

EMSA Single Programming Document 2025-2027

Document history

27 November 2024	Adopted by the EMSA Administrative Board at its 71 st Administrative Board Meeting
30 October 2024	Submitted for adoption to the EMSA Administrative Board at its 71 st Administrative Board Meeting
31 January 2024	Transmitted to the Institutions
12 January 2024	Endorsed by the EMSA Administrative Board by written procedure
15 December 2023	Submitted for endorsement to the EMSA Administrative Board by written procedure
14-15 November 2023	Considered by the EMSA Administrative Board at its 68 th Administrative Board Meeting

Table of contents	
Mission statement	3
SECTION I: General context	4
SECTION II: Multi-annual programming	8
1. Multi-annual work programme	8
1.1 Strategic priorities and objectives	9
1.2 Multi-annual programme	12
Sustainability.....	12
Surveillance.....	15
Safety & Security	16
Digitalisation	19
Simplification	23
Technical assistance <i>including monitoring the implementation of EU legislation and capacity building</i> ..	24
Strategic support <i>including cooperation with other EU agencies and bodies</i>	27
2. Human and financial resource outlook.....	28
2.1 Overview of the past and current situation	28
2.2 Outlook for the years 2025-2027	29
A)New tasks	29
B)Growth of existing tasks	31
2.3 Resource programming 2025-2027	33
Financial resources	33
Human resources.....	34
2.4 Strategy for achieving efficiency gains.....	34
2.5 Negative priorities.....	36
SECTION III: Work programme 2025	37
Overview and list of activities.....	37
1. Sustainability	40
2. Surveillance	47
3. Safety & Security	52
4. Simplification.....	59
5. Digitalisation	66
6. Technical assistance <i>including monitoring the implementation of EU legislation and capacity building</i>	80
Visits & inspections.....	80
Capacity building.....	83
7. Strategic support <i>including cooperation with other EU agencies and bodies</i>	90
8. Proposed tasks related to the ongoing legislative process	103
Annexes	105
Annex I. Organisation chart.....	106
Annex II. Resources per Activity 2024 - 2027.....	107
Annex III. Financial Resources.....	109
Table 1: Revenue	109
Table 2: Expenditure.....	111
Table 3: Budget overrun and cancellation of appropriations	116
Annex IV. Human Resources.....	117
Table 1: Staff population and its evolution; Overview of all categories of staff.....	117
Table 2: Multi-annual staff policy plan 2023, 2024 and 2025	119
Table 3: Recruitment forecasts 2025 following retirement/mobility or new requested posts.....	121
Annex V. Human resources – qualitative	122
A. Recruitment Policy	122
B. Appraisal of performance and reclassification/promotions	124
C. Gender representation	127
D. Geographical balance	128
E. Schooling	129
Annex VI. Environment management	131
Annex VII. Building Policy	132
Annex VIII. Privileges and immunities	134
Annex IX. Evaluations	135
Annex X. Strategy for the organisational management and internal control systems.....	136
Annex XI. Plan for grant, contribution and service-level agreements	137
Annex XII. Strategy for cooperation with third countries and/or international organisations.....	139
Annex XIII. Procurement 2025	144
Legislative references.....	149
List of acronyms.....	151

Mission statement

VISION

EMSA's vision is to be the centre of excellence for a safe and sustainable EU maritime sector.

MISSION

EMSA's mission is to serve EU maritime interests for a safe, secure, green and competitive maritime sector and act as a reliable and respected point of reference in the maritime sector in Europe and worldwide.

EMSA capitalizes on its unique know-how to position itself as an essential player in the maritime cluster in Europe and beyond.

EMSA works on maritime safety, security, climate, environment, surveillance and single market issues and tasks, first as a service provider to Member States and the Commission, but also as an innovative and reliable partner and knowledge hub for the European maritime cluster and potentially beyond as a reference internationally.

VALUES

Quality, credibility, efficiency, effectiveness, transparency, flexibility, and being smart and gender balanced.

SECTION I: General context

EMSA, as a decentralized Agency of the European Union (EU), sits at the heart of the EU maritime safety network and fully recognises the importance of effective collaboration with many different stakeholders and, in particular, between European and international institutions, Member States' administrations and the maritime industry.

Regulation (EC) No 1406/2002, establishing EMSA, is the legal basis that defines the objectives and the tasks of EMSA. This Founding Regulation has been amended several times.

The last amendment of this Regulation (Regulation (EU) No 2016/1625 of 14 September 2016), which entered into force in October 2016, aims at developing European cooperation on coast guard functions by further developing forms of cooperation between the Agency, the European Border and Coast Guard Agency (Frontex) and the European Fisheries Control Agency (EFCA) to identify and improve synergies in order to provide more efficient and cost-effective multipurpose services to national authorities carrying out coast guard functions.

The revision of the Fuel EU Maritime Regulation in 2023 attributed specific tasks to EMSA building the Agency's role in supporting the Fit for 55 package and the EU's transition to decarbonised shipping.

Today, the new Maritime Safety Package, which aims to modernise maritime safety rules and tackle ship-source pollution, is in place and will have a significant impact on activities and resources from 2025 onwards. In addition, the related proposal to revise the Agency's mandate is expected to add another series of tasks and associated resources during the course of 2025.

This document reflects these new developments and expectations, including the resources allocated under the Maritime Safety Package and the reserve associated with the possible new mandate. The planning in relation to the possible new mandate is subject to and will be aligned with the final outcome of the legislative process.

The Agency's ongoing activities under the current mandate can be broadly described as:

- *providing technical and scientific assistance to the Member States and the Commission in the proper development and implementation of EU legislation on maritime safety, security, and prevention of and response to pollution by ships;*
- *providing technical, scientific and operational assistance to EU initiatives linked to the European Green Deal, the European Maritime Security Strategy and the Sustainable and Smart Mobility Strategy, as well as maritime transport administrative simplification and digitalisation;*
- *monitoring the implementation of EU legislation through visits and inspections;*
- *building capacity of national competent authorities;*
- *developing, managing, maintaining and operating maritime digital information and analytical services to support implementation, monitoring and enforcement tasks and EU maritime awareness;*
- *supporting Member States with surveillance and emission detection services, based on state of art technologies which include satellite imagery and remotely piloted aircraft systems;*
- *carrying out operational preparedness, detection and response tasks with respect to pollution caused by ships and marine pollution by oil and gas installations, including assistance to third countries sharing a regional sea basin with the Union;*
- *supporting national authorities responsible for coast guard functions and relevant EU bodies in their daily work which includes safety, security, environmental protection, law enforcement and maritime border and fisheries control;*
- *providing technical assistance, as regards relevant legal acts of the Union, to States applying for accession to the Union;*
- *offering cooperation and assistance in the fields of maritime safety and security, prevention of pollution from ships and marine environmental issues to European Neighbourhood Policy (ENP) countries.*

EMSA has an important role to play in the implementation of the Commission priorities. The Agency's working environment reflects the focus on maritime safety, security and pollution prevention issues but also initiatives launched by the EU in policy areas related to the seas in order to strengthen Europe's competitiveness and sustainable growth.

EMSA continues to be firmly rooted in the Commission's transport portfolio. The Agency is well positioned to support the maritime dimension of the new [Transport mission](#), which highlights on the one hand the role of transport for the [free movement of people, services and goods](#), and on the other [the potential of the twin climate and digital transitions](#) and work towards [sustainable and smart mobility](#). The Agency's activities under the headings of sustainability and simplification contribute directly to these drivers.

At the same time, the [highest safety standards](#) remain a top priority for the [Transport mission](#) in the face of [increasing traffic](#) and [more complex security threats](#). The Agency's long-standing work under the heading of safety supports EU Member States in the implementation of the maritime safety legislation and standards at European and at international level, as well as addressing the human element in shipping and building capacity; operational maritime traffic monitoring and surveillance services also contribute directly to this priority by supporting implementation and enforcement.

In addition, through the [EMSA 'Academy'](#) and its modern learning services outside formal education in the maritime domain offered to the national competent authorities, the Agency contributes to the different policy areas highlighted above by enhancing capacity and supporting the implementation of the relevant standards in the EU and beyond.

EMSA contributes to the new (2024-2029) EU Commission priorities through its daily work.

[A new plan for Europe's sustainable prosperity and competitiveness](#)

The Agency's contribution to competitiveness and growth is of particular relevance. With almost 90% of seaborne EU external freight trade and short sea shipping representing 40% of intra-EU exchanges, maritime industries are an important source of employment and income for the European economy. By supporting the implementation of an attractive and competitive framework for quality shipping, quality operators and quality jobs, the Agency contributes to the Commission's ambition of building a [prosperous and fair economy](#).

The [Internal Market mission](#) highlights the [digital transition](#) in all sectors of the economy as a key factor for strengthening the internal market. EMSA supports the digitalisation and simplification of EU shipping to make maritime transport more efficient and contributes significantly in the maritime domain to ensuring the interoperability of and complementarity among legally based EU information systems. [Artificial Intelligence](#) is one of the major opportunities linked to this portfolio and which the Agency will be using to enhance maritime safety, surveillance and security.

EMSA's efforts to support the simplification for EU shipping by reducing the burden and increasing efficiency in relation to the range of reporting and administrative requirements contributes to the establishment of a European Maritime Transport Space without Barriers. In this way EMSA contributes to the implementation of the [single market](#) in the maritime sector based on digital solutions.

Moreover, EMSA provides an extensive portfolio of digital tools to support Member States' flag, port and coastal state responsibilities. These tools are continuously enhanced to promote the efficiency and effectiveness of maritime activities as well as to facilitate the process of [digital transformation](#) of maritime governance and administration.

The Agency's ongoing work towards further data integration and intelligent processing of information are in step with the close attention given to a new generation of technologies including [artificial intelligence](#) and their potential for helping find solutions to a range of challenges. This contributes to the Commission's ambition of boosting productivity with [digital tech diffusion](#).

At the same time, the Agency's extensive portfolio of actions to prevent pollution by ships supports the maritime component of the decarbonisation of transport and contributes to mitigating marine pollution. On top of the work already carried out in relation to air emissions and greenhouse gas (GHG) emissions from ships, new actions are underway to also address climate change from the maritime angle. Furthermore, the Agency's services to respond to marine pollution from ships and oil and gas installations also contribute to mitigating marine pollution. This work represents the maritime perspective of the Commission's ambition to promote a [clean economy](#), implement the 2030 framework and pave the way towards the more ambitious emissions reduction targets for 2040.

EMSA's work also contributes to a number of other portfolios notably the [European Green Deal](#) and in particular the maritime sector's contribution to zero pollution, decarbonisation and ultimately the [climate-neutral ambition](#). EMSA is positioned to contribute on various fronts, looking to curb pollutants – pollution to water including [underwater noise, hazardous substances, emissions to air, marine litter including plastics](#) - providing integrated maritime services and a range of monitoring, reporting, surveillance and enforcement tools, and to support [energy efficiency](#) and the use of sustainable [alternative sources of power for shipping](#) as part of the [Energy](#) portfolio's mission in the transition towards a carbon neutral economy.

[A new era for European Defence and Security](#)

EMSA's surveillance capabilities support a range of functions in the maritime sector, including security, and already contributed to protecting the EU fleet against illegal acts such as piracy and armed robbery. The Agency is closely monitoring sea areas where the EU merchant fleet is at risk, for example in the Red Sea, and reports frequently on the actual situation to Member States and the Commission. Along with growing support to the Commission in relation to verifying compliance with ship and port facility security, the Agency is increasingly contributing to efforts

to [step up cooperation on security in the EU](#) under the Commission's second headline ambition as well as in the framework of the revised EU Maritime Security Strategy and its action plan.

[Cybersecurity](#) is another major ongoing challenge. The Agency's aim is to maintain the integrity of the EU maritime information systems operated by EMSA while also providing guidance to Member States on how to deal with threats to maritime security.

The impact of crisis situations on maritime traffic and seaborne trade is closely monitored, and the environmental consequences of deviating merchant traffic not able to use the Suez route are being studied. In addition to collecting factual information on the actual situation in risky sea areas, the Agency is also analysing the overall magnitude and impact of such occurrences.

Closer to Europe there are more and more concerns about the safety of our critical maritime infrastructure due to the geopolitical unrest. The Agency will actively explore how its existing capabilities can be used and tailored in assisting the monitoring of maritime critical infrastructure when requested.

Under the European cooperation on coast guard functions, EMSA was explicitly tasked to enhance inter-agency cooperation and support multi-purpose operations. The Agency provides support to the competent national authorities. Notably the concept and implementation of Multipurpose Maritime Operations (MMOs), coordinated by EMSA or by one of its sister Agencies (EFCA and Frontex), is now well established. During an MMO, the Agency supports participating Member State authorities with a range of services, including national/regional led Search and Rescue activities based on international conventions.

[Supporting people, strengthening our societies and our social model](#)

EMSA's work related to the Human Element focuses on helping the Commission steer relevant European and International legislation including the revision of the Standards for Training, Certification and Watchkeeping of seafarers (STCW) Convention and Code to address the impact of the dual climate and digital transition on maritime sector jobs and the wellbeing of seafarers. By looking into the competences and training needs related to Maritime Autonomous Surface Ships (MASS) and ships using alternative sources of power, the Agency will be contributing to the Commission's ambition [to ensure quality jobs and a just transition for all](#) in the face of a rapidly changing work environment.

[Sustaining our quality of life: food security, water and nature](#)

The Agency's activities related to preventing pollution from ships, as well as the operational preparedness, detection and response tasks, which help Member States mitigate the impact of incidents and supports their operational tasks at sea, contribute to [preserving Europe's natural environment](#). Traffic monitoring and surveillance services are used by EFCA to support their work in fisheries control, contributing to the Commission ambitions of supporting the [blue economy](#) and ensuring the [sustainability of our oceans](#).

[Protecting our democracy, upholding our values](#)

The Agency plays an important role in helping to monitor the implementation of EU law and providing tools to support enforcement. This work, alongside targeted monitoring in times of crisis and building of capacity in critical regions such as the Black Sea and the Mediterranean, contributes to harmonising, upholding and exporting standards. This work supports the Commission's dedication to [strengthening the rule of law](#) upon which the single market depends.

[A global Europe: Leveraging our power and partnerships](#)

The technical assistance provided to accession and neighbouring countries under the Instrument for Pre-accession Assistance (IPA) and European Neighbourhood Policy (ENP) mechanisms supports the approximation of EU standards and cover all areas of the Agency's work. Together with the assistance to third countries within the context of Port State Control and to the Commission to support its interaction with international organisations in particular the International Maritime Organization (IMO), this work contributes to raising the international profile of the EU in the worldwide maritime sector and accomplishing the Commission's ambitions of a [strategic approach to the EU's wider neighbourhood](#) and a [leading role on the global stage](#).

The Agency's activities beyond EU borders to support approximation to EU standards are important in the context of the [Neighbourhood and Enlargement mission](#), not only in relation to future accession for some countries but also more broadly to build capacity at national level and to extend and enhance maritime safety, security and environmental standards in neighbouring regions. A key development in this context is EMSA's support to the designation of the Mediterranean Sea as a Sulphur Oxides Emission Control Area (SOx ECA) adopted by IMO in December 2022, to be soon followed by the designation of the Atlantic in a similar way, which paves the way to deliver on the Smart and Sustainable Mobility strategy as regards extending ECAs in all EU waters.

Delivering together and preparing our Union for the future

EMSA aims to support the EU's policy priorities in the best possible way, providing continuity on the one hand to consolidate achievements and promote the community acquis, and agility on the other to rise to new challenges and opportunities. In line with its mandate and through efficient use of the resources allocated to it, the Agency strives to deliver technical and operational services to key stakeholders and add value for the Commission and Member States in the maritime sphere.

The current legal and budgetary basis for this document which includes the Agency's multiannual work programme 2025-2027 (Section II) and the annual work programme 2025 (Section III) are:

- Regulation (EC) No 1406/2002 of 27 June 2002 establishing the European Maritime Safety Agency, as amended by:
 - ~ Regulation (EC) No 1644/2003 of 22 July 2003
 - ~ Regulation (EC) No 724/2004 of 31 March 2004
 - ~ Regulation (EU) No 100/2013 of 15 January 2013
 - ~ Regulation (EU) No 2016/1625 of 14 September 2016
- The EMSA 5-Year Strategy for 2020-2024, adopted by the EMSA Administrative Board at its 56th meeting in November 2019 and extended at its 70th meeting in June 2024 to cover also 2025;
- The Multiannual Financial Framework 2021-2027.

The following legislative developments are also taken into account:

- The Maritime Safety Package Directives amending¹:
 - Directive 2009/18/EC establishing the fundamental principles governing the investigation of accidents in the maritime transport sector
 - Directive 2009/16/EC on port State control
 - Directive 2009/21/EC on compliance with flag State requirements
 - Directive 2005/35/EC on ship-source pollution and on the introduction of penalties, including criminal penalties, for pollution offences
- The Proposal for a Regulation of the European Parliament and of the Council on the European Maritime Safety Agency and repealing Regulation (EC) No 1406/2002 [COM(2023) 269]

In addition, EMSA engages in project financed activities (PFAs), usually governed by Administrative Arrangements, as a synergetic way to use or build on existing expertise and tools for other EU activities related to the Union maritime transport policy. This work with and for other EU bodies, agencies and end-users has increased over the past years and this trend is likely to continue.

¹ Proposal for a Directive of the European Parliament and of the Council amending Directive 2009/18/EC establishing the fundamental principles governing the investigation of accidents in the maritime transport sector [COM(2023) 270]; Proposal for a Directive of the European Parliament and of the Council amending Directive 2009/16/EC on port State control [COM(2023) 271]; Proposal for a Directive of the European Parliament and of the Council amending Directive 2009/21/EC on compliance with flag State requirements [COM(2023) 272]; Proposal for a Directive of the European Parliament and of the Council amending Directive 2005/35/EC on ship-source pollution and on the introduction of penalties, including criminal penalties, for pollution offences [COM(2023) 273]

SECTION II: Multi-annual programming

1. Multi-annual work programme

The Agency's multi-annual programme for 2025-2027 outlines the initiatives the Agency intends to take during the period covered by this document to support the EU priorities related to the EU maritime sector, as outlined in the previous section.

The Agency's assistance to the Commission and the Member States is structured around five operational poles: Sustainability, Safety & Security, Surveillance and Simplification – the 5 S's – and cross-cutting areas Digitalisation and Technical Assistance. This framework enables the Agency's response to the Commission's political priorities in the EU maritime landscape. It was established through the Agency's 5-year Strategy 2020-2024 (prolonged by EMSA Administrative Board to cover 2025) and is reflected in the multiannual and annual sections of this programming document, making clear the connections between the three-year outlook and higher-level objectives in this section and the annual programme of activities and expected outputs in the next section.

Since 2022, this strategic framework is also reflected in the Agency's budget structure providing greater clarity and operational meaning to budget planning and reporting. The operational share of the Agency's budget (Title 3 - Operational Expenditure) is divided into 6 chapters: Sustainability, Surveillance, Safety & Security, Digitalisation & Simplification, Technical & Operational Assistance, and Strategic Support.

The administrative share of the budget (Titles I - Staff Expenditure - and Title II – Infrastructure & Operating Expenditure) is unchanged. Likewise, project financed activities remain, as before, grouped under a separate budget title (Title IV - Project financed activities).

The multi-annual and annual programmes are in line with the Agency's mandate, Regulation (EC) No 1406/2002, as amended, and takes into account the resources envisaged for the Agency by the budgetary authority in the Multi-Annual Financial Framework (MFF) 2021-2027, as well as the Administrative Arrangements authorised by the Administrative Board for so-called project-financed activities.

In addition, the Agency has taken into account the legislative proposal to revise the Agency's mandate and the new Maritime Safety Package. These legislative developments are expected to have a significant impact on the Agency's activities and resources from 2025 onwards. The planning in relation to the possible new mandate is subject to and will be aligned with the final outcome of the legislative process.

Security challenges: invasion of Ukraine by the Russian Federation and the attacks in the Red Sea

The Agency will continue to monitor the impact of crisis situations in specific regions and provide up-to-date information to Member States and the Commission on maritime safety, security and the marine environment as requested.

EMSA will continue to support the Member States, the Commission and other EU services with information and surveillance services, to help monitor the impact of developments in Ukraine on maritime traffic and seaborne trade and the relevant maritime sanctions applied by the Union against the Russian Federation as well as to offer its information tools to the EU Naval Forces (EUNAVFOR) Aspides operation in the Red Sea in accordance with their mandate.

1.1 Strategic priorities and objectives

The multiannual strategic framework for this programming document is based on the EMSA 5-year Strategy, taking into account the Commission proposal for the new Agency mandate as well as the Maritime Safety package amending texts, without prejudice to the legislative process.

After more than 20 years of operation, EMSA positions itself as the main EU technical maritime partner for both the Member States and the Commission. The Agency strives to add maximum value for its stakeholders in the years to come, identifying **5 multi-annual strategic priorities** and 36 multi-annual strategic objectives:

Sustainability: *Contribute to the European green agenda for maritime transport by strengthening the EU capacity to protect the marine environment, manage climate change and respond to new environmental challenges*



1. Support the development and implementation of relevant EU and international climate and environmental legislation
2. Intensify pollution prevention activities by building Member State capacity and developing practical guidance and tools for the wider maritime cluster
3. Promote and support the development and implementation of innovative EU and global solutions to mitigate climate change
4. Further develop an agile, effective, innovative and risk-based response toolbox to top up Member State capacity to deter, detect and respond to pollution from ships and marine pollution from oil and gas installations
5. Prepare for response to new, evolving and diversified environmental challenges

Safety: *Contribute to higher maritime safety standards, anticipate new maritime safety challenges and expectations and provide knowledge-based solutions with the aim of contributing to the reduction of marine casualties and human loss.*



6. Lead expertise and support the development, implementation and enforcement of safety standards
7. Support maritime administrations in their Flag State implementation effort
8. Support maritime administrations in their PSC role and promote a harmonised approach to PSC globally
9. Intensify work on ships for which the risk and impact of accidents are potentially higher
10. Explore further work on safety standards for vessels not covered by relevant international conventions
11. Become the technical facilitator in relation to autonomous ships
12. Enhance role in relation to the human component of shipping

Security: *Strengthen maritime security in Europe and globally where there is a European interest*



13. Support proper implementation of EU and International maritime security legislation
14. Provide further information services to protect the EU merchant fleet worldwide
15. Provide the platform to exchange best practices and ensure cross-sectoral cooperation on cybersecurity for the maritime cluster
16. Develop robust solutions to protect its maritime applications and information services
17. Enhance involvement as a technical and operational partner in the context of the EU maritime security strategy

Simplification: *Facilitate the simplification of EU shipping by supporting EU-wide digital maritime solutions*



18. Support further simplification, harmonisation and rationalisation of reporting formalities
19. Support the transition of the EU maritime sector to a paperless environment including eCertificates
20. Facilitate the improvement of overall efficiency of shipping in Europe where feasible

Surveillance: *Strengthen EMSA's role as the core information management hub for maritime surveillance*



21. Continue improving functionality and efficiency of the EU maritime traffic monitoring and information system

22. Monitor the emergence of promising technologies and operationalize them for new services for Member States and the Commission
23. Develop machine learning and artificial intelligence applications in order to improve risk assessment, vessel position predictability, statistics and innovation
24. Capitalise on surveillance expertise to engage further with the broader EU surveillance community to benefit the maritime services and add more value for the EU
25. Support Search & Rescue efforts of Member States
26. Move the EU maritime picture to the cloud and explore the added value of other cloud-based services

In addition, EMSA has identified the following **functions** through which it intends to continue shaping its interactions with its stakeholders and its profile to support the strategic priorities and better fulfil its mission:

Service provider

27. Consolidate EMSA support to the Commission for the development of EU and international legal acts and for assessing their implementation
28. Extend and formalise EMSA training schemes
29. Expand information services to analyse data and identify trends and risks to support safety, security and sustainability

Reliable partner

30. Engage actively with the European Border and Coast Guard Agency (Frontex) and the European Fisheries Control Agency (EFCA) to enhance European cooperation on coast guard functions
31. Engage actively with industry to generate transfer of knowledge and provide non-commercial technical maritime advice
32. Seek synergies with complementary EU bodies and communities to add more value for the EU
33. Support EU neighbourhood and sea basin policies to level-up and harmonise standards

International reference

34. Step up technical and operational support where EMSA can add value to relevant EU foreign policies

Knowledge hub

35. Provide the central EU maritime information hub and access point for open data
36. Support innovation and development of new technologies

Achievement of strategic objectives

The following high-level indicators will be used to monitor the achievement of the strategic objectives and the Agency's contribution to the implementation of EU policies.

Strategic objective	Indicator	Measure
Sustainability		
Contribute to the European green agenda for maritime transport by strengthening the EU capacity to protect the marine environment, manage climate change and respond to new environmental challenges	EU knowledge of new environmental challenges for the marine environment and means to address them has increased	Number of studies and guidances, and topics covered
	EU Member States have a top up capability for pollution response available to them when requested	EMSA response toolbox is operational, and its efficiency and effectiveness increases over time
Safety		
Contribute to higher maritime safety standards, anticipate new maritime safety challenges and expectations and provide knowledge-based solutions with the aim of contributing to the reduction of marine casualties and human loss	EU knowledge of new maritime safety challenges and means to address them has increased	Number of studies and guidances, and topics covered

Security		
Strengthen maritime security in Europe and globally where there is a European interest	EU Member States and EU bodies have access to more services for tackling maritime security concerns	EMSA actions in the EUMSS Action Plan are implemented Further development of the digital services for tackling maritime security concerns Provision of technical and scientific support maritime security topics.
Simplification & Digitalisation		
Facilitate the simplification of EU shipping by supporting EU-wide digital maritime solutions	Multiplication of reporting times has been reduced thanks to EMSA solutions	EMSWe is implemented according to its requirements
Expand information services to analyse data and identify trends and risks to support safety, security and sustainability Provide the central EU maritime information hub and access point for open data	The portfolio of dedicated tools for maritime actors is strengthened	EMSA digital information systems and maritime applications are further integrated, offering more functionalities and intelligence and supporting multipurpose uses
Surveillance		
Strengthen EMSA's role as the core information management hub for maritime surveillance	Member States and EU bodies have access to a deeper, wider and more accurate maritime picture	Number of data and data sources increases, and analysis and reporting capability increases Number of RPAS deployments implemented, earth observation satellite missions in operation and new capabilities validated for operational implementation
Technical Assistance & Capacity Building		
Consolidate EMSA support to the Commission for the development of EU and international legal acts and for assessing their implementation	The Commission's tasks related to the implementation of the EU acquis are supported	EMSA programme of visits and inspections is developed and implemented in response to the Commission's needs and requests and in line with the relevant EU legislation
Extend and formalise EMSA training schemes	The Member States' implementation tasks are supported	EMSA portfolio of tools and programme of learning services is developed and delivered reflecting the needs of the maritime administrations
Partnerships & International Dimension		
Engage actively with the European Border and Coast Guard Agency (Frontex) and the European Fisheries Control Agency (EFCA) to enhance European cooperation on coast guard functions Seek synergies with complementary EU bodies and communities to add more value for the EU	EMSA explores and successfully capitalizes on new synergies and opportunities with existing or new counterparts	Administrative Arrangements with different bodies inside and beyond the EU
Support EU neighbourhood and sea basin policies to level-up and harmonise standards	EMSA services and tools are exported/used by maritime actors beyond the EU	Non-EU countries or bodies using EMSA tools
EMSA as an Organisation		
Implement efficient, transparent, client-oriented and gender balanced management principles.	EMSA's performance is in line with its corporate standards	Horizontal indicators on track (work programme, budget and establishment plan execution; audits, quality, greening, staff satisfaction etc.)

1.2 Multi-annual programme

The 5-year Strategy objectives are reflected in the concrete multiannual actions foreseen in the period covered by this document in the areas of **Sustainability, Surveillance, Safety, Security** and **Simplification** - the 5 S – as well as **Digitalisation, Technical Assistance**, including monitoring the implementation of EU legislation and capacity building, and **Strategic Support**, including cooperation with other EU agencies and bodies.

The following pages outline in each area the key outcomes, added value, contribution to EU priorities and expected developments over the period 2025-2027. The expected impact of the proposal to amend the EMSA mandate and the new Maritime Safety Package is highlighted at the end of each area of activity. This part of the multi-annual programme is presented without prejudice to the outcome of the legislative process and subject to the availability of the foreseen resources.

Sustainability

Under this group of activities, the Agency will reinforce its technical contribution in the development and implementation of initiatives linked to the Green Deal for Europe, mainly as regards the contribution of shipping to a decarbonized transport sector, the reduction of the impact of shipping on health, biodiversity and the actions against the degradation of the oceans due to ship waste such as marine litter (including container loss and plastic pellets) and operation including underwater noise. These initiatives are part of the EU contribution to achieving the UN 2030 Agenda for sustainable development, in particular Goals 13 (Take urgent action to combat climate change and its impacts) and 14 (Conserve and sustainably use the oceans, seas and marine resources for sustainable development).

Acting as facilitator and technical hub, the Agency will support the EU priorities of decarbonization, sustainable mobility, uptake and deployment of sustainable alternative energy and power systems for ships, improvements in ship energy efficiency, accelerating the deployment and use of onshore power supply, protection of biodiversity, economic circularity and zero-pollution ambitions in order to promote sustainable competitiveness.

In particular, EMSA will continue to assist the Commission, Member States and other stakeholders in the implementation of the measures linked to the Green Deal for Europe, such as the 'Fit for 55' Package which includes the FuelEU Maritime Regulation, the extension of the EU Emissions Trading System to maritime transport. EMSA will continue to host and develop the necessary databases and reporting tools in support of their implementation as well as continue to focus on the monitoring and development of predictive models, analysis of patterns and risk-based tools to facilitate monitoring and enforcement activities.

EMSA will continue to support the Commission, Member States and other stakeholders for the Alternative Fuels Infrastructure Regulation and for the implementation of the Sustainable and Smart Mobility Strategy, including the implementation and enforcement of the revised Ship Source Pollution Directive. EMSA will also support the work carried out within the framework of the European Sustainable Shipping Forum and the European Sustainable Ports Forum. EMSA will continue to support the Commission for any further initiatives of relevance for greener shipping, including the EU Taxonomy for sustainable maritime financing.

The Agency will continue assisting the Commission and the Member States in the implementation of the 2023 IMO Strategy on the reduction of GHG emissions from ships, and in particular the further development and implementation of carbon intensity and alternative fuel regulations, mid-term measures, guidelines and standards for shipping, also with a focus on the corresponding safety, technological and operational challenges.

Studies and technical work on sustainable alternative sources of power for shipping will continue, prioritising the necessary input to the regulatory framework at global and EU level, namely the ongoing revision of the IGF Code, the FuelEU Maritime Regulation and the Alternative Fuels Infrastructure Regulation. In addition, the Agency will also look at other complementary technologies supporting the energy transition and decarbonization in shipping including, but not limited to, onboard carbon capture and storage, hull air cavity lubrication and waste heat recovery systems.

EMSA will support the Commission in the ongoing discussions at IMO on air pollution (SO_x, NO_x, PM including Black Carbon and cargo related emissions), biofouling, marine litter including container loss and plastics, ballast water and underwater noise from ships.

EMSA will also assist the Commission in promoting directly, through the relevant ENP projects or through the regional organisations, the ratification and implementation of relevant international instruments as well as in the creation of additional emission control areas in EU waters in accordance with the Smart and Sustainable Mobility Strategy.

EMSA will also continue to support the Commission and the Member States in the implementation and revision of the EU Monitoring, Reporting and Verification (MRV) Regulation, the Port Reception Facilities (PRF) Directive, the Sulphur Directive, the Ship Recycling Regulation, and the Regulation on the prohibition of organotin compounds

and the Ship Source Pollution Directive. Further development and maintenance of the THETIS-MRV and THETIS-EU related systems will be undertaken as necessary.

Furthermore, the cycle of visits to EU Member States concerning the PRF Directive will continue.

EMSA will also assist in the implementation and potential revision of the Marine Strategy Framework Directive for the aspects related to ships. In order to support the Zero Pollution Action Plan monitoring framework, the Agency will continue exploring ways to further expand its role as provider of a wider range of environmental data, and cooperate with other entities: European Centre for Medium-Range Weather Forecasts (ECMWF), Finnish Meteorological Institute (FMI), European Space Agency (ESA) as relevant.

Data on air emissions will be gathered through the systems hosted by the Agency or through cooperation with other entities. EMSA will continue efforts to better integrate environmental data and maritime traffic information as well as new technologies and tools to support the implementation and enforcement of the above legislation.

Following the completion of the second European Maritime Transport Environmental Report (EMTER 2.0) in cooperation with the European Environmental Agency (EEA), the Agency will prepare the work for further releases, which may feed into the planned work by the Commission related to the implementation of marine environment and climate legislation related to maritime transport.

Work will continue in support to EFCA in the framework of the EFCA-EMSA Service Level Agreement (SLA) which contributes to reducing the adverse impacts that fishing can have on ecosystems, especially in sensitive areas and to improving the sustainability of fisheries resources through better monitoring and control.

EMSA remains committed to enhancing its satellite-based surveillance, specifically the CleanSeaNet (CSN) service, which offers routine sea monitoring and detection of illicit discharges and polluting vessels, while also aiding in emergency response to significant accidental spills.

CSN and Copernicus Maritime Surveillance, along with Remotely Piloted Aircraft Systems (RPAS) based monitoring activities, will continue to assist in protecting the marine environment. These services offer advanced capabilities beyond those available to Member States, including the monitoring of SO_x emissions and other types of marine pollution. Where feasible this may also cover NO_x emissions, when the relevant legislation is adopted.

Although prevention remains key to ensuring the protection of the marine environment, the Agency is also mandated to support the Member States in case of pollution with additional response means. To this effect the Agency will continue to enhance its toolbox of pollution response services both in terms of quantity and adequacy, taking also into consideration the feedback received by the Member States, lessons learnt from accidents, and technological developments.

In this respect due consideration will be given to expand the type of equipment available on board of the oil spill response vessels and in the Equipment Assistance Service (EAS) stockpiles distributed along the EU coasts and to increase the ability to respond to threats caused by new sources of power. In 2025, it is planned to conclude one and to launch two studies related to the response to accidental releases of alternative fuels into the marine environment, building upon the conclusions of the first series of EMSA studies on alternative sources of power.

A prototype of the software tool to support the preparedness of Member States for combatting oil pollution will be developed that will be made available to interested Member States to test and provide feedback for the further development of the tool.

EMSA will continue to analyse the deployment of the available stand by oil spill response fleet and EAS stockpiles in view of increased risks, i.e., ship to ship transfers between oil tankers aiming in circumventing the Union sanctions against the Russian Federation, as well as taking into consideration both the needs of the different geographical areas and the ability to find suitable response arrangements in those areas. In this regard, the procurement plan will follow a dynamic approach in a multi-annual perspective to allow for swift adaptation in order to ensure the maximum coverage and the best use of the available budget. In 2025, discussions will kick off to identify possible actions to make the pollution preparedness and response toolbox future proof.

The Agency will also continue developing its services regarding Hazardous and Noxious Substances (HNS) to provide Member States under the Marine Intervention in Chemical Emergencies (MAR-ICE) network and the MAR-CIS database with quick and accurate expert information and dedicated services for the response to chemical spills.

EMSA will also continue to support the Member States in sharing experience and exchanging good practice in the field of marine pollution preparedness and response with dedicated workshops and with capacity building at national level through dedicated learning services. The Agency will also continue to work with the Member States to

assist them with their risk analyses and will continue working closely with Member States and the Regional Agreement Secretariats under different available frameworks.

Within the framework of the EFCA-EMSA SLA, EMSA will continue providing support to EFCA by equipping its three chartered Offshore Patrol Vessels (OPVs) with oil pollution response equipment, thus making available the EFCA OPVs to assist Member States with pollution incidents in EU waters.

The EMSA contracted pollution response vessels will continue to be gradually equipped, when technically and operationally possible, with light RPAS, which in case of a pollution related incident can be piloted from the vessels to support response operations.

New tasks stemming from the Maritime Safety Package:

As part of the implementation of the revision of the Ship Source Pollution (SSP) Directive, the CleanSeaNet service will be enhanced towards the detection of additional pollutants such as sewage, garbage, pollutants in packaged form and water waste resulting from the cleaning of scrubbers. From 2025, the service will initiate a set of operational and technical developments to support these enhancements, which will include increased use of satellite radar imagery, routine monitoring using optical satellites and support provided to Member States in what concerns CSN verification activities, by reinforcing EMSA’s RPAS multipurpose maritime surveillance services.

At the same time, under the guidance of the Commission and Member States, EMSA will work on the design and development of necessary databases and digital reporting tools as envisaged by the revised Directive, including the SSP Whistle-blower Reporting Channel, the SSP Public Overview, and the SSP Electronic reporting tool.

Furthermore, starting in 2025, EMSA will support the Commission in analysing Member States’ needs for relevant guidance and training / learning activities in support of the implementation of the SSP Directive.

New tasks stemming from the proposed revision of the EMSA mandate:

As part of the proposed revision of the EMSA mandate, EMSA could be given a task to undertake a risk assessment for all European sea basins which shall only serve as a basis for the location of the Agency’s oil and chemical pollution response vessels for supporting the Member States in marine environment pollution response activities.

The new mandate foresees an expanded task for EMSA to assist the Commission and the Member States via research in the deployment of alternative fuels. Preparatory steps will need to be undertaken already in 2025. In addition, support will need to be ensured to the development of new learning services related to alternative fuels.

The priority in the field of Sustainability for the next three years is to continue assisting the Commission, the Member States and relevant stakeholders in their efforts to decarbonise maritime transport, in particular in relation to the implementation and enforcement of new legislation, including capacity building initiatives, to position the Agency as a reliable provider of environmental data on shipping, and to adapt the pollution response toolbox to the upcoming challenges represented by the green transformation of maritime transport, as well as considering other emerging risks.

Activity group	Sustainability
EU-subsidy activities	Prevention of pollution by ships Operational pollution response services
Relevant Partnerships	<i>Service Level Agreement with DG CLIMA</i> <i>Contribution Agreement with DG ENV</i> <i>Working Arrangement with DG ECHO</i> <i>Service Level Agreement between EFCA and EMSA</i>
Relevant surveillance/digital services and tools	<i>IMS, RPAS Services, Earth Observation Services, SSN, THETIS-EU, THETIS-MRV, MAR-CIS</i>

Surveillance

In the surveillance domain, national authorities performing coast guard functions in the Member States and EU Agencies will continue to benefit from the innovative maritime surveillance services which EMSA continuously develops, building upon existing operational surveillance capabilities (e.g., AIS, manned aircraft, and patrol vessels).

EMSA is committed to increase surveillance capabilities of EU bodies and Member States' maritime authorities through its RPAS. This comprehensive service includes the provision of unmanned aircraft, piloting, communication, and data dissemination, all integrated with other existing EMSA systems.

EMSA will continue to provide real time, very high-resolution information, day or night, over large distances, combined with the capability to stay on-site in case of a certain event at sea with some of the most common use cases being Search and Rescue (SAR), vessel identification, investigation of suspicious activities, etc. This unique information greatly improves the maritime picture and provides the Member State authorities and EU Agencies the information needed to support their activities. Moreover, these RPAS services will be further used to support Member States' pollution verification activities, particularly in what concerns regional operations, in the scope of the revision of the Ship Source Pollution Directive.

Central to the Agency's approach is the consolidation of the RPAS Regional Strategy, an integral part of our multipurpose surveillance operations. With a focus on regions of shared operational interest, the aim is to establish more quasi permanent deployments, serving a broader array of national administrations across various function areas and cater to multiple Member States per operation, enhancing regional cooperation. This integrated approach, maximizes resource efficiency, addresses the diverse needs of multiple stakeholders and by providing a long-term perspective allows for deeper integration of EMSA services into the operational chains of Member States, thereby increasing the operational value of EMSA's RPAS services.

The Agency will continue to explore how new satellite-based technologies and capabilities can be better used to support Member States in a wide range of maritime surveillance activities, including Search and Rescue.

The Copernicus Maritime Surveillance service will continue to be delivered by EMSA to all Member States and relevant EU authorities, enabling the Agency to continue providing operational worldwide monitoring services from satellites to a wide range of user communities (maritime safety, maritime security, law enforcement, marine pollution monitoring, customs and fisheries control).

Global SAT-AIS data feeds will continue to be procured by the Agency to support monitoring of vessels worldwide and to serve as the primary global vessel tracking solution supporting EMSA applications and their users.

EMSA plans to further develop its services by incorporating novel RPAS and satellite communication technologies along with enhanced processing mechanisms and algorithms. This commitment ensures that EMSA's maritime surveillance services remain at the forefront, aiming to provide Member States and EU Agencies with technologies that may not yet be readily available at the national level. EMSA's cooperation with the European Space Agency (ESA) is fundamental in establishing innovative surveillance solutions to deliver the best possible space-based services to EMSA users.

Within the framework of the EFCA-EMSA Service Level Agreement (SLA), EMSA will continue providing RPAS services for fisheries monitoring and control to support Member States' activities in this field and/or EFCA chartered vessel(s).

Multipurpose Maritime Operations (MMOs) in collaboration with EU Agencies such as the European Fisheries Control Agency (EFCA) and the European Border and Coast Guard Agency (Frontex) are regularly include RPAS services provided by EMSA.

New tasks stemming from the Maritime Safety Package:

EMSA's Earth Observation Services capabilities will be expanded on a technical and operational basis to support the necessary enhancements to the CleanSeaNet service linked to the revision of the SSP Directive. These developments will include:

- Enhancements in the detection of possible pollutants and support the identification of possible polluters:
- Use of high-resolution optical images to support Member States in detecting pollutants in packaged form.
- Expansion of the use of radar imagery (including use of enhanced resolution products) to further support Member States in the detection of sewage and garbage. These enhancements may also present significant synergies concerning detection of oil and chemical spills.

- Integration of medium resolution optical images (Sentinel-2) to further enhance the detection of pollutants and enhance polluter identification.
- Gathering and analysis of user requirements and drafting of tender specifications towards implementation of the necessary developments to EMSA systems, existing EO contracted processing chains and new EO capabilities.

EMSA will also reinforce its RPAS multipurpose operations, with emphasis on regional / cross border activities, in support of Member States' pollution verification actions under the scope of the new Directive.

The priority in the field of surveillance for the next three years is to continue to provide reliable services, to further enlarge, diversify and expand maritime surveillance information sources, and further develop capabilities, inter alia by applying Artificial Intelligence, to get the best possible information out of surveillance data.

Activity group	Surveillance
EU-subsidy activities	Remotely Piloted Aircraft and satellite communication services Satellite based services and innovation
Project financed activities	<i>Copernicus Maritime Surveillance Service (CMS)</i>
Relevant Partnerships	<i>Contribution Agreement with DG DEFIS</i> <i>EMSA-ETSI Memorandum of Understanding</i> <i>Cooperation Agreement with the European Space Agency (ESA)</i> <i>Service Level Agreement between EFCA and EMSA</i>
Relevant surveillance/digital services and tools	<i>Earth Observation Services</i> <i>RPAS services</i> <i>Integrated Maritime Services</i> <i>Earth Observation Data Centre</i> <i>RPAS Data Centre</i>

Safety & Security

The Agency will continue its focus on the core maritime safety activities and further address concerns and challenges in this area. In this regard, EMSA will continue to build expertise and support the development, implementation and enforcement of safety standards by providing technical support to the Commission and the Member States on the work carried out at EU and IMO level, including proposing initiatives where safety problems have been found. In particular, the Agency will reinforce its technical contribution in the development and implementation of alternative fuels as well as the use of remote surveys and audits. Furthermore, initiatives linked to the IMO safety agenda will be addressed, for example reducing the risk from cargo fires on (container) vessels, the update of the Safe Return to Port requirements for passenger ships, the safety challenges arising from the transportation of alternative fuelled vehicles, especially electrical vehicles, onboard ships, and the drafting of the MASS Code, goals and functional requirements of SOLAS Chapter II-1 and, in particular, on steering and propulsion for ship control to follow up the conclusions of the STEERSAFE study, revision of SOLAS Chapter III and the LSA code and the amendments to the IGF Code to address safety provisions for ships using low-flashpoint oil fuels, and alternative fuels and sources of power.

In addition, the Agency will continue providing support to the Commission and the EU Member States for the development of the EU guidelines on Passenger Ship Safety for the implementation of Directive 2009/45/EC establishing the standards for passenger ships engaged in domestic voyages.

In December 2024, the amendments to Directive 2003/25/EC on damage stability requirements for ro-ro passenger ships entered into force. From that date, Member States are required to send to the Commission detailed information on the damage stability calculation for certain ships. This information will be the basis for the assessment whether the stability requirements of the Directive are the most appropriate ones. Being a very technical task, it is very likely that from 2025 such information will be forwarded to EMSA, which will create a new long-term task in the passenger ship safety field.

In 2025, it is expected that the study on the evacuation of large passenger ships, including the oversized lifeboats assessment, will provide the first deliverables that could be shared with stakeholders.

Also, 2025 will be the year where the update of the EMSAFE report will be published with fresh information and data to verify how the situation has evolved in the EU.

Acting as facilitator and technical hub, the Agency will support the safety dimension in relation to EU priorities for the uptake and deployment of sustainable alternative sources of power for ships, for improvements of ship's energy efficiency, and for further deployment of on shore power supply. In 2025, it is planned to conclude three relevant safety studies on alternative fuels: safety of ammonia as fuel, safe bunkering of the five most promising biofuels and safety of hydrogen as fuel. The studies will provide safety findings based on reliability analysis and safety assessment. The most relevant deliverables will be practical goal-based guidance documents that will build on the IMO codes for the safety of ammonia and hydrogen as fuels.

In 2025, the Agency will consider again whether any of the published guidance documents on electrification or alternative fuels require updating in view of new developments or insights. In particular, the Agency will consider further investigation, also experimental, on the safe carriage of alternative fuels vehicles on board ships in view of the preliminary conclusions of the investigation on the accident of the Fremantle Highway and the conclusions of the EU-funded project LASHFIRE.

Regarding the discussion on increasing automation towards the operation of unmanned vessels, EMSA will continue to support the Commission, Member States and the other stakeholders, as relevant, in the development of MASS concepts and technologies. It will assist the Commission and the EU Member States in the context of the IMO discussions on MASS and it will act as service provider for EU Member States and their stakeholders providing the MASS pilot risk-based assessment tool (RBAT), supporting national approval procedures of new MASS projects. In 2025, it will be possible to make a first assessment of the use of the pilot RBAT tool. A workshop will be organised with the users to receive feedback. In addition, an investigation on the performances of autonomous navigation, communications and connectivity system will be considered for further safety assessment.

Considering that the cycle of visits for Directive 2001/96/EC on the safe loading and unloading of bulk carriers – and the related horizontal analysis – will be completed in 2024, the cycle will be concluded with a workshop with Member States, in which the main results and lessons learnt from this cycle as highlighted in the horizontal analysis report will be presented and discussed.

Fishing vessel safety has been identified in the Annual Overview of Marine Casualties and Incidents and in EMSAFE as an area that needs particular attention, especially due to the relatively big number of ships lost. In this regard, the Agency will continue supporting the Commission with any follow-up related to the ex-post evaluation of Directive 97/70/EC on the safety of fishing vessels, while it will continue to provide training and safety analysis in relation to fishing vessels.

EMSA supports the Equasis global database for shipping information – promoting quality shipping in the world – by running the Management Unit which is taking care of the Equasis organisation and governance, supporting amongst other things the Equasis Supervisory Committee and its Editorial Board. Following the implementation of the dynamic dashboard in 2024, new functionalities will be added to modernise the portal. It is also expected that the new way to present information and statistics in the annual World Fleet will be fully operational in 2025. Finally, the development of the new 5-year strategy of Equasis will be started.

EMSA will also continue to support maritime administrations in their Flag State implementation effort and in their Port State Control role.

The Agency will continue offering its services to the Accident Investigative bodies and other relevant authorities regarding the provision, upon request, for underwater surveys using Remotely Operated Vehicles (ROV) supporting safety investigations. ROV underwater services capabilities will be exploited as useful tools to collect more evidence in case of very serious or serious casualties (e.g., by inspecting sunken ships). EMSA will continue providing the technical secretariat to the Permanent Cooperation Framework (PCF), managing and enhancing the European Marine Casualty Information Platform (EMCIP) portal, organising the EMCIP User Group meetings and training on accident investigation topics using the online modality whenever possible. As usual, the Annual Overview of reported maritime accidents in EMCIP will be published with improvements to make it more useful to the shipping community.

In addition, EMSA will continue to work as a reliable partner in the field of Marine Equipment, by providing technical secretariat services to the MarED Group of Notified Bodies, managing the MED Portal and supporting the Commission upon request in the regular update of the standards, providing technical advice on standards that are being developed in different fora (e.g., IMO, ISO TC 8, CEN/CENELEC) as well as in the case of safety concerns raised regarding products, technical assistance on the EU-US mutual recognition agreement and facilitating the market surveillance work.

In terms of the Human Element, assistance to the Commission and the Member States regarding the amendment, adoption and implementation of European and international legislation will be a key focus for the period. EMSA will keep playing a key supporting role in the process related to the review of the STCW Convention and Code, anticipated to last at least until 2027. The results of studies on identification of competences and training needs related to MASS and ships using alternative sources of power should contribute to discussions at international level.

In 2027, and subject to availability of financial resources, EMSA could launch a study on employment in the maritime sector, with a view to contributing to a clearer picture in this area. The study will look at maritime employment realities, including paths of those taking up a maritime career, maritime employment prospects and competences necessary for future careers in the maritime industry. The objective is to provide a solid platform of empirical and exploratory research to support policy makers in steering, regulating and promoting maritime employment in the EU.

In the area of maritime security, EMSA will support the Commission and the EFTA Surveillance Authority in assessing and verifying independently the implementation and enforcement of EU maritime security legislation by participating in the inspections within the framework of Regulation 725/2004 of the European on enhancing ship and port facility security and as foreseen by Regulation (EC) No. 324/2008 dated 9 April 2008. The Agency will also participate in the MARSEC (Maritime Security) Committee and will work with the Commission to provide guidance to the Member States on MARSEC inspections. In addition, the Agency will address the requests from the Commission in this field, including the analysis of the threats presented by drones for critical maritime infrastructure.

Cyber risks are highlighted as a major challenge for the maritime industry. In this regard, and based on the work of a dedicated Task Force, the Agency will provide support to the Commission and the EU Member States for enhancing maritime cybersecurity awareness and information exchange. On the last topic, and based on the result of the 2024 Conference, the Agency will start considering specific ways to facilitate an information sharing and analysis system on cyberattacks in the maritime field at EU level in close cooperation with stakeholders (e.g., ENISA). In addition, EMSA will continue promoting harmonisation in addressing maritime cybersecurity challenges and exchanges of best practices by providing guidance, training (within EMSA Academy) and workshops to Member States.

In line with the existing EU policy framework², the Agency will also explore how to support Member States Authorities with monitoring critical maritime infrastructure exploiting the full potential of its existing services, including the use of CISE to exchange maritime surveillance information to boost resilience and protect critical maritime infrastructure³.

New tasks stemming from the Maritime Safety Package:

With regard to the Flag State Directive, EMSA will support the Commission and Member States by developing the digital tools required, i.e., an interoperable digital portal and the ship inspection database, which are also expected to contribute to a wider adoption of e-certificates. In addition, EMSA will also facilitate the creation and management of the new forum of experts in the field.

On Port State Control (PSO), the Agency will implement the new requirements regarding the targeting system and will develop a new digital tool to facilitate the application of the new PSC voluntary regime to fishing vessels.

Finally, on Accident Investigation, EMSA will enhance the operational service to Member States. In this regard, a survey will be shared with the accident investigation bodies to better understand the needs and establish the services accordingly. The main tool to be expanded will be the underwater service. The Agency will also adapt the EMCIP portal to gather also accidents of fishing vessels below 15 metres.

In all the three Directives, the Agency will increase the training effort to support and facilitate the implementation of the new requirements and relevant Common Core Curricula (CCC) will be updated as needed.

New tasks stemming from the proposed revision of the EMSA mandate:

EMSA will be tasked to help analyse ongoing and completed research projects relevant to the objectives of the Agency. A systematic review of the safety related projects and of projects containing safety related topics should be organised and carried out as standing activity to identify possible synergies and gaps with the studies and projects

² Council Recommendation of 8 December 2022 (24b) on a Union-wide coordinated approach to strengthen the resilience of critical infrastructure

³ European Union Maritime Security Strategy (EUMSS) and its Action Plan as approved by the Council (General Affairs) on 24 October 2023

carried out by EMSA in the field of maritime safety, also liaising with the Waterborne Technology Platform and its Zero Emission Waterborne Transport Partnership.

Maritime safety tasks will include, *inter alia*, the development of safety risk assessment models to identify safety challenges and risks. In 2026, preliminary considerations on the adequacy of safety assessment methodologies, in the light of increased complexity of the technologies in use in the sector, should be initiated, probably with the support of a specific study.

The Agency will also be tasked to support the implementation of passenger ship safety legislation by assisting the Commission in the assessment of the measures provided for in Directives 2009/45/EC and 98/41/EC.

Regarding cybersecurity, the Agency will assist Commission and Member States efforts to enhance resilience against cybersecurity incidents in the maritime sector by facilitating the exchange of best practices and information on cyber security incidents between the Member States.

The main priorities in the field of safety and security are developing guidance on the safe use of alternative fuels and associated new technologies, provide technical input and support in the discussions related to the regulation and use of MASS (maritime autonomous surface vessels), the review of the STCW Convention and Code and developing guidance for the maritime sector on how to deal with cyber security threats.

Activity group	Safety & Security
EU-subsidy activities	Maritime Safety Accident Investigation Human element Maritime Security
Project financed activities	<i>Equasis (partly)</i>
Relevant Partnerships	<i>EMSA-ETSI Memorandum of Understanding</i>
Relevant digital services and tools	<i>IMS, SSN, EMCIP, MED DB, THETIS, THETIS EU, STCW-IS</i>

Digitalisation

Integrated Maritime Services

Forming part of the Union Maritime Information and Exchange System, the Integrated Maritime Services (IMS), as the main safety, security and sustainability solution provided to maritime communities of EU Member States, is continuously enhanced with additional customised features, functionalities, data sets and individual services in line with evolving requirements of the growing user communities, enhancing the maritime surveillance picture.

The main improvements will continue to focus on IMS user interfaces (SEG - SafeSeaNet Ecosystem Graphical User Interface and IMS Mobile App) as well as the System-To-System (S2S) interfaces for the provision of specific services to national systems. IMS will provide Automated Behaviour Monitoring (ABM) services, based on algorithms analysing vessel position reports for the detection of abnormal and/or user selected behaviours. IMS will continue to cross-reference ship movement data with Earth Observation products as well as other vessel and voyage related data and external situational data e.g. weather conditions, non-SOLAS maritime traffic, etc., facilitating the real-life interpretation of maritime operations.

Use of innovative solutions like Cloud or Artificial Intelligence (AI) technology will continue to be applied to some of the information services of the IMS using more than 6 years of historical vessel positions. The development of drift modelling capabilities will be in development to provide additional granularity to the maritime situational picture and enable enrichment of IMS services both in terms of quality as well as reliability.

EMSA will continue supporting Member States and EU bodies regarding risk assessment and management. As requested by the Member States, EMSA will continue to support maritime administrations in the development of their Search and Rescue planning and coordination capabilities by providing advanced data-driven digital services for preparedness and response to life threatening incidents at sea such as the SAR drift modelling tool and the COSPAS-SARSAT alerts display in IMS (subject to the availability of resources).

Maritime Support Services

All information available at EMSA on maritime operations, vessels and maritime traffic are integrated and combined to provide analytics and other assistance in detection and monitoring of relevant maritime emergencies and reports, to Member States and the Commission. The Agency will continue offering a single point of contact for any assistance required by the Commission or the Member States in the context of a maritime emergency or an event where EMSA services could be needed, e.g. in case of pollution or SAR, and the Working Arrangement with DG ECHO. In addition, a helpdesk service is provided to users and the performance/availability of EMSA maritime applications is monitored 24/7.

The Agency continues to monitor maritime traffic (e.g. information on the impact of Russia's military aggression against Ukraine) on a global scale, to assist the Member States and the Commission by providing specific periodical and *ad-hoc* reports related to the implementation of sanctions imposed by the EU and impact of crisis situations on maritime traffic and seaborne trade. In that respect, it will continue to establish warning services for vessels subject to sanctions. These services will be transformed into self-service tools, accessible to authorised Member State users and the Commission.

Likewise, as mentioned earlier EMSA will continue providing both live alerting and periodic reports on the impact of attacks on merchant shipping in the Red Sea including information on changes in traffic patterns (re-routing of vessels around the Cape of Good Hope and the emergence of new areas for bunkering operations) and their environmental impact.

Other maritime applications and systems

The development of the new Earth Observation Data Centre (EODC) will continue in 2025 with a view of its completion in 2026. The new EODC will gradually replace the existing earth observation data processing system, further improving its performance and having the possibility to add new satellite data sources to the EMSA Earth Observation product portfolio. At the same time in order to meet the requirements of the revised SSP Directive the processing capabilities of the EODC will be extended and adapted.

EMSA will further develop the RPAS Data solution to provide a more performant operational picture in the context of RPAS operations.

EMSA will explore in collaboration with the Member State competent authorities how integrating information collected on scene by national surveillance assets can enhance maritime surveillance and law enforcement activities.

The STCW Information System (STCW-IS) will continue to facilitate the provision of reliable information to the European Commission, Member States and the general maritime sector on the maritime education, training and certification systems in the EU. Moreover, it will continue to be the primary source of data for statistical analysis on the potential number of officers available to serve on board EU Member State flagged vessels.

Additionally, in 2019 EMSA was tasked by the Commission to prepare the establishment of an operational network allowing all EU Member State authorities and EU bodies with an interest in maritime surveillance to share information on a voluntary basis through the Common Information Sharing Environment (CISE) enriching their legacy systems. Given the signature of a new Contribution Agreement with DG MARE, the Agency will continue to ensure the overall coordination of the operational phase of CISE, provide technical and operational support, as well as ensure the information service developments, such as the development of the classified network.

The THETIS-MED inspection database developed for the Mediterranean MoU on PSC, will continuously be enhanced under the scope of the SAFEMED programme and in accordance with the identified new inspection procedures or expressed user requirements. With the aim of having a global harmonised approach on the reporting of PSC inspections, and if requested by the relevant stakeholders, EMSA will provide its technical support for the possible expansion of the THETIS inspection database to other PSC MoU regional agreements.

Work will continue the development and deployment of enhancements of THETIS-EU and THETIS-MRV to support the implementation and enforcement of relevant EU legislation, notably the extension of the Emissions Trading Scheme to maritime transport and FuelEU Maritime along with the catering for proper familiarization and training of the user community.

The development of a new internal application for recording and analysing the results of the inspections carried out on Recognised Organisations (ROs) under Regulation (EC) No. 391/2009 will be underway. The features of this application would lead to more efficient analysis of inspection results and a more complete picture of the performance of the ROs.

In 2025, the Dynamic Overview of National Authorities (DONA) will continue to be available. The application will be further adapted to cater for relevant legal acts, including those expected to enter into force (revised Flag State, Port State Control and Accident Investigation Directives). It will also support exemptions, derogations, equivalences, safeguard measures and additional safety requirements foreseen in art. 9 of both Directives 2009/45/EC and 98/41/EC.

RuleCheck, the web-based repository of up-to-date maritime legislation is expected to be further enhanced in 2025, to accommodate potential requirements stemming from the Paris, Med or Black Sea MoUs.

The European Marine Casualty Information Platform (EMCIP) will continue to be operated and maintained to serve the user community as needed. Furthermore, it will be enhanced based on the needs expressed by the relevant User and Governance Group Meetings.

The Marine Equipment Database (MED DB) will continue to be maintained and operated to keep providing a reliable platform to support electronic tagging for marine equipment, thus supporting quality, digitalisation and safety in the marine equipment domain.

The Agency will continue to work on the development of a Blue Datawarehouse, an innovative platform utilizing data science capable to integrate different data sets handled by the Agency's maritime applications to expand information services and improve statistics and data analytics. In 2025 the aim is to also cover MARINFO information as part of the Blue Datawarehouse to further support data cross-fertilization.

The THETIS-EU Animal Welfare (AWF) inspection module, supporting inspections of livestock vessels carried out under Council Regulation (EC) 1/2005, will be further enhanced to cater for possible new requirements if required by Commission services and if funding is provided. The dedicated inspection module is aimed at supporting the development of a stronger and more harmonised monitoring and enforcement information system – which will also serve as a common platform for sharing of information and alerts - to ensure the proper implementation of the Council Regulation by Member States. The Agency, with the support of the Commission, will further engage with Member States' competent authorities, to provide additional training and to collect feedback on possible enhancements.

The Agency will, subject to budget availability, accelerate the preparation of maritime applications for their actual transfer to the cloud. The digital portfolio in the cloud will be maintained and developed to increase interoperability, enable faster development cycles and capitalize from the re-usage of services and functionalities. The use of cloud technologies will further optimize EMSA's digital services with particular attention to ICT Security and the financial impact of cloud computing costs. The in-house datacentre will be downsized. These steps should help in the medium term to avoid duplication of costs and to reduce the footprint of the on-prem data centre. ICT security at EMSA is a key horizontal activity to be able to provide trustworthy services to the maritime sector. EMSA will continue improving its resilience to cyber-attacks through continuous monitoring of the EMSA maritime and corporate services portfolio, application of the Security-by-Design methods to new digital services.

EMSA will continue to work towards enhancing its business continuity against any type of incidents and to minimize downtime and achieve sustainable improvements in IT disaster recovery, corporate crisis management capabilities and regulatory compliance. Therefore, EMSA will analyse how to minimize the impact on the availability of digital services due to updates, maintenance activities, regular and emergency patching of the system and its underlying horizontal digital solutions and infrastructure, carefully balancing operational, security, and continuity needs. Using the cloud for disaster recovery and business continuity will be explored to ensure that computing resources are switched over quickly to a stable backup and remain operational.

Finally, in 2025, the Agency will continue to use the ePortal as the main channel for the identification of speakers and experts in support of different activities of the Agency.

New tasks stemming from the Maritime Safety Package:

In 2025, the Agency will engage with its stakeholders and perform an analysis of the changes to be made to existing applications (CSN / EO DC, SSN, IMS, THETIS, DONA). Subsequently the enhancements for supporting the SSP needs will be initiated for the existing digital tools of IMS, EO DC, SSN, and THETIS. Likewise for the new SSP digital tools (Whistle-blower Reporting Channel, SSP Public Overview, Electronic reporting tool the requirements will have to be gathered and guided by the Commission as a starting point, creating the basis for the implementation. Completion of this process will have an impact on the timeline of the development and deployment of the applications. The aim is to have all service enhancements and digital tools in operation and available for Member States by early 2027.

With the revised SSP Directive, Member States will benefit from an enhanced CleanSeaNet service for detecting illegal discharges in European waters, new digital tools to facilitate early identification of ships discharging polluting

substances and new means for information exchange between different actors involved in the enforcement chain to facilitate their timely awareness of pollution incidents.

In order to support the Member States' reporting obligations under the revised directive, a new SSP Electronic Reporting Tool will be established to provide information on ship-source pollution incidents, follow-up activities, and respective administrative and legal proceedings. A confidential online external reporting channel will also be set-up to receive reports (from 'whistle-blowers') on possible infringements under this Directive.

To increase transparency on the ship-source pollution incidents and follow-up actions in the EU, a 'Union-wide overview' portal will be made available to the general public and updated regularly. This portal will provide information on the application of the directive and use information reported by Member States.

With the revision of the Port State Control Directive, the Agency will progress with the enhancements of the THETIS inspection database both from a technological and functional perspective. The Agency will support the Commission at the appropriate fora before implementation is initiated to align THETIS with the new provisions of the relevant Directives. The Agency in any case will proceed with the most comprehensive technical overhaul of the THETIS Ecosystem since its inception to upgrade and modernize THETIS, whilst maintaining business continuity. The new future-proof THETIS will be made available during 2028.

For the implementation of the revised Flag State Directive, the Agency will await business requirements and, on that basis, proceed with the design and development of new tools arising from this revision including the facility to issue digital ships' statutory certificates (eCertificates), an interoperable digital portal and a ship information database.

New tasks stemming from the proposed revision of the EMSA mandate:

The European Maritime Awareness Centre (EMAC) is supposed to deepen and strengthen the maritime tasks of the current Maritime Support Services. The Agency, once the new mandate is approved, will start with the transformation. EMAC should strive to serve as a hub for relevant data from both internal and external sources where it can be fused for analysis and disseminated as intelligence, to cater for the 4 tasks proposed in the Founding Regulation in the scope of EMAC. The centre will respond to emergency situations at-sea, will facilitate monitoring of ship movements required by Union legislation, and will provide information services in case of maritime threats and intentional unlawful acts at-sea.

The Digitalisation priorities will focus on providing reliable digital solutions supporting existing services to the Member States and the Commission and in 2025 and the following years there will be a focus on the implementation of new tools required by the safety package. Capabilities will be further developed with the use of state of art digital technologies to extend and modernise EMSA's digital portfolio. Once the revision of the Founding Regulation is approved, the development of the Maritime Awareness Centre will start, including the gradual introduction of automation of services and reports with analytical insights. Stepwise, the Agency will introduce more cross-fertilisation of maritime data coming from different systems and sources, whilst keeping as a high-priority the existing digital services in support of the stakeholders of the Agency.

Activity group	Maritime digital services and digital infrastructure
EU-subsidy activities	Integrated Maritime Services (IMS) THETIS and its modules RuleCheck STCW Information System European Marine Casualty Information Platform (EMCIP) MED Data Base (Med DB) Earth Observation Data Centre (EODC) RPAS Data Centre (RPAS DC) Dynamic Overview of National Authorities (DONA) Marinfo tool E-Portal to support the Roster of Speakers and Database of Experts Blue Datawarehouse Maritime Support Services (MSS) Platform for recording and analysing results of RO inspections (RO DB)

	ICT operations THETIS Fuel-EU Maritime SSP Digital tools and databases
Project financed activities	<i>THETIS-EU</i> <i>THETIS- MRV & ETS</i> <i>THETIS-MED</i> <i>THETIS-AWF</i> <i>CISE</i>

Simplification

The Regulation (EU) 2019/1239 establishing a European Maritime Single Window environment (EMSWe) significantly increases the potential of digitalisation in many areas including port-call optimisation and is an important step forward for the implementation of the single market in the maritime sector based on digital solutions. EMSA will continue to support the Commission and the Member States in the elaboration of the common data set, the harmonised specifications and rules for the EMSWe ensuring that the same data sets can be reported in all ports of the Union in a harmonised manner.

EMSA will also continue developing and maintaining the common database services for the EMSWe and support the Member States in integrating such database services with their Maritime National Single Window systems. All these activities will aim at ensuring that the overall EMSWe is operational in August 2025, as foreseen by the EMSWe Regulation, and is further maintained and operated in the following years.

Furthermore, EMSA will continue developing and improving common databases and data exchange services between ports through the Union Information and Exchange System (SafeSeaNet) which will aim to reduce the administrative burden on ship operators applying the reporting once-only principle. These databases will provide reference information on e.g. ships identification information and particulars, dangerous and polluting goods, port facilities and ports to all users of the EMSA maritime services, Member State authorities and to ship operators.

EMSA will contribute to the work of the IMO on its compendium on facilitation and electronic business, to define harmonised data models and message structures for the electronic fulfilment of reporting obligations defined by international instruments.

EMSA will continue to develop and improve SafeSeaNet (SSN), to support new and revised EU legislation. SSN will be further upgraded to offer data exchange services between the Maritime National Single Windows of the Member States to ensure that information provided on departure from a port in the Union is made available to the declarant on arrival at the next port in the Union. SSN will also be upgraded to offer facilitation services to coastal stations for ship-to-shore reporting. Such developments will aim at simplifying the fulfilment of reporting obligations by reusing information already reported and applying the 'once-only' principle. These developments will consolidate the role of SSN as the cross-border and cross-sector platform for integrated maritime information and services, providing maritime situational awareness at sea.

In addition, EMSA will continue to explore with Member States and industry the use of Very High Frequency (VHF) Data Exchange System (VDES) technology for the further development and deployment of the Integrated Reporting Distribution service (IRD) for Mandatory Reporting Systems (MRS) as well as for other use cases where this new technology can be of added value.

Traffic Density Maps represent an effective way of displaying vessel movement patterns and present valuable benefits to Member States' competent authorities for security and safety purposes as well as for Maritime Spatial Planning. EMSA will continue enhancing the Traffic Density Mapping service exploring possibilities to build more sophisticated services which allow users to better evaluate the overall shipping density within selected areas.

In the scope of eCertification of seafarers, EMSA will continue the development of the EU Seafarers Certification Platform, which is expected to be fully implemented by 2028. The main objective of this platform is to support Member States to issue certificates to seafarers in digital format and the facilitation of related functions relevant for the whole certification process (certification, approval, education and training, assessment of competency, monitoring, etc).

New tasks stemming from the Maritime Safety Package:

Following the revision of the Flag State Directive and Port State Control Directive, the Ships' eCertificates service will be further enhanced. Supporting the Commission to define functional and technical specifications together with the Member States for the development of databases and tools envisaged by the revised PSC Directive will provide

the stakeholders the means of exchanging and validation of electronic statutory certificates in the following years. Moreover, the design of the ship information database stipulated by the Flag State Directive that is expected to start in 2025 will give the possibility of issuance of electronic certificates for ships, in particular for those Member States that have not been in a position to develop their own systems for electronic certificates.

New tasks stemming from the proposed revision of the EMSA mandate:

EMSA will continue to support the digitalisation and simplification of EU shipping by supporting the Commission and Member States in the implementation of the EMSWe Regulation (EU) 2019/1239 that enters into force in August 2025. The Agency will further elaborate and maintain the reference documentation of the EMSWe (i.e. EMSWe data set, Message Implementation Guide and harmonised spreadsheets) in collaboration with experts from the Member States authorities, shipping industry associations and the Commission. The Agency will also perform a feasibility study to identify which information shall be exchanged between the MNSWs via SafeSeaNet in view of facilitating the fulfilment of reporting obligations by reusing information between ports of the Union.

The main priorities in the area of Simplification will be related to further supporting Member States and Commission in the development and implementation of the European Maritime Single Window environment (EMSWe), further promoting the reporting only once principle (thus reducing the administrative burden for the industry and the Member States) and supporting the availability and use of eCertification both for seafarers and ships.

Activity group	Simplification
EU-subsidy activities	SafeSeaNet European Maritime Single Window environment (EMSWe) Long Range Identification and Tracking (LRIT) STCW eCertification Platform
Project financed activities	<i>EMSWe Project</i> <i>EFCA Service Level Agreement</i> <i>Frontex Service Level Agreement</i>
Relevant partnerships	<i>MAOC (N) Cooperation Agreement</i> <i>EUNAVFOR Med: Operation Irini Cooperation Agreement</i> <i>EUNAVFOR Atalanta Cooperation Agreement</i> <i>EUNAVFOR Aspides Cooperation Agreement</i> <i>Europol Working Arrangement</i> <i>Emergency Response Coordination Centre (ERCC) Working Arrangement</i>
Relevant digital services	<i>IMS, SSN, EU LRIT CDC and EODC</i>

Technical assistance including monitoring the implementation of EU legislation and capacity building

The learning services provided by the Agency through the EMSA Academy will contribute to build capacity at national level and support harmonised implementation and enforcement in the EU and beyond, thus fostering safety, security and sustainability.

In 2025, the number of courses certified following the principles of ISO 29993:2017 for the delivery of learning services outside formal education, will be further increased with particular emphasis on specific services related to the Implementation of the EU Emissions Trading Scheme (ETS) / MRV and FuelEU Maritime legislation, alternative fuels and technologies and the Ship Source Pollution Directive (surveillance, investigation, reporting).

Member States' needs for new learning services or modification of the existing courses will continue to be identified through a structured Training Need Analysis (TNA), thus using a bottom-up approach..

The process for 'Curriculum Development and Design' will continue to be applied for all learning services offered by the Agency.

In 2025, the Agency will continue to offer learning services aligned with the approved Harmonized Training Program (HTP) based on the outcome of the TNA performed in 2024. The learning services for 2025 will include Common Core Curricula (CCC), part-time courses and short courses.

Tools such as the Maritime Knowledge Centre systems (MaKCs), EMSA's eLearning Management System along with the national extensions for Member States that requested such service, the User Interface Language Pack, enabling the translation of the National Extensions' interface and the Virtual Reality Environment for Ship Inspections (VRESI) will be used and further enhanced, thus ensuring an enriched learning experience.

The feedback provided by the participants through the evaluation and review methodology foreseen by the quality management system will strive for continuously improved services.

Work will also be carried out in developing statistics (regular and ad hoc) and indicators, in support of internal and external stakeholders. The Agency will continue to publish and enhance the EU Maritime Profile (EMPRO) in an anonymised manner and excluding sensitive information to raise awareness also for the general public about the important role of shipping.

Building upon the Blue Data Warehouse and data sources available, the ability to harness and analyse this data will be fostered, allowing the production of predictive analytics about maritime safety issues, environmental concerns, and other critical factors.

Following the inclusion of EMSA's CCC for Port State Control Officers (PSCOs) in 2024 in the respective training policies of Paris and MED MoUs, the Agency will become the main training provider for these two PSC regimes and thus enhancing the harmonisation and standardisation of the knowledge and proficiency of PSCOs in the two PSC regions. Other MOUs on Port State Control and Flag State authorities of third countries will also benefit from capacity building activities offered by the EMSA Academy, on an 'ad hoc' basis, including their access to tools and services (RuleCheck, MaKCs) developed by the Agency.

The implementation of SAFEMED V and BCSEA II Projects will continue in 2025 following an approach that links the different functions covered by a maritime administration (as defined by IMO in the III Code) with the strategic priorities of the Commission. Furthermore, the new approach foresees that each thematic area will entail three types of action namely 'Tools & Services', 'Technical activities' and 'Training activities'. In 2025, activities will include:

- support for the transposition of MARPOL Annex VI and BWMC (International Convention for the Control and Management of Ships' Ballast Water and Sediments),
- development of the Maritime Single Window prototype for the ENP countries, exchange of information through MAREΣ and SSN (under the framework of a pilot project approved by the HLSG),
- access to the services of the EMSA Academy thus ensuring life-long training,
- continued access to the maritime applications developed by the Agency (THETIS-MED, RuleCheck, CSN, MaKCs) whilst a dedicated ENP DONA will be developed.

Support to fellowships for selected staff from the beneficiary administrations as well as pollution response exercises will also continue. Specific bilateral activities in support of Ukraine, such as the donation of oil pollution response equipment, will also be considered, where feasible.

The support to candidates and potential candidate countries through the IPA III Project will continue in 2025, offering access to the services of the EMSA Academy, to tools and applications (CSN, RuleCheck, MaKCs) and other activities foreseen by the relevant action plan.

EMSA's visits and inspections continue to be a key tool to improving maritime safety, security and sustainability, through the identification of strengths and weaknesses in the implementation of the community acquis. Combined with the horizontal analyses carried out on the findings established during the visits, the visits and inspections enable Member States and the Commission to gain a clear picture of where additional effort would be beneficial or changes to Union law may be desirable. The end-of-cycle workshops held following the conclusion of each visit cycle provide a clear opportunity in this regard. The second cycle of visits on port reception facilities, started in 2024, will continue, together with the existing cycles on seafarer training, passenger ship safety and the system of inspections for the safe operation of ROPAX vessels (both as separate visits and jointly with passenger ship safety visits).

In respect of ROs, the legislative changes concerning their recognition and oversight have been incorporated in EMSA's activities. The legislative changes have seen an increased participation of the Member States in EMSA's inspections and the Commission's assessment processes. The increased transparency and exchange of information between the Commission, EMSA and the Member States enhances the overall oversight of ROs at EU level, which in turn improves compliance by ROs. In this regard, EMSA is sharing with the Member States the

inspection planning and EMSA's inspection reports through CIRCABC – a platform supported by the Commission for the easy distribution and management of documents.

In this context, based on the outcomes of the dedicated inspection campaign performed on the use of remote surveys and audits by ROs, the Agency will continue to assist the Commission and the Member States in the discussions at international level on the use of remote surveys, audits and verifications, including technical assistance in EU contributions to the technical work within the IMO to provide the necessary regulatory framework for this activity.

It should be noted that the legislative process concerning the revision of the EMSA Founding Regulation that is at the time of writing underway may have an impact on the scope and modus operandi of future Member State visit cycles and RO oversight and monitoring activity during the period covered by this document.

STCW inspections in third countries continue to be an important part of EMSA's activities in assisting the Commission with recognising and ensuring STCW certification and compliance worldwide.

New tasks stemming from the Maritime Safety Package:

In accordance with the revised Flag State Directive, EMSA may be called to develop training activities for Flag State Surveyors⁴, thus the need may arise for an additional Common Core Curriculum.

In accordance with the revised Port State Control Directive, existing PSC CCC will have to be reviewed and amended on a continuous basis especially as regards to new maritime safety challenges related to environmental, social, labour issues, new technologies and in relation to the additional obligations arising from the relevant instruments.

In accordance with the revised Accident Investigation Directive, the existing CCC for AIs will have to be reviewed and amended on a continuous basis to cater for new legal and technological developments, specific techniques and tools and technologies relating to ships, their equipment and operations. In accordance with the revised Ship Source Pollution new guidance on different aspects of the enforcement chain and training for Member States will have to be developed.

New tasks stemming from the proposed revision of the EMSA mandate:

EMSA may be requested to provide recommendations and technical assistance to the Commission on possible remedial measures or the imposition of fines on the ROs in accordance with Article 5 and 6 of Regulation (EC) No 391/2009. Under this respect, the Agency will put in place an acquisition channel to access specialised support and expertise.

The Agency will explore how to better support the Member States in their monitoring and oversight of ROs under Article 9 of Directive 2009/15/EC and in the discharge of their Union and international obligations as flag States, by providing them with appropriate information in the context of their own inspections of ROs, conducted to support the Commission's assessment under Article 8 (1) of the said Regulation. The Agency will assist the Commission in managing the high-level group on flag State matters under [Article 9 (1)] of Directive 2009/21/EC

The priority in the field of technical assistance for the next three years is to continue to provide innovative learning services through the EMSA Academy and enhance the toolbox in support of such services. Particular focus will be given on actions in support of the implementation of new legislation stemming from the efforts to decarbonise shipping, to improve statistics and analytics in support of decision-making and to raise awareness on the importance of the maritime sector. The programme of visits and inspections in line with the priorities set by the Commission and in view of effective implementation of EU Legislation will be ensured and the ambitious work plan to assist the Neighbouring Countries sharing the Mediterranean, Black and Caspian Seas will be implemented.

Activity group	Technical assistance
EU-subsidy	Classification societies Seafarers, training and certification Visits to Member States Human element Analytics and research

⁴ Flag State surveyors are authorised by the administration of the Member States to survey and certify ships.

	Capacity building and EMSA academy (incl. MaKCs and VRESI)
Project financed	<i>Commission Funds for candidate and potential candidates</i> <i>IPA III</i> <i>SAFEMED V</i> <i>BC SEA II</i>
Relevant digital services	<i>STCW-IS, IMS, MaKCs and VRESI</i>

Strategic support including cooperation with other EU agencies and bodies

The wide range of services provided by the Agency makes it financially efficient and operationally effective for EMSA to provide services and tools to other EU stakeholders benefiting from the experience and/or funding contributions of those partners.

EMSA will continue the cooperation and regular dissemination of early estimates on Port Calls in the EU to the Statistical Office of the European Union (EUROSTAT) in accordance with the terms of cooperation formalised in the SLA signed in 2024 between EUROSTAT and EMSA. Further cooperation will be envisaged on improving the robustness of the estimation method with further testing as well as developing early estimates of maritime traffic at higher data granularity, e.g., at port level.

EMSA will continue providing a range of services under the umbrella of various bilateral cooperation agreements to EU bodies or other EU stakeholders with maritime related functions in support of their overall objectives. Such organisations include the European Fisheries Control Agency (EFCA), European Naval Forces (EUNAVFOR Atalanta, EUNAVFOR Med Irini and EUNAVFOR Aspides), European Union Agency for Law Enforcement Cooperation (Europol) the European Border and Coast Guard Agency (Frontex), the Maritime Analysis and Operations Centre – Narcotics (MAOC (N)) and the Emergency Response Coordination Centre (ERCC). EMSA support to ERCC will continue under the framework of the new Working Arrangement (WA) expected to be signed between EMSA and DG ECHO.

Based on the experience gained in 2023 with its first Multipurpose Maritime Operation (MMO) in the Central and Eastern Baltic Sea, and the second in La Manche (Channel) and Southern North Sea in 2024, EMSA will again coordinate an MMO in 2025 in cooperation with identified Member States with an emphasis on the coast guard functions falling under its remit. The modalities, duration and assets deployed will be discussed and agreed with the relevant authorities co-organising the MMO.

2. Human and financial resource outlook

2.1 Overview of the past and current situation

The Agency's Founding Regulation has been amended several times, twice in the last decade with an impact on the tasks assigned to EMSA and consequences for the resources needed by the Agency.

Activities launched in recent years in the fields of environmental legislation, maritime security and surveillance, satellite applications, as well as increasing levels of cooperation with other Agencies and institutions, clearly show that there is a growing demand for EMSA to provide services to the Commission, Member States and other bodies. The Agency has also become a 'service provider' for other end-users in or linked to the EU maritime sector, thus ensuring added value at EU level and the best possible use of existing tools and resources.

In order to fulfil its ambitious objectives, it remains essential for the Agency to attract and retain highly qualified staff with specialised knowledge and experience. Offering a long-term perspective to staff assists the Agency to achieve this.

The Agency adopted its HR Strategy reflected in the five pillars based upon the acronym *STAFF* standing for Sustainable engagement, Talent, Attractivity, Flexible organisation and Future. Under each pillar several objectives and actions have been identified focusing on inter alia: attracting the highest qualified staff, retaining and developing the potential of existing qualified staff, enabling staff engagement, achieving a more gender and geographically balanced organisation, increasing awareness on ethics and integrity, and respecting diversity.

EMSA proposals for its draft budgets since 2021 have reflected the overall stability in real terms required by the Multi-annual Financial Framework (MFF) 2021-2027. In terms of human resources, the establishment plan staff levels have remained stable since 2019. This has represented an increasingly challenging resource scenario for the Agency as it strives to continue responding to evolving priorities and needs in the EU maritime sector and delivering high quality services and added value to its key stakeholders, the European Commission and the Member States.

There has in parallel been an increase in project financed activities in recent years, initiated on the basis of clearly identified synergies with the Agency's objectives and expertise and between different actors in the maritime sector, and approved by the EMSA Administrative Board. This process has effectively reinforced the EMSA workforce and contributed to the Agency's ability to implement a growing work programme with stable resources, with no negative priorities so far.

In 2023, the new task stemming from the adoption of the Fuel EU Maritime Regulation was accompanied by an injection of additional funds through a budget amendment in September 2023, to cover operational expenditure and the recruitment of one contract agent. The multiannual resources related to the Fuel EU Maritime Regulation have since been integrated into the Agency's multiannual perspective.

Now, the proposed revision of the EMSA mandate is poised to potentially bring substantial changes in terms of both tasks and resources. At this stage in the legislative process, the proposal foresees the codification of additional tasks taken on by the Agency in the past without an injection of additional resources.

In addition, and alongside the other proposals in the maritime package, **it foresees a set of entirely new tasks for which it is proposed to provide the corresponding human and financial resources.**

Subject and without prejudice to the outcome of the legislative process, the EMSA Single Programming Document 2025-2027 takes into account the possible additional tasks and resources provided for in the proposed revisions of the EMSA Founding Regulation and the Accident Investigation, Flag State, Port State Control and Ship Source Pollution Directives. This is over and above the existing tasks and resources governed by the current EMSA mandate and multiannual Financial Framework.

It is important to note that the proposed additional staff for the new tasks are only operational posts. The support, coordination and administrative workload generated by these additional tasks will have to be absorbed by the existing staff working in those roles. This will require further analysis, streamlining and automatization of current procedures and processes and the upscaling of individual effectiveness.

The proposal for the draft budget 2025 and statutory staff for 2025, as well as the outlook for 2026 and 2027, are based on the Regulation (EU) 2016/1625 of the European Parliament and of the Council amending Regulation (EC) No 1406/2002 establishing a European Maritime Safety Agency and the MFF 2021-2027; but also takes into account the legislative proposals in the 'Maritime Package', namely the proposed revised Accident Investigation, Flag State, Port State Control and Ship Source Pollution Directives and the proposed

revised EMSA Founding Regulation and the relevant legal financial statements pertaining to each legislative proposal.

2.2 Outlook for the years 2025-2027

The multiannual work programme detailed in Section II.1 is in line with Regulation (EU) 2016/1625 of the European Parliament and of the Council amending Regulation (EC) No 1406/2002 establishing a European Maritime Safety Agency and uses the MFF 2021-2027, as well as additional resources made available for salary expenditure due to high inflation and additional resources foreseen by the Regulation of the European Parliament and of the Council on the use of renewable and low-carbon fuels in maritime transport (Fuel EU Maritime) and its subsequent resources allocation.

In addition, the Agency expects from 2025 to be mandated to undertake a series of new tasks, and to be allocated new financial and human resources, subject and without prejudice to the outcome of the proposal for a Regulation of the European Parliament and of the Council on the European Maritime Safety Agency repealing Regulation (EC) No 1406/2002, which has been launched in parallel with and is connected to the proposals to revise the Flag State, Port State Control, Accident Investigation and Ship Sourced Pollution Directives.

The proposal provides continuity for the current mandate and existing work of the Agency. No ongoing activities would be terminated as a direct result of its adoption, and some ongoing activities are newly codified.

The proposal also provides an enlarged mandate compared to the current one and entrusts the Agency with new tasks. These new tasks and the impact on human and financial resource needs are outlined under 'New tasks' below. Apart from the proposed injection of human resources, the Agency will use various mechanisms to maximise in-house expertise and synergies, such as task forces and an internal pool of experts, in order to absorb the additional workload and be in a position to execute the tasks foreseen under the extended mandate. Some redeployment is also foreseen.

Beyond the proposal, changes in other relevant legal acts in the future may have an impact on EMSA's existing tasks and the workload related to those tasks. This potential growth in the future is outlined under 'Growth of existing tasks'.

A) New tasks

EMSA's mandate is foreseen to be extended through the proposal to revise Regulation (EC) No 1406/2002. The new or newly codified tasks leading to the proposal and the associated allocation of resources are outlined below.

Task	Starting	Additional Human resources	Additional Financial resources⁵
<i>Prepare contingency plans and assist the Commission and the Member States in crisis management (task no. 12)</i>	2028	from 2028 1 redeployment	no
<i>Assist the Commission and the Member States in support of preparedness measures for oil and gas installations under Article 10 of the Offshore Safety Directive (2013/30/EU) (task no. 13)</i>	2028	from 2028 2 redeployments	from 2028-2034 900,000 EUR
<i>Research in MASS (task no. 14)</i>	2025	from 2028 1 TA	from 2025 4,250,000 EUR
<i>EMSA proposes to the Commission the imposition of fines to ROs under Art 6 of Reg. 391/2009 (task no. 15)</i>	2025	no	from 2025 1,500,000 EUR
<i>Development of guidance for safety risk assessment models to foresee future trends (task no. 16)</i>	2028-2034	from 2028 2 redeployments	no
<i>Introduce a European Monitoring and Oversight programme to structure EMSA's activities for the monitoring and oversight of Recognised Organisations (ROs) (task no. 17)</i>	2027	from 2027 (2 redeployments)	no
<i>Support in the implementation of the passenger ship safety legislation by assessment of exemptions, equivalences and additional safety measures (task no. 18)</i>	2025	No	from 2025 2,550,000 EUR
<i>Research and assist Member States and the Commission in the deployment of alternative fuels, including safety risks stemming from these developments (task no. 19)</i>	2025	from 2025 5 TA	from 2026 9,450,000 EUR

⁵ The proposed financial resources outlined in this table are excluding staff costs.

Task	Starting	Additional Human resources	Additional Financial resources ⁵
<i>Provide operational measures, with possible adjustment of the existing oil recovery fleet, for the possible marine pollution caused by renewable and low-carbon fuels, including chemical pollution (task no. 20)</i>	2026	no	from 2026 21,500,000 EUR
<i>Provide new tasks on research related to lost containers and underwater noise and marine litter from ships, under the Marine Strategy Framework Directive, along with possible assistance to the Commission on the development of guidelines and regulations, including at IMO level and in the context of the regional sea conventions (task no. 21)</i>	2026	no	from 2026 2,700,000 EUR
<i>Include a reference to cybersecurity in EMSA's mandate by issuing guidelines and facilitating exchange of experience between Member States (task no. 23)</i>	2026	from 2026 1 TA	no
<i>Establish an expanded 24/7 Maritime Awareness Centre to provide assistance when requested to the Commission and the Member States, by sharing information building upon the existing databases and surveillance systems of the Agency (task no. 24)</i>	2025	from 2025 5 TA 6 CA	from 2026 11,100,000 EUR
<i>Provide support to the Commission and the Member States in the implementation of the EMSWe (task no. 25)</i>	2025	from 2025 3 TA	from 2025 10,000,000 EUR
<i>Building upon SSN and the Union Maritime Information and Exchange system, develop specific digital tools to monitor and exchange data on MASS and hybrid traffic (task no. 26)</i>	2027	no	from 2027 3,460,000 EUR
<i>EMSA as the hub managing big data of the maritime sector under the Mobility Data Space (task no. 28)</i>	2028	no	from 2028 3,510,000 EUR
Total additional resources	2025-2034	15 Temporary Agents and 6 Contract Agents, as well as 7 staff from redeployment	70,920,000 EUR (operational costs)

The proposal to revise Regulation (EC) No 1406/2002 also includes foreseen changes stemming from the revision of the maritime safety package directives (Port State Control, Accident Investigation and Flag State) as well as the Ship Source Pollution Directive.

Legislative proposal to be revised	Task	Starting	Additional Human resources	Additional Financial resources ⁶
Accident Investigation Directive 2009/18/EC	<i>Include changes stemming from AI Directive (task no. 29)</i>	2025	from 2025 2 TA	from 2025 16,713,000 EUR
Flag State Directive 2009/21/EC	<i>Include changes stemming from FS Directive (task no. 30)</i>	2025	from 2025 2 TA	from 2025 6,132,000 EUR
Port State Control Directive 2009/16/EC	<i>Include changes stemming from PSC Directive (task no. 31)</i>	2025	from 2025 2 TA	from 2026 1,874,000 EUR
Ship Source Pollution Directive 2005/35/EC	<i>Include changes stemming from SSP Directive (task no. 32)</i>	2025	from 2025 12 TA	from 2025 67,400,000 EUR
Flag State Directive 2009/21/EC and Port State Control Directive 2009/16/EC	<i>Facilitate eCertification in the maritime sector (task no. 34)</i>	2025	no	from 2025 1,910,000 EUR
Total additional resources		2025-2034	18 Temporary Agents	94,029,000 EUR (operational costs)

⁶ The proposed financial resources outlined in this table are excluding staff costs.

B) Growth of existing tasks

Furthermore, the following legislative or policy developments may lead to an increase in workload related to existing tasks and may have an impact on human resource needs:

Legislative proposal/ Policy area	Possible impact in 2025-2027
Revision of EU Alternative Fuel Infrastructure Directive	The Agency supports the Commission upon request with technical knowledge. The impact on the tasks of the Agency and possible resource needs is not yet known.
Revision of the Ship Recycling Regulation	The work on the revision of the ship recycling Regulation has just started. The impact on the tasks of the Agency and possible resource needs is not yet known.
IMO IGF Code	Following the work on the IMO Fuel Cell Guidelines and taking into account the priorities of the new Hydrogen Strategy for Europe (adopted by the Commission on 8 July 2020), new priority will be to bring hydrogen and hydrogen-based fuels, including ammonia, in the international regulatory framework and to fill the current regulatory gaps especially related to safety. EMSA is already participating in the IMO work within the IGF Code working and correspondence groups. The impact on the tasks of the Agency and possible resource needs is not yet known.
IMO carbon intensity standards and Marine Fuel Lifecycle GHG Analysis	The technical work on the implementation details of the introduction of operational energy efficiency (carbon intensity) standards in the international legal framework, as well as on the Marine Fuel Lifecycle GHG Analysis require considerable technical assistance both in terms of its development and implementation, including at EU level. In addition, all the related existing provisions will be also subject to revision, including in relation to port State control, International Safety Management, auditing and verification, fuel oil consumption monitoring and reporting etc. The impact on the tasks of the Agency and possible resource needs is not yet known.
IMO new output on development of a safety regulatory framework to support the reduction of GHG emissions from ships using new technologies and alternative fuels	IMO (MSC 107) agreed on a new output to develop a holistic approach for the development of safety requirements at the needed pace to support the decarbonisation goal. This new output will include the identification of safety regulatory obstacles, amending existing instruments or developing new instruments, to include mandatory requirements and/or guidelines. The impact on the tasks of the Agency and possible resource needs is not yet known.
IMO MASS Code	The IMO is in the process of developing a MASS Code. The plan is to have first a non-mandatory instrument in 2024 and make it mandatory in 2026, although these deadlines seem optimistic. EMSA is supporting the Commission technically in the different groups and meetings. Particularly, the Agency is supporting the development of the General Principles, Risk Assessment, to ensure alignment with the EMSA RBAT principles, and other technical issues like stability. Although the current focus is on safety, it is likely that security and cybersecurity will gain prominence in the future. The impact on the tasks of the Agency and possible resource needs is not yet known.

Finally, the Agency's current Founding Regulation contains several opportunities for possible growth of existing tasks:

- ❖ [Performance of any other task assigned to the Commission in legislative acts of the Union regarding the objectives of the Agency](#)

The Founding Regulation foresees the possibility for the Commission to entrust the Agency with the performance of any other task assigned to the Commission in legislative acts of the Union regarding the objectives of the Agency, in particular: maritime safety; maritime security; prevention of, and response to, pollution caused by ships, as well as response to marine pollution caused by oil and gas installations; and the overall efficiency of maritime traffic and maritime transport, including the establishment of a European maritime transport space without barriers.

The Commission has adopted a proactive approach in the policy fields related to the above-mentioned objectives and the Agency has been entrusted with relevant tasks. Should this trend continue over the coming years, and be extended to new objectives too, the Agency may be asked to assist the Commission in the development of new maritime applications or extension of existing maritime applications and in tasks related to prevention and response to marine pollution.

As foreseen by the regulation, requests will be subject to examination and approval by the Administrative Board, in the framework of the preparation of the Agency's annual work programme.

The Agency is not in a position to assess the possible impact of initiatives not yet developed or announced by the Commission, or for which assistance from EMSA has not yet been formally requested.

The Commission plans to assign to EMSA activities related to testing, validation, operation, maintenance and monitoring of the EMSWe. Pending further Commission confirmation and resources availability, such type of activities may be assigned to EMSA.

❖ Technical assistance to the building up of the necessary national capacity for the implementation of relevant legal acts of the Union

The Founding Regulation also foresees the provision of technical assistance to Member States to support the development of the necessary national capacity for the implementation of relevant legal acts of the Union (article 2.3(b)). The expertise of the Agency has been considered of relevance by the co-legislator in order to support efforts by the national administrations to build up the necessary capacity for the implementation of relevant directives. Requests for technical assistance are most likely to be made in the context of a broader framework of ongoing work undertaken in cooperation between the Member States, the Commission and the Agency.

From 2024 to November 2026 there is a request for technical assistance to the Maritime Safety Permanent Transnational Network (MSPTN) (framework for the continuation of the joint efforts initially taken by the EUREKA Consortium) for modernising the IMO adopted Ship Reporting System (SRS) in the Adriatic Sea (ADRIREP). This includes further integration of the systems of the MSPTN network members with EMSA's Integrated Report Distribution (IRD) SafeSeaNet service as well as work on operational procedures and preparation of amendments to IMO Resolution establishing ADRIREP SRS. Similar activities may take place in other EU regions. Again, as foreseen by the Regulation, these types of requests are subject to examination and approval by the EMSA Administrative Board, in the framework of the preparation of the annual work programme. The possible impact on staff levels would depend on the number and type of requests that the Agency receives.

❖ Performance of ancillary tasks

The Founding Regulation also provides for ancillary tasks that could be activated by the Commission or by the Commission and the Member States. The Agency has established expertise and tools that are recognised as valuable and potentially relevant for other EU activities related to the Union maritime transport policy. To generate efficiency gains and use existing expertise and tools, additional ancillary tasks could be entrusted to the Agency, following activation in accordance with EMSA Regulation article 2a.1:

The following possible ancillary tasks (as quoted from the revised Regulation) are included in the mandate:

1. Assistance to the Commission:

- a) in the context of the implementation of the Marine Strategy Framework Directive, by contributing to the objective of achieving good environmental status of marine waters with its shipping related elements and in exploiting the results of existing tools such as SafeSeaNet and CleanSeaNet;
- b) providing technical assistance in relation to GHG emissions from ships⁷, in particular in following up ongoing international developments;
- c) as concerns the "Global Monitoring for Environment and Security" (GMES⁸), in promoting the use of GMES data and services for maritime purposes, within the GMES governance framework;
- d) in the development of a Common Information Sharing Environment for the European maritime domain;
- e) with respect to mobile offshore gas and oil installations, in examining IMO requirements and in gathering basic information on potential threats to maritime transport and the marine environment;
- f) by providing relevant information with regard to classification societies for inland waterway vessels in accordance with Directive 2006/87/EC of the European Parliament and of the Council of 12 December

⁷ Following the adoption of the MRV Regulation, the Agency now provides assistance to the Commission and the Member States for the implementation of the relevant EU legislation as part of its core tasks.

⁸ GMES is now known as "Copernicus". This ancillary task has been activated and accepted. EMSA is the Entrusted Entity for the Copernicus Maritime Surveillance Service based on a Contribution Agreement with the Commission.

2006 laying down technical requirements for inland waterway vessels and repealing Council Directive 82/714/EEC. This information shall also be part of the reports referred to in article 3(4) and (5).

2. Assistance to the Commission and the Member States:

- a) in the examination of the feasibility and the implementation of policies and projects supporting the establishment of the European maritime transport space without barriers, such as the Blue Belt concept and e-Maritime, as well as Motorways of the Sea. This shall be done in particular by exploring the possibility of developing additional functionalities in SafeSeaNet, without prejudice to the role of the High-Level Steering Group established in accordance with Directive 2002/59/EC;
- b) by exploring with competent authorities for the River Information Services System, the possibility of sharing information between this system and maritime transport information systems on the basis of the report provided for in article 15 of Directive 2010/65/EU of the European Parliament and of the Council of 20 October 2010 on reporting formalities for ships arriving in and/or departing from ports of the Member States and repealing Directive 2002/6/EC;
- c) by facilitating voluntary exchange of best practices in maritime training and education in the Union and by providing information on Union exchange programmes relevant to maritime training while fully respecting article 166 TFEU.

2.3 Resource programming 2025-2027

Financial resources

The budget proposed for 2025 is expected to enable the Agency to provide planned services and assistance to both the Commission and the Member States as outlined in SECTION III: Work programme 2025 and is based on the MFF 2021-2027, which defines funding for EMSA for the duration under the current mandate, and on the legislative financial statements linked to the proposed revision of the EMSA mandate and the different parts of the maritime package all currently under negotiation.

For current tasks, the EU Subsidy requested by the Agency amounts to 90,623,501 EUR in 2025. This figure is in line with the Multiannual Financial Framework, taking into account the additional resources made available for salary expenditure due to high inflation as well as the resources foreseen by the Regulation of the European Parliament and of the Council on the use of renewable and low-carbon fuels in maritime transport (Fuel EU Maritime).

For new tasks, subject and without prejudice to the outcome of the relevant legislative proposals including the revision of the EMSA Founding Regulation, the Agency is requesting 9,739,000 EUR in 2025 under the EU subsidy. This includes the reserve of 1,791,000 related to the proposed revision of the EMSA Founding Regulation.

In addition, the EU contribution for 2025 is increased by 848,698 corresponding to 2.3% times the planned salary expenditures (i.e. Title 1) weighted by the share of the EU budget subsidy in the total budget of the Agency

In total, the Agency's request as detailed above for the EU subsidy in 2025 amounts to 101,211,199 EUR.

The forecasted amounts for 2026 and 2027 are indicative and are built up based on the same considerations outlined above.

❖ Revenue

Commitment Appropriations (C1 Funds: appropriations voted in the corresponding year) *:

	2025	2026	2027
EU Subsidy *	101,211,199	112,783,151	115,681,934
<i>Of which assigned revenues deriving from previous years' surpluses</i>	596,578	1,000,000	1,000,000
EFTA Contribution ** (2.79% from 2025 onwards)	2,783,469	3,118,750	3,199,626

Other revenues: L.R.I.T.	250,000	250,000	250,000
Other revenues: Miscellaneous Revenue ***	90,000	90,000	90,000
Total "Other revenues"	340,000	340,000	340,000
TOTAL REVENUE	104,334,668	116,241,901	119,221,560

* EMSA fresh credits from the Budgetary Authority are based on Regulation (EU) 2016/1625 of the European Parliament and of the Council amending Regulation (EC) No 1406/2002 establishing a European Maritime Safety Agency and are based on the Multiannual Financial Framework 2021-2027, plus additional resources made available for salary expenditure due to high inflation and plus additional resources foreseen by the Regulation of the European Parliament and of the Council on the use of renewable and low-carbon fuels in maritime transport (Fuel EU Maritime) and its subsequent resources allocation; as well as the proposals to amend Regulation (EC) No 1406/2002 and Directives 2009/18/EC, 2009/21/EC, 2009/16/EC and 2005/35/EC. R0 Funds (other external assigned revenue) are not included in the budget above presented. Besides, the EU contribution for B2025 is increased by an amount corresponding to 2.3% times the planned salary expenditures (i.e. Title 1) weighted by the share of the EU budget subsidy in the total budget of the Agency.

** EFTA rate used for 2025 onwards 2.79%.

*** "Miscellaneous revenue": these revenues come from C4 funds as internal assigned revenue; the Agency considers the income from the EUDA (ex- EMCDDA) for renting the conference centre as certain.

Human resources

Following a series of staff cuts from 2013 to 2018, there has been zero variance in the total number of posts proposed for the establishment plan (212 posts) for a period of six years from 2019 to 2024. The proposed revision of the mandate of the Agency and relevant other proposals in the maritime package propose to increase the number of posts on the EMSA establishment plan 2025 by 17, for a total of 229 posts. The forecast for 2026 and 2027 also consider the ongoing legislative processes.

	Establishment plan/Statutory posts	Variance compared to previous years	
		Additional posts for new tasks	Implemented cuts
2013	213	+2 for new tasks	-2
2014	210		-3
2015	207		-3
2016	202		-5
2017	212	+14 for cooperation on coast guard functions	-4
2018	212	+3 for cooperation on coast guard functions	-3
2019-2024	212	<i>zero growth for a period of 6 years</i>	
2025	229, of which +16 ADs and +1 AST	+ 5 for new tasks EMSA mandate + 12 for new tasks maritime safety package	
2026	238, of which +8 ADs and +1 AST	+ 4 for new tasks EMSA mandate + 5 for new tasks maritime safety package	
2027	239, of which +1AD	+ 1 for new tasks EMSA mandate	

2.4 Strategy for achieving efficiency gains

Following the adoption of the EMSA 5-year Strategy for 2020-2024 in November 2019, a major reorganisation of the Agency was put in place in order to align resources with the agreed multiannual priorities and facilitate their implementation in an efficient manner.

The new working model promotes a more 'functional' approach. In this context, cross-organisational taskforces and projects are encouraged in line with business needs. Furthermore, each time that there is a vacant position the Agency analyses if further efficiency gains can be implemented and the position is used to cover the priorities and areas where new expertise is needed.

In line with EMSA's HR strategy, a number of concrete actions are taken to promote mobility across the Agency such as: the definition of job families to help clarify the skills and knowledge that are required to fulfil a profile at EMSA so staff can develop personally and understand how to potentially move to another area of work; the creation of specific career paths will take place in each job family with a clear curriculum to be followed on development actions such as training with EMSA's Academy, job shadowing, traditional training courses, etc. The requirements needed for each different job will be specified. This guidance will enable staff to follow a specific programme to aid their development and facilitate internal mobility if they wish to do so. Additionally, EMSA's enhanced learning and development policy supports this approach by giving staff opportunities to enhance their technical skills in different areas. These initiatives aim to create a more agile organisation able to adapt in a dynamic environment and ready to adjust to possible shifts in priorities.

The HR Strategy also has also a pillar devoted to the simplification and automatisisation of procedures as well as the creation of synergies with other bodies to be able to do more with the current staff levels.

There is a continuous effort to automatise and streamline procedures to allow for a more efficient provision of corporate services, benefiting from synergies with the Commission and other EU bodies. EMSA has already successfully implemented ARES, the Commission records management system and has in place internal SharePoint applications for budget planning, monitoring and financial management (SHAPE) as well as for procurement and contract management (PCM). With the progressive digitalisation of administrative and financial procedures in the past years, the Agency has now implemented the Qualified Electronic Signature modality fully integrated with ARES which is the last step for a full digital administration, allowing for efficiency gains and enhancing the security and retrieval of records. In 2023 EMSA onboarded to the Commission's PPMT (Public Procurement Management Tool, which is used for the launch of tenders, automating several steps of publishing calls and receiving tenders. The Agency also uses the RUEX service for electronically sharing EU classified information with the Commission, according to a timeline to be defined with the relevant Commission services. As part of the digitalisation actions most processes were streamlined and where possible, simplified. In the period of 2025 -2027 the Agency will continue the development, integration and consolidation of its corporate IT solutions leading to more efficient planning and execution of activities.

The rapid integration of a series of tools and methods during the pandemic to enable work to continue remotely (from live broadcasting to virtual reality technology to remote auditing techniques) has as everywhere become standard practice. The Agency continues to explore and capitalize on the potential of these innovative and hybrid approaches to both add value for Member States and the Commission and increase efficiency within the Agency.

The establishment of an EMSA e-portal for experts and speakers will assist the whole Agency in the identification of the most suitable contributors in support of different activities.

With the introduction of the EMSA Academy Quality Management System following the principles of ISO 29993:2017 for the delivery of learning services outside formal education, individuals of beneficiary organisations will be engaged in innovative and modern courses and training activities using state of the art tools, and these services will reach a wider number of users in the competent authorities.

The introduction of a Business Intelligence tool will increase the capacity of the Agency to develop reliable and valuable statistics while the use of the EUSurvey platform will reduce the administrative burden both for EMSA and the Member States.

For efficiency gains and in order to save on missions and in coordination time, EMSA has deployed one staff member in the UK to follow up the daily work in relation to IMO and its meetings to effectively support the Commission on these matters.

As in the previous years, inter-agency cooperation remains on the agenda. EMSA will continue to achieve efficiency gains through close cooperation with its neighbouring Agency, the EMCDDA in areas of work safety, security, facilities, HR, and other horizontal areas of common interest.

EMSA has SLAs with other Agencies in order to share expertise in horizontal areas. In relation to the accounting function, an SLA with EFCA is in place allowing for mutual cross-support of the function for each entity. The SLA with CEPOL formalises the implementation of internal audits, performed by EMSA, on the quality management system of CEPOL.

In recent years, inter-institutional procurements have become a growing area for achievement of efficiency gains. To this effect, the Agency annually considers possible inter-institutional procurements as a leading or participating party.

In relation to efficiency gains it is to be noted that the Agency as a result of the above-mentioned actions as well as other actions in the HR Strategy, will endeavour to cope with the administrative, coordination and support workload generated by the new tasks within its existing administrative staff.

2.5 Negative priorities

The Agency continues to be committed to fulfilling its mandate and no negative priorities have been identified.

At the same time, EMSA continues to be confronted with new demands for support and services also in emerging areas in line with the new political priorities, particularly in the areas of sustainability, linked to the European Green Deal and the Sustainable and Smart Mobility Strategy, and surveillance, linked to the European Maritime Security Strategy, as well as initiatives to achieve maritime transport administrative simplification and digitalisation. This requires a very high degree of flexibility by the Agency to be able to accommodate these requests while ensuring the delivery of its work programme. This was the case for example with the recent delivery of adapted maritime related services in the framework of the war in Ukraine. Its highly qualified and professional staff represents the Agency's strength in the face of evolving needs for high-quality services in the context of staff stability (since 2017) and the real budgetary stability foreseen in the MFF 2021-2027 under the existing mandate.

Concerning the existing set of tasks and related allocation of resources, due to the impact of inflation on both operational costs, particularly related to maintaining the ICT framework supporting the maritime applications, and on administrative costs particularly salaries (that were additionally impacted by the unexpectedly very high increase of the correction coefficient in 2022), as well as an increase in energy and rent, the Agency has had to cut allocations in certain areas and slow down or put on hold a number of activities. Administrative expenditure (Title II) was also reduced as far as possible, shifting the appropriations to salary expenditure (Title I) in order to minimise the impact on the operational budget (Title III).

As in 2024, across the board, the 2025 budget for missions and workshops is severely restricted leading to some key events or workshops normally scheduled to be in person being cancelled or moved to online mode.

Due to budgetary constraints, the 2025 work programme in the ICT domain and related to current tasks will be focused mainly on the consolidation and finalisation of projects that were initiated in previous years.

Enhancements and new developments linked to the other legislative proposals in the maritime package will only be possible with the proposed injection of human and financial resources.

SECTION III: Work programme 2025

Overview and list of activities

The overall structure of the multi-annual programme, which is aligned with the Agency's strategic framework and designed to maximise EMSA's contribution to the implementation of EU policies in or linked to the maritime sphere, is mirrored in this annual programme, starting with the five key strategic themes, Sustainability, Surveillance, Safety, Security and Simplification, followed by Digitalisation and Technical Assistance, including monitoring the implementation of EU legislation and capacity building, as well as a cross-cutting theme called Strategic Support, including cooperation with other EU agencies and bodies. While the multi-annual programme outlines the main developments and direction foreseen under each theme, the annual programme details the concrete activities that the Agency plans to undertake in a given year in order to deliver on its multi-annual programme and, ultimately, contribute to the Commission priorities.

The information provided for each concrete activity is the same, offering coherence between activities and for reporting purposes. The overriding Commission priorities are presented at the beginning of each of the activities with the respective symbol:



Sustainable prosperity and competitiveness



A new era for European Defence and Security



Supporting people, strengthening our societies and our social model



Sustaining our quality of life: food security, water and nature



Protecting our democracy, upholding our values



A global Europe: Leveraging our power and partnerships



Delivering together and preparing our Union for the future

Furthermore, legal basis, relevant strategic objectives and added value for stakeholders situate the activity within the political, legal, and strategic framework and in relation to the operational landscape. The outputs, financial and human resources and performance indicators (PIs) provide a means to quantify and qualify the level of implementation which is monitored at various intervals throughout the year and ultimately mapped against the original planning in the Consolidated Annual Activity Report (CAAR). The Administrative Board's assessment of this final report considers both the operational and strategic achievements of the year in question.

Subject and without prejudice to the outcome of the legislative process concerning the proposed revision of the EMSA Founding Regulation and the Accident Investigation, Port State Control, Flag State and Ship Source Pollution Directives, expectations concerning new tasks and resources in 2025 are also reflected where relevant. An overview of the new tasks and resources that may be implemented in 2025 is provided at the end of the section (8. Proposed tasks related to the ongoing legislative process).

The distinction between activities forms the basis of the Agency's activity-based planning, budgeting and reporting. Activities are presented under the strategic theme to which they contribute most but as can be expected the benefits are rarely limited to a single theme and these synergies are reflected in the activity tables with references to the other relevant themes. Together with the Agency's operational budget structure, which explicitly reflects the

Commission's political and the Agency's strategic priorities (see Section II), the Agency is able to provide appropriate and meaningful reporting to its various stakeholder and governance configurations. Resources per activity are summarised in Annex II and the Draft Budget is provided in Annex III.

Beyond the operational themes that channel the Agency's contribution to the EU maritime political priorities, the annual work programme also provides information on horizontal activities. In addition to performance measurement at operational level, in the context of greater emphasis on continuous assessment of the internal control components, the Agency has developed a set of indicators with corresponding targets monitoring the performance of executive and corporate services and covering the following areas: management of operational activities, audits, human resources, legal and finance and ICT. These horizontal indicators, some of which are listed in this document under the horizontal activities at the end of this section, enhance regular internal monitoring of the Agency's performance and implementation of the work programme, and strengthen the contribution to the building blocks of assurance. Moreover, they contribute to an effective assessment of results achieved against objectives and the Administrative Board's assessment of the Consolidated Annual Activity Report which in turn feeds into the work of the discharge authority for the Agency.

Overview of EMSA activities

Activities financed by the EMSA subsidy	Project financed activities
1. Sustainability <ul style="list-style-type: none"> 1.1. Prevention of pollution by ships 1.2. Operational pollution response services 1.3. CleanSeaNet and RPAS for air and sea pollution monitoring 	
2. Surveillance <ul style="list-style-type: none"> 2.1. Multipurpose Maritime Surveillance 2.2. Satellite based services and surveillance innovation 	<i>COPERNICUS maritime surveillance service</i>
3. Safety & Security <ul style="list-style-type: none"> 3.1. Maritime safety 3.2. Human element 3.3. Accident investigation 3.4. Maritime security 	<i>EQUASIS</i>
4. Simplification <ul style="list-style-type: none"> 4.1. SafeSeaNet 4.2. EMSWe – European maritime single window environment 4.3. LRIT – Long range identification and tracking 4.4. eCertification 	<i>EUROSTAT</i>
5. Digitalisation <ul style="list-style-type: none"> 5.1. Maritime digital services <ul style="list-style-type: none"> 5.1.1. Integrated Maritime Services 5.1.2. THETIS, THETIS-MRV-FuelEU 5.1.3 Other Digital Services 5.2. Maritime support services 5.3. Horizontal Digital Services 	<i>THETIS-EU THETIS MED, THETIS-EU-AWF, THETIS-EU-SULPHUR, THETIS-MRV + ETS</i> <i>CISE Operational Phase</i>
6. Technical Assistance <i>including monitoring the implementation of EU legislation and capacity building</i> <p><i>Visits & inspections</i></p> <ul style="list-style-type: none"> 6.1. Classification societies 6.2. Seafarer training and certification 6.3. Visits to Member States <p><i>Capacity building</i></p> <ul style="list-style-type: none"> 6.4. Analytics and research 6.5. Capacity building and EMSA Academy 	<i>IPA III</i> <i>SAFEMED V</i> <i>BC SEA II</i>
7. Strategic Support <i>including cooperation with other EU agencies and bodies</i> <ul style="list-style-type: none"> 7.1 European cooperation on coast guard functions 7.5 Communication 7.6 Missions and events 7.7 Executive and corporate services 	<i>EFCA SLA</i> <i>FRONTEX SLA</i>
8. Proposed tasks related to the ongoing legislative process	

1. Sustainability


1.1 PREVENTION OF POLLUTION BY SHIPS (46000)



Sustainable prosperity and competitiveness



Sustaining our quality of life: food security, water and nature

Legal basis	Regulation (EC) N° 1406/2002 as amended, Art. 1.2, 2.2(d), 2.4(h), 2a.2(a) and 2a.2(b)		
	<i>Proposal for a Regulation of the European Parliament and of the Council on the European Maritime Safety Agency and repealing Regulation (EC) No 1406/2002 [COM(2023) 269]</i>		
CA	2,239,532		
PA	2,389,532		
STAFF	7 AD, 0.75 AST, 0.5 CA, 1 SNE (including 0.75 AD for new EMSA mandate)		
Performance Indicators (PI)		Result 2023	Target 2025
	Studies	2	1
	Workshops	3	2
Strategic priorities	Strategic objectives	Contributing outputs	
 Sustainability	1. Support the development and implementation of relevant EU and international climate and environmental legislation	1-10	
	2. Intensify pollution prevention activities by building Member State capacity and developing practical guidance and tools for the wider maritime cluster	2, 5, 6, 7, 8, 9	
	3. Promote and support the development and implementation of innovative EU and global solutions to mitigate climate change	2, 7	
Knowledge hub	35. Provide the central EU maritime information hub and access point for open data	10	
Reliable partner	31. Engage actively with industry to generate transfer of knowledge and provide non-commercial technical maritime advice	5, 6, 10,11	
	33. Support EU neighbourhood and sea basin policies to level-up and harmonise standards	4	
Service provider	27. Consolidate EMSA support to the Commission for the development of EU and international legal acts and for assessing their implementation	1,12	
Outputs 2025			
1. Support the Commission in the development and implementation of relevant EU legislation in the areas of air pollution (SOx, NOx, PM), the creation of Emission Control Areas, alternative emission abatement methods, anti-fouling paints, ballast water management, GHG emissions, marine litter, plastics, port reception facilities, rules on liability and compensation, ship source pollution, ship energy efficiency and carbon intensity, ship recycling, sustainable alternative fuels and technologies and cleaner power technologies and underwater radiated noise. The support entails technical notes, assisting with the drafting of IMO submissions (and at the IMO providing technical assistance in support of negotiations) and annual reporting obligations, assisting with the drafting of implementing or delegated acts, participation in deliberations, providing technical advice, organizing workshops, etc.			
2. Contribute to the initiatives within the framework of the European Green Deal, in particular provide technical assistance for the FuelEU Maritime Regulation, the Alternative Fuel Infrastructure Regulation, and the extension of ETS to maritime transport (including the revision of the EU maritime transport MRV regulation), the Zero Pollution Action Plan and the maritime aspects of the revision of the Marine Strategy Framework Directive, and the EU Taxonomy for Sustainable Financing, as requested and relevant for the Agency's mandate.			
3. Lead the development of the necessary databases and reporting tools in support of the extension of the ETS to maritime transport and the FuelEU Maritime Regulation as well as initiate the monitoring and development of risk-based tools to facilitate their implementation and enforcement.			
4. Support the Commission at IMO (mainly at MEPC and PPR but also at other Subcommittees and Intersessional Groups as appropriate) in areas of pollution prevention and sustainability including the revised IMO Strategy on reducing GHG emissions, implementation of mid and long-term measures, energy efficiency and carbon intensity of shipping, safety, evaluation, deployment and use of sustainable alternative fuels and technologies, marine litter and underwater noise.			

5. Support the Commission in the framework of the Regional Sea Conventions and Agreements in areas of pollution prevention as feasible.
6. Support the European Sustainable Shipping Forum (ESSF) and all its subgroups as technical secretariat.
7. Support the European Ports Forum (EPF), with its sub-group on Sustainable Ports.
8. Deliver studies on alternative sources of power for ships and on complimentary measures or technologies taking into consideration the FuelEU Maritime Regulation and work streams under the ESSF or IMO discussions.
9. Support the Member States in assessing the level of underwater noise at national and regional level based on the results from the NAVISON project.
10. Contribute to the identification of business requirements for the development and enhancement of tools supporting the environmental legislation, including enhancement and adaptations of existing tools and development of new tools, as well as products delivered through the Copernicus Atmospheric Monitoring Service, the development of observational satellite-based products, pollution monitoring through Satellite and RPAS.

New Outputs 2025 stemming from revision of EMSA mandate

11. Initial assessment of the feasibility to develop a service for delivering information on the availability of alternative fuels and OPS installations in European ports taking into account the role of and experience gained by the European Alternative Fuel Observatory.
12. Support to the EMSA academy in developing training material on alternative fuels.

Added value 2025 **TANGIBLE BENEFITS FOR STAKEHOLDERS**

The Agency contributes directly to the Green Agenda both at EU and international level.

The Agency's assistance to the Commission and Member States is essential in connection to the FuelEU Maritime and the extension of the EU Emissions Trading Scheme (ETS) to maritime transport, as well as at international level in the strategy for the decarbonization of shipping.

Through the gained experience and knowhow, the Agency supports the Commission for any initiative related to the protection of the marine environment and mitigation of climate change, both at EU level and in the international domain.

The Agency supports the Member States for an appropriate and uniform implementation of existing and forthcoming legislation at EU level and at the international domain thus fostering the protection of the marine environment and mitigation of climate change.

Through its continuous contribution to the ESSF and the relevant subgroups the Agency serves as a bridge between the maritime industry, regulators and enforcement authorities.

Studies commissioned by the Agency and reports published support the decision-making process for future actions to mitigate the environmental and climate impacts from the maritime industry as well as clarify uncertainty in relation to new emerging issues and the uptake of new technologies and sustainable alternative energy sources.

New added value 2025 stemming from revision of EMSA mandate

There are still many knowledge gaps regarding the characteristics, availability, risks associated with alternative new sources of power, as well as on their uptake by ships. At the same time technological developments are proceeding fast in view of the legal deadlines for decarbonization of shipping. Through the development of studies and workshops EMSA will convey updated information on these substances and related technologies, strengthening the capacity of Member States to address the challenges posed by the expected fast phasing in of these new fuels.

1.2 OPERATIONAL POLLUTION RESPONSE SERVICES (51000)




Sustainable prosperity and competitiveness



Sustaining our quality of life: food security, water and nature

Legal basis	Regulation (EC) N° 1406/2002 as amended, Art. 1.2, 2(b), 2.3.(b), 2.3(d) and 2.5		
CA	18,157,697		
PA	16,828,660		
STAFF	10 AD, 1.75 AST, 1.75 CA, 1 SNE		
Performance Indicators (PI)		Result 2023	Target 2025
Operational Pollution Response			

Studies	number of studies	n/a	1
Stand-by Oil Spill Response Vessel Network	number of fully equipped vessels for mechanical recovery	15	12 ⁹
	number of vessels for intermediate storage	1	1
	number of vessels equipped for dispersant application	6	4
	number of vessels equipped with RPAS	13	10
New vessels pre-fitting	number of newly contracted vessels accepted in service	3	0
Equipment Assistance Service (EAS)	number of EAS stockpiles	5	5
	number of newly contracted EAS established	1	1
Vessel/Equipment replacement/adaptation/upgrade	number of improvement projects completed	n/a	3
Vessel/Equipment drills and exercises	percentage of contractual vessel quarterly drills performed	n/a	100%
	number of operational exercises per year	11	10
	percentage of contractual EAS Equipment Condition Tests performed	n/a	100%
	number of notification exercises per year	12	10 ¹⁰
Response to requests for vessel/equipment services	percentage of vessel mobilisations within max. 24h	n/a	100%
	percentage of EAS mobilisations within max. 12h	n/a	100%
Dispersant stockpiles	number of stockpiles dispersant	8	8
	minimum quantity of dispersants available at any time	1580 tonnes	1580 tonnes
Performance Indicators (PI)		Result 2023	Target 2025
HNS operational support			
Response to requests for assistance to MAR-ICE	percentage of responses within 1 hr.	n/a	100%
Developing datasheets	number of datasheets produced	20	20
Cooperation, coordination and information			
Coordination of the CTG MPPR rolling work programme	number of workshops, guidance documents under the CTG MPPR	9	3
Coordination of the CTG MPPR, PRS User Group and Inter-Secretariat meeting with Regional Agreements annual meetings	number of meetings	n/a ¹¹	3
Strategic priorities	Strategic objectives		Contributing outputs
 Sustainability	1. Support the development and implementation of relevant EU and international climate and environmental legislation		19, 20

⁹ Due to the unsuccessful vessel tender in 2024, two contracts for stand-by oil spill response vessels initially foreseen could not be awarded resulting in lower KPIs for the number of vessels equipped for mechanical recovery, for dispersant application, RPAS as well as the number of newly contracted vessels accepted in service.

¹⁰ Expected drop in line with the drop in number of operational vessel arrangements.

¹¹ The annual meetings of the CTG MPPR, PRS-User Group and Inter-Secretariat meetings with Regional Agreements have been grouped under one PI since 2024.

	2. Intensify pollution prevention activities by building Member State capacity and developing practical guidance and tools for the wider maritime cluster	13-22
	4. Further develop an agile, effective, innovative and risk-based response toolbox to top up Member State capacity to deter, detect and respond to pollution from ships and offshore oil and gas installations	1-19, 22
	5. Prepare for response to new, evolving and diversified environmental challenge	5, 11, 21, 22
Service provider	29. Expand information services to analyse data and identify trends and risks to support safety, security and sustainability	11, 21, 22
Reliable partner	33. Support EU neighbourhood and sea basin policies to level-up and harmonise standards	13,14
	30. Engage actively with the European Border and Coast Guard Agency (Frontex) and the European Fisheries Control Agency (EFCA) to enhance European cooperation on coast guard functions	15
	31. Engage actively with industry to generate transfer of knowledge and provide non-commercial technical maritime advice	16-19, 21, 22
Knowledge hub	36. Support innovation and development of new technologies	11, 19-22
Outputs 2025		
	1. Mobilise pollution response assets and expertise in case of request for assistance by a Requesting Party and/or the Commission.	
	2. Manage the current stand-by service contracts, including supervision of vessel and equipment performance as well as crew capability for oil pollution response.	
	3. Following the outcome of the procurements launched in 2024, and subject to the prioritisation defined by the Administrative Board, launch a procurement for three possible geographical areas: Canary Islands and Madeira; Atlantic North; and Northern Baltic Sea (vessel with icebreaking capabilities). Subject to prioritisation by the Administrative Board and to budget availability, conclude two new contracts at the end of 2025/beginning of 2026.	
	4. Retender one stand-by oil spill response service contract for the Bay of Biscay, taking into consideration increased risks and needs in the area, to replace the non-renewable contract ending in 2026.	
	5. Hold discussions on possible actions to make the PPR toolbox future proof, in the light of new risks and relevant traffic patterns.	
	6. Renewal of the vessel availability contracts covering the Aegean Sea, Western Mediterranean and Southern Atlantic coast for an additional 4-year period.	
	7. Manage the existing Equipment Assistance Service (EAS) contracts, monitoring equipment management and level of training of technical support personnel.	
	8. Following the expected signature of the EAS contract for Southern Europe in 2024, the arrangement will become operational in 2025.	
	9. Retender the EAS contract for Black Sea, taking into consideration increased risks and needs in the area to replace the non-renewable contract that expire in 2026.	
	10. Manage the existing dispersant stockpiles in the Black Sea, Adriatic Sea, East and Central Mediterranean Sea, Canary Islands and Madeira, Southern Atlantic and North Sea. Launch a new procurement for sampling and efficiency testing of existing dispersant stockpiles.	
	11. Manage and enhance the detection capability for oil pollution in suitable oil spill response vessels to be equipped with light RPAS systems.	
	12. Replace or declassify obsolete equipment, in line with the 'Equipment Policy' of the Agency and subject to budget availability.	
	13. Organise the participation of EMSA's pollution response assets in exercises, using the mobilisation procedure of the ERCC (DG ECHO) in line with the relevant budget availability.	
	14. Support 'hands-on' training in the use of EAS equipment for Member States' operators.	
	15. Support Member States pollution response operations through the provision of equipment and training for EFCA and Frontex multipurpose vessels, within the context of cooperation on coast guard functions.	
	16. Maintain the network of specialised chemical experts (MAR-ICE Network).	
	17. Maintain, update and improve database/datasheets of chemical substances for marine pollution response (MAR-CIS).	
	18. Maintain oil and chemical spills fate and trajectory modelling capabilities.	
	19. Develop, maintain and update marine pollution preparedness and response related information, studies, tools and reports.	

20. Coordinate the annual, Inter-Secretariat, PRS User Group and CTG MPPR meetings, workshops, and implement the CTG MPPR Rolling Work Programme. Support the Commission (DG ECHO) in the evaluation of proposals for grants and training activities under the UCPM as well as in the framework of the Regional Agreements in areas of pollution preparedness and response as requested and subject to availability of resources.
21. Present and disseminate the prototype of the tool to simulate the oil pollution response operations at sea to gather the feedback of Member States.
22. Deliver a study on the behaviour and response to selected alternative fuels and launch a second one.
23. Support Interspill 2025.
Added value 2025 TANGIBLE BENEFITS FOR STAKEHOLDERS
Use of the Vessel Network and EAS services by EU and EFTA coastal States for oil spill and HNS response, including new type of pollutants.
Quick mobilisation of assets to support response to accidental spills by providing access to a toolbox of pollution response services as well as at-sea intermediate storage capacity.
Substantial synergies and optimisation when combining EMSA's state-of-the-art pollution response assets with Member States and/or EU Agencies' resources.
Enhancing operational cooperation with Member States through deployment of EMSA's assets and use of EMSA's HNS services in national/international exercises.
Large economies of scale on pooling resources at European level.
Rapid and cost-free access to relevant expert information and advice (remotely and on-site) in case of maritime incidents involving chemicals.
Organise activities strengthening Member States preparedness for oil and chemical spills (workshops, studies).
Access to free software tools for oil spill contingency planning.
Access to free guidance documents and 'good practice' workshops (oil spill sampling, surveillance, HNS spill response, etc) promoting the exchange of expertise.
Information transfer between Member States pollution response authorities and industry.
Improved knowledge of risk scenarios of a release of alternative fuels substances or low sulphur fuels.
Regular information sharing and exchange of good practice with and among Regional Agreements in Europe in the field of marine pollution prevention, preparedness, detection and response.

1.3 CLEANSEANET AND RPAS FOR AIR AND SEA POLLUTION MONITORING (52000)



Sustainable prosperity and competitiveness



Sustaining our quality of life: food security, water and nature

Legal basis	Regulation (EC) N° 1406/2002 as amended, Art. 1.2, 2.3(b), 2.3 (d), 2.4 (f), 2.4(g), and 2b.1(b)		
	<i>Proposal for a Directive of the European Parliament and of the Council amending Directive 2005/35/EC on ship-source pollution and on the introduction of penalties, including criminal penalties, for pollution offences [COM(2023) 273]</i>		
CA	15,836,109		
PA	16,312,411		
STAFF	11.5 AD, 1.5 AST, 0.25 SNE (including 3 AD and 1 AST for Maritime Safety Package)		
Performance Indicators (PI)		Result 2023	Target 2025
CleanSeaNet service earth observation (EO) image delivery	percentage per year EO image delivery ratio	97%	90%
RPAS for emissions monitoring	number of deployment days per year for emissions monitoring operations	325	360
	number of RPAS deployments for emissions monitoring	3	3

Strategic priorities	Strategic objectives	Contributing outputs
 Surveillance	24. Capitalise on surveillance expertise to engage further with the broader EU surveillance community to benefit the maritime services and add more value for the EU	1, 2, 4, 5, 6, 7
 Sustainability	1. Support the development and implementation of relevant EU and international climate and environmental legislation	1, 2, 4
	4. Further develop an agile, effective, innovative and risk-based response toolbox to top up Member State capacity to deter, detect and respond to pollution from ships and oil pollution from gas installations	1, 3, 4, 5, 6, 7
	5. Prepare for response to new, evolving and diversified environmental challenges	1, 2, 3, 4, 6
Service provider	29. Expand information services to analyse data and identify trends and risks to support safety, security and sustainability	1, 3, 4
Reliable partner	30. Engage actively with the European Border and Coast Guard Agency (Frontex) and the European Fisheries Control Agency (EFCA) to enhance European cooperation on coast guard functions	1
	32. Seek synergies with complementary EU bodies and communities to add more value for the EU	1, 2, 3, 4

Outputs 2025

1. Delivering and improving the CleanSeaNet service, which is based on satellite images and alerts to coastal States, for the monitoring of seas and detection of illegal discharges and polluting vessels.
2. Organise meeting of the EMSA CleanSeaNet User Group.
3. Deliver oil spill characterization and volume estimation reports based on Sentinel-2 optical images in support to oil spill emergencies and larger combatable spills.
4. Provide on request, RPAS based services to coastal States, for the monitoring of SOx emissions by vessels.
5. Establish new framework contract(s) for: i) the provision of RPAS emissions monitoring services for monitoring vessels in port areas and ii) Light RPAS services to be deployed on-board of OPRVs.

New Outputs 2025 stemming from Maritime Safety Package

6. CleanSeaNet service enhancements towards monitoring additional pollutants, including sewage, garbage, and pollutants in a packaged form, as well as improvements to the existing monitoring of oil and chemical spills. This will include launching a procurement for the systematic analysis of Sentinel-2 optical imagery, with focus on pollution monitoring and possible polluter identification.
7. Reinforcement of CleanSeaNet verification activities during RPAS multipurpose flights.

Added value 2025 **TANGIBLE BENEFITS FOR STAKEHOLDERS**

CleanSeaNet, available to EU and EFTA coastal States, is an essential tool for widespread oil spill monitoring and polluter identification. Its primary functions include identifying ship-sourced discharges such as oil pollution, aiding in identifying potential polluters, and monitoring accidental pollution during emergencies. It offers quick access to various Earth observation products such as synthetic aperture radar (SAR) for routine oil spill monitoring and optical images for response operations to significant accidental spills.

Use of the CleanSeaNet service is also offered to ENP countries through relevant projects (see section 6.6 and 6.7). CleanSeaNet products are also shared with other EU Agencies as appropriate e.g., Frontex receive the vessel detection products under the umbrella of the longstanding EMSA-Frontex Service Level Agreement. EMSA will support Member States in their activities to get acquainted with new RPAS, aerial and satellite-based technologies for national surveillance and detection needs.

Offering significant economies of scale on satellite licence and service costs (relative to acquisition of such services at national level). CleanSeaNet images can be integrated with data from other EU information sources available at EMSA (e.g., traffic monitoring information from SafeSeaNet, satellite AIS data, weather information, etc), making the overall information provided to Member States more valuable operationally. By centralising service delivery of EO products for Sustainability, Safety and Security (including EFCA and Frontex domains) EMSA is able to reduce the number of conflicts between the different users, gather significant knowledge on the quality of the deliverables from the different service providers and ensure harmonization of delivered services.

EMSA will continue to deliver enhanced oil spill classification and quantification reports to aid the monitoring of substantial accidental spills. These reports, based on medium resolution optical sensors such as Sentinel-2, provide additional support for the activities of Member States during emergency situations.

RPAS equipped with gas sensors will be dispatched to areas of high traffic density upon the request of Member States. Their mission is to fly in the plume of passing merchant vessels to measure the levels of SOx versus CO2, allowing the determination of whether individual vessels are using heavy fuel for propulsion beyond the EU/IMO sulphur limits, particularly the global sulphur cap. Such breaches prompt alerts to coastal authorities. These alerts are then made available at the next port of call via the THETIS-EU system, where the measurements are recorded. In 2025, 3 distinct Emissions operations are foreseen: two with larger RPAS to monitor vessels far from shore, and one operation with a smaller RPAS to monitor vessels closer to port areas. Significant synergies can be

achieved when combining earth observation products with traditional surveillance means for pollution monitoring purposes as well as with new surveillance capabilities such as those offered by RPAS.

A new contract for RPAS for the provision of emissions monitoring services for monitoring vessels in port areas will be signed during 2025, enabling service provision continuity to requesting authorities. Additionally, a new contractual framework for the deployment of Light RPAS services on-board of EMSA's OPRVs will also be established, ensuring continuity of these assets on-board of EMSA's OPRVs.

New added value 2025 stemming from Maritime Safety Package

As part of the revision of the SSP Directive, the Agency will start the necessary enhancements towards monitoring additional pollutants, including sewage, garbage and pollutants in a packaged form, as well as improvements to the existing monitoring of oil and chemical spills. This will include launching a procurement for the systematic analysis of Sentinel-2 imagery, with focus on pollution monitoring and possible polluter identification.

Considering Member States new obligations under the revised SSP Directive in what concerns CleanSeaNet pollution detection verification, EMSA will reinforce the pollution monitoring component of its multipurpose RPAS surveillance operations, to support Member States pollution follow up to CleanSeaNet pollution detections.

2. Surveillance

2.1 MULTIPURPOSE MARITIME SURVEILLANCE RPAS (21020)





Sustainable prosperity and competitiveness



A new era for European Defence and Security



Sustaining our quality of life: food security, water and nature

Legal basis	Regulation (EC) N° 1406/2002 as amended, Art. 1.2, 2.3(b), and 2b.1(b)		
	<i>Proposal for a Directive of the European Parliament and of the Council amending Directive 2005/35/EC on ship-source pollution and on the introduction of penalties, including criminal penalties, for pollution offences [COM(2023) 273]</i>		
CA	10,709,059		
PA	10,392,785		
STAFF	4.75 AD, 1.25 AST, 0.5 SNE		
Performance Indicators (PI)		Result 2023	Target 2025
RPAS for multipurpose surveillance operations	number of RPAS deployments for multipurpose operations	6	5
	number of deployment days per year for multipurpose operations	920	600
Strategic priorities	Strategic objectives		Contributing outputs
 Sustainability	1. Support the development and implementation of relevant EU and international climate and environmental legislation		1, 3, 4, 5, 6, 7
	13. Support proper implementation of EU and International maritime security legislation		1, 2, 4, 5, 6, 7
	14. Provide further information services to protect the EU merchant fleet worldwide		1, 2, 4, 5, 6, 7
 Surveillance	24. Capitalise on surveillance expertise to engage further with the broader EU surveillance community to benefit the maritime services and add more value for the EU		1, 3, 4, 7
	25. Support Search & Rescue efforts of Member States		1, 4, 5
Reliable partner	30. Engage actively with the European Border and Coast Guard Agency (Frontex) and the European Fisheries Control Agency (EFCA) to enhance European cooperation on coast guard functions		1, 2, 3
	32. Seek synergies with complementary EU bodies and communities to add more value for the EU		1, 3, 4, 5, 6
Knowledge hub	36. Support innovation and development of new technologies		1, 2, 4, 5, 6
Outputs 2025			
1. Provide improved Multipurpose Regional RPAS Services for Member States and EU Agencies executing coast guard functions, including satellite communications capacities, building up a more permanent capacity for RPAS based surveillance in maritime areas of interest.			
2. Provide RPAS services to one EFCA vessel in support to EFCA's Joint Deployment Plans.			
3. Organize the yearly EMSA RPAS User Group meeting and promoting exchange of best practices between RPAS services users and EU Agencies (EFCA, Frontex, EASA, ESA).			
4. Support RPAS services with satellite communication allowing for real-time maritime information transmission.			
5. Provide traffic monitoring and surveillance services upon request for safety, security and sustainability related purposes.			
6. Establish new framework contract(s) for the provisions of multipurpose RPAS Services.			

New Outputs 2025 stemming from Maritime Safety Package

7. Reinforcement of follow up of CleanSeaNet detections during RPAS flights

Added value 2025 TANGIBLE BENEFITS FOR STAKEHOLDERS

In 2025 EMSA regional perspective for RPAS operations is expected to be mature, with a longer-term perspective in terms of operations and extended duration deployments. This will benefit and expand user participation from both Member States' national administrations and EU Agencies. This approach will enhance overall surveillance coverage and foster cooperation among Member States.

Member States' Administrations will benefit from longer deployments within a regional or sea basin approach, where a single RPAS can cover the surveillance needs of several neighbouring coastal States, contingent on the availability of multiple Permits to Fly from national aviation authorities and EASA. This integration allows both EU and National authorities to leverage this innovative technology within their maritime surveillance procedures, enhancing the overall surveillance coverage and fostering inter-state cooperation.

The establishment of more permanent capacities in specific regions will facilitate further integration of this surveillance capability into coastal Member States' operational procedures. This will enable the development of operational protocols for using these RPAS services in emergency response scenarios, such as pollution response or search and rescue operations.

EMSA will continue to work closely with Member States, offering them an opportunity to share their experiences, identify, develop, and implement 'best practices' for RPAS operations throughout the deployments and via the EMSA RPAS User Group.

In 2025 new framework contracts linked with RPAS services for multipurpose operations will be signed, covering a wide range of needs (from high seas monitoring, to long endurance coastal monitoring and light RPAS with medium endurance deployed from vessels).

New added value 2025 stemming from Maritime Safety Package

Considering Member States new obligations under the revised SSP Directive in what concerns CleanSeaNet pollution detection verification, EMSA will reinforce the pollution monitoring component of its multipurpose RPAS surveillance operations, to support Member States pollution follow up to CleanSeaNet pollution detections.

2.2 SATELLITE BASED SERVICES AND SURVEILLANCE INNOVATION (21060)



Sustainable prosperity and competitiveness



A new era for European Defence and Security



Sustaining our quality of life: food security, water and nature

Legal basis	Regulation (EC) N° 1406/2002 as amended, Art. 1.2, 2.2©, 2.3(b), 2.3 (d), 2.4(a), 2.4(b), and 2b1(b)		
CA	3,255,272		
PA	3,829,672		
STAFF	5.5 AD, 0.25 SNE		
Performance Indicators (PI)		Result 2023	Target 2025
SAT-AIS	Global data stream availability	100%	99%
Maritime Emergencies	percentage earth observation services response rate to maritime emergency requests	100%	100%
Maritime Emergencies	percentage earth observation services response rate to EMSA Contingency Plan exercises	n/a	100%
Assess new technologies	Number of implemented activities including: - Preliminary market consultations - Pre-operational qualification exercises - Integration of new surveillance capabilities	2	2
Strategic priorities	Strategic objectives	Contributing outputs	
Surveillance	4. Further develop an agile, effective, innovative and risk-based response toolbox to top up Member State capacity to deter, detect and respond to pollution from ships and oil pollution from gas installations	1, 3, 4, 5, 6, 8, 9, 10	

 Sustainability

	5. Prepare for response to new, evolving and diversified environmental challenges	3, 4, 5, 6, 7, 8, 9
	14. Provide further information services to protect the EU merchant fleet worldwide	1, 3, 6
Service provider	23. Develop machine learning and artificial intelligence applications in order to improve risk assessment, vessel position predictability, statistics and innovation	3, 5, 10
Reliable partner	25. Support Search & Rescue efforts of Member States	1, 3, 4, 5, 6, 8, 9
	29. Expand information services to analyse data and identify trends and risks to support safety, security and sustainability	1, 2, 6
EMSA as knowledge hub	31. Engage actively with industry to generate transfer of knowledge and provide non-commercial technical maritime advice	5, 6, 7, 8, 9
	36. Support innovation and development of new technologies	3, 4, 5, 6, 7, 8, 9, 10

Outputs 2025

1. Global SAT-AIS feeds will continue to be delivered by the Agency to support the monitoring of vessels worldwide, allow for identification of reporting vessels and provide support to maritime domain awareness in combination with the Earth observation services
2. Hosting and chairing of the EU SAT-AIS Collaborative Forum at least once per year.
3. Earth Observation Services support to maritime emergencies, in the context of EMSA's Contingency Plan.
4. Implement market research activities, including proofs of concept, concerning new satellite constellations and new earth observation sensors and organize the transition of these new capabilities to operations to expand the existing portfolio.
5. Work closely with ESA in the definition of maritime related requirements linked with the evolution of EMSA's earth observation services, particularly in what concerns the Sentinels operations and radiofrequency detection activities.
6. Work closely with ESA in the field of maritime surveillance requirements for RPAS, satellite communications and HAPS and in identifying where possibly both organizations could further intensify their cooperation on space-based solutions and innovative technologies.
7. Continue the development of artificial intelligence algorithms for earth observation services.
8. Provide input and support to the definition process of new governmental satellite communication services
9. Evaluate the operational added value of new RPAS platforms and sensor payloads with the aim to expand the existing RPAS portfolio and deploy new and enhanced capabilities to users.
10. Continue the dialogue with EU national administrations with a Satellite-AIS programme or interest in the development of a Satellite-AIS capacity or the VHF Data Exchange System (VDES) capability for non-commercial purposes and explore if new streams of national satellite AIS and VDES data can be channelled to EMSA users.

Added value 2025 TANGIBLE BENEFITS FOR STAKEHOLDERS

Global SAT-AIS supports the enhanced monitoring of vessels worldwide in almost real time, allowing the identification of reporting vessels and, when in combination with Earth Observation services enable the identification of non-reporting vessels.

Member States can activate EMSA's contingency plan and request earth observation products in support to a wide range of maritime emergencies at sea, including large accidental oil spills and search and rescue cases.

Linked to the further development of EMSA's Earth Observation Services, a preliminary market consultation will be launched in 2025 to understand the industry's maturity concerning the analysis and processing of Sentinel-2 imagery to identify pollutants other than oil spills.

EMSA will start deploying services based on Cosmo SkyMed and Cosmo SkyMed Next Generation satellite images, which will increase the Agency's existing portfolio, expanding its monitoring capabilities.

EMSA will also sign new contracts for SATCOM services, to support RPAS operations, including new capabilities from Low Earth Orbit systems.

Together with ESA, EMSA will continue to explore the usability of new sensors to improve the surveillance and emission monitoring capabilities, but also to explore new data products observed from RPAS, HAPS and satellites.

EMSA will continue to assess and improve the use of innovative artificial intelligence algorithms in a pre-operational environment. These algorithms analyse a wide range of satellite-based datasets to extract maritime-relevant elements, including vessels and relevant features. These activities will potentially benefit all existing user communities of earth observation information by increasing the performance, reliability, and quality of the delivered products.

2.3 COPERNICUS MARITIME SURVEILLANCE SERVICE (75000) – PROJECT FINANCED ACTIVITY



Sustainable prosperity and competitiveness



A new era for European Defence and Security



Sustaining our quality of life: food security, water and nature

Project Title	COPERNICUS		
Legal basis	Regulation (EC) N° 1406/2002 as amended, Art. 1.2, 2.4 (a), 2.4 (b) and 2a.2(c);		
Funding source	EC, DG-DEFIS		
Time frame / envelope	2021-2027 / 73,000,000 €		
Expenditure 2025	10,720,907 €		
Project financed staff	7 CA		
Performance Indicators (PI)		Result 2023	Target 2025
Copernicus Maritime Surveillance service earth observation (EO) image delivery	percentage per year EO image delivery ratio	95%	90%
Number of user organisations registered	number of Member States national administrations, EU institutions and international organisations using the service	72	74
Strategic priorities	Strategic objectives		Contributing outputs
	4. Further develop an agile, effective, innovative and risk-based response toolbox to top up Member State capacity to deter, detect and respond to pollution from ships and oil pollution from gas installations		1.5
	14. Provide further information services to protect the EU merchant fleet worldwide		1.2, 1.3
	17. Enhance involvement as a technical and operational partner in the context of the EU maritime security strategy		1
	21. Continue improving functionality and efficiency of the EU maritime traffic monitoring and information system		1, 4
	24. Capitalise on surveillance expertise to engage further with the broader EU surveillance community to benefit the maritime services and add more value for the EU		2, 3, 4
	25. Support Search & Rescue efforts of Member States		1.2
Reliable partner	31. Engage actively with industry to generate transfer of knowledge and provide non-commercial technical maritime advice		1,5
	32. Seek synergies with complementary EU bodies and communities to add more value for the EU		1 (1.2)
Service provider	29. Expand information services to analyse data and identify trends and risks to support safety, security and sustainability		1
International reference	34. Step up technical and operational support where EMSA can add value to relevant EU foreign policies		1 (1.2, 1.6)
EMSA as knowledge hub	35. Provide the central EU maritime information hub and access point for open data		1, 2, 3, 4

Sustainability

Security

Surveillance

	36. Support innovation and development of new technologies	1, 2, 3, 4, 5
Outputs 2025		
1. Provision of CMS services to the seven functions areas as defined in the Annual Implementation Plan (maritime safety, maritime security, customs, law enforcement, marine pollution monitoring, fisheries control, international cooperation in the maritime domain).		
2. Increase in the number of organisations served by CMS.		
3. Organising the CMS annual user group meeting and promote exchange of best practices.		
4. Delivery of planned training, communication, and user uptake activities.		
5. Establish further links with R&D projects in the scope of CMS activities and DG-DEFIS Strategic Research Agenda (SRA).		
Added value 2025 TANGIBLE BENEFITS FOR STAKEHOLDERS		
<p>Rapid access to a wide range of earth observation products, including synthetic aperture radar (SAR) and optical images, and value-added products such as vessel and oil spill detection.</p> <p>Provide earth observation based maritime surveillance services to a wide range of functions at sea, including: maritime safety, maritime security, fisheries control, law enforcement, customs and marine pollution monitoring.</p> <p>Significant synergies and optimization when combining earth observation products with traditional surveillance means.</p> <p>Significant economies of scale on licence costs and service costs (relative to acquisition of such services at national level).</p> <p>By centralising service delivery of EO products, EMSA is able to reduce the number of conflicts between the different users, gather significant knowledge on the quality of the deliverables from the different service providers and ensure harmonization of delivered services.</p> <p>EO services can be integrated with data from other EU information sources available at EMSA (e.g., traffic monitoring information, satellite AIS data, weather information, etc), making the overall information provided to Member States more valuable operationally.</p> <p>Links with Copernicus R&D projects in the scope of Copernicus Strategic Research Agenda (SRA) may generate operational benefits to all of EMSA Earth Observation Services.</p>		

3. Safety & Security


3.1 MARITIME SAFETY (44000)



Sustainable prosperity and competitiveness



Sustaining our quality of life: food security, water and nature

Legal basis	Regulation (EC) N° 1406/2002 as amended, Art. 1.2, 2.2(a), 2.2(c), 2.4(d) and 2.4(h)		
	<p><i>Proposal for a Directive of the European Parliament and of the Council amending Directive 2009/21/EC on compliance with flag State requirements [COM(2023) 272]</i></p> <p><i>Proposal for a Directive of the European Parliament and of the Council amending Directive 2009/16/EC on port State control [COM(2023) 271]</i></p> <p><i>Proposal for a Regulation of the European Parliament and of the Council on the European Maritime Safety Agency and repealing Regulation (EC) No 1406/2002 [COM(2023) 269]</i></p>		
CA	5,363,992		
PA	5,369,037		
STAFF	14.75 AD, 0.75 AST, 2 SNE (including 2 AD for Maritime Safety Package and 1 AD for new EMSA mandate)		
Performance Indicators (PI)		Result 2023	Target 2025
EMSA Technical Secretariat MarED. Organisation of meetings	number of meetings per year	1	1
Annual update of MED Implementing Regulation	number of draft IR provided to the Commission	1	1
IMO Meetings Participation and Contribution	Number of meetings	n/a	4
Passenger Ship Safety Expert sub-Group Meeting Participation and Contribution	Number of meetings	n/a	3
Safety studies and guidance	number of products published	n/a	2
Strategic priorities	Strategic objectives	Contributing outputs	
 Safety	10. Explore further work on safety standards for vessels not covered by relevant international conventions	3, 6, 10, 14, 16, 20, 23	
	11. Become the technical facilitator in relation to autonomous ships	3, 9, 14, 15, 21, 22	
	6. Lead expertise and support the development, implementation and enforcement of safety standards	1-17, 19-23	
	7. Support maritime administrations in their Flag State implementation effort	1, 3, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 19, 22, 23	
	9. Intensify work on ships for which the risk and impact of accidents are potentially higher	3, 6, 9, 16, 17, 23	
Reliable partner	33. Support EU neighbourhood and sea basin policies to level-up and harmonise standards	2, 13, 15, 18, 20	
Knowledge hub	35. Provide the central EU maritime information hub and access point for open data	1, 9, 11, 13, 18, 19, 20, 23	
Service provider	27. Consolidate EMSA support to the Commission for the development of EU and international legal acts and for assessing their implementation	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 15, 16, 17, 19, 20, 22, 23	
Outputs 2025			

1. Assistance upon request to the Commission in the implementation of the activities related to the PSC Directive 2009/16/EC and the Flag State Directive 2009/21/EC.
2. Participation and active contribution to the meetings and working groups of the Paris MoU, on behalf of the Commission. Coordinate the IMO Correspondence Group on Port State Control.
3. Provide technical support regarding implementation and developments on MASS, passenger ship safety, fire safety (CARGOSAFE), life-saving appliances, steering and manoeuvrability standards, safe loading and unloading of bulk carriers, places of refuge and the ISM code at EU and IMO level. EMSA will collect the information from Member States on the implementation of Regulation 336/2006 on the ISM Code and will report to the Commission.
4. Ensure that the results of the EMSA study STEERSAFE are appropriately considered in the dedicated correspondence and working Group in the IMO by providing technical input.
5. Organise a Workshop on the results of the cycle of visits on Directive 2001/96/EC on safe loading and unloading of bulk carriers.
6. Support the Commission in the follow-up of the ex-post evaluation of Directive 97/70/EC on fishing vessels safety and implement relevant actions, if appropriate.
7. Follow-up and coordinate safety issues related to new types of fuel or electricity storage onboard, like ammonia, hydrogen, biofuels and onshore power supply (cold ironing).
8. Finalising the three studies to develop guidance on the safe use of ammonia and hydrogen as fuels and bunkering of biofuels and share their results in a workshop when available. Consider a new study on the transportation of alternative fuelled vehicles on board ships to update, if appropriate, the EMSA Guidance on the topic.
9. Finalise and publish the updated European Maritime Safety Report.
10. Coordination of the update to the list of standards for marine equipment which is subject to Flag State approval.
11. Business management of the EMSA MED Portal and propose functionalities upgrades. Management of the technical secretariat of the MarED group of Notified Bodies. Provide technical advice to Commission and Member States on MED issues.
12. Technical review of safeguard clause cases submitted under the Marine Equipment Directive.
13. Management of the alert system foreseen by the MRA signed between the EU and the USA and providing the Commission with a revised list of marine equipment and associated legislative, regulatory and administrative provisions that the EU and the USA may determine to be equivalent.
14. On MASS, organise familiarisation sessions for the pilot risk-based assessment tool (RBAT) for MASS and collect feedback on its use. Further consider themes of autonomous navigation, communications and connectivity for safety assessment, also, if needed, by a dedicated study.
15. Provide technical input for the EU coordination process of IMO meetings and participate in IMO MSC meetings and to its Sub-Committees such as SDC, SSE, MSC, CCC, NCSR, and III and the associated correspondence groups, where safety topics are being discussed.
16. Provide technical support to the Commission and Member States within the Passenger Ship Safety Expert Group to amend the Annex to Directive 2009/45/EC, develop EU guidelines on implementing legislation, assessing exemptions and equivalences and collecting information provided on damage stability of ro-ro passenger ships according to Directive 2003/25/EC. Start preparatory work for further studies and actions in this field.
17. Continue the study on the safe evacuation of large passenger ship, including the alternative design of oversized lifeboats. If preliminary deliverables are available, an expert meeting might be organised to share initial results.

EQUASIS (76000) – PROJECT FINANCED ACTIVITY

Project Title	Equasis
Funding source	<i>Equasis Member States</i>
Time frame	<i>Ongoing</i>
Expenditure 2025	450,000 €
Project financed staff	<i>No extra project-financed staff</i>

Performance Indicators (PI)		Result 2023	Target 2025
EQUASIS	percentage per year availability	99.93%	99.5%
	number of users per month	36 992	32 000

Outputs 2025

18. The Agency will continue to host the Management Unit of Equasis, thus addressing its day-to-day operation, liaising with the Technical Unit (hosted by the French administration), assessing the applications of potential data providers, preparing documentation and relevant meetings of the Editorial Board and the Supervisory Committee, monitoring the projects budget and publishing statistics on the world merchant fleet in Equasis. New functionalities will be added to modernise the portal. Finally, the development of the new 5-year strategy of Equasis will be started.

New Outputs 2025 stemming from Maritime Safety Package

19. Preparatory work to implement the digital tools in relation to the Flag State Directive and the set-up of the forum of experts.
20. Preparatory work to implement the new requirements of the Port State Control, including the development of the new voluntary regime on fishing vessels.

New Outputs 2025 stemming from revision of EMSA mandate

21. Monitoring of maritime safety related research projects
22. Preparatory work to evaluate the adequacy of safety assessment methodologies, in light of increased complexity of the technologies in use in the sector.
23. Assessment of Member States measures concerning passenger ships Directives 2009/45/EC and 98/41/EC, maintaining the new dedicated database and publishing the relevant measures.

Added value 2025 **TANGIBLE BENEFITS FOR STAKEHOLDERS**

The Agency will further address safety concerns and challenges which came out of the first European Maritime Safety Report (EMSAFE) published in 2022 and will publish an update with the latest maritime safety information.

EMSA contributes to the safety of ships and marine equipment at European level by supporting the implementation, update and development of appropriate and harmonised safety standards required by legislation. One of the main benefits for stakeholders is that EMSA is very well positioned to bring together technical expertise from the EU Member States and industry so that each safety issue is considered from different perspectives, so enriching the outcome and making it more robust. This is particularly visible in the EU contribution to the IMO where EMSA conducts analyses of the relevant submissions and provide a technical assessment to facilitate the coordination of the EU contribution to the IMO and ensure that an appropriate level of safety is maintained. In addition, EMSA at its own initiative, based on identified safety issues from technical reports like the EMSAFE or the Annual Overview of Marine Casualties and Incidents, raises subjects coming from lessons learnt from accidents, like on container ships, or in need of an appropriate harmonisation or update at international level, such as the carriage of AFV on board ships. This also contributes to the functioning of the internal market by assessing individual safety problems and market distortions due to differences in application of safety standards.

EMSA provides a platform where all stakeholders contribute to the implementation of the relevant legislation and harmonisation of standards in the EU. Studies commissioned by the Agency support the decision-making process for future actions in maritime safety as well as clarify uncertainties in relation to new technologies. Particular attention will be paid to the safety aspects of innovative developments that are taking place in the maritime field: autonomous ships (MASS) and cleaner propulsion methods, Onshore Power Supply, battery systems for propulsion and power supply onboard ships. In this regard, EMSA offers a pilot risk-based assessment tool targeted to support Member States administrations to deal with MASS in close cooperation with the relevant authorities and stakeholders. As for the use of cleaner technologies on board ships, EMSA has coordinated the technical work to address the safety challenges of battery systems for propulsion and power supply onboard ships, transport of Alternative Fuelled Vehicles, especially electrical vehicles, and shore-side electricity and has developed guidance on all these topics. In addition, EMSA will continue contributing to the analysis of the safety implications of the use of cleaner fuels and propose, where appropriate, control options to be implemented.

Through the gained experience and knowhow, the Agency supports the Commission for any initiative related to the improvement of the relevant legislative framework and the Commission and the Member States in relation to its implementation as concerns marine equipment and ship safety standards. For example, EMSA coordinates, from the technical point of view, amendments to passenger ship safety legislation, assessment of exemptions and development of harmonised guidelines. Finally, EMSA also follows the new developments and technologies through its participation in advisory boards of EU-funded research projects.

The work of EMSA in relation to marine equipment and ship safety standards and supporting the enhancement of the overall level of safety in the EU is constantly increasing. In addition to the traditional tasks, which are well acknowledged by the stakeholders for their quality, like the annual update of the standards applicable to the Marine Equipment Directive or the review of safeguard clause cases, EMSA will continue to act as the technical secretariat of the MarED group of Notified Bodies and will manage and enhance the MED Portal which contains all the products certified under this Directive. This Portal includes the capability to implement the new electronic tag (e-tag), which might be replaced in the mid-term by the digital passport, and a mobile application with the possibility to scan e-tags. Also in the MED, EMSA supports technically the Commission in the management of the Mutual Recognition Agreement with the USA.

Regardless of the safety legislation, accidents still happen and a safety net is needed. EMSA provides support in the organisation and running of regular tabletop exercises on places of refuge contributes to strengthen this safety net.

EMSA supports with its expertise and experience certain improvements in the relevant legislation as well as the proper implementation of Port State Control within the EU, thus contributing to the elimination of sub-standard ships and fostering adequate safety and environmental protection standards for the ships coming to EU ports, as well as aiming at a level playing field through harmonisation of standards and procedures.

The support provided within the context of Paris MoU also helps to bridge the gap between the EU and non-EU States. An example is the coordination of the IMO Correspondence Group on Port State Control which facilitates the harmonisation of procedures at international level thus facilitating the operation of EU ships globally.

In 2025, EMSA will collect, on behalf of the Commission, the information from Member States on the implementation of Regulation 336/2006 on the ISM Code and submit a report to the Commission.

New added value 2025 stemming from Maritime Safety Package

The amended maritime safety package on Port State Control and Flag State reinforces the need to increase the digitalisation process. The new digital tools are aimed at making the inspection effort more efficient and, at the same time, increase maritime safety. The Agency will develop and host these tools.

The forums of experts will contribute to exchange and disseminate best practices amongst Member States where the Agency can play an important technical coordinating role.

New added value 2025 stemming from revision of EMSA mandate

The potential work of EMSA in monitoring of maritime safety research will contribute to better coordinate the research effort at EU level by investing on topics that can effectively improve the safety level.

The new task of EMSA to consider the update of risk assessment methodologies within maritime safety will contribute towards adapting the sector to the new tendencies in shipping, especially, on alternative fuels and powering systems as well as in automation.


3.2 HUMAN ELEMENT (36000)



Sustainable prosperity and competitiveness



Supporting people, strengthening our societies and our social model

Legal basis	Regulation (EC) N° 1406/2002 as amended, Art. 1.2, 2.2(a), 2.4(e) and 2.4(h)		
CA	415,749		
PA	415,749		
STAFF	1.75 AD		
Performance Indicators (PI)		Result 2023	Target 2025
Human element	STCW Statistical Review	1	1
	Workshops	3	1
Strategic priorities	Strategic objectives		Contributing outputs
 Safety	12. Enhance role in relation to the human component of shipping		1, 2, 3, 4, 5

Outputs 2025

1. Publish the annual STCW statistical review.
2. Online workshop on the comprehensive review of the STCW Convention and Code.
3. Contribute to submissions related to the comprehensive review of the STCW Convention and Code.
4. Support the Commission and the Member States in relation to Human Element issues.
5. Cooperate with the Commission, IMO and ILO to foster the implementation of the MLC Convention.

Added value 2025 **TANGIBLE BENEFITS FOR STAKEHOLDERS**


The comprehensive review of the STCW Convention and Code which will help to protect seafarers and ensure full consideration of the new challenges that the human element is facing on board of ships.

The results of the MASS study (concluded in 2023) and the study related to alternative fuels may be considered during the comprehensive review of the STCW Convention and Code.

3.3 ACCIDENT INVESTIGATION (42000)



Sustainable prosperity and competitiveness

Legal basis	Regulation (EC) N° 1406/2002 as amended, Art. 1.2, 2.2(a) and 2.4(c)		
	<i>Proposal for a Directive of the European Parliament and of the Council amending Directive 2009/18/EC establishing the fundamental principles governing the investigation of accidents in the maritime transport sector [COM(2023) 270]</i>		
CA	1,677,141		
PA	1,710,596		
STAFF	4.5 AD, 1 SNE (including 2 AD for Maritime Safety Package)		
Performance Indicators (PI)		Result 2023	Target 2025
Number of EMCIP meetings per year	number of meetings per year	n/a	2
PCF meetings	number of meetings per year	2	1
Annual Overview of Marine Casualties and Incidents	one publication per year	1	1
Underwater survey services based on ROVs	percentage of response to Member State requests	n/a	100%
Strategic priorities	Strategic objectives	Contributing outputs	
	7. Support maritime administrations in their Flag State implementation effort	7, 3, 4, 8, 9	
 Safety	10. Explore further work on safety standards for vessels not covered by relevant international conventions	5, 6, 7	
	12. Enhance role in relation to the human component of shipping	5, 6	
	6. Lead expertise and support the development, implementation and enforcement of safety standards	2, 5	
	9. Intensify work on ships for which the risk and impact of accidents are potentially higher	5	
Knowledge hub	35. Provide the central EU maritime information hub and access point for open data	3, 4, 6	
Service provider	27. Consolidate EMSA support to the Commission for the development of EU and international legal acts and for assessing their implementation	1, 2, 5, 9	
	29. Expand information services to analyse data and identify trends and risks to support safety, security and sustainability	3, 4, 5, 6	
Outputs 2025			
1. Assist the Commission in the implementation of the amended accident investigation (AI) legislation.			
2. Provide the Secretariat of the Permanent Co-operation Framework.			
3. Business management of the EMCIP system and all its functionalities including enhancement actions.			
4. Coordinate activities related to EMCIP users on AI matters such as user group meetings and governance.			
5. Analyse casualty data and reports from safety investigations, produce safety analyses and propose, when relevant, any appropriate Safety Recommendations to the Commission.			
6. Publish the annual overview of marine casualties and incidents on the basis of data provided by the Member States.			
7. Provide underwater survey services based on ROV's to the Accident Investigative Bodies (AIB's) and other Authorities, on request of Member States, to support safety investigations related to very serious and serious casualties.			
New Outputs 2025 stemming from Maritime Safety Package			
8. Prepare the expansion of the underwater services to other maritime authorities based on the results of the 2024 survey.			

9. Preparatory work to enhance the operational services provided to the accident investigation bodies based on their needs.

Added value 2025 TANGIBLE BENEFITS FOR STAKEHOLDERS

Through the gained experience and knowhow, the Agency supports the Commission for any initiative related to the improvement of the relevant legislative framework and its implementation as concerns accident investigation.

The work of EMSA in relation to accident investigation contributes to sharing of best practices and lessons learnt, contributes to the harmonised reporting of accidents by the EU AIB's with the aim to increase the overall level of ship safety in the EU.

Underwater sensor capabilities will be exploited as a useful tool for Accident Investigation Bodies to collect more evidence in case of sunken ships.

New added value 2025 stemming from Maritime Safety Package

The amended Directive will allow EMSA to provide additional operational services to Member States based on their needs on aspects that can be more efficiently covered at EU level, e.g., underwater surveys.

3.4 MARITIME SECURITY (34000)



Sustainable prosperity and competitiveness



A new era for European Defence and Security

Legal basis	Regulation (EC) N° 1406/2002 as amended, Art. 1.2 and 2.2 (b)		
CA	1,466,820		
PA	1,467,820		
STAFF	4.25 AD, 1 AST, 1 SNE		
Performance Indicators (PI)		Result 2023	Target 2025
Inspections	number of individual missions per year ¹²	34	29
Reports	percentage of inspection reports concluded within the deadline agreed with the Commission	100%	95%
Strategic priorities	Strategic objectives	Contributing outputs	
	13. Support proper implementation of EU and International maritime security legislation	1, 2, 3, 4, 5, 6, 7	
	15. Provide the platform to exchange best practices and ensure cross-sectoral cooperation on cybersecurity for the maritime cluster	5, 6	
Service provider	27. Consolidate EMSA support to the Commission for the development of EU and international legal acts and for assessing their implementation	1, 2, 3, 4, 7	



Outputs 2025

1. Security inspection missions to EU Member States, according to the Commission's annual plan.
2. Individual security inspection missions to Norway and Iceland, according to the annual plan of the EFTA Surveillance Authority.
3. Upon request of the Commission, contribute to the updating and enhancement of the procedures for performing maritime security inspections.
4. Upon request of the Commission, provide assistance on the follow-up of the deficiencies identified during inspections.
5. Develop preparatory actions to enhance the information sharing and analysis of cyber-attacks at EU level in the maritime sector. Contribute to European inter-agency co-operation on cybersecurity issues in the maritime transport sector, notably

¹² This figure reflects a mission carried out by one staff member. More staff members may be needed to cover a mission, in those cases each staff member will be counted.

through participation in various technical fora and expert groups. Organise a Workshop focused on the main cybersecurity challenges in shipping.

6. Develop and finalise an analysis of the threats presented by drones to critical port infrastructure. Provide support to Commission and the Member States in the development, identification and exchange of best practices and cross-sectoral cooperation on security and cybersecurity for the maritime cluster.
7. Support proper implementation of EU and International maritime security legislation.

Added value 2025 TANGIBLE BENEFITS FOR STAKEHOLDERS

Based on its Founding Regulation and the Regulation 324/2008 on maritime security inspections, EMSA provides technical support to the Commission and EFTA Surveillance Authority to carry out inspections in the Member States/EFTA countries regarding the implementation and enforcement of the EU maritime security legislation and to identify any change that may be needed to improve the overall level of maritime security.

The provision of technical assistance enables the Commission and the EFTA Surveillance Authority to assess and verify independently the implementation and enforcement of EU maritime security legislation in the visited Member States and identify any changes that may be needed in the conduct of the Commission inspections to improve the overall level of maritime security.

EMSA also provides valuable technical support in the implementation of the EU and International maritime security legislation to Commission and the Member States by participating in the MARSEC (Maritime Security) Committee and the Stakeholders' Advisory Group on Maritime Security chaired by the Commission (SAGMAS). The Agency notably contributes on specific agenda issues of interest to the Member States (e.g., cybersecurity).

Additionally, EMSA assists the Commission in the process of accreditation for national security inspectors in the framework of the implementation of Regulation (EC) No 725/2004. EMSA also provides assistance to the Member States maintaining the reporting module in THETIS-EU to assist the Member States in the voluntary recording and reporting of maritime security inspections by Duly Authorised Officers.

The provision of technical and cooperation support to Member States facilitates a better understanding of the cyber threats and cyberattacks aimed at disrupting the EU maritime domain. EMSA will be active in enhancing maritime cyber security awareness and information exchange.

Cyber risks are highlighted as a major challenge for the maritime industry. In this regard and based on the work of a dedicated Task Force, the Agency will provide support to the Commission and the EU Member States for enhancing maritime cybersecurity awareness and information exchange. On the last topic, and based on the result of the 2024 Conference, the Agency will start considering specific ways to facilitate an information sharing and analysis system on cyberattacks in the maritime field at EU level in close cooperation with stakeholders (e.g., ENISA). In addition, EMSA will continue promoting harmonisation in addressing maritime cybersecurity challenges and exchanges of best practices by providing guidance, training (within EMSA Academy) and workshops to Member States.

4. Simplification




4.1 SAFESEANET (21030)



Sustainable prosperity and competitiveness



A new era for European Defence and Security

Legal basis	Regulation (EC) N° 1406/2002 as amended, Art. 1.2, 2.2(a), 2.2. (c), 2.3(a), 2.3(b), 2.4(a), 2.4(b), 2.4(h) and 2.4(i)		
CA	2,307,632		
PA	2,296,433		
STAFF	4.75 AD, 3.25 AST, 0.25 CA		
Performance Indicators (PI)		Result 2023	Target 2025
SafeSeaNet system: Service Operation	percentage per year availability of central SafeSeaNet system	99.67%	99%
	hours maximum continuous downtime of central SafeSeaNet system	09h00min	max 12h
SafeSeaNet system: Reporting Performance	percentage of notifications processed in time in accordance with SafeSeaNet IFCD ¹³ requirements	100%	99%
	percentage of responses to Member States' requests delivered in accordance with SafeSeaNet IFCD (time) requirements	100%	99%
Strategic priorities	Strategic objectives		Contributing outputs
 Security	13. Support proper implementation of EU and International maritime security legislation		1
	16. Develop robust solutions to protect its maritime applications and information services		4
 Simplification	20. Facilitate the improvement of overall efficiency of shipping in Europe where feasible		1, 2, 3, 4, 5, 7
	 Surveillance	21. Continue improving functionality and efficiency of the EU maritime traffic monitoring and information system	
22. Monitor the emergence of promising technologies and operationalize them for new services for Member States and the Commission		7	
25. Support Search & Rescue efforts of Member States		1	
Service provider	29. Expand information services to analyse data and identify trends and risks to support safety, security and sustainability		5, 8
Reliable partner	32. Seek synergies with complementary EU bodies and communities to add more value for the EU		1, 6, 8
Knowledge hub	35. Provide the central EU maritime information hub and access point for open data		1
	36. Support innovation and development of new technologies		6, 7
Outputs 2025			
1. SafeSeaNet is operational on a 24/7 basis to support Member States to undertake activities related to maritime monitoring and surveillance.			
2. Host and manage the SSN User Group meetings and sub-working groups established under the High-Level Steering Group for Governance of the Digital Maritime System and Services (HLSG).			
3. Provide support to Member States regarding compatibility of national systems with SafeSeaNet and potential improvements on data quality and provide training on SafeSeaNet as part of EMSA's capacity building services.			

¹³ System availability requirements as agreed with Member States are defined in the Interface and Functionalities Control Document (IFCD).

4. The SafeSeaNet Ecosystem Central Databases will be operational and available to use in national systems and EMSA maritime applications.
5. Deliver and upgrade long term data archive, traffic density maps and other data services.
6. Continue the development of SafeSeaNet to support the EMSWe Regulation (EU) 2019/1239.
7. Deliver and upgrade facilitation services to Member States for ship-to-shore reporting and improving the interoperability of existing systems (e.g., SSN, Member States' and Coastal Stations' systems such as the Integrated Report Distribution (IRD)).

Project Financed Activity **Development of a specific service to transfer EMSA data to EUROSTAT**

Funding source *European Commission, EUROSTAT*

Time frame / envelope *12 months as from 25/07/2024 / 30,000 €*

Expenditure 2025 *none*

Project financed staff *No project-financed staff*

8. Finalise the development of a specific service to automatise the extraction and transmission of EMSA data (in aggregated format and anonymized) to EUROSTAT on a quarterly basis for the dissemination of early estimates on maritime transport.

Added value 2025 TANGIBLE BENEFITS FOR STAKEHOLDERS

Considering that the quality of SSN information offered by EMSA to the Member States and other EU bodies is a cornerstone for most of the maritime digital services, the Agency will continue to support Member States in the implementation of their national SSN systems (through the commissioning tests) and monitor the quality of the information exchanged via SSN.

SafeSeaNet will be further developed to facilitate and simplify the reporting procedures from ship to shore, improving the interoperability of existing systems (e.g., SSN, Member States and Coastal Stations' systems such as the Integrated Report Distribution (IRD), reference databases), promoting the re-use of data and the reporting once principle, and allowing the reduction of voice communication from ship to shore by using automatised electronic communication via Satellite.

As a follow up to the request of the Maritime Safety Permanent Transnational Network (MSPTN) (framework for the continuation of the joint efforts initially taken by the predecessor of MSPTN the ex-EUREKA Consortium) and the approval of the EMSA Administrative Board, EMSA will continue to provide technical assistance for modernising the IMO adopted Ship Reporting System (SRS) in the Adriatic Sea (ADRIREP) up to November 2026. This includes further integration of the VTS systems of the MSPTN members with EMSA's Integrated Report Distribution (IRD) SafeSeaNet service as well as work on operational procedures and preparation of amendments to IMO resolution establishing ADRIREP SRS.

EMSA will continue to promote the use of modern technologies for ship reporting by organising operational tests with coastal stations and the shipping industry (shipping companies and ship operators). These operational tests will be used to verify the quality, availability and reliability of the technical solution. The feedback from the end users will be used to improve or adjust the solution.

In the years to come, a harmonised approach to ship reporting in the EU with a single graphical user interface for ships willing to electronically submit reports to MRS systems could be achieved. At the request of Member States, EMSA and the Commission will support EU Member States wishing to put forward amendments to existing IMO resolutions establishing MRS systems.

Following the identification of the EMSWe information to be exchanged via SSN in the implementing acts related to the "reporting only once principle" of the EMSWe Regulation (see EMSWe section below), the Agency will elaborate the technical specifications of the necessary data exchanges and upgrade of the SSN system in collaboration with the SSN Group and approval by the HLSG. Depending on the approval of the specifications, the Agency will initiate this development within the SSN system.

Following further assessment, and in view of the expected increase of information and transactions to be handled by SSN due to the EMSWe Regulation, plans for enhancing SSN services and architecture will be elaborated in collaboration with the stakeholders. The new approach should facilitate secure data exchanges, increase the availability of the systems and maintainability, as well as better performance of the system and should guarantee the non-repudiation and integrity of data.

The central reference databases will allow Member States' authorities, EU bodies and other user communities of EMSA maritime applications to share consistent and harmonised reference information on Member States' organisations, port facilities, geographical locations, ship identification information, particulars and certificates. The Central Ship Database will continue to expand to broader ship reference data on e.g., ship certificates and other types of ships. It will serve as reference for the maritime services offered by the Agency.

Further development of the Traffic Density Map service and other data consolidation services will provide extended analysis of ship movements and routes allowing for the identification of trends and risks and supporting the implementation of existing and future EU environmental policies.



EMSA and EUROSTAT services work together to produce early maritime transport statistics for the needs of EUROSTAT in accordance with the provisions of the SLA signed in 2024. These early estimates are considered a significant improvement for benchmarking the results of the estimation method as well as for the timeliness production of statistics compared to the current maritime statistics produced quarterly by EUROSTAT based on the Member States statistical data.

EMSA will continue to co-operate with EUROSTAT on the usage of SSN data (plus other EMSA data such as MARINFO and AIS detected port calls) to produce the so-called 'early statistical indicators' used by EUROSTAT assessing further possibilities to extend the cooperation, including the possibility of producing monthly estimates, subject to amendments of the SLA.

4.2 EUROPEAN MARITIME SINGLE WINDOW ENVIRONMENT (21040)



Sustainable prosperity and competitiveness

Legal basis	Regulation (EC) N° 1406/2002 as amended, Art. 1.3, 2.2(a), 2.2(d), 2.4(i) and 2a.3(a)		
	<i>Proposal for a Regulation of the European Parliament and of the Council on the European Maritime Safety Agency and repealing Regulation (EC) No 1406/2002 [COM(2023) 269]</i>		
CA	1,154,389		
PA	1,159,121		
STAFF	3.5 AD, 0.25 AST, 0.25 CA (including 1 AD for new EMSA mandate)		
Performance Indicators (PI)			
SafeSeaNet system data exchange in support of the Reporting Formalities Directive (2010/65/EU)	The information exchange requirements of the Reporting Formalities Directive are integrated in the SafeSeaNet services, and therefore covered by the SafeSeaNet indicators.		
New PIs	percentage per year availability of each EMSWe database	n/a	99%
	hours maximum continuous downtime of each EMSWe database	n/a	12h
Strategic priorities	Strategic objectives	Contributing outputs	
 Simplification	Facilitate the improvement of overall efficiency of shipping in Europe where feasible	1, 2, 3, 4, 5, 6, 7, 8	
	18. Support further simplification, harmonisation and rationalisation of reporting formalities	1, 2, 3, 4, 5, 6, 7, 8	
	19. Support the transition of the EU maritime sector to a paperless environment including eCertificates	1, 2, 3, 5, 6, 8	
 Surveillance	20. Continue improving functionality and efficiency of the EU maritime traffic monitoring and information system	3, 7	
Reliable partner	31. Engage actively with industry to generate transfer of knowledge and provide non-commercial technical maritime advice	1, 2, 8	
Service provider	29. Expand information services to analyse data and identify trends and risks to support safety, security and sustainability	1, 2, 3, 4, 6, 8	
Outputs 2025			
1. Assist the Commission in the implementation of the EMSWe Regulation (EU) 2019/1239, including by others, the maintenance of the EMSWe Data Set and of the Message Implementation Guide, together with the templates of harmonised digital spreadsheets, and the definition of the data to be exchanged via SafeSeaNet.			
2. Assist Member States in the implementation of the EMSWe Regulation, including organisation of workshops, trainings and provision of technical assistance on the request of the Member States.			
3. Deliver SafeSeaNet services to exchange information between National Single Windows as required by the Directive 2010/65/EU and elaborate the technical specifications for the exchanges of EMSWe information required by the EMSWe Regulation (EU) 2019/1239.			
4. Deliver the EMSWe Ship Database, the Common Hazmat Database and the Common Location Database services to the Maritime National Single Windows			

EMSWe project (79011) – PROJECT FINANCED ACTIVITY

Project Title *Support in the implementation of the EMSWe Regulation*

Funding source *European Commission, DG MOVE*

Time frame / envelope *48 months as from 21/06/2023 / 1,150,000 €*

Expenditure 2025 *235,000 € expected*

Project financed staff *No project-financed staff*

5. Perform commissioning tests of the Maritime National Single Windows' interfaces with the EMSWe Ship Database, the Common Hazmat Database and the Common Location Database.
6. Under the guidance of the Commission initiate the development of the Ship Sanitation database (SSDB).
7. Assist the Commission in the identification of the EMSWe data to be exchanged between Maritime National Single Windows and via SafeSeaNet.

New Outputs 2025 stemming from revision of EMSA mandate

8. Assist the Commission during the development and business validation of the different components of the EMSWe.

The Agency will continue to assist the Commission in the implementation of the EMSWe Regulation (EU) 2019/1239 and in implementing measures to further achieve simplification, harmonisation and rationalisation of reporting formalities.

Depending on the available budget, the Agency will further elaborate and maintain the reference EMSWe data set (Delegated Regulation (EU) 2023/205), Message Implementation Guide (which defines harmonised message specifications for B2G formalities and G2B responses and is referred to in Implementing Regulation (EU) 2023/2790) and harmonised spreadsheets (referred to in Implementing Regulation (EU) 2023/204). This reference documentation of the EMSWe will aim at a harmonised development of Member States' Maritime National Single Windows and at facilitating the fulfilment of reporting obligations by ship operators in all ports of the Union through harmonised digital reporting interfaces. For this activity, the Agency will work in collaboration with experts from the Member States authorities, shipping industry associations and relevant DGs of the Commission such as DG MOVE and DG TAXUD.

Depending on the available budget, the Agency will operate the EMSWe ship database, common location database, and common hazmat database to deliver their services at the levels defined by the Implementing Regulation (EU) 2023/204 and will perform commissioning tests of the Maritime National Single Windows' interfaces with the databases to ensure that all Member States have access to the common reference data. The Agency will support the Commission in the elaboration of the technical specifications of the EMSWe Common Ship Sanitation Database and when such specifications are agreed with the relevant user community, will start its development.

The Agency will perform a feasibility study to identify which information shall be exchanged between the MNSWs via SafeSeaNet in view of facilitating the fulfilment of reporting obligations by reusing information between ports of the Union. The study will as well identify which limitations and conditions should be considered, including limitations defined by the relevant underlying legislation and the protection of personal and commercially sensitive data. The results of the study will be provided to the Commission and will serve as preparatory work for the elaboration of the implementing acts related to the "reporting only once principle" of the EMSWe Regulation.

The Agency will share best practices with Member States and provide technical assistance to Member States (including training) who may request assistance in upgrading their MNSWs to comply with the EMSWe specifications.

The Agency will contribute to the maintenance of the IMO compendium on facilitation and electronic business which aims at defining a harmonised dataset and message structures for maritime single windows. The Agency will participate to the IMO Expert Group on Data Harmonization (EGDH) for this purpose.

New added value 2025 stemming from revision of EMSA mandate

The Agency will provide its support to the Commission during the development and business validation of the IT components of the EMSWe, such as the Reporting Interface Module and the User Registry and Access Management System.

4.3 LONG RANGE IDENTIFICATION AND TRACKING (LRIT) (22000)



Sustainable prosperity and competitiveness



A new era for European Defence and Security



Legal basis	Regulation (EC) N° 1406/2002 as amended, Art. 1.2, 2.3(a), 2.4 (a) and 2.4(h) 2017/210		
CA	3,023,901		
PA	2,654,837		
STAFF	2 AD, 1.5 AST, 0.25 CA		
Performance Indicators (PI)		Result 2023	Target 2025
EU LRIT DATA CENTRE			
System operational	percentage per year availability	99.82%	99%
	hours maximum continuous downtime	3h:5min	max 4 hours
EU CDC reporting performance	percentage position reports delivered in accordance with IMO requirements (per. Reports: 15 min; polls:30 min)	98.3%	99%
Web user interface	percentage per year availability to users through UWI	99.9%	99%
LRIT-IDE			
LRIT-IDE System operational	percentage per year availability of LRIT IDE in accordance with IMO requirements	99.91%	99.9%
	hours maximum continuous downtime of LRIT IDE in accordance with IMO requirements	5h:30min	max 4 hours
Strategic priorities	Strategic objectives	Contributing outputs	
	13. Support proper implementation of EU and International maritime security legislation	1, 2, 3, 4, 5, 6	
	14. Provide further information services to protect the EU merchant fleet worldwide	1, 2, 3, 4, 5, 6	
	16. Develop robust solutions to protect its maritime applications and information services	1, 2, 3, 4, 5, 6	
	21. Continue improving functionality and efficiency of the EU maritime traffic monitoring and information system	1, 2, 3, 4, 5, 6	
	25. Support Search & Rescue efforts of Member States	1, 2, 3, 4, 5, 6	
Outputs 2025			
1. Continued operations and ongoing maintenance of the LRIT IDE, EU LRIT CDC, and EU LRIT Ship DB.			
2. Perform necessary technological upgrade of the EU LRIT CDC, as well as upgrades requested by EU LRIT CDC Participating Countries, IMO and IMSO.			
3. Perform necessary upgrading of the LRIT IDE, as requested by IMO and IMSO.			
4. Support EU LRIT CDC Participating Countries for use of the EU LRIT CDC and the EU LRIT CDC.			
5. Support LRIT DCs Operators during testing activities for integration in the LRIT system.			
6. Participate and contribute to the LRIT Operational Governance Body.			
Added value 2025 TANGIBLE BENEFITS FOR STAKEHOLDERS			
Via the EU LRIT CDC the Participating Countries comply with vessel tracking obligations set under SOLAS 74, based on the high level of service performance and support from EMSA.			
The LRIT IDE is the central module of the LRIT network that interconnects all 72 LRIT DC, making possible for LRIT users worldwide to request and receive LRIT position reports from ships in an effective and timely manner. EMSA was appointed as the IDE Operator by the IMO since October 2011 ensuring the functioning of the service according to the IMO standards.			

Security

Surveillance



Sustainable prosperity and competitiveness

Legal basis	Regulation (EC) N° 1406/2002 as amended, Art 2.2(b), 2.3(b), 2.3(c), 2.4.(d), 2.4 (h), 2.4 (i), 2a 1 (a)		
	<p>Proposal for a Directive of the European Parliament and of the Council amending Directive 2009/16/EC on port State control [COM(2023) 271]</p> <p>Proposal for a Directive of the European Parliament and of the Council amending Directive 2009/21/EC on compliance with flag State requirements [COM(2023) 272]</p>		
CA	270,292		
PA	271,386		
STAFF	1 AD		
Performance Indicators (PI)		Result 2023	Target 2025
EU Seafarers' eCertification Platform	Number of modules available	n/a	2
THETIS statutory eCertificates facility	Availability in percentage	n/a	96%
Strategic priorities	Strategic objectives		Contributing outputs
 Safety	7. Support maritime administrations in their Flag State implementation effort		1, 2, 3, 4
	8. Support maritime administrations in their PSC role and promote a harmonised approach to PSC globally		1, 2, 3, 4
 Simplification	12. Enhance role in relation to the human component of shipping		1
	18. Support further simplification, harmonisation and rationalisation of reporting formalities		1, 2, 3, 4
	19. Support the transition of the EU maritime sector to a paperless environment including eCertificates		1, 2, 3, 4
	20. Facilitate the improvement of overall efficiency of shipping in Europe where feasible		1, 2, 3, 4
Service provider	29. Expand information services to analyse data and identify trends and risks to support safety, security and sustainability		2, 4
Outputs 2025			
<ol style="list-style-type: none"> Testing, validation, acceptance and entry into Production of the eSign & eSeal and the Search and Verification modules developed under the EU Seafarers' Certification Platform project. Continue to provide technical capability of THETIS to receive data on eCertificates from Flag administrations and ROs at a global level. 			
New Outputs 2025 stemming from Maritime Safety Package			
<ol style="list-style-type: none"> Assist Commission with technical expertise in the preparation of secondary legislation supporting the revised Port State Control Directive and Flag State Directive, the latter in relation to a "interoperable digital portal" and an optional "ships information database" to issue ships' electronic certificates. Assist the Commission in the process of the design of the THETIS e-certificates facility as a stand-alone digital service. 			
Added value 2025 TANGIBLE BENEFITS FOR STAKEHOLDERS			
<p>The availability of a platform in support of the eCertification of seafarers will assure secure, accredited, and transparent means of sealing and signing eCertificates issued to seafarers by interested Member States. While providing support to the implementation of Articles 4(11) and 4(13) of Directive (EU) 2022/993 on the minimum level of training of seafarers, the platform will allow Member States to modernise their administrations without having to develop standalone solutions. This will result in efficiency gains as an outcome of the centralisation of the efforts to develop, host and operate a state-of-the-art system. By facilitating the verification of the authenticity and validity of the certificates issued to seafarers, the platform is also expected to reduce the administrative burden for all the stakeholders involved.</p> <p>During 2025, with the completion of the first phase of development of the EU Seafarers' Certification Platform, EMSA will create the conditions for Member States to issue digital certificates and endorsements to seafarers. At the same time the search and</p>			

validation functionalities will be made available, by this way contributing to the overall digitalisation of the certificates' verification process.

Sharing and central availability of statutory eCertificates hosted by EMSA operational systems (e.g., THETIS) will continue to support Member States in their capacity as flag, port and coastal States, which is designed to reduce the administrative burden for stakeholders, compared to the classical paper certificate. Efficiency gains as a result of remotely available, always up-to-date information on certificates of ships which may be used by the stakeholders in any context considered appropriate.

New added value 2025 stemming from Maritime Safety Package

With the revision of the Flag State Directive and Port State Control Directive, the Ships' eCertificates service will be further enhanced.

Supporting the Commission to define functional and technical specifications together with the Member States for the development of databases and tools envisaged by the revised PSC Directive will provide to the stakeholders means of exchanging and validation of electronic statutory certificates. This development will facilitate more efficient PSC inspections while the technological modernisation of THETIS will provide for additional capacity to cater for the future digital solution.

Assisting the Commission in close cooperation with Member States in preparation of the implementing act and defining user requirements for the development of the "*interoperable digital portal*" as envisaged by the Flag State Directive will provide to the stakeholders a single point of access for the ship related information allowing Member States' flag State inspectors and port State inspectors to access that information in the performance of their duties. Respectively, the design and the development of the "*ship information database*" stipulated by the same Directive is expected to provide essential information in electronic format on ships flying the flag of a Member State and to ensure the possibility of issuance of electronic certificates is expected to contribute to the enhanced exchange of information among Member States and to support operational needs of its users, in particular those Member States that have not been in a position to develop their own systems for electronic certificates

5. Digitalisation

5.1 MARITIME DIGITAL SERVICES (45000)



Sustainable prosperity and competitiveness

Legal basis	Regulation (EC) N° 1406/2002 as amended, Art. 1.2, 2.4 (a), 2.4 (b), 2.5, 2a.2(d) and 2b
	<p><i>Proposal for a Directive of the European Parliament and of the Council amending Directive 2005/35/EC on ship-source pollution and on the introduction of penalties, including criminal penalties, for pollution offences [COM(2023) 273]</i></p> <p><i>Proposal for a Directive of the European Parliament and of the Council amending Directive 2009/16/EC on port State control [COM(2023) 271]</i></p> <p><i>Proposal for a Directive of the European Parliament and of the Council amending Directive 2009/21/EC on compliance with flag State requirements [COM(2023) 272]</i></p>
CA	21,489,998
PA	22,258,044
STAFF	28 AD, 10.75 AST, 1 CA, 1.25 SNE (including 4 AD for Maritime Safety Package)

5.1.1 INTEGRATED MARITIME SERVICES (45000)




Sustainable prosperity and competitiveness



A new era for European Defence and Security

Performance Indicators (PI)		Result 2023	Target 2025
Integrated Maritime Services Availability	percentage per year availability of IMS for Member States, including ABMs	96.32%	99%
	percentage per year availability of IMS specific functionalities and data sets to EU bodies (EUNAVFOR Atalanta, EUNAVFOR Med: Operation Irini, EUNAVFOR Aspides, EUROPOL, MAOC (N))	99.48%	99%
	percentage per year availability of IMS Mobile App service	99.94%	99%
Integrated Maritime Services users	Overall number of IMS services users	7.344	6,900
	Overall number of IMS S2S services	14	15
	Overall number of organisations	684	650
ABMs	Active Automated Behaviour Monitoring (ABM) algorithms	1294	900

Strategic priorities	Strategic objectives	Contributing outputs
 Security	8. Support maritime administrations in their PSC role and promote a harmonised approach to PSC globally	1, 3, 5
	13. Support proper implementation of EU and International maritime security legislation	1, 2, 3
	14. Provide further information services to protect the EU merchant fleet worldwide	1, 3, 4, 5, 6, 7, 8, 10
	16. Develop robust solutions to protect its maritime applications and information services	1, 2, 3, 4, 10
	17. Enhance involvement as a technical and operational partner in the context of the EU maritime security strategy	1, 2, 3, 4

	21. Continue improving functionality and efficiency of the EU maritime traffic monitoring and information system	1, 2, 3, 4, 5, 6, 7, 8, 9, 10
	22. Monitor the emergence of promising technologies and operationalize them for new services for Member States and the Commission	1, 3, 4, 5, 10
	23. Develop machine learning and artificial intelligence applications in order to improve risk assessment, vessel position predictability, statistics and innovation	1, 2, 4, 5, 6, 10
	24. Capitalise on surveillance expertise to engage further with the broader EU surveillance community to benefit the maritime services and add more value for the EU	1, 2, 3, 4, 10
	25. Support Search & Rescue efforts of Member States	1, 2, 3, 4, 5, 6, 7, 8, 9
	26. Move the EU maritime picture to the cloud and explore the added value of other cloud-based services	1, 3, 4
Service provider	29. Expand information services to analyse data and identify trends and risks to support safety, security and sustainability	1, 3, 4, 6
Reliable partner	32. Seek synergies with complementary EU bodies and communities to add more value for the EU	1, 2
	33. Support EU neighbourhood and sea basin policies to level-up and harmonise standards	1
International Reference	34. Step up technical and operational support where EMSA can add value to relevant EU foreign policies	1, 3, 4
Knowledge hub	35. Provide the central EU maritime information hub and access point for open data	2
	36. Support innovation and development of new technologies	1, 3, 4, 5, 6

Outputs 2025

1. Continue the operation, delivery, development, awareness, training and helpdesk activities of Integrated Maritime Services and Automated Behaviour Monitoring tools in line with VTMS scope (Directive 2014/100/EC, Annex III) and user requirements from EU Member States authorities executing functions in the maritime domain, EU bodies or other EU stakeholders with maritime related tasks.
2. Host and manage the 'IMS for Member States Group meetings' and sub-working groups established under the High-Level Steering Group for Governance of the Digital Maritime System and Services (HLSG).
3. Maintain and develop situational awareness analytics with Automated Behaviour Monitoring (ABMs) products and services, host and manage the ABM and Advanced Analytics workshop.
4. Further develop and implement IMS cloud-based products, functionalities and services, and advanced IMS Data Analytics. Continue and improve services, to support maritime safety and VTMS authorities, improve maritime domain awareness, as well as to support coast guard functions.
5. EMAT Analytics dashboards available to Member States combining position data, events and 'enrichment' information.
6. Development of SAR toolbox and further development of operational drift model. COSPAS-SARSAT alerts will be displayed in IMS, pending the decision of the HLSG and the availability of EMSA resources.
7. Collaborative Chat Tool within IMS available to volunteer Member States' users via EMSA portal.
8. Coastal radar data interface will be made available in the IMS for voluntary use by Member States.
9. AIS spoofing work will continue under the coordination and the Terms of Reference of the HLSG.

Added value 2025 **TANGIBLE BENEFITS FOR STAKEHOLDERS**

EMSA will continue collaboration with Member States on the further developments of IMS and ABM via webinar awareness sessions. EMSA will promote and further improve specific IMS toolboxes. EMSA will continue providing IMS services (graphical and S2S) responding to specific requirements of the user communities and building them around concrete VTMS needs.

IMS 'Toolboxes' comprising specific data sets, functionalities, and interfaces will be continued to be delivered to various Member States authorities (e.g., SAR, Maritime Safety, Maritime Security). Access to additional data sets, potentially supporting maritime safety, SAR and pollution monitoring/response will be maintained and enhanced, as per existing or evolving legal basis.

EMSA will continue supporting Member States and EU bodies regarding risk assessment and management. Based on Member States' request, EMSA will support maritime administrations in the development of their Search and Rescue planning and coordination capabilities by providing advanced data-driven digital services for preparedness and response to life threatening incidents at sea such

as the SAR drift modelling tool and the COSPAS-SARSAT alerts display in IMS (subject to the approval of the HLSG and the availability of EMSA resources).

New data sets will be integrated into IMS interfaces and analytical products e.g., for the overview of the ship identifiers from external sources (MARINFO), for the cross-checking of potential inconsistencies, early detection of flag changes or for the identification and assessment of risks. A synchronised copy of the Central Ship Database will be made available for data analytics purposes.

The development of near real time, historical and 'always-on' Automated Behaviour Monitoring algorithms, as well as system-to-system interfaces to the ABM back-end services will continue. New technical solutions for the ABM 'engine', including the improvement of the performance will be analysed and verified.

The ABM services will further reduce the workload of maritime surveillance operators by offering automation of labour-intensive processes, and by a provision of simple, pre-configured always-on ABMs on global level.

The development of Automated Behaviour Monitoring data combination capabilities will increase the knowledge on the anomalous or specific situations that users can extract from IMS., e.g., detection of duplicated MMSI; potential spoofing of the identities or positions, or for the detection of potential issues (e.g., 'jamming') of the GNSS. Interfaces and standards for the provision of ABM data sets will be made available and Member States will be easily able to integrate them in their national systems.

EMSA will continue providing a standardized Maritime Picture and the related functionalities, providing system-to-system services based on interoperable standards (e.g., OGC) for integration with national VTMS systems and services. EMSA will enhance the performance of vessel track functionalities.

Analytical IMS will be further rolled out to the IMS users, via existing graphical interfaces or the EMSA Maritime Analytics Tool (EMAT). New graphical and s2s interfaces will be provided for the provision, access or integration at the national level, depending on the users' needs.

Combination of different data sets in EMAT may support, among others, monitoring and analysis of the coastal areas as well as the 'Risk Assessment' activities of the Member States and EU Bodies. Geographical expansion of the EMAT coverage is planned to allow monitoring of Flag States' ships globally and to provide analysis useful for the EU Bodies in their areas of interest (e.g., in the piracy endangered areas for EUNAVFOR).

5.1.2 THETIS (45000)



Sustainable prosperity and competitiveness

Legal basis	Regulation (EC) N° 1406/2002 as amended, Art. 1.2, 2.2(a), 2.3(a) and 2.2(b); Directive (EU) 2017/2110, Art.10; Directive 2009/16/EC as amended; Directive (EU) 2016/802; Directive (EU) 2019/883; Regulation (EU) No 1257/2013; Regulation (EC) No 725/2004
	<i>Proposal for a Directive of the European Parliament and of the Council amending Directive 2009/16/EC on port State control [COM(2023) 271]</i>
	<i>Proposal for a Directive of the European Parliament and of the Council amending Directive 2009/21/EC on compliance with flag State requirements [COM(2023) 272]</i>

Performance Indicators (PI)		Result 2023	Target 2025
System operational	availability in percentage	99.82%	96%
	hours maximum continuous downtime	1h:10min	max 6h
Strategic priorities	Strategic objectives		Contributing outputs
	3. Promote and support the development and implementation of innovative EU and global solutions to mitigate climate change		2, 3, 4, 5, 6, 7, 8, 9, 11
	6. Lead expertise and support the development, implementation and enforcement of safety standards		1, 2, 3, 4, 5, 6
	8. Support maritime administrations in their PSC role and promote a harmonised approach to PSC globally		1, 2, 3
	21. Continue improving functionality and efficiency of the EU maritime traffic monitoring and information system		1, 3, 4, 5
Reliable partner	33. Support EU neighbourhood and sea basin policies to level-up and harmonise standards		2
Service provider	27. Consolidate EMSA support to the Commission for the development of EU and international legal acts and for assessing their implementation		1, 2, 3, , 4, 5, 6, 7, 8, 9, 10, 11
International reference	34. Step up technical and operational support where EMSA can add value to relevant EU foreign policies		2



Outputs 2025

1. THETIS information system continuously operational and maintained in support of PSC ship inspection reporting while ensuring a working interface with SafeSeaNet for integration of ship call notifications.
2. THETIS-MED operational and maintained (see also Project: SAFEMED). Cooperation with the Mediterranean MoU on PSC for the operation and further enhancement of THETIS-MED to support the MeD MoU.

New Outputs 2025 stemming from Maritime Safety Package

3. Analysis of the functional changes to the THETIS PSC inspection database stemming from the revision of the PSC Directive completed based on user requirements provided by the Commission and relevant stakeholders including future implementation of the voluntary fishing vessels inspection module.
4. Preliminary analysis of the functional changes of THETIS in support of the revised Flag State Directive completed based on user requirements provided by the Commission and relevant stakeholders.
5. Implementation of THETIS NEXT Project - modernisation of THETIS platform initiated and supported by a preliminary architectural design

THETIS-EU (77000) – PROJECT FINANCED ACTIVITY

Project Title	THETIS – EU
Funding source	COMMISSION, DG-ENV, DG SANTE
Time frame / envelope	DG ENV: 2024-2027 / 300,000 € DG SANTE: 2021-2025 / 100,000 €
Expenditure 2025	DG ENV: 135,000 € DG SANTE: 25,000 €
Project financed staff	No extra staff

Outputs 2025

6. THETIS-EU information system continuously operational, maintained, and under enhancement to meet new functional and legal requirements concerning the supported inspection modules: Sulphur, Port Reception Facilities (PRF), Ship Recycling, MARSEC, ROPAX /FSI, MRV, Animal Welfare (AWF). THETIS-EU PRF inspection module to support the Union risk-based targeting mechanism for selection of ships to be inspected.
7. Air emissions from individual ships reported by Member States or detected by EMSA RPAS services for SOx measurements continuously available and integrated in the THETIS-EU Sulphur inspection module.
8. THETIS-EU Sulphur Module extended with additional system-to-system services to authorised authorities to access SOx measurements uploaded into THETIS-EU to support risk-assessment.
9. Assistance to Member States and the Commission in implementing provisions of Directive (EU) 2016/802 (Sulphur), the Directive (EU) 2019/883 (port reception facilities), Regulation (EU) No 1257/2013 (Ship Recycling) and other legislation provided.
10. Provide assistance to DG SANTE to support animal welfare inspections through enhancements of THETIS Animal Welfare pursuant to Council Regulation (EC) 1/2005.

New Outputs 2025 stemming from Maritime Safety Package

11. Relevant irregularities reported by competent authorities in the THETIS-EU PRF Inspection Module may be integrated in new digital tools to be developed by EMSA in support the enforcement of the SSP Directive. Starting in 2025, preliminary technical analysis will be carried out by the Agency on this matter depending on the definition of business requirements by the Commission and Member States.

Added value 2025 **TANGIBLE BENEFITS FOR STAKEHOLDERS**

THETIS and THETIS-EU inspection databases objective is to facilitate an harmonised enforcement of different legal instruments, thus contributing to equal treatment and fostering a level playing field.

These tools contribute to the daily work and the efficient use of resources at national level by facilitating the selection of ships for inspection at EU ports. The inspection databases are used by competent authorities to report and disseminate enforcement actions, both from a safety and environmental perspective, towards the objective of securing quality shipping in EU waters. .

Within the framework of Paris MOU, using a common repository as THETIS fosters and promotes a harmonised approach to Port State Control globally.

The Agency will continue to liaise with the IMO Secretariat to secure the regular data exchange between THETIS and IMO-GISIS.

Through the various modules of THETIS-EU, Member States are given a powerful tool to enhance environmental inspections and security controls on board their ships as well as ships calling their ports. The versatility of THETIS EU in catering for multiple inspection types at the same time allows for efficient deployment of resources by the Member States.

The tools could be exported further globally outside the EU, as it is the case of THETIS-MED for the Med MOU for Port State Control, thus exporting EU solutions and working towards harmonisation of standards and procedures globally. Importantly, EU flagged ship may encounter the same standards outside the region, as foreign flagged vessels inside the region.

Member States can access Sulphur measurements of ships reported by RPAS services in the THETIS-EU system with automatic alerts being triggered when measurements are higher than the admissible Sulphur limits thus supporting improved targeting of ships for inspection. Similarly, the THETIS-EU PRF inspection module will continue providing features such as the risk-based targeting mechanism and sufficient dedicated storage capacity calculation which increases the effectiveness of PRF inspections to be performed.

New added value 2025 stemming from Maritime Safety Package

With the revision of the PSC Directive, new functionalities will be implemented in THETIS that will reflect the new adopted inspection requirements. One key component is the modification of the ship risk profile and introduction of new risk parameters related with safety and the environment perspective.

The inspection database will be expanded to include a new optional module supporting fishing vessels inspection, which will promote safety standards for this specific ship type.

The work already initiated by the Agency on the collection of data on eCertificates will now be further leveraged and will contribute to the new provisions of the revised PSC Directive regarding eCertificates.

Aligning THETIS to the contemporary technological stack will secure its smooth operation and evolution for the years to follow while also providing processing capabilities to serve growing number of functionalities and users.

THETIS PSC and the THETIS-EU PRF inspection modules may also play an important role as sources of information for the new tools to be developed for the revised Ship-Source Pollution Directive.

5.1.3 THETIS-MRV & ETS (77100) – PROJECT FINANCED ACTIVITY





Sustainable prosperity and competitiveness



Sustaining our quality of life: food security, water and nature

Project Title	THETIS – MRV & ETS		
Legal basis	Regulation (EU) 2015/757 on the monitoring, reporting and verification of carbon dioxide emissions from maritime transport, and amending Directive 2009/16/EC Proposal of a Directive of the European Parliament and of the Council amending Directive 2003/87/EC establishing a system for greenhouse gas emission allowance trading within the Union, Decision (EU) 2015/1814 concerning the establishment and operation of a market stability reserve for the Union greenhouse gas emission trading scheme and Regulation (EU) 2015/757		
Funding source	EC, DG CLIMA		
Time frame / envelope	2022-2026/ 3,185,000 €		
Expenditure 2025	767,347 €		
Project financed staff	5 CA		
Performance Indicators (PI)		Result 2023	Target 2025
THETIS-MRV	system availability	99.96%	95%
	hours max continuous downtime	1h:45min	max 12h
THETIS -MRV&ETS	ETS enhancements available as per defined schedule	yes	yes

Strategic priorities	Strategic objectives	Contributing outputs
 Safety	1. Support the development and implementation of relevant EU and international climate and environmental legislation	1, 3, 4, 5
	2. Intensify pollution prevention activities by building Member State capacity and developing practical guidance and tools for the wider maritime cluster	2, 3, 4, 5
	3. Promote and support the development and implementation of innovative EU and global solutions to mitigate climate change	1, 3, 4, 5
 Sustainability	7. Support maritime administrations in their Flag State implementation effort	1, 2, 4, 5
Service provider	27. Consolidate EMSA support to the Commission for the development of EU and international legal acts and for assessing their implementation	1, 2, 3
Knowledge hub	35. Provide the central EU maritime information hub and access point for open data	1
Outputs 2025		
1. Implementation of the tasks defined in the relevant Service Level Agreement with the Commission (DG CLIMA), including the publication of annual figures and contributing to the annual report stemming from THETIS-MRV.		
2. Provision of training and helpdesk services to support the users of the application.		
3. Revision and enhancement of THETIS-MRV, as requested by expected developments in the EU relevant legislative framework, in particular the extension of the EU ETS to maritime transport, the revision of the EU MRV Regulation.		
4. THETIS-MRV operational, maintained, and under continuous enhancement.		
5. Provision of support activities and tools, as well as capacity building actions, as foreseen by the agreement.		
Added value 2025 TANGIBLE BENEFITS FOR STAKEHOLDERS		
<p>THETIS-MRV is the first system directly accessible by shipping companies and non-EU Flag States, contributing to the increased awareness of EU solutions related with the green agenda at a global level. The digital solution contributes directly to the green agenda of the EU and its Member States.</p> <p>The system is developed to offer a harmonised approach among all interested parties (companies, verifiers, Administering Authorities, Flag States & Commission) while preserving the confidentiality of commercial or industrial information. The system provides key data to monitor the GHG emissions from maritime transport and it enables valuable analysis of the characteristics and energy efficiency of ships, helping identify the various factors influencing GHG emissions.</p> <p>THETIS MRV, adapted to the new Monitoring Plan template, in line with the updated MRV Regulation, will support in 2025 the creation of a company emission report for the first reporting period of 2024. This feature will facilitate the aggregation of emissions per company and calculate the values to be declared in the Union registry, in line with the requirements of the ETS Directive towards maritime transport.</p> <p>Additionally, analytical tools will provide support to the administering authorities in the process of approval of Monitoring Plans , verification of the emissions declared and the detection of any vessels failing to report.</p>		


5.1.4 SHIP SOURCE POLLUTION DIGITAL TOOLS (45000)



Sustainable prosperity and competitiveness



Sustaining our quality of life: food security, water and nature

Legal basis			
<i>Proposal for a Directive of the European Parliament and of the Council amending Directive 2005/35/EC on ship-source pollution and on the introduction of penalties, including criminal penalties, for pollution offences [COM(2023) 273]</i>			
Performance Indicators (PI)		Result 2023	Target 2025
Strategic priorities	Strategic objectives	Contributing outputs	
 Sustainability	4. Further develop an agile, effective, innovative and risk-based response toolbox to top up Member States capacity to deter, detect and respond to pollution from ships and oil pollution from gas installations	1, 2, 3, 4, 5	
	2. Promote and support the development and implementation of innovative EU and global solutions to mitigate climate change	1, 2, 3, 4	
New Outputs 2025			
1. Collection and analysis of user requirements stemming from the revision of the SSP Directive completed under the guidance of the Commission and Member States.			
2. Preliminary analysis of changes to be made to existing digital applications operated by EMSA in support of the revised SSP Directive underway based on business requirements as defined by the Commission and Member States. Changes expected to include among other SSN (POLREP and waste reporting update), IMS (combined pollution layer with different pollution sources, identification of polluters, drift modelling, pollution events collection and sharing), CSN/EODC (alert mechanism, potential spill feedback, new EO products and processing capacity) and THETIS/THETIS EU (preparation for new data exchange of inspection data).			
3. Preliminary design of the Electronic Reporting tool (based on DONA or similar tool) required for Member States to report on the SSP directive, the SSP Whistle-blower Reporting channel and Public Overview portal finalized pending user requirements provided by the Commission and the Member States.			
4. Initiation of the implementation outline of the first set of changes impacting THETIS, IMS, EO DC and creation of first versions of the new SSP Whistle-blower Reporting channel and Electronic Reporting tool as per approved business requirements.			
5. Design of the integration of THETIS Port State Control Inspection Module with the new digital toolbox in support of the SSP Directive completed as per approved business requirements .			
New added value 2025 stemming from Maritime Safety Package			
<p>The revised SSP Directive, once adopted, will further strengthen and support the Member States in the enforcement chain for illegal discharges from ships, starting from the initial detection of possible pollution incidents to the collection of evidence and exchange of relevant information, through to the administrative and legal proceedings supported by digital tools whose preparation will start in 2025, depending on the availability of the business requirements.</p> <p>CleanSeaNet service, Earth Observation Data Center and supporting digital tools will be extended by including information on additional polluting substances covered by the extended scope of the directive, with a view to develop reliable methods of tracing those substances at sea.</p> <p>Collection and sharing of information, data and experience will be provided by integrating the relevant information from CleanSeaNet, SafeSeaNet, THETIS-EU and other inspection databases and tools, to support the information exchange relating to the enforcement chain and to facilitate early identification of ships discharging polluting substances. Therefore, information relating to potential or actual discharges reported by Member States in accordance with these systems is expected to be integrated and disseminated in a user-friendly electronic format to the national authorities involved in the enforcement chain to facilitate their timely awareness of pollution incidents and their response thereto.</p> <p>SSP Reporting module will enable collection and exchange of information on the directive's implementation, to ensure a simplified and effective reporting on ship-source pollution incidents and follow-up activities while the Whistle-blower channel will establish a confidential online external reporting channel for potential infringements of this directive.</p> <p>Transparency will be ensured by publishing of SSP information on the ship-source pollution incidents and follow-up actions in the EU by the development of a 'Union-wide overview'. This portal will be made public and updated regularly on the application of the directive based on information reported by Member States, upon conclusion of any administrative and legal proceedings.</p>			



5.1.5 FuelEU (45000)



Sustainable prosperity and competitiveness



Sustaining our quality of life: food security, water and nature



Performance Indicators (PI)		Result 2023	Target 2025
THETIS-MRV & FuelEU¹⁴	FuelEU Maritime IT initial developments available as per defined schedule	n/a	yes
Strategic priorities	Strategic objectives		Contributing outputs
 Safety	1. Support the development and implementation of relevant EU and international climate and environmental legislation		1,
	2. Intensify pollution prevention activities by building Member State capacity and developing practical guidance and tools for the wider maritime cluster		1,
	3. Promote and support the development and implementation of innovative EU and global solutions to mitigate climate change		1,
 Sustainability	7. Support maritime administrations in their Flag State implementation effort		1
	Service provider	27. Consolidate EMSA support to the Commission for the development of EU and international legal acts and for assessing their implementation	1
Knowledge hub	35. Provide the central EU maritime information hub and access point for open data		1
Outputs 2025			
1. Support the European Commission and the Member States in the implementation and enforcement of the FuelEU Maritime Regulation, including the development of the relevant database.			
Added value 2025 TANGIBLE BENEFITS FOR STAKEHOLDERS			
<p>The tool contributes directly to the green agenda of the EU and its Member States and is directly accessible by shipping companies.</p> <p>The THETIS-MRV system supports the implementation of the FuelEU Maritime Regulation. To cater for the first reporting period in 2025 the system includes a specific Monitoring Plan for FuelEU, and will include in 2025 a FuelEU Report. Thetis MRV supports the declaration once principle: the information declared by the maritime companies in the frame of the MRV regulation can be reused to create the FuelEU Monitoring Plan and the FuelEU Report.</p> <p>In 2025, THETIS-MRV will support the new attribution mechanism for Fuel EU, which will attribute maritime companies to administering states and grant access rights to Member States,</p> <p>The flexibility mechanism, including the compliance balance calculation, the banking and borrowing, the pooling mechanism will be progressively deployed in accordance with the legal deadline.</p> <p>The management of penalties by administering states and the deliverance of Document of Compliance to the companies will be designed and implemented in 2025 to be released beginning of 2026.</p> <p>Tools to support the verification work of administering states will be provided in 2025, which will include ghost ships reporting and emissions benchmark. New data products will be implemented and experimented, e.g. calculating the distances travelled by ships. These new data sets could be used for the verification of the information declared by shipping companies in Thetis MRV.</p>			

¹⁴KPI for THETIS-MRV is shared with ETS and FuelEU enhancements.

5.1.6 OTHER DIGITAL SERVICES (45000)



Sustainable prosperity and competitiveness

Legal basis			
Proposal for a Directive of the European Parliament and of the Council amending Directive 2009/21/EC on compliance with flag State requirements [COM(2023) 272]			
Performance Indicators (PI)		Result 2023	Target 2025
RuleCheck system operational	percentage per year availability	99.97%	97%
	days maximum continuous downtime	1h:20min	max 3 days
STCW Information System	percentage per year availability	99.65%	96%
MED DB	percentage per year availability of MED data base	99.98%	95%
RPAS DC availability	RPAS DC service availability	98.99%	95%
Earth Observation Data Centre operational availability	EODC availability (interface or alert reports distribution) for scheduled acquisitions of the CleanSeaNet Service	100%	97.5%
EMCIP	percentage per year availability (New EMCIP)	99.87%	90%
DONA	percentage per year availability	99.90%	95%
MARINFO	percentage per year availability	98.55%	95%
Blue DW	number of user cases deployed	n/a	1
RO DB	percentage per year availability	n/a	n/a
Strategic priorities	Strategic objectives		Contributing outputs
 Safety	8. Support maritime administrations in their PSC role and promote a harmonised approach to PSC globally		2, 5, 8, 9, 10, 13
 Simplification	12. Enhance role in relation to the human component of shipping		3, 7, 9
Knowledge hub	35. Provide the central EU maritime information hub and access point for open data		1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13
Reliable partner	31. Engage actively with industry to generate transfer of knowledge and provide non-commercial technical maritime advice		2, 5, 6, 9
	33. Support EU neighbourhood and sea basin policies to level-up and harmonise standards		1, 2, 4, 7
Service provider	27. Consolidate EMSA support to the Commission for the development of EU and international legal acts and for assessing their implementation		2, 3, 5, 7, 8, 9, 10, 14
Outputs 2025			
1. Maintain and operate the new RPAS DC Web Application; design and start implementing value-added services to better analyse and exploit RPAS data.			
2. RuleCheck (web based and mobile App) content is always up to date in relation to applicable EU and international legislation and enhance on the basis of the experience gained. RuleCheck enhanced to cater the requirements of Paris, MED and Black Sea MoUs.			
3. STCW-IS maintained; with minimal down-time, ensuring a high level of availability and system support to users provided and modernized by transition to a cloud native architecture.			
4. Earth Observation Data Centre maintained, operated, and enhanced with regular updates and a new Journaling module. Core components of the New EODC, namely Financial System, Service Acquisition, and Alerting will be finalised enabling operations in 2026.			
5. Dynamic Overview of National Authorities (DONA) operational with all four functionalities (country profile, reporting gate, statistics and the portal for notification to Commission by Member States as foreseen by Directives 2009/45/EC and 98/41/EC) will continue to be available. A new module supporting the exemptions, derogations, equivalences, safeguard measures and additional safety requirements foreseen in art. 9 of both Directives 2009/45/EC and 98/41/EC will be operational.			

6. Maintaining, operation and enhancements of the MED DB system.
7. Maintaining, operation and enhancements of European Marine Casualty Information Platform (EMCIP).
8. Maintaining and operation of MARINFO in order to provide the capabilities of the Agency to produce valuable and reliable statistical products for the Member States, the Commission and the general public.
9. Maintaining and operation of the ePortal for Speakers and Experts.
10. Maintain the Blue DW (Datawarehouse) integrating data sets handled by the Agency's maritime applications and external information services. Integration of MARINFO into Blue DW to provide further efficiency and cross-fertilization for the creation of new analytical products.
11. Accelerating the preparations of maritime applications for the cloud and their actual transfer, budget permitting, to optimise the ICT portfolio.
12. Information Security Management System implemented and under continuous improvements and with penetration testing on maritime and corporate applications concluded.
13. Horizontal notification platform maintained providing distribution of messages from maritime digital services to user community through various communicational channels (SMS, e-mail).
14. RO DB (Recognised Organizations Database) under development with implementation of statistical and analytical dashboards of findings from the reports of EMSA visits .

New Outputs 2025 stemming from Maritime Safety Package

15. Technological modernisation of DONA designed and contracted

Added value 2025 TANGIBLE BENEFITS FOR STAKEHOLDERS

The EMSA RPAS Data centre allows users of EMSA RPAS operations to remotely follow and command RPAS missions.

RuleCheck offers to its end users (PSC MoUs around the globe, EU FS, Accident Investigators, FS from ENP and IPA countries) a full set of updated maritime legislation along with valuable functionalities (such as find deficiency and the forthcoming aide memoirs) in an effort to harmonise inspections standards (FS or PSC), upgrade enforcement and ensure a level playing field.

The STCW-IS provides objective and comparable information on the number of seafarers holding EU certificates and endorsements and who are potentially available to crew ships under the EU flags. The webtool allows all interested stakeholders to obtain directly the data they require.

The MED Data Base provides a platform able to support electronic tagging for marine equipment, thus supporting quality, digitalisation and safety in the marine equipment domain.

The new EODC will replace the existing earth observation data processing system and provide for better performance, enhanced capacity and scalability thus benefitting all the users of EMSA satellite services.

The availability of the ePortal for Speakers and Experts contributes to knowledge exchange for the benefit of maritime communities.

DONA supports Member States in their capacity as Flag, Port and coastal States and enhancing monitoring activities as well as measuring performance. DONA also provides a module to support the exemptions, derogations, equivalences, safeguard measures and additional safety requirements foreseen in art. 9 of both Directives 2009/45/EC and 98/41/EC. DONA will be extended to ENP/IPA countries by providing access to the Country Profile (a publicly available and accessible part of DONA) and Regular Statistics (a restricted area of DONA, available only to designated users from the respective States) features.

European Marine Casualty Information Platform provides reliable and comprehensive access to data and documentation as well as business processes assistance to the maritime casualties investigations community. Improved system functionalities are defined according to the needs expressed by the relevant User and Governance Group Meetings.

The Blue DW provides an organizational and technological solution for integrated data management and data cross-fertilisation, datasets handling and accelerated statistics and data analytics (e.g., data analytics, publication, pre-set statistical products, ad hoc statistical products).

MARINFO is a valuable source of data for worldwide ships provided with IMO number and is made available for data retrieval, data exchange, the development of regular and ad hoc statistics as well as feeding studies, reports and assessments in support of the work of the Member States, the Commission and the general public. In order to further streamline the data cross-fertilisation, MARINFO will be integrated in the Blue DW platform, benefiting from the fact that the Blue DW is tailored as the central repository that will serve that purpose.

The initial version of the RO DB will enable EMSA RO Team to gain a better analytical view of the performance of ROs based on the historic data available at EMSA and assist in planning future visits.

An updated cloud strategy will be implemented, accelerating the preparations for and deployments in the cloud for maritime applications.

The notification platform (IRIS) facilitates easier and customized access to relevant information in EMSA Maritime Digital Services to users with active notification service via several channels (SMS, e-mail, voicemail, etc.).

New added value 2025 stemming from Maritime Safety Package

Modernization of DONA based on cloud native architecture will provide for the additional capacity and scalability of that application required to cater for the functional and technical requirements stemming from the new maritime safety package.

5.2 CISE OPERATIONAL PHASE (79021) – PROJECT FINANCED ACTIVITY



Sustainable prosperity and competitiveness





A new era for European Defence and Security



A global Europe: Leveraging our power and partnerships

Project Title	CISE Operational phase
Legal basis	Regulation (EC) N° 1406/2002 as amended, Art. 1.3, 2.2(d)
Funding source	EC, DG MARE
Time frame / envelope	The Contribution Agreement (ref. no SI2.919199) for the Operational Phase is in force from 1 July 2024 to 30 June 2026. New Contribution Agreements are expected to be established every two years.
Expenditure 2025	2,781,293
Project financed staff	8 CA

Performance Indicators (PI)		Result 2023	Target 2025
CSG meetings	number of CISE Stakeholder Group (CSG) meetings per year	3	2 per year
Training and workshops	overall number of Training, Workshops and Events per year	5	4 per year
Number of exercises	number of exercises where CISE is used for sharing information between stakeholders	n/a	3 per year
Strategic priorities	Strategic objectives		Contributing outputs
 Security	17. Enhance involvement as a technical and operational partner in the context of the EU maritime security strategy		2, 3
 Surveillance	21. Continue improving functionality and efficiency of the EU maritime traffic monitoring and information system		1
	24. Capitalise on surveillance expertise to engage further with the broader EU surveillance community to benefit the maritime services and add more value for the EU		2, 3
Reliable partner	32. Seek synergies with complementary EU bodies and communities to add more value for the EU		2, 3
Knowledge hub	35. Provide the central EU maritime information hub and access point for open data		2, 3
Outputs 2025			
	1. Maintain and evolve, where possible, the technical building blocks (i.e. node, simulator, compliancy testing tool), and the administrative tools (i.e. cooperation agreement).		
	2. Support the stakeholder in the exchange of information through CISE in an operational context.		
	3. Establish the first phase of the CLASSIFIED exchange with CISE.		
Added value 2025 TANGIBLE BENEFITS FOR STAKEHOLDERS			
CISE will continue to enhance the cross-sectorial exchange of information and will top up information in legacy systems connected to the CISE network. The authorities involved in CISE belong to several sectors: defence, customs, safety,			

fisheries, law enforcement, environmental, border control, and transport. Further agreements and procedures will be set up to regulate the use of the information exchanged through the CISE network.

The process for exchanging classified information through CISE will be launched fostering cooperation between authorities needing this type of exchanges.

5.3 MARITIME SUPPORT SERVICES (24000)





Sustainable prosperity and competitiveness



A new era for European Defence and Security



Sustaining our quality of life: food security, water and nature

Legal basis	Regulation (EC) N° 1406/2002 as amended, Art. 1.2		
	<i>Proposal for a Regulation of the European Parliament and of the Council on the European Maritime Safety Agency and repealing Regulation (EC) No 1406/2002 [COM(2023) 269]</i>		
CA	3,660,063		
PA	3,721,564		
STAFF	5.25 AD, 1.25 AST, 11 CA, 4 SNE (including 2 AD and 6 CA for new EMSA mandate)		
Performance Indicators (PI)		Result 2023	Target 2025
Maritime Support Services available 24/7	average time in hours for feedback or resolution of issues relating to emergencies, incidents in maritime applications or urgent helpdesk requests	11.6min	< 2 hours
	average time in hours for feedback or resolution of issues relating to non-urgent helpdesk requests or scheduled interventions	18.2min	< 8 hours
MSS Data Quality Reports	reporting on the SafeSeaNet implementation and data quality (overall and per Member State)	25 reports	25 reports
Activation Emergency Phase of the CP	average time to activate the emergency phase of the Contingency Plan from the moment a suitable request for assistance is received from a Member State	55min	< 2 hours
Strategic priorities	Strategic objectives		Contributing outputs
 Surveillance	21. Continue improving functionality and efficiency of the EU maritime traffic monitoring and information system		1, 3, 4, 6
	24. Capitalise on surveillance expertise to engage further with the broader EU surveillance community to benefit the maritime services and add more value for the EU		1, 2
	25. Support Search & Rescue efforts of Member States		5
 Sustainability	4. Further develop an agile, effective, innovative and risk-based response toolbox to top up Member State capacity to deter, detect and respond to pollution from ships and oil pollution from gas installations		5
Outputs 2025			
1. 24/7 User support and helpdesk to all user communities, including provision of maritime information. Directly linked to this output, the Agency will continue supporting the Commission and Member States with the periodic and ad-hoc reports on maritime operations.			
2. Surveillance and traffic monitoring of vessels and/or cargoes of interest, including tasks related to the monitoring of sanctions and other ad-hoc requests in support of Member States and the Commission. These services may include assistance in monitoring the so-called “dark” tanker fleet, which poses a higher risk of pollution and further highlights the need for a comprehensive maritime awareness picture on the situation at sea in areas at risk.			
3. Creating and managing tools, e.g. setting up business intelligence dashboards and producing innovative and intuitive services that can simplify the profiling and risk analysis of ships by the Member States and the Commission. These tools integrate information from different EMSA hosted systems and databases, to provide cross-fertilised, actionable intelligence.			
4. Incidents and problem management processed efficiently according to ITIL procedures.			

- Requests for support for SAR and Pollution Response activities under the Contingency Plan are processed efficiently; Satellite images and other services are provided in the least time possible to support operational response on site, including information services to EMSA and the Commission in the Framework of the Working Arrangement in place with DG ECHO.

New Outputs 2025 stemming from revision of EMSA mandate

- Prepare the transition from the Maritime Support Services to the new Maritime Awareness Centre, as stipulated by the revision of the EMSA Founding Regulation, this includes recruitment of staff and procurement of back-end services, e.g. Blue Data Warehouse, which will help the Agency to deliver on the 4 new tasks, being implemented gradually as of 2025.

Added value 2025 **TANGIBLE BENEFITS FOR STAKEHOLDERS**

The Agency monitors the exchange of information between the Member States/Commission and EMSA from a technical and ICT point of view, making sure that connections and interfaces are up and running and that technical issues experienced by the Member States and the Commission with the information systems addressed properly and in a timely manner. Input is provided for improvements of the maritime traffic information systems, in particular as regards interfaces, interconnectivity and user issues regarding functional and non-functional aspects. As a result, the user community experiences improved quality of the information systems.

EMSA provides a single point of contact for support, helpdesk and emergency support using its Contingency Plan. A rapidly growing number of emergency requests are being received and dealt with.

Regular reports are delivered on SSN/LRIT implementation and data quality as reported by the Member States, thereby contributing to the improvement of information systems and the improvement of data quality.

Commission and the Member States are supported with the reporting and monitoring of specific developments, such as vessels and commodities subject to sanctions against the Russian Federation.

More and more dashboards are developed to for a better understanding of the environmental impact of changes in traffic trends and improved situational awareness of conflict areas (Red Sea).

In the framework of the EMSA led MMOs (Multipurpose Maritime Operations), the Agency hosts and operates the MMO Coordination Centre (MCC). While respecting the different mandates of the Agencies, the MCC liaises, as appropriate, with the EFCA, EMSA and Frontex Points of Contact (PoCs) and the nominated Member State PoCs where appropriate for the coordination of operational activities under an MMO.

New added value 2025 stemming from revision of EMSA mandate

The focusing on both real time alerting and the setting-up of new analytical capabilities under EMAC, will further increase the level of service to Member States and the Commission. The cross-fertilisation and harmonisation of information through EMAC will contribute to an increased understanding by operational end users of how events and situations of crisis at sea are impacting EU shipping and EU shipping interests.

5.4 HORIZONTAL DIGITAL SERVICES (64000)





Sustainable prosperity and competitiveness



Delivering together and preparing our Union for the future

Legal basis	Regulation (EC) N° 1406/2002 as amended, Art. 5, 6, 13.7, 15, 18 and 19		
STAFF	3.75 AD, 12 AST, 2.75 CA		
Performance Indicators (PI)		Result 2023	Target 205
ICT EMSA Service desk	percentage of timely response to users' ICT requests	98.8%	95%
Availability	ICT infrastructure availability per year	99.98%	99,5%
Testing and Validation	Number of tested, validated and deployed releases to the test and pre-production	249	>170
Strategic priorities	Strategic objectives	Contributing outputs	
Sustainability	3. Promote and support the development and implementation of innovative EU and global solutions to mitigate climate change	1, 2, 3, 4, 5, 6, 7	
Safety	12. Enhance role in relation to the human component of shipping	1, 2, 3, 4, 5, 6	
Simplification	20. Facilitate the improvement of overall efficiency of shipping in Europe where feasible	1, 2, 3, 4, 5, 6	

 Security	16. Develop robust solutions to protect its maritime applications and information services	1, 2, 3, 4, 5, 6, 7, 8
 Surveillance	21. Continue improving functionality and efficiency of the EU maritime traffic monitoring and information system	2, 4, 6, 7, 8
	22. Monitor the emergence of promising technologies and operationalize them for new services for Member States and the Commission	1, 2, 3, 4, 5, 6
	23. Develop machine learning and artificial intelligence applications in order to improve risk assessment, vessel position predictability, statistics and innovation	2, 3, 6
	26. Move the EU maritime picture to the cloud and explore the added value of other cloud-based services	2, 4
Knowledge hub	35. Provide the central EU maritime information hub and access point for open data	1, 2, 3, 5, 6, 7, 8
	36. Support innovation and development of new technologies	2, 6

Outputs 2025

1. Maintain 24/7 ICT Operations for hosting of maritime applications including Business Continuity Facility and Maritime Applications availability.
2. Test, validate and deploy new releases of Maritime applications.
3. Maintain EMSA Corporate Services platforms and the Business Continuity Platforms and Services in accordance with the relevant performance indicators.
4. Accelerate the implementation of cloud services at EMSA.
5. Maintain the cyber security protection for Corporate and Maritime applications.
6. Maintain up-to-date performance of the Data Centre hyperconvergence computing platform and in the cloud.
7. Maintain up-to-date infrastructure architecture of the Data Centre storage system and in the cloud.
8. Maintain the Maritime application horizontal services according to the business requirements and the latest technological trends.

Added value 2025 **TANGIBLE BENEFITS FOR STAKEHOLDERS**

Maritime Applications are available and provide requested input to communities.

Corporate Service platforms are available providing efficient tools for EMSA staff enhancing internal productivity.

Critical EMSA data are securely backed-up and restored when needed.

Cybersecurity protection of information systems is maintained in line with EMSA ICT security rules and guidelines.

Business Continuity Platforms and underlying processes are tested ensuring continuity of service for the critical Maritime Applications and for the Corporate Services' platforms.

A number of maritime applications are transferred to the cloud and maintained.

The horizontal services are updated to the latest technologies and provide efficient support to the maritime applications.

6. Technical assistance *including monitoring the implementation of EU legislation and capacity building*

Visits & inspections


6.1 CLASSIFICATION SOCIETIES (31000)



Sustainable prosperity and competitiveness



Protecting our democracy, upholding our values

Legal basis	Regulation (EC) N° 1406/2002 as amended, Art. 1.2, 2.2(a), 2.2 (b), 2.3(c), 2.4(h) and 3		
Proposal for a Regulation of the European Parliament and of the Council on the European Maritime Safety Agency and repealing Regulation (EC) No 1406/2002 [COM(2023) 269]			
CA	2,485,603		
PA	2,485,603		
STAFF	8.25 AD, 0.75 AST, 0.25 CA, 1 SNE		
Performance Indicators (PI)		Result 2023	Target 2025
Inspections	number of RO inspections per year	19	16-20
Draft assessment reports	number of draft assessment reports per year	5	5-6
Strategic priorities	Strategic objectives	Contributing outputs	
 Safety	6. Lead expertise and support the development, implementation and enforcement of safety standards	1, 2, 4, 6, 7	
	7. Support maritime administrations in their Flag State implementation effort	1, 2, 4, 5, 6, 7	
Service provider	27. Consolidate EMSA support to the Commission for the development of EU and international legal acts and for assessing their implementation	1, 2, 3, 4, 5, 6, 7	
Outputs 2025			
1. Carry out inspections of ROs offices in line with the annual planning agreed with the Commission.			
2. Upon request of the Commission, initiate inspections of classification societies following any new request for EU recognition.			
3. Upon request of the Commission, provide technical assistance in the periodic assessment of the Quality Assessment and Certification Entity set up by the ROs in accordance with Article 11 of Regulation (EC) No. 391/2009.			
4. Provide draft assessment reports to assist the Commission in its preparation of the assessments of ROs and their follow-up.			
5. Assist the Commission with the follow-up of RO assessments under Articles 5 and 6 of Regulation (EC) No. 391/2009 and Commission Regulation (EU) No 788/2014			
6. Support the Commission and the Member States in the implementation of Regulation (EC) No. 391/2009 and Directive 2009/15/EC on common rules and standards for ship inspection and survey organisations and for the relevant activities of maritime administrations, as necessary.			
7. Support the Commission in the discussions at international level on remote surveys and inspections, including technical assistance in drafting EU submissions.			
8. Organise a workshop with the Commission and the Member States on the working arrangements for the monitoring of the ROs			
New Outputs 2025 stemming from revision of EMSA mandate			
9. Provide, on own initiative or at the Commission's request, a recommendation and technical assistance to the Commission on possible remedial measures or the imposition of fines on the ROs in accordance with Article 5 and 6 of Regulation (EC) No 391/2009.			

Added value 2025 TANGIBLE BENEFITS FOR STAKEHOLDERS

Through the gained experience and knowhow, the Agency supports the Commission in any initiative related to the improvement of the relevant legislative framework and its implementation as concerns Classification Societies both at EU level and in the international domain.

The inspections of ROs contribute to the quality of the services provided by the ROs and increase the overall level of safety in the EU. They also contribute to maintain a level playing field among the Classification Societies providing services within the EU market.

By carrying out this activity, the Agency also supports the Member States to fulfil their obligations according to Directive 2009/15/EC on common rules and standards for ship inspection and survey organisations.

New added value 2025 stemming from revision of EMSA mandate

Through its technical expertise, EMSA will be able to provide recommendations to, or otherwise support, the Commission in determining possible remedial measures or the imposition of fines on ROs under Art 5 and Art 6 of Reg. 391/2009, thus contributing to better ROs compliance with the applicable requirements and therefore enhancing safety of, and prevention of pollution from, ships.

6.2 SEAFARER TRAINING AND CERTIFICATION (32000)




Sustainable prosperity and competitiveness



Supporting people, strengthening our societies and our social model



A global Europe: Leveraging our power and partnerships

Legal basis	Regulation (EC) N° 1406/2002 as amended, Art. 1.2, 2.2 (b) and 3		
CA	1,816,463		
PA	1,816,463		
STAFF	5.5 AD, 0.5 AST, 0.25 CA, 2 SNE		
Performance Indicators (PI)		Result 2023	Target 2025
Inspections and visits	number of inspections and visits per year	6	7-9
Reports	percentage of draft reports submitted to the visited Member State or third country within 90 days from the end of the visit/inspection	100%	100%
Strategic priorities	Strategic objectives		Contributing outputs
 Safety	6. Lead expertise and support the development, implementation and enforcement of safety standards		1, 2
	7. Support maritime administrations in their Flag State implementation effort		1, 2

Outputs 2025

- 4-5 inspections of third countries.
- 3-4 visits to Member States.

Added value 2025 TANGIBLE BENEFITS FOR STAKEHOLDERS

EMSA's inspections of third countries allow the use of a common technical methodology and reduce the costs that would be involved if this activity was conducted by individual Member States, as it is found in the Directive (EU) 2022/993. This contributes to improved maritime safety, not only on-board EU registered vessels, but also in EU waters.

The regular monitoring of Member States, through EMSA's visits, contributes to a level playing field in the field of Standards for Seafarers in the European Union.

Together, these inspections and visits contribute to improving the overall quality of the education and training of seafarers and the correctness of their certification in line with the STCW Convention or Directive (EU) 2022/993 respectively.


6.3 VISITS TO MEMBER STATES (33000)



Sustainable prosperity and competitiveness



Protecting our democracy, upholding our values

Legal basis	Regulation (EC) N° 1406/2002 as amended, Art. 1.2, 2.2 (b), and 3		
CA	1,409,819		
PA	1,409,819		
STAFF	4.25 AD, 1.5 AST, 0.5 CA		
Performance Indicators (PI)		Result 2023	Target 2025
Visits	number of visits per year	17	11
Reports	percentage of draft reports submitted to the visited Member State within 90 days from end of visit	100%	100%
Strategic priorities	Strategic objectives	Contributing outputs	
 Safety	6. Lead expertise and support the development, implementation and enforcement of safety standards	1, 2, 3	
Service provider	27. Consolidate EMSA support to the Commission for the development of EU and international legal acts and for assessing their implementation.	1, 2, 3	
Outputs 2025			
1. 4 visits in respect of Directives 2009/45/EC, 2003/25/EC and 98/41/EC, as amended, regarding passenger ship safety.			
2. 2 visits in respect of Directive (EU) 2017/2110 on a system of inspections for the safe operation of ro-ro passenger ships and high-speed passenger craft in regular service. This Directive will also continue to be covered by some of the visits concerning passenger ship safety.			
3. 5 visits in respect of Directive (EU) 2019/883 on port reception facilities for the delivery of waste from ships, including 1 to an EFTA State.			
Added value 2025 TANGIBLE BENEFITS FOR STAKEHOLDERS			
<p>EMSA's visits serve as an important link between the objectives of Union law and the operational implementation of its requirements by each Member State. They provide the Commission and EFTA Surveillance Authority with information about the approach to and consistency in the application of the EU Regulation or Directive that is being assessed, enabling them to assess the level of operational implementation by each Member State and to identify areas where the objectives of the legislation are not being achieved.</p> <p>The visits also provide the operational units of the Member States visited with an opportunity to give feedback on the effectiveness of the maritime legislation, difficulties in its interpretation and implementation, and to learn about good practices from EMSA's visits to other Member States on the same subject.</p> <p>Another major added benefit of the visits is the opportunity for the personnel of the maritime administration who are specifically handling the various issues covered by the Directive which is the subject of the visit to be able to discuss with and learn from the EMSA experts who participate in these visits; for example short time training sessions are given, clarifications of detailed and/or complex sections of text of the Directive are provided, areas of concern in the operational application are identified and assistance in problem solving is given.</p>			

Capacity building

6.4 ANALYTICS AND RESEARCH (35000)




Sustainable prosperity and competitiveness



A new era for European Defence and Security



A global Europe: Leveraging our power and partnerships

Legal basis	Regulation (EC) N° 1406/2002 as amended, Art. 1.2, 2.2(a), 2.2(c) and 3.5		
CA	1,002,176		
PA	1,002,176		
STAFF	4 AD, 0.25 CA		
Performance Indicators (PI)		Result 2023	Target 2025
Analyses on the basis of full or part cycles or series of visits and inspections	number of horizontal analyses per year	1	1
Regular statistics on the EU maritime sector	number of updates of the EU maritime profile (statistics on EU maritime sector)	5	4
End of cycle workshops	Number of workshops	2	1
Strategic priorities	Strategic objectives	Contributing outputs	
 Safety	6. Lead expertise and support the development, implementation and enforcement of safety standards	1, 4, 6, 7, 9	
	7. Support maritime administrations in their Flag State implementation effort	2, 3, 5, 7, 9	
Service provider	27. Consolidate EMSA support to the Commission for the development of EU and international legal acts and for assessing their implementation	1, 4, 6	
	29. Expand information services to analyse data and identify trends and risks to support safety, security and sustainability	2, 8, 9	
Knowledge hub	36. Support innovation and development of new technologies	5, 9	
Outputs 2025			
1. Horizontal Analyses, including cost-effectiveness analyses (CEAs) of full or part cycles or series of visits and inspections. For 2025, a mid-cycle Horizontal Analysis of the implementation of Directives 2009/45/EC. 2003/25/EC and 98/41/EC on passenger ship safety is to be delivered.			
2. Provide reliable statistics in support of the work of the Agency to help monitor relevant maritime sanctions applied by the Union against the Russian Federation.			
3. Develop and publish on a monthly basis the EMSA report on 'Impact of developments in Ukraine on maritime traffic and seaborne trade'.			
4. Support the Commission and the Member States by sharing the results of and knowledge gained from the Horizontal Analyses through end-of cycle workshops.			
5. Support the Member States with regular statistics through the specific functionality in DONA and customised BI dashboards.			
6. Support the Commission with data and analysis using customised BI dashboards.			
7. Produce upon request reports and analysis using available in-house data to address issues affecting shipping in general, upon request from the Commission and Member States and within the Agency (EMSAFE, EMTER).			

8. Produce statistics with added value for the general public through the EU Maritime Profile, with focus on the importance of the maritime sector and of maritime services.
9. Using the capabilities of the Blue Data Warehouse and produce predictive statistics.

Added value 2025 **TANGIBLE BENEFITS FOR STAKEHOLDERS**

The Agency carries out horizontal analyses to enable the Commission and the EFTA Surveillance Authority to assess and verify the implementation of EU maritime legislation and to identify whether and if so, what changes are needed to Union law to improve the level of maritime safety and the prevention of pollution by ships in the EU.

The horizontal analyses will be complemented by workshops organised with the Commission and the Member States to, inter alia, pursue continuous improvement through feedback on the effectiveness of the maritime legislation and the sharing of best practices.

The analyses support the identification of common issues or topics of common interest and examination of their root causes and contributing factors, helping to highlight examples of potentially good working practices, including suggestions for potential ways forward, including cost effectiveness elements.

Through MARINFO and DONA the Agency provides reliable statistics, thus supporting its end users in various activities as well as Member States to monitor their performance as Flag, Port and coastal States.

Predictive analytics could in future address, for example, support the forecasting of air emissions and GHG in specific areas and ports, the estimation of ship generated waste and forecasting the global carbon and waste footprint of the shipping industry and of the various ship types from keel-laying to scrapping, along the ships' operational lifetime.

Providing analytics to the general public helps to highlight the status of maritime transport in the EU and worldwide, the range of maritime transport services/activities, the impact of shipping to safety and environment as well as to quantify EMSA services, increasing Agency visibility to the general public.

6.5 CAPACITY BUILDING AND EMSA ACADEMY (43000)



Sustainable prosperity and competitiveness

A global Europe: Leveraging our power and partnerships

Legal basis	Regulation (EC) N° 1406/2002 as amended, Art. 1.2, 2.3(a), 2.3(b), 2.5 and 2b <i>Proposal for a Regulation of the European Parliament and of the Council on the European Maritime Safety Agency and repealing Regulation (EC) No 1406/2002 [COM(2023) 269]</i> <i>Proposal for a Directive of the European Parliament and of the Council amending Directive 2009/18/EC establishing the fundamental principles governing the investigation of accidents in the maritime transport sector [COM(2023) 270]</i> <i>Proposal for a Directive of the European Parliament and of the Council amending Directive 2009/16/EC on port State control [COM(2023) 271]</i> <i>Proposal for a Directive of the European Parliament and of the Council amending Directive 2009/21/EC on compliance with flag State requirements [COM(2023) 272]</i> <i>Proposal for a Directive of the European Parliament and of the Council amending Directive 2005/35/EC on ship-source pollution and on the introduction of penalties, including criminal penalties, for pollution offences [COM(2023) 273]</i>
CA	4,062,102
PA	4,012,102
STAFF	10.75 AD, 0.25 AST, 1 CA, 1.75 SNE (including 0.25 AD for new EMSA mandate)

IPA III (78000) – PROJECT FINANCED ACTIVITY

Project Title	EU Funds for Candidate and Potential Candidate Countries
Legal basis	Regulation (EC) N° 1406/2002 as amended, Art. 2.5

Funding source	EC, DG NEAR		
Time frame	48 months as from 01/09/2023 / 800.000 Euros		
Expenditure 2025	200,000 €		
Project financed staff	No extra project financed staff		
Performance Indicators (PI)		Result 2023	Target 2025
EMSA Academy	number of Common Core Curricula delivered	3	7
	number of part-time courses delivered	3	7
	number of short courses delivered	n/a	11
	number of Member States experts attending per year	1156	1000
Enlargement countries	number of IPA experts attending learning services and technical meetings per year	51	30
	implementation ratio of planned activities per year	>85%	>80%
Customer satisfaction	learning services (MSs)	>90%	>90%
	learning Services (IPA)	>90%	>90%
	technical assistance services including provision of EMSA tools and services (IPA)	>90%	>90%
EMSA Academy's systems (MaKCs & VRESI) operational	percentage per year availability	100%	%
EMSA Academy's Helpdesk Service	percentage of requests closed in line with the requirement of the Academy Quality Management System	99%	99%
Strategic priorities	Strategic objectives	Contributing outputs	
	6. Lead expertise and support the development, implementation and enforcement of safety standards	1, 2, 3, 4, 5, 9, 10, 11, 12, 14	
	2. Intensify pollution prevention activities by building Member State capacity and developing practical guidance and tools for the wider maritime cluster	1, 2, 3, 4, 5, 9, 10, 11, 12, 14	
International reference	34. Step up technical and operational support where EMSA can add value to relevant EU foreign policies	4, 6, 7, 8, 9, 10, 11	
Reliable partner	33. Support EU neighbourhood and sea basin policies to level-up and harmonise standards	4, 7, 8, 10, 12	
Service provider	28. Extend and formalize EMSA training schemes	1, 3, 4, 5, 12, 13, 14	
Outputs 2025			
1. Implementation of the EMSA Academy Quality Management System (AMS) for the design, development and delivery of learning services outside formal education. All services that will be made available will be certified.			
2. Identification of Member States' needs for new trainings or modification of the existing courses through a structured Training Need Analysis Methodology as part of the AMS.			
3. Developing new or amending existing learning services in line with the outcome of the Training Need Analysis and delivering learning services as per the Harmonised Training Program: Common Core Curricula, part-time courses and short courses. New learning services to cater the Implementation of the EU ETS/ MRV and Fuel EU Maritime legislation, alternative fuels and technologies will be developed and delivered in 2025.			
4. Enhance further MaKCs and VRESI and facilitate the use of the eLaboratory to enrich learning activities. Ensure proper access to Member States, IPA and ENP countries and various PSC MoUs (MED, Black Sea, Vina del Mar, Tokyo, Riyadh, Indian, Caribbean. Abuja) as foreseen by the respective agreements approved by the Administrative Board.			
5. Support interested Member States in using MaKCs for national training programs including a User Interface Language Pack now available.			
6. Contribution to the work on capacity building initiatives within the framework of the cooperation with EFCA and Frontex, including the implementation of online joint trainings as per the agreed annual plan.			



Safety



Sustainability

7. Support to Member States and enlargement countries for IMSAS. The support will entail access to an ISO Certified course developed by the EMSA Academy, the performance of mock audits (pre audit period) and contribution to the preparation of the Corrective Action Plan (post audit support).
8. Support to the enlargement countries for the transposition of EU maritime legislation to their national legal system and the implementation of a Quality Management System for their maritime administrations. The Dynamic Overview of National Administration (DONA) for IPA countries (PHASE I – Implementation of the “country profile” and “statistics”) will be developed
9. Continue to cooperate with Paris and MeD MoUs for the implementation of their respective training policy, thus offering them access to the PSCO CCC developed by the EMSA Academy.
10. Continue to cooperate with BSMoU for potential amendment of their training policy and the inclusion therein of the PSC CCC developed by the EMSA Academy.
11. Support to the work of the IMO Correspondence Group chaired by EMSA on the development of an entrant training manual for PSC.
12. Maintain and enhance RuleCheck thus providing up to date access to maritime legislation and other functionalities (like the Flag State Survey Functionality) to Member States, various PSC MoUs (Paris, MED, Black Sea, Vina del Mar, Tokyo, Riyadh, Indian, Caribbean) and other third countries (AMSA) as foreseen by the respective agreements approved by the Administrative Board. In addition, an automated notification system (for new or amended legislation) will be developed.
13. Look at options and new technologies to enrich the EMSA Academy’s toolbox.

New Outputs 2025 stemming from the Maritime Safety Package and the revision of the EMSA mandate

14. Preparation for possible new learning services linked to the new Maritime Safety Package and tasks stemming from new developments related to alternative sources of power.

Added value 2025 TANGIBLE BENEFITS FOR STAKEHOLDER

The structured approach for the learning services outside formal education offered through a controlled environment and the potential certification of knowledge, skills and competencies for specific activities or functions, will provide uniform and enhanced support to the competent authorities of the Member States in their effort to ensure continuous professional development for their staff.

The further progress of the EMSA Academy, with the introduction of a quality management system and the delivery of CCC in addition to the existing learning services, will further support the appropriate implementation of the professional development and training program and will provide state of the art learning services outside formal education to Member States and the ENP and IPA countries.

The introduction of ISO standards for the development of curricula will ensure the credibility of the EMSA Academy as an organisation that provides maritime lifelong educational services and the comparability and transparency of services offered at EU level and beyond.

The further development of learning technologies (i.e., MaKCs and VRESI) and the strengthening of its digital education capabilities (i.e., eLaboratory) enables delivery of course and training activities in a flexible, efficient and cost-effective ways.

The support offered for the IMSAS Audits will help Member States and Enlargement countries to identify strengths and areas for improvement, thus contributing to enhancing safety and protection of the marine environment.

Through the implementation of the IPA project the enlargement countries will continue the transposition of the EU maritime acquis into the national legislation thus fostering the approximation with the EU in terms of implementing maritime safety, security and pollution prevention and response.

New added value 2025 stemming from the Maritime Safety Package and the revision of the EMSA mandate

The portfolio of learning services will be reinforced to support the implementation and enforcement of new legislation and address new challenges faced by the competent authorities.

6.4 SAFEMED V (71000) – PROJECT FINANCED ACTIVITY



Sustainable prosperity and competitiveness





Protecting our democracy, upholding our values



A global Europe: Leveraging our power and partnerships

Project Title	SAFEMED V, EuroMed Maritime Safety Project
Legal basis	Regulation (EC) N° 1406/2002 as amended, Art. 2.5
Funding source	EC, DG NEAR
Time frame / envelope	72 months as from 01/04/22 / 8,000,000 €
Expenditure 2025	1,333,333 €
Project financed staff	4.5 CA

Performance Indicators (PI)		Result 2023	Target 2025
Implementation of SAFEMED V, EuroMed Maritime Safety Project	implementation ratio of planned activities	88.54%	80%
	number of participants in learning services	225	90
	customer's satisfaction for learning services	90.65%	90%
	customer's satisfaction for technical assistance activities including provision of EMSA tools and services	93.4%	90%
Strategic priorities	Strategic objectives		Contributing outputs
 Safety	6. Lead expertise and support the development, implementation and enforcement of safety standards		1, 2
 Sustainability	13. Support proper implementation of EU and International maritime security legislation		1, 2
	1. Support the development and implementation of relevant EU and international climate and environmental legislation		1, 2
International reference	34. Step up technical and operational support where EMSA can add value to relevant EU foreign policies		2, 3
Reliable partner	33. Support EU neighbourhood and sea basin policies to level-up and harmonise standards		1, 2, 3
Knowledge hub	27. Consolidate EMSA support to the Commission for the development of EU and international legal acts and for assessing their implementation		2
Outputs 2025			
<ol style="list-style-type: none"> Support the building up of the national capacity of the beneficiary countries through learning services developed by the EMSA Academy (including common core curricula) or ad hoc trainings developed for the beneficiaries in accordance with the annual action plan endorsed by the Steering Committee of the project or following requests from the Contracting Authority. Support the building up of the national capacity through transposition of international conventions to national legislation, technical meetings, seminars, workshops, exercises, bilateral activities, access to tools (i.e., THETIS-MED, RuleCheck, MaKCs and VRESI) services (IMS/ CleanSeaNet) developed by EMSA and the potential development of Maritime Single Window prototype for the ENP countries. The Dynamic Overview of National Administration (DONA) for SAFEMED V countries (PHASE I – Implementation of the “country profile” and “statistics”) will be developed. MAR-ICE level 1 service (remote expert information and advice), will be delivered to the beneficiary countries of the SAFEMED project. 			

Added value 2025 TANGIBLE BENEFITS FOR STAKEHOLDERS

Through the implementation of the project the Agency contributes to improving the relevant capacities of maritime administrations in the Mediterranean partner countries in the field of maritime safety, security and prevention of marine pollution as well as preparedness and response.

Safety, security and protection of the marine environment is fostered beyond the EU geographical dimension and solutions are exported to third countries thus ensuring higher standards and a level playing field.

6.7 BC SEA II (74000) – PROJECT FINANCED ACTIVITY



Sustainable prosperity and competitiveness



Protecting our democracy, upholding our values



A global Europe: Leveraging our power and partnerships

Project Title	<i>BC Sea (Maritime Safety, Security and Environmental Protection in the Black and Caspian Sea Regions)</i>
Legal basis	<i>Regulation (EC) N° 1406/2002 as amended, Art. 2.5</i>
Funding source	<i>EC, DG NEAR</i>
Time frame / envelope	<i>48 months as of 01/10/22 / 3,500,000 €</i>
Expenditure 2025	<i>875,000 €</i>
Project financed staff	<i>2.5 CA</i>

Performance Indicators (PI)		Result 2023	Target 2025
Implementation BC Sea	implementation ratio of planned activities	79.16%	80%
	number of participants in learning services	153	70
	customer's satisfaction for learning services	90.51%	90%
	customer's satisfaction for technical assistance activities including provision of EMSA tools and services	96.36%	90%
Strategic priorities	Strategic objectives		Contributing outputs
	6. Lead expertise and support the development, implementation and enforcement of safety standards		1, 3
	13. Support proper implementation of EU and International maritime security legislation		1, 3
	1. Support the development and implementation of relevant EU and international climate and environmental legislation		1, 3
International reference	34. Step up technical and operational support where EMSA can add value to relevant EU foreign policies		1, 2, 3, 4
Reliable partner	33. Support EU neighbourhood and sea basin policies to level-up and harmonise standards		1, 2, 3, 4
Knowledge hub	27. Consolidate EMSA support to the Commission for the development of EU and international legal acts and for assessing their implementation		1, 2, 3
Outputs 2025			
	1. Support the building up of the national capacity of the beneficiary countries through learning services developed by the EMSA Academy (including common core curricula) or ad hoc trainings developed for the beneficiaries in accordance with the annual action plan endorsed by the Steering Committee of the project or following requests from the Contracting Authority.		

2. Through the implementation of the project, assistance will be offered to Ukraine to support the country's reconstruction as far as feasible, with particular emphasis on the donation of oil pollution response equipment
3. Support the building up of the national capacity through transposition of international conventions to national legislation, technical meetings, seminars, workshops, exercises, bilateral activities, access to tools (i.e., RuleCheck, MaKCs and VRESI) services (IMS/ CleanSeaNet) developed by EMSA and the potential development of Maritime Single Window prototype for the ENP countries.
4. The Dynamic Overview of National Administration (DONA) for BC SEA II countries (PHASE I – Implementation of the "country profile" and "statistics") will be developed.
5. MAR-ICE level 1 service (remote expert information and advice), will be delivered to the beneficiary countries of the BC SEA project.

Added value 20245 TANGIBLE BENEFITS FOR STAKEHOLDERS

Through the implementation of the project the Agency contributes to improving the relevant capacities of maritime administrations in the Black and Caspian Seas region in the field of maritime safety, security and prevention of marine pollution as well as preparedness and response.

Support Ukraine in its effort to reconstruct national capacity.

Safety, security and protection of the marine environment is fostered beyond the EU geographical dimension and solutions are exported in third countries thus ensuring higher standards and a level playing field.

7. Strategic support *including cooperation with other EU agencies and bodies*

7.1 EUROPEAN COOPERATION ON COAST GUARD FUNCTIONS



Sustainable prosperity and competitiveness

A new era for European Defence and Security

Protecting our democracy, upholding our values

Legal basis	Regulation (EC) N° 1406/2002 as amended, Art. 2b		
Performance Indicators (PI)		Result 2023	Target 2025
	Implementation of EMSA tasks under the Annual Strategic Plan	Full implementation	Full implementation
Strategic priorities	Strategic objectives		Contributing outputs
	1. Support the development and implementation of relevant EU and international climate and environmental legislation		1, 2
	6. Lead expertise and support the development, implementation and enforcement of safety standards		1, 2
	13. Support proper implementation of EU and International maritime security legislation		1, 2
	21. Continue improving functionality and efficiency of the EU maritime traffic monitoring and information system		1
	22. Monitor the emergence of promising technologies and operationalize them for new services for Member States and the Commission		1
	24. Capitalise on surveillance expertise to engage further with the broader EU surveillance community to benefit the maritime services and add more value for the EU		1, 2
Service provider	28. Extend and formalise EMSA training schemes		1
Reliable partner	30. Engage actively with the European Border and Coast Guard Agency (Frontex) and the European Fisheries Control Agency (EFCA) to enhance European cooperation on coast guard functions		1, 2
Outputs 2025			
	1. Implementation of EMSA tasks under the Tripartite Working Arrangement Annual Strategic Plan 2025 on coast guard cooperation, to be agreed between the three Agencies by the third quarter of 2024.		
	2. Support Multipurpose Maritime Operations (MMO) through the provision of a range of EMSA services to host Member States authorities in support of maritime safety, including vessel traffic management, maritime environmental protection and response, maritime monitoring and surveillance and maritime Search and Rescue (SAR).		
Added value 2025 TANGIBLE BENEFITS FOR STAKEHOLDERS			
<p>EMSA tasks under the Tripartite Working Arrangement's Annual Strategic Plan 2025 will bring added value in particular to those coast guard functions within EMSA's remit, benefitting the Agency's longstanding core stakeholders.</p> <p>The tasks will cover development of new cooperation areas or enhanced cooperation in the following topics: information sharing; surveillance and communication services; capacity building; risk analysis; and capacity sharing.</p> <p>Based on the experience gained in 2023 and 2024, the Agency will continue to lead MMOs and/or contribute to MMOs led by Frontex and/or EFCA in 2025, in accordance with the procedures approved by the TWA Steering Committee and the MMO Specific Modalities Document describing the MMO activities.</p>			

Sustainability

Safety

Security

Surveillance

Annual Strategic Plan 2025 - Priorities for 2025 (outline)

Horizontal

Objective:	To further promote the interagency cooperation with national authorities on coast guard functions at EU and international level.
Tasks:	<ol style="list-style-type: none"> 1) To hold the joint Annual European Coast Guard Event (AECGE) in 2025 under the coordination of Frontex (as chair of the TWA), in line with the experience gained at the previous annual events, while enhancing interaction between participants. 2) To ensure, where possible, the joint participation of the three Agencies in European and international maritime events with coast guard relevance. 3) To coordinate the cooperation with regional Coast Guard Functions Fora. 4) To coordinate the implementation of the adopted interagency communication plan for 2025. 5) To continue the “Greening Award initiative” and present the awards during the EMSA chairmanship of the TWA in 2026. 6) To implement and contribute to the common actions as required in the updated European Maritime Security Strategy (EUMSS) and its Action Plan.
Timeline:	2025

Information sharing

The following specific projects shall be implemented:

Project A:	Sharing of data across Coast Guard Functions
Objective and tasks:	<ol style="list-style-type: none"> 1. Building on the Workshop with MS held in 2024, the following will be undertaken: <ol style="list-style-type: none"> a. Integrate MS feedback as appropriate in an updated pdf version of the MDC. b. Update the business requirements of the interactive version of the MDC. c. Update the MDC FAQs as appropriate. d. Update the repository of use cases for identifying opportunities for enhancing the sharing of data as appropriate. e. Explore possible additional datasets needed by national authorities per coast guard function. 2. To promote and increase the use of automated/AI based tools (e.g. ABMs, anomaly detection services, etc) in support of coast guard functions), considering legal basis.
Timeline:	2025
Contribution from Member States authorities:	<ol style="list-style-type: none"> 1) Provide use cases, to be used to facilitate enhanced sharing of data. 2) Identify possible additional datasets to be included

Project B:	Roadmap addressing how CISE will support information exchange and cooperation between the three Agencies
Objective and tasks:	Building on the Roadmap developed in 2023, TSC1 will: <ol style="list-style-type: none"> 1) Draft an updated Roadmap for review at the 2025 mid-year TWA Steering Committee meeting. 2) Produce Roadmap Implementation Reports by the end of June 2025 and December 2025. 3) Draft a standard procedure for the use of CISE in the context of MMOs.
Timeline:	2025
Contribution from Member States authorities:	1) Provide feedback on progress made regarding the implementation of the Roadmap when presented at relevant fora.

Surveillance and communication services

The following specific projects shall be implemented:

Project C:	Map potential common procedures for the sharing of information regarding incident/accident sightings reported to the three Agencies in the scope of their respective mandates.
Objective and tasks:	Building on Project C 2024 and taking into account relevant legal frameworks: <ol style="list-style-type: none"> 1) Identify those datasets where inter-Agency sharing of the information would benefit from a common procedure. 2) Identify how the abovementioned datasets could be best shared/visualised for the benefit of MS authorities.
Timeline:	2025
Contribution from Member States authorities:	As project focus inter-Agency, not applicable to MS

Capacity building

The following specific projects shall be implemented:

Project: D	Practical Handbook on European cooperation on coast guard functions and Coast Guard qualifications Network
Objective and tasks:	Strengthen the cooperation between the European coast guard function authorities in further developing the practical handbook ¹⁵ and in selected capacity building activities. <ol style="list-style-type: none"> 1) To support the implementation of the project “Implementation of the results of the Coast Guard qualifications Network and the Practical Handbook on European cooperation on coast guard functions”¹⁶ through:

¹⁵ Commission Recommendation (EU) 2021/1222 of 20 July 2021 establishing a ‘Practical Handbook’ on European cooperation on coast guard functions, OJ L 268, 27.7.2021, p. 3–18.

¹⁶ Contribution Agreement attributed to EFCA through Commission Implementing Decision of 4.6.2021 on the financing of the European Maritime, Fisheries and Aquaculture Fund and the adoption of the work programme for 2021, C(2021) 3870 final.

	<ol style="list-style-type: none"> a. Using the existing databases in the Agencies for keeping the handbook updated in the online platform avoiding any double reporting from Member States. b. To maintain and update the coast guard training network and follow up with the on-the-job exchange opportunities. c. Promoting the Sectoral Qualifications Framework for Coast Guard Functions (SQF), among others, through a dedicated awareness session on SQF for Coast Guard functions. <p>2) To manage and maintain an online platform and define the generic contents to be included to reflect the existing areas of cooperation and to collect and host the most important ASPs projects' deliverables, involving the 3 Technical Subcommittees (TSC).</p>
Timeline:	2024 – 2026
Contribution from Member States authorities:	<ol style="list-style-type: none"> 1) Feedback related to the implementation of the online platform for the Handbook. 2) Feedback on possible further developments of the Handbook. 3) Update of country factsheets. 4) Member States authorities to participate in the identification of training needs, offer training and on-the-job exchange opportunities. 5) Member States authorities to cooperate on the promotion and, as relevant, implementation of the Sectoral Qualifications Framework for Coast Guard Functions (SQF).

Project: E	Cross-sector training and capacity building
Objective and tasks:	<ol style="list-style-type: none"> 1) Offer joint cross-sectoral training to Member State national authorities by developing or implementing, as appropriate, joint cross-sector training events or awareness sessions for items such as (based on needs assessment): <ol style="list-style-type: none"> a. Search and Rescue; b. Maritime Surveillance. 2) Based on the survey conducted in 2024 to the stakeholder communities of the three Agencies implement activities related to the outcome. 3) Explore the possibility to offer joint cross-sectoral training to at least one third country, or support the organisation of an online workshop to relevant coast guard Fora with third countries, by developing or implementing, as appropriate joint cross-sector training events or awareness sessions.
Timeline:	Full year 2025
Contribution from Member States authorities:	<ol style="list-style-type: none"> 1) Member States will benefit from the cross-sector trainings to be organised. 2) Where relevant, Member States to participate with their input.

Risk Analysis

The following specific project shall be implemented:

Project: F	Cross-sector risk analysis
Objective and tasks:	<p>Provide support to Member States authorities carrying out coast guard functions on cross-sector risk analysis/assessments.</p> <ol style="list-style-type: none"> 1) Continue to provide cross sectorial risk analysis/assessment products to be used in different European sea basins and deliver a common report on specific areas and/or sea basins in coordination with the TSC3 MMO project. 2) Organise a workshop on risk analysis and assessment, taking into account the main outcomes and feedback from the workshop organised in 2023 and 2024. The main objectives of the workshop is to foster the exchange of

	<p>information and best practices between the different communities of the three Agencies.</p> <p>3) Assess the workshop objectives, terms of reference, frequency (be organised on an annual basis or less frequently, for example, every two years) and usefulness for Member States authorities.</p>
Timeline:	Full year 2025
Contribution from Member States authorities:	The tasks outlined above are related with the outcome of the survey done in 2021 and the workshop conducted in 2023. Member States will contribute to the planned workshop.

Capacity sharing

The following specific project shall be implemented:

Project: G	Multipurpose Maritime Operations
Objective and tasks:	<ol style="list-style-type: none"> 1) To further implement MMO(s): <ol style="list-style-type: none"> a. Identify potential areas and periods of interest for the implementation of MMOs in N+1, taking into consideration the availability of multipurpose capacities of the three Agencies, in those areas in such periods as well as operational activities already in place. b. Keep updated the generic modalities as per lessons learnt and develop a Handbook including practical guidelines and procedures for the implementation of MMOs. c. Based on the evaluations of MMOs implemented in different European sea basins, to possibly organise a workshop for the exchange of best practices. 2) To implement the MMO(s) agreed by TWA Steering Committee in the European sea basin, upon MS's or Agencies' request and in line with the generic modalities for MMO. <ol style="list-style-type: none"> a. Implement MMO led by Frontex possibly in the Black Sea and in Baltic Sea and/ or in one other European sea basin. Prepare specific modalities in accordance with the generic modalities for MMO and relevant decision of the Steering Committee. b. Implement MMO led by EFCA possibly in the Adriatic Sea and/ or in one other European sea basin. Prepare specific modalities in accordance with the generic modalities for MMO and relevant decision of the Steering Committee. c. Implement MMO led by EMSA in one European sea basin. Prepare specific modalities in accordance with the generic modalities for MMO and relevant decision of the Steering Committee.
Timeline:	<ol style="list-style-type: none"> 1) 2025 (Multiannual). Possible areas/period of interest to be identified by September 2024 for the endorsement of ASP 2025 by the Steering committee. 2) During year 2025.
Contribution from Member States authorities:	Member States' feedback on MMO received through the evaluation report. Generic modalities: Through AECGE, gather feedback from MSs involved in previous MMOs.

Project: H	Mapping of the Agencies' assets deployment in support of Member States
Objective and tasks:	<p>Conducting a mapping of the agencies' assets deployment in support of the MSs using Integrated Maritime Service (IMS).</p> <p>Each Agency to provide regularly updated information of their chartered assets deployed in EU sea basins that are suitable for multipurpose operations.</p>

Timeline:	2025 (multiannual).
Contribution from Member States authorities	N/A

Project: I	Glossary of abbreviations and acronyms commonly used in the framework of TWA
Objective and tasks:	To deliver a common understanding of frequently used terms, concepts, and language in the context of European cooperation on coast guard functions.
Timeline:	2025
Contribution from Member States authorities	N/A



7.2 EFCA SLA (72100) – PROJECT FINANCED ACTIVITY



Sustainable prosperity and competitiveness



Sustaining our quality of life: food security, water and nature

Project Title	EFCA SLA		
Legal basis	Regulation (EC) N° 1406/2002 as amended, Art. 2b		
Funding source	EFCA		
Time frame	Annual perspective with regards to the indefinite duration of the SLA		
Expenditure 2025	300,000 € expected		
Project financed staff	2 CA		
Performance Indicators (PI)		Result 2023	Target 2025
Integrated Maritime Services	percentage per year availability to EFCA	99.48%	99%
Strategic priorities	Strategic objectives	Contributing outputs	
 Sustainability	1. Support the development and implementation of relevant EU and international climate and environmental legislation	1, 2, 3, 4, 5	
	5. Prepare for response to new, evolving and diversified environmental challenges	2, 4, 5	
	21. Continue improving functionality and efficiency of the EU maritime traffic monitoring and information system	2	
	22. Monitor the emergence of promising technologies and operationalize them for new services for Member States and the Commission	2	
	23. Develop machine learning and artificial intelligence applications in order to improve risk assessment, vessel position predictability, statistics and innovation	2, 5	
	24. Capitalise on surveillance expertise to engage further with the broader EU surveillance community to benefit the maritime services and add more value for the EU.	1, 2, 4, 5	
 Surveillance	25. Support Search & Rescue efforts of Member States (sharing of VMS data)	1, 4	
	Service provider	29. Expand information services to analyse data and identify trends and risks to support safety, security and sustainability	2

	30. Engage actively with the European Border and Coast Guard Agency (Frontex) and the European Fisheries Control Agency (EFCA) to enhance European cooperation on coast guard functions	1, 2, 3, 4
Reliable partner	32. Seek synergies with complementary EU bodies and communities to add more value for the EU	1, 2, 3, 4
Outputs 2025		
1. Continue implementing the Service Level Agreement signed between EMSA and EFCA based on the SLA Annual Programme and associated Specific Agreement signed with EFCA.		
2. Maintenance and further improvement of a tailored integrated Maritime Service including Earth Observation products acquired through the Copernicus Maritime Surveillance service or those acquired and shared under the EMSA – Frontex SLA, to support fisheries monitoring and control operations.		
3. Provide operational support to users under the EFCA-EMSA SLA framework.		
4. Provision on request and subject to available funding, RPAS services to support fisheries monitoring and control operations in particular operations coordinated by EFCA. EFCA will be associated, on request of the Member State users, to multipurpose RPAS operations involving National fisheries authorities.		
5. Sharing of operational capacities including setting-up pollution response equipment on EFCA chartered vessels.		
Added value 2025 TANGIBLE BENEFITS FOR STAKEHOLDERS		
<p>Tailored Integrated Maritime Services (IMS) are offered to EFCA in accordance with their user requirements and their end users in the Member States and the Commission. EFCA VMS data transmitted by EFCA, and Earth Observation products, sourced from either the Copernicus Maritime Surveillance (CMS) service or those acquired and shared under the EMSA – Frontex SLA, are integrated in the Integrated Maritime Service (IMS) for EFCA associated users.</p> <p>Explore integrating information available at EFCA, including when relevant, information collected on scene by surveillance assets, should enhance ship detail and ship activity information for fisheries control authorities.</p> <p>Within the framework of the EFCA-EMSA SLA, EMSA will continue providing support to EFCA by equipping its three chartered Offshore Patrol Vessels (OPVs) with oil pollution response equipment, thus making the EFCA OPVs available to assist Member States with response to pollution incidents in EU waters.</p> <p>The cooperation with EFCA also covers the sharing of operational capacities and services (vessels, Earth Observation services, maritime traffic picture, RPAS) for multipurpose activities and will further increase the efficient use of EU maritime surveillance means. Such activities are undertaken in the general framework of the European cooperation on coast guard functions between EMSA, EFCA and Frontex.</p>		

7.3 FRONTEx SLA (72000) – PROJECT FINANCED ACTIVITY





A new era for European Defence and Security



Protecting our democracy, upholding our values

Project Title	Frontex SLA		
Legal basis	Regulation (EC) N° 1406/2002 as amended, Art. 1.2, 2.4 (a), 2.4 (b); Regulation (EU) N° 2019/1986 Art. 69. (Frontex and EUROSUR); Commission Implementing Regulation (EU) 2021/581 of 9 April 2021 on the situational pictures of the European Border Surveillance System (EUROSUR)		
Funding source	Frontex		
Time frame / envelope	Annual perspective with regards to the indefinite duration of the SLA		
Expenditure 2025	Approximately 7,000,000 € expected		
Project financed staff	11 CA		
Performance Indicators (PI)		Result 2023	Target 2025
Frontex Service platform	percentage per year availability to Frontex	100%	99%
Frontex Service platform	hours maximum continuous downtime of Frontex service platform	0d 0h 0m 0s	<12h

Frontex operational exercises	minimum number of exercises EMSA participates in pending Frontex request	2	2
--------------------------------------	--	---	---

Strategic priorities	Strategic objectives	Contributing outputs
 Security	13. Support proper implementation of EU and International maritime security legislation	1, 3, 4
	14. Intensify pollution prevention activities by building Member State capacity and developing practical guidance and tools for the wider maritime cluster	1, 3
	17. Enhance involvement as a technical and operational partner in the context of the EU maritime security strategy	1, 2
 Surveillance	21. Continue improving functionality and efficiency of the EU maritime traffic monitoring and information system	1, 2, 4, 5, 6
	22. Monitor the emergence of promising technologies and operationalize them for new services for Member States and the Commission	1, 2
	23. Develop machine learning and artificial intelligence applications in order to improve risk assessment, vessel position predictability, statistics and innovation	1, 2
	24. Capitalise on surveillance expertise to engage further with the broader EU surveillance community to benefit the maritime services and add more value for the EU	1, 2, 3, 4, 5, 6
	25. Support Search & Rescue efforts of Member States	2, 4, 5, 6
Service provider	29. Expand information services to analyse data and identify trends and risks to support safety, security and sustainability	1, 2
Reliable partner	30. Engage actively with the European Border and Coast Guard Agency (Frontex) and the European Fisheries Control Agency (EFCA) to enhance European cooperation on coast guard functions	1, 2, 3, 4, 5, 6
	32. Seek synergies with complementary EU bodies and communities to add more value for the EU	1, 2, 3, 4, 5, 6
Knowledge hub	35. Support innovation and development of new technologies	2, 3

Outputs 2025

1. Continue implementing the Service Level Agreement signed between EMSA and Frontex based on the SLA Annual Programme and associated Specific Agreement signed with Frontex.
2. Further develop tailored Integrated Maritime Service including Earth Observation products to Frontex and their end users, as well as tools for maritime risk assessment.
3. Continue implementing the Incidental Sightings of Potential Marine Pollution procedure established between Frontex and EMSA sharing incidents with Member States through CleanSeaNet.
4. Provide operational support to users under the Frontex-EMSA SLA framework.
5. Upon request and subject to available Frontex funding, EMSA Earth Observation services will continue to be provided to Frontex.
6. Frontex may be associated to multipurpose RPAS operations involving border control authorities, if agreed by national administrations requesting RPAS services.

Added value 2025 **TANGIBLE BENEFITS FOR STAKEHOLDERS**

Tailored Integrated Maritime Services are offered to Frontex in accordance with their user requirements and those of their end users in Member States.

Implementation of requirements to adapt EMSA-Frontex SLA services for use in European Integrated Border Management, including as part of Specific (Maritime) Situational Pictures.

Enhancing the exchange of information and cooperation on coast guard functions, including by analysing operational challenges and emerging risks assessment in maritime border control activities.

Delivering maritime related risk analysis products: via the combination of different datasets that are traditionally presented separately, EMSA may support Frontex's risk assessment activities mandated under the EUROSUR Implementing Regulation. Initiatives in this area will include Vessel Activity Mapping and improved search/query capabilities that provide users with possible targets based on a range of user-defined parameters. These functionalities can simultaneously be rolled out to the Member States.

Contributing to existing technologies and developing new technologies and software products in cooperation with Frontex, for the use and benefit of all EMSA user communities, including to SafeSeaNet functionalities such as Integrated Report Distribution and the capability of Integrated Maritime Services to provide services across the entire maritime domain, such as ABMs with a global coverage and the use of artificial intelligence/machine learning.

Under the SLA cooperation, Earth Observation products acquired under the CleanSeaNet and Copernicus Maritime Surveillance (CMS) services are also shared for free with Frontex, while all Copernicus Border Surveillance products acquired on behalf of Frontex are shared with the EMSA Member State authorities. Frontex is associated to RPAS multipurpose surveillance operations involving Border Control authorities, in agreement with the Member States' national administrations requesting the respective RPAS services.

7.5 COMMUNICATION (60000)



Delivering together and preparing our Union for the future

Legal basis	Regulation (EC) N° 1406/2002 as amended, Art. 4 and 7		
CA	1,329,821		
PA	1,329,821		
STAFF	2.5 AD, 2.25 AST, 1.5 CA		
Performance Indicators (PI)		Result 2023	Target 2025
Social media	sum of followers of EMSA's social media channels	n/a	61,600
EMSA website	sum of page views to EMSA website	n/a	950,000
Public information	percentage of public inquiries responded to in 15 days or fewer	n/a	90%
Strategic priorities			
Organisational identity	In the provision of unique services, technical assistance, and support to its main stakeholders, be even more efficient and green as an organisation both in internal processes and in the way it interacts with external stakeholders. ²		
Outputs 2025			
1. Support the Agency's key strategic priorities through targeted, high-impact, cost-effective communication campaigns and actions.			
2. Increase visibility of the Agency among maritime stakeholders and citizens, including among young people, and among citizens of Portugal, EMSA's host country.			
3. Continue to develop EMSA's online presence, ensuring that its web content is audience-focused, and supports the transparency and visibility of the Agency.			
4. Increase the reach of EMSA's social media channels as a core tool of outreach to and engagement with EU citizens and the broader maritime community.			
5. Increase the visibility and reach of EMSA's flagship reports and research, among the maritime stakeholder community, and at citizen level.			
6. Further develop EMSA's multilingual policy in line with the Ombudsman's practical recommendations for the EU administration.			
7. Further promote the Agency among stakeholders at national level (EU, EFTA, IPA, ENP) with targeted local engagements and activities.			

Added value 2025 TANGIBLE BENEFITS FOR STAKEHOLDERS

Increased visibility of the Agency's strategic actions, projects, and activities to increase awareness of its work, and by extension, EU policy in the maritime area among maritime stakeholders and EU citizens.

7.6 MISSIONS AND EVENTS SUPPORT (65000)



Delivering together and preparing our Union for the future

Legal basis	Regulation (EC) N° 1406/2002 as amended, Art. 4 and 7		
CA	1,201,037		
PA	1,201,037		
STAFF	0.5 AD, 1.75 AST, 3.5 CA		
Performance Indicators (PI)		Result 2023	Target 2025
Events support	total number of meetings/workshops ¹⁷ organised by EMSA per year	100	90
	total number of participants at EMSA meetings/workshops ¹⁸ per year	4561	4000
Strategic priorities			
Organisational identity	In the provision of unique services, technical assistance and support to its main stakeholders, be even more efficient and green as an organisation both in internal processes and in the way it interacts with external stakeholders.		
Outputs 2025			
1. Organisation of missions for EMSA staff travelling for business purposes.			
2. Reimbursement of mission costs to staff.			
3. Management of the framework contract with the EMSA travel agency.			
4. Advice and support to EMSA staff on different matters (visa, security, etc.), especially for those travelling to third countries.			
5. Support the organisation of events/meetings (face-to-face, online and hybrid) in the Agency.			
6. Ensure state-of-the-art technical solutions for online and hybrid meetings.			
7. Ensure timely reimbursement of external participants to EMSA's events.			
Added value 2025 TANGIBLE BENEFITS FOR STAKEHOLDERS			
Efficient performance in all support tasks contributes to and facilitates the execution of the annual work programme of the Agency, thus contributing to achieving the expected outputs.			

¹⁷ Face-to-face, online or hybrid.

¹⁸ Face-to-face, online or hybrid.



Delivering together and preparing our Union for the future

Legal basis	Regulation (EC) N° 1406/2002 as amended, Art. 5, 6, 13.7, 15, 18 and 19
STAFF	
Management, quality and greening	9.5 AD, 7.25 AST, 1.25 CA
Human resources, implementation of the Seat Agreement & document management	4.5 AD, 5 AST, 5.5 CA, 1 SNE
Facilities and logistics	1.25 AD, 0.25 AST, 3.25 CA
Legal and Finance	4.75 AD, 5.5 AST, 2 CA

Performance Indicators (PI)		Result 2023	Target 2025
Planning	implementation of the Work Programme	Assessed through the CAAR 2023	as close as possible to full implementation
Budget	execution rate commitment appropriations	99.94%	as close as possible to 100% and in any case above 95%
	execution rate payment appropriations	98.44%	as close as possible to 100% and in any case above 95%
Audits	ECA recommendations implemented in time	100%	as close as possible to 100%
	IAS recommendations implemented in time	100%	as close as possible to 100%
Quality	IQEMS certification maintained	Valid QMS, EMS/EMAS and AMS certificates	Valid QMS and EMS Certificate
Greening	number of greening projects implemented	9	10
	EMAS registration maintained	EMAS registration maintained	EMAS registration maintained
Establishment plan	execution rate establishment plan	99.53%	as close as possible to 100% and in any case above 95%
Strategic priorities			
Organisational identity	Implement efficient, transparent, SMART, client-oriented and gender balanced management principles.		
	In the provision of unique services, technical assistance and support to its main stakeholders, be even more efficient and green as an organisation both in internal processes and in the way it interacts with external stakeholders.		
Output 2025			
Management, quality & greening			
1. Implementation of EMSA's multi-annual strategy.			
2. Establishment and implementation of the budget of the Agency.			

¹⁹ Financial resources distributed across the activities.

3.	Preparation of the meetings of the Administrative Board, decisions, minutes.
4.	Planning and reporting on activities and budget including preparation of the Single Programming Document, the Consolidated Annual Activity Report and the Financial Statement.
5.	Regular monitoring of ongoing projects, budget execution and implementation of the annual work programme.
6.	Providing budget follow-up including execution of transfers.
7.	Providing and further developing budget planning and management tools.
8.	Maintaining the Internal Control Framework (ICF) and continuous assessment of the ICF.
9.	Maintaining EMSA IQEMS certification and continuous improvement of the system.
10.	Maintaining the EMSA Information Management Security System (ISMS).
11.	Planning and implementing measures for improvement of the environmental aspects of all the Agency's activities.
12.	Maintaining EMSA registration within EU Eco-Management and Audit Scheme (EMAS).
Human Resources, implementation of the Seat Agreement & document management	
1.	Providing advice to the Executive Director in matters related to staff, the Seat Agreement, records management and archives.
2.	Updating and developing of Implementing Rules giving effect to the Staff Regulations and the Conditions of Employment of Other Servants.
3.	Management and implementation of HR Policies and Processes.
4.	Management and implementation of the Seat Agreement with the Republic of Portugal.
5.	Implementation of the Archive Regulation and its Implementing rules.
6.	Implementation of the annual Appraisal Exercise.
7.	Implementation of the annual Promotion/Reclassification Exercise.
8.	Implementation of the Staff Learning & Development Policy.
9.	Implementation of the traineeship programme and the programme for National experts on professional training.
10.	Implementation of the Decision of the Administrative Board on the Secondment of National Experts to EMSA.
11.	Implementation of EMSA Gender Action Plan and gender SMART indicators.
12.	Ensuring the correct functioning and development of the e-HR tools, Ares and other relevant tools supporting administrative procedures and workflows.
13.	Managing selection and recruitment processes.
14.	Management of the day to day of EMSA staff, including payroll, management of staff files, working time, staff helpdesk, schooling issues, etc.
15.	Implementation of EMSA HR Strategy.
Legal & finance	
1.	Providing legal, financial and budgetary advice to the Executive Director and the different EMSA entities.
2.	Legal and financial verification of procurement procedures, legal and financial files.
3.	Further updates, development and integration of EMSA e-procurement, contract management, finance, budgetary and monitoring tools. In particular, preparations for onboarding to SUMMA.
4.	Drafting and implementing internal rules, guidelines, templates and procedures.
5.	Implementation of Regulation (EC) No 1049/2001 of the European Parliament and of the Council of 30 May 2001 regarding public access to European Parliament, Council and Commission documents.
6.	Implementation of EMSA Rules on Sensitive, Non-Classified Information and a new Information Security Regulation.
Facilities & logistics	
1.	Maintaining and operating EMSA's premises and infrastructure including safety, security and providing numerous support services.
2.	Adapting EMSA's premises to new ways of working and the potential increase in establishment plan.

Added value 2025 **TANGIBLE BENEFITS FOR STAKEHOLDERS**

The Management of the Agency aims to make EMSA the centre of excellence for a safe, secure, green, competitive and sustainable EU maritime sector, while serving the Member States and the Commission and operating as an innovative and reliable partner for the European maritime cluster and potentially beyond.

In parallel, the Management guarantees good corporate governance, transparency, efficiency, flexibility and quality.

Maintaining EMSA registration within the EU Eco-Management and Audit Scheme (EMAS) will be evidence of implementation of environmental management and continuous improvement within the Agency. The detailed programme of planned action is included in the Environmental Statement.

EMSA IQEMS ensures that stakeholder needs and expectations are fulfilled and EMSA services are provided to a high level of quality and in an environmentally responsible manner. The certification by the external Certification Body (TUV Portugal) is the documented evidence of the effective implementation of the system.

Staff is the key asset of EMSA, a motivated and well-trained workforce better contributes to the overall priorities and goals of the Agency and ultimately generates further additional value for the EU citizen, the Member States and the Commission.

An agile and efficient replacement and redeployment of staff helps to ensure business continuity and to address new challenges. Staff capabilities need to be continuously enhanced and upgraded through the EMSA Staff Development Policy.

The Agency through its traineeship scheme offers the possibility to young graduates to access the professional environment and gives them a head start in their chosen career.

By having a gender action plan in place, the Agency aims at having a more balanced workforce and to contribute overall to improve women representation in the maritime industry.

As a public body EMSA processes need to be compliant with the regulatory framework of the EU, without the support staff in the Corporate Services the Agency will not be able to ensure compliance with the different rules in place whilst achieving its operational goals.

An efficient performance in all legal and financial tasks contributes to and facilitates the execution of the annual work programme of the Agency by ensuring regularity and legality of the operations.

Proper functioning of the premises contributes positively to the well-being of staff and overall efficiency.

8. Proposed tasks related to the ongoing legislative process

Subject and without prejudice to the outcome of the relevant legislative processes, the Agency expects to be attributed the following tasks and corresponding resources.²⁰

Legal basis	Proposal for a Regulation of the European Parliament and of the Council on the European Maritime Safety Agency and repealing Regulation (EC) No 1406/2002 [COM(2023) 269]			
Resources	CA and PA	1,931,921 EUR	Staff	5 AD, 6 CA
Tasks	<ul style="list-style-type: none"> ▪ Research in MASS (task no. 14) ▪ Provision on own initiative or at the Commission's request, of recommendations and technical assistance to the Commission on possible remedial measures or the imposition of fines on the ROs in accordance with Article 5 and 6 of Regulation (EC) No 391/2009 (task no. 15) ▪ Support in the implementation of the passenger ship safety legislation by assessment of exemptions, equivalences and additional safety measures (task no. 18) ▪ Research and assist Member States and the Commission in the deployment of alternative fuels, including safety risks stemming from these developments (task no. 19) ▪ Establish an expanded 24/7 Maritime Awareness Centre to provide assistance when requested to the Commission and the MS, by sharing information building upon the existing databases and surveillance systems of the Agency (task no. 24) ▪ Provide support to the Commission and the Member States in the implementation of the EMSWe (task no. 25) 			

Legal basis	Proposal for a Regulation of the European Parliament and of the Council on the European Maritime Safety Agency and repealing Regulation (EC) No 1406/2002 [COM(2023) 269] Proposal for a Directive of the European Parliament and of the Council amending Directive 2009/18/EC establishing the fundamental principles governing the investigation of accidents in the maritime transport sector [COM(2023) 270]			
Resources	CA and PA	241,522 EUR	Staff	2 AD
Tasks	Include changes stemming from AI Directive			

Legal basis	Proposal for a Regulation of the European Parliament and of the Council on the European Maritime Safety Agency and repealing Regulation (EC) No 1406/2002 [COM(2023) 269] Proposal for a Directive of the European Parliament and of the Council amending Directive 2009/16/EC on port State control [COM(2023) 271]			
Resources	CA and PA	205,522 EUR	Staff	2 AD
Tasks	Include changes stemming from PSC Directive			

Legal basis	Proposal for a Regulation of the European Parliament and of the Council on the European Maritime Safety Agency and repealing Regulation (EC) No 1406/2002 [COM(2023) 269] Proposal for a Directive of the European Parliament and of the Council amending Directive 2009/21/EC on compliance with flag State requirements [COM(2023) 272]			
Resources	CA and PA	505,522 EUR	Staff	2 AD
Tasks	Include changes stemming from FS Directive			

Legal basis	Proposal for a Regulation of the European Parliament and of the Council on the European Maritime Safety Agency and repealing Regulation (EC) No 1406/2002 [COM(2023) 269]			
--------------------	---	--	--	--

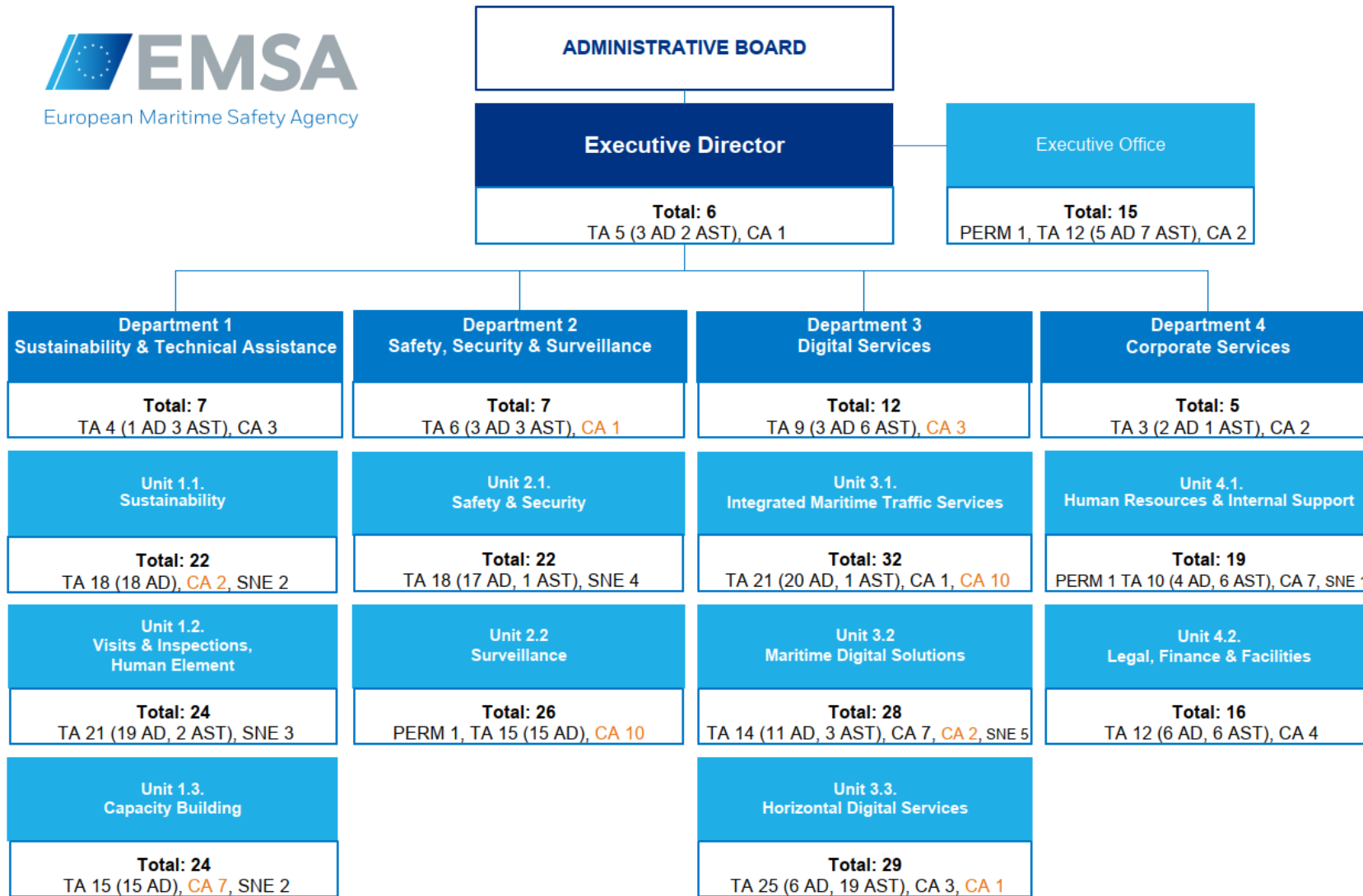
²⁰ Figures include the additional EFTA contribution that can be expected on the basis of the additional EU subsidy proposed. Details are available in Annex II Resources per Activity.

	<p>Proposal for a Directive of the European Parliament and of the Council amending Directive 2009/21/EC on compliance with flag State requirements [COM(2023) 272]</p> <p>Proposal for a Directive of the European Parliament and of the Council amending Directive 2009/16/EC on port State control [COM(2023) 271]</p>			
Resources	CA and PA	136,000 EUR	Staff	No additional resources
Tasks	<ul style="list-style-type: none"> Facilitate e-certification in the maritime sector 			

Legal basis	<p>Proposal for a Regulation of the European Parliament and of the Council on the European Maritime Safety Agency and repealing Regulation (EC) No 1406/2002 [COM(2023) 269]</p> <p>Proposal for a Directive of the European Parliament and of the Council amending Directive 2005/35/EC on ship-source pollution and on the introduction of penalties, including criminal penalties, for pollution offences [COM(2023) 273]</p>			
Resources	CA and PA	7,067,168 EUR	Staff	5 AD, 1 AST
Tasks	<ul style="list-style-type: none"> Include changes stemming from SSP Directive 			

Annexes

Annex I. Organisation chart



*Project Financed Contract Agents

September 2024

Annex II. Resources per Activity 2024 - 2027

ABB	List of activities	2024				2025				2026				2027			
		TA	CA & SNE (FTE)	Commitment apppr.	Payment apppr.	TA	CA & SNE (FTE)	Commitment apppr.	Payment apppr.	TA	CA & SNE (FTE)	Commitment apppr.	Payment apppr.	TA	CA & SNE (FTE)	Commitment apppr.	Payment apppr.
21020	Multipurpose maritime surveillance	7.25	0.75	11,787,431	11,811,732	6.00	0.50	10,709,053	10,392,785	6.00	0.50	10,955,348	10,966,837	6.00	0.50	11,236,786	11,248,015
21030	SafeSeaNet	7.25	0.25	2,180,938	2,575,284	8.00	0.25	2,307,632	2,296,433	8.00	0.25	2,512,175	2,484,277	8.00	0.25	2,576,570	2,547,957
21040	EMS'w	2.75	0.25	1,010,307	1,042,438	4.75	0.25	1,154,389	1,159,121	4.75	0.25	1,498,607	1,495,874	5.75	0.25	1,537,021	1,534,218
21050	eCertification	1.00	-	682,383	831,590	1.00	-	270,292	271,386	1.00	-	285,655	285,139	1.00	-	292,977	292,448
21060	Satellite based services and surveillance innovation	4.50	-	3,639,345	3,637,655	5.50	0.25	3,255,272	3,829,672	5.50	0.25	3,723,221	3,210,411	5.50	0.25	3,818,659	3,292,704
22000	LRIT	3.50	0.25	2,647,725	2,637,494	3.50	0.25	3,023,901	2,654,837	3.50	0.25	2,602,826	2,892,324	3.50	0.25	2,669,545	2,967,079
24000	Maritime Support Services	4.00	9.00	2,086,564	2,086,564	6.50	15.00	3,660,063	3,721,564	6.50	15.00	3,866,805	3,876,074	6.50	15.00	3,965,923	3,975,430
31000	Classification Societies	9.25	1.25	2,436,405	2,436,405	9.00	1.25	2,485,603	2,485,603	9.00	1.25	2,591,353	2,591,353	9.00	1.25	2,657,778	2,657,778
32000	Seafarer Training and Certification	6.25	2.25	1,888,878	1,888,878	6.00	2.25	1,816,463	1,816,463	6.00	2.25	1,913,968	1,913,968	6.00	2.25	1,963,029	1,963,029
33000	Visits to Member States	5.50	0.50	1,334,321	1,334,321	5.75	0.50	1,409,819	1,409,819	5.75	0.50	1,488,892	1,488,892	5.75	0.50	1,527,057	1,527,057
34000	Maritime Security	5.50	1.00	1,452,477	1,452,477	6.25	1.00	1,466,820	1,467,820	6.25	1.00	1,794,720	1,794,720	6.25	1.00	1,840,725	1,840,725
35000	Analytics and research	4.50	0.25	1,083,395	1,083,395	4.00	0.25	1,002,176	1,002,176	4.00	0.25	1,260,136	1,260,136	4.00	0.25	1,292,438	1,292,438
36000	Human element	1.75	-	553,090	553,090	1.75	-	415,749	415,749	1.75	-	440,175	440,175	1.75	-	451,458	451,458
42000	Accident investigation	2.75	1.00	1,252,482	1,325,983	4.50	1.00	1,677,141	1,710,596	4.50	1.00	3,365,173	3,003,298	4.50	1.00	3,451,433	3,080,282
43000	Capacity Building and EMSA Academy	11.00	3.00	3,872,759	3,871,403	11.25	2.75	4,062,102	4,012,102	11.25	2.75	5,006,987	5,006,987	11.25	2.75	5,135,332	5,135,332
44000	Maritime Safety	13.50	2.00	4,724,227	4,449,227	16.50	2.00	5,363,992	5,369,037	16.50	2.00	6,122,090	6,496,320	16.50	2.00	6,279,019	6,662,841
45000	Maritime Digital Services	32.50	2.50	17,231,766	17,237,158	39.75	2.25	21,489,998	22,258,044	39.75	2.25	25,954,135	26,258,293	39.75	2.25	26,619,424	26,931,378
46000	Prevention of Pollution	7.25	1.25	2,016,096	2,171,821	8.50	1.50	2,299,532	2,389,532	8.50	1.50	2,954,610	2,954,610	8.50	1.50	3,030,346	3,030,346
51000	Operational Pollution Response	11.25	2.50	18,920,492	18,041,878	11.75	2.75	18,157,697	16,828,660	11.75	2.75	18,346,069	18,141,747	11.75	2.75	18,816,339	18,606,779
52000	CleanSeaNet and RPAS for emissions monitoring	9.00	0.25	9,913,655	10,245,885	17.00	0.25	15,836,109	16,312,411	17.00	0.25	16,891,731	17,013,183	17.00	0.25	17,324,721	17,449,286
60000	Communication	5.25	1.75	1,410,696	1,410,696	4.75	1.50	1,329,821	1,329,821	4.75	1.50	1,400,729	1,400,729	4.75	1.50	1,436,635	1,436,635
65000	Missions and Events Support	2.25	3.50	1,153,025	1,153,025	2.25	3.50	1,201,037	1,201,037	2.25	3.50	1,265,896	1,265,896	2.25	3.50	1,298,345	1,298,345
61000	Management, quality & greening	17.25	1.50	Financial resources distributed across the activities		16.75	1.25	Financial resources distributed across the activities		16.75	1.25	Financial resources distributed across the activities		16.75	1.25	Financial resources distributed across the activities	
62000	Human resources, implementation of the Seat Agreement & document management	9.50	6.50			9.50	6.50			9.50	6.50			9.50	6.50		
63000	Facilities & logistics	1.50	2.50			1.50	3.25			1.50	3.25			1.50	3.25		
64000	ICT Operations	15.75	2.75			15.75	2.75			15.75	2.75			15.75	2.75		
66000	Legal & finance	10.25	2.25			10.25	2.00			10.25	2.00			10.25	2.00		
SUBTOTALS		212	49			238	55			238	55			239	55		
TOTAL		261		93,278,457	93,278,457	293		104,334,668	104,334,668	293		116,241,901	116,241,901	294		119,221,560	119,221,560

- The table shows the distribution of human and financial resources per Activity based on staff and budget for 2025 in line with Regulation (EU) 2016/1625 of the European Parliament and of the Council amending Regulation (EC) No 1406/2002 establishing a European Maritime Safety Agency and use the Multiannual Financial Framework 2021-2027 plus additional resources made available for salary expenditure due to high inflation and plus additional resources foreseen by the Regulation of the European Parliament and of the Council on the use of renewable and low-carbon fuels in maritime transport (Fuel EU Maritime) and its subsequent resources allocation; as well as the proposal to amend Regulation (EC) No 1406/2002 and the resources foreseen under the new Maritime Safety Package. Furthermore, the EU contribution is increased by an amount corresponding to 2.3% times the planned salary expenditures (i.e. Title 1) weighted by the share of the EU budget subsidy in the total budget of the Agency.

- The Agency implements an activity-based approach to budgeting and reporting. The lifecycle stretches from initial planning of the draft budget preparation which starts towards the end of year N-2 to the final presentation of actuals in the Consolidated Annual Activity Report in year N+1. Activity-Based Budgeting (ABB) codes are tagged to commitments and payments, tracking the cost of both direct and indirect activities. Direct staff is allocated to one or more operational activities in 25% FTE segments according to their prevailing functions. Indirect staff and overhead and administrative costs are ventilated across operational activities, based on the number of direct FTEs allocated to each activity.
- In line with the respective budget ceilings, 2027 appropriations are derived by extrapolating 2026 appropriations in proportion to the variance between the base year 2026 budget ceiling and the budget ceiling of the target year 2027. The human resource allocation per ABB for 2026 and 2027 is based on the planning for 2025 increased by additional staff foreseen under the proposed revision of the EMSA mandate and the new Maritime Safety Package Directives.

Annex III. Financial Resources

Table 1: Revenue

General revenue

REVENUES	2024		2025	
	Initial Budget		Budget Forecast	
	Commitment appropriations	Payment appropriations	Commitment appropriations	Payment appropriations
EU contribution ²¹	89,752,275	89,752,275	101,211,199	101,211,199
Other Revenue	3,526,182	3,526,182	3,123,469	3,123,469
TOTAL REVENUES	93,278,457	93,278,457	104,334,668	104,334,668

Commitment Appropriations

REVENUE	General Revenues						
	Budget 2023 (Executed)	Initial Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)	Envisaged 2026	Envisaged 2027
			Agency request	Budget forecast			
1 REVENUE FROM FEES AND CHARGES	240,599	250,000	250,000	250,000	0.00%	250,000	250,000
2 EU CONTRIBUTION	86,920,242	89,752,275	100,362,501	101,211,199	12.77%	112,783,151	115,681,934
- Of which assigned revenues deriving from previous years' surpluses	1,286,961	752,777	596,578	596,578	-20.75%	1,000,000	1,000,000
3 THIRD COUNTRIES CONTRIBUTION (incl. EEA/EFTA and candidate countries)	2,506,258	3,186,182	3,571,620	2,783,469	-12.64%	3,118,750	3,199,626
- Of which EEA/EFTA (excl. Switzerland)	2,506,258	3,186,182	3,571,620	2,783,469	-12.64%	3,118,750	3,199,626
- Of which candidate countries	-						
4 OTHER CONTRIBUTIONS²²	93,064	90,000	90,000	90,000	0.00%	90,000	90,000
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 PAYMENT²³	35,004,520	p.m.	p.m.	p.m.		p.m.	p.m.
7 CORRECTION OF BUDGETARY IMBALANCES							

²¹ The forecast for the 2025 EU subsidy is inclusive of the additional 9.739 m EUR proposed under the revision of the EMSA Founding Regulation which includes the resources foreseen under the revision of the maritime package Directives namely 6.963 m EUR for Ship Source Pollution, 0.207 m EUR for Accident Investigation, 0.239 m EUR for Port State Control and 0.539 m EUR for Flag State.

²² Internal assigned revenue (C4 funds) included for revenue received in the past and for future revenue that is certain.

²³ External assigned revenue (R0 funds) for revenue received in the past and for future revenue that is certain; otherwise a token entry 'p.m.' ('pro memoria') is made and the estimated revenue is shown for information in below External Assigned Revenue table (FFR Art. 20 & 21).

TOTAL	124,764,683	93,278,457	104,274,121	104,334,668	11.85%	116,241,901	119,221,560
--------------	--------------------	-------------------	--------------------	--------------------	---------------	--------------------	--------------------

REVENUE	Additional EU funding: grant, contribution and service-level agreements						
	Budget 2023 (Executed)	Initial Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)	Envisaged 2026	Envisaged 2027
			Agency request	Budget forecast			
Contribution agreements (FFR Art. 7)	17,026,651	11,864,888	12,127,382	15,640,000	31.82%	17,400,000	4,357,000
Grant agreements (FFR Art. 7)	6,354,165	1,750,000	4,000,000	-		-	-
Service level agreements (FFR Art. 43)	10,749,024	7,868,500	8,113,000	8,097,291	2.91%	8,570,770	7,890,981
Other external assigned revenue	874,681	450,000	450,000	450,000	0.00%	450,000	450,000
TOTAL	35,004,520	21,933,388	24,690,382	24,187,291	10.28%	26,420,770	12,697,981

Payment Appropriations

REVENUE	General Revenues						
	Budget 2023 (Executed)	Initial Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)	Envisaged 2026	Envisaged 2027
			Agency request	Budget forecast			
1 REVENUE FROM FEES AND CHARGES	240,599	250,000	250,000	250,000	0.00%	250,000	250,000
2 EU CONTRIBUTION	85,608,886	89,752,275	100,362,501	101,211,199	12.77%	112,783,151	115,681,934
- Of which assigned revenues deriving from previous years' surpluses	1,286,961	752,777	596,578	596,578	-20.75%	1,000,000	1,000,000
3 THIRD COUNTRIES CONTRIBUTION (incl. EEA/EFTA and candidate countries)	2,470,632	3,186,182	3,571,620	2,783,469	-12.64%	3,118,750	3,199,626
- Of which EEA/EFTA (excl. Switzerland)	2,470,632	3,186,182	3,571,620	2,783,469	-12.64%	3,118,750	3,199,626
- Of which candidate countries	-	-	-	-		-	-
4 OTHER CONTRIBUTIONS²⁴	93,064	90,000	90,000	90,000	0.00%	90,000	90,000
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 PAYMENT²⁵	22,611,666	p.m.	p.m.	p.m.		p.m.	p.m.
7 CORRECTION OF BUDGETARY IMBALANCES						-	-

²⁴ Internal assigned revenue (C4 funds) included for revenue received in the past and for future revenue that is certain.

²⁵ External assigned revenue (R0 funds) for revenue received in the past and for future revenue that is certain; otherwise, a token entry 'p.m.' ('pro memoria') is made and the estimated revenue is shown for information in below External Assigned Revenue table (FFR Art. 20 & 21).

TOTAL	111,024,847	93,278,457	104,274,121	104,334,668	11.85%	116,241,901	119,221,560
--------------	--------------------	-------------------	--------------------	--------------------	---------------	--------------------	--------------------

REVENUE	Additional EU funding: grant, contribution and service-level agreements						
	Budget 2023 (Executed)	Initial Budget 2024	Draft Budget 2025		VAR 2025/2024 (%)	Envisaged 2026	Envisaged 2027
			Agency request	Budget forecast			
Contribution agreements (FFR Art. 7)	11,016,289	11,864,888	12,127,382	15,640,000	31.82%	17,400,000	4,357,000
Grant agreements (FFR Art. 7)	3,199,555	1,750,000	4,000,000	-		-	-
Service level agreements (FFR Art. 43)	7,931,338	7,868,500	8,113,000	8,097,291	2.91%	8,570,770	7,890,981
Other external assigned revenue	464,483	450,000	450,000	450,000	0.00%	450,000	450,000
TOTAL	22,611,666	21,933,388	24,690,382	24,187,291	10.28%	26,420,770	12,697,981

Table 2: Expenditure

EXPENDITURE	2024		2025	
	Commitment appropriations	Payment appropriations	Commitment appropriations	Payment appropriations
Title 1 Staff Expenditure²⁶	34,664,497	34,664,497	40,110,000	40,110,000
Title 2 Infrastructure & Operating Expenditure	4,738,848	4,738,848	5,308,506	5,308,506
Title 3 Operational Expenditure²⁷	53,875,112	53,875,112	58,916,162	58,916,162
Title 4 Project Financed Actions	p.m.	p.m.	p.m.	p.m.
TOTAL EXPENDITURE	93,278,457	93,278,457	104,334,668	104,334,668

²⁶ 2025 Title 1 Staff Expenditure includes 1.727 m EUR proposed under the revision of the EMSA Founding Regulation which includes the resources foreseen under the revision of the maritime package Directives namely 0.513 m EUR for Ship Source Pollution, 0.171 m EUR for Accident Investigation, 0.171 m EUR for Port State Control and 0.171 m EUR for Flag State plus 0.349 m EUR from the extra EFTA contribution.

²⁷ 2025 Title 3 Operational Expenditure includes 8.012 m EUR of which 6.450 m EUR for Ship Source Pollution, 0.036 m EUR for Accident Investigation, 0.068 m EUR for Port State Control and 0.368 m EUR for Flag State.

Expenditure	Commitment Appropriations						
	Budget 2023 (Executed)	Initial Budget 2024	Draft Budget 2025		VAR 2025/ 2024 (%)	Envisaged 2026	Envisaged 2027
			Agency request	Budget forecast			
Title 1 - Staff expenditure	34,591,032	34,664,497	38,338,099	40,110,000	15.71%	44,292,000	45,177,840
11 Salaries & allowances	32,994,435	32,717,000	36,120,443	37,349,000	14.16%	40,747,144	41,562,087
- Of which establishment plan posts	29,676,569	29,187,000	32,181,443	33,167,500	13.64%	36,180,004	36,903,604
- Of which external personnel	3,317,866	3,530,000	3,939,000	4,181,500	18.46%	4,567,140	4,658,483
12 Expenditure relating to Staff recruitment	212,655	408,497	559,000	403,000	-1.35%	672,656	686,109
Employer's pension contributions							
13 Mission expenses	74,757	75,000	75,000	77,000	2.67%	80,000	81,600
14 Socio-medical infrastructure	51,640	58,000	70,000	67,000	15.52%	69,000	70,380
15 Training	160,888	249,000	174,000	236,000	-5.22%	243,000	247,860
16 Social welfare	830,658	871,000	1,033,581	1,641,000	88.40%	2,131,000	2,173,620
17 Receptions events and representation	34,000	35,000	35,000	46,000	31.43%	37,000	37,740
18 External Services	232,000	251,000	271,075	291,000	15.94%	312,200	318,444
Other Staff related expenditure							
Title 2 - Infrastructure and operating expenditure	4,583,405	4,738,848	5,047,710	5,308,506	12.02%	5,964,001	6,137,560
20 Rental of buildings and associated costs	3,406,140	3,646,200	3,750,000	3,791,287	3.98%	4,013,000	4,129,783
21 Information communication technology and data processing	817,307	766,698	858,260	1,063,219	38.67%	1,490,301	1,533,670
22 Movable property and associated costs	97,895	28,300	138,300	128,500	354.06%	48,500	49,911
23 Current administrative expenditure	66,896	92,200	96,700	96,700	4.88%	117,000	120,405
24 Postage / Telecommunications	80,525	125,450	124,450	128,800	2.67%	175,200	180,299
25 Meeting expenses	114,642	80,000	80,000	100,000	25.00%	120,000	123,492
Running costs in connection with operational activities							
Information and publishing							
Studies							
Other infrastructure and operating expenditure							
Title 3 - Operational expenditure	50,585,726	53,875,112	60,888,313	58,916,162	9.36%	65,985,900	67,906,160
31 Sustainability	24,011,799	24,485,216	31,042,292	28,550,712	16.60%	28,580,750	29,412,481
32 Surveillance	10,998,111	11,505,000	10,398,332	10,590,923	-7.95%	11,290,240	11,618,798
33 Safety & Security	2,580,682	3,575,572	3,855,000	3,884,500	8.64%	5,385,000	5,541,709
34 Digitalisation & Simplification	11,434,653	12,505,725	13,737,688	13,969,027	11.70%	18,055,815	18,581,258
35 Technical & Op. Assistance	1,147,404	1,337,000	1,462,000	1,488,000	11.29%	2,231,095	2,296,022
36 Strategic Support	413,076	466,599	393,000	433,000	-7.20%	443,000	455,892
Traditional Titles 1, 2 & 3	89,760,163	93,278,457	104,274,121	104,334,668	11.85%	116,241,901	119,221,560
Title 4 - Project Financed Activities	35,004,520	p.m.	p.m.	p.m.	p.m.	p.m.	p.m.
41 Maritime Information Services	3,452,392	p.m.	p.m.	p.m.	p.m.	p.m.	p.m.

42 Assistance to Candidate and ENP Countries	3,371,547	p.m.	p.m.	p.m.	p.m.	p.m.	p.m.
43 Surveillance SLAs	9,525,276	p.m.	p.m.	p.m.	p.m.	p.m.	p.m.
44 CleanSeaNet Services to Third Parties	-	p.m.	p.m.	p.m.	p.m.	p.m.	p.m.
45 COPERNICUS	16,556,877	p.m.	p.m.	p.m.	p.m.	p.m.	p.m.
46 EQUASIS	709,268	p.m.	p.m.	p.m.	p.m.	p.m.	p.m.
47 THETIS Modules	1,329,255	p.m.	p.m.	p.m.	p.m.	p.m.	p.m.
49 Miscellaneous	59,906	p.m.	p.m.	p.m.	p.m.	p.m.	p.m.
TOTAL	124,764,683	93,278,457	104,274,121	104,334,668	11.85%	116,241,901	119,221,560

Expenditure	Payment Appropriations						
	Budget 2023 (Executed)	Initial Budget 2024	Draft Budget 2025		VAR 2025/ 2024 (%)	Envisaged 2026	Envisaged 2027
			Agency request	Budget forecast			
Title 1 - Staff expenditure	34,423,162	34,664,497	38,338,099	40,110,000	15.71%	44,292,000	45,177,840
11 Salaries & allowances	32,977,892	32,717,000	36,120,443	37,349,000	14.16%	40,747,144	41,562,087
- Of which establishment plan posts	29,676,569	29,187,000	32,181,443	33,167,500	13.64%	36,180,004	36,903,604
- Of which external personnel	3,301,324	3,530,000	3,939,000	4,181,500	18.46%	4,567,140	4,658,483
12 Expenditure relating to Staff recruitment	190,204	408,497	559,000	403,000	-1.35%	672,656	686,109
Employer's pension contributions		-					
13 Mission expenses	72,417	75,000	75,000	77,000	2.67%	80,000	81,600
14 Socio-medical infrastructure	21,121	58,000	70,000	67,000	15.52%	69,000	70,380
15 Training	118,209	249,000	174,000	236,000	-5.22%	243,000	247,860
16 Social welfare	805,830	871,000	1,033,581	1,641,000	88.40%	2,131,000	2,173,620
17 Receptions events and representation	33,479	35,000	35,000	46,000	31.43%	37,000	37,740
18 External Services	204,010	251,000	271,075	291,000	15.94%	312,200	318,444
Other Staff related expenditure		-					
Title 2 - Infrastructure and operating expenditure	3,788,827	4,738,848	5,047,710	5,308,506	12.02%	5,964,001	6,137,560
20 Rental of buildings and associated costs	3,024,053	3,646,200	3,750,000	3,791,287	3.98%	4,013,000	4,129,783
21 Information communication technology and data processing	570,532	766,698	858,260	1,063,219	38.67%	1,490,301	1,533,670
22 Movable property and associated costs	39,446	28,300	138,300	128,500	354.06%	48,500	49,911
23 Current administrative expenditure	36,120	92,200	96,700	96,700	4.88%	117,000	120,405
24 Postage / Telecommunications	11,602	125,450	124,450	128,800	2.67%	175,200	180,299
25 Meeting expenses	107,073	80,000	80,000	100,000	25.00%	120,000	123,492
Running costs in connection with operational activities		-					
Information and publishing		-					
Studies		-					
Other infrastructure and operating expenditure		-					
Title 3 - Operational expenditure	50,201,193	53,875,112	60,888,313	58,916,162	9.36%	65,985,900	67,906,160
31 Sustainability	23,501,691	23,981,785	29,827,940	27,807,390	15.95%	28,497,879	29,327,198
32 Surveillance	10,775,978	11,490,474	10,568,346	10,901,940	-5.12%	10,788,379	11,102,332
33 Safety & Security	3,071,908	3,292,823	3,857,734	3,598,661	9.29%	5,650,855	5,815,301
34 Digitalisation & Simplification	10,867,564	13,297,788	14,709,293	14,747,172	10.90%	18,394,692	18,929,997
35 Technical & Op. Assistance	1,609,352	1,345,644	1,532,000	1,428,000	6.12%	2,211,095	2,275,440
36 Strategic Support	374,700	466,599	393,000	433,000	-7.20%	443,000	455,892
Traditional Titles 1, 2 & 3	88,413,182	93,278,457	104,274,121	104,334,668	11.85%	116,241,901	119,221,560
Title 4 - Project Financed Activities	22,611,666	p.m.	p.m.	p.m.	p.m.	p.m.	p.m.
41 Maritime Information Services	1,967,974	p.m.	p.m.	p.m.	p.m.	p.m.	p.m.
42 Assistance to Candidate and ENP Countries	1,536,637	p.m.	p.m.	p.m.	p.m.	p.m.	p.m.
43 Surveillance SLAs	7,170,520	p.m.	p.m.	p.m.	p.m.	p.m.	p.m.

44 CleanSeaNet Services to Third Parties		p.m.	p.m.	p.m.	p.m.	p.m.	p.m.
45 COPERNICUS	10,711,232	p.m.	p.m.	p.m.	p.m.	p.m.	p.m.
46 EQUASIS	378,668	p.m.	p.m.	p.m.	p.m.	p.m.	p.m.
47 THETIS Modules	786,728	p.m.	p.m.	p.m.	p.m.	p.m.	p.m.
49 Miscellaneous	59,906	p.m.	p.m.	p.m.	p.m.	p.m.	p.m.
TOTAL	111,024,847	93,278,457	104,274,121	104,334,668	11.85%	116,241,901	119,221,560

Table 3: Budget outturn and cancellation of appropriations

Budget outturn	2021	2022	2023
Reserve from the previous years' surplus (+)			
Revenue actually received (+)	105,785,206	115,807,271	111,954,231
Payments made (-)	-100,294,668	-109,230,458	-112,517,586
Carry-over of appropriations (-)	-21,532,886	-26,328,290	--24,498,558
Cancellation of appropriations carried over (+)	217,066	217,233	159,608
Adjustment for carry over of assigned revenue appropriation from previous year (+)	17,121,487	20,291,173	25,498,675
Exchange rate differences (+/-)	-9,244	- 4,152	210
Adjustment for negative balance from previous year (-)			
TOTAL	1,286,961	752,777	596,578

Annex IV. Human Resources

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

A. Statutory staff and SNE²⁸

Staff population		2023 (N-1)			2024 (N)	2025 (N+1)	2026 (N+2)	2027 (N+3)
Establishment plan posts		Authorised budget	Actually filled as of 31.12.2023	Occupancy rate %	Authorised staff	Envisaged staff	Envisaged staff	Envisaged staff
Officials	AD	3	3	100%	3	3	3	3
	AST			n/a	0	0	0	0
	AST/SC			n/a	0	0	0	0
TA	AD	149	148	99.33%	149	165	173	174
	AST	60	60	100%	60	61	62	62
	AST/SC			n/a	0	0	0	0
Total		212	211	99.53%	212	229	238	239
External staff		FTE corresponding to the authorised budget	Executed FTE as of 31.12.2023	Execution rate %	FTE corresponding to the authorised budget	Envisaged FTE	Envisaged FTE	Envisaged FTE
CA GFIV		36.5	31.63	86.66%	38	45	46.5	37
CA GF III		13	12.54	96.46%	14	17	15.5	12
CA GF II		17	16.42	96.59%	17	14	14	13.5
CA GFI		2	2	100%	1	1	1	1
Total CA		68.5	62.58	91.36%	70	77	77	63.5
SNE		19	16.5	86.84%	18	18	18	18
Total External staff		86.5	79.08	91.42%	88	95	95	81.5
TOTAL STAFF		298.5	290.08	97.18%	300	324	333	320.5

²⁸ The figures include new establishment plan posts and external staff expected from 2025 linked to the amended Directives in the new Maritime Safety Package and to the legislative proposal to revise the EMSA mandate.

B. External staff expected to be financed from grant, contribution or service-level agreements

Human Resources	2024	2025	2026	2027
	Envisaged FTE	Envisaged FTE	Envisaged FTE	Envisaged FTE
Contract Agents (CA)	39 ²⁹	40	36	22.5
Seconded National Experts (SNE)				
Total	39	40	36	22.5

C. Other Human Resources

- Structural services providers

	Actually in place as of 31.12.2023
IT	2
Other (specify)	
Other (specify)	

- Interim workers

	Total FTEs in 2023
Number	3.3 ³⁰

²⁹ 6 CAs included following the extension of the CISE Transitional Phase until June 2024 but counted as 3 FTEs since only in place during half of the year. Similarly, 8 CAs included from June 2024 but counted as 4 FTEs in 2024 and 2026 (end of the agreement).

³⁰ EMSA Budget only.

Table 2: Multi-annual staff policy plan 2023, 2024 and 2025

Function group and grade	2023				2024		2025 ³¹		2026 ³²		2027 ³³	
	Authorised budget		Actually filled as of 31.12.2023.		Authorised budget		Envisaged		Envisaged		Envisaged	
	officials	TA	officials	TA	officials	TA	officials	TA	officials	TA	officials	TA
AD 16												
AD 15		1				1		1		1		1
AD 14		3		3		3		4		5		6
AD 13	1	6	1	5	1	6	1	5	1	6	1	7
AD 12	1	18	1	11	1	18	1	20	1	23	1	25
AD 11		22		17		18		24		23		23
AD 10	1	29		32	1	31	1	29	1	29	1	29
AD 9		33	1	25		26		23		23		22
AD 8		22		14		18		17		17		15
AD 7		13		19		17		17		14		16
AD 6		2		19		11		22		24		20
AD 5				3				3		8		10
Total AD	3	149	3	148	3	149	3	165	3	173	3	174
AST 11												
AST 10		1				1		1		2		3
AST 9		4		2		5		4		5		6
AST 8		6		6		6		9		11		12
AST 7		14		8		14		16		16		15
AST 6		19		22		18		14		12		11
AST 5		13		13		13		10		8		6
AST 4		3		4		3		3		3		4
AST 3				3				4		4		4
AST 2				1						1		1
AST 1				1								
Total AST		60		60	0	60	0	61	0	62	0	62
Total AST/SC		0			0	0	0	0	0	0	0	0
TOTAL	3	209	3	208	3	209	3	226	3	235	3	236

³¹ The figures include 17 new posts (16 ADs of which 3 AD5s and 13 AD6s and 1 AST3) subject and without prejudice to the outcome of the legislative process to revise the EMSA Founding Regulation and the Accident Investigation, Flag State, Port State Control and Ship Source Pollution Directives.

³² The figures are provisional and will be adjusted in 2025, they include 9 new posts (4 AD5s and 4AD6s and 1AST3) subject and without prejudice to the outcome of the legislative process to revise the EMSA Founding Regulation and the Accident Investigation, Flag State, Port State Control and Ship Source Pollution Directives.

³³ The figures are provisional and will be adjusted in 2026, they include 1 new post (1AD5) subject and without prejudice to the outcome of the legislative process to revise the EMSA Founding Regulation.

External personnel

Contract agents

Contract agents	FTE corresponding to the authorised budget in 2023 (N-1) ³⁴	Executed FTE as of 31.12.2023 (N-1)	Headcount as of 31.12.2023 (N-1)	FTE corresponding to the authorised budget in 2024 (N)	FTE corresponding to the authorised budget in 2025 (N+1) ³⁵	FTE corresponding to the authorised budget in 2026 (N+2)	FTE corresponding to the authorised budget in 2027 (N+3)
CA GFIV	10.5	9.5	10	11	17	21	21
CA GF III	3	3	3	4	7	7	7
CA GF II	15	14.42	14	15	12	12	12
CA GFI	2	2	2	1	1	1	1
Total CA	30.5	28.92	29	31	37³⁶	41³⁷	41

Seconded national experts

SNEs	FTE corresponding to the authorised budget in 2023 (N-1)	Executed FTE as of 31.12.2023 (N-1)	Headcount as of 31.12.2023 (N-1)	FTE corresponding to the authorised budget in 2024 (N)	FTE corresponding to the authorised budget in 2025 (N+1)	FTE corresponding to the authorised budget in 2026 (N+2)	FTE corresponding to the authorised budget in 2027 (N+3)
SNE	18	16.5	16	18	18	18	18
Total	18	16.5	16	18	18	18	18

³⁴ Includes 1 CA FGIV counted as 0.5 FTEs for the Regulation of the European Parliament and of the Council of 13 September 2023 on the use of renewable and low-carbon fuels in maritime transport (FuelEU Maritime) and its subsequent resources allocation.

³⁵ 3 CA positions are upgraded from FGII to FGIII for the advancement of FG general exercise for 2025.

³⁶ The figure includes 6 new positions subject and without prejudice to the outcome of the legislative process to revise the EMSA Founding Regulation. The role of the new positions is intended to be Maritime Support Officers, for this reason they are needed at FGIV level. No additional administrative support is requested as the Agency will, as part of its efficiency gains strategy, use the current staff to absorb the additional workload.

³⁷ The figure includes 4 new CA FGIV positions for the Regulation of the European Parliament and of the Council of 13 September 2023 on the use of renewable and low-carbon fuels in maritime transport (FuelEU Maritime) and its subsequent resources allocation.

Table 3: Recruitment forecasts 2025 following retirement/mobility or new requested posts
(information on the entry level for each type of post: indicative table)

Job title in the Agency	Type of contract (official, TA or CA)		TA/Official		CA		
			Function group/grade of recruitment internal (...) and external (single grade) foreseen for publication				
	Due to foreseen retirement/mobility	New post requested due to additional tasks	Internal (brackets)	External (brackets)	Recruitment Function Group (I, II, III and IV)		
Project Officer		13 new TA posts	AD5-AD9	AD6			
Project Officer		3 New TA post	AD5-AD9	AD5			
Assistants		1 New TA Posts		AST3			
Maritime Operators for the Awareness Centre		6 new CA positions					FGIV
Project Officer	AD8-AD12 2 posts*						
Assistant	AST3-AST6 1 post*						

Number of inter-agency mobility 2023 from and to the Agency: There were no interagency mobility cases in 2023.

There are no retirements, at the moment of writing, which would affect the 2025 establishment plan levels.

*EMSA staff currently on leave of personal grounds may be reintegrated on these posts.

Annex 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		

The Agency has in place the necessary recruitment policies and implementing rules to engage the different categories of personnel allowed for. EMSA's recruitment and selection procedures endeavour to employ personnel of the highest standards of ability, efficiency and integrity from the broadest possible geographical basis among nationals of the EU Member States, Norway and Iceland. No position is reserved for nationals of any specific EU Member State.

The Agency applies a policy of equal opportunities and accepts applications without distinction on grounds of sex, race, colour, ethnic or social origin, genetic characteristics, language, religious, political or other convictions or opinions, belonging to a national minority, financial situation, property, birth, disability, age, sexual orientation, marital status or family situation. Transparency and equal treatment of the candidates are applied.

EMSA has identified its Temporary Agent positions as long-term positions because they cover tasks of a permanent nature. This allows for building up in-house expertise in sensitive and important areas like procurement, human resources, ICT, contract management, as well as for the operational tasks assigned to the Agency.

The majority of the Contract Agents are assigned to long term positions, with the exception of contract agent staff working for the Maritime Support Services and Project Financed Staff.

The Agency uses Seconded National Experts in the technical areas where advanced experience is available in National Administrations (e.g. Port State Control, Maritime Support Services, etc.). At the same time, the exchange of expertise through Seconded National Experts contributes to the development of effective and smooth working relationships between Member States' maritime administrations and EMSA.

All published vacancies are available on the Agency's website <http://www.emsa.europa.eu/positions-available/previous-vacancies.html>. The call for applications containing the requirements and functions of the post illustrate the profiles needed by the Agency.

It should be noted that the Agency is located in Portugal where the correction coefficient is lower than in Brussels to reflect the lower cost of living in Portugal.

Temporary Agents and Officials

The Agency currently employs three Permanent staff (Officials transferred from another EU Institution) who are dealing with issues such as legal affairs and procurement, project coordination and internal control. In general, Permanent staff (Officials) are employed in areas of activity where expertise acquired in another EU institution or body is beneficial to the Agency. Permanent staff are recruited after publication of the vacancy on the inter-institutional market (e.g. Officials from other EU institutions and bodies are invited to apply).

On 25th March 2015, EMSA's Administrative Board adopted a new implementing rule governing the engagement and use of Temporary Agents under Article 2(f) of the Conditions of Employment of Other Servants of the European Union, in line with the ex-ante agreement of the Commission on this matter.

On 25 July 2018, the EMSA Administrative Board adopted a model decision laying down implementing rules on middle management staff. The model decision reflects in particular the situation of temporary staff referred to in Article 2(f) CEOS, the parties involved in the selection procedure of middle managers, differentiation between an internal, inter-agency and external publication and the compulsory use of assessment centres for middle managers.

In line with the above-mentioned decision, Temporary Agent positions are always published internally. The post can equally be published for the purpose of Inter Agency mobility and/or externally.

All Temporary Agent contracts on long term employment are based on the sequence of 3 years + 3 years + indefinite duration. The only staff member on limited term employment under a Temporary Agent contract is the Executive Director.

In general, long term Temporary Agents are recruited (externally) at the levels indicated below:

- AST1 for Assistants
- AST3 to AST4 for Assistants for technical issues (Finance, HR, ICT, etc.)
- AD5 for Junior Officers
- AD6 to AD7 for Officers
- AD8 for Senior Officers
- AD9 to AD12 for Heads of Unit
- AD12 for Heads of Department

In light of the amended Staff Regulations of 2014 a new function group has been created for Temporary Staff: AST/SC: 'Secretary/Clerk' for clerical and secretarial tasks. Currently Secretarial tasks are performed by Contract Agents FG II.

Contractual Agents

Contract Agents are recruited for permanent tasks related to support activities in the Agency such as legal affairs, finance, human resources and ICT as well as more operational profiles.

The legal framework related to the recruitment and use of contract agents is governed by the Decision of the Administrative Board of 24 June 2019 on the general provisions for implementing Article 79(2) of the Conditions of Employment of Other Servants of the European Union, governing the conditions of employment of contract staff employed under the terms of Article 3a thereof.

The model decision in particular addresses new possibilities for the career development of contract agents at Agencies including career, advancement and reclassification, mobility between Agencies and with the Institutions, as well as the exceptional possibility of changing grade through a specific internal selection procedure. EMSA has implemented this possibility for eligible contract agents to allow successful candidates to have further possibility of career progression and accessibility to higher grades corresponding to higher functions and level of responsibility.

Indefinite contracts are concluded in accordance with the relevant implementing rule ("Procedure governing the engagement and use of contract staff at EMSA") as adopted by the EMSA's Administrative Board after having the agreement of the Commission. Contract Agents for a long-term employment are normally offered a contract for an initial period of 3 years with possibility of renewal (first renewal for 3 years – second renewal for an indefinite period).

The recruitment procedure for Contract Agents is regulated by the above-mentioned implementing rule. The Agency can also recruit its Contract Agents from existing EPSO reserve lists.

Contract Agents could also be assigned to non-permanent tasks such as replacement for long term absences, peaks of work, short term projects and basic administrative tasks.

Seconded National Experts and National Experts on Professional Training

Following the Commission decision of 12th of November 2008 laying down the rules on the secondment to the Commission of National Experts and National Experts in Professional Training (C(2008) 6866), the Administrative Board adopted on 20th of November 2009 new rules for the Secondment of National Experts and for National Experts in Professional Training (NEPT). The rules applicable to Seconded National Experts and National Experts on Professional Training can be found in the Agency's website: <http://www.emsa.europa.eu/recruitment-info/seconded-national-experts.html>.

Various programmes for National Experts in Professional Training (NEPT) have taken place since 2012. The NEPT programme has no substantial financial impact for the Agency.

Seconded National Experts are working in technical areas where the expertise and knowledge lie with Member States. Vacancies are circulated to the Permanent Representations in Brussels which forward them to the National Administrations of the Member States. These secondments are concluded for an initial period of one year and can be extended up to four years (exceptionally six). The recruitment procedure is similar to the one for Temporary Agents.

Interim Staff

interim staff provides for flexible arrangements in order to address service needs and replace statutory staff during long term absences and in peaks of worked linked to a time limited project.

B. Appraisal of performance and reclassification/promotions

Implementing rules in place:

		Yes	No	If no, which other implementing rules are in place
Reclassification of CA	Model Decision C(2015) 9560	x		
Reclassification TA	Model Decision C(2015) 9561	x		

Table 1: Reclassification of temporary staff/promotion of officials

Grades	Average seniority on the grade among promoted/reclassified staff ³⁸													
	2020		2021		2022		2023		2024		Actual average over 5 years		Average over 5 years (according to Decision C(2015) 9563)	
	Officials	TA	Officials	TA	Officials	TA	Officials	TA	Officials	TA	Officials	TA	Officials	TA
AD 5		2.38		2.93		3.15				-		3.38	2.8	2.8
AD 6				2.99		2.50		3.08		2.78		5.15	2.8	2.8
AD 7		2.84		3.20		3.00		-		2.54		2.77	2.8	2.8
AD 8		3.67		2.60	-	2.88		3.00		3.86	-	3.20	3	3
AD 9		4.07		4.14		4.33		3.67		4.00		4.06	4	4
AD 10		4.00		-		4.00		4.16		4.38		4.31	4	4
AD 11		4.00		-	-	4.75		4.00		4.33	-	4.42	4	4
AD 12	-			-		-		-			-		6.7	6.7

³⁸ With regard to the average number of years in grade of promoted/reclassified staff members, the average is not shown when 3 or less staff members are promoted/reclassified during the 5-year period.

AD 13										-		-	6.7	6.7
AST 1						-				-		-	3	3
AST 2						-				-		-	3	3
AST 3		3.00		-						-		4.64	3	3
AST 4		2.50		-		3.58		3.50		5.00		3.52	3	3
AST 5		3.80		4.17		4.00		4.00		4.67		4.13	4	4
AST 6		4.00		3.50		4.00		-		4.71		4.11	4	4
AST 7		-				3.50		3.67		4.00		4.00	4	4
AST 8								-		-		-	4	4
AST 9													N/A	N/A
AST 10 (Senior Assistant)													5	5
AST/SC1		N/A		N/A		N/A		N/A		N/A		N/A	4	4
AST/SC2		N/A		N/A		N/A		N/A		N/A		N/A	5	5
AST/SC3		N/A		N/A		N/A		N/A		N/A		N/A	5.9	5.9
AST/SC4		N/A		N/A		N/A		N/A		N/A		N/A	6.7	6.7
AST/SC5		N/A		N/A		N/A		N/A		N/A		N/A	8.3	8.3

Table 2: Reclassification of contract staff

Function Group	Grade	Staff in activity at 01.01.2022	Staff members reclassified in 2023	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				Between 6 and 10 years
	16	2			Between 5 and 7 years
	15	11	2	3	Between 4 and 6 years
	14	8	1	3.75	Between 3 and 5 years
	13				Between 3 and 5 years
CA III	11	1			Between 6 and 10 years
	10	2			Between 5 and 7 years
	9	3			Between 4 and 6 years
	8	1			Between 3 and 5 years
CA II	6	5			Between 6 and 10 years
	5	5	3	6.90	Between 5 and 7 years
	4				Between 3 and 5 years
CA I	2				Between 6 and 10 years
	1				Between 3 and 5 years

In 2015 EMSA adopted General Implementing Rules for the appraisal of officials, temporary and contract agents on the basis of the model decisions provided by the Commission.

EMSA received the model decisions for promotion and reclassification at the beginning of 2016 and they were adopted by the Administrative Board by written procedure on 29 April 2016.

EMSA's promotion/reclassification policy is based on the consideration of comparative merits, the CDR reports of staff, the use of languages in the execution of their duties (other than the language for which they have produced evidence of thorough knowledge in accordance with Article 28(f) of the Staff Regulations) and the level of responsibilities exercised. The ability to work in a third language was also considered for officials and temporary agents.

The promotion possibilities were provided to the AIPN by the Human Resources & Internal Support Unit. Social dialogue took place between the Staff Committee and the Executive Director regarding the comparison of merits. Staff had the possibility to appeal against not being included on the list of staff proposed for promotion/reclassification. A Joint Promotion/Reclassification Committee was in place to review the appeals.

The same principles applied to the reclassification of contract agents.

After the finalisation of the promotion/reclassification exercise, the EMSA Joint Committee examined the exercise and concluded that it was carried out in appropriate way and in accordance with the relevant Decisions.

C. Gender representation

Table 1 – Data on 31.12.2023 / statutory staff (only officials, AT and AC)

	Officials			Temporary		Contract Agents		Grand total	
		Staff	%	Staff	%	Staff	%	Staff	%
Female	Administrator level	1	33.33%	40	19.23%	15	22.73%	56	20.22%
	Assistant level (AST&AST/SC)			32	15.38%	21	31.82%	53	19.13%
	Total	1	33.33%	72	34.62%	36	54.55%	109	39.35%
Male	Administrator level	2	66.67%	108	51.92%	20	30.30%	130	46.93%
	Assistant level (AST&AST/SC)			28	13.46%	10	15.15%	38	13.72%
	Total	2	66.67%	136	65.38%	30	45.45%	168	60.65%
Grand Total		3	100%	208	100%	66	100%	277	100%

Table 2 – Data regarding gender evolution over 5 years of the middle and senior management

	2018		2023	
	Number	%	Number	%
Female managers	5	33.33%	5	31.25%
Male managers	10	66.67%	11	68.75%

The Agency adopted a new Gender Action Plan (GAP) for the period 2022-2025. EMSA has a low turnover rate and operates in the transport, maritime and ICT sectors, where big gender disparity exists. The Agency therefore faces challenges to improve its gender rate in the short-term, so the new GAP focuses on initiatives to improve gender equality and parity in the long-term through actions related to the promotion of values of non-discrimination by gender and equal opportunities in attracting and recruiting staff.

Actions in place to attract women and the younger generation not only to EMSA, but the transport, maritime and ICT sectors as well are:

- Female members of staff and members of EMSA's Women Network taking part in various conferences and events to challenge gender stereotypes and to represent female leadership and strong women in the working domains of EMSA;
- The Speed Networking Initiative: This is a yearly event on International Women's Day where women from the general public have the opportunity to have an informal conversation with EMSA female staff members about working in the maritime sector;
- The Ambassador Initiative: EMSA staff members and members of the EMSA Women Network visit schools, or give presentations to students at EMSA, with the aim of informing and educating young students about a career at EMSA and in the maritime sector, as well as promoting maritime-related fields of study, particularly amongst female students. The long-term objective is to receive more female applications in the future, in order to achieve better gender balance in the sector and within EMSA;
- EMSA taking part in career and employment fairs with the aim to attract university graduates and those looking to change career;
- SMART Indicator for our traineeship programme: EMSA seeks to attain at least 60% of female

trainees on our Traineeship Programme with the aim that they will be interested in continuing a career in the maritime or ICT sectors, or at EMSA in the future.

In addition, EMSA ensures that it uses gender neutral language in its vacancy notices and strives to have gender balanced selection committees. To reduce any potential bias, EMSA will introduce the use of anonymous CVs at the screening stage of the selection procedure, will continue to have gender balanced and diverse selection committees, and promote the use of unconscious bias in the evaluation of candidates by making obligatory the training about the subject by panel members.

The Agency is also a member of the Women in Transport Network – EU Platform for Change and regularly attends meetings to share ideas and practices with other members of the group on how to improve gender disparity in the transport sector.

D. Geographical balance

- Table 1

The table below shows the geographical distribution of staff – statutory staff only (officials, AT and AC) working in EMSA at 31 December 2023:

Nationality	AD+CA FG IV		AST/SC – CA FG I/CA FG II/CA FG III		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
Portugal	50	26.88%	34	37.36%	84	30.32%
Spain	31	16.67%	6	6.59%	37	13.36%
Italy	23	12.37%	9	9.89%	32	11.55%
Belgium	4	2.15%	13	14.29%	17	6.14%
Poland	13	6.99%	4	4.40%	17	6.14%
Greece	12	6.45%	2	2.20%	14	5.05%
France	11	5.91%	2	2.20%	13	4.69%
Germany	4	2.15%	4	4.40%	8	2.89%
Ireland	6	3.23%	2	2.20%	8	2.89%
Romania	4	2.15%	1	1.10%	5	1.81%
Bulgaria	7	3.76%	0	0.00%	7	2.53%
Netherlands	2	1.08%	2	2.20%	4	1.44%
Malta	3	1.61%	1	1.10%	4	1.44%
Estonia	4	2.15%	0	0.00%	4	1.44%
United Kingdom	1	0.54%	2	2.20%	3	1.08%
Croatia	3	1.61%	2	2.20%	5	1.81%
Cyprus	2	1.08%	0	0.00%	2	0.72%
Czech Republic	1	0.54%	1	1.10%	2	0.72%
Denmark	1	0.54%	1	1.10%	2	0.72%
Hungary	0	0.00%	2	2.20%	2	0.72%
Slovakia	0	0.00%	2	2.20%	2	0.72%
Sweden	0	0.00%	1	1.10%	1	0.36%
Finland	1	0.54%	0	0.00%	1	0.36%
Latvia	2	1.08%	0	0.00%	2	0.72%

Austria	1	0.54%	0	0.00%	1	0.36%
Grand Total	186	100%	91	100%	277	100%

On 31.12.2023 the Agency did not have amongst its staff nationals of Lithuania, Luxembourg and Slovenia.

The Agency has developed actions in order to improve geographical balance, among others to increase outreach of EMSA job vacancies and participate at relevant Job Fairs.

Furthermore, as a practice, in case of equal merit, the Agency will choose the candidate holding the underrepresented gender and/or nationality.

Due to the Agency's location, the number of Portuguese staff continues to be high. It should be noted that the correction coefficient affects the attractiveness of Lisbon as a place of employment. The latest indications that the downward trend has ended are positive in this respect. In order to remain attractive as an employer for all EU nationalities it is important to offer suitable conditions for families, such as access to multilingual tuition with similar terms to those available for staff in the EU Institutions.

Regarding the nationality of staff (TAs, CAs and SNEs) who took up duties during 2023, the most represented nationalities were Portuguese (42%) and Italian (17%).

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

Most represented nationality	2018		2023	
	Number	%	Number	%
Portuguese	75	27.99%	84	28.67%

E. Schooling

Contribution agreements signed with the Commission on type I European Schools	Yes		No	X
Contribution agreements signed with the Commission on type II European Schools	Yes		No	X
Number of service contracts in place with international schools:				
Description of any other solutions or actions in place:				
<p>The Administrative Board of the Agency has adopted a Social Measure 'Multilingual tuition for children of EMSA staff in Lisbon'.</p> <p>In March 2008 the Administrative Board amended the decision adopted in June 2005, as experience showed that a more formalised procedure to register staff members' children was necessary in order to implement the measure strictly according to its purpose. The procedure has been in force ever since and has proven to be efficient in meeting its objective and in keeping control of expenses.</p> <p>The primary aim of the decision adopted by the Administrative Board is to facilitate the recruitment of EMSA staff, respecting its obligation to maintain a balance of nationalities. In order to attract or retain staff of different nationalities it is important that their children have access to multi-lingual tuition free of charge.</p> <p>Following the Administrative Board's decision, the Agency has selected a number of suitable multi-lingual schools and developed detailed administrative rules to implement the decision. These administrative rules provide that children of EMSA staff members have access to multi-lingual tuition and that the school fees are covered through direct agreements between the Agency and the relevant schools.</p> <p>Subsequent to the assessments of a number of international schools in the Lisbon area and having received the opinion of the EMSA Staff Committee, a number of multi-lingual schools with an international character have been included in the social measure.</p> <p>Furthermore, the European School Board of Governors approved in December 2019 the General Interest file for the creation of an Accredited European School in Lisbon.</p> <p>The next step is the submission of a Dossier of Conformity to the Board of Governors laying down the specific details for the setting up and functioning of the school.</p>				

In 2023 a total of 116 children of staff members have been enrolled in the different schools. The number of children decreased by 4 in comparison with last year. The distribution of children of EMSA staff by language school is as follows:

Language school ³⁹	Number of Children	%
English Schools (St. Julians, St. Dominic's, The International Preparatory School, Oeiras International School and Carlucci American School)	73	62.9%
French School (Lycée Français Charles Lepierre)	21	18.1%
German School (Deutsche Schule Lissabon)	8	6.9%
Spanish School (Instituto Español de Lisboa)	14	12.1%
Total	116 children	100%

The additional cost of having this social measure in place has been of approximately € 757,000 for the budgetary year 2023. It should be noted that the average cost per pupil follows the trend of the previous years and remains significantly lower than the average cost per pupil in the European School system.

The Agency continues its efforts towards the goal of setting-up an Accredited European School in Lisbon.

³⁹ The Agency also has a direct agreement with the Svenska Skolan Lissabon, however no children are enrolled at present.

Annex VI. Environment management

In 2019, EMSA's management decided to aim for registration within the EU Eco-Management and Audit Scheme (EMAS) in 2021. Once the scheme is fully in place, further actions will be taken to ensure continuous improvement in respect of its environmental performance thus guaranteeing the maintenance of the EMAS registration.

In 2020 EMSA's first environmental review was completed, and an Environmental Management System (EMS) introduced. The Agency applied it to all its activities, committing to minimising the environmental impact of its everyday work, continuously improving individual and collective environmental performance, and supporting and stimulating innovation and development in marine-environmental matters. EMSA establishes environmental objectives and tasks on an annual basis, defines clear responsibilities, and openly provides information. The Agency also complies with all environmentally relevant legislation and obligations, as well as with voluntary obligations under the EMAS framework. The Agency implemented the newly established EMS in 2021, has completed the mandatory Internal Audit to check its robustness and undergone the annual review of the System, which was followed by verification and validation by an external entity. EMSA was EMAS registered in 2022. In 2022 environmental management has been integrated in EMSA's IQMS. EMSA has implemented its environmental programme of 2022 and has successfully undergone the annual audit, thus maintaining the EMAS registration.

EMSA's Environmental Programme is set annually for the following year and made publicly available on the EMSA's website as part of the annual environmental statement.

In line with the EU's EMAS Regulation and ISO 14001, under which EMSA is committed to:

- prevent and minimise the environmental impact of everyday work,
- continuously improve individual and organisational environmental performance,
- support and stimulate innovation and development in marine-environmental matters,
- establish environmental objectives and tasks, defining clear responsibilities and openly providing information,
- comply with all environmentally relevant legislation and obligations, as well as with voluntarily assumed obligations, namely under the EMAS and ISO 14001 frameworks.

More specifically, EMSA is committed to:

- minimise its carbon dioxide emissions;
- promote the efficient use of energy and minimise its consumption;
- apply environmental criteria in its public procurement procedures;
- minimise the use of paper;
- minimise the production of waste and optimally manage it;
- encourage, train, and involve staff to achieve these goals.

Annex VII. Building Policy

	Name, location and type of building	Other Comment
Information to be provided per building:	EMSA HQ, Lisbon	Including indexation. Calculations based on SLA with EMCDDA and lease agreement with APL.
Surface area (in square metres) Of which office space Of which non-office space	10,667 m ² 10,180 m ² 486.84 m ²	
Annual rent (in EUR)	2,114,324.81	2025 estimated costs based on annual 4,5% increase
Type and duration of rental contract	Lease Agreement signed on 01.05.2009 for a period of 25 years	
Host country grant or support	n/a	
Present value of the building	n/a	
	Name, location and type of building	Other Comment
Information to be provided per building:	Conference Centre (shared with EMCDDA), Lisbon	Including indexation. Calculations based on SLA with EMCDDA and lease agreement with APL
Surface area (in square metres) Of which office space Of which non-office space	2,116.26 m ²	
Annual rent (in EUR)	352,248.16	2025 estimated costs based on 4,5% increase
Type and duration of rental contract	Lease Agreement signed on 01.05.2009 for a period of 25 years	
Host country grant or support	n/a	
Present value of the building	n/a	
	Name, location and type of building	Other Comment
Information to be provided per building:	Palacete (shared with EMCDDA), Lisbon	Including indexation. Calculations based on SLA with EMCDDA and Lease Agreement between EMCDDA and APL
Surface area (in square metres) Of which office space Of which non-office space	1,933.9 m ²	
Annual rent (in EUR)	0	
Type and duration of rental contract	Service Level Agreement with EMCDDA, SLA ended	
Host country grant or support	n/a	
Present value of the building	n/a	

	Name, location and type of building	Other Comment
Information to be provided per building:	Underground parking (101 spots), Lisbon	Including indexation. Calculations based on SLA with EMCDDA and lease agreement with APL
Surface area (in square metres) Of which office space Of which non-office space	n/a	
Annual rent (in EUR)	165,176.88	2025 estimated costs based on 4,5% increase
Type and duration of rental contract	Lease agreement signed on 01/05/2009 for a period of 25 years	
Host country grant or support	n/a	
Present value of the building	n/a	

	Name, location and type of building	Other Comment
Information to be provided per building:	External parking (49 spots), Lisbon	Current lease agreement with APL temporarily suspended. For the moment Camara Municipal has cancelled the plan for external parking.
Surface area (in square metres) Of which office space Of which non-office space	n/a	
Annual rent (in EUR)	n/a	
Type and duration of rental contract	Lease agreement	
Host country grant or support	n/a	
Present value of the building	n/a	

Annex VIII. Privileges and immunities

Agency privileges	Privileges granted to staff	
	Protocol of privileges and immunities / diplomatic status	Education / day care
<p>In July 2004, the Protocol between the Government of the Portuguese Republic and EMSA was signed covering the relations between the Agency and Portugal as its host State.</p> <p>Privileges granted:</p> <ul style="list-style-type: none"> ▪ exemption from direct taxes; ▪ exemption from purchase tax on goods and services; ▪ exemption from customs duties and from any taxes on imports and exports; ▪ exemption from any duties and any import restrictions on vehicles of official use; ▪ exemption from road tax for vehicles under “special registration” (diplomatic plates); ▪ exemption from taxation on fuel and lubricants; ▪ replacement of official vehicles every 5 years; ▪ special status of the Agency Headquarters (Similar to Diplomatic mission); ▪ security staff with special authorisation to carry firearms; ▪ exemption from any charges for Visas and other authorisations for EMSA guests. 	<p>Comparable category of the members of diplomatic corps in Portugal;</p> <ul style="list-style-type: none"> ▪ exemption from national taxes on earning, salaries and respective payments paid by the Agency; ▪ immunity from jurisdiction as regards acts carried out by the staff member in official capacity; ▪ exemption from purchase tax on goods and services (VAT); ▪ exemption from customs duties and from any taxes on imports and exports (duty-free); ▪ exemption from any duties and any import restrictions on vehicles of official/private use; ▪ exemption from road tax for vehicles under “special registration” (diplomatic plates); ▪ exemption from taxation on fuel and lubricants; ▪ replacement of official/private vehicles once after 4 years. 	<p>Providing access to schools in the mother tongue of the staff member is an issue that the Agency has taken seriously and therefore in 2005 the Agency has adopted a social measure "multilingual tuition for children of EMSA staff" in Lisbon.</p> <p>Under this social measure EMSA currently assists in providing access to English, French, German, Spanish and Swedish schools. The Agency covers the school fees through direct agreements between the Agency and the relevant schools. This social measure is taken upon the Agency's own initiative and is paid by the Agency budget (no involvement of the hosting State).</p> <p>This social measure is not intended to replace the educational allowance, as provided by the Staff Regulations.</p> <p>Educational allowances are duly determined and paid when due.</p>

Annex IX. Evaluations

In line with the EMSA Financial Regulation, all proposals for programmes, projects or activities occasioning budget expenditure or changes to the work programme for which the overall estimated expenditure exceeds EUR 2 000 000 are subject to an ex-ante evaluation. Moreover, where the resources exceed EUR 4 000 000 an interim and/or ex post evaluation is carried out. The outcome of these evaluations might result in recommendations and actions plan to streamline even further future activities. To this end, an internal action plan is being developed.

Subsequent to the revision of the Founding Regulation in 2013, and in accordance with its Article 22, a five-year evaluation was completed by 2018, which concluded in its final Assessment⁴⁰ that **“EMSA has become an important and respected player in the maritime community, providing world-class services that enhance the ability of stakeholders to respond to the challenges and, ultimately, make the EU maritime sector safer and more secure.**

In the absence of EMSA, the activities the Agency undertakes would not be carried out at the same level (or would not be conducted at all). A discontinuation or reduction of EMSA’s mandate would have significant negative impacts on maritime safety and security in Europe: standards and practices in the field would be significantly less harmonised, there would be less sharing of data, information and practices, and this would ultimately have a negative impact on maritime safety and security.”

The subsequent Administrative Board recommendations to the Commission were taken into account in the EMSA 5-year Strategy for the years 2020-2024 which was extended to also cover 2025 at the 70th EMSA Administrative Board meeting.

⁴⁰ The full evaluation report can be found on the agency’s website: <http://emsa.europa.eu/who-are-we/admin-board/evaluation-activities.html>

Annex X. Strategy for the organisational management and internal control systems

Since the start of its activities, and in pace with the growth of the Agency, EMSA has progressively developed and implemented a series of internal measures to ensure that its activities are subject to control and to provide reasonable assurance to management of the achievement of the Agency's objectives.

In line with Article 45.2 of the EMSA Financial Regulation, the Agency has implemented an Internal Control Framework (ICF) which was adopted by the Administrative Board in November 2018. EMSA's ICF is based on the framework adopted by the Commission and is in line with the latest international best practice regarding internal controls, more in particular the COSO-framework⁴¹.

The Internal Control Framework contains a full set of processes applicable at all levels of management and is designed to provide reasonable assurance of achieving five objectives set in Article 30 of the Financial Regulation of the Agency:

- effectiveness, efficiency and economy of operations;
- reliability of reporting;
- safeguarding of assets and information;
- prevention, detection, correction and follow-up of fraud and irregularities;
- adequate management of the risks relating to the legality and regularity of the underlying transactions, taking into account the multiannual character of programmes as well as the nature of the payments concerned.

EMSA's ICF consists of five control "components"⁴² and implies a continuous assessment whether each component is present and functioning and whether all components function well together. To this end, the Internal Control Coordinator provides a regular reporting to the Executive Director.

Examples of measures in place are: implementation of organisational structures and making sure they are continuously adapted to the changing environment; development and updates of several staff policies and operational procedures; setting of clear objectives and monitoring them through well-developed management reporting and monitoring tools including Key Performance Indicators, Risk management and business continuity planning. When implementing new measures, where possible, the Agency takes into account the costs and benefits of such controls.

The Internal Control Framework supplements the Financial Regulation and other applicable rules and regulations.

One of the key elements of the ICF concerns the Risk Management Framework. This framework aims to provide clear guidance on how to analyse and evaluate risks (i.e. identify and assess risks), decide on actions and controls to terminate or mitigate the risks, assign ownership and finally to implement these actions and controls and monitor and review the risk management process.

The Agency has developed a rigorous approach to risk management. This includes a risk register, which covers all identified internal and external risks related to all EMSA's activities and action plans to reduce the potential consequence of each identified risk to an acceptable level.

As regards the prevention, detection, correction and follow-up of fraud and irregularities, the Agency has implemented its Anti-Fraud Strategy (AFS)⁴³.

EMSA's AFS is based on the methodology and guidance for anti-fraud strategy presented by OLAF as well as on the Anti-Fraud Strategy of DG MOVE of the European Commission. It provides a framework addressing the issues of prevention, detection and conditions for investigations of fraud at Agency level. This methodology consists of the following steps:

- Fraud risk assessment (updated annually);
- Setting the Agency's objectives;
- Establishing an Action plan implementing the anti-fraud strategy;
- Evaluating the impact of the strategy and updating the strategy or action plan.

In line with the above, the Agency continues to adapt and improve its policies, guidelines and actions to:

- (1) Promote the highest level of integrity of EMSA staff,
- (2) Support effective prevention and detection of fraud risk and
- (3) Establish appropriate internal procedures for reporting and handling potential fraud cases and their outcomes.

⁴¹ The Committee of Sponsoring Organizations of the Treadway Commission – COSO - is dedicated to providing thought leadership through the development of frameworks and guidance on enterprise risk management, internal control and fraud deterrence.

⁴² (1) Control environment; (2) Risk Assessment; (3) Control Activities; (4) Information and Communication and (5) Monitoring Activities.

⁴³ This AFS was adopted by the Administrative Board in March 2021.

Annex XI. Plan for grant, contribution and service-level agreements⁴⁴

General information					Financial and HR impact				
	Date of signature	Duration	Counterpart	Short Description		2024	2025	2026	2027
Contribution agreements									
IPA III	September 2023	August 2027	DG NEAR	Preparatory measures for the future participation of relevant IPA III beneficiaries in EMSA	Amount	200,000	200,000	200,000	150,000
					Number of CA	n/a	n/a	n/a	n/a
					Number of SNE	n/a	n/a	n/a	n/a
Copernicus Maritime Surveillance	September 2021	December 2027	DG-DEFIS	Implementation of Copernicus Maritime Surveillance Services (2021-2027)	Amount	11,827,601	10,720,907	10,873,312	10,334,934
					Number of CA	7	7	7	7
					Number of SNE	n/a	n/a	n/a	n/a
SAFEMED V EuroMed Maritime Safety Project	April 2022	Until 31 March 2028	DG NEAR	Award of a financial contribution by the Contracting Authority to finance the implementation of the action entitled: SAFEMED V, Euromed Maritime Safety Project (8 MEUR for the duration of the project; annual distribution not yet known)	Amount	1,333,333	1,333,333	1,333,333	1,333,333
					Number of CA	4.5	4.5	4.5	4.5
					Number of SNE	n/a	n/a	n/a	n/a
BCSea II, Maritime Safety, Security and Environmental Protection in B&CS Regions	October 2022	Until 30 September 2026	DG NEAR	Award of a financial contribution by the Contracting Authority to finance the implementation of the action entitled: Maritime Safety, security and marine environmental protection in the Black and Caspian Sea Regions (3.5 MEUR for the duration of the project)	Amount	875,000	875,000	656,250	n/a
					Number of CA	2.5	2.5	2.5	n/a
					Number of SNE	n/a	n/a	n/a	n/a
EMSWe	21 June 2023	Until 20 June 2027	DG MOVE	Support in the implementation of the EMSWe Regulation	Amount	785,000	235,000	0	0
					Number of CA	n/a	n/a	n/a	n/a
					Number of SNE	n/a	n/a	n/a	n/a
FuelEU Maritime	26 June 2023	Until 31 December 2024	DG MOVE	Support in the implementation of the FuelEU Maritime Regulation	Amount	500,000	n/a	n/a	n/a
					Number of CA	n/a	n/a	n/a	n/a
					Number of SNE	n/a	n/a	n/a	n/a
CISE Operational Phase	17 May 2024	2 years, until 1 July 2026	DG MARE	Contribution Agreement to ensure the financial contribution to EMSA for the role of coordinator of the voluntary CISE Operational Phase	Amount	1,390,646.5	2,781,293	1,390,646.5	n/a
					Number of CA	8 ⁴⁵	8	8	n/a
					Number of SNE	n/a	n/a	n/a	n/a
THETIS-EU	Planned end of 2024	3 years	DG ENV	Support of the implementation of Directive (EU) 2016/802 of the European Parliament and of the Council of 11 May 2016 relating to a reduction in the sulphur content of certain liquid fuels	Amount	n/a	135,000	120,000	45,000
					Number of CA				
					Number of SNE				
Grant agreements									
CISE Transitional Phase (Grant Agreement 1)	April 2019	Until December 2023 – extended until June 2024	DG MARE	Ad-hoc Grant agreement for the implementation of the action "Setting up and enabling the transitional phase to CISE Operations"	Amount	350,000	n/a	n/a	n/a
					Number of CA	0 ⁴⁶	n/a	n/a	n/a
					Number of SNE	n/a	n/a	n/a	n/a
CISE Transitional Phase (Grant Agreement 2)	December 2020	Until December 2023 extended until June 2024	DG MARE	Ad-hoc Grant agreement for the implementation of the action "Common Information Sharing Environment (CISE) – Transitional Phase"	Amount	700,000	n/a	n/a	n/a
					Number of CA	0 ⁴⁷	n/a	n/a	n/a
					Number of SNE	n/a	n/a	n/a	n/a

⁴⁴ The financial information provided reflects the expected project implementation expenditure for the given year.

⁴⁵ Includes 6 CAs under the CISE Transitional Phase Agreements 1 and 2 extended until June 2024.

⁴⁶ The 3 CAs for the CISE Transitional Phase, Grant Agreement 1 (extended until June 2024) are already included under the CISE Operational Phase.

⁴⁷ The 3 CAs for the CISE Transitional Phase, Grant Agreement 2 (extended until June 2024) are already included under the CISE Operational Phase.

General information					Financial and HR impact				
	Date of signature	Duration	Counterpart	Short Description		2024	2025	2026	2027
Service Level Agreements									
FRONTEX SLA	May 2016	Indefinite	FRONTEX	Service Level Agreement between the European Border and Coast Guard Agency (Frontex) and the European Maritime Safety Agency (EMSA) for the provision of surveillance tools and services in support of Frontex activities, including for the implementation of the EUROSUR framework.	Amount	7,000,000	7,000,000	7,000,000	7,000,000
					Number of CA	11	11	11	11
					Number of SNE	n/a	n/a	n/a	n/a
EFCA SLA	December 2022	Indefinite	EFCA	Service Level Agreement between the European Fisheries Control Agency (EFCA) and the European Maritime Safety Agency	Amount	300,000	300,000	150,000	n/a
					Number of CA	2	2	2	n/a
					Number of SNE	n/a	n/a	n/a	n/a
THETIS-EU AWF	28 April 2021	Extended until 27 October 2025	DG SANTE	This Agreement is to further support the control and enforcement processes as regards the compliance of ships calling ports within the jurisdiction of the Member States with the requirements of Council Regulation (EC) No 1/2005 and the correct and cost-effective implementation by the Member States.	Amount	74,090	25,000	n/a	n/a
					Number of CA	n/a	n/a	n/a	n/a
					Number of SNE	n/a	n/a	n/a	n/a
THETIS-MRV & ETS	28 October 2022	4 years	DG CLIMA	EMSA will support the European Commission in the implementation of the new legislative framework stemming from the ongoing discussions on the proposal for a Directive of the European parliament and of the Council amending Directive 2003/87/EC establishing a system for greenhouse gas emission allowance trading within the Union, Decision (EU) 2015/1814 concerning the establishment and operation of a market stability reserve for the Union greenhouse gas emission trading scheme and Regulation (EU) 2015/757 for the elements related to maritime transport.	Amount	811.099	767.347	386.121	n/a
					Number of CA	5	5	5	n/a
					Number of SNE	n/a	n/a	n/a	n/a
					Number of CA	n/a	n/a	n/a	n/a
EUROSTAT SLA	25 July 2024	1 year, automatic renewal	EUROSTAT	Cooperation Agreement establishing the conditions for the provision and use of EMSA data (in aggregated format and anonymized) to EUROSTAT for the dissemination of early estimates on maritime transport	Amount	30,000	n/a	n/a	n/a
					Number of CA	n/a	n/a	n/a	n/a
					Number of SNE	n/a	n/a	n/a	n/a
Other external assigned revenue									
EQUASIS	May 2000	No end date	EQUASIS members	MOU on the establishment of the Equasis information system	Amount	450,000	450,000	450,000	450,000
					Number of CA	n/a	n/a	n/a	n/a
					Number of SNE	n/a	n/a	n/a	n/a
Total					Amount	26,626,769.50	24,822,880.00	22,559,662.50	19,313,267.00
					Number of CA	40	40	40	22.5⁴⁸
					Number of SNE	-	-	-	-

⁴⁸ SAFEMED V and BCSea II, Maritime Safety, Security and Environmental Protection in B&CS Regions (which end respectively on 31 March 2028 and 30 September 2026) share one Contract Agent. It is expected that BCSea II will be extended but the 2.5 CAs are not included at this stage.

Annex XII. Strategy for cooperation with third countries and/or international organisations

Setting the scene

The EU plays a valuable role on the global stage of maritime transport where EMSA acts as a key player in the implementation of the EU cooperation strategy. Since the very beginning, EMSA has worked to foster and strengthen its own international dimension as this is inherent to the shipping industry itself. Worldwide, more than 80% of trade in goods relies on international shipping and 33% of intra-EU trade is handled in EU ports. The European share of shipowners of the world's merchant fleet amounts to some 40% and these ships are manned by seafarers from all over the world. The nature of EMSA's work is international and the information handled and measures supported by the Agency go well beyond the boundaries of traditional EU borders. Every day the Agency comes across and interacts with partners from all over the world making its contribution to enhancing the quality of maritime transport.

A vision for the EMSA role at international level

The new European Commission priority, "[A global Europe: Leveraging our power and partnerships](#)" puts emphasis on an area of work which can be further developed at EMSA in the years to come. The international dimension of the Agency and its potential in support of the Commission and the European Union could be further explored and possibly exploited to add value in the context of external policies when the tasks and the mandate of EMSA are relevant.

The EMSA 5-year strategy for 2020-2024, adopted by the Agency's Administrative Board in November 2019 and extended to cover 2025 in June 2024, recognises EMSA as an international reference and sets a specific strategic objective in this area: "[step up technical and operational support where EMSA can add value to relevant EU foreign policies.](#)"

According to the 5-year strategy, actions may encompass:

- *Enhance cooperation with IMO, WMU, ILO, IALA.* By providing technical expertise in support of the Commission and the Member States in relevant international organisations, EMSA can further enhance the contribution of the EU to safe, secure and sustainable shipping.
- As an increasingly recognised player in the international maritime arena, the Agency could also strengthen its relations with international partners such as IMO, ILO, WMU, etc. particularly in the capacity building area.
- *Investigate options to contribute to targeted initiatives related to development cooperation.* Safety and protection of the marine environment could be the subject of targeted initiatives with countries for which there is an EU policy to offer support within the framework of development cooperation, and the Agency could be the technical partner to support such actions.

The current level of engagement

EMSA's Founding Regulation already contains in its Article 2.4 references to *assistance to Member States and the Commission to contribute to the relevant work of the technical bodies of IMO, ILO, the Paris MoU and relevant regional organisations to which the Union has acceded.*

Art 2.5 foresees both technical and operational assistance (in case of pollution) to countries applying for accession to the EU as well as to ENP countries.

Similarly, its Article 17 deals with participation of third countries in EMSA's activities, provided that *they have adopted and are applying Community law in the area of maritime safety, security, prevention of pollution and response to pollution caused by ships.*

The Agency has over the years been providing technical assistance to accession countries and neighbouring countries through the IPA and ENP instruments, which has in practice extended the use of elements of the Agency's expertise and portfolio of tools and thus supported EU standards and practices in the Agency's areas of expertise beyond EU borders.

Beyond this traditional assistance, and in agreement with the European Commission and EMSA Administrative Board, EMSA has also extended the use of some of its capacity building tools to regional MoUs on Port State Control beyond the EU (Tokyo MoU, Indian Ocean MoU, Caribbean MoU, Riyadh MoU, MED MoU).

A procedure is in place as adopted by the Administrative Board in March 2018 with a clear reference to the EU added value and a case-by-case decision by the EMSA Administrative Board, following assessment of workload involved, impact on core tasks of the Agency and resources needed.

At the request of the Commission, EMSA has also supported EU engagement in relevant international organisations, the IMO in particular. Regional organisations (Helcom, Bonn agreement, REMPEC, etc) are also among the players that interact regularly with the Agency in a mutually beneficial exchange of experience and expertise.

Another set of organisations that were recently added to the list of counterparts for EMSA beyond the EU context is that of regional Coast Guard fora (MEDCGF, BSCGF, etc), following the amendment of the EMSA Founding Regulation which incorporated the European Cooperation on Coast Guard functions and added a new level of interaction to EMSA's existing engagement with the two other EU Agencies (EFCA and Frontex). At European level, the main counterpart is represented by the European Coast Guard Functions Forum (ECCGF) where EMSA participates as observer and is regularly associated in the work streams. Every year the Agency and the presidency of the ECGFF are jointly co-organising a workshop to address cross sectoral issues. Beyond this level, EMSA participates in the Global Coast Guard Forum, where authorities performing Coast Guard functions from all over the world share their best practices.

EQUASIS is an international initiative that sees EMSA working together with non-EU countries which are amongst the project's contributors (Brazil, United Kingdom, USA, Japan, Canada and South Korea) as well as two EU countries (France, Spain) and one EEA country (Norway).

On an *ad hoc* basis, and when requested by the European Commission, the Agency has also provided relevant capacity building activities for selected third countries with the idea of supporting EU interests regarding competitiveness, safety, security and environmental sustainability and exporting EU best practises and solutions.

In the area of surveillance, EMSA naturally plays an important role with concrete examples that go beyond EU waters, for example:

- The LRIT IDE, which is run by EMSA, is the central module of the LRIT network that interconnects all LRIT Data Centres. The LRIT IDE makes it possible for LRIT users worldwide to request and receive LRIT position reports from ships in an effective and timely manner.
- EMSA provides maritime information services in support to EU authorities operating in the Gulf of Guinea and East Africa. This includes a wide range of European Navies, European organizations working in law enforcement (such as MAOC(N), the European Fisheries Control Agency (EFCA) and the United Nations Office on Drugs and Crime (UNODC). Additionally, this service provision is also used to support capacity building activities in the region, coordinated by the above-mentioned EU authorities in close cooperation with African countries.
- As proven by the most recent cases, the potential of EMSA surveillance tools is known and used during maritime accidents happening worldwide, where satellite images may be provided upon request from the EMRCC to monitor the development of pollution accidents.

Priorities and objectives

Four groups of stakeholders can be identified as key priorities for EMSA international cooperation activities:

1. IPA countries
2. ENP countries
3. Regional and Intra European organisations, international organisations and multilateral fora
4. Other non-EU/EEA countries

Four strategic objectives can be identified:

1. Capacity building and preparation of IPA countries for implementation of EU legislation and participation in EMSA's work;
2. Capacity building, approximation of standards and increased cooperation with ENP countries;
3. Strengthening collaboration with relevant regional, international organisations and multilateral fora;
4. Support EU external policies with *ad hoc* projects/actions with other non-EU/EEA countries.

Guiding principles

The implementation of these priorities and strategic objectives will rely on a framework of guiding principles for coordination and partnership across all EMSA international activities which can be summarised as:

- **Compatibility with EU policies:** any activity will have to be framed within existing EU policies and instruments as well as the underlying policies that are at the basis of the mandate for EMSA's work;
- **Added value for the EU:** any activity will have to contribute directly or indirectly to the objectives of the EMSA's 5-year Strategy and the main EU political priorities ensuring benefit for EMSA and its stakeholders;
- **Resources:** beyond what is clearly foreseen by the EMSA Founding Regulation, extra activities will have to be covered by dedicated additional resources through external financing instruments or from alternative sources of funding, unless decided differently by the European Commission and the EMSA Administrative Board in order to pursue a clear EU interest;
- **Coordination:** as an EU agency, international activities will have to be coordinated with relevant EU institutions and where needed EU bodies in order to ensure dialogue and cooperation and avoid duplication of efforts and resources vis a vis an external counterpart.

Modalities for cooperation

From capacity building activities, to sharing of information; from technical and scientific assistance to exchange of expertise and lessons learnt; there are several ways and modalities for EMSA to engage with the four groups of stakeholders identified above in case of engagement on new activities with international partners.

Candidate and potential candidate countries, through the relevant Commission services.

Since 2006, the technical assistance provided by EMSA to the candidate countries is framed by a specific project financed by the relevant services of the European Commission (EU financed project "Preparatory measures for the future participation of relevant IPA II beneficiaries in the European Maritime Safety Agency (EMSA)"). This aims to transfer knowledge and build capacities within the enlargement countries in the field of maritime safety, maritime security and marine pollution prevention, preparedness and response. The action also aims at supporting the enlargement countries to transpose and implement the EU maritime acquis.

The objective of the action is to provide beneficiary countries (for the time being Albania, Bosnia and Herzegovina, the Republic of North Macedonia, Montenegro, Serbia and Turkey) with technical support towards the standards of implementation of the international maritime conventions and the EU acquis communautaire for the approximation of their national legislation to EU standards.

The range of activities that can be supported depends on the budget allocated by the European Commission and may also include access to EMSA services such as CleanSeaNet.

ENP countries, through the relevant Commission services.

Since 2013 the technical assistance provided to ENP countries is framed through specific projects financed by the relevant services of the European Commission. The ongoing technical assistance provided through the SAFEMED IV and BCSEA projects aims to deepen and strengthen relations between the EU and the projects' beneficiaries (SAFEMED IV: Algeria, Egypt, Israel, Jordan, Lebanon, Libya, Morocco, Palestine and Tunisia; BCSEA: Azerbaijan, Georgia, Iran, Kazakhstan, Moldova, Turkey, Turkmenistan and Ukraine).

The projects promote institutional restructuring, including the separation of the governmental regulatory functions from the operational and commercial activities, strengthening the independence of the authorities and of their administrative capacity. It also supports the transposition, ratification and implementation of International Conventions. The provision of services in support of Flag, Port and Coastal State through studies, guidance and training is also another component of these projects.

The projects aim to improve maritime safety, maritime security and marine pollution prevention standards by addressing shortcomings, gaps and grey areas which may hamper the fulfilment of the related international obligations as well as by providing support and promote the cooperation between the beneficiaries, and between the beneficiaries and the relevant EU Member States.

The promotion of the adoption of EU rules and standards is also an aim of the projects. This will have a positive side effect on contributing to the creation of a level playing field, the safety of maritime transport in the relevant regions and the reduction of marine pollution by ships.

The range of activities that can be supported depends on the budget allocated by the European Commission and may also include access to EMSA services such as CleanSeaNet. In addition, EMSA interacts with the UfM.

Regional and Intra European Organisations, International organisations and multilateral fora

The International Maritime Organisation (IMO) is by nature the primary stakeholder in this category. EMSA engages regularly with IMO and is part of the European Commission's representation in this organisation, including active participation in the various workstreams. Further dialogue and cooperation at technical level will be sought in view of enhancing the level of maritime safety, security and pollution prevention and response. The possibility of providing tools and services developed in the area of capacity building (for example) could be explored with the IMO to reach out to non-EU countries, thus promoting the higher standards achieved at EU level.

The International Labour Organisation (ILO) has gained a more prominent role in the maritime safety area with the entry into force of the Maritime Labour Convention 2006. EMSA regularly interacts with the ILO at technical level when it comes to capacity building activities and the possibility of supporting further this organisation in harmonising the application of MLC could be explored.

In 2010, EMSA signed an agreement with the European Space Agency's (ESA) for establishing a general framework for cooperation between the two Agencies and since then the collaboration between the two Agencies has been extremely beneficial in delivering the best possible services to our stakeholders across Europe. The services included areas concerning the use of space-based systems and data in support of EMSA's operational maritime activities such in the field of earth observation, maritime safety and security, surveillance, ship source pollution, and cooperation in the field of integrated space-based solutions. Additional potential synergies related to ship emissions monitoring data products are presently being explored with ESA.

The Paris MoU on Port State Control continues to play an important role in combating substandard shipping; EMSA participates in all technical meetings and working groups in support of the Member States and the European Commission.

By hosting the Management Unit of EQUASIS, EMSA contributes to fostering quality shipping worldwide with the provision of safety and environmentally related information to the general public, in cooperation with like-minded EU and non-EU countries. Under this heading the Agency will continue to look for more partners that could become signatories of the EQUASIS MoU.

EMSA provides data to HELCOM related to maritime accidents as reported in EMCIP, on behalf of Accident Investigation bodies of the EU Member States which are members of the regional forum. Equally, EMSA provides to Eurostat on annual basis a set of information related to marine casualties and incidents as reported in EMCIP for the benefit of the users of EU transport statistics, but also to reduce the burden of the Member States as regards data collection and transmission.

A number of Intra European organisations benefit from interactions with EMSA on different topics falling under the remit of the Agency:

EMSA has also signed an MoU with the European Telecommunication Standards Institute (ETSI). This MoU is being updated and as a result of that, EMSA can better follow the evolution of relevant innovations and thus anticipate the inclusion of new standards into the Commission regulations and promptly reacting for initiating safeguard investigations, whenever the EU Member State Market Surveillance Authorities have identified potential safety issues. With ETSI, EMSA is also involved in standardization processes to enable cross-sector and cross-border interoperability of ICT systems and services, such as the standardization of the Common Information Sharing Environment (CISE) Service and Data Model.

Currently there are regional cooperation fora (Helcom, Bonn Agreement, REMPEC, the Black Sea Commission, etc) dealing with the protection of marine environment at regional level in the various sea basins around EU waters. EMSA will continue engaging in these forums with the aim to provide technical and scientific assistance to reduce marine pollution taking into account the peculiarities of every regional sea.

Similarly, at coast guard level, there are a number of regional Coast Guard functions forums where EMSA engages at different level. Overall the aim is to support Member States authorities in implementing their Coast Guard functions by adding an extra layer of cooperation (together with EFCA and Frontex).

Of particular relevance for its role and level of participation is the ECGFF which has developed over time a series of products (Sectorial Qualification Framework, etc) and projects (European Coast Guard Functions Academy

Network, etc). EMSA continues to support the presidency of the ECGFF and its member with relevant actions stemming from the Annual Strategic Plan on Coast Guard Cooperation part of the Single Programming Document.

Security in the maritime sector has a strong international dimension:

EMSA is active in supporting and promoting the proper implementation of EU and International maritime security legislation in and around EU waters. Security incidents, however, happen mostly outside EU waters and the potential of EMSA's surveillance services to support authorities on a worldwide scale could be further extended.

That is why opening a dialogue at technical level with the most relevant players from other sea regions around the world (USCG, Canadian Coast Guard, Japan Coast Guard, etc) would support a level playing field towards a more resilient and uniform answer to security issues.

Other non-EU/EEA countries

Shipping being the international transport mode by definition, it is of paramount importance that the highest safety, security and pollution prevention and response standards are applied worldwide. Every day EU flagged and/or owned vessels with EU seafarers on board sail around the globe. EU policy activities offering assistance to third countries, particularly in the area of cooperation and development, may benefit from the participation of EMSA in those projects/actions.

Requests for ad hoc assistance are often channelled to EMSA by non-EU countries through the European External Action Service or directly by the European Commission. The relevant Commission services are responsible of the assessment of the EU relevance added value and compatibility with relevant EU policies.

These types of requests will be handled by EMSA in line with the 'guiding principles' highlighted above and in close cooperation with the European Commission. The Administrative Board will be kept informed of the actions planned and delivered.

Monitoring and reporting

The implementation of this strategic framework will be continuously monitored and reported through the main institutional documents that the Agency's Administrative Board adopts regularly for transmission to the EU Institutions: the Single Programming Document and the Consolidated Annual Activity Report.

Annex XIII. Procurement 2025

1. Framework contracts planned to be launched or signed in 2025 and indicative ceilings:

EMSA Unit/Contract title	Duration (months)	Launch date	Signature date	Ceiling
1.1 - Sustainability				
EAS Black Sea	48	15/01/2025	01/09/2025	1,400,000.00 €
Replacement of declassified dispersant	48	01/03/2025	01/10/2025	3,000,000.00 €
Sampling and efficiency testing of existing dispersant stockpiles	48	15/01/2025	01/07/2025	120,000.00 €
1.2 - Visits and Inspections, Human Element				
Consultancy Services for EMSA to give technical assistance to COM on imposition of RO fines	48	15/02/2025	15/09/2025	600,000.00 €
2.1 - Safety and Security				
Alternative Fuels Study	36	01/09/2025	04/03/2026	650,000.00 €
EQUASIS Ship and company data	48	01/09/2025	04/03/2026	880,000.00 €
Remotely Operated Underwater Vehicles (ROVs)	48	01/07/2025	02/02/2026	6,548,000.00 €
Study on alternative fuel vessels (AFV) . Ship Safety.	24	16/12/2024	01/05/2025	500,000.00 €
Study on Autonomous Navigation, Communication and Connectivity for MASS	36	28/11/2024	30/05/2025	400,000.00 €
2.2 - Surveillance				
Cosmo Skymed mission - Licences for EO Services	48	01/10/2024	01/04/2025	5,000,000.00 €
Light RPAS for emissions monitoring in port areas and from vessels	48	19/12/2024	31/10/2025	5,000,000.00 €
Lightweight RPAS services for Pollution Response	48	19/12/2024	31/10/2025	8,410,000.00 €
Multipurpose RPAS Services for Maritime Surveillance (Multiple lots)	48	02/12/2024	28/11/2025	67,000,000.00 €
Provision of Earth observation services based on Sentinel-2 imagery	48	03/11/2025	01/04/2026	5,000,000.00 €
Satellite Communications for RPAS	48	02/12/2024	02/06/2025	4,600,000.00 €
Satellite Communications for RPAS - New Satellite constellations (LEO)	24	01/02/2025	02/06/2025	142,500.00 €
Savoir- Evolution for EO services	48	15/11/2024	15/05/2025	150,000.00 €
3.1 - Integrated Maritime Traffic Services				
Blue Data Warehouse maintenance and development	48	01/09/2025	28/02/2026	1,800,000.00 €
Software Maintenance and further development of STAR ABM	48	01/08/2025	04/03/2026	1,200,000.00 €

EMSA Unit/Contract title	Duration (months)	Launch date	Signature date	Ceiling
3.2 - Maritime Digital Solutions				
Enhancement and maintenance of the STCW Information System	48	15/02/2025	25/11/2025	500,000.00 €
H24 ICT Operations Services	96	15/03/2025	01/01/2026	4,750,000.00 €
MED DB operations, maintenance and enhancement	48	01/11/2024	30/05/2025	720,000.00 €
MSS Videowall system	48	15/06/2025	01/04/2026	400,000.00 €
Provision of enhancement and maintenance to EMCIP	48	01/09/2025	01/03/2026	800,000.00 €
Provision of enhancement and maintenance to Roster	48	01/02/2025	30/06/2025	100,000.00 €
Rulecheck maintenance and enhancement.REV	48	01/09/2024	01/03/2025	1,000,000.00 €
THETIS Ecosystem Enhancement and Maintenance	48	15/09/2025	15/03/2026	13,150,000.00 €
3.3 - Horizontal Digital Services				
Access Management Services	48	01/06/2025	01/12/2025	300,000.00 €
Horizontal integration & API Gateway	48	31/10/2024	01/05/2025	1,500,000.00 €
Identity Management Services	48	01/06/2025	01/02/2026	450,000.00 €
Portal Services	48	01/06/2025	01/02/2026	300,000.00 €

2. Indicative Procurement Plan 2025:

Activity name and code	Planning ID no.	Planned Project/Contract	Planned Contract Type	Tentative Timeframe	Estimated value in EURO
Accident investigation					315,000.00
42000	3461	2025-UNIT 2.1 - Remotely operated underwater vehicle (ROV)	Specific Contract under FWC	19/12/2025	279,000.00
	3841	2025-UNIT 2.1 - ROV (New Investigation Directive)_NEW TASK	To be determined	30/06/2025	36,000.00
Capacity building and EMSA Academy					500,000.00
43000	3587	2025-1.3-VRESI Enhancements and Maintenance	Specific Contract under FWC	15/09/2025	200,000.00
	3588	2025-1.3-MaKCs Enhancements and Maintenance	Specific Contract under FWC	15/03/2025	100,000.00
	3589	2025-1.3-Multimedia support services for EMSA e-Laboratory	Specific Contract under FWC	15/01/2025	50,000.00
	3821	2025-1.3-Provision of services in support of the EMSA Academy	Specific Contract under FWC	15/07/2025	150,000.00
Classification Societies					40,000.00
31000	3897	2025-1.2-Imposition of fines to RO under Art 6 of Reg. 391/2009_NEW TASK	Specific Contract under FWC	15/10/2025	40,000.00
CleanSeaNet and RPAS for pollution monitoring					12,732,795.80
52000	3341	2025-3.2-BL3130 EODC Cloud hosting KVE/NAL	Other	15/06/2025	75,000.00
	3358	2025-3.2-BL3130 EODC Evolution (Mod.3 of new Tender) - SCA/NAL	Specific Contract under FWC	15/06/2025	191,320.80
	3360	2025-3.2-BL3130 EODC Corrective maintenance - SCA/NAL	Specific Contract under FWC	15/06/2025	108,240.00
	3372	2025-3.3-BL3130 APM-TESTING-VALIDATION	Specific Contract under FWC	01/02/2025	150,000.00
	3469	B3130-2025 - CSN Service: Satellite services and licences	Specific Contract under FWC	23/12/2025	2,935,635.00
	3474	B3130-2025 - RPAS service for Emission monitoring - Mobilisations 2026	Specific Contract under FWC	23/12/2025	95,000.00
	3475	B3130-2025 - RPAS service for Emission monitoring - Operation 1	Specific Contract under FWC	30/05/2025	1,991,000.00
	3476	B3130-2025 - RPAS service for Emission monitoring - Operation 2	Specific Contract under FWC	30/05/2025	1,587,000.00
	3477	B3130-2025 - RPAS service for Emission monitoring - Operation 3	Specific Contract under FWC	31/03/2025	322,000.00
	3480	B3130-2025 - RPAS services for Emission monitoring - Interfacing and Development	Specific Contract under FWC	28/11/2025	220,000.00
	3740	2025-3.2-BL3130 Axway consultancy support services for Axway MFT Products - RR0/SCA (NEW Unit	Specific Contract under FWC	29/07/2025	57,600.00
	3862	BL 3130-2025 - CSN Enhancements - Satellite services and licenses_NEW TASK	Specific Contract under FWC	23/12/2025	2,000,000.00
	3865	BL3130- 2025- CSN Enhancements- RPAS support to MS pollution verification _NEW TASK	Specific Contract under FWC	31/10/2025	3,000,000.00
Communication					115,000.00
60000	3414	2025 Information and Communication	Other	15/11/2025	115,000.00
EMSW					100,000.00
21040	3502	2025-3.1-BL3430 SSN Development - EMSWe KVE/PDU	Specific Contract under FWC	15/07/2025	100,000.00
ICT operational support					3,737,960.00
21230	3374	2025-3.3-BL3430 HW-MAINTENANCE-RENEWALS-OP	Specific Contract under FWC	01/01/2025	1,683,500.00
	3376	2025-3.3-BL3430 APP-TEST-VALID	Specific Contract under FWC	01/03/2025	150,000.00
	3377	2025-3.3-BL3430 SOFTWARE LICENSES	Specific Contract under FWC	01/05/2025	1,868,460.00
	3416	2025 QMS EMSA	Order Form under FWC	15/11/2025	6,000.00
	3708	2025-3.3-BL3430 NT TESTING_NEW TASK	Specific Contract under FWC	15/02/2025	30,000.00
LRIT					1,828,500.00
22000	3347	2025-3.1-BL3330 LRIT CDC/Ship DB corrective maintenance - SCA/RMS	Specific Contract under FWC	15/07/2025	90,000.00
	3348	2025-3.1-BL3330 LRIT CDC/Ship DB evolutive maintenance -SCA/RMS	Specific Contract under FWC	15/06/2025	450,000.00
	3349	2025-3.1-BL3330 LRIT IDE Evolutive maintenance -SCA/RMS	Specific Contract under FWC	15/06/2025	75,000.00
	3373	2025-3.3-BL3300 LRIT TESTING & QA SERVICES	Specific Contract under FWC	15/02/2025	22,500.00
	3382	2025-3.1-BL3330 IMSO Audit Fee EU LRIT DC KVE/DMO	Direct Service Contract	01/07/2025	65,000.00
	3383	2025-3.1-BL3330 LRIT ASP/CSP services KVE/DMO	Specific Contract under FWC	15/11/2025	1,040,000.00
	3384	2025-3.1-BL3330 LRIT messages purchased from ODCs KVE/DMO	Payment against invoice	15/01/2025	80,000.00
	3385	2025-3.1-BL3330-IMSO Audit fee LRIT IDE KVE/DMO	Specific Contract under FWC	01/03/2025	6,000.00

Activity name and Planning code	Planning ID no.	Planned Project/Contract	Planned Contract Type	Tentative Timeframe	Estimated value in EURO
Maritime digital services					9,741,794.23
45000	3352	2025-3.1-BL3460 IMS (SEG/IMS/STAR/CGD/TDMS/ENC) - Lot 1 of OP92023 -SCA/ORV	Specific Contract under FWC	15/06/2025	882,122.39
	3353	2025-3.1-BL3430 SafeSeaNet (EIS/CLD/COD/CHD-Mar-Cis/IRD)- Lot 2 of OP92023 -SCA/MTH	Specific Contract under FWC	15/06/2025	853,134.00
	3354	2025-3.1-BL3460 HP-IMS development and Maintenance - SCA/MTH	Specific Contract under FWC	15/06/2025	954,848.81
	3355	2025-3.1-BL3460 STAR ABM enhancements and maintenance (including MPAE) - SCA/JNO	Specific Contract under FWC	15/09/2025	176,000.00
	3361	2025-3.2-BL3430 24/7 Helpdesk Services GMV Contract SCA/Javier/SBA	Specific Contract under FWC	15/07/2025	366,303.03
	3362	2025-3.1-BL3430 SSN related SMALL PURCHASES SCA/ORV	Payment against invoice	15/02/2025	1,000.00
	3378	2025-3.3-BL3460 CG-DATA-ANALYSIS Testing	Specific Contract under FWC	31/03/2025	245,000.00
	3388	2025-3.1-BL3450 IALA Membership fee for Year 2026 SCA/MLG	Administrative Arrangement: Corporate	30/06/2025	3,500.00
	3401	2025-3.2-BL3430 ECERTIFICATION KVE/RAS	Other	01/10/2025	854,400.00
	3402	2025-3.2-BL3430 EMCIP-KVE/JDS	Other	01/03/2025	108,000.00
	3404	2025-3.2-BL3430 STCW IS DB-KVE/RAS	Specific Contract under FWC	01/07/2025	190,000.00
	3405	2025-3.2-BL3430 Thetis-KVE/RAS	Specific Contract under FWC	01/03/2025	115,000.00
	3406	2025-3.1-BL3460 BLUE DW KVE/GLU	Specific Contract under FWC	01/04/2025	210,000.00
	3408	2025-3.2-BL3460 CAP BUILDING DONA KVE/RAS	Specific Contract under FWC	01/05/2025	50,000.00
	3410	2025-3.1-BL3430 CSD enhancements maintenance and hosting (SIDE III)SCA/ORV	Specific Contract under FWC	15/07/2025	125,000.00
	3417	2025-3.1-BL3430 EMSWe MTH/PDU/SCA NT 25 _NEW TASK	Specific Contract under FWC	15/06/2025	300,000.00
	3422	2025-3.1-BL3460- IMS Analytics and IMS AI including destination service -LBI/RMS/SCA	Specific Contract under FWC	15/07/2025	50,000.00
	3439	2025-3.1-BL3460 MPIC Cloud consumption - ORV/KVE	Specific Contract under FWC	15/03/2025	165,000.00
	3440	2025-3.1-BL3460 QLIK dashboard enhancements (Maritime Analytics) and licenses - KVE/APE	Specific Contract under FWC	01/02/2025	15,000.00
	3441	2025-3.1-BL3460 TDMS - Cloud Infrastructure -KVE/APE	Specific Contract under FWC	15/03/2025	33,000.00
	3442	2025-3.2-BL3430 Mared-KVE/NMA	Specific Contract under FWC	01/04/2025	160,000.00
	3443	2025-3.3-BL3430 ICT SECURITY-KVE/CPR	Specific Contract under FWC	01/02/2025	370,000.00
	3444	2025-3.2-BL3430 Rulecheck-KVE/SFI	Specific Contract under FWC	01/10/2025	200,000.00
	3445	2025-3.2-BL3460 Developing RO Database- KVE/NMA	Specific Contract under FWC	01/05/2025	50,000.00
	3499	2025-3.2-BL3430 Thetis FUEL-EU-MARITIME C1 ECB/RAS	Specific Contract under FWC	01/09/2025	780,000.00
	3585	2025-1.3-Provision & access to Marinfo data Lot 1, 2 & 3	Order Form under FWC	15/11/2025	290,986.00
	3682	2025-3.2-BL3130 SSP-NEW DIGITAL TOOLS KVE/JDS NT32.1 _NEW TASK	Specific Contract under FWC	15/07/2025	216,000.00
	3688	2025-3.3-BL3430 HORIZONTAL APPS	Other	01/03/2025	1,042,500.00
	3710	2025-3.1-BL3430 SSP-NEW DIGITAL TOOLS SCA/ORV NT 32.2 _NEW TASK	Specific Contract under FWC	15/07/2025	200,000.00
	3711	2025-3.2-BL3430 SSP-NEW DIGITAL TOOLS KVE/JDS NT32.5 _NEW TASK	Specific Contract under FWC	15/07/2025	50,000.00
	3735	2025-3.2-BL3460 CAP BUILDING NT18 32.3 NEW TASK	Specific Contract under FWC	15/07/2025	125,000.00
	3736	2025-3.2-BL3430 THETIS NT 32.2 34_NEW TASK	Specific Contract under FWC	15/06/2025	200,000.00
	3910	2025-3.1-BL3460 BLUE DW NT KVE/GLU - NEW TASK	Specific Contract under FWC	30/07/2025	360,000.00
Maritime safety					1,267,500.00
44000	3452	2025-UNIT 2.1 - EMSA Equasis annual contribution	Other	30/01/2025	50,000.00
	3456	2025-UNIT 2.1 - RBAT Maintenance, hosting and upgrade	Specific Contract under FWC	28/11/2025	117,500.00
	3459	2025-UNIT 2.1 - Alternative fuels	To be determined	31/03/2025	135,000.00
	3460	2025-UNIT 2.1 - MED Technical and Scientific Support	Order Form under FWC	28/11/2025	150,000.00
	3463	2025-UNIT 2.1 - Study on evacuation of large passenger ships	To be determined	30/06/2025	335,000.00
	3464	2025-UNIT 2.1 - Studies on ship safety	To be determined	30/05/2025	330,000.00
	3848	2025-UNIT 2.1 - Research in MASS (Study)_NEW TASK	To be determined	30/04/2025	150,000.00

Activity name and Planning code	Planned Project/Contract ID no.	Planned Contract Type	Tentative Timeframe	Estimated value in EURO	
Maritime Support Services				9,269.00	
24000	3629	2025-3.2-BL3430 MSS Videowall Maintenance GSA/SME	Order Form under FWC	30/06/2025	9,269.00
Multipurpose maritime surveillance				9,226,847.00	
21020	3366	2025-3.2-BL3460 RPAS KVE/RRO	Specific Contract under FWC	01/06/2025	398,164.00
	3484	B3260-2025 - RPAS services for Multipurpose Surveillance - Interfacing and Development	Specific Contract under FWC	28/11/2025	310,000.00
	3485	B3260-2025 - RPAS services for Multipurpose Surveillance - L-RPAS for EFCA	Specific Contract under FWC	23/12/2025	464,533.00
	3486	B3260-2025 - RPAS services for Multipurpose Surveillance - Mobilisations 2026	Specific Contract under FWC	23/12/2025	180,000.00
	3487	B3260-2025 - RPAS services for Multipurpose Surveillance - Region 1	Specific Contract under FWC	30/04/2025	2,440,000.00
	3488	B3260-2025 - RPAS services for Multipurpose Surveillance - Region 2	Specific Contract under FWC	30/05/2025	2,713,000.00
	3489	B3260-2025 - RPAS services for Multipurpose Surveillance - Region 3	Specific Contract under FWC	30/04/2025	1,222,000.00
	3490	B3260-2025 - RPAS services for Multipurpose Surveillance - Region 4	Specific Contract under FWC	31/03/2025	1,488,150.00
	3491	B3260-2025 - RPAS services for Multipurpose Surveillance - SATCOM	Specific Contract under FWC	23/12/2025	11,000.00
Operational pollution response				14,948,416.00	
51000	3481	B3130-2025 - RPAS Services for EMSA OPRVs	Specific Contract under FWC	23/12/2025	376,416.00
	3548	2025-1.1 EAS North Sea Renewal No1 CPNEG/1/2023	Specific Contract under FWC	15/09/2025	710,000.00
	3549	2025-1.1 EAS Baltic Renewal No1 CPNEG/1/2023	Specific Contract under FWC	15/11/2025	770,000.00
	3550	2025-1.1 EAS Northern Baltic Renewal No2 CPNEG/4/2021	Specific Contract under FWC	15/11/2025	305,000.00
	3551	2025-1.1 EAS Black Sea New Tender	Specific Contract under FWC	15/09/2025	600,000.00
	3553	2025-1.1 EAS Additional Services all areas	Specific Contract under FWC	15/02/2025	430,000.00
	3555	2025-1.1 Pollution Response Exercises	VAC Exercise	15/02/2025	300,000.00
	3556	2025-1.1 MAR-CIS IT Services OP/9/2023 (maintenance/enhancements)	Specific Contract under FWC	15/02/2025	50,000.00
	3557	2025-1.1 MAR-CIS Datasheets development outsourcing	Specific Contract under FWC	15/03/2025	50,000.00
	3558	2025-1.1 Modelling Tool Licenses	Order Form under FWC	15/02/2025	170,000.00
	3559	2025-1.1 Study on Response to Alternative Fuels	Direct Service Contract	15/03/2025	125,000.00
	3560	2025-1.1 Modelling Tool Consultancy Services	Specific Contract under FWC	15/06/2025	70,000.00
	3561	2025-1.1 Modelling Tool SPIRIT Maintenance	Specific Contract under FWC	15/04/2025	30,000.00
	3563	2025-1.1 Vessel Tender Bay of Biscay (C1 Credits)	Direct Service Contract	15/11/2025	3,730,000.00
	3567	2025-1.1 Vessel Improvements & Storage	Direct Service Contract	15/02/2025	200,000.00
	3597	2025-1.1 Vessel Renewal Aegean Sea (EPE)	Direct Service Contract	15/04/2024	2,832,000.00
	3879	2025-1.1-Vessel Tender Icebreaker	Direct Service Contract	15/10/2025	4,200,000.00
Prevention of pollution				150,000.00	
46000	3575	2025-1.1- Second study on alternative fuels	Specific Contract under FWC	15/02/2025	150,000.00
SafeSeaNet				133,840.00	
21030	3387	2025-3.1-BL3430 SLAs for maintenance and operation of AIS regional servers 2025-2026 KVE/EBE	Administrative Arrangement: Implementat	15/07/2025	133,840.00
Satellite based services and surveillance innovation				1,913,740.00	
21060	3471	B3130-2025 - EO Evolution: Artificial Intelligence for EO	Specific Contract under FWC	30/06/2025	131,500.00
	3472	B3130-2025 - EO Evolution: Qlik software development	Specific Contract under FWC	28/11/2025	40,000.00
	3473	B3130-2025 - EO Evolution: SaVoir developments	Specific Contract under FWC	28/11/2025	42,000.00
	3494	B3260-2025 - SAT-AIS Global feed including S2S	Specific Contract under FWC	31/03/2025	1,470,240.00
	3495	B3260-2025- EO Services: Maritime Emergencies	Specific Contract under FWC	23/12/2025	230,000.00
Grand Total				56,760,662.03	

Legislative references

Legislative References in EMSA Single Programming Document	Short name or phrase (where applicable)
Directive 2009/45/EC on safety rules and standards for passenger ships as amended by Commission Directive 2010/36/EU and Commission Directive (EU) 2016/844	Domestic Passenger Ship Directive
Directive 98/41/EC on the registration of persons sailing on board passenger ships operating to or from ports of the Member States of the Community as amended by Directive 2002/84/EC, Regulation (EC) No 1137/2008 and Directive (EU) 2017/2109	Directive on the registration of persons on board
Directive 96/98/EC on marine equipment, repealed by Directive 2014/90/EU	Marine Equipment Directive
Directive 2016/802/EU relating to a reduction in the sulphur content of certain liquid fuels (codified)	Sulphur Directive
Directive 1999/35/EC on a system of mandatory surveys for the safe operation of regular ro-ro ferry and high-speed passenger craft services as amended by Directive 2002/84/EC, Regulation (EC) No 219/2009 and Directive 2009/18/EC	Ropax Directive or "on mandatory surveys of ro-ro ferry and HSC passenger services"
Directive 2001/96/EC establishing harmonised requirements and procedures for the safe loading and unloading of bulk carriers as amended by Directive 2002/84/EC and Regulation (EC) No 1137/2008	Bulk Carrier Directive
Directive 2002/59/EC establishing a Community vessel traffic monitoring and information system and repealing Council Directive 93/75/EEC as amended by Directive 2009/17/EC, Directive 2009/18/EC, Commission Directive 2011/15 and Commission Directive 2014/100/EU	VTMIS Directive
Directive 2003/25/EC on specific stability requirements for ro-ro passenger ships	
Directive 2005/33/EC amending Directive 1999/32/EC relating to a reduction in the sulphur content of certain liquid fuels	
Directive 2005/35/EC on ship-source pollution and on the introduction of penalties for infringements	Directive on ship-source pollution
Directive 2008/106/EC on the minimum level of training of seafarers	
Directive 2009/15/EC on common rules and standards for ship inspection and survey organisations and for the relevant activities of maritime administrations	
Directive 2009/16/EC on port State control	PSC Directive
Directive 2009/17/EC amending Directive 2002/59/EC establishing a Community vessel traffic monitoring and information system	
Directive 2009/18/EC establishing the fundamental principles governing the investigation of accidents in the maritime transport sector and amending Council Directive 1999/35/EC and Directive 2002/59/EC of the European Parliament and of the Council	Accident Investigation Directive
Directive 2009/20/EC on the insurance of shipowners for maritime claims	
Directive 2009/45/EC on safety rules and standards for passenger ships	
Directive 2011/15/EU amending Directive 2002/59/EC establishing a Community vessel traffic monitoring and information system	
Directive 2012/33/EU as regards the sulphur content of marine fuels amending Council Directive 1999/32/EC	
Directive 2012/35/EU amending Directive 2008/106/EC on the minimum level of training of seafarers	
Directive 2014/90/EU on marine equipment and repealing Council Directive 96/98/EC Text with EEA relevance	New Marine Equipment Directive
Directive 2014/100/EU of 28 October 2014 amending Directive 2002/59/EC of the European Parliament and of the Council establishing a Community vessel traffic monitoring and information system	

Directive (EU) 2017/2110 of 15 November 2017 on a system of inspections for the safe operation of ro-ro passenger ships and high-speed passenger craft in regular service and amending Directive 2009/16/EC and repealing Council Directive 1999/35/EC	
Directive (EU) 2019/883 on port reception facilities for the delivery of waste from ships, amending Directive 2010/65/EU and repealing Directive 2000/59/EC	PRF Directive
Regulation (EC) No 782/2003 on the prohibition of organotin compounds on ships	
Regulation (EC) No 391/2009 on common rules and standards for ship inspection and survey organisations	
Regulation (EC) No 392/2009 on the liability of carriers of passengers by sea in the event of accidents	Regulation on the liability of carriers of passengers
Regulation (EC) No 725/2004 on enhancing ship and port facility security	
Regulation (EU) No 100/2013 amending Regulation (EC) No 1406/2002 establishing a European Maritime Safety Agency	
Regulation (EU) No 528/2012 concerning the making available on the market and use of biocidal products	Biocides Regulation
Commission Implementing Regulation (EU) No 651/2011 adopting the rules of procedure of the permanent cooperation framework established by Member States in cooperation with the Commission pursuant to Article 10 of Directive 2009/18/EC of the European Parliament and of the Council	
Regulation (EU) No 1257/2013 on ship recycling and amending Regulation (EC) No 1013/2006 and Directive 2009/16/EC	Ship Recycling Regulation
Regulation (EU) No 2015/757 on the monitoring, reporting and verification of carbon dioxide emissions from maritime transport, and amending Directive 2009/16/	MRV Regulation
Regulation (EC) No 1052/2013 establishing the European Border Surveillance System (EUROSUR)	EUROSUR Regulation
Commission Implementing Decision (EU) 2015/253 of 16 February 2015 laying down the rules concerning the sampling and reporting under Council Directive 1999/32/EC as regards the sulphur content of marine fuels	
Regulation (EC) No 1406/2002 establishing a European Maritime Safety Agency	EMSA Founding Regulation
Regulation (EU) No 911/2014 on multiannual funding for the action of the European Maritime Safety Agency in the field of response to marine pollution caused by ships and oil and gas installations	Multiannual funding Regulation
Regulation (EU) No 2016/1625 amending Regulation (EC) No 1406/2002 establishing a European Maritime Safety Agency	
Regulation (EU) 2019/1239 of the European Parliament and of the Council of 20 June 2019 establishing a European Maritime Single Window environment and repealing Directive 2010/65/EU	EMSWe Regulation
Council Regulation (EC) No 1/2005 of 22 December 2004 on the protection of animals during transport and related operations	

List of acronyms

Acronym	Full name
AI	Accident Investigation
AIS	Automatic Identification System
AWF	Animal Welfare
BC SEA	Maritime Safety, Security and Environmental Protection in the Black and Caspian Sea Regions
BWMC	International Convention for the Control and Management of Ships' Ballast Water and Sediments
CAAR	Consolidated Annual Activity Report
CCC	Common Core Curricula
CHD	Central HAZMAT Database
CMS	Copernicus Maritime Surveillance Service
CNTA	Consultative Network for Technical Assistance
CSD	Central Ship Database
CSN	CleanSeaNet
CTG MPPR	Consultative Technical Group for Marine Pollution Preparedness and Response
DG DEFIS	Directorate-General for Defence Industry and Space
DLP	Distance Learning Package
DONA	Dynamic Overview of National Authorities
DUET	Dispersant Usage Evaluation Tool
EAS	Equipment Assistance Service
EC	European Commission
ECA _s	Emission Control Areas
ECGFF	European Coast Guard Functions Forum
ECMWF	European Centre for Medium-Range Weather Forecasts
EEA	European Economic Area
EEDI	Energy Efficiency Design Index
EEZ	Exclusive Economic Zone
EFCA	European Fisheries Control Agency
EFTA	European Free Trade Association
EMAC	European Maritime Awareness Centre
EMCIP	European Marine Casualty Information Platform
EMPOLLEX	Exchange Programme for Marine Pollution Experts
EMPRO	EU Maritime Profile
EMSWe	European Maritime Single Window environment

ENP	European Neighbourhood Policy
EODC	Earth Observation Data Centre
ERCC	Emergency Response Coordination Centre
ESA	European Space Agency
ESSF	European Sustainable Shipping Forum
ETS	Emissions Trading Scheme
EU	European Union
EU LRIT CDC	European Union Long Range Identification and Tracking Cooperative Data Centre
EUNAVFOR	EU Naval Forces
EUROPOL	European Police Office
EUROSTAT	Statistical Office of the European Union
EUROSUR	European Border Surveillance System
FMI	Finnish Meteorological Institute
Frontex	European Border and Coast Guard Agency (formerly the European Agency for the Management of Operational Cooperation at the External Borders)
FWA	Fixed wing aircraft
GHG	Greenhouse Gas
HLSG	High Level Steering Group
HNS	Hazardous and Noxious Substances
HSC	High Speed Craft
ICCAT	International Commission for the Conservation of Atlantic Tunas
IFCD	Interface and Functionalities Control Document
ILO	International Labour Organization
IMO	International Maritime Organization
IMS	Integrated Maritime Services
IMSAS	IMO Member State Audit Scheme
IPA	Instrument for Pre-Accession Assistance
ISM	International Safety Management
ITU	International Telecommunication Union
KPI	Key Performance Indicator
LNG	Liquefied Natural Gas
LRIT	Long Range Identification and Tracking
LRIT IDE	International LRIT Data Exchange
MaKCs	Maritime Knowledge Centre systems
MAOC (N)	Maritime Analysis and Operations Centre – Narcotics

MAR-CIS	Marine Chemical Information Sheets
MAR-ICE	Marine Intervention in Chemical Emergencies
MARINFO	Maritime Industry Information Infrastructure
MASS	Maritime Autonomous Surface Ships
MED DB	Marine Equipment (Directive) Database
MFF	Multi-annual Financial Framework
MMSI	Maritime Mobile Service Identity
MoU	Memorandum of Understanding
MRA	Mutual Recognition Agreement
MRV	Monitoring, Reporting and Verification
MSC	Maritime Safety Committee
MSS	Maritime Support Services
NSW	National Single Windows
OLAF	European Anti-Fraud Office
OPVs	Offshore Patrol Vessels
PCF	Permanent Cooperation Framework for Accidents in the Maritime Transport Sector
PCZ	Preferred Conservation Zone
PFA	Project Financed Activity
PRF	Port Reception Facilities
PSC	Port State Control
PSCOs	Port State Control Officers
QACE	Quality Assessment and Certification Entity
RBAT	Risk-Based Assessment Tool
REFIT	Regulatory Fitness and Performance programme (EC)
RFD	Reporting Formalities Directive
ROPAX	Roll-on/roll-off passenger ships
ROs	Recognised Organisations
RPAS	Remotely Piloted Aircraft Systems
SAFEMED V	EuroMed Maritime Safety Project
SAR	Search and Rescue
SAT-AIS	Satellite detected Automatic Identification System
SECA	Sulphur Emission Control Area
SEG	SafeSeaNet Ecosystem Graphical User Interface
SLA	Service Level Agreement
SOLAS 74	International Convention for the Safety of Life at Sea (1974)

SSN	SafeSeaNet
SSP	Ship Source Pollution
STCW	Standards for Training, Certification and Watchkeeping of seafarers
THETIS	Inspection database to support Directive 2009/16/EC on Port State Control
THETIS-EU	Inspection database to support other enforcement regimes not falling within the remit of Directive 2009/16/EC on Port State Control
THETIS-MRV	System to support Regulation (EU) 2015/757
TWA	Tripartite Working Arrangement
VDES	VHF Data Exchange System
VDS	Vessel Detection System
VHF	Very High Frequency
VOO	Vessels of opportunity
VTMIS	Vessel Traffic Monitoring and Information Systems