

# MANAGEMENT BOARD DECISION

**DECISION No MB/2025/08**

**OF THE ENISA MANAGEMENT BOARD**

of 17 June 2025,

**on analyses and assessment of the Annual Activity Report 2024**

## THE MANAGEMENT BOARD OF THE EUROPEAN UNION AGENCY FOR CYBERSECURITY

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)<sup>1</sup>, in particular Article 15(1)f;
- 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 48(1)b;

Whereas

- (1) The Management Board should carry out analyses and assessment of the Agency's Annual Report and forward it to the Budgetary Authority and the Court of Auditors by 1 July 2025.
- (2) The draft analyses and assessment of the Agency's Annual Report of 2024 was endorsed by the Executive Board at its meeting held on 22-23 May 2025.

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<sup>1</sup> OJ L 151, 7.6.2019, p. 15–69

## HAS DECIDED:

### Article 1

The analyses and the assessment of the Annual Activity Report 2024 are adopted as set out in annex of this decision.

### Article 2

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

Date, 17 June 2025

On behalf of the Management Board,

[signed]

Ms Fabienne Tegeler  
Chair of the Management Board of ENISA



## ANNEX: MB ASSESSMENT OF AAR 2024

The Management Board (MB) extends its congratulations for the significant milestone of ENISA's 20th anniversary in 2024. For the past two decades, ENISA has been a steadfast supporter of the EU and its Member States (MS) in their pursuit of a high common level of cybersecurity across Europe. In recent years, new legislation has expanded the scope of actions, further reinforcing and strengthening the EU's cybersecurity posture. ENISA has built up momentum by scaling up its operations to support the implementation of not only the Cybersecurity Act (CSA) but also other key legislation, including the NIS2 Directive and the Cyber Resilience Act (CRA). Finally, the MB extends its gratitude to ENISA for its valuable support in the revision of ENISA's strategy that was adopted in 2024 and admires the growth of importance of ENISA over the years.

Please find below the MB assessment of the 2024 annual activity report (AAR).

1. In 2024 ENISA made significant strides in supporting the development of cybersecurity policies and regulations, particularly through the release of the first State of the Cybersecurity in the Union report, as all other reports produced by ENISA contribute to and feed into this report. The MB congratulates ENISA on the high level of satisfaction of all 27 MS that actively participated in the Cybersecurity Index, that forms a baseline for the report and encourages the agency to follow up on the policy recommendations identified to increase the level of cybersecurity in the EU.
2. The MB takes note of the publication of ENISA's annual NIS Investments report, providing a pre-NIS2 implementation snapshot of the sectorial maturity for new NIS 2 sectors, which is expected to serve as a baseline to assess the impact of the Directive in the following years. The MB recognizes the importance of the NIS Investment Report and the success of the both the ENISA Threat Landscape 2024 and the updated foresight 2030 threats report, both of which provide long term strategic guidance on cybersecurity challenges and opportunities.
3. The MB acknowledges the successful execution of the 'Cyber Europe' exercise in 2024 and its importance in helping to improve and develop the capabilities of MS and EU institutions, bodies and agencies (EUIBAs) to respond to cyber threats and incidents and increase preparedness across the EU. The MB calls on the agency to focus on impactful exercises, taking on board learning outcomes, and to develop its exercises and training platforms to support stakeholders with organising their own exercises and trainings ('exercises as a service'), with the support of ENISA via the ENISA exercises platform 'Blueroom'.
4. The MB congratulates the agency on the success of the European cybersecurity skills framework (ECSF) in 2024 and its further adoption by a total of 14 MS, including its recognition by the European skills, competences, qualifications and occupations (ESCO) framework. The MB calls on ENISA to further enhance the concept of attestation of skills using the ECSF profiles together with the European Cybersecurity Competence Centre (ECCC).
5. With regards to policy implementation, the MB appreciates the support provided to MS for the implementation of the NIS2 Directive (NIS2 security measures and adoption of coordinated vulnerability disclosure (CVD) guidelines) and calls on the agency to continue its focus of supporting the MS with best practices and by providing a greater overview of solutions. In addition, the MB acknowledges the significance of the ENISA NIS360 2024 report in identifying areas for improvement and process tracking across NIS2 Directive sectors, thus supporting critical sectors in overcoming challenges. The MB calls on ENISA to give recommendations that are as horizontal as possible across sectors, in order to streamline approaches to challenges and work towards convergence and simplification.

6. The MB appreciates the support provided to MS for the implementation of the NIS2 Directive, especially the technical advice to support the European Commission with adopting the implementing rules for the NIS2 security measures. The MB congratulates ENISA on the development of EU-wide NIS2 security measures, its valuable contribution to all the NIS Cooperation Group (NIS CG) workstreams and its role and input to the Commission's EU health action plan, adopted in early 2025.
7. The MB acknowledges the support provided to operational communities (computer security incident response team (CSIRTs) network and EU-CyCLONe, the EU's cyber crisis liaison organisation network) and congratulates the agency on receiving recognition for its contribution to the overall ecosystem by the December 2024 Council conclusions. The MB calls on the agency to take additional measures to raise the maturity and trust of operational communities going forward.
8. The MB recognises the finalisation of the first phase of the European Union Vulnerability Database (EUVD) and ENISA's new role as a Common Vulnerabilities and Exposures (CVE) Numbering Authority (CNA), and calls on the agency to ensure a high level of coordination of vulnerability disclosure services within the EU.
9. The MB acknowledges the increased cooperation with external operational entities, such as MS through the CSIRTs network, EU-CyCLONe and EU entities such as the Computer Emergency Response Team for the EU Institutions, Bodies and Agencies (CERT-EU) and the European Union Agency for Law Enforcement Cooperation's (Europol) European Cybercrime Centre (EC3) in contributing to cooperative response via the 'EU Joint Cyber Assessment Report' (EU-JCAR). In addition, the MB takes note of the developments of ENISA's cyber partnership programme (CPP). The MB calls on the agency to step up its effort with MS to build a common situational awareness, also in preparation for the new cyber blueprint to be finalised during the Polish Presidency of the Council.
10. The MB appreciates ENISA's contribution to further developing preparedness and response capabilities at the EU and MS levels via the ENISA support action and recognises the results of the ongoing programme in 2024, with all 27 MS participating. The MB looks forward to the final results of the ENISA support action by the end of 2026 and to the successful rollover and continuation of support via the Cyber Reserve as from 2026.
11. The adoption of the first implementing act on the EU cybersecurity certification scheme on Common Criteria (EUCC) is a significant landmark in the certification field that paves the way for certified products in the EU. The MB recognises ENISA's support of managed security services (MSS) with a view to engage the MS and selected service providers across the EU, and acknowledges the significance of the Commission request to ENISA to provide support for the certification of European Digital Identity (EUDI) Wallets. The MB calls on the agency to prioritise the development of the EUDI Wallets and to perform all adjustments deemed necessary to make this a priority in the work programme.
12. The MB recognises the support provided by ENISA in 2024 concerning the CRA. This includes the processing of specific requests from the Commission on product catalogues. Such processing broadens the scope of the support of the agency to the Commission and MS, along with cybersecurity market analysis. The MB would like to emphasise the importance of the CRA and therefore requests the agency to build the necessary internal capabilities to engage in the relevant activities.
13. The MB calls on the agency to strengthen its role and to focus on addressing emerging technologies such as quantum technology, encryption and AI.
14. The MB values the agency's continued support to the EU's external actions and outreach. This is notably the case with Ukraine, the United Kingdom, the United States and Indo-Pacific countries, and the establishment of actions with neighbouring regions such as the Western Balkans. The MB looks forward to the review and update of ENISA's international strategy in 2025, taking on board lessons learned from the past three years.

15. The MB recognises the importance of strong and sustained cooperation between MS and ENISA across all areas of the work programme. To enhance effectiveness and impact, the MB encourages both ENISA and MS to invest additional time and resources into strengthening the National Liaison Officers (NLO) network. In addition, the MB calls on MS to increase the number of seconded national experts (SNEs) to ENISA, as they play a vital role in building links, sharing expertise and promoting mutual understanding, all of which are essential for long-term success.
16. The MB thanks the ENISA stakeholders for responding to the 2nd stakeholder satisfaction survey, with over 186 respondents (15% increase from 2023 survey) and over 250 comments. The results of the second stakeholder satisfaction survey shed much important light on how stakeholders perceive the added value of ENISA's work.
17. On aggregate the results demonstrate high added value of ENISA's deliverables with 88 % of stakeholders finding significant added value in the outcome / results of ENISA's work and 82% of stakeholders rating the likelihood of taking up the results of ENISA work in support of their tasks in the immediate to medium term. Although the results are slightly lower than 2021-2022 results, they remain at significantly high levels, supported by the results of the ENISA support action and knowledge on emerging cybersecurity challenges and opportunities. The MB recognizes that the Agency has already taken measures to improve both stakeholders take up and added value with the implementation of structural adjustments in 2025.
18. The mandate of the agency requires that the agency carry out its tasks while avoiding the duplication of Member State activities, therefore the result that 89% of stakeholders (6% increase from 2023 survey) find that ENISA deliverables do not duplicate or only somewhat duplicate Member State activities is tantamount to ENISA's effort to involve stakeholders in all stages of its work and ensure that the outcomes / results are fit for purpose. The MB notes that duplication in some areas is unavoidable due to the nature of the work and the need for MS to have their own capacities, however congratulates the Agency on this result.
19. The MB commends the agency on the successful execution of its internal restructuring. By aligning the internal structure of the agency with its operational activities, the restructuring further strengthens ENISA's commitment to implementing its strategy and enables the agency to effectively navigate the increasing complexity of the cybersecurity policy landscape. In addition, the MB congratulates the agency on the reinforcement of its senior management and on ensuring business continuity with the appointment of Hans de Vries, Chief Cybersecurity and Operations Officer.
20. The MB acknowledges the positive strides made by the agency to meet the obligations of the regulation on a high common level of cybersecurity at EUIBAs. The MB calls on the agency to further strengthen its internal cybersecurity posture by increasing its information technology (IT) cybersecurity investments according to the minimum set by its corporate strategy.
21. The MB reiterates its call to the agency to streamline functions and tasks within its two corporate units (the Executive Director's Office and the Corporate Support Services Unit) where possible, to better address the agency's evolving needs. This could be achieved by outsourcing administrative and technical support functions and by allocating staff posts to functions which would ensure business continuity and that objectives are met as outlined in the corporate strategy.
22. During 2024, ENISA committed a total amount of EUR 26 218 721, representing 100 % of the total budget for the year. Payments made during the year amounted to EUR 21 775 888, representing 83.05 % of the total budget. Overall payment execution very slightly decreased to 83.05 %, compared with 83.86 % in 2023. The target of 95 % for commitment rate set by the Commission (DG Budget) was reached. The agency cancelled a total of EUR 154 797, which represents 3.81 % of the total amount carried forward. Compared with 2023, there is a minor increase in payment execution for implementation of the C8 funds: 96.19 % in 2024

compared with 96.14 % in 2023. The MB calls on the agency to take measures to lower the amount of cancelled budget from the C8 budget carried forward.

23. The MB welcomes the 26 new staff members who joined the agency in 2024, along with the reserve lists of cybersecurity experts established by the agency to be used in the coming years to cover new needs. Staff turnover decreased slightly compared with 2023, from 4.9 % to 4.49 % in 2024, and the ratio remains low (below 5 %), showing the satisfactory ability of the agency to retain staff members.
24. The 2024 AAR also provides extensive information on the 2024 assessment of the internal control framework. Whereas improvements and further fine-tunings are needed in certain areas in order to increase their effectiveness, the assessment confirmed that the internal controls at ENISA provide sufficient and reasonable assurance that policies, processes, tasks and behaviours of the agency, taken together, facilitate its effective and efficient operation, help ensure the quality of internal and external reporting, and help ensure compliance with its regulations. In particular, no critical risk and weakness were identified in 2024. Moreover, 15 non-compliant events (i.e. exceptions) were identified in 2024 via internal checks. None of the 15 identified exceptions were assessed as high risk (13 were assessed as low risk and two as medium risk) and only four exceptions were deemed to be of material relevance (set at EUR 10 000). Based on the above, the MB concludes that necessary actions were undertaken within 2024 to ensure the overall efficiency of the internal controls at the agency in order to comply with ENISA's legal and regulatory framework, and further congratulates ENISA for all the efforts engaged to that end.
25. The annexes complete the AAR with a declaration of assurance of the Executive Director, as well as additional information on human and financial resources, draft annual accounts and financial reports, and performance information. Overall, the MB takes note of the successful achievements of ENISA in 2024.
26. The MB reiterates that the insufficient resources of the agency are detrimental to the agency's ability to achieve a high common level of cybersecurity across the EU and to fulfil all its tasks as prescribed by EU law. In this context, the MB repeats its call to the Commission (2023 letter to the commissioner from incoming and outgoing MB chairs and vice-chairs) to ensure adequate resources for the agency to be able to undertake any new tasks and take this onboard during the CSA.2 proposal.
27. The MB expresses its deep appreciation to the staff of ENISA and to the Executive Director for their commitment and the excellent overall performance throughout the year. In light of the above assessment, the MB requests the MB Secretariat to forward the AAR, together with this assessment, to the European Parliament, the Council of the European Union, the Commission, the European Court of Auditors (ECA) and the Permanent Representations of the Member States.