will take full account of past and ongoing research, development and technology assessment activities, outputs of other statutory bodies of the cybersecurity landscape such as the NIS Cooperation Group, ECCG, CSIRTs Network, EU-CyCloNe and scan the horizon for emerging and future technological, societal and economic trends that may have an impact on cybersecurity. In this respect, lessons learned and trends from reported incidents and vulnerabilities will also be utilised.

ENISA will also conduct regular consultations with relevant user groups, projects (including EU funded projects), researchers, universities, institutes, industry, start-ups and digital innovation hubs to consolidate information and identify gaps, challenges and opportunities in research and innovation from the different quadrants of the community. The ecosystem of the ECCC and the National Coordination Centres (NCCs) will be involved in these consultations. A strong collaboration and mapping of relevant requirements of the market authorities as defined in the CRA will also take place in the context of this activity.

The activity also encompasses ENISA's support to the eIDAS 2 Regulation and the European Digital Identity Cooperation Network, by providing advice and upon request targeted guidelines in order to ensure deployment and uptake of secure digital wallet solutions, as well as foster the trusted services ecosystem.

Finally, this activity supports cybersecurity certification and conformity assessment of products with digital elements by monitoring standardisations being used by European cybersecurity of certification schemes and digital products respectively, and by recommending appropriate technical specifications where such standards are not available.

This activity contributes to the INDEX, SITAW, TREX and CERTI service packages.

The legal basis for this activity is Article 8 and 11 and Title III of the CSA, as well as the CRA, the eIDAS2 Regulation, the AI Act (Art. 67) and the Data Governance Act (Art. 29).

Link to strategic objectives (ENISA STRATEGY)	Indicator for strategic objectives
Empowered communities in an involved and engaged cyber ecosystem Building trust in secure digital solutions Foresight on emerging and future cybersecurity opportunities and challenges	Rate of satisfaction with ENISA's support to the implementation of the CRA (Market Supervisory Authorities MSAs) and European cybersecurity certification framework (ECCG) Number of advise and level of support given on Research and Innovation Needs and Priorities to the ECCC and its uptake by ECCC

ACTIVITY 8 OBJECTIVES

DESCRIPTION	CSA article and other EU policy priorities	TIMEFRAME OF OBJECTIVE	INDICATOR	TARGET
By [end 2026] implement a 'market' monitoring and analysis framework that delivers relevant and regular, as well as ad hoc, reports on the trustworthiness of critical products and services with digital elements under CRA	CRA	2026	Timeliness of ENISA reports	Reports delivered on time
			Acceptance of ENISA reports by MS	2/3 of MS endorsing ENISA reports

			Validity of ENISA framework	All MS validating and endorsing ENISA framework
Provide continuous comprehensive support to MS market supervisory authorities and to the COM for implementing CRA requirements.	CRA	2026	MS and COM stakeholder satisfaction survey	More than 70%
Create a technology & innovation radar, to understand the level of impact that new technologies have on cybersecurity	CSA Art. 9 and CRA	2026	Number of cybersecurity trends and patterns accurately identified through an evidence-based methodological approach	5% increase over reference data
			EU cybersecurity R&I impact assessment	5% increase over reference data

ACTIVITY 8 OUTPUTS

DESCRIPTION	EXPECTED RESULTS OF OUTPUT	VALIDATION	OUTPUT INDICATOR	FREQUENCY (DATA SOURCE)	LATEST RESULTS	Target 2026[53]
8.1 Collect and analyse information on new and emerging information and communications technologies, support the COM and MS with appropriate technical guidelines as necessary, and provide strategic advice to ECCC on the EU agenda on cybersecurity research, innovation and deployment.[54]	Identifying current and emerging ICT gaps, trends, opportunities and threats and providing guidelines thereof Advising EU Funding programmes including the ECCC and its Strategic Agenda and Action Plan.	Academia, Industry and National R&I, MS market authorities Entities (including NCCs) and Union Entities NIS CG, EC including CNECT and JRC, ECCC and NCCs, as appropriate	Stakeholder satisfaction	Biennial (survey)	91%	TBD
			Findings endorsed by MS (NCCs and market authorities)	Annual	N/A	TBD
			Guidelines issued and endorsed by NIS CG	as relevant	N/A	TBD
			ECCC Strategic Agenda and Action Plan alignment	Annual (survey with ECCC GB)	N/A	TBD
8.2. Market analysis on the main trends in the cybersecurity market on both the demand and supply side, and evaluation of certified products, services and processes and prepare biennial technical report on emerging trends regarding cybersecurity risks in products with digital elements[55]	Improved understanding of the market / industry	Ad hoc working groups cybersecurity market analysis ECCG (as necessary) SCCG	Stakeholder satisfaction	Biennial (survey)	88%	TBD
			Cybersecurity market analysis; cybersecurity product and services	Annual (report)	N/A	TBD

[53] Targets will be established during 2025 once the results of 2024 have materialized
[54] Additional resources required to organise the threat hunt conference 2026
[55] The biennial report is a statutory task for ENISA as per Art. 14 of CRA, however its scope would need to be reduced given resource constraints)

		Advisory Group NLO (as necessary) MS Market surveillance authorities	Endorsement by MS of report on emerging trends regarding cybersecurity risks in products with digital elements	Biennial (report)	N/A	TBD
8.3 Support activities of market surveillance authorities and identification of categories of products for simultaneous coordinated control actions and upon request, conduct evaluations of products that present a significant cybersecurity risk and support with the implementation of CRA.	Produce a catalogue of market surveillance authorities; survey requirements of market surveillance authorities; identify categories of products; produce a methodology on market sweeps; carry out market sweeps Evaluations to be carried out ideally on the basis of input from market sweeps; rely on external expertise.	Market Surveillance Authorities NLO / NCCA Commission SCCG (as appropriate)	Collection of requirements Matching requirements with deliverables Time to carry out market sweeps Methodology for evaluations Profiles of experts	Catalogue, survey and categories of products in 2025-26 Market sweeps as of 2027 (3-years transition) or earlier if requested Method to evaluate products Guidance and criteria to accept evaluation results	N/A	TBD
8.4 Monitoring developments in related areas of standardisation, analysis on standardisation gaps and establishment and take-up of European and international cybersecurity standards for risk management in relation to certification[56]	Alignment with standards Input to the EU standardization agenda	SCCG Advisory Group NLO (as necessary)	Stakeholder satisfaction	Biennial (survey)	88%	TBD
			Reports on analysis of standardisation aspects on cybersecurity including cybersecurity certification.	Annual (report)	N/A	TBD
~~8.5 Supporting the implementation of eIDAS2 Regulation and the deployment and uptake of European Digital Identity Wallets~~[57]	Best practices and guidelines to support implementation of eIDAS 2 Monitoring of the uptake of Digital Wallets	European Digital Identity Cooperation Network EC	Stakeholder satisfaction	Annual (survey)	N/A	TBD
STAKEHOLDERS AND ENGAGEMENT LEVELS						
Partners: EU Member States (incl. market authorities and entities with an interest in cybersecurity market monitoring e.g. NCCA, National Standardisation Organisations) , European Commission, EU Institutions, Bodies and Agencies, European Standardisation Organisations (CEN, CENELEC, ETSI), Private sector or ad hoc Standards Setting Organisation, EC-Joint research centre, National and EU R&I Entities, Academia and Industry, European Cybersecurity Competence Centre and National Cybersecurity Coordination Centre's, EC AI Office, European Digital Identity Cooperation Group, European Data Innovation Board.						

[56] Additional resources required standardisation conference 2026 and trust services forum 2026
[57] Despite the significance of the output and ENISA's support with EUDI and eIDAS2, the addition of a new dedicated Output in SPD 2026 will require additional resources and hence this work would need to be deprioritised due to resource constraints

Involve / Engage: Private Sector stakeholders (entrepreneurs, start-ups and investors) with an interest in cybersecurity market and/or standardisation, International Organisation for Standardisation / International Electrotechnical Committee, Consumer Organisations, EDPS, EPDB.

ACTIVITY 8 RESOURCE FORECASTS		
	Budget	FTEs
Total activity resources	Budget: €631.000	FTE[58]: 10
Additional required resources	Budget: €479.200	FTE: 3[59]
Explanation	Additional resources required to: • organise the threat hunt conference 2026 (output 8.1) + €80 000 • increase the scope of market analysis (output 8.2) + €220 000 • organise standardisation conference 2026 and trust services forum 2026 (output 8.4) + €80 000 • support the implementation of eIDAS2 (output 8.5) + €97 200	

[59] TA/AD6 post on market supervision, a profile that is currently missing from ENISA since this involves newly introduced tasks in CRA and 2x TA/AD6 Post to deliver guidance on product security and open-source security, given that additional to the requested resource the relevant competences are new from CRA.
[59] TA/AD6 post on market supervision, a profile that is currently missing from ENISA since this involves newly introduced tasks in CRA and 2x TA/AD6 Post to deliver guidance on product security and open-source security, given that additional to the requested resource the relevant competences are new from CRA.

3.2 CORPORATE ACTIVITIES

Activities 9, 10 and 11 encompass enabling actions that support the operational activities of the agency.

Activity 9: Performance and sustainability

OVERVIEW OF ACTIVITY

The activity seeks to achieve requirements under Art 4(1) of the CSA that sets an objective for the Agency to: "be a centre of expertise on cybersecurity by virtue of its **independence**, the scientific and technical **quality of the advice and assistance it delivers**, the information it provides, the **transparency of its operating procedures**, the **methods of operation**, and its **diligence in carrying out its tasks**". This objective requires *inter alia* an efficient performance and risk management framework, and the development of single administrative practices, as well as the promotion of sustainability across all Agency's operations. In addition, in line also with Art 4(2) of the CSA, the activity includes contribution to efficiency gains, e.g. via shared services in the EU Agencies network and in key areas by relying on the Agency's own expertise (e.g. cybersecurity risk management).

Under this activity ENISA seeks to deliver against key objectives of the Agency's Corporate Strategy (service-centric and sustainable organisation), including by establishing a thorough quality assessment framework, ensuring proper and functioning internal controls and compliance checks, as well as maintaining a high level of cybersecurity across all Agency's corporate and operational activities. Enhancing and maintaining the cybersecurity posture of the Agency requires the execution of a cybersecurity maturity plan in order to reach the maturity level required by the Agency for the legislative tasks assigned to it, such as the EU Vulnerability Database, the CRA and DORA platforms and in line with the Regulation (EU).2023/2841.

In terms of resource management, the Budget Management Committee coordinates the Agency's adherence to financial management principles. In the area of IT systems and services, the IT Management Committee coordinates and monitors the comprehensive application of the Agency's IT strategy and adherence to applicable policies and procedures.

The legal basis for this activity is Art 4(1) and 4(2) of CSA, as well as Art 24-28, Art. 41 and Art 32 - 33 (ENISA financial rules and combatting of fraud).

ACTIVITY 9 ANNUAL OBJECTIVES

DESCRIPTION	LINK TO CORPORATE OBJECTIVES	ACTIVITY INDICATORS	FREQUENCY (DATA SOURCE)	LATEST RESULT	TARGET
9.A Enhance corporate performance and strategic planning	Ensure efficient corporate services	Proportion of SPD KPIs meeting targets	Annual	69%	>80 of indicators outperformed
	Continuous innovation and service excellence	Results of Internal control framework assessment	Annual	Effective (Level 2)	Effective level 1/2
	Developing service propositions with additional external resourcing	High satisfaction with essential corporate services in the area of compliance and coordination	Annual	N/A	>60%
9.B Increase corporate sustainability	Ensure climate neutral ENISA by 2030	Maintain EU Eco-Management and Audit Scheme (EMAS)	Annual	N/A	Implement follow up actions to ensure EMAS certification is maintained
	Develop efficient framework for ENISA continuous governance to	Agency IT strategy aligned with corporate strategy	Annual	N/A	70% implementation (ITMC reporting)

	safeguard high level of IT	Proportion of total IT budget allocated to information security proportional to the level of risks identified across IT systems within Agency		N/A	20%

ACTIVITY 9 OUTPUTS

DESCRIPTION	EXPECTED RESULTS OF OUTPUT	VALIDATION	OUTPUT INDICATOR	FREQUENCY (DATA SOURCE)	LATEST RESULTS	TARGET 2026[60]
9.1 Coordinate the implementation of the Agency's performance management framework, including Agency wide budget management and IT management processes, environmental management and regulatory compliance	Unified day to day practices across the agency upon implementing SPD Annual risk assessment and internal controls assessment performed and reported Legal and regulatory compliance are monitored; issues and areas of improvement identified. Outcomes are included in the Annual risk assessment and internal controls assessment Streamlined IT system management across the Agency and in accordance with ENISA's IT strategy; under ITMC Streamlined budget management across the Agency; under BMC A plan to reduce CO2 emissions at ENISA's HQ	MT, ITMC & BMC External and internal audits Statutory bodies	Number of high risks identified in annual risk assessment	Annual	3	TBD
			Effective monitoring of high risks and critical recommendations to follow up on timely implementation of mitigation measures by Business Owners		N/A	TBD
			Percentage of identified internal controls deficiencies addressed within timelines		N/A	TBD
			Timely follow-up and resolution of internal and external audits (in particular from IAS and ECA) recommendations and findings			TBD
			Number of identified regulatory breaches		3	TBD

[60] Targets will be established during 2025 once the results of 2024 have materialized

			Percentage of revised and up to date corporate rules (MBD, EDD, policies, processes)		N/A	TBD
			Annual report on ARES maintenance and actions		N/A	TBD
			Reduction of CO2 emissions in ENISA HQ		N/A	TBD
			Efficiency and effectiveness of ITMC & BMC (survey)		N/A	TBD
9.2 Maintain and enhance ENISA's cybersecurity posture in line with the Agency's multiannual cybersecurity maturity plan (2026 – 2028)	Compliance with Regulation (EU) 2023/2841 on a high common level of cybersecurity within Union entities Timely identification and response to cybersecurity risks Continuous monitoring of IT systems cybersecurity and timely identification of issues and areas of improvement (first level and second level controls) Coordination and implementation of the cybersecurity maturity plan of the Agency for 2026	MT and relevant committees External and internal audits Statutory bodies	Percentage of identified high risk mitigation measures addressed within timelines	annual	NA	TBD
			Annual risk assessment (RA) and risk treatment plan with the relevant Business Owners	annual	NA	TBD
			Cybersecurity measures implemented according to maturity plan and for set timelines	annual	NA	TBD
			Address all potential cybersecurity incidents	annual	NA	TBD
			Cybersecurity trainings for staff and managers	annual	NA	TBD
9.3 Provide support services in the EU Agencies network and in key areas of the Agency's expertise	Cybersecurity advisory in implementation of the new Regulation on a high common level of cybersecurity within Union entities and in co-operation with CERT-EU Shared services in the area of data protection, legal services and accounting EUAN troika shared services pilot	MT, BMC EUAN (Agencies receiving ENISA's support)	Satisfaction within the EU Agency network with ENISA support services	annual	NA	TBD

9.4 Ensure the implementation of single administration processes across the Agency	Streamlined document management practices	MT, Staff committee	Percentage of staff considering that the information they need to do their job is easily available/accessible within ENISA	Annual	29%	TBD
			Response timeliness to external parties (internal reporting)	Annual	NA	TBD

STAKEHOLDERS AND ENGAGEMENT LEVELS

Partners: EU Agencies Network, relevant Union entities and European Commission, Staff Committee, Management Team

ACTIVITY 9 RESOURCE FORECASTS

	Budget	FTEs
Total activity resources	Budget[61]: €708.000	FTE: 14[62]+ 2 FTEs allocated in SWR 2025
Other supplementary contribution	Budget: €54.604 SLA with ECCC, see annex XI for additional information	FTE:
Additional required resources	Budget: 3 million (Cybersecurity maturity plan)	FTE: 4 (Cybersecurity maturity plan)
Explanation	The additional required budget for output 9.2 to coordinate the execution of the ENISA cybersecurity maturity plan in 2026 consists of the following: • 1.3m activity 4 (300k for external workforce support and 1m for IT operational management and development services, security operations, licenses etc) + 2 FTEs implementation and maintenance of cybersecurity maturity plan • 500k activity 9 (cybersecurity compliance and monitoring services and licenses) • 1.2m activity 12 (300k for external workforce support and 1m for IT corporate management and development services, security operations, licenses etc) + 2 FTEs implementation and maintenance of cybersecurity maturity plan	

[61] under revision due to budgetary adjustments
[62] Target FTEs Including ED, COO, ACOO and accounting officer

Activity 10: Reputation and Trust

OVERVIEW OF ACTIVITY

This activity seeks to meet requirements set out in Art 4(1) of the CSA that sets an objective for the Agency to: "be a centre of expertise on cybersecurity by virtue of its **independence**, the scientific and technical **quality of the advice and assistance it delivers**, the information it provides, the **transparency of its operating procedures**, the **methods of operation**, and its **diligence in carrying out its tasks**". This objective requires that a transparent and proactive approach is taken to maximise the quality and value provided to stakeholders. It also includes contribution to efficiency gains, by optimising the way it engages with stakeholders and offering on demand driven services in addition to the essential services to increase the Agency's outreach.

The Agency can further build its reputation as trusted entity through consistent messaging, adherence to corporate rules for communications activities and improving knowledge sharing internally and externally.

In this activity, ENISA will deliver essential and demand driven communications services as described in the ENISA Corporate Strategy.

The legal basis for this activity is Art 4(1), Section 1 and 2 as well as Art 21, 23 and Art 26 of the CSA, the latter of which strongly focuses on ensuring that the public and any interested parties are provided with appropriate, objective, reliable and easily accessible information.

ACTIVITY 10 ANNUAL OBJECTIVES

DESCRIPTION	LINK TO CORPORATE OBJECTIVES	ACTIVITY INDICATORS	FREQUENCY (DATA SOURCE)	LATEST RESULT	TARGET
10.a Protect and grow the Agency's brand	Ensure efficient corporate services	Level of trust in ENISA (as per Biannual Stakeholder Survey)	Biennial	95%	95%
		ENISA brand management	Annual	N/A	Target set in crisis communications playbook by 2025
10.b Improve outreach of ENISA's mandate	Ensure efficient corporate services	Corporate satisfaction with essential communication and administrative assistants services	Annual (MT survey	N/A	60 %
		Corporate satisfaction with demand driven communication and assistants services	Annual (MT survey)	N/A	60%
		Stakeholder satisfaction with ENISA events	Annual	N/A	>60%
		Number of unique visitors	Annual		>10% increase year on year

ACTIVITY 10 OUTPUTS

DESCRIPTION	EXPECTED RESULTS OF OUTPUT	VALIDATION	OUTPUT INDICATOR	FREQUENCY (DATA SOURCE)	LATEST RESULTS	TARGET 2026[63]
10.1 Review and implement the multiannual communications strategy and support stakeholders' strategy including corporate outreach	Enhanced transparency and outreach Engaged communities Increased impact of ENISA activities Relevant and easily accessible information is provided to stakeholders Successful EUAN leadership, communications and EUAN yearly meetings	Management Team and agency stakeholders	Number & types of activities at each engagement level (stakeholder strategy implementation)	Annual (Internal report)	N/A	TBD
			Number of social media engagement	Annual (Media monitoring)	75k	TBD
			Stakeholder satisfaction with ENISA outreach	Biennial (survey)	N/A	TBD
			Number of total ENISA website visits	Annual (website analytics)	2.03 million	TBD
			Website availability	Annual (website analytics)	97%	TBD
10.2 Implement internal communications strategy	Engaged staff	Management Team and staff committee	Staff satisfaction with ENISA internal communications	Annual (survey)	39%	TBD
10.3 Manage and provide the secretariat for statutory bodies, i.e. EB, MB, AG, NLO (excluding certification)	Support the operation and organisation of ENISA statutory bodies Support effectiveness of implementation of work programme (validation of operational outputs) Providing administrative support for the day to day working of the Management board decisions and recommendations from NLO & AG	Statutory bodies, Management Team and Committees	Number of feedback instantiations received per NLO consultation	Annual (Internal report)	N/A	TBD
			Number of feedback instantiations received per AG consultation	Annual (Internal report)	N/A	TBD
			Satisfaction of statutory bodies with ENISA support to fulfil their tasks as described in CSA	Annual (Survey)	N/A	TBD
			Satisfaction of statutory bodies with ENISA portals	Annual (Survey)	N/A	TBD

[63] Targets will be established during 2025 once the results of 2024 have materialized

STAKEHOLDERS AND ENGAGEMENT LEVELS
Partners: Members of statutory bodies such as Management Board, Advisory Group and National Liaison Officers, EU Agencies Network, relevant Union entities and European Commission, Staff Committee, Press **Involve / Engage:** All ENISA stakeholders

ACTIVITY 10 RESOURCE FORECASTS		
	Budget	FTEs
Total activity resources	Budget[64]: €1.424.200[65]	FTE[66]:8.5
Additional required resources	Budget:	FTE:
Explanation		

[64] under revision due to budgetary adjustments
[65] Including the budget centralized for operational missions and large-scale events
[66] Target FTEs

Activity 11 Effective and efficient corporate services

OVERVIEW OF ACTIVITY

This activity seeks to meet Art 3(4) of the Cybersecurity Act which calls the Agency to: "*develop its own resources, including /…/ human capabilities and skills, necessary to perform the tasks assigned to it under this Regulation*".

ENISA aims to develop its human resources to align with the Agency's goals and needs, by attracting, retaining, and nurturing talent while enhancing its reputation as an agile, knowledge-driven organization where staff can grow, stay motivated, and remain engaged. A key priority is competency development, positioning ENISA as an "employer of choice" and a rewarding workplace for all.

The Agency strives to maximize resource efficiency by building a flexible, skilled, and fit-for-purpose workforce through strategic workforce planning. ENISA is committed to maintaining the effective functioning of the Agency and delivering high-quality services across both administrative and operational areas. Additionally, the Agency recognizes that flexible working arrangements support a healthy balance between work and personal life for its staff.

At the same time, ENISA will continue to strengthen its secure operational environment to the highest standards. It will also explore cloud-based services that meet European and international standards, in line with the ENISA IT strategy.

The activity is responsible for decommissioning the Heraklion data center before end of Q2 2026 and its migration.

ACTIVITY 11 ANNUAL OBJECTIVES

DESCRIPTION	LINK TO CORPORATE OBJECTIVES	ACTIVITY INDICATORS	FREQUENCY (DATA SOURCE)	LATEST RESULT	TARGET
11.a Enhance people centric services by implementing the Corporate and HR strategy	Effective workforce planning and management	Implementation of Strategic Workforce Planning and Review decisions	Annual	Fully implemented	Fully implemented
	Efficient talent acquisition, development and retainment	Implementation of the Corporate and HR strategy		N/A	Actions implemented according to the timelines
	Caring and inclusive modern organisation	High participation in staff satisfaction survey		64 %	75 % participation rate
11.b Ensure sustainable and efficient corporate solutions and promote continuous improvement	Ensure efficient corporate services Introduce digital solutions that maximise synergies and collaboration in the Agency Developing service propositions with additional external resourcing	Implement best practices in sustainable IT solutions	Annual	N/A	IT strategy updated accordingly
	Promote and enhance ecologic sustainability across all Agency's operations	Limited disruption of continuity of corporate services	Annual	N/A	BCP for corporate IT, facilities, financial and HR services in 2025
	Develop efficient framework for ENISA continuous governance to safeguard high level of IT and physical security	Handling EUCI at the level of SECRET UE/EU SECRET	Annual	N/A	Operational for the first full year, in 2025

ACTIVITY 11 OUTPUTS

DESCRIPTION	EXPECTED RESULTS OF OUTPUT	VALIDATION	OUTPUT INDICATOR	FREQUENCY (DATA SOURCE)	LATEST RESULTS	TARGET 2026[67]
11.1 Manage and provide horizontal, recurrent, administrative services in the area of resources for ENISA staff and partners	Services such as payroll, recruitment, learning and development, budget planning and execution are performed efficiently. Implementation of the ED decision on annual workforce review [adopted in April 2024]	Management Team IT Management Committee Budget Management Committee Staff Committee	Turnover rates	Annual	4.9%	TBD
			Establishment plan posts filled		98%	TBD
			Lag between vacancy announcement to candidate selection		n/a	TBD
			Percentage of the implementation of approved Recruitment plan		n/a	TBD
			Percentage of the implementation of approved Procurement Plan		n/a	TBD
			Percentage of procurement procedures launched via e-tool (PPMT)		100%	TBD
			Percentage of budget implementation		100%	TBD
			Average time for initiating a transaction (FIA role)		n/a	TBD
			Average time for verifying a transaction (FVA role)		n/a	TBD
			Number of budget transfers		2	TBD

[67] Targets will be established during 2025 once the results of 2024 have materialized

			Late payments resulting in interest payments		9%	TBD
11.2 Implement Agency's Corporate strategy including HR strategy with emphasis on talent development, growth and welfare	Objectives and goals set out in the corporate and HR strategy are met	Management Board Management Team Staff Committee EUAN BMC	Number of policies/IR reviewed	Annual	n/a	TBD
			Number of processes revised		n/a	TBD
			Percentage of staff satisfaction with talent development		58%	TBD
			Percentage of actions implemented as follow up on staff satisfaction survey results and implemented on time		n/a	TBD
			Number of implemented competency driven training and development activities		n/a	TBD
			Number of multisource feedback evaluations implemented and followed up		n/a	TBD
11.3 Manage and provide horizontal, recurrent support services in the area of facilities, security and corporate IT for ENISA staff and partners	Services such as corporate IT, facilities and security are performed efficiently with minimal disruption. Decommissioned data centre in Heraklion	Management Team IT Management Committee Budget Management Committee Staff Committee	Staff satisfaction with working environment	Annual	74%	TBD
			Time to respond to safety and security incidents.		n/a	TBD
			Average time to respond to facilities management requests		n/a	TBD
11.4 Enhance operational excellence and digitalisation through modern, safesecure and streamlined ways of working and introducing self-service functionalities	Service such as access management, meeting room facilities, equipment renewal, cloud-based solutions and data availability are efficient.	Management Team IT Management Committee	Critical systems uptime//downtime	Annual	100 %	TBD
			Staff satisfaction with IT resolution		84 %	TBD
STAKEHOLDERS AND ENGAGEMENT LEVELS						

Partners: ENISA staff members and EU Institutions, Bodies and Agencies

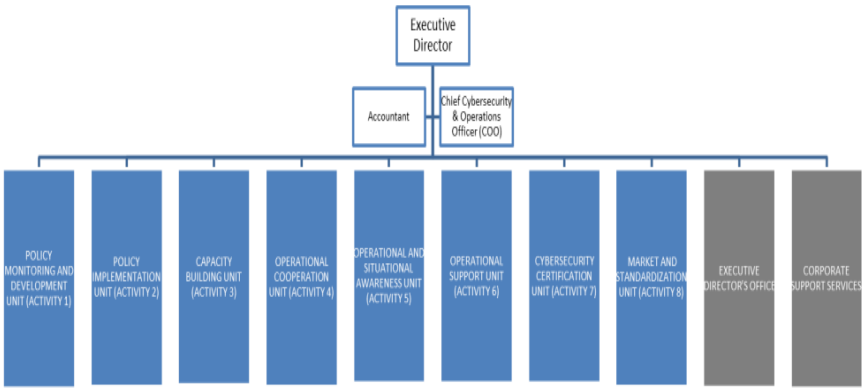
Involve / Engage: Private Sector and International Organisations

ACTIVITY 11 RESOURCE FORECASTS		
	Budget	FTEs
Total activity resources	Budget[68]: €4.495.624[69]	FTE[70]: 21.5
Additional required resources	Budget: €595 000 + €2.2 million (data centre migration)	FTE: 1.5 FTEs (data centre migration)
Explanation	Additional resources required to (enhance IT infrastructure): • €50.000 - PAM Privileged access management • €5.000 - IT small purchases • €75.000 - Laptop • €50.000 - IT peripherals • €100.000 - Service NOW further modules implementation • €50.000 - ZeroTrust phase III • €50.000 - Identity Management Software (IdM) • €200.000 - Budget/finance/planning tool • €15.000 - Test Reach HR tool Additional resources required specifically for the data centre migration in 2026 is the following: • 1.8m for new IT hardware equipment (servers, storage, licenses, back solutions, network equipment and initial maintenance and support services) • 400k for migration implementation services • 1.5 FTEs migration support and maintenance	

[68] under revision due to budgetary adjustments
[69] Excluding staff in active employment and recruitment expenditure
[70] Target FTEs

ANNEX

I. ORGANISATION CHART AS OF 31.12.2024



II. RESOURCE ALLOCATION PER ACTIVITY 2026 - 2028

The indicative allocation of the total 2026 financial and human resources following the activities as described in part 3.1 in Section III and the corporate activities as described in part 3.2 in Section III will be presented in the table below. The allocation will be done following direct budget and FTEs indicated for each activity with indirect budget being assigned based on causal relationships.

The following assumptions are used in the simplified ABB methodology:

- Budget granted to ENISA through the Contribution Agreements signed in 2023 and in 2024 is not included in the calculations as activities (as well as budget) defined in the mentioned agreements span through 2024-2027.
- Additional FTEs granted to ENISA through the Contribution Agreements signed in 2023 and in 2024 are not included in the calculations as their direct and indirect costs should be fully covered by the Contribution Agreement.
- Budget allocation of each activity includes Direct and Indirect budget attributed to each activity.
- Direct Budget is the cost estimate of each of the 8 operational activities as indicated under Section 3.1 of the SPD 2026-2028 (carried out under Articles 5-12) in terms of goods and services to be procured.
- Budget for operational missions and large scale operational events is allocated to operational activities (Activities 1-8) based on the direct FTEs under each activity.
- Indirect Budget is the cost estimate of salaries and allowances, buildings, IT, equipment and miscellaneous operating costs, attributable to each activity. The indirect budget is allocated to activities based on different drivers. Main driver for costs allocation was number of foreseen direct FTEs for each operational activity in 2026.
- In order to estimate full costs of operational activities, both corporate activities (Activities 9 to 11) should be distributed accordingly to all operational activities based on respective drivers.

ALLOCATION OF HUMAN AND FINANCIAL RESOURCES (2026)	Activities as referred to in Section 3	Direct and Indirect budget allocation (in EUR)	FTE allocation
Support for policy monitoring and development	Activity 1	1.838.789	10
Cybersecurity and resilience of critical sectors *	Activity 2	2.256.546	12
Building capacity	Activity 3	2.511.546	12
Enabling operational cooperation	Activity 4	3.804.433	15
Provide effective operational cooperation through situational awareness *	Activity 5	3.469.175	13
Provide services for operational assistance and support *	Activity 6	610.515	4
Development and maintenance of EU cybersecurity certification framework	Activity 7	2.227.289	10
Supporting European cybersecurity market, research & development and industry	Activity 8	2.157.289	10
Performance and sustainability	Activity 9	2.422.492	14
Reputation and trust	Activity 10	1.963.192	9
Effective and efficient corporate services	Activity 11	3.668.920	22
TOTAL		26.930.186	130

* Activities 2, 5 and 6 are implementing activities agreed under the Contribution Agreements signed in 2023 and in 2024 where budget of EUR 20 million and of EUR 15.4 million has been granted accordingly as well as additional FTEs for implementation of agreed activities during 2024-2027.

III. FINANCIAL RESOURCES 2026 - 2028

TABLE 1: REVENUE (EXCLUDING ADDITIONAL FINANCING THROUGH CONTRIBUTION AGREEMENTS)

Revenues	2025	2026	Required budget 2026
EU contribution	25.716.933	26.213.532	37.756.748
Other revenue (EFTA)	713.309	716.654	1.046.438
Other revenue from other operations (SLAs, Annex XI)	174.604	174.604	174.604
TOTAL	**26.604.846**	**27.104.790**	**38.977.790**

REVENUES	2025 Adopted budget	VAR 2026 / 2025	Draft Estimated budget 2026	Required budget 2026	Envisaged 2027	Envisaged 2028
1 REVENUE FROM FEES AND CHARGES						
2 EU CONTRIBUTION	25.716.933	1,93%	26.213.532	37.756.748	26.720.032	27.236.032
- of which assigned revenues deriving from previous years' surpluses	*150.299*		*155.877*	*250.000*	*250.000*	*250.000*
3 THIRD COUNTRIES CONTRIBUTION (incl. EEA/EFTA and candidate countries)	713.309	0,47%	716.654	1.046.438	738.514	752.910
*- of which EEA/EFTA (excl. Switzerland) ** *	*713.309*	*0,47%*	*716.654*	*1.046.438*	*738.514*	*752.910*
- of which Candidate Countries						
4 OTHER CONTRIBUTIONS ***	12.240.000	N/A	p.m.	p.m.	p.m.	p.m.
5 ADMINISTRATIVE OPERATIONS						
- of which interest generated by funds paid by the Commission by way of the EU contribution (FFR Art. 58)						
6 REVENUES FROM SERVICES RENDERED AGAINST PAYMENT ****	174.604	*0,00%*	174.604	174.604	174.604	174.604
7 CORRECTION OF BUDGETARY IMBALANCES						
TOTAL REVENUES	**26.604.846**	**1,88%**	**27.104.790**	**38.977.790**	**27.633.150**	**28.163.546**

* - after the move to the new building, Hellenic Authorities make rental payments directly to the building owner, therefore no subsidy is paid to ENISA. In 2023 ENISA signed its first Contribution Agreement with DG CONNECT; other contribution agreements are under discussion to be signed in 2024

** - for the purpose of calculation of EFTA funds for 2026-2028 average surplus of the previous 3 years (EUR 250 K) was used with 2,79% EFTA proportionality factor 2025

*** - 2 new contribution agreements were signed in December 2024: for up to EUR 15 million (prefinancing 80 %) and for up to EUR 400 000 (prefinancing 60%) where the first installments are expected to be received in 2025

**** - revenue foreseen from the existing SLAs signed with ECCC and eu-LISA, ref. Annex XI

Table 2: Expenditure (C1 funds) (excluding revenue for services rendered and additional financing through contribution agreements)

EXPENDITURE * **	2025		2026		
	Commitment appropriations	Payment appropriations	Commitment appropriations	Payment appropriations	Required budget
Title 1	15.271.440	15.271.440	15.506.062	15.506.062	16.750.062
Title 2	4.159.348	4.159.348	4.319.224	4.319.224	8.814.224
Title 3	6.999.454	6.999.454	7.104.900	7.104.900	13.238.900
Total expenditure	**26.430.242**	**26.430.242**	**26.930.186**	**26.930.186**	**38.803.186**

EXPENDITURE (in EUR)	Commitment and Payment appropriations * **						
	Amended Budget 2/2024	Adopted Budget 2025	Draft estimated budget 2026	Required budget 2026 ****	VAR 2026 / 2025	Envisaged in 2027	Envisaged in 2028
Title 1. Staff Expenditure	**14.809.106**	**15.271.440**	**15.506.062**	**16.750.062**	**1,5%**	**15.810.285**	**16.115.681**
11 Staff in active employment	13.058.316	13.556.771	13.924.862	15.168.862	2,7%	14.198.063	14.472.316
12 Recruitment expenditure	517.889	508.469	200.000	200.000	-60,7%	203.924	207.863
13 Socio-medical services and training	824.501	688.200	753.200	753.200	9,4%	767.977	782.812
14 Temporary assistance	408.400	518.000	528.000	528.000	1,9%	538.359	548.758
15 External services on HR matters	N/A	N/A	100.000	100.000	#VALUE!	101.962	103.931
Title 2. Building, equipment and miscellaneous expenditure	**3.671.144**	**4.159.348**	**4.319.224**	**8.814.224**	**3,8%**	**4.403.965**	**4.489.033**
20 Building and associated costs	1.004.965	1.081.300	1.292.360	1.292.360	19,5%	1.317.716	1.343.169
21 Movable property and associated costs (***)	0	0	0	0	n.a.	0	0
22 Current corporate expenditure	516.125	687.000	430.374	430.374	-37,4%	438.818	447.294
23 Corporate ICT	2.150.054	2.391.048	2.596.490	7.091.490	8,6%	2.647.432	2.698.570
Title 3. Operational expenditure	**7.739.551**	**6.999.454**	**7.104.900**	**13.238.900**	**1,5%**	**7.244.295**	**7.384.228**
30 Activities related to meetings and missions	402.780	1.536.000	1.355.400	1.355.400	-11,8%	1.381.992	1.408.687
36/37 Core operational activities	7.336.771	5.463.454	5.749.500	11.883.500	5,2%	5.862.303	5.975.541
TOTAL EXPENDITURE	**26.219.801**	**26.430.242**	**26.930.186**	**38.803.186**	**1,9%**	**27.458.546**	**27.988.942**

(*) Does not include EUR 174 604 for possible revenue under SLAs with ECCC and EU-LISA, ref. Annex XI

(**) Does not include amounts granted under the Contribution Agreements signed in 2023 and 2024 (2023: EUR 20 million, 2024: EUR 15 400 000)

(***) As from 2023, "Movable property and associated costs" have been included in Chapter 21 and 22 for streamlining purpose

(****) Required budget 2026 in addition to the estimate provided in January 2025 includes estimates for 2 major criticality projects for ENISA - cybersecurity maturity plan and datacenter migration - which are estimated at additional amount of EUR 5,65 million for 2026.

Additional EU funding: contribution and service-level agreements applicable to ENISA

In addition to the EU contribution, over the period 2024-2026 ENISA will execute an additional funding amounting to EUR 20 million stemming from the Contribution Agreement signed in December 2023; please refer to Annex XI for details.

2 new contribution agreements were signed in December 2024:

- For a feasibility study on single reporting platform under the Cyber Resilience Act amounting to EUR 400 K which shall be implemented by 31 July 2026 (signed 09/12/2024);

- For implementation of the 'Incident and Vulnerability Response Support and Reporting' action under the Digital Europe Programme ("DEP") over the period 2025-2027 amounting to EUR 15 million (signed 19/12/2024)

Table 3: Budget outturn and cancellation of appropriations (unaudited)

Budget outturn	2022	2023	2024
Revenue actually received (+)	39.227.392	25.293.935	42.473.035
Payments made (-)	-20.396.780	-21.118.392	
Carry-over of appropriations (-)	-18.836.095	-4.228.452	(16.945.798)
Cancellation of appropriations carried over (+)	248.745	149.739	
Adjustment for carry-over of assigned revenue appropriations carried over (+)	33.743	53.469	163.909
Exchange rate difference (+/-)	-17,88	0	
Total	**276.988**	**150.299**	**155.877**

Preliminary Budget 2024 outturn amounts to EUR 155 877 (unaudited).

With steady budget increase over the last years up to EUR 26,2 million in 2024 a commitment rate of 100,00 % (100,00 % in 2023 and 99,93 % in 2022) of appropriations of the year (C1 funds) at year end has been reached which shows the already proven capacity of the Agency to fully implement its annual appropriations.

In 2024 commitment appropriations were cancelled for an amount of EUR 1 080 representing 0,004 % of the total budget.

The payment rate for the full budget of EUR 26,2 million reached 83,05 % (in 2023 - 83,86 %, in 2022 for ENISA 'standard' budget - 84,11 %). The total amount carried forward to 2025 is EUR 4 442 833 or 16,95 %.

No payment appropriations were cancelled during 2024.

The appropriations of 2023 carried over to 2024 were utilized at a rate of 96,19 % (automatic carry-overs) which indicates a proven capability of estimation of needs (in 2023 - 99,20 %). From the total amount of EUR 4 064 543 carried forward, the amount of EUR 154 797 was cancelled (or 3,81 %). This cancellation represents 0,61 % of the total committed appropriations 2023 of EUR 25 182 935 (fund source C1).

IV. HUMAN RESOURCES - QUANTITATIVE

Overview of all categories of staff and its evolution

Staff policy plan for 2026 - 2028

Table 1: Staff population and its evolution; Overview of all categories of staff

Statutory staff and SNE

STAFF	2024	2025	2026	2026	2027	2028

ESTABLISHMENT PLAN POSTS	Authorised Budget	Actually filled as of 31/12/2024	Occupancy rate %	Adopted	Envisaged staff	Required[71]	Envisaged staff	Envisaged staff
Administrators (AD)	64	62	97%	64	64	69	64	64
Assistants (AST)	19	19	100%	19	19	19	19	19
Assistants/Secretaries (AST/SC)								
TOTAL ESTABLISHMENT PLAN POSTS	**83**	**81**	**98%**	**83**	**83**	**88**	**83**	**83**
EXTERNAL STAFF	**FTE corresponding to the authorised budget 2024**	**Executed FTE as of 31/12/2024**	**Execution rate %**	**Envisaged FTE**	**Envisaged FTE**	**Required**	**Envisaged FTE**	**Envisaged FTE**
Contract Agents (CA)[72]	32	28	88%	32 + 16* CA contribution agreement	32 + 18* CA contribution agreement	38.5 + 18* CA contribution agreement	32 + 17* CA contribution agreement	32 +p.m.
Seconded National Experts (SNE)	15	11	73%	15	15	16	15	15
TOTAL External Staff	**47**	**39**	**83%**	**63**	**65**	**72.5**	**64**	**47**
TOTAL STAFF[73]	**130**	**120**	**92%**	**146**	**148**	**160.5**	**147**	**130**

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

Human Resources	2024	2025	2026	2027	2028
	Envisaged FTE	Envisaged FTE	Envisaged FTE	Envisaged FTE	Envisaged FTE
Contract Agents (CA)	12	16[74]	18*	17*	p.m.
Seconded National Experts (SNE)	n/a	n/a	n/a	n/a	n/a
TOTAL	12	16*	18*	17*	p.m.

Other Human Resources

- Structural service providers

	Actually in place as of 31/12/2023	Actually in place as of 31/12/2024

[71] Additional FTEs to be identified during strategic workforce plan in 2025
[72] Article 38.2 of the ENISA Financial Rules allows the opportunity to "offset the effects of part-time work". ENISA will explore this option in 2025 and may use this option in the future to offset long-term absences and part-time work with short term contracts of CA.
[73] Refers to TAs, CAs and SNEs figures
[74] Contribution agreement signed 21st December 2023 covers 12 CAs, Contribution Agreement signed on 19/12/2024 4 new CAs are foreseen to be hired in 2025, and 2 new CAs are foreseen to be hired in 2026. Please see annex XI for additional information

Security	7	7
IT	8	8
Facilities management	4	4

- Interim workers

	Actually in place as of 31/12/2023	Actually in place as of 31/12/2024
Number	10	12

Table 2: Multi-annual staff policy plan Years 2024-2028

Function group and grade	2024				2025		2026		2026		2027		2028
	Authorised budget		Actually filled as of 31/12/2024		Authorised[75]		Envisaged		Required		Envisaged		Envisaged
	Perm. Posts	Temp. posts	Perm. Posts	Temp posts	Perm. Posts	Temp. posts	Perm. posts	Temp. posts	Perm. posts	Temp. posts	Perm. posts	Temp. posts	Temp. posts
AD 16													
AD 15		1		1		1		1		1		1	1
AD 14													
AD 13		2		1		2		2		2		2	2
AD 12		4		4		4		4		4		4	4
AD 11		3		2		3		3		3		3	3
AD 10		4		3		4		7		7		8	8
AD 9		14		15		14		15		15		15	15
AD8		15		11		16[76]		14		14		14	14
AD 7		13		12		13		12		12		12	12
AD 6		7		13		7		6		11		5	5
AD 5		1											
AD TOTAL		64		62		64		64		69		64	64
AST 11													
AST 10													
AST 9		2		2		1		2		2		2	2
AST 8		1		1		3		1		1		1	1
AST 7		0		0		3		4		4		4	4
AST 6		9		7		6		7		7		7	7
AST 5		4		5		4		4		4		4	4
AST 4		2		2		2		1		1		1	1
AST 3		1		1									
AST 2				1									
AST 1													
AST TOTAL		19		19		19		19		19		19	19
AST/SC 6													
AST/SC 5													
AST/SC 4													
AST/SC 3													
AST/SC 2													
AST/SC 1													
AST/SC TOTAL													
TOTAL		83		81		83		83		88		83	83

[75] Modification of 2025 establishment plan pending Q1 2025
[76] EU 2025 general budget is not yet published

Function group and grade	2024				2025		2026		2026		2027		2028
	Authorised budget		Actually filled as of 31/12/2024		Authorised[75]		Envisaged		Required		Envisaged		Envisaged
	Perm. Posts	Temp. posts	Perm. Posts	Temp posts	Perm. Posts	Temp. posts	Perm. posts	Temp. posts	Perm. posts	Temp. posts	Perm. posts	Temp. posts	Temp. posts
GRAND TOTAL	83		81		83		83			88	83		83

External personnel

Contract Agents

Contract agents	FTE corresponding to the authorised budget 2024	Executed FTE as of 31/12/2024	FTE corresponding to the authorised budget 2025	FTE corresponding to the envisaged budget 2026	Required in 2026	FTE corresponding to the envisaged budget 2027	FTE corresponding to the envisaged budget 2028
Function Group IV	30	21 +12 contribution agreement	30 + 16 contribution agreement	30 + 18 contribution agreement	36.5 + 18 contribution agreement	30 + 17 contribution agreement	30 + pm
Function Group III	2	6	2	2	2	2	2
Function Group II	0	0	0	0	0	0	0
Function Group I	0	1	0	0	0	0	0
TOTAL	32	40	48	50	56.5	49	32

Seconded National Experts

Seconded National Experts	FTE corresponding to the authorised budget 2024	Executed FTE as of 31/12/2024	FTE corresponding to the authorised budget 2025	FTE corresponding to the envisaged budget 2026	Required in 2026	FTE corresponding to the envisaged budget 2027	FTE corresponding to the envisaged budget 2028
TOTAL	15	11	15	15	16	15	15

Table 3: Recruitment forecasts 2026 following retirement / mobility or new requested posts

JOB TITLE IN THE AGENCY	TYPE OF CONTRACT (OFFICIAL, TA OR CA)		TA/OFFICIAL Function group/grade of recruitment internal (Brackets) and external (single grade) foreseen for publication *		CA Recruitment Function Group (I, II, III and IV)
	Due to foreseen retirement/ mobility	New post requested due to additional tasks[77]	Internal (brackets)	External (brackets)	

[77] Posts stemming from the required resources for 2025 work programme (11.5 FTEs)

Expert	n/a	n/a	n/a	n/a	n/a
Officer	n/a	n/a	n/a	n/a	n/a
Assistant	n/a	n/a	n/a	n/a	n/a

V. HUMAN RESOURCES - QUALITATIVE

A. Recruitment policy

Implementing rules in place:

		YES	NO	IF NO, WHICH OTHER IMPLEMENTING RULES ARE IN PLACE
Engagement of CA	Model Decision C(2019)3016	x		
Engagement of TA	Model Decision C(2015)1509	x		
Middle management	Model decision C(2018)2542	x		
Type of posts	Model Decision C(2018)8800		x	C(2013) 8979

B. Appraisal and reclassification/promotions

Implementing rules in place:

		YES	NO	IF NO, WHICH OTHER IMPLEMENTING RULES ARE IN PLACE
Reclassification of TA	Model Decision C(2015)9560	x		
Reclassification of CA	Model Decision C(2015)9561	x		

Table 1: **Reclassification of TA/promotion of official**

		AVERAGE SENIORITY IN THE GRADE AMONG RECLASSIFIED STAFF							
Grades		**Year 2019**	**Year 2020**	**Year 2021**	**Year 2022**	**Year 2023**	**Year 2024**	**Actual average over 5 years**	**Average over 5 years (According to decision C(2015)9563)**
AD05		-	-	-	-	-		-	2.8
AD06		3	-	1	1	1	2	3,15	2.8
AD07		-	1	-	2	1	3	3,5	2.8
AD08		1	2	1	3	1	2	3,9	3
AD09		-	-	-	-	2		2,75	4
AD10		-	-	-	2	-		10,5	4
AD11		-	-	-	-	-		-	4
AD12		-	-	1	-	-		10	6.7
AD13		-	-	-	-	-		-	6.7
AST1		-	-	-	-	-		-	3
AST2		-	-	-	-	-		-	3
AST3		1	-	-	1	-		6,75	3
AST4		1	1	-	-	1	1	2,76	3
AST5		-	-	1	-	1	-	4,05	4
AST6		-	1	1	-	-	-	3,5	4
AST7		-	-	1	1	1	-	3,92	4
AST8		-	-	-	-	-	2	-	4
AST9		-	-	-	-	-		-	N/A
AST10 (Senior assistant)		-	-	-	-	-		-	5
		There are no AST/SCs at ENISA: n/a							
AST/SC1									4
AST/SC2									5
AST/SC3									5.9
AST/SC4									6.7

AST/SC5									8.3

Table 2: Reclassification of contract staff

FUNCTION GROUP	GRADE	STAFF IN ACTIVITY AT 31.12.2024	HOW MANY STAFF MEMBERS WERE RECLASSIFIED IN YEAR 2024	AVERAGE NUMBER OF YEARS IN GRADE OF RECLASSIFIED STAFF MEMBERS	AVERAGE NUMBER OF YEARS IN GRADE OF RECLASSIFIED STAFF MEMBERS ACCORDING TO DECISION C(2015)9561
CA IV	17	3	-	-	Between 6 and 10 years
	16	9	2	-	Between 5 and 7 years
	15	4	-	4,5	Between 4 and 6 years
	14	14	-	3,31	Between 3 and 5 years
	13	3	-	4,15	Between 3 and 5 years
CA III	12	3	-	-	-
	11	1	2	2	Between 6 and 10 years
	10	2	1	3	Between 5 and 7 years
	9	0	-	4,9	Between 4 and 6 years
	8	0	-	4,8	Between 3 and 5 years
CA II	6	-	-	-	Between 6 and 10 years
	5	-	-	-	Between 5 and 7 years
	4	-	-	-	Between 3 and 5 years
CA I	3	1	-	-	n/a
	2	-	-	-	Between 6 and 10 years
	1	-	-	-	Between 3 and 5 years

C. Gender representation

Table 1: Data on 31.12.2024 statutory staff (only temporary agents and contract agents)

		OFFICIAL		TEMPORARY		CONTRACT AGENTS		GRAND TOTAL	
		Staff	**%**	**Staff**	**%**	**Staff**	**%**	**Staff**	**%**
Female	Administrator level	-	-	23	28.4%	14	35%	37	30.58%
	Assistant level (AST & AST/SC)	-	-	13	16%	4	10%	17	14.05%
	Total	-	-	**36**	**44,5%**	**18**	**45%**	**54**	**44.63%**
Male	Administrator level	-	-	39	48.15%	**19**	47.5%	**58**	47.93%
	Assistant level (AST & AST/SC)	-	-	**6**	7,4%	3	7.5%	**9**	7.44%
	Total	-	-	**45**	**55.5%**	22	**55%**	67	**55.37%**
Grand Total		-	-	**81**	**100%**	40	**100%**	**121**	**100%**

TABLE 2: **DATA REGARDING GENDER EVOLUTION OVER 5 YEARS OF THE MIDDLE AND SENIOR MANAGEMENT (31.12.2024)**	**2020**		**31.12.2024**	
	Number	**%**	**Number**	**%**
Female Managers	2	20%	2[78]	29%
Male Managers	8	80%	5[79]	71%

The focus of the Agency being cybersecurity hints at the reason for a certain gender imbalance. Nevertheless, an improvement has been noted during the past five years. Continuous efforts to encourage female involvement in this domain have borne fruit, however, further efforts should be envisaged in order to achieve a higher percentage of female middle and senior managers at ENISA in the upcoming years.

[78] This category comprises the ED and Heads of Unit level (Team Leaders not included)
[79] This category comprises the ED and Heads of Unit level (Team Leaders not included)

D. Geographical Balance

Table 1: Data on 31.12.2024 - statutory staff only

NATIONALITY	AD + CA FG IV		AST/SC- AST + CA FGI/CA FGII/CA FGIII		TOTAL	
	Number	% of total staff members in AD and FG IV categories	Number	% of total staff members in AST SC/AST and FG I, II and III categories	Number	% of total staff
BE	5	5,26%	2	7.69%	7	5,8%
BG	2	2,11%	0	0%	2	1,65%
CY	2	2,11%	2	7.69%	4	3,3%
CZ	1	1%	0	0%	1	0,8%
DE	1	1%	0	0%	1	0,8%
Double *80	4	4,21%	4	15.38%	8	6,6%
EE	2	2,11%	0	0%	2	1,65%
ES	3	3,16%	0	0%	3	2,5%
FR	7	7,4%	1	3.84%	8	6.6%
EL	38	40%	14	54%	52	43%
HU	1	1%	0	0%	1	0,8%
IT	8	8,42%	1	3.84%	9	7,4%
LT	2	2,11%	1	3.84%	3	2,5%
LV	2	2,11%	0	0%	2	1,65%
NL	5	5,3%	0	0%	5	4,2%
PL	4	4,21%	1	3.84%	5	4,2%
PT	3	3,16%	1	3.84%	4	3,3%
RO	6	6,31%	1	3.84%	7	5,8%
SE	1	1%	0	0%	1	0,8%
SK	0	0%	1	3.84%	1	0,8%
Other	2	2,11%	1	3.84%	3	2,5%

[80] Double nationalities comprise staff members who also have non-EU nationalities (i.e. Italian/Australian, Belgian/British, Cypriot/Greek, German/Greek, Dutch/Greek etc.).

TOTAL	95	100%	26	100%	121	100%

Table 2: Evolution over 5 years of the most represented nationality in the Agency

MOST REPRESENTED NATIONALITY	2020		31.12.2024	
	Number	**%**	**Number**	**%**
Greek	29 (out of 73)	40	52 (out of 121)	43

E. Schooling

Agreement in place with the European School of Heraklion	
Contribution agreements signed with the EC on type I European schools	**No**
Contribution agreements signed with the EC on type II European schools	**Yes**

VI. ENVIRONMENT MANAGEMENT

The Management Board of ENISA established – within the Agency's SPD for 2022-2024 – a goal for the Agency to achieve climate neutrality (defined as zero CO2, CH4 and N2O emissions) across all its operations, by 2030.

As a first step, the agency undertook already an exercise in 2022 to map its current climate footprint by conducting audit of past ENISA emissions for which 2019 and 2021 were used as reference years.
ENISA further strengthened its environmental management and carried out an overarching audit in course of 2023, on the CO2 impact of all the operations of the agency in 2023.

In order to ensure that ENISA is on the correct path towards climate neutrality by 2030 and to promote and enhance ecological sustainability across all the agency's operations, the following key actions have been undertaken in course of 2024, towards also acquiring an EMAS certificate towards the end of 2024.

ENISA with the assistance of an external contractor completed a technical study for the assessment of the carbon footprint calculation for 2022 and works towards assessing its 2023 carbon footprint calculation in Q4 2024.

- Several actions for the reduction of GHGs emissions were further implemented that included recycling of office waste in a structured manner (via dedicated recycling bins and guidelines on the proper use of the bins), advancement of the watering system, incorporation of GHG emissions provisions to the agency's public procurement procedures and tenders, awareness raising sessions and dedicated trainings to all staff about EMAS and the greening initiatives of the agency.
- In course of 2024 the registration and implementation of an environmental management system (according to the EMAS regulation) also took place with the creation of EMS (European Management System) templates and procedures.
- An internal audit and environmental performance evaluation took also place in course of 2024.
- The agency also proceeded to the drafting of its environmental statement for which the formal approval by ENISA's management Team is also anticipated in Q4 of 2024.

- An external verification to be concluded in course of Q4 2024.
- Externally communicate via ENISA's website about EMAS and the greening initiatives of the agency (Q4 2024 and Q1 2025).

Planned actions for 2026

The plans for 2026 will be established during the course of 2025.

VII. BUILDING POLICY

Current buildings: Heraklion office is expected to be vacated by the 30th June 2026, table below to be updated in 2025 once there is more clarity on the status of the removal.

Building Name and type	Location	Location SURFACE AREA(in m²)			RENTAL CONTRACT			Host country (grant or support)	Building present value(€)
		Office space (m2)	non-office (m2)	Total (m2)	Rent (euro per year)	Duration	Type		
Heraklion Office	Heraklion	706		706		01/01/2021 to 28/02/2030;	Lease	Rent is fully covered by Hellenic Authorities	N/A
Athens Office	Chalandri	4498	2617	7115		01/01/2021 to 28/02/2030;	Lease	Rent is fully covered by Hellenic Authorities	N/A
Brussels office	Brussel centre	98		98	56.496	N/A	SLA with OIB		N/A
Total	Location	5302	2617	7920					

Brussels office

The office is being used on a daily basis by Brussels based staff, which is a significant benefit for the operational activities of the Agency as they are able to communicate readily with the CERT EU Team situated on the same floor.

Resources (indicative)	2026	2027	2028
Head count (FTEs)	**13-14**	**13-14**	**13-14**
Budget (one-off & maintenance costs)	**130.000**	**130.000**	**130.000**

VIII. PRIVILEGES AND IMMUNITIES

Agency privileges	Privileges granted to staff	
	Protocol of privileges and immunities / diplomatic status	Education / day care

In accordance with Art. 23 of Regulation (EU) No 2019/881 of the European Parliament and of the Council of 17 April 2019, the protocol No 7 on the privileges and immunities of the European Union annexed to the TEU and the TFEU applies to the Agency and its staff. The Greek Government and ENISA signed a Seat Agreement the 13 November 2018, which was ratified by Greek Law 4627/2019 on the 25 September 2019 and entered in to force on the 04 October 2019 and is applicable to ENISA and its staff.	In accordance with Article 35 of Regulation (EU) No 2019/881 of the European Parliament and of the Council of 17 April 2019, the protocol No 7 on the privileges and immunities of the European Union annexed to the TEU and the TFEU applies to the Agency and its staff. The Greek Government and ENISA signed a Seat Agreement the 13 November 2018, which was ratified by Greek Law 4627/2019 on the 25 September 2019 and entered in to force on the 04 October 2019 and is applicable to ENISA and its staff.	A public School of European Education, Type 2, was founded in 2005 by the Greek government in Heraklion – Crete for the children of the staff of ENISA. There is no European School operating in Athens.

IX. EVALUATIONS

In 2023, the agency conducted stakeholder satisfaction survey to gather feedback on the outcomes/results of ENISA work over the past two reporting periods (2021 and 2022). The next stakeholder satisfaction survey for the period 2023 to 2024 will be executed in Q1 2025. The survey like in 2023 will seek to assess the satisfaction levels of stakeholders in relation to the way the agency implements its projects, specifically how work is organised and managed and how the feedback from external stakeholders is taken into account.

X. STRATEGY FOR THE ORGANISATIONAL MANAGEMENT AND INTERNAL CONTROL SYSTEMS

ENISA is currently updating its anti-fraud strategy in close consultation with OLAF and aims to present it to the MB in the beginning of 2025 for endorsement.

As adopted by the Management Board[81], the Agency's strategy for effective internal controls is based on international practices (COSO Framework's international Standards), as well the relevant internal control framework of the European Commission.

The Control Environment is the set of standards of conduct, processes and structures that provide the basis for carrying out internal control across ENISA. The Management Team sets the tone at the top with respect to the importance of the internal controls, including expected standards of conduct.

Risk assessment is the Agency's dynamic and iterative process for identifying and assessing risks which could affect the achievement of objectives, and for determining how such risks should be managed.

The Control Activities ensure the mitigation of risks related to the achievement of policy, operational and internal control objectives. They are performed at all levels of the organisation, at various stages of business processes, and across the technology environment. They may be preventive or detective and encompass a range of manual and automated activities as well as segregation of duties.

Information is necessary for the Agency to carry out internal controls and to support the achievement of objectives. In this respect, it is needed to consider both external and internal communication. External communication provides the Agency's stakeholders and globally the EU citizens with information on ENISA's policy, objectives, actions and achievements. Internal communication provides ENISA staff with the information required to support the achievement of objectives and the awareness for day-to-day controls.

[81] See MB Decision 12/2019 (https://www.enisa.europa.eu/about-enisa/structure-organization/management-board/management-board-decisions/MB%20Decision%202019-12%20on%20internal%20controls%20framework.pdf) and MB Decision 11/2022 (https://inet/lib/mbd/MBD%202022-11%20amending%20MBD%202019-12%20on%20Internal%20Controls%20Framework.pdf)

Continuous and specific assessments are used to ascertain whether each of the five components of internal controls is present and functioning. Continuous assessments, built into business processes at different levels of the organisation, provide timely information on any deficiencies. Findings are assessed and deficiencies are communicated and corrected in a timely manner, with serious matters reported as appropriate.

Following relevant guidance and best practices developed within the EU Agencies network, ENISA conducted in 2022 a thorough review of its internal control framework indicators and overall strategy. The review consolidated input from different sources and integrated the results of various risk assessments within a single internal control assessment process. The revised ENISA's internal control framework has been used since 2023 for the assessment of internal controls, together with a comprehensive methodology for enterprise risk assessment across the Agency.

Moreover, since 2021 ENISA has been implementing its anti-fraud strategy[82], which was adopted in line with the recommendations of the European Anti-Fraud Office (OLAF).

[82] https://www.enisa.europa.eu/about-enisa/structure-organization/management-board/management-board-decisions/mb-decision-2021-5-on-anti-fraud-strategy

XI. PLAN FOR GRANT, CONTRIBUTION AND SERVICE-LEVEL AGREEMENTS

	SLA	Date of signature	Total amount	Duration	Counterpart	Short description
1	SLA with ECCC (Activity 9)	20/12/22	54.604	1 year	ECCC	The scope of this Service Level Agreement covers support services offered by ENISA to ECCC: data protection officer, accounting officer
2	SLA with eu-LISA M-CBU-23-C35 (Activity 3)	13/7/23	120.000	31/12/23	eu-LISA	The scope of this Service Level Agreement covers support services offered by ENISA to eu-LISA on the planning, execution and evaluation of upcoming annual exercises
Contribution agreements						
1	Support Action fund	21/12/2023	Up to EUR 20 mil (prefinancing rate 80%)	up to 31/12/26	DG CNECT	The purpose of this Agreement is to provide a financial contribution toimplement the action “Incident Response Support and Preparedness for Key Sectors” which is composed of three activities: 1) EU-level cyber reserve with services from trusted private providers for incident response; 2) penetration tests in key sectors and 3) the Party’s contribution to the Cyber Analysis and Situation Centre.
2	Incident and Vulnerability Response Support and Reporting	19/12/2024	Up to. EUR 15 mil (prefinancing rate 80%)	2025 to 2027	DG CNECT	1) Gradual set-up and operation of an EU-level cyber reserve with services from trusted private providers to provide relevant services to mitigate the impact of serious incidents; 2) Contribution to the Cyber Analysis and Situation Centre; and 3) The establishment, management, and maintenance of day-to-day of the Cyber Resilience Act single reporting platform
3	CRA single reporting platform	09/12/2024	Up to 400.000 (prefinancing rate 60%)	up to 31/07/26	DG CNECT	The purpose of this Agreement is to provide the Organisation with financial contribution to conduct a feasibility study on single reporting platform under the Cyber Resilience Act that will inform the future steps of the platform development.

Detailed breakdown of contribution agreements planned resource consumption

	Contribution agreements	2026	2026	2027	2027
		Planned budget	FTE count end of year	Planned budget	FTE count end of year
1	**Support Action fund**	€ 5.233.161,69	12		
	Support Action	€ 5.065.171,69	10		
	Sit Cen	€ 167.990,00	2		
	CRA	€ 100.000,00			
2	**Incident and Vulnerability Response Support and Reporting**	€ 6.326.254,19	6	€ 3.654.141,46	17
	Support Action	€ 380.977,52		€ 1.955.694,79	10
	Sit Cen	€ 190.816,67	1	€ 142.666,67	3
	CRA	€ 5.754.460,00	5	€ 1.555.780,00	4
3	**CRA single reporting platform**	€ 100.000,00	0		
	Total Year	**€ 11.659.415,88**	**18**	**€ 3.654.141,46**	**17**

XII. STRATEGY FOR COOPERATION WITH THIRD COUNTRIES AND/OR INTERNATIONAL ORGANISATIONS

The international strategy confirms the Agency's mandate in terms of its and focus on the EU and EU actors, while also allowing increased flexibility to engage with international partners in line with the strategic objectives outlined in the ENISA Strategy for a Trusted and Cyber Secure Europe of July 2020 and in support of the EU's international priorities. The Agency's international strategy 83 was adopted by the MB during the November 2021 meeting.

Article 12 of the Cybersecurity Act (CSA) states that 'ENISA shall contribute to the Union's efforts to cooperate with third countries and international organisations as well as within relevant international cooperation frameworks to promote international cooperation on issues related to cybersecurity' in various ways, including facilitating the exchange of best practices and providing expertise, at the request of the Commission.

Article 42 "Cooperation with third countries and international organisations" states the following

1. To the extent necessary in order to achieve the objectives set out in this Regulation, ENISA may cooperate with the competent authorities of third countries or with international organisations or both. To that end, ENISA may establish working arrangements with the authorities of third countries and international organisations, subject to the prior approval of the Commission. Those working arrangements shall not create legal obligations incumbent on the Union and its Member States.

2. ENISA shall be open to the participation of third countries that have concluded agreements with the Union to that effect. Under the relevant provisions of such agreements, working arrangements shall be established specifying in particular the nature, extent and manner in which those third countries are to participate in ENISA's work, and shall include provisions relating to participation in the initiatives undertaken by ENISA, to financial contributions and to staff. As regards staff matters, those working arrangements shall comply with the Staff Regulations of Officials and Conditions of Employment of Other Servants in any event.

3. The Management Board shall adopt a strategy for relations with third countries and international organisations concerning matters for which ENISA is competent. The Commission shall ensure that ENISA operates within its mandate and the existing institutional framework by concluding appropriate working arrangements with the Executive Director.

XIII. ANNUAL COOPERATION PLAN 2026

The 2026 Annual Cooperation Plan between ENISA, the EU Agency for Cybersecurity, and CERT-EU, EU Cybersecurity Service for the Union institutions, bodies, offices and agencies, bodies and agencies will be annexed to the Single Programming Document 2026-2028 as a separate document.

XIV. PROCUREMENT PLAN 2026

The details of the procurement plan for 2026 will be updated during the course of 2025.

The indicative procedures from ENISA budget (Title 1,2 and 3) for public contracts to be launched in 2026 are detailed as follows:

ENISA UNIT	TITLE of Contract	TYPE of procedure	Tender launch	Contract signature	Total budget est. 4 years

https://www.enisa.europa.eu/publications/corporate-documents/enisa-international-strategy

The total indicative budget reserved for procurement during 2026 TBD

XV. ENISA STATUTORY OPERATIONAL TASKS FROM EU LEGISLATION 2024

The following list of EU legislations mapped by activity as of September 2024

EU legislation	*Article*	*Legal provisions*	*Responsible unit/activity under Art 3(3) MB/2024/10*
AIA	Art 67(5)	{Advisory forum} The Fundamental Rights Agency, ENISA, the European Committee for Standardization (CEN), the European Committee for Electrotechnical Standardization (CENELEC), and the European Telecommunications Standards Institute (ETSI) shall be permanent members of the advisory forum.	ACTIVITY 8
CRA	Art 10	{Enhancing skills in a cyber resilient digital environment} For the purposes of this Regulation and in order to respond to the needs of professionals in support of the implementation of this Regulation, Member States with, where appropriate, the support of the Commission, the European Cybersecurity Competence Centre and ENISA, while fully respecting the responsibility of the Member States in the education field, shall promote measures and strategies …	ACTIVITY 3
CRA	Art 16(4)	ENISA shall take appropriate and proportionate technical, operational and organisational measures to manage the risks posed to the security of the single reporting platform and the information submitted or disseminated via the single reporting platform. It shall notify without undue delay any security incident affecting the single reporting platform to the CSIRTs network as well as to the Commission.	ACTIVITY 4
CRA	Art 14(1)	{Reporting obligations of manufacturers} A manufacturer shall notify any actively exploited vulnerability contained in the product with digital elements that it becomes aware of simultaneously to the CSIRT designated as coordinator, in accordance with paragraph 7 of this Article, and to ENISA /…/	ACTIVITY 5
CRA	Art 14(3)	{Reporting obligations of manufacturers} A manufacturer shall notify any severe incident having an impact on the security of the product with digital elements that it becomes aware of simultaneously to the CSIRT designated as coordinator, in accordance with paragraph 7 of this Article, and to ENISA /…/	ACTIVITY 5
CRA	Art 14(7)	{Reporting obligations of manufacturers} The notifications referred to in paragraphs 1 and 3 of this Article shall be submitted via the single reporting platform referred to in Article 16 using one of the electronic notification end-points referred to in Article 16(1). The notification shall be submitted using the electronic notification end-point of the CSIRT designated as coordinator of the Member State where the manufacturers have their main establishment in the Union and shall be simultaneously accessible to ENISA.	ACTIVITY 5
CRA	Art 14(9)	{Reporting obligations of manufacturers} By... [12 months from the date of entry into force of this Regulation], the Commission shall adopt a delegated act in accordance with Article 61 to supplement this Regulation by specifying the terms and conditions for applying the cybersecurity related grounds in relation to delaying the	ACTIVITY 5

		dissemination of notifications as referred to in Article 16(2). The Commission shall cooperate with the CSIRTs network as established pursuant to Article 15 of Directive (EU) 2022/2555 and ENISA in preparing the draft delegated act.	
CRA	Art 14(10)	{Reporting obligations of manufacturers} The Commission may, by means of implementing acts, specify further the format and procedures of the notifications referred to in this Article as well as in Articles 15 and 16. Those implementing acts shall be adopted in accordance with the examination procedure referred to in Article 62(2). The Commission shall cooperate with the CSIRTs network and ENISA in preparing those draft implementing acts.	ACTIVITY 5
CRA	Art 15(1)	{Voluntary reporting} Manufacturers as well as other natural or legal persons may notify any vulnerability contained in a product with digital elements as well as cyber threats that could affect the risk profile of a product with digital elements on a voluntary basis to a CSIRT designated as coordinator or ENISA.	ACTIVITY 5
CRA	Art 15(2)	{Voluntary reporting} Manufacturers as well as other natural or legal persons may notify any incident having an impact on the security of the product with digital elements as well as near misses that could have resulted in such an incident on a voluntary basis to a CSIRT designated as coordinator or ENISA.	ACTIVITY 5
CRA	Art 15(3)	{Voluntary reporting} The CSIRT designated as coordinator or ENISA shall process the notifications referred to in paragraphs 1 and 2 of this Article in accordance with the procedure laid down in Article 16. /…/	ACTIVITY 5
CRA	Art 15(5)	{Voluntary reporting} The CSIRTs designated as coordinators as well as ENISA shall ensure the confidentiality and appropriate protection of the information provided by a notifying natural or legal person.	ACTIVITY 5
CRA	Art 16(1)	{Establishment of a single reporting platform} For the purposes of the notifications referred to in Article 14(1) and (3) and Article 15(1) and (2) and in order to simplify the reporting obligations of manufacturers, a single reporting platform shall be established by ENISA. The day-to-day operations of that single reporting platform shall be managed and maintained by ENISA. The architecture of the single reporting platform shall allow Member States and ENISA to put in place their own electronic notification end-points.	ACTIVITY 5
CRA	Art 16(2)	{Establishment of a single reporting platform} /…/ Where a CSIRT decides to withhold a notification, it shall immediately inform ENISA about the decision and provide both a justification for withholding the notification as well as an indication of when it will disseminate the notification in accordance with the dissemination procedure laid down in this paragraph. ENISA may support the CSIRT on the application of cybersecurity related grounds in relation to delaying the dissemination of the notification /…/ Only the information that a notification was made by the manufacturer, the general information about the product, the information on the general nature of the exploit and the information that security related grounds were raised are made available simultaneously to ENISA until the full notification is disseminated to the CSIRTs concerned and ENISA. Where, based on that information, ENISA considers that there is a systemic risk affecting security in the internal market, it shall recommend to the recipient CSIRT that it disseminate the full notification to the other CSIRTs designated as coordinators and to ENISA itself.	ACTIVITY 5
CRA	Art 16(5)	{Establishment of a single reporting platform} ENISA, in cooperation with the CSIRTs network, shall provide and implement specifications on the technical, operational and organisational measures regarding the establishment, maintenance and secure operation of the single reporting platform referred to in paragraph 1, including at least the security arrangements related to the establishment, operation and maintenance of the single reporting platform, as well as the electronic notification end-points set up by the CSIRTs designated as coordinators at national level and ENISA at Union level, including procedural aspects to ensure that, where a notified vulnerability has no corrective or mitigating measures available, information about that vulnerability is shared in line with strict security protocols and on a need-to-know basis.	ACTIVITY 5
CRA	Art 17(1)	{Other provisions related to reporting} ENISA may submit to the European cyber crisis liaison organisation network (EUCyCLONe) established under Article 16 of Directive (EU) 2022/2555 information notified pursuant to Article 14(1) and (3) and Article 15(1) and (2) if such information is relevant for the coordinated management of large-scale cybersecurity incidents and crises at an operational level. For the purpose of determining such relevance, ENISA may consider technical analyses performed by the CSIRTs network, where available	ACTIVITY 5

CRA	Art 17(2)	{Other provisions related to reporting} Where public awareness is necessary to prevent or mitigate a severe incident having an impact on the security of the product with digital elements or to handle an ongoing incident, or where disclosure of the incident is otherwise in the public interest, the CSIRT designated as coordinator of the relevant Member State, may, after consulting the manufacturer concerned and, where appropriate, in cooperation with ENISA, inform the public about the incident or require the manufacturer to do so.	ACTIVITY 5
CRA	Art 17(3)*	ENISA, on the basis of the notifications received pursuant to Article 14(1) and (3) and Article 15(1) and (2), shall prepare, every 24 months, a technical report […]	ACTIVITY 5
CRA	Art 17(5)	After a security update or another form of corrective or mitigating measure is available, ENISA shall, in agreement with the manufacturer of the product with digital elements concerned, add the publicly known vulnerability notified pursuant to Article 14(1) or Article 15(1) of this Regulation to the European vulnerability database established pursuant to Article 12(2) of Directive (EU) 2022/2555	ACTIVITY 5
CRA	Art 70(2)	{Evaluation and review} By... [45 months from the date of entry into force of this Regulation], the Commission shall, after consulting ENISA and the CSIRTs network, submit a report to the European Parliament and to the Council, assessing the effectiveness of the single reporting platform set out in Article 16, as well as the impact of the application of the cybersecurity related grounds referred to Article 16(2) by the CSIRTs designated as coordinators on the effectiveness of the single reporting platform as regards the timely dissemination of received notifications to other relevant CSIRTs	ACTIVITY 5
CRA	Art 17(3)*	ENISA, on the basis of the notifications received pursuant to Article 14(1) and (3) and Article 15(1) and (2), shall prepare, every 24 months, a technical report on emerging trends regarding cybersecurity risks in products with digital elements and submit it to the Cooperation Group established pursuant to Article 14 of Directive (EU) 2022/2555. The first such report shall be submitted within 24 months after the obligations laid down in Article 14(1) and (3) start applying. ENISA shall include relevant information from its technical reports in its report on the state of cybersecurity in the Union pursuant to Article 18 of Directive (EU) 2022/2555.	ACTIVITY 5
CRA	Art 17(3)*	{emerging trends regarding cybersecurity risks in products with digital elements} […] ENISA shall include relevant information from its technical reports in its report on the state of cybersecurity in the Union pursuant to Article 18 of Directive (EU) 2022/2555.	ACTIVITY 8
CRA	Art 33(2)	{Support measures for microenterprises and small and medium-sized enterprises, including start-ups} Member States may, where appropriate, establish cyber resilience regulatory sandboxes. Such regulatory sandboxes shall provide for controlled testing environments for innovative products with digital elements to facilitate their development, design, validation and testing for the purpose of complying with this Regulation for a limited period of time before the placing on the market. The Commission and, where appropriate, ENISA, may provide technical support, advice and tools for the establishment and operation of regulatory sandboxes. /…/	ACTIVITY 8
CRA	Art 52(4)	{Market surveillance and control of products with digital elements in the Union market} Where relevant, the market surveillance authorities shall cooperate with the national cybersecurity certification authorities designated pursuant to Article 58 of Regulation (EU) 2019/881 and exchange information on a regular basis. With respect to the supervision of the implementation of the reporting obligations pursuant to Article 14 of this Regulation, the designated market surveillance authorities shall cooperate and exchange information on a regular basis with the CSIRTs designated as coordinators and ENISA.	ACTIVITY 8
CRA	Art 52(5)	{Market surveillance and control of products with digital elements in the Union market} The market surveillance authorities may request a CSIRT designated as coordinator or ENISA to provide technical advice on matters related to the implementation and enforcement of this Regulation. When conducting an investigation under Article 54, market surveillance authorities may request the CSIRT designated as coordinator or ENISA to provide an analysis to support evaluations of compliance of products with digital elements.	ACTIVITY 8
CRA	Art 52(10)	{Market surveillance and control of products with digital elements in the Union market} Market surveillance authorities may provide guidance and advice to economic operators on the implementation of this Regulation, with the support of the Commission and, where appropriate, CSIRTs and ENISA.	ACTIVITY 8

CRA	Art 52(14)	{Market surveillance and control of products with digital elements in the Union market} For products with digital elements that fall within the scope of this Regulation which are classified as high-risk AI systems pursuant to [Article 6] of Regulation... [the AI Regulation], the market surveillance authorities designated for the purposes of Regulation... [the AI Regulation] shall be the authorities responsible for market surveillance activities required under this Regulation. The market surveillance authorities designated pursuant to Regulation... [the AI Regulation] shall cooperate, as appropriate, with the market surveillance authorities designated pursuant to this Regulation and, with respect to the supervision of the implementation of the reporting obligations pursuant to Article 14 of this Regulation, with the CSIRTs designated as coordinators and ENISA. /…/	ACTIVITY 8
CRA	Art 56(1)	{Procedure at Union level concerning products with digital elements presenting a significant cybersecurity risk} Where the Commission has sufficient reason to consider, including based on information provided by ENISA, that a product with digital elements that presents a significant cybersecurity risk does not comply with the requirements laid down in this Regulation, it shall inform the relevant market surveillance authorities.	ACTIVITY 8
CRA	Art 56(2)	{Procedure at Union level concerning products with digital elements presenting a significant cybersecurity risk} Where the Commission has sufficient reason to consider that a product with digital elements presents a significant cybersecurity risk in light of non-technical risk factors, it shall inform the relevant market surveillance authorities and, where appropriate, the competent authorities designated or established pursuant to Article 8 of Directive (EU) 2022/2555 and cooperate with those authorities as necessary. The Commission shall also consider the relevance of the identified risks for that product with digital elements in view of its tasks regarding the Union level coordinated security risk assessments of critical supply chains provided for in Article 22 of Directive (EU) 2022/2555, and consult as necessary the Cooperation Group established pursuant to Article 14 of Directive (EU) 2022/2555 and ENISA.	ACTIVITY 8
CRA	Art 56(3)	{Procedure at Union level concerning products with digital elements presenting a significant cybersecurity risk} In circumstances which justify an immediate intervention to preserve the proper functioning of the internal market and where the Commission has sufficient reason to consider that the product with digital elements referred to in paragraph 1 remains non-compliant with the requirements laid down in this Regulation and no effective measures have been taken by the relevant market surveillance authorities, the Commission shall carry out an evaluation of compliance and may request ENISA to provide an analysis to support it. The Commission shall inform the relevant market surveillance authorities accordingly. The relevant economic operators shall cooperate as necessary with ENISA.	ACTIVITY 8
CRA	Art 57(6)	{Compliant products with digital elements which present a significant cybersecurity risk} Where the Commission has sufficient reason to consider, including based on information provided by ENISA, that a product with digital elements, although compliant with this Regulation, presents the risks referred to in paragraph 1 of this Article, it shall inform and may request the relevant market surveillance authority or authorities to carry out an evaluation and follow the procedures referred to in Article 54 and paragraphs 1, 2 and 3 of this Article.	ACTIVITY 8
CRA	Art 57(7)	{Compliant products with digital elements which present a significant cybersecurity risk} In circumstances which justify an immediate intervention to preserve the properfunctioning of the internal market and where the Commission has sufficient reason to consider that the product with digital elements referred to in paragraph 6 continues to present the risks referred to in paragraph 1, and no effective measures have been taken by the relevant national market surveillance authorities, the Commission shallcarry out an evaluation of the risks presented by that product with digital elements and may request ENISA to provide an analysis to support that evaluation and shall inform the relevant market surveillance authorities accordingly. The relevant economic operators shall cooperate as necessary with ENISA	ACTIVITY 8
CRA	Art 59(2)	{Joint activities of market surveillance authorities} The Commission or ENISA shall propose joint activities for checking compliance with this Regulation to be conducted by market surveillance authorities based on indications or information of potential non-compliance across several Member States of products with digital elements that	ACTIVITY 8

		fall within the scope of this Regulation with the requirements laid down in this Regulation.	
CRA	Art 60(3)	{Sweeps} Where, in the performance of its tasks, including based on the notifications received pursuant to Article 14(1) and (3), ENISA identifies categories of products with digital elements for which sweeps may be organised, it shall submit a proposal for a sweep to the coordinator referred to in paragraph 2 of this Article for the consideration of the market surveillance authorities.	ACTIVITY 8
CSA	Art 5(1)	assisting and advising on the development and review of Union policy and law in the field of cybersecurity and on sector-specific policy and law initiatives where matters related to cybersecurity are involved, in particular by providing its independent opinion and analysis as well as carrying out preparatory work	ACTIVITY 1
CSA	Art 6(1)f	[assisting] Union institutions in developing and reviewing Union strategies regarding cybersecurity, promoting their dissemination and tracking the progress in their implementation	ACTIVITY 1
CSA	Art 6(1)e**	[assisting] Member States in developing national strategies on the security of network and information systems, where requested pursuant to Article 7(2) of Directive (EU) 2016/1148, and promote the dissemination of those strategies and note the progress in their implementation across the Union in order to promote best practices	ACTIVITY 1
CSA	Art 6(1)e**	[assisting] Member States in developing national strategies on the security of network and information systems, where requested pursuant to Article 7(2) of Directive (EU) 2016/1148, and promote the dissemination of those strategies and note the progress in their implementation across the Union in order to promote best practices	ACTIVITY 1
CSA	Art 5(2)	assisting Member States to implement the Union policy and law regarding cybersecurity consistently, in particular in relation to Directive (EU) 2016/1148, including by means of issuing opinions, guidelines, providing advice and best practices on topics such as risk management, incident reporting and information sharing, as well as by facilitating the exchange of best practices between competent authorities in that regard;	ACTIVITY 2
CSA	Art 5(3)	assisting Member States and Union institutions, bodies, offices and agencies in developing and promoting cybersecurity policies related to sustaining the general availability or integrity of the public core of the open internet;	ACTIVITY 2
CSA	Art 5(4)	contributing to the work of the Cooperation Group pursuant to Article 11 of Directive (EU) 2016/1148, by providing its expertise and assistance;	ACTIVITY 2
CSA	Art 5(5)b	[supporting] the promotion of an enhanced level of security of electronic communications, including by providing advice and expertise, as well as by facilitating the exchange of best practices between competent authorities	ACTIVITY 2
CSA	Art 6(1)j	[assist] the Cooperation Group, in the exchange of best practices, in particular with regard to the identification by Member States of operators of essential services, pursuant to point (l) of Article 11(3) of Directive (EU) 2016/1148, including in relation to cross-border dependencies, regarding risks and incidents	ACTIVITY 2
CSA	Art 6(2)	ENISA shall support information sharing in and between sectors, in particular in the sectors listed in Annex II to Directive (EU) 2016/1148, by providing best practices and guidance on available tools, procedures, as well as on how to address regulatory issues related to information-sharing	ACTIVITY 2
CSA	Art 9(c)	[ENISA shall] in cooperation with experts from Member States authorities and relevant stakeholders, provide advice, guidance and best practices for the security of network and information systems, in particular for the security of the infrastructures supporting the sectors listed in Annex II to Directive (EU) 2016/1148 and those used by the providers of the digital services listed in Annex III to that Directive;	ACTIVITY 2
CSA	Art 6(1)h	[assist] Member States by regularly organising the cybersecurity exercises at Union level referred to in Article 7(5) on at least a biennial basis and by making policy recommendations based on the evaluation process of the exercises and lessons learned from them	ACTIVITY 3
CSA	Art 6(1)i	[assist] relevant public bodies by offering trainings regarding cybersecurity, where appropriate in cooperation with stakeholders	ACTIVITY 3

CSA	Art 6(1)c*	[assist] Union institutions, bodies, offices and agencies […] to improve their capabilities to respond to such cyber threats and incidents, in particular through appropriate support for the CERT-EU	ACTIVITY 3
CSA	Art 6(1)c*	[assist] Union institutions, bodies, offices and agencies in their efforts to improve the prevention, detection and analysis of cyber threats and incidents […], in particular through appropriate support for the CERT-EU	ACTIVITY 3
CSA	Art 7(5)	ENISA shall regularly organise cybersecurity exercises at Union level, and shall support Member States and Union institutions, bodies, offices and agencies in organising cybersecurity exercises following their requests. Such cybersecurity exercises at Union level may include technical, operational or strategic elements. On a biennial basis, ENISA shall organise a large-scale comprehensive exercise. Where appropriate, ENISA shall also contribute to and help organise sectoral cybersecurity exercises together with relevant organisations that also participate in cybersecurity exercises at Union level	ACTIVITY 3
CSA	Art 10(a)	[ENISA shall] raise public awareness of cybersecurity risks, and provide guidance on good practices for individual users aimed at citizens, organisations and businesses, including cyber-hygiene and cyber-literacy	ACTIVITY 3
CSA	Art 10(d)	[ENISA shall] support closer coordination and exchange of best practices among Member States on cybersecurity awareness and education.	ACTIVITY 3
CSA	Art 10(b)	[ENISA shall] in cooperation with the Member States, Union institutions, bodies, offices and agencies and industry, organise regular outreach campaigns to increase cybersecurity and its visibility in the Union and encourage a broad public debate;	ACTIVITY 3
CSA	Art 10(c)	[ENISA shall] assist Member States in their efforts to raise cybersecurity awareness and promote cybersecurity education;	ACTIVITY 3
CSA	Art 12(a)	[ENISA shall contribute to the Union's efforts to cooperate with third countries and international organisations as well as within relevant international cooperation frameworks to promote international cooperation on issues related to cybersecurity, by] where appropriate, engaging as an observer in the organisation of international exercises, and analysing and reporting to the Management Board on the outcome of such exercises	ACTIVITY 4
CSA	Art 12(b)	[ENISA shall contribute to the Union's efforts to cooperate with third countries and international organisations as well as within relevant international cooperation frameworks to promote international cooperation on issues related to cybersecurity, by] at the request of the Commission, facilitating the exchange of best practices	ACTIVITY 4
CSA	Art 12(c)	[ENISA shall contribute to the Union's efforts to cooperate with third countries and international organisations as well as within relevant international cooperation frameworks to promote international cooperation on issues related to cybersecurity, by] at the request of the Commission, providing it with expertise	ACTIVITY 4
CSA	Art 12(d)	[ENISA shall contribute to the Union's efforts to cooperate with third countries and international organisations as well as within relevant international cooperation frameworks to promote international cooperation on issues related to cybersecurity, by] providing advice and support to the Commission on matters concerning agreements for the mutual recognition of cybersecurity certificates with third countries, in collaboration with the ECCG established under Article 62	ACTIVITY 4
CSA	Art 6(1)b	[assist] Member States and Union institutions, bodies, offices and agencies in establishing and implementing vulnerability disclosure policies on a voluntary basis	ACTIVITY 4
CSA	Art 7(1)	ENISA shall support operational cooperation among Member States, Union institutions, bodies, offices and agencies, and between stakeholders	ACTIVITY 4
CSA	Art 7(2)a	ENISA shall cooperate at the operational level and establish synergies with Union institutions, bodies, offices and agencies, including the CERT-EU, with the services	ACTIVITY 4

		dealing with cybercrime and with supervisory authorities dealing with the protection of privacy and personal data, with a view to addressing issues of common concern..	
CSA	Art 7(4)b*	[ENISA shall support Member States with respect to operational cooperation within the CSIRTs network by] assisting, at the request of one or more Member States, [...] through the provision of expertise […] in particular by supporting the voluntary sharing of relevant information and technical solutions between Member States	ACTIVITY 4
CSA	Art 7(3)	ENISA shall provide the secretariat of the CSIRTs network pursuant to Article 12(2) of Directive (EU) 2016/1148, and in that capacity shall actively support the information sharing and the cooperation among its members.	ACTIVITY 4
CSA	Art 7(4)	ENISA and CERT-EU shall engage in structured cooperation to benefit from synergies and to avoid the duplication of activities [In performing tasks enlisted under Art 7(4) points a-d]	ACTIVITY 4
CSA	Art 7(4)a*	[ENISA shall support Member States with respect to operational cooperation within the CSIRTs network by] advising on how to improve their capabilities to prevent, detect and respond to incidents […];	ACTIVITY 4
CSA	Art 7(7)b	[ENISA shall contribute to developing a cooperative response at Union and Member States level to large-scale cross-border incidents or crises related to cybersecurity, mainly by] ensuring the efficient flow of information and the provision of escalation mechanisms between the CSIRTs network and the technical and political decision-makers at Union level	ACTIVITY 4
CSA	Art 7(7)d	[ENISA shall contribute to developing a cooperative response at Union and Member States level to large-scale cross-border incidents or crises related to cybersecurity, mainly by] supporting Union institutions, bodies, offices and agencies and, at their request, Member States, in the public communication relating to such incidents or crises;	ACTIVITY 4
CSA	Art 7(7)e	[ENISA shall contribute to developing a cooperative response at Union and Member States level to large-scale cross-border incidents or crises related to cybersecurity, mainly by] testing the cooperation plans for responding to such incidents or crises at Union level and, at their request, supporting Member States in testing such plans at national level	ACTIVITY 4
CSA	Art 6(1)d	[assist] Member States in developing national CSIRTs, where requested pursuant to Article 9(5) of Directive (EU) 2016/1148	ACTIVITY 4
CSA	Art 6(1)g	[assist] national and Union CSIRTs in raising the level of their capabilities, including by promoting dialogue and exchanges of information, with a view to ensuring that, with regard to the state of the art, each CSIRT possesses a common set of minimum capabilities and operates according to best practices	ACTIVITY 4
CSA	Art 5(6)a	[supporting the regular review of Union policy activities by preparing an annual report on the state of the implementation of the respective legal framework regarding] information on Member States' incident notifications provided by the single points of contact to the Cooperation Group pursuant to Article 10(3) of Directive (EU) 2016/1148	ACTIVITY 5
CSA	Art 5(6)b	[supporting the regular review of Union policy activities by preparing an annual report on the state of the implementation of the respective legal framework regarding] summaries of notifications of breach of security or loss of integrity received from trust service providers provided by the supervisory bodies to ENISA, pursuant to Article 19(3) of Regulation (EU) No 910/2014 of the European Parliament and of the Council	ACTIVITY 5
CSA	Art 5(6)c	[supporting the regular review of Union policy activities by preparing an annual report on the state of the implementation of the respective legal framework regarding] notifications of security incidents transmitted by the providers of public electronic communications networks or of publicly available electronic communications services, provided by the competent authorities to ENISA, pursuant to Article 40 of Directive (EU) 2018/1972	ACTIVITY 5
CSA	Art 6(1)a	[assist] Member States in their efforts to improve the prevention, detection and analysis of, and the capability to respond to cyber threats and incidents by providing them with knowledge and expertise	ACTIVITY 5

CSA	Art 7(4)a*	[ENISA shall support Member States with respect to operational cooperation within the CSIRTs network by] […], at the request of one or more Member States, providing advice in relation to a specific cyber threat	ACTIVITY 5
CSA	Art 7(4)b*	[ENISA shall support Member States with respect to operational cooperation within the CSIRTs network by] assisting, at the request of one or more Member States, in the assessment of incidents having a significant or substantial impact […]	ACTIVITY 5
CSA	Art 7(4)c	[ENISA shall support Member States with respect to operational cooperation within the CSIRTs network by] analyzing vulnerabilities and incidents on the basis of publicly available information or information provided voluntarily by Member States for that purpose	ACTIVITY 5
CSA	Art 7(4)d	[ENISA shall support Member States with respect to operational cooperation within the CSIRTs network by] at the request of one or more Member States, providing support in relation to ex-post technical inquiries regarding incidents having a significant or substantial impact within the meaning of Directive (EU) 2016/1148.	ACTIVITY 5
CSA	Art 7(6)	ENISA, in close cooperation with the Member States, shall prepare a regular in-depth EU Cybersecurity Technical Situation Report on incidents and cyber threats based on publicly available information, its own analysis, and reports shared by, among others, the Member States' CSIRTs or the single points of contact established by Directive (EU) 2016/1148, both on a voluntary basis, EC3 and CERT-EU.	ACTIVITY 5
CSA	Art 7(7)a	[ENISA shall contribute to developing a cooperative response at Union and Member States level to large-scale cross-border incidents or crises related to cybersecurity, mainly by] aggregating and analysing reports from national sources that are in the public domain or shared on a voluntary basis with a view to contributing to the establishment of common situational awareness	ACTIVITY 5
CSA	Art 9(b)	[ENISA shall] perform long-term strategic analyses of cyber threats and incidents in order to identify emerging trends and help prevent incidents	ACTIVITY 5
CSA	Art 9(e)	[ENISA shall] collect and analyse publicly available information regarding significant incidents and compile reports with a view to providing guidance to citizens, organisations and businesses across the Union	ACTIVITY 5
CSA	Art 7(4)b*	[ENISA shall support Member States with respect to operational cooperation within the CSIRTs network by] […] assisting, at the request of one or more Member States, in […] facilitating the technical handling of such incidents	ACTIVITY 6
CSA	Art 7(7)c	[ENISA shall contribute to developing a cooperative response at Union and Member States level to large-scale cross-border incidents or crises related to cybersecurity, mainly by] upon request, facilitating the technical handling of such incidents or crises, including, in particular, by supporting the voluntary sharing of technical solutions between Member State	ACTIVITY 6
CSA	Art 8(1)a	[ENISA shall support and promote the development and implementation of Union policy on cybersecurity certification of ICT products, ICT services and ICT processes, as established in Title III of this Regulation, by] monitoring developments, on an ongoing basis, in related areas of standardisation and recommending appropriate technical specifications for use in the development of European cybersecurity certification schemes pursuant to point (c) of Article 54(1) where standards are not available;	ACTIVITY 7
CSA	Art 8(1)b	[ENISA shall support and promote the development and implementation of Union policy on cybersecurity certification of ICT products, ICT services and ICT processes, as established in Title III of this Regulation, by] preparing candidate European cybersecurity certification schemes ('candidate schemes') for ICT products, ICT services and ICT processes in accordance with Article 49;	ACTIVITY 7
CSA	Art 8(1)c	[ENISA shall support and promote the development and implementation of Union policy on cybersecurity certification of ICT products, ICT services and ICT processes, as established in Title III of this Regulation, by] evaluating adopted European cybersecurity certification schemes in accordance with Article 49(8);	ACTIVITY 7

CSA	Art 8(1)d	[ENISA shall support and promote the development and implementation of Union policy on cybersecurity certification of ICT products, ICT services and ICT processes, as established in Title III of this Regulation, by] participating in peer reviews pursuant to Article 59(4);	ACTIVITY 7
CSA	Art 8(1)e	[ENISA shall support and promote the development and implementation of Union policy on cybersecurity certification of ICT products, ICT services and ICT processes, as established in Title III of this Regulation, by] assisting the Commission in providing the secretariat of the ECCG pursuant to Article 62(5).	ACTIVITY 7
CSA	Art 8(2)	ENISA shall provide the secretariat of the Stakeholder Cybersecurity Certification Group pursuant to Article 22(4).	ACTIVITY 7
CSA	Art 8(3)	ENISA shall compile and publish guidelines and develop good practices, concerning the cybersecurity requirements for ICT products, ICT services and ICT processes, in cooperation with national cybersecurity certification authorities and industry in a formal, structured and transparent way	ACTIVITY 7
CSA	Art 8(4)	ENISA shall contribute to capacity-building related to evaluation and certification processes by compiling and issuing guidelines as well as by providing support to Member States at their request	ACTIVITY 7
CSA	Art 48	{Request for a European cybersecurity certification scheme} The Commission may request ENISA to prepare a candidate scheme or to review an existing European cybersecurity certification scheme on the basis of the Union rolling work programme. (2) In duly justified cases, the Commission or the ECCG may request ENISA to prepare a candidate scheme or to review an existing European cybersecurity certification scheme which is not included in the Union rolling work programme. The Union rolling work programme shall be updated accordingly	ACTIVITY 7
CSA	Art 49	{Preparation, adoption and review of a European cybersecurity certification scheme}	ACTIVITY 7
CSA	Art 49(1)	{Preparation, adoption and review of a European cybersecurity certification scheme} Following a request from the Commission pursuant to Article 48, ENISA shall prepare a candidate scheme which meets the requirements set out in Articles 51, 52 and 54.	ACTIVITY 7
CSA	Art 49(2)	{Preparation, adoption and review of a European cybersecurity certification scheme} Following a request from the ECCG pursuant to Article 48(2), ENISA may prepare a candidate scheme which meets the requirements set out in Articles 51, 52 and 54. If ENISA refuses such a request, it shall give reasons for its refusal. Any decision to refuse such a request shall be taken by the Management Board.	ACTIVITY 7
CSA	Art 49(3)	{Preparation, adoption and review of a European cybersecurity certification scheme} When preparing a candidate scheme, ENISA shall consult all relevant stakeholders by means of a formal, open, transparent and inclusive consultation process.	ACTIVITY 7
CSA	Art 49(4)	{Preparation, adoption and review of a European cybersecurity certification scheme} For each candidate scheme, ENISA shall establish an ad hoc working group in accordance with Article 20(4) for the purpose of providing ENISA with specific advice and expertise.	ACTIVITY 7
CSA	Art 49(5)	{Preparation, adoption and review of a European cybersecurity certification scheme} ENISA shall closely cooperate with the ECCG. The ECCG shall provide ENISA with assistance and expert advice in relation to the preparation of the candidate scheme and shall adopt an opinion on the candidate scheme.	ACTIVITY 7
CSA	Art 49(6)	{Preparation, adoption and review of a European cybersecurity certification scheme} ENISA shall take utmost account of the opinion of the ECCG before transmitting the candidate scheme prepared in accordance with paragraphs 3, 4 and 5 to the Commission. The opinion of the ECCG shall not bind ENISA, nor shall the absence of such an opinion prevent ENISA from transmitting the candidate scheme to the Commission.	ACTIVITY 7
CSA	Art 49(7)	{Preparation, adoption and review of a European cybersecurity certification scheme} The Commission, based on the candidate scheme prepared by ENISA, may adopt implementing acts providing for a European cybersecurity certification scheme for ICT products, ICT services and ICT processes which meets the requirements set out in Articles 51, 52 and 54. Those implementing acts shall be adopted in accordance with the examination procedure referred to in Article 66(2).	ACTIVITY 7

CSA	Art 49(8)	{Preparation, adoption and review of a European cybersecurity certification scheme} At least every five years, ENISA shall evaluate each adopted European cybersecurity certification scheme, taking into account the feedback received from interested parties. If necessary, the Commission or the ECCG may request ENISA to start the process of developing a revised candidate scheme in accordance with Article 48 and this Article.	ACTIVITY 7
CSA	Art 50 (1)	{Website on European cybersecurity certification schemes} ENISA shall maintain a dedicated website providing information on, and publicising, European cybersecurity certification schemes, European cybersecurity certificates and EU statements of conformity, including information with regard to European cybersecurity certification schemes which are no longer valid, to withdrawn and expired European cybersecurity certificates and EU statements of conformity, and to the repository of links to cybersecurity information provided in accordance with Article 55.	ACTIVITY 7
CSA	Art 53(3)	{Conformity self-assessment} A copy of the EU statement of conformity shall be submitted to the national cybersecurity certification authority and to ENISA.	ACTIVITY 7
CSA	Art 58(7)g	{National cybersecurity certification authorities} [National cybersecurity certification authorities shall]: /…/ provide an annual summary report on the activities conducted under points (b), (c) and (d) of this paragraph or under paragraph 8 to ENISA and the ECCG;	ACTIVITY 7
CSA	Art 59(4)	{Peer review} Peer review shall be carried out by at least two national cybersecurity certification authorities of other Member States and the Commission and shall be carried out at least once every five years. ENISA may participate in the peer review.	ACTIVITY 7
CSA	Art 62(5)	{European Cybersecurity Certification Group} With the assistance of ENISA, the Commission shall chair the ECCG, and the Commission shall provide the ECCG with a secretariat in accordance with point (e) of Article 8(1)	ACTIVITY 7
CSA	Art 5(5)a	[supporting] the development and implementation of Union policy in the field of electronic identity and trust services, in particular by providing advice and issuing technical guidelines, as well as by facilitating the exchange of best practices between competent authorities;	ACTIVITY 8
CSA	Art 5(5)c	[supporting] Member States in the implementation of specific cybersecurity aspects of Union policy and law relating to data protection and privacy, including by providing advice to the European Data Protection Board upon request;	ACTIVITY 8
CSA	Art 8(5)	ENISA shall facilitate the establishment and take-up of European and international standards for risk management and for the security of ICT products, ICT services and ICT processes.	ACTIVITY 8
CSA	Art 8(6)**	ENISA shall draw up, in collaboration with Member States and industry, advice and guidelines regarding the technical areas related to the security requirements for operators of essential services and digital service providers, as well as regarding already existing standards, including Member States' national standards, pursuant to Article 19(2) of Directive (EU) 2016/1148	ACTIVITY 8
CSA	Art 8(6)**	ENISA shall draw up, in collaboration with Member States and industry, advice and guidelines regarding the technical areas related to the security requirements for operators of essential services and digital service providers, as well as regarding already existing standards, including Member States' national standards, pursuant to Article 19(2) of Directive (EU) 2016/1148	ACTIVITY 8
CSA	Art 8(7)	ENISA shall perform and disseminate regular analyses of the main trends in the cybersecurity market on both the demand and supply sides, with a view to fostering the cybersecurity market in the Union	ACTIVITY 8
CSA	Art 9(a)	[ENISA shall] perform analyses of emerging technologies and provide topic-specific assessments on the expected societal, legal, economic and regulatory impact of technological innovations on cybersecurity	ACTIVITY 8
CSA	Art 11(a)	[ENISA shall] advise the Union institutions, bodies, offices and agencies and the Member States on research needs and priorities in the field of cybersecurity, with a view to enabling effective responses to current and emerging risks and cyber threats, including with respect to new and emerging information and communications technologies, and with a view to using risk-prevention technologies effectively	ACTIVITY 8
CSA	Art 11(b)	[ENISA shall] where the Commission has conferred the relevant powers on it, participate in the implementation phase of research and innovation funding programmes or as a beneficiary	ACTIVITY 8

CSA	Art 11(c)	[ENISA shall] contribute to the strategic research and innovation agenda at Union level in the field of cybersecurity	ACTIVITY 8
CSA	Art 9(d)	[ENISA shall] through a dedicated portal, pool, organise and make available to the public information on cybersecurity provided by the Union institutions, bodies, offices and agencies and information on cybersecurity provided on a voluntary basis by Member States and private and public stakeholders;	EDO
CSOA	Art 11(1)	{Coordinated preparedness testing of entities} For the purpose of supporting the coordinated preparedness testing of entities referred to in Article 10(1), point (a)(i), across the Union, the Commission, after consulting the NIS Cooperation Group, EU-CyCLONe and ENISA, shall identify the sectors, or sub-sectors, concerned, from the Sectors of High Criticality listed in Annex I to Directive (EU) 2022/2555 for which a call for proposals to award grants may be issued. The participation of Member States in those calls is voluntary	ACTIVITY 2
CSOA	Art 6(3)	{Cooperation and information sharing within and between Cross-Border Cyber Hubs} Exchange of information as referred to in paragraph 1 between Cross-Border Cyber Hubs shall be ensured by a high level of interoperability. To support such interoperability, without undue delay and at the latest 12 months after the date of entry into force of this Regulation, ENISA, in close consultation with the Commission, shall issue interoperability guidelines specifying in particular information sharing formats and protocols, taking into account international standards and best practices, as well as the functioning of any established Cross-Border Cyber Hubs. Interoperability requirements of Cross-Border Cyber Hubs cooperation agreements shall be based on the guidelines issued by ENISA.	ACTIVITY 4
CSOA	Art 8a(4)	{Funding of the European Cybersecurity Alert System} The ECCC shall prepare, at least every two years, a mapping of the tools, infrastructures and services necessary and of adequate quality to establish or enhance National Cyber Hubs and Cross-Border Cyber Hubs, and their availability, including from legal entities established or deemed to be established in Member States and controlled by Member States or by nationals of Member States. When preparing the mapping, the ECCC shall consult the CSIRTs Network, any existing Cross-Border Cyber Hubs, ENISA and the Commission.	ACTIVITY 4
CSOA	Art 11(2)	{Coordinated preparedness testing of entities} The NIS Cooperation Group in cooperation with the Commission, the High Representative and ENISA, and, within the remit of its mandate, EU-CyCLONe, shall develop common risk scenarios and methodologies for the coordinated testing exercises under Article 10 (1), point (a)(i) of this Regulation and, where appropriate, for other preparedness actions under Article 10(1)(a)(ii).	ACTIVITY 4
CSOA	Art 18(1)	{Cybersecurity Incident Review Mechanism} At the request of the Commission or EU-CyCLONe, ENISA shall, with the support of the CSIRTs network and with the approval of the Member States concerned, review and assess threats, known exploitable vulnerabilities and mitigation actions with respect to a specific significant or large-scale cybersecurity incident. Following the completion of a review and assessment of an incident, ENISA shall deliver an incident review report with the aim of drawing lessons-learned to avoid or mitigate future incidents to the EUCyCLONe, the CSIRTs network, the Member States concerned and the Commission to support them in carrying out their tasks, in particular in view of those set out in Articles 15 and 16 of Directive (EU) 2022/2555. When an incident has an impact on a DEPassociated third country, ENISA shall also share the report with the Council. In such cases, the Commission shall share the report with the High Representative.	ACTIVITY 5
CSOA	Art 18(2)	{Cybersecurity Incident Review Mechanism} To prepare the incident review report referred to in paragraph 1, ENISA shall collaborate with and gather feedback from all relevant stakeholders, including representatives of Member States, the Commission, other relevant EU institutions, bodies, offices and agencies, industry, including managed security services providers and users of cybersecurity services. Where appropriate, ENISA shall, in cooperation with CSIRTs and where relevant competent authorities under Directive (EU) 2022/2555 of the Member States concerned, also collaborate with entities affected by significant or large-scale cybersecurity incidents. Consulted representatives shall disclose any potential conflict of interest.	ACTIVITY 5
CSOA	Art 18(3)	{Cybersecurity Incident Review Mechanism} /…/ ENISA shall ensure that the report complies with Union or national law concerning the protection of sensitive or classified information. /…/	ACTIVITY 5

CSOA	Art 18(5)	{Cybersecurity Incident Review Mechanism} ENISA may issue a publicly available version of the report. That report shall only include reliable public information, or other information with the consent of the Member State(s) concerned and, as regards information relating to a user as referred to in article 12(3), points (b) or (c), with the consent of that user	ACTIVITY 5
CSOA	Art 9(2a)	{Establishment of the Cybersecurity Emergency Mechanism} The actions under the Cybersecurity Emergency Mechanism shall be implemented primarily through the ECCC in accordance with Regulation (EU) 2021/887 of the European Parliament and of the Council with the exception of actions implementing the EU Cybersecurity Reserve as referred to in Article 10(1)(b), which shall be implemented by the Commission and ENISA.	ACTIVITY 6
CSOA	Art 12(6)	{Establishment of the EU Cybersecurity Reserve} Without prejudice to the Commission's overall responsibility for the implementation of the EU Cybersecurity Reserve referred to in paragraph 5 and subject to a contribution agreement as defined in point (18) of Article 2 of the Financial Regulation, the Commission shall entrust the operation and administration of the EU Cybersecurity Reserve, in full or in part, to ENISA. Aspects not entrusted to ENISA shall remain subject to direct management by the Commission.	ACTIVITY 6
CSOA	Art 12(7)	{Establishment of the EU Cybersecurity Reserve} ENISA shall prepare, at least every two years, a mapping of the services needed by the users referred to in paragraph 3 points (a) and (b). The mapping shall also include the availability of such services, including from legal entities established or deemed to be established in Member States and controlled by Member States or by nationals of Member States. In mapping that availability, ENISA shall assess the skills and capacity of the Union cybersecurity workforce relevant to the EU Cybersecurity Reserve objectives. When preparing the mapping, ENISA shall consult the NIS Cooperation Group, EU-CyCLONe, the Commission and, where applicable, the Interinstitutional Cybersecurity Board. In mapping the availability of services, ENISA shall also consult relevant cybersecurity industry stakeholders, including managed security service providers. ENISA shall prepare a similar mapping, after informing the Council and consulting EU-CyCLONe and the Commission and, where relevant, the High Representative, to identify the needs of users referred to in paragraph 3, point (c).	ACTIVITY 6
CSOA	Art 12(8)	{Establishment of the EU Cybersecurity Reserve} The Commission is empowered to adopt delegated acts, in accordance with Article 20a to supplement this Regulation by specifying the types and the number of response services required for the EU Cybersecurity Reserve. When preparing those delegated acts, the Commission shall take into account the mapping referred to in paragraph 7, and may exchange advice and cooperate with the NIS Cooperation Group and ENISA.	ACTIVITY 6
CSOA	Art 13(6)	{Requests for support from the EU Cybersecurity Reserve} ENISA, in cooperation with the Commission and EU-CyCLONe, shall develop a template to facilitate the submission of requests for support from the EU Cybersecurity Reserve.	ACTIVITY 6
CSOA	Art 14(2a)	{Implementation of the support from the EU Cybersecurity Reserve} To prioritise requests, in the case of concurrent requests from users referred to in Article 12(3), the criteria referred to in paragraph 2 shall be taken into account, where relevant, without prejudice to the principle of sincere cooperation between Member States and Union institutions, bodies, offices agencies and offices where two or more requests are assessed as equal under those criteria referred to paragraph 2, higher priority shall be given to requests from Member State users. Where operation and administration of the EU Cybersecurity Reserve has been entrusted, in full or in part, to ENISA under Article 12(6) of this Regulation, ENISA and Commission shall closely cooperate to prioritise requests in line with this paragraph.	ACTIVITY 6
CSOA	Art 14(4)	{Implementation of the support from the EU Cybersecurity Reserve}The agreements referred to in paragraph 3 shall be based on templates prepared by ENISA, after consulting Member States and, where appropriate, other users of the EU Cybersecurity Reserve.	ACTIVITY 6
CSOA	Art 14(5)	{Implementation of the support from the EU Cybersecurity Reserve} The Commission, ENISA and the users of the Reserve shall bear no contractual liability for damages caused to third parties by the services provided in the framework of the implementation of the EU Cybersecurity Reserve.	ACTIVITY 6

CSOA	Art 14(6)a	{Implementation of the support from the EU Cybersecurity Reserve} [Within two months from the end of a support action, any user that has received support shall provide a summary report about the service provided, results achieved and lessons learned, as follows:] users referred to in Article 12(3), point (a), of this Regulation shall provide the summary report to the Commission, ENISA, the CSIRTs network and EUCyCLONe;	ACTIVITY 6
CSOA	Art 14(6)b	{Implementation of the support from the EU Cybersecurity Reserve} [Within two months from the end of a support action, any user that has received support shall provide a summary report about the service provided, results achieved and lessons learned, as follows:] users referred to in Article 12(3), point (b), of this Regulation shall provide the summary report to the Commission, ENISA and the IICB;	ACTIVITY 6
CSOA	Art 14(6a)	{Implementation of the support from the EU Cybersecurity Reserve} Where operation and administration of the EU Cybersecurity Reserve has been entrusted, in full or in part, to ENISA under Article 12(6) of this Regulation, ENISA shall report to and consult the Commission on a regular basis in that respect. In that context, ENISA shall immediately send to the Commission any requests it receives from users referred to in Article 12(3)(c) and, where required for the purposes of prioritisation under this Article, any requests it has received from users referred to in Article 12(3)(a) or (b). The obligations in this paragraph shall be without prejudice to Article 14 of Regulation (EU) 2019/881.	ACTIVITY 6
CSOA	Art 17(1a)	{Support to DEP-associated third countries} Within three months of the conclusion of the agreement referred to in paragraph 1 and in any event prior to receiving any support from the EU Cybersecurity Reserve, the DEPassociated third countries shall provide to the Commission information about their cyber resilience and risk management capabilities, including at least information on national measures taken to prepare for significant, large-scale or large-scale-equivalent cybersecurity incidents, as well as information on responsible national entities, including CSIRTs or equivalent entities, their capabilities and the resources allocated to them. The DEP-associated third country shall provide updates to this information on a regular basis and at least once per year. The Commission shall share this information with the High Representative and ENISA for the purpose of facilitating the consultation referred to in paragraph 6.	ACTIVITY 6
CSOA	Art 17(6)	{Support to DEP-associated third countries} Upon receipt of a request for support under this Article, the Commission shall immediately inform the Council. The Commission shall keep the Council informed about the assessment of the request. The Commission shall also cooperate with the High Representative about the requests received and the implementation of the support granted to DEP-associated third countries from the EU Cybersecurity Reserve. Additionally, the Commission shall also take into account any views provided by ENISA in respect of those requests.	ACTIVITY 6
CSOA	Art 19(1)b	{Amendments to Regulation (EU) 2021/694} The actions under Specific Objective 3 shall be implemented primarily through the European Cybersecurity Industrial, technology and research Competence Centre and the Network of National Coordination Centres, in accordance with Regulation (EU) 2021/887 of the European Parliament and of the Council with the exception of actions implementing the EU Cybersecurity Reserve, which shall be implemented by the Commission and, in accordance with Article 12(6) of Regulation (EU) .../... [insert reference to Cybersolidarity Act], by ENISA.	ACTIVITY 6
CSOA	Art 19(3)	{Amendments to Regulation (EU) 2021/694} /.../ When implementing procurement procedures for the EU Cybersecurity Reserve established by Article 12 of Regulation (EU) .../... [Cyber Solidarity Act], the Commission and ENISA may act as a central purchasing body to procure on behalf of or in the name of third countries associated to the Programme in line with Article 10. The Commission and ENISA may also act as wholesaler, by buying, stocking and reselling or donating supplies and services, including rentals, to those third countries. By derogation from Article 169(3) of Regulation (EU) .../... [FR Recast], the request from a single third country is sufficient to mandate the Commission or ENISA to act. When implementing procurement procedures for the EU Cybersecurity Reserve established by Article 12 of Regulation (EU) .../... [Cyber Solidarity Act], the Commission and ENISA may act as a central purchasing body to procure on behalf of or in the name of Union institutions, bodies, offices and agencies. The Commission and ENISA may also act as wholesaler, by buying, stocking and reselling or donating supplies and services, including rentals, to	ACTIVITY 6

		Union institutions, bodies, offices and agencies. By derogation from Article 169(3) of Regulation (EU) .../... [FR Recast], the request from a single Union institution, body or agency is sufficient to mandate the Commission or ENISA to act.	
CSOA	Art 19(5)	{Amendments to Regulation (EU) 2021/694} For actions specified in Article 10(1), point (c) of Regulation (EU) .../... [Cyber Solidarity Act], the ECCC shall inform the Commission and ENISA about Member States' requests for direct grants without a call for proposals.	ACTIVITY 6
DEP	Art 6(2)	The actions under Specific Objective 3 shall be implemented primarily through the European Cybersecurity Industrial, technology and research Competence Centre and the Network of National Coordination Centres, in accordance with Regulation (EU) 2021/887 of the European Parliament and of the Council with the exception of actions implementing the EU Cybersecurity Reserve, which shall be implemented by the Commission and, in accordance with Article 12(6) of Regulation (EU) .../... [insert reference to Cybersolidarity Act], by ENISA.'	ACTIVITY 6
DEP	Art 14(2)	When implementing procurement procedures for the EU Cybersecurity Reserve established by Article 12 of Regulation (EU) .../... [Cyber Solidarity Act], the Commission and ENISA may act as a central purchasing body to procure on behalf of or in the name of third countries associated to the Programme in line with Article 10. The Commission and ENISA may also act as wholesaler, by buying, stocking and reselling or donating supplies and services, including rentals, to those third countries. By derogation from Article 169(3) of Regulation (EU) .../... [FR Recast], the request from a single third country is sufficient to mandate the Commission or ENISA to act.	ACTIVITY 6
DEP	Art 19	[…] For actions specified in Article 10(1), point (c) of Regulation (EU) .../... [Cyber Solidarity Act], the ECCC shall inform the Commission and ENISA about Member States' requests for direct grants without a call for proposals.	ACTIVITY 6
DGA	Art 29(1)	{European Data Innovation Board} The Commission shall establish a European Data Innovation Board in the form of an expert group, consisting of representatives of the competent authorities for data intermediation services and the competent authorities for the registration of data altruism organisations of all Member States, the EDPB, the EDPS, ENISA, the Commission, the EU SME Envoy or a representative appointed by the network of SME envoys, and other representatives of relevant bodies in specific sectors as well as bodies with specific expertise. [..]	ACTIVITY 8
DORA	Art 15	{Further harmonisation of ICT risk management tools, methods, processes and policies} The ESAs shall, through the Joint Committee, in consultation with the European Union Agency on Cybersecurity (ENISA), develop common draft regulatory technical standards/…/	ACTIVITY 2
DORA	Art 16(3)	{Simplified ICT risk management framework} The ESAs shall, through the Joint Committee, in consultation with the ENISA, develop common draft regulatory technical standards /…/	ACTIVITY 2
DORA	Art 32(4)c	{Structure of the Oversight Framework} The Oversight Forum shall be composed of: /…/ the Executive Directors of each ESA and one representative from the Commission, from the ESRB, from ECB and from ENISA as observers	ACTIVITY 2
DORA	Art 49(1)	{Financial cross-sector exercises, communication and cooperation} The ESAs, through the Joint Committee and in collaboration with competent authorities, resolution authorities as referred to in Article 3 of Directive 2014/59/EU, the ECB, the Single Resolution Board as regards information relating to entities falling under the scope of Regulation (EU) No 806/2014, the ESRB and ENISA, as appropriate, may establish mechanisms to enable the sharing of effective practices across financial sectors to enhance situational awareness and identify common cyber vulnerabilities and risks across sectors.	ACTIVITY 2
DORA	Art 18(4)	{Classification of ICT-related incidents and cyber threats} When developing the common draft regulatory technical standards referred to in paragraph 3 of this Article, the ESAs shall take into account the criteria set out in Article 4(2), as well as international standards, guidance and specifications developed and published by ENISA, including, where appropriate, specifications for other economic sectors. For the purposes of applying the criteria set out in Article 4(2), the ESAs shall duly consider the need for microenterprises and small and medium-sized enterprises to	ACTIVITY 2

		mobilise sufficient resources and capabilities to ensure that ICT-related incidents are managed swiftly.	
DORA	Art 18(3)	{Classification of ICT-related incidents and cyber threats} The ESAs shall, through the Joint Committee and in consultation with the ECB and ENISA, develop common draft regulatory technical standards	ACTIVITY 5
DORA	Art 19(7)	{Reporting of major ICT-related incidents and voluntary notification of significant cyber threats} Following receipt of information in accordance with paragraph 6, EBA, ESMA or EIOPA and the ECB, in consultation with ENISA and in cooperation with the relevant competent authority, shall assess whether the major ICT-related incident is relevant for competent authorities in other Member States. Following that assessment, EBA, ESMA or EIOPA shall, as soon as possible, notify relevant competent authorities in other Member States accordingly. The ECB shall notify the members of the European System of Central Banks on issues relevant to the payment system. Based on that notification, the competent authorities shall, where appropriate, take all of the necessary measures to protect the immediate stability of the financial system.	ACTIVITY 5
DORA	Art 20	{Harmonisation of reporting content and templates} The ESAs, through the Joint Committee, and in consultation with ENISA and the ECB, shall develop: (a) common draft regulatory technical standards in order to: (i) establish the content of the reports for major ICT-related incidents in order to reflect the criteria laid down in Article 18(1) and incorporate further elements, such as details for establishing the relevance of the reporting for other Member States and whether it constitutes a major operational or security payment-related incident or not; (ii) determine the time limits for the initial notification and for each report referred to in Article 19(4); (iii) establish the content of the notification for significant cyber threats.When developing those draft regulatory technical standards, the ESAs shall take into account the size and the overall risk profile of the financial entity, and the nature, scale and complexity of its services, activities and operations, and in particular, with a view to ensuring that, for the purposes of this paragraph, point (a), point (ii), different time limits may reflect, as appropriate, specificities of financial sectors, without prejudice to maintaining a consistent approach to ICT-related incident reporting pursuant to this Regulation and to Directive (EU) 2022/2555. The ESAs shall, as applicable, provide justification when deviating from the approaches taken in the context of that Directive; (b) common draft implementing technical standards in order to establish the standard forms, templates and procedures for financial entities to report a major ICT-related incident and to notify a significant cyber threat.	ACTIVITY 5
DORA	Art 21(1)	{Centralisation of reporting of major ICT-related incidents} The ESAs, through the Joint Committee, and in consultation with the ECB and ENISA, shall prepare a joint report assessing the feasibility of further centralisation of incident reporting through the establishment of a single EU Hub for major ICT-related incident reporting by financial entities	ACTIVITY 5
DORA	Art 34(3)	{Operational coordination between Lead Overseers} […] The Lead Overseers may, on an ad-hoc basis, call on the ECB and ENISA to provide technical advice, share hands-on experience or join specific coordination meetings of the JON.	ACTIVITY 5
ECCC	Art 3(2)	{Mission of the Competence Centre and the Network} The Competence Centre and the Network shall undertake their tasks in collaboration with ENISA and the Community, as appropriate.	ACTIVITY 8
ECCC	Art 5(2)b&c	{Tasks of the Competence Centre} Through the Agenda and the multiannual work programme, while avoiding any duplication of activities with ENISA and taking into account the need to create synergies between cybersecurity and other parts of Horizon Europe and the Digital Europe Programme /…/ ensuring synergies between and cooperation with relevant Union institutions, bodies, offices and agencies, in particular ENISA, while avoiding any duplication of activities with those Union institutions, bodies, offices and agencies;	ACTIVITY 8
ECCC	Art 7(1)g	{Tasks of the national coordination centres} without prejudice to the competences of Member States for education and taking into account the relevant tasks of ENISA, engaging with national authorities regarding possible contributions to promoting and disseminating cybersecurity educational programmes;	ACTIVITY 8

ECCC	Art 8	{The Cybersecurity Competence Community} The Community shall consist of industry, including SMEs, academic and research organisations, other relevant civil society associations as well as, as appropriate, relevant European Standardisation Organisations, public entities and other entities dealing with cybersecurity operational and technical matters and, where relevant, stakeholders in sectors that have an interest in cybersecurity and that face cybersecurity challenges. The Community shall bring together the main stakeholders with regard to cybersecurity technological, industrial, academic and research capacities in the Union. It shall involve national coordination centres, European Digital Innovation Hubs, where relevant, as well as Union institutions, bodies, offices and agencies with relevant expertise, such as ENISA.	ACTIVITY 8
ECCC	Art 10(1)	{Cooperation of the Competence Centre with other Union institutions, bodies, offices and agencies and international organisations} To ensure consistency and complementarity while avoiding any duplication of effort, the Competence Centre shall cooperate with relevant Union institutions, bodies, offices and agencies, including ENISA, the European External Action Service, the Directorate-General Joint Research Centre of the Commission, the European Research Executive Agency, the European Research Council Executive Agency and the European Health and Digital Executive Agency established by Commission Implementing Decision (EU) 2021/173 (13), relevant European Digital Innovation Hubs, the European Cybercrime Centre at the European Union Agency for Law Enforcement Cooperation established by Regulation (EU) 2016/794 of the European Parliament and of the Council (14), the European Defence Agency in relation to the tasks set out in Article 5 of this Regulation and other relevant Union entities.	ACTIVITY 8
ECCC	Art 13(4)	{Tasks of the Governing Board} Regarding the decisions set out in points (a), (b) and (c) of paragraph 3, the Executive Director and the Governing Board shall take into account any relevant strategic advice and input provided by ENISA, in accordance with the rules of procedure of the Governing Board	ACTIVITY 8
ECCC	Art 18(5)	{Strategic Advisory Group} Representatives of the Commission and of other Union institutions, bodies, offices and agencies, in particular ENISA, may be invited by the Strategic Advisory Group to participate in and support its work.	ACTIVITY 8
ECCC	Art 12(7)	{Composition of the Governing Board} A representative from ENISA shall be a permanent observer in the Governing Board. The Governing Board may invite a representative from the Strategic Advisory Group to attend its meetings	ACTIVITY 8
eIDAS2	Art 46(c)(2)	{Single points of contact} Each single point of contact shall exercise a liaison function to facilitate cross-border cooperation between the supervisory bodies for trust service providers and between the supervisory bodies for the providers of European Digital Identity Wallets and, where appropriate, with the Commission and European Union Agency for Cybersecurity (ENISA) and with other competent authorities within its Member State.	ACTIVITY 8
eIDAS2	Art 46(e)(4)	{The European Digital Identity Cooperation Group} ENISA shall be invited to participate as observer in the workings of the Cooperation Group when it exchanges views, best practices and information on relevant cybersecurity aspects such as notification of security breaches, and when the use of cybersecurity certificates or standards are addressed.	ACTIVITY 8
eIDAS2	Art 47(e)(5)(c)(iv)	{The European Digital Identity Cooperation Group} [...] with the support of ENISA, exchange views, best practices and information on relevant cybersecurity aspects concerning European Digital Identity Wallets, electronic identification schemes and trust services;	ACTIVITY 8
NCSS	Art 4(2)	{Competent authority} Member States shall, without delay, notify the Commission, ACER, ENISA, the NIS Cooperation Group established pursuant to Article 14 of Directive (EU) 2022/2555 and the Electricity Coordination Group set up under Article 1 of Commission Decision of 15 November 2012 (17) and communicate to them the name and the contact details of their competent authority designated pursuant to paragraph 1 of this article and any subsequent changes thereto.	ACTIVITY 2
NCSS	Art 4(3)	{Competent authority} [..] The competent authority shall communicate the name, contact details, assigned tasks and any subsequent changes thereto of the authorities to whom a task has been delegated to the Commission, to ACER, to the Electricity Coordination Group, to ENISA and to the NIS Cooperation Group.	ACTIVITY 2

NCSS	Art 8(3)	{Terms and conditions or methodologies or plans} ACER shall consult ENISA before issuing an opinion on the proposals listed in Article 6(2).	ACTIVITY 2
NCSS	Art 9 (1)	{Consultation} TSOs, with the assistance of the ENTSO for Electricity, and in cooperation with the EU DSO entity shall consult stakeholders, including ACER, ENISA and the competent authority of each Member State, on the draft proposals for terms and conditions or methodologies listed in Article 6(2) and for plans referred to in Article 6(3). The consultation shall last for a period of not less than one month.	ACTIVITY 2
NCSS	Art 12 (1)	{Monitoring} [...] In carrying out this monitoring, ACER may cooperate with ENISA and request support from the ENTSO for Electricity and the EU DSO entity. ACER shall regularly inform the Electricity Coordination Group and the NIS Cooperation Group on the implementation of this Regulation.	ACTIVITY 2
NCSS	Art 12 (3)	{Monitoring} By 13 June 2025, ACER, in cooperation with ENISA and after consultation of the ENTSO for Electricity and the EU DSO entity, may issue guidance on the relevant information to be communicated to ACER for the monitoring purposes as well as the process and frequency for the collection, based on the performance indicators defined in accordance with paragraph 5.	ACTIVITY 2
NCSS	Art 12 (5)	{Monitoring} ACER in cooperation with ENISA and with the support of the ENTSO for Electricity and the EU DSO entity, shall issue non-binding performance indicators for the assessment of operational reliability that are related to cybersecurity aspects of cross-border electricity flows.	ACTIVITY 2
NCSS	Art 13 (1)	{Benchmarking} By 13 June 2025, ACER, in cooperation with ENISA, shall establish a non-binding cybersecurity benchmarking guide. […]	ACTIVITY 2
NCSS	Art 13 (5)	{Benchmarking} Without prejudice to the confidentiality requirements in Article 47 and to the need to protect the security of entities subject to the provisions of this Regulation, the benchmarking analysis referred in paragraphs 2 and 3 of this Article shall be shared with all NRAs, all competent authorities, ACER, ENISA and the Commission.	ACTIVITY 2
NCSS	Art 16 (1) n	{Cooperation between the ENTSO for Electricity and the EU DSO Entity} development of guidelines for the implementation of this Regulation in consultation with ACER and ENISA.	ACTIVITY 2
NCSS	Art 16 (3)	{Cooperation between the ENTSO for Electricity and the EU DSO Entity} The ENTSO for Electricity and the EU DSO entity shall regularly inform ACER, ENISA, the NIS Cooperation Group and the Electricity Coordination Group on the progress in implementing the Union-wide and regional cybersecurity risk assessments pursuant to Article 19 and Article 21.	ACTIVITY 2
NCSS	Art 17 (2)	{Cooperation between ACER and the competent authorities} The cooperation between ACER, ENISA and each competent authority may take the form of a cybersecurity risk monitoring body.	ACTIVITY 2
NCSS	Art 19 (5)	{Union-wide cybersecurity risk assessment} Within three months after receipt of ACER's opinion, the ENTSO for Electricity, in cooperation with the EU DSO entity shall notify the final Union-wide cybersecurity risk assessment report to ACER, the Commission, ENISA and the competent authorities.	ACTIVITY 2
NCSS	Art 34(1)	{Mapping matrix for electricity cybersecurity controls against standards} Within 7 months after submitting the first draft Union-wide cybersecurity risk assessment report pursuant to Article 19(4), the TSOs, with the assistance of the ENTSO for Electricity, and in cooperation with the EU DSO entity and in consultation with ENISA, shall develop a proposal for a matrix to map the controls set out in Article 28(1), points (a) and (b) against selected European and international standards as well as relevant technical specifications ('the mapping matrix').	ACTIVITY 2
NCSS	Art 34(3)	{Mapping matrix for electricity cybersecurity controls against standards} Within 6 months after drawing up each regional cybersecurity risk assessment report pursuant to Article 21(2), the TSOs, with the assistance of the ENTSO for Electricity, and in cooperation with the EU DSO Entity and in consultation with ENISA, shall propose an amendment to the competent authority for mapping matrix.	ACTIVITY 2

NCSS	Art 36(2)	{Guidance on use of European cybersecurity certification schemes for procurement of ICT products, ICT services and ICT processes} The TSOs, with the assistance of the ENTSO for Electricity, and in cooperation with the EU DSO entity shall closely cooperate with ENISA in providing the sector-specific guidance included in non-binding cybersecurity procurement recommendations pursuant to paragraph 1.	ACTIVITY 2
NCSS	Art 38(2)	{Each high-impact and critical-impact entity shall:establish, for all assets within its cybersecurity perimeter determined pursuant to Article 26(4) point (c), CSOC capabilities…} ENISA may issue non-binding guidance on establishing such capabilities or subcontracting the service to MSSPs, as part of the task defined in Article 6(2) of Regulation (EU) 2019/881.	ACTIVITY 2
NCSS	Art 41(1)	{Cybersecurity crisis management and response plans} Within 24 months after the notification to ACER of the Union-wide risk assessment report, ACER shall in close cooperation with ENISA, the ENTSO for Electricity, the EU DSO entity, CS-NCAs, competent authorities, RP-NCAs, the NRAs and the NIS national cyber crisis management authorities, develop a Union-level cybersecurity crisis management and response plan for the electricity sector.	ACTIVITY 2
NCSS	Art 42(1)	{Cybersecurity early alert capabilities for the electricity sector} The competent authorities shall cooperate with ENISA to develop Electricity Cybersecurity Early Alert Capabilities (ECEAC) as part as the assistance to Member States pursuant to Articles 6(2) and (7) of Regulation (EU) 2019/881.	ACTIVITY 2
NCSS	Art 42(2) c	{Cybersecurity early alert capabilities for the electricity sector} […] assess the information ENISA has access to for identifying cyber risk conditions and relevant indicators for aspects of cross-border electricity flows	ACTIVITY 2
NCSS	Art 47(7)	{Confidentiality of information} ACER, after consulting ENISA, all competent authorities, ENTSO for Electricity and the EU-DSO Entity, shall by 13 June 2025issue guidelines addressing mechanisms for all entities listed in Article 2(1) to exchange information, and in particular envisaged communication flows, and methods to anonymise and to aggregate information for the purpose of implementation of this Article.	ACTIVITY 2
NCSS	Art 43(5)	{Cybersecurity exercises at entity and Member State levels} By 31 December 2026, and every three years thereafter, the ENTSO for Electricity, in cooperation with the EU DSO entity, shall make available an exercise scenario template to perform the cybersecurity exercises at entity and Member State level referred to in paragraphs 1. This template shall take into account the results of the most recently performed cybersecurity risk assessment at entity and Member State levels and shall include key success criteria. The ENTSO for Electricity and the EU DSO entity shall involve ACER and ENISA in the development of such template.	ACTIVITY 3
NCSS	Art 44(2)	{Regional or cross regional cybersecurity exercises} ENISA shall support the ENTSO for Electricity and the EU DSO entity in the preparation and organisation of the cybersecurity exercise at regional or at cross-regional level.	ACTIVITY 3
NCSS	Art 44(6)	{Regional or cross regional cybersecurity exercises} The ENTSO for Electricity shall consult the Commission and may seek advice from ACER, ENISA and the Joint Research Centre on the organisation and execution of the regional and cross regional cybersecurity exercises.	ACTIVITY 3
NCSS	Art 45(2)	{Outcome of cybersecurity exercises at entity, Member State, regional or cross regional levels} The organisers of the cybersecurity exercises referred to in Article 43(1) and (2) and in Article 44(1), with the advice of ENISA if requested by them and pursuant to Article 7(5) of Regulation (EU) 2019/881, shall analyse and finalise the relevant cybersecurity exercise through a report summarising the lessons, addressed to all participants.	ACTIVITY 3
NCSS	Art 42(3)	{Cybersecurity early alert capabilities for the electricity sector} The CSIRTs shall disseminate the information received from ENISA to the entities concerned without delay, within their tasks defined in Article 11(3), point (b) of Directive (EU) 2022/2555.	ACTIVITY 4

NCSS	Art 42(4)	{Cybersecurity early alert capabilities for the electricity sector} ACER shall monitor the effectiveness of the ECEAC. ENISA shall assist ACER by providing all necessary information, pursuant to Articles 6(2) and 7(1) of Regulation (EU) 2019/881.	ACTIVITY 4
NCSS	Art 37(1)(g)	{Rules on information sharing} If a competent authority receives information related to a reportable cyber-attack, that competent authority: /…/ shall share with ENISA a summary report, after anonymisation and removal of business secrets, with the information of the cyber-attack.	ACTIVITY 5
NCSS	Art 37(2)(a)	{Rules on information sharing} If a CSIRT becomes aware of an unpatched actively exploited vulnerability, it shall: (a) share it with ENISA via an appropriate secure information exchange channel without delay, unless otherwise specified in other Union law;	ACTIVITY 5
NCSS	Art 37(8)	{Rules on information sharing} The TSOs, with the assistance of the ENTSO for Electricity, and in cooperation with the EU DSO entity shall develop a cyber-attack classification scale methodology by 13 June 2025. The TSOs, with the assistance of the ENTSO for Electricity and the EU DSO entity may request the competent authorities to consult ENISA and their competent authorities responsible for cybersecurity for assistance in the development of such classification scale.	ACTIVITY 5
NCSS	Art 37(11) (a)	{Feasibility study to assess the possibility and the financial costs necessary to develop a common tool enabling all entities to share information with relevant national authorities} The ENTSO for Electricity, in cooperation with the EU DSO entity, shall: /.../ consult ENISA and the NIS Cooperation Group, the national single points of contact and the representatives of main stakeholders when assessing the feasibility;	ACTIVITY 5
NIS2	Art 7(4)	{National cybersecurity strategy} Member States shall assess their national cybersecurity strategies on a regular basis and at least every five years on the basis of key performance indicators and, where necessary, update them. ENISA shall assist Member States, upon their request, in the development or the update of a national cybersecurity strategy and of key performance indicators for the assessment of that strategy, in order to align it with the requirements and obligations laid down in this Directive	ACTIVITY 1
NIS2	Art 18(1)*	{Report on the state of cybersecurity in the Union} ENISA shall adopt, in cooperation with the Commission and the Cooperation Group, a biennial report on the state of cybersecurity in the Union and shall submit and present that report to the European Parliament. The report shall, inter alia, be made available in machine readable data […]	ACTIVITY 1
NIS2	Art 18(1)d*	{Report on the state of cybersecurity in the Union} […] [The report shall, inter alia […] include] an aggregated assessment of the outcome of the peer reviews referred to in Article 19	ACTIVITY 1
NIS2	Art 18(1)e*	{Report on the state of cybersecurity in the Union} […] [The report shall, inter alia […] include] an aggregated assessment […] as of the extent to which the Member States' national cybersecurity strategies are aligned	ACTIVITY 1
NIS2	Art 18(2)*	{Report on the state of cybersecurity in the Union} The report shall include particular policy recommendations, with a view to addressing shortcomings and increasing the level of cybersecurity across the Union […]	ACTIVITY 1
NIS2	Art 18(3)	{Report on the state of cybersecurity in the Union} ENISA, in cooperation with the Commission, the Cooperation Group and the CSIRTs network, shall develop the methodology, including the relevant variables, such as quantitative and qualitative indicators, of the aggregated assessment referred to in paragraph 1, point (e).	ACTIVITY 1
NIS2	Art 19(1)	{Peer reviews} The Cooperation Group shall, by 17 January 2025, establish, with the assistance of the Commission and ENISA, and, where relevant, the CSIRTs network, the methodology and organisational aspects of peer reviews with a view to learning from shared experiences, strengthening mutual trust, achieving a high common level of cybersecurity, as well as enhancing Member States' cybersecurity capabilities and policies necessary to implement this Directive.	ACTIVITY 1
NIS2	Art 19(2)	{Peer reviews} /…/ The Commission and ENISA shall participate as observers in the peer reviews.	ACTIVITY 1

NIS2	Art 19(5)	{Peer reviews: self assessment} /…/ The Cooperation Group shall, with the assistance of the Commission and ENISA, lay down the methodology for the Member States' self-assessment.	ACTIVITY 1
NIS2	Art 19(6)	{Peer reviews: designated cybersecurity experts} /…/ The Cooperation Group, in cooperation with the Commission and ENISA, shall develop appropriate codes of conduct underpinning the working methods of designated cybersecurity experts.	ACTIVITY 1
NIS2	Art 14(4)q	{Cooperation Group} to establish the methodology and organisational aspects of the peer reviews referred to in Article 19(1), as well as to lay down the self-assessment methodology for Member States in accordance with Article 19(5), with the assistance of the Commission and ENISA, and, in cooperation with the Commission and ENISA, to develop codes of conduct underpinning the working methods of designated cybersecurity experts in accordance with Article 19(6);	ACTIVITY 1
NIS2	Art 19(8)	{Peer reviews} Member States shall ensure that any risk of conflict of interest concerning the designated cybersecurity experts is revealed to the other Member States, the Cooperation Group, the Commission and ENISA, before the commencement of the peer review. The Member State subject to the peer review may object to the designation of particular cybersecurity experts on duly substantiated grounds communicated to the designating Member State.	ACTIVITY 1
NIS2	Art 3(4)	{Essential and important entities} The Commission, with the assistance of the European Union Agency for Cybersecurity (ENISA), shall without undue delay provide guidelines and templates regarding the obligations laid down in this paragraph.	ACTIVITY 2
NIS2	Art 8(4)	{Competent authorities and single points of contact} Each single point of contact shall exercise a liaison function to ensure cross-border cooperation of its Member State's authorities with the relevant authorities of other Member States, and, where appropriate, with the Commission and ENISA, as well as to ensure cross-sectoral cooperation with other competent authorities within its Member State.	ACTIVITY 2
NIS2	Art 18(1)e*	{Report on the state of cybersecurity in the Union} […] [The report shall, inter alia […] include] an aggregated assessment of the level of maturity of cybersecurity capabilities and resources across the Union, including those at sector level […]	ACTIVITY 2
NIS2	Art 21(5)	{Cybersecurity risk-management measures} The Commission shall exchange advice and cooperate with the Cooperation Group and ENISA on the draft implementing acts in accordance with Article 14(4), point (e)	ACTIVITY 2
NIS2	Art 22(1)**	{Union level coordinated security risk assessments of critical supply chains} The Cooperation Group, in cooperation with the Commission and ENISA, may carry out coordinated security risk assessments of specific critical ICT services, ICT systems or ICT products supply chains, taking into account technical and, where relevant, non-technical risk factors	ACTIVITY 2
NIS2	Art 22(2)**	{Union level coordinated security risk assessments of critical supply chains} The Commission, after consulting the Cooperation Group and ENISA, and, where necessary, relevant stakeholders, shall identify the specific critical ICT services, ICT systems or ICT products that may be subject to the coordinated security risk assessment referred to in paragraph 1.	ACTIVITY 2
NIS2	Art 27(1)	{Registry of entities} ENISA shall create and maintain a registry of DNS service providers, TLD name registries, entities providing domain name registration services, cloud computing service providers, data centre service providers, content delivery network providers, managed service providers, managed security service providers, as well as providers of online marketplaces, of online search engines and of social networking services platforms, on the basis of the information received from the single points of contact in accordance with paragraph 4. Upon request, ENISA shall allow the competent authorities access to that registry, while ensuring that the confidentiality of information is protected where applicable.	ACTIVITY 2
NIS2	Art 27(4)	{Registry of entities} Upon receipt of the information referred to in paragraphs 2 and 3, except for that referred to in paragraph 2, point (f), the single point of contact of the Member State concerned shall, without undue delay, forward it to ENISA.	ACTIVITY 2
NIS2	Art 29(5)	{Cybersecurity information-sharing arrangements} ENISA shall provide assistance for the establishment of cybersecurity information-sharing arrangements referred to in paragraph 2 by exchanging best practices and providing guidance.	ACTIVITY 2

NIS2	Art 18(1)b*	{Report on the state of cybersecurity in the Union} […] [The report shall, inter alia […] include] an assessment of the development of cybersecurity capabilities in the public and private sectors across the Union	ACTIVITY 3
NIS2	Art 18(1)c*	{Report on the state of cybersecurity in the Union} […] [The report shall, inter alia […] include] an assessment of the general level of cybersecurity awareness and cyber hygiene among citizens and entities, including small and medium-sized enterprises	ACTIVITY 3
NIS2	Art 10(10)	{Computer security incident response teams (CSIRTs)} Member States may request the assistance of ENISA in developing their CSIRTs.	ACTIVITY 4
NIS2	Art 12(2)	{Coordinated vulnerability disclosure and a European vulnerability database} ENISA shall develop and maintain, after consulting the Cooperation Group, a European vulnerability database. To that end, ENISA shall establish and maintain the appropriate information systems, policies and procedures, and shall adopt the necessary technical and organisational measures to ensure the security and integrity of the European vulnerability database, with a view in particular to enabling entities, regardless of whether they fall within the scope of this Directive, and their suppliers of network and information systems, to disclose and register, on a voluntary basis, publicly known vulnerabilities in ICT products or ICT services. All stakeholders shall be provided access to the information about the vulnerabilities contained in the European vulnerability database. That database shall include: …	ACTIVITY 4
NIS2	Art 15(2)	{CSIRTs network} ENISA shall provide the secretariat and shall actively provide assistance for the cooperation among the CSIRTs	ACTIVITY 4
NIS2	Art 16(2)	{European cyber crisis liaison organisation network (EU-CyCLONe)} ENISA shall provide the secretariat of EU-CyCLONe and support the secure exchange of information as well as provide necessary tools to support cooperation between Member States ensuring secure exchange of information	ACTIVITY 4
NIS2	Art 14(3)	{Cooperation Group} The Cooperation Group shall be composed of representatives of Member States, the Commission and ENISA.	ACTIVITY 4
NIS2	Art 18(1)a*	{Report on the state of cybersecurity in the Union} […] [The report shall, inter alia […] include] a Union-level cybersecurity risk assessment, taking account of the cyber threat landscape;	ACTIVITY 5
NIS2	Art 18(2)*	{Report on the state of cybersecurity in the Union} The report shall include […] a summary of the findings for the particular period from the EU Cybersecurity Technical Situation Reports on incidents and cyber threats prepared by ENISA in accordance with Article 7(6) of Regulation (EU) 2019/881	ACTIVITY 5
NIS2	Art 23(6)	{Reporting obligations} Where appropriate, and in particular where the significant incident concerns two or more Member States, the CSIRT, the competent authority or the single point of contact shall inform, without undue delay, the other affected Member States and ENISA of the significant incident /…/	ACTIVITY 5
NIS2	Art 23(9)	{Reporting obligations} The single point of contact shall submit to ENISA every three months a summary report, including anonymised and aggregated data on significant incidents, incidents, cyber threats and near misses notified in accordance with paragraph 1 of this Article and with Article 30. In order to contribute to the provision of comparable information, ENISA may adopt technical guidance on the parameters of the information to be included in the summary report. ENISA shall inform the Cooperation Group and the CSIRTs network about its findings on notifications received every six months.	ACTIVITY 5
NIS2	Art 37(1)	{Mutual assistance} [..]Before refusing such a request, the competent authority shall consult the other competent authorities concerned as well as, upon the request of one of the Member States concerned, the Commission and ENISA.	ACTIVITY 6
NIS2	Art 24(3)	{Use of European cybersecurity certification schemes} Where no appropriate European cybersecurity certification scheme for the purposes of paragraph 2 of this Article is available, the Commission may, after consulting the Cooperation Group and the European Cybersecurity Certification Group, request ENISA to prepare a candidate scheme pursuant to Article 48(2) of Regulation (EU) 2019/881.	ACTIVITY 7
NIS2	Art 22(1)**	{Union level coordinated security risk assessments of critical supply chains} The Cooperation Group, in cooperation with the Commission and ENISA, may carry out coordinated security risk assessments of specific critical ICT services, ICT systems or ICT products supply chains, taking into account technical and, where relevant, non-technical risk factors	ACTIVITY 8

NIS2	Art 22(2)**	{Union level coordinated security risk assessments of critical supply chains} The Commission, after consulting the Cooperation Group and ENISA, and, where necessary, relevant stakeholders, shall identify the specific critical ICT services, ICT systems or ICT products that may be subject to the coordinated security risk assessment referred to in paragraph 1.	ACTIVITY 8
NIS2	Art 25(2)	{Standardisation: technical specifications relevant to the security of network and information systems} ENISA, in cooperation with Member States, and, where appropriate, after consulting relevant stakeholders, shall draw up advice and guidelines regarding the technical areas to be considered in relation to paragraph 1 as well as regarding already existing standards, including national standards, which would allow for those areas to be covered.	ACTIVITY 8
REU	Art 21(8)*	{Reporting obligations} […] The summary report shall constitute an input to the biennial report on the state of cybersecurity in the Union adopted pursuant to Article 18 of Directive (EU) 2022/2555.	ACTIVITY 1
REU	Art 13(7)	{CERT-EU mission and tasks} CERT-EU shall organise and may participate in cybersecurity exercises or recommend participation in existing exercises, where applicable in close cooperation with ENISA, to test the level of cybersecurity of the Union entities.	ACTIVITY 3
REU	Art 13(5)	{CERT-EU mission and tasks} Within its competence, CERT-EU shall engage in structured cooperation with ENISA on capacity building, operational cooperation and long-term strategic analyses of cyber threats in accordance with Regulation (EU) 2019/881	ACTIVITY 4
REU	Art 22(2)	{Incident response coordination and cooperation} CERT-EU, where relevant in close cooperation with ENISA, shall facilitate coordination among Union entities on incident response /…/	ACTIVITY 4
REU	Art 23(1)	{Management of major incidents} In order to support at operational level the coordinated management of major incidents affecting Union entities and to contribute to the regular exchange of relevant information among Union entities and with Member States, the IICB shall, pursuant to Article 11, point (q), establish a cyber crisis management plan based on the activities referred to in Article 22(2), in close cooperation with CERT-EU and ENISA.	ACTIVITY 4
REU	Art 13(3)e	{CERT-EU mission and tasks} CERT-EU shall carry out the following tasks to assist the Union entities:: /…/ contribute to the Union cyber situational awareness in close cooperation with ENISA;	ACTIVITY 5
REU	Art 21(8)*	{Reporting obligations} CERT-EU shall submit to the IICB, ENISA, the EU INTCEN and the CSIRTs network, every three months, a summary report including anonymised and aggregated data on significant incidents, incidents, cyber threats, near misses and vulnerabilities pursuant to Article 20 and significant incidents notified pursuant to paragraph 2 of this Article […]	ACTIVITY 5
REU	Art 22	{Incident response coordination and cooperation} CERT-EU, in close cooperation with ENISA, shall support Union entities regarding situational awareness of incidents, cyber threats, vulnerabilities and near misses as well as sharing relevant developments in the field of cybersecurity.	ACTIVITY 5
REU	Art 5(1)	{Implementation of measures} By 8 September 2024, the Interinstitutional Cybersecurity Board established pursuant to Article 10 shall, after consulting the European Union Agency for Cybersecurity (ENISA) and after receiving guidance from CERT-EU, issue guidelines to Union entities for the purpose of carrying out an initial cybersecurity review and establishing an internal cybersecurity risk-management, governance and control framework pursuant to Article 6, carrying out cybersecurity maturity assessments pursuant to Article 7, taking cybersecurity risk-management measures pursuant to Article 8, and adopting the cybersecurity plan pursuant to Article 9	EDO
REU	Art 11(o)	{Tasks of the IICB} When exercising its responsibilities, the IICB shall, in particular: /…/ facilitate the establishment of an informal group of local cybersecurity officers of Union entities, supported by ENISA, with the aim of exchanging best practices and information in relation to the implementation of this Regulation;	EDO

CSA: Cybersecurity Act - REGULATION (EU) 2019/881 (https://eur-lex.europa.eu/legal-content/EN/TXT/HTML/?uri=CELEX:32019R0881)

NIS2: Directive on measures for a high common level of cybersecurity across the Union - DIRECTIVE (EU) 2022/2555 (https://eur-lex.europa.eu/eli/dir/2022/2555)

CRA: Cyber Resilience Act - Regulation on horizontal cybersecurity requirements for products with digital elements - REGULATION (EU) 2024/XXXX (https://www.europarl.europa.eu/doceo/document/TA-9-2024-0130_EN.html) NB! NOT OFFICIAL JOURNAL VERSION!

CSOA: Cybersolidarity Act - Regulation of the European Parliament and of the Council laying down measures to strengthen solidarity and capacities in the Union to detect, prepare for and respond to cybersecurity threats and incidents - REGULATION (EU) 2024/XXXX (https://www.europarl.europa.eu/doceo/document/TA-9-2024-0355_EN.pdf) NB! NOT OFFICIAL JOURNAL VERSION! Numeration of articles not yet fnal!

DEP: Digital Europe Programme - Regulation (EU) 2021/694 of the European Parliament and of the Council of 29 April 2021 establishing the Digital Europe Programme and repealing Decision (EU) 2015/2240 (Text with EEA relevance)

ECCC: Regulation establishing the European Cybersecurity Industrial, Technology and Research Competence Centre and the Network of National Coordination Centres - REGULATION (EU) 2021/887 (https://eur-lex.europa.eu/legal-content/EN/TXT/HTML/?uri=CELEX:32021R0887)

REU: Regulation laying down measures for a high common level of cybersecurity at the institutions, bodies, offices and agencies of the Union - REGULATION (EU, Euratom) 2023/2841 (https://eur-lex.europa.eu/legal-content/EN/TXT/HTML/?uri=OJ:L_202302841)

AIA: AI Act - Regulation laying down harmonised rules on artifitial intelligence and amending certain union legislative acts - REGULATION (EU) 2024/XXXX (https://data.consilium.europa.eu/doc/document/PE-24-2024-INIT/en/pdf) NB! NOT OFFICIAL JOURNAL VERSION!

DORA: Regulation on digital operational resilience for the financial sector - REGULATION (EU) 2022/2554 (https://eur-lex.europa.eu/legal-content/EN/TXT/HTML/?uri=CELEX:32022R2554)

NCSS: Commission Delegated Regulation (EU) 2024/1366 - Electricity Network Code (https://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=OJ:L_202401366)

eIDAS 2: Regulation (EU) 2024/1183 amending Regulation (EU) No 910/2014 as regards establishing the European Digital Identity Framework (https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=celex%3A32024R1183)

DGA: Data Governance Act: Regulation (EU) 2022/868 of the European Parliament and of the Council of 30 May 2022 on European data governance and amending Regulation (EU) 2018/1724 (https://eur-lex.europa.eu/eli/reg/2022/868/oj) electricity flows

* - denotes responsible for only part of a legal provision

** - denotes shared responsibility of a same legal provision

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ABOUT ENISA

The European Union Agency for Cybersecurity (ENISA) has been working to make Europe cyber secure since 2004. ENISA works with the EU, its member states, the private sector and Europe's citizens to develop advice and recommendations on good practice in information security. It assists EU member states in implementing relevant EU legislation and works to improve the resilience of Europe's critical information infrastructure and networks. ENISA seeks to enhance existing expertise in EU member states by supporting the development of cross-border communities committed to improving network and information security throughout the EU. Since 2019, it has been drawing up cybersecurity certification schemes. More information about ENISA and its work can be found at www.enisa.europa.eu.

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European Union Agency for Cybersecurity

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Draft Statement of Estimates 2026 (Budget 2026)

European Union Agency for Cybersecurity

CONTENTS

1. GENERAL INTRODUCTION

Explanatory statement

Legal Basis:

1. Regulation (EU) 2019/881 of the European Parliament and of the Council of 17 April 2019 on ENISA (the European Union Agency for Cybersecurity)

Reference acts

1. Impact assesment submitted by the Commission on 13 September 2017, on ENISA, the 'EU Cybersecurity Agency', as part of the draft 'Cybersecurity Act' (COM(2017) 477 final)
2. ENISA Financial Rules adopted by the Management Board on 15 October 2019

2. JUSTIFICATION OF MAIN HEADINGS

2.1 Revenue in 2026

The 2026 total revenue amounts to € 26930186 and consists of a subsidy of € 26213532 from the General Budget of the European Union and EFTA countries' contributions € 716654
Subsidy from the Greek Government for the rent of the offices of ENISA in Greece is no longer available as rent is directly covered by Greece
On 21 December 2023 the Contribution Agreement between DG CONNECT and ENISA was signed with the purpose to provide ENISA with financial contribution to implement the 'Preparedness and Incident Response Support for Key Sectors' action under the Digital Europe Programme (DEP) which grants ENISA a total of € 20.000.000 for implementation of agreed actions during the period 2024-2026. Amount of € 16.000.000 has been received in February 2024 as the first instalment.
On 9 December 2024 the Contribution Agreement between DG CONNECT and ENISA was signed with the purpose to provide ENISA with financial contribution to conduct a feasibility study on single reporting platform under the Cyber Resilience Act that will inform the future steps of the platform development which grants ENISA a total of € 400.000 for implementation of agreed actions up to 31/07/2026.
On 19 December 2024 the Contribution Agreement between DG CONNECT and ENISA was signed with the purpose to provide ENISA with financial contribution to implement the 'Incident and Vulnerability Response Support and Reporting' action under the Digital Europe Programme (DEP) which grants ENISA a total of € 15.000.000 for implementation of agreed actions during the period 2025-2027.
ENISA has signed a few SLAs with other EU Agencies for provision of services where revenue is expected to reach around € 170.000.

2.2 Expenditure in 2026

The total forecasted expenditure is in balance with the total forecasted revenue.

Title 1 - Staff

The estimate of Title 1 costs is based on the Establishment Plan for 2026, which contains 83 Temporary Agent posts.

Total expenditure under Title 1 amounts to	€	15.506.062

Title 2 - Buildings, equipment and miscellaneous operating expenditure

Total expenditure under Title 2 amounts to	€	4.319.224

Title 3 - Operational expenditure

Operational expenditure is mainly related to the implementation of		
Work Programme 2026 and amounts to	€	7.104.900

Title 4 - Externally funded activities

Expenditure under Title 4 amounts to		p.m.

3. STATEMENT OF REVENUE 2026

Title	Heading	Voted Appropriations 2024 €	Amended Budget 2024 €	Voted Appropriations 2025 €	Draft Appropriations 2026 €	Remarks - budget 2026
1	EUROPEAN COMMUNITIES SUBSIDY	24.953.071	25.336.397	25.716.933	26.213.532	Total subsidy of the European Communities
2	THIRD COUNTRIES CONTRIBUTION	883.404	883.404	713.309	716.654	Contributions from Third Countries.
3	OTHER CONTRIBUTIONS	0	16.000.000	p.m.	p.m.	Contribution Agreement of 21/12/2023 between DG CONNECT and ENISA under the Digital Europe Programme (DEP). Contribution Agreement for CRA single reporting platform currently at draft stage.
4	ADMINISTRATIVE OPERATIONS	0	p.m.	p.m.	p.m.	Other expected income from other operations including under SLAs with other EU Agencies.
	GRAND TOTAL	**25.836.475**	**42.219.801**	**26.430.242**	**26.930.186**	

Article Item	Heading	Voted Appropriations 2024 €	Amended Appropriations 2024 €	Voted Appropriations 2025 €	Draft Appropriations 2026 €	Remarks - budget 2026
1	EUROPEAN COMMUNITIES SUBSIDY					
10	EUROPEAN COMMUNITIES SUBSIDY					
100	*European Communities subsidy*	24.953.071	25.336.397	25.716.933	26.213.532	Regulation (EU) N° 526/2013 establishing an European Union Agency for Network and Information Security.
100	*European Communities subsidy - Expansion of Activities 3, 4, 5*	n/a	n/a	n/a	n/a	*As per Letter of intent between DG CONNECT and ENISA on the provision of support to Member States to further mitigate the risks of large scale cybersecurity incidents in the short term, dated 20 July 2022, ref. Ares(2022)5473716 - 29/07/2022*
	CHAPTER 10	24.953.071	25.336.397	25.716.933	26.213.532	
	TITLE 1	**24.953.071**	**25.336.397**	**25.716.933**	**26.213.532**	
2	THIRD COUNTRIES CONTRIBUTION					
20	THIRD COUNTRIES CONTRIBUTION					
200	*Third Countries contribution*	883.404	883.404	713.309	716.654	Contributions from Associated Countries.
	CHAPTER 2 0	883.404	883.404	713.309	716.654	
	TITLE 2	**883.404**	**883.404**	**713.309**	**716.654**	
3	OTHER CONTRIBUTIONS					
30	OTHER CONTRIBUTIONS					
300	*External funding under Contribution Agreement*	n/a	16.000.000	p.m.	p.m.	Contribution Agreement of 21/12/2023 between DG CONNECT and ENISA under the Digital Europe Programme (DEP). Contribution Agreement for CRA single reporting platform currently at draft stage.
	CHAPTER 30	n/a	16.000.000	p.m.	p.m.	
	TITLE 3	**n/a**	**16.000.000**	**p.m.**	**p.m.**	
4	ADMINISTRATIVE OPERATIONS					
40	ADMINISTRATIVE OPERATIONS					
400	*Administrative Operations*	p.m.	p.m.	p.m.	p.m.	Revenue from administrative operations including SLAs with other EU Agencies. Estimated amount for the year shall be € 169804 *
	CHAPTER 40	p.m.	p.m.	p.m.	p.m.	* Assigned revenue may be included in the estimate of revenue and expenditure only for the amounts that are certain at the date of the establishment of the estimate (Art. 20(7) of the FFR)
	TITLE 4	**p.m.**	**p.m.**	**p.m.**	**p.m.**	
	GRAND TOTAL	**25.836.475**	**42.219.801**	**26.430.242**	**26.930.186**	

4. STATEMENT OF EXPENDITURE 2026

Title	Heading	Voted Appropriations 2024 €	Amended Appropriations 2024 €	Voted Appropriations 2025 €	Draft Appropriations 2026 €	Remarks - budget 2026
1	STAFF	14.739.106	14.809.106	15.271.440	15.506.062	Total funding for covering personnel costs.
2	BUILDINGS, EQUIPMENT AND MISCELLANEOUS OPERATING EXPENDITURE	3.666.898	3.671.144	4.159.348	4.319.224	Total funding for covering general administrative costs.

3	**OPERATIONAL EXPENDITURE**		**7.430.471**	**7.739.551**	**6.999.454**	**7.104.900**	Total funding for operational expenditures.
4	**EXTERNALLY FUNDED ACTIVITIES**		**n/a**	**16.000.000**	**p.m.**	**p.m.**	Total external funding such as contribution agreements and SLAs.
		GRAND TOTAL	**25.836.475**	**42.219.801**	**26.430.242**	**26.930.186**	
1	**STAFF**						
11	**STAFF IN ACTIVE EMPLOYMENT**						
110	***Staff holding a post provided for in the establishment plan***						
1100	Basic salaries		9.877.711	9.877.711	10.314.300	10.446.692	Staff Regulations applicable to officials of the European Communities and in particular Articles 62 and 66 thereof. This appropriation is intended to cover salaries, allowances and employee contributions on salaries of permanent officials and Temporary Agents (TA).
		Article 1 1 0	9.877.711	9.877.711	10.314.300	10.446.692	
111	***Other staff***						
1110	Contract Agents		2.507.984	2.507.984	2.428.441	2.554.091	Conditions of employment of other servants of the European Communities and in particular Article 3 and Title III thereof. This appropriation is intended to cover salaries, allowances and employee contributions on salaries of Contract Agents (CA).
1113	Seconded National Experts (SNEs)		672.621	672.621	814.031	924.079	This appropriation is intended to cover basic salaries and all benefits of SNEs.
		Article 1 1 1	3.180.605	3.180.605	3.242.472	3.478.170	
		CHAPTER 11	**13.058.316**	**13.058.316**	**13.556.771**	**13.924.862**	
12	**RECRUITMENT/DEPARTURE EXPENDITURE**						
120	***Expenditure related to recruitment***						
1201	Recruitment and Departure expenditure		517.889	517.889	508.469	200.000	This appropriation is intended to cover the travel expenses of staff (including members of their families), the installation allowances for staff obliged to change residence after taking up their duty, the removal costs of staff obliged to change residence after taking up duty, the costs of daily subsistance allowances as per Staff Regulations applicable to officials of the European Communities (SR) and in particular Articles 20 and 71 thereof and Articles 5, 6, 7, 9, 10 of Annex VII thereto, as well as Articles 25 and 67 of the Conditions of Employment of other Servants. This appropriation is intended to cover expenditure related to recruitment, e.g. incurred for interviewing candidates, external selection committee members, screening applications and other related costs.
		Article 1 2 0	517.889	517.889	508.469	200.000	
		CHAPTER 1 2	**517.889**	**517.889**	**508.469**	**200.000**	

13	**SOCIO-MEDICAL SERVICES AND TRAINING**						
132	***Staff Development***						
1320	Staff Development		447.501	447.501	450.000	465.000	This appropriation is intended to cover the costs of language and other training needs as well as teambuilding and other staff development activities.
		Article 1 3 2	447.501	447.501	450.000	465.000	
133	***Staff Welfare***						
1332	Staff Welfare		307.000	377.000	238.200	288.200	This appropriation is intended to cover staff welfare measures such as the subsidy for the functioning of the School of European Education of Heraklion and other expenditure relevant to schooling & education of children of the Agency staff, health related activities to promote well-being of staff, other activities related to internal events, other welfare measures. This appropriation is also intended to cover the costs of annual medical visits and inspections, occupational doctor services as well as pre-recruitment medical costs and other costs related to medical services.
		Article 1 3 3	307.000	37.700	238.200	288.200	
		CHAPTER 1 3	**754.501**	**824.501**	**688.200**	**753.200**	
14	**TEMPORARY ASSISTANCE**						
142	***Temporary Assistance***						
1420	External Temporary Staffing		408.400	408.400	518.000	528.000	This appropriation is intended to cover the costs of temporary assistance (trainees and interim services).
		Article 1 4 2	408.400	408.400	518.000	528.000	
		CHAPTER 1 4	**408.400**	**408.400**	**518.000**	**528.000**	
15	**External services in HR area**						
150	***External services in HR area***						
1500	External services in HR area		n/a	n/a	n/a	100.000	This appropriation is intended to cover the costs of external services in HR area such as (but not limited to) consultancy on competencies framework, support on reorganisation matters, annual staff satisfaction survey, consultancy on new HR tools, services provided by the EC including PMO, IDOC, etc.
		Article 1 5 0	n/a	n/a	n/a	100.000	
		CHAPTER 1 5	**n/a**	**n/a**	**n/a**	**100.000**	
		Total Title 1	**14.739.106**	**14.809.106**	**15.271.440**	**15.506.062**	
2	**BUILDINGS, EQUIPMENT AND MISCELLANEOUS OPERATING EXPENDITURE**						
20	**BUILDINGS AND ASSOCIATED COSTS**						
200	**Buildings and associated costs**						
2001	Building costs		1.000.719	1.004.965	1.081.300	1.292.360	This appropriation is intended to cover various building related costs including the payment of rent for buildings or parts of buildings occupied by the Agency and the hiring of parking spaces, utilities and insurance of the premises of the Agency, cleaning and maintenance of the premises used by the Agency, fitting-out of the premises and repairs in the buildings, costs of building surveillance as well as purchases and maintenance cost of equipment related to security and safety of the building and the staff, expenditure of acquiring technical equipment, as well as maintenance and services related to it, and other costs such as for example market survey costs for rent of buildings, costs of moving to and/or establishing new premises of the Agency and other handling costs.
		Article 2 0 0	1.000.719	1.004.965	1.081.300	1.292.360	
		CHAPTER 2 0	**1.000.719**	**1.004.965**	**1.081.300**	**1.292.360**	
22	**CURRENT CORPORATE AND ADMINISTRATIVE EXPENDITURE**						

222	***Consultancy and other outsourced services***						
2220	Consultancy and other outsourced services (incl. legal services)		438.125	438.125	612.000	352.000	This appropriation is intended to cover expenditure of contracting consultants linked to administrative support services and horizontal tasks, e.g. financial, accounting, internal controls, legal consultancy, advisory, audit, external evaluation, strategic consultancy, etc.
		Article 2 2 2	438.125	438.125	612.000	352.000	
223	***Corporate and Administrative Expenditures***						
2230	Corporate and Administrative Expenditures		78.000	78.000	75.000	78.374	This appropriation is intended to cover corporate and administrative expenditure such as the costs of purchasing, leasing, and repairs of furniture, the costs of maintenance and repairs of transport equipment as well as insurance and fuel, the purchase of publications and subscriptions to information services necessary for the work of the Agency, including books and other publications, newspapers, periodicals, official journals and subscriptions, the costs of office stationery and the purchase of office kitchen consumables, post office and special courrier costs, bank charges, interest paid and other financial and banking costs and other costs of corporate administrative nature.
		Article 2 2 3	78.000	78.000	75.000	78.374	
		CHAPTER 2 2	**516.125**	**516.125**	**687.000**	**430.374**	
23	**ICT**						
231	***Core and Corporate ICT expenditure***						
2312	Core and corporate ICT costs		2.150.054	2.150.054	2.391.048	2.596.490	This appropriation is intended to cover core and corporate ICT costs including recurrent corporate ICT costs (including support and consulting services) as well as new investments and one-off projects for hardware, software, services and maintenance as well as ENISA website and portals support and corporate cybersecurity aspects.
		Article 2 3 1	2.150.054	2.150.054	2.391.048	2.596.490	
		CHAPTER 2 3	**2.150.054**	**2.150.054**	**2.391.048**	**2.596.490**	
		Total Title 2	**3.666.898**	**3.671.144**	**4.159.348**	**4.319.224**	
3	**OPERATIONAL EXPENDITURE**						
30	**ACTIVITIES RELATED TO OUTREACH AND MEETINGS**						
300	***Outreach, meetings and representation expenses***						
3001	Outreach, meetings, translations and representation expenses		387.000	402.780	768.800	696.200	This appropriation is intended to cover costs of outreach activities (communications, stakeholders' management, publication and translations), meetings of statutory bodies (i.e. MB, AG, NLOs, and meetings with other stakeholders) and other representation costs. It also covers mission costs for the ED, COO, ACOO as well as missions related to the implementation of Activities 9-11 as defined in the SPD 2026-2028 mainly covering horizontal tasks and other administrative services.
3002	Operational missions		n/a	n/a	512.200	454.200	This appropriation is intended to cover costs of operational missions related to the implementation of Activities 1-8 as defined in the SPD 2025-2027 related to performing operational tasks.
3003	Large scale operational events		n/a	n/a	255.000	205.000	This appropriation is intended to cover costs of large scale operational events (>50 participants) related to the implementation of Activities 1-8 as defined in the SPD 2026-2028 related to performing operational tasks.
		Article 3 0 0	387.000	402.780	1.536.000	1.355.400	
		CHAPTER 3 0	**387.000**	**402.780**	**1.536.000**	**1.355.400**	
36	**CORE OPERATIONAL ACTIVITIES**						
361	***Activity 1***						
3610	Activity 1 - Support for policy monitoring and development		n/a	n/a	294.037	312.500	This appropriation is intended to cover direct operational costs relevant to the Activity 1 (including operational ICT).
		Article 3 6 1	n/a	n/a	294.037	312.500	
362	***Activity 2***						
3620	Activity 2 - Cybersecurity and resilience of critical sectors		n/a	n/a	331.024	425.000	This appropriation is intended to cover direct operational costs relevant to the Activity 2 (including operational ICT).
		Article 3 6 2	n/a	n/a	331.024	425.000	
363	***Activity 3***						
3630	Activity 3 - Capacity building		n/a	n/a	691.409	680.000	This appropriation is intended to cover direct operational costs relevant to the Activity 3 (including operational ICT and mission costs).
		Article 3 6 3	n/a	n/a	691.409	680.000	

364	***Activity 4***					
3640	Activity 4 - Enabling operational cooperation	n/a	n/a	1.537.091	1.515.000	This appropriation is intended to cover direct operational costs relevant to the Activity 4 (including operational ICT).
	Article 3 6 4	n/a	n/a	1.537.091	1.515.000	
365	***Activity 5***					
3650	Activity 5 - Provide effective operational cooperation through situational awareness	n/a	n/a	1.476.118	1.485.000	This appropriation is intended to cover direct operational costs relevant to the Activity 5 (including operational ICT).
	Article 3 6 5	n/a	n/a	1.476.118	1.485.000	
366	***Activity 6***					
3660	Activity 6 - Provide services for operational assistance and support	n/a	n/a	p.m.	p.m.	This appropriation is intended to cover direct operational costs relevant to the Activity 6 (including operational ICT).
	Article 3 6 6	n/a	n/a	p.m.	p.m.	
367	***Activity 7***					
3670	Activity 7 - Development and maintenance of EU cybersecurity certification framework	n/a	n/a	570.089	701.000	This appropriation is intended to cover direct operational costs relevant to the Activity 7 (including operational ICT).
	Article 3 6 7	n/a	n/a	570.089	701.000	
368	***Activity 8***					
3680	Activity 8 - Supporting European cybersecurity market, research & development and industry	n/a	n/a	563.687	631.000	This appropriation is intended to cover direct operational costs relevant to the Activity 8 (including operational ICT).
	Article 3 6 8	n/a	n/a	563.687	631.000	
	CHAPTER 3 6	**n/a**	**n/a**	**5.463.454**	**5.749.500**	

37	CORE OPERATIONAL ACTIVITIES					
371	***Activity 1 - Providing assistance on policy development***					
3710	Activity 1 - Providing assistance on policy development	357.135	357.135	n/a	n/a	*As from 2025, whereas the operational activities have been streamlined, this budget line in not used anymore*
	Article 3 7 1	357.135	357.135	n/a	n/a	
372	***Activity 2 - Supporting implementation of Union policy and law***					
3720	Activity 2 - Supporting implementation of Union policy and law	720.268	820.268	n/a	n/a	*As from 2025, whereas the operational activities have been streamlined, this budget line in not used anymore*
	Article 3 7 2	720.268	820.268	n/a	n/a	
373	***Activity 3 - Capacity building***					
3730	Activity 3 - Capacity building	1.236.591	1.336.591	n/a	n/a	*As from 2025, whereas the operational activities have been streamlined, this budget line in not used anymore*
	Article 3 7 3	1.236.591	1.336.591	n/a	n/a	
374	***Activity 4 - Enabling operational cooperation***					
3740	Activity 4 - Enabling operational cooperation	1.776.494	1.801.494	n/a	n/a	*As from 2025, whereas the operational activities have been streamlined, this budget line in not used anymore*
	Article 3 7 4	1.776.494	1.801.494	n/a	n/a	
375	***Activity 5 - Contribute to cooperative response at Union and Member States level***					
3750	Activity 5 - Contribute to cooperative response at Union and Member States level	867.459	892.459	n/a	n/a	*As from 2025, whereas the operational activities have been streamlined, this budget line in not used anymore*
	Article 3 7 5	867.459	892.459	n/a	n/a	
376	***Activity 6 - Development and maintenance of EU cybersecurity certification framework***					
3760	Activity 6 - Development and maintenance of EU cybersecurity certification framework	571.896	571.896	n/a	n/a	*As from 2025, whereas the operational activities have been streamlined, this budget line in not used anymore*
	Article 3 7 6	571.896	571.896	n/a	n/a	
377	***Activity 7 - Supporting European cybersecurity market and industry***					
3770	Activity 7 - Supporting European cybersecurity market and industry	266.666	266.666	n/a	n/a	*As from 2025, whereas the operational activities have been streamlined, this budget line in not used anymore*
	Article 3 7 7	266.666	266.666	n/a	n/a	
378	***Activity 8 - Knowledge on emerging cybersecurity challenges and opportunities***					
3780	Activity 8 - Knowledge on emerging cybersecurity challenges and opportunities	711.646	754.946	n/a	n/a	*As from 2025, whereas the operational activities have been streamlined, this budget line in not used anymore*
	Article 3 7 8	711.646	754.946	n/a	n/a	
379	***Activity 9 - Outreach and education***					
3790	Activity 9 - Outreach and education	409.315	409.315	n/a	n/a	*As from 2025, whereas the operational activities have been streamlined, this budget line in not used anymore*
	Article 3 7 9	409.315	409.315	n/a	n/a	
370	***Activity 10 - Advise on Research and Innovation Needs and priorities***					
3700	Activity 10 - Advise on Research and Innovation Needs and priorities	126.000	126.000	n/a	n/a	*As from 2025, whereas the operational activities have been streamlined, this budget line in not used anymore*
	Article 3 7 0	126.000	126.000	n/a	n/a	
	CHAPTER 3 7	**7.043.471**	**7.336.771**	**n/a**	**n/a**	
38	CORE OPERATIONAL ACTIVITIES - ASSISTANCE FUNDS					
380	***Supplement to Activities 3, 4 and 5 - Providing assistance to Member States***					
3800	Supplement to Activities 3, 4 and 5 - Providing assistance to Member States by providing “ex-ante” and “ex-post” services	n/a	n/a	n/a	n/a	This appropriation is intended to cover direct operational costs relevant to the activities implemented according to Letter of Intent (including operational ICT and mission costs).
	Article 3 8 0	n/a	n/a	n/a	n/a	
	CHAPTER 3 8	**n/a**	**n/a**	**n/a**	**n/a**	
	TITLE 3	**7.430.471**	**7.739.551**	**6.999.454**	**7.104.900**	

4	**EXTERNALLY FUNDED ACTIVITIES ***					* The appropriations corresponding to assigned revenue shall be made available automatically, both as commitment appropriations and as payment appropriations, when the revenue has been received by the Union body (Art. 21(2) of the FFR)
40	**ACTIVITIES RELATED TO EXTERNALLY FUNDED PROJECTS**					
400	***Implementation of externally EU funded projects***					
4000	Activities related to the Contribution Agreement under DEP	n/a	16.000.000	p.m.	p.m.	This appropriation is intended to cover costs of implementation of activities under the Contribution Agreement of 21/12/2023 between DG CONNECT and ENISA with the purpose to implement the 'Preparedness and Incident Response Support for Key Sectors' action under the Digital Europe Programme (DEP). This Contribution Agreement covers Support Action ex-ante/ex-post and SitCen (2024-2026).
4001	Operational activities related to the implementation of SLAs	n/a	p.m.	n/a	p.m.	This appropriation is intended to cover costs of implementation of operational activities under the SLAs between ENISA and other EU Agencies.
4002	Administrative activities related to the implementation of SLAs	n/a	p.m.	n/a	p.m.	This appropriation is intended to cover costs of implementation of administrative activities under the SLAs between ENISA and other EU Agencies.
4003	Activities related to the Contribution Agreement for CRA	n/a	p.m.	p.m.	p.m.	This appropriation is intended to cover costs of implementation of activities under the Contribution Agreement of 09/12/2024 between DG CONNECT and ENISA with the purpose to conduct a feasibility study on single reporting platform under the Cyber Resilience Act with an estimated amount of EUR 400 000 which shall be implemented up to 31/07/2026.
4004	Activities related to the Contribution Agreement for Support Action, SitCen, and CRA-SRP	n/a	p.m.	p.m.	p.m.	This appropriation is intended to cover costs of implementation of activities under the Contribution Agreement of 19/12/2024 between DG CONNECT and ENISA with the purpose to implement the 'Incident and Vulnerability Response Support and Reporting' action under the Digital Europe Programme (DEP). This Contribution Agreement covers Support Action incident response services, CRA SRP establishment and SitCen (2025-2027).
4005	Activities related to the Contribution Agreement for Cyber Reserve and SitCen	n/a	p.m.	p.m.	p.m.	This appropriation is intended to cover costs of implementation of activities under the Contribution Agreement for Cyber Reserve and SitCen which is currently in draft stage. This Contribution Agreement covers Cyber Reserve and SitCen (might span multiple years).
4006	Activities related to the Contribution Agreement for CRA SRP	n/a	p.m.	p.m.	p.m.	This appropriation is intended to cover costs of implementation of activities under the Contribution Agreement for CRA SRP which is currently in draft stage. This Contribution Agreement covers CRA SRP operation (might span multiple years).
	Article 4 0 0	n/a	16.000.000	p.m.	p.m.	
	CHAPTER 4 0	**n/a**	**16.000.000**	**p.m.**	**p.m.**	
	TITLE 4	**n/a**	**16.000.000**	**p.m.**	**p.m.**	
	GRAND TOTAL	**25.836.475**	**42.219.801**	**26.430.242**	**26.930.186**	

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Draft Establishment plan 2026

Category and grade	Establishment plan in voted EU Budget 2025		Establishment plan 2026	
	Off.	TA	Off.	TA
AD 16				
AD 15		1		1
AD 14				
AD 13		2		2
AD 12		4		4
AD 11		3		3
AD 10		4		7
AD 9		14		15
AD 8		16[1]		14
AD 7		13		12
AD 6		7		6
AD 5				
Total AD		**64**		**64**
AST 11				
AST 10				
AST 9		1[2]		2
AST 8		3		1
AST 7		3		4
AST 6		6		7
AST 5		4		4
AST 4		2		1
AST 3				
AST 2				
AST 1				
Total AST		**19**		**19**
AST/SC1				
AST/SC2				
AST/SC3				
AST/SC4				
AST/SC5				
AST/SC6				
Total AST/SC				
TOTAL		**83**		**83**

[1] Voted EU 2025 general budget is not yet published; draft EU 2025 budget indicates the new post at AD8 level
[2] Modification of the Establishment Plan 2025 (further to the modification of the Establishment Plan 2024 adopted by MB decision 2024/13) will be submitted for MB approval