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European Agency for Safety and Health at Work

ANNUAL ACCOUNTS

European Agency for Safety and Health at Work Annual accounts 2024 accompanied by the 2024 Report on Budgetary and Financial Management

Unreserved certification of the annual accounts of EU-OSHA

I acknowledge my responsibility for the preparation and presentation of the annual accounts of EU-OSHA, the European Agency for Safety and Health at work, in accordance with Article 102 of the Framework Financial Regulation ('FFR') and I hereby certify that the annual accounts of EU-OSHA for the year 2024 have been prepared in accordance with Title IX of the FFR and the accounting rules adopted by the Commission's Accounting Officer, as are to be applied by all the institutions and union bodies.

I have obtained from the Authorising Officer, who certified its reliability, all the information necessary for the production of the accounts that show EU-OSHA's assets and liabilities and the budgetary implementation. Based on this information, and on such checks as I deemed necessary to sign off the accounts, I have reasonable assurance that the annual accounts present fairly, in all material aspects, the financial position, the results of the operations and the cash-flow of EU-OSHA.

Qualified electronic signature by: SUAD

GÖREN

Date 2025-05-28 08:14:22 UTC

Suad GOREN
Accounting Officer

Bilbao, 28/05/2025

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Glossary

Accounts payable	An organisation's current payables due within one year. Accounts payable are current liabilities.
Accrual accounting	Accounting methodology that recognizes income when it is earned and expenses when they occur, rather than when they are actually paid, as opposed to cash accounting.
Agreements	Agreements are grants or delegation agreements between the European Commission and EU-OSHA for specific tasks to be carried out by EU-OSHA
Assets	Assets are items owned by the Agency, which have commercial or exchange value. Assets may consist of specific property or claims against others.
C1/Current credit appropriations	Current year approved appropriations or funds set aside for current year operations and activities
C8/Carry forward	Appropriations carried forward automatically. Carry forward of appropriations committed but not paid during the previous exercise, also called "Reste à liquider" (RAL) standing for "appropriations remaining to be paid".
R0/Earmarked funds	Funds received from sources other than the European Commission for a specific purpose.
Cash accounting	Accounting methodology based on cash flows, i.e., transactions are recognised when cash is received or paid, as opposed to accrual accounting.
Current asset	The group of assets considered to be liquid in that they can be turned into cash within one (1) year. Balance sheet line items include: cash, accounts receivable and stocks.
Current liability	Current liabilities are liabilities to be paid within one year of the balance sheet date.
Financial statements	Written reports which quantitatively describe the financial health of an organisation. They comprise a balance sheet, a statements of financial performance (equivalent to a profit and loss statement), a cash flow statement, a statement of changes in capital, and explanatory notes.
Imprest account	Bank accounts and/or cash used for the payment of low value expenses.
Liability	A financial obligation, debt, claim or potential loss.
RAL	"Reste à liquider", standing for "appropriations remaining to be paid".

European Agency for Safety and Health at Work

1. BACKGROUND INFORMATION NOTE

1.1 General background of the entity

Establishment

The European Agency for Safety and Health at Work (EU-OSHA) is the European Union information agency for occupational safety and health. It is one of the key contributors to the implementation of EU policy priorities in this policy field – currently defined in the EU-OSHA Strategic Framework 2021-2027, but also in other policy documents. EU-OSHA was stablished in 1994, and it is based in Bilbao, Spain. Currently, the Agency operates on the basis of the founding regulation, which entered into force in early 2019 [1]. The regulation defines its mandate and governance arrangements.

Mandate

According to EU-OSHA's founding regulation, article 1 (2), "EU-OSHA's objective shall be to provide the Union institutions and bodies, the Member States, the social partners and other actors involved in the field of safety and health at work with relevant technical, scientific and economic information and qualified expertise in that field in order to improve the working environment as regards the protection of the safety and health of workers. To that end, EU-OSHA shall enhance and disseminate knowledge, provide evidence and services for the purpose of policy making, including research-based conclusions, and shall facilitate knowledge sharing among and between Union and national actors".

Main operational activities

Up to 2024, the Agency's long-term strategic objectives were established in the EU-OSHA Strategy 2022-2027 which addressed the main challenges of OSH in the EU as identified in the main EU policy documents – such as the EU strategic framework, adopted in 2021 and the Commission's 2017 Communication "Safer and Healthier Work for All-Modernisation of the EU Occupational Safety and Health Legislation and Policy".

These included, among others:

- Anticipating and managing OSH during the green, digital and demographic transitions
- Increasing preparedness to respond to health crises
- improving the prevention of work-related accidents and diseases, and striving towards a Vision Zero approach to work-related deaths
- The need to coordinate national strategies with a focus on implementation and enforcement;
- The importance of relying on comparable statistical data across Member States
- The challenge of facilitating compliance with OSH regulations by medium, small and micro enterprises

[1] Regulation (EU) 2019/126 of the European Parliament and of the Council of 16 January 2019 establishing the European Agency for Safety and Health at Work (EU-OSHA), and repealing Council Regulation (EC) No 2062/94, cf. https://eur-lex.europa.eu/legal-content/EN/ALL/?uri=CELEX:32019R0126

- The importance of managing dangerous substances at the workplace and ensuring adequate levels of prevention against work-related diseases

- Anticipating other unknown and underestimated and emerging risks.

Building on the 2022-2027 Strategy, the evaluation of the results achieved across the strategic objectives and close dialogue with key stakeholders, in December 2024 EU-OSHA's Management Board adopted a new Strategy covering from 2025 to 2034.

Governance

As a tripartite organisation, EU-OSHA works closely with governments', employers' and workers' representatives – in addition to the European Union institutions - in order to provide evidence for research and policy, tools and resources for prevention of OSH risks and raise awareness.

The Agency is headed by an Executive Director, who is the Agency's legal representative and is responsible for the overall management of EU-OSHA, including day-to-day administration as well as financial and human resources management.

The Executive Director is appointed by a Management Board that is responsible for providing the strategic orientations of the Agency and holds the Executive Director accountable. It comprises representatives of Governments, Employers' organisations and Workers' organisations in all Member States, as well as Commission representatives.

The Management Board currently has 84 members:

- 1 representative from the Governments of each of the 27 EU Member States
- 1 representative from the Workers of each of the 27 EU Member States
- 1 representative from the Employers of each of the 27 EU Member States
- 3 members from the European Commission

There are a number of observers sitting at the Management Board; amongst them, an independent expert, appointed by the European Parliament's Employment and Social Affairs Committee.

The Management Board is assisted by an Executive Board, which is a smaller steering group drawn from the Management Board groups, i.e. Governments, Employer's organisations and the Workers' organisations as well as the Commission. It oversees the preparation and implementation of Management Board decisions.

Advisory Groups are established by the Management Board. They cover the Agency's main operational area of work and provide strategic advice and guidance. Their members are designated by the interest groups and the Commission.

1.2 Annual accounts

Basis for preparation

The legal framework and the deadlines for the preparation of the annual accounts are set by the Framework Financial Regulation (FFR). As per this regulation, the annual accounts are prepared in accordance with the rules adopted by the Accounting Officer of the Commission (EU Accounting Rules, EAR), which are based on internationally accepted accounting standards for the public sector (IPSAS).

Accounting Officer

In accordance with the FFR, the Management Board of the entity appoints the Accounting Officer who is, amongst other tasks, responsible for preparation of the annual accounts, which are consolidated in those of the EU.

The decision 2024/05 of the EU-OSHA Management Board of 20 June 2024, appoints Suad GOREN as Accounting Officer for EU-OSHA as from 01 July 2024.

Composition of the annual accounts

The annual accounts cover the period from 1 January to 31 December and comprise the financial statements and the reports on the implementation of the budget. While the financial statements and the complementary notes are prepared on an accrual accounting basis, the budget implementation reports are primarily based on movements of cash.

Process from provisional accounts to discharge

The provisional annual accounts prepared by the Accounting Officer are transmitted, by 1 March of the following year, to the European Court of Auditors (ECA) and to the audit company selected by the entity. Following the audit, the Accounting Officer prepares the final annual accounts and submits them to the Management Board for opinion.

The final annual accounts, together with the opinion of the management board, are sent to the Accounting Officer of the Commission, the Court of Auditors, the European Parliament and the Council by 1 July of the following financial year. The ECA scrutinises the final annual accounts and includes any findings in the annual report for the European Parliament and the Council.

It falls to the Council to recommend, and then to the European Parliament to decide, whether to grant discharge to the Executive Director in respect of the implementation of the budget for a given financial year. Amongst other elements this decision is also based on a review of the accounts and the annual report of the ECA.

1.3 Operational highlights

Achievements of the year

In 2024, EU-OSHA has been engaged in delivering on the priorities and principles identified in the European Pillar of Social Rights and the EU OSH Strategic Framework in different ways

EU-OSHA has greatly contributed to the achievement of EU policy objectives on OSH through its research supporting policymaking, tools and guidance supporting workplace prevention and through its campaigns that raise awareness.

EU-OSHA's OSH Barometer provides authoritative information on the state of OSH in the EU helping to track progress in implementing the EU OSH Strategic Framework, and the large-scale surveys, the European Survey of Enterprises on New & Emerging Risks (ESENER), and the recently finalised Workers' Exposure Survey (WES) on cancer risk factors, provide new and comparable data which enable development of evidence-based policy.

ESENER aims to contribute to the formulation of evidence-based policies by providing high quality information on OSH (participation of workers, the practical management of OSH and the management of psychosocial risks) and comparable data across Europe. In 2024, fieldwork for the next wave of the ESENER survey was prepared and implemented. Almost 42,000 workplaces were interviewed. The first findings report will be published beginning 2025.

The Workers' Exposure Survey on cancer risk factors has as its objective to contribute to the reduction of work-related cancer by providing data and information aimed at improving the understanding among policymakers, researchers and intermediaries about workers' exposure to cancer risk factors. The activity fills an important information gap that has been widely identified, most recently in the context of the revision of the Carcinogens, Mutagens or Reprotoxic substances Directive (CMRD) but also in the January 2017 European Commission Communication on modernisation of EU OSH legislation and policy. The survey provides an accurate and comprehensive picture of current risks related to workers' exposure to cancer risk factors. Following presentation of the first findings from the survey end-2023, dissemination efforts continued in 2024, notably in relation to the World Cancer Day, the European Week Against Cancer, Belgian EU Presidency event and a special session at the 2024 ICOH conference. These efforts were accompanied by the publication of the dataset. The survey will be followed up in a future OSH Overview on occupational exposure to cancer risk factors.

Of specific relevance to the EU strategic framework objective of anticipating and managing change is the Agency's foresight work. Foresight is a well-established area of work at EU-OSHA and in 2024, dissemination continued of the results of the foresight on the circular economy completed in 2023. A new foresight was initiated in 2024 on OSH implications of future climate change related developments and crisis. The work on foresight is particularly relevant for the EU OSH Strategic Framework's objective of anticipating and managing change by providing important knowledge for policymakers and researchers on OSH issues.

EU-OSHA also contributed to the second objective of the strategic framework, improving workplace prevention in line with the Vision Zero approach to work-related deaths. The research activities ("OSH Overviews") on supporting compliance, on psychosocial risks and, on OSH in the health and social care sector provide qualitative research results that can be used to improve both the monitoring and the prevention and management of risks in the workplace. The OSH overview on the Health and Social Care sector led among to the publication of a comprehensive report gathering all the fact and figures of OSH in the sector and a systematic literature review on mental health challenges in the sector during COVID-19. The OSH overview on psychosocial risks, which is also mentioned in the EU OSH Strategic Framework, aims at contributing to the prevention of psychosocial risks and the promotion of a good psychological and mental health at work by providing policymakers, social partners and other stakeholders with a better understanding and a comprehensive, cross-national insight on the state of the art of the issue. In this context, the research work will be followed up by a Healthy Workplaces Campaign in 2026-2028 and contribute to the Commission's "Comprehensive approach to mental health". For the overview on cardiovascular diseases, 2024 was dedicated to scoping of the upcoming research work.

In respect of the third strategic framework objective related to enhancing preparedness to ensure a fast response to threats, EU-OSHA's continued its close cooperation with the Commission and other agencies to high-level technical expertise on several topics related to policy-development. This has involved participating in work to develop preparedness based on the lessons from the COVID-19 pandemic. EU-OSHA has provided support to the Commission, other institutions and key stakeholders when requested, to strengthen the evidence base for their decision-making and to provide them with the input necessary for their policy work. With regards to the Commission, EU-OSHA provided expertise on biomonitoring and amendments to directives. With regards to other agencies, EU-OSHA worked closely with for example EEA on the Climate and Health Observatory in order to incorporate OSH information, and in relation to ECDC and EFSA, EU-OSHA has contributed to an ECDC/EFSA scientific opinion on risk, preparedness, prevention and control of zoonotic avian influenza.

EU-OSHA's main activity to promote and facilitate the development of tools and resources for workplace risks prevention is the Online Risk Assessment Tool (OIRA). OIRA helps enterprises developing good quality risk assessments and thereby comply with regulatory requirements in a cost-effective way. In 2024, EU-OSHA continued to work closely with its partners to develop and promote targeted OIRA tools adapted to national contexts. By November 2024, 464,900 risk assessments had been carried out using OIRA and more than 275,000 users were registered.

2024 was the second year of the Healthy Workplaces Campaign, "Safe and Healthy Work in the Digital Age" which directly addresses one of the main policy priorities and how fairness can be achieved through the transition. The campaign runs over the years 2023-2025 and builds on EU-OSHA's comprehensive research on the impact of digitalisation on working conditions. Based on the Agency's research, five priority areas have been identified for the campaign: Digital platform work; Advanced robotics and artificial intelligence; Remote work; Smart digital systems; Worker management through artificial intelligence. In 2024, further research publications were published to support the knowledge base of the campaign.

EU-OSHA's significant contribution to EU policy priorities and good performance in general was confirmed on several occasions in 2024, most notably through the European Commission's evaluation of Eurofound, Cedefop, ETF and EU-OSHA from September 2024 (SWD (2024) 222 final). The Commission Staff Working Document concludes among other things for EU-OSHA that the Agency "made a significant contribution to the EU's strategic frameworks on health and safety at work. It strongly supported policymaking with its work on COVID-19 and two healthy workplace campaigns".

Budget and budget implementation

The initial annual budget of the agency was EUR 17,481,150 for 2024 (+3% compared to 2023). The budget was amended in December in order to increase the annual European Commission contribution to EU-OSHA and to cope with the salary adjustments applicable to EU Institutions. The new total for commitment and payment appropriations was EUR 17,618,795 (+ EUR 137,645). The implementation for commitment appropriations was 99% for a 93% implementation of the Annual Work programme. Total payment implementation reached 76%. A total of 23% was carried over to 2025.

EU-OSHA carried out to five transfers of commitment and payment appropriations between the titles and within the chapters of the budget. The main reasons were to increase the financial resources for the contracting of interim staff (BL1150), further IT consultancy services (BL2100), the new corporate system SUMMA (BL2150), the maintenance and development costs for OiRA tools (BL3030), the onboarding of the OSH pulse project in 2024 (BL3050) and the organization of a second management board meeting in the year (BL3060). The total amount transferred by decisions of the Executive Director is EUR 981,500. The amended budget adopted in December also provided complementary financial resources of EUR 132,000 for the OSH pulse project (BL3050).

EU-OSHA contributed in 2024 to the instrument for a Pre-accession Assistance Program via the implementation of contribution agreement IPA/2022/440-372 signed in 2022 with the European Commission - DG NEAR. The contribution is for a total of EUR 598,078 and for the period 2023-2025. The current implementation is 54%. The former contribution agreement IPA/2019/412-828 for an amount of EUR 399,584 officially ended in 2024. The final implementation is 80%.

Overall and considering all fund sources, the budget in commitment appropriations in 2024 was for a total EUR 18,069,660 of which 98% was committed when the total payment appropriations was for a total EUR 22,902,766 of which 80% was paid.

Impact of the activities in the financial statements

In the financial statements, the impact of the above-mentioned activities can be noted in the:

- Decrease in "Receivables and recoverables" (see **note 4.1.5**) of EUR 1,340,791 (2024: EUR 4,604,402 versus 2023: EUR 5,945,193) mainly refers to the decrease of the central treasury liaison accounts.
- Decrease of the payables (see **note 4.2.3**) from EUR 2,793,663 in 2023 to EUR 2,248,239 in 2024 has been mainly driven by the decrease of the carry forward charges to 2024 and the decrease of the pre-financing liability related to unused balancing 2024 subsidy from the Commission.
- Increase in expenses (see notes **5.2.1 to 5.2.5**) from EUR 15,429,744 in 2023 to EUR 18,243,123 in 2024 mainly relates to the increase of the operating and administrative costs for respectively 31% and 30%. The increase of both costs in 2024 is directly linked to the decrease of the outstanding commitments not expensed at 31.12.2024 (see **note 6.1.2**). Related obligations are to be paid in 2024. The staff costs increased by 5% in line with salary indexation and occupation of the staff in 2024.
- All in all, and compared to the financial year 2023, the significant 31% increase in operating expenditure (increase of EUR 1,944,994, **see notes under 5.2**) coupled with the increase in operating revenues (EUR 2024: 17,387,459 versus 2023:EUR 16,453,279, **note 5.1.1**) leads to the economic result for 2024 of EUR - 818,571.

2. FINANCIAL STATEMENTS 2024

All amounts are in EUR

European Agency for Safety and Health at Work

2.1 Balance sheet

EUR

	2024	2023
NON-CURRENT ASSETS		
Intangible assets	**-**	**-**
Property, Plant and Equipment	**145,315**	**167,639**
Land and buildings	-	-
Plant and equipment	16,576	22,168
Computer hardware	124,219	137,305
Furniture and vehicles	4,520	8,166
Other fixtures and fittings	-	-
Tangible assets under construction		
Financial assets	**-**	**-**
Long-term receivables and recoverables	**9,315**	**9,315**
Long-term receivables and recoverables	9,315	9,315
Long-term receivables from consolidated EC entities	-	-
Pre-financing	**-**	**-**
CURRENT ASSETS		
Inventories	**-**	**-**
Financial assets		
Pre-financing	**-**	**0**
Receivables and recoverables	**4,604,402**	**5,945,193**
Current receivables from non-exchange transactions	2,717	2,717
Current receivables from exchange transactions	4,601,685	5,942,476
Cash and cash equivalents	**6,120**	**7,000**
TOTAL ASSETS	**4,765,153**	**6,129,147**
NON-CURRENT LIABILITIES	**-**	**-**
Pension and other employee benefits	**-**	**-**
Provisions for risks and liabilities	**-**	**-**
Financial liabilities	**-**	**-**
Long-term liabilities to consolidated entities	**-**	**-**
Other liabilities	**-**	**-**
CURRENT LIABILITIES	**2,248,239**	**2,793,663**
Provisions for risks and liabilities	**-**	**-**
Financial liabilities	**-**	**-**
Payables		
Current payables	186,412	50,659
Accounts payable to consolidated EU entities	526,465	1,014,839
Accrued charges and deferred income	1,535,362	1,728,165
TOTAL LIABILITIES	**2,248,239**	**2,793,663**
NET ASSETS	**2,516,914**	**3,335,484**
Accumulated surplus/deficit	3,335,484	2,290,395
Economic result of the year	- 818,571	1,045,089

2.2 Statements of financial performance

EUR

	Note	2024	2023
OPERATING REVENUE		**17,387,459**	**16,453,280**
Non-exchange revenue	5.1.1		
European Union Contribution		17,287,359	16,353,180
Other non-exchange revenue		100,100	100,100
Exchange revenue			
OPERATING EXPENSES		**- 18,243,123**	**- 15,429,744**
Operational expenses	5.2.1	- 8,219,202	- 6,274,208
Administrative expenses	5.2.2	- 2,230,953	- 1,718,151
Staff expenses	5.2.3	- 7,705,513	- 7,348,501
Fixed assets expenses	5.2.4	- 83,185	- 66,789
Other expenses	5.2.5	- 4,270	- 22,095
Financial expenses - interest late payment		-	-
SURPLUS/(DEFICIT) FROM OPERATING ACTIVITIES		**- 855,664**	**1,023,535**
Financial revenue	5.1.2	37,651	22,099
Financial expenses		- 557	- 545
SURPLUS/(DEFICIT) FROM ORDINARY ACTIVITIES		**- 818,571**	**1,045,089**
Extraordinary gains		-	-
Extraordinary losses/gains - exchange rates		-	-
SURPLUS/(DEFICIT) FROM EXTRAORDINARY ITEMS		**-**	**-**
ECONOMIC RESULT OF THE YEAR		**- 818,571**	**1,045,089**

2.3 Statement of changes in net assets

	Accumulated Surplus/Deficit	Economic result of the year	Net Assets (Total)
Balance as at 31 December 2023	**2,290,395**	**1,045,089**	**3,335,484**
Changes in accounting policies	-	-	-
Balance as at 1 January 2024	**2,290,395**	**1,045,089**	**3,335,484**
Allocation of the economic result of previous year	1,045,089	- 1,045,089	-
Economic result of the year	-	- 818,571	- 818,571
Balance as at 31 December 2024	**3,335,484**	**- 818,571**	**2,516,914**

2.4 Statement of cash-flow

EUR

	2024	2023
Economic result of the year	- 818,571	1,045,089
Operating activities		
Amortisation	-	-
Depreciation	83,185	66,789
Decrease/(increase) in receivables and recoverables	1,340,791	- 1,110,788
Decreas/(Increase) in pre-financing	-	- 0
Increase/(decrease) in payables	- 352,621	614,329
Increase/(decrease) in accrued charges	- 192,803	- 518,110
Net cash flow from operating activities	**59,981**	**97,310**
Investing activities		
Increase in intangible assets and property, plant and equipment	- 60,861	- 97,310
Other…	-	-
Net cash flow from investing activities	**- 60,861**	**- 97,310**
Net increase / (decrease) in cash and cash equivalents	- 880	- 0
Cash and cash equivalents at the beginning of the year	7,000	7,000
Cash and cash equivalents at year-end	**6,120**	**7,000**

The Treasury of EU-OSHA is integrated into the Commission's treasury system. All payments and receipts are processed via the Commission's treasury system and registered on intercompany accounts, which are presented under the heading exchange receivables. EU-OSHA is titular of one bank account of which use is the imprest account for a maximum amount of EUR 7,000.

3. ACCOUNTING POLICIES

3.1 Significant accounting policies

3.1.1 Accounting principles

The objective of financial statements is to provide information about the financial position, performance and cashflows of an entity that is useful to a wide range of stakeholders.
The overall considerations (or accounting principles) to be followed when preparing the financial statements are laid down in EU Accounting Rule 1 'Financial Statements' and are the same as those described in IPSAS 1: fair presentation, accrual basis, going concern, consistency of presentation, materiality, aggregation, offsetting and comparative information. The qualitative characteristics of financial reporting are relevance, faithful representation (reliability), understandability, timeliness, comparability and verifiability.

3.1.2 Basis of preparation

3.1.2.1 Reporting period

Financial statements are presented annually. The accounting year begins on 1 January and ends on 31 December.

3.1.2.2 Currency and basis for conversion

The annual accounts are presented in euros, the euro being the EU's functional currency. Foreign currency transactions are translated into euros using the exchange rates prevailing at the dates of the transactions. Foreign exchange gains and losses resulting from the settlement of foreign currency transactions and from the re-translation at year-end exchange rates of monetary assets and liabilities denominated in foreign currencies are recognised in the statement of financial performance. Different conversion methods apply to property, plant and equipment and intangible assets, which retain their value in euros at the date when they were purchased.

Year-end balances of monetary assets and liabilities denominated in foreign currencies are translated into euros on the basis of the European Central Bank (ECB) exchange rates applying on 31 December.

Euro exchange rate

Currency	31.12.2024	31.12.2023
BGN	1.9558	1.9558
CZK	25.1850	24.1160
DKK	7.4578	7.4365
GBP	0.8292	0.8869
HUF	411.3500	400.8700
PLN	4.2750	4.6808
RON	4.9743	4.9495
SEK	11.4590	11.1218
CHF	0.9412	0.9847
JPY	163.0600	140.6600
USD	1.0389	1.0666

3.1.2.3 Use of estimates

In accordance with IPSAS and generally accepted accounting principles, the financial statements necessarily include amounts based on estimates and assumptions by management based on the most reliable information available. Significant estimates include, but are not limited to: amounts for employee

benefit liabilities, accrued and deferred revenue and charges, provisions, financial risk on accounts receivable, contingent assets and liabilities, and degree of impairment of assets. Actual results could differ from those estimates.
Reasonable estimates are an essential part of the preparation of financial statements and do not undermine their reliability. An estimate may need revision if changes occur in the circumstances on which the estimate was based or as a result of new information or more experience. By its nature, the revision of an estimate does not relate to prior periods and is not the correction of an error. The effect of a change in accounting estimate shall be recognised in the surplus or deficit in the periods in which it becomes known.

3.1.2.4 Application of new and revised European Union Accounting Rules (EAR)

Revised EAR which is effective for annual periods beginning on or after 1 January 2021

In 2020, the Accounting Officer adopted the revised EAR 11 'Financial Instruments', which is mandatorily effective as of 1 January 2021. The revised EAR 11 is based on the new IPSAS 41 'Financial Instruments', the amended IPSAS 28 'Financial Instruments: Presentation' and the amended IPSAS 30 'Financial Instruments: Disclosures' which were issued in August 2018. It establishes the financial reporting principles for financial assets and financial liabilities. In accordance with the transition provisions of the revised EAR 11, the entity accounts for any changes from the initial application, on 1 January 2021. The revised EAR 11 does not require the restatement of prior periods.

Changes from the application of the revised EAR 11

The only financial instruments of the entity are the receivables from exchange transactions. In accordance with the revised EAR 11 requirements, the entity has classified these receivables as 'financial assets at amortised cost' ('loans and receivables' in prior periods). The entity has applied the impairment requirements of the revised EAR 11 to the receivables, but no recognition of loss allowance in the accumulated surplus or deficit on 1 January 2021 was needed.

3.1.3 Balance sheet

3.1.3.1 Intangible assets

An intangible asset is an identifiable non-monetary asset without physical substance. An asset is identifiable if it is either separable or arises from binding arrangements. Acquired intangible assets are stated at historical cost less accumulated amortisation and impairment losses. Internally developed intangible assets are capitalised when the relevant criteria of the EU accounting rules are met, and the expenses relate solely to the development phase of the asset. Intangible assets are amortised on a straight-line basis over their estimated useful lives (3 to 11 years).

3.1.3.2 Property, plant and equipment

All property, plant and equipment are stated at historical cost less accumulated depreciation and impairment losses. Cost includes expenditure that is directly attributable to the acquisition, construction or transfer of the assets. Subsequent costs are included in the asset's carrying amount or recognised as a separate asset, as appropriate, only when it is probable that future economic benefits or service potential associated with the item will flow to the entity and its cost can be measured reliably. Repairs and maintenance costs are charged to the statement of financial performance during the financial period in which they are incurred. Land is not depreciated, as it is deemed to have an indefinite useful life. Assets under construction are not depreciated as these assets are not yet available for use. Depreciation on other assets is calculated using the straight-line method to allocate their cost less their residual values over their estimated useful lives, as follows:

Type of asset	Straight line depreciation rate
Buildings	4% to 10%
Plant and equipment	10% to 25%
Furniture and vehicles	10% to 25%
Computer hardware	25% to 33%
Other	10% to 33%

Gains or losses on disposals are determined by comparing proceeds minus selling expenses with the carrying amount of the disposed asset and are included in the statement of financial performance.

Leases

A lease is an agreement whereby the lessor conveys to the lessee, in return for a payment or series of payments, the right to use an asset for an agreed period of time. Leases are classified as either finance leases or operating leases.

Finance leases are leases where substantially all the risks and rewards incidental to ownership are transferred to the lessee.

An operating lease is a lease other than a finance lease, i.e. a lease where the lessor retains substantially all the risks and rewards incidental to ownership of an asset. When entering an operating lease as a lessee, the operating lease payments are recognized as an expense in the statement of financial performance on a straight-line basis over the lease term with neither an asset nor a liability recognized in the balance sheet.

3.1.3.3 Impairment of non-financial assets

Assets that have an indefinite useful life are not subject to amortization/depreciation and are tested annually for impairment. Assets that are subject to amortization/depreciation are tested for impairment whenever there is an indication at the reporting date that an asset may be impaired. An impairment loss is recognized for the amount by which the asset's carrying amount exceeds its recoverable (service) amount. The recoverable (service) amount is the higher of an asset's fair value less costs to sell and its value in use.
Intangible assets and property, plant and equipment residual values and useful lives are reviewed, and adjusted if appropriate, at least once per year. If the reasons for impairments recognised in previous years no longer apply, the impairment losses are reversed accordingly.

3.1.3.4 Receivables and recoverables

The EU accounting rules require separate presentation of exchange and non-exchange transactions. To distinguish between the two categories, the term 'receivable' is reserved for exchange transactions, whereas for non-exchange transactions, i.e. when the EU receives value from another entity without directly giving approximately equal value in exchange, the term 'recoverables' is used (e.g. recoverables from Member States related to own resources).

Receivables from exchange transactions meet the definition of financial instruments. The entity classified them as financial assets at amortized cost and measured them accordingly.

Recoverables from non-exchange transactions are carried at fair value as at the date of acquisition less write-down for impairment. A write-down for impairment is established when there is objective evidence that the entity will not be able to collect all amounts due according to the original terms of the recoverables. The amount of the write-down is the difference between the asset's carrying amount and the recoverable amount. The amount of the write-down is recognized in the statement of financial performance.

3.1.3.5 Cash and cash equivalents

Cash and cash equivalents are financial assets at amortized cost and include cash at hand, deposits held at call or at short notice with banks, and other short-term highly liquid investments with original maturities of three months or less.

3.1.3.6 Payables

Included under accounts payable are both amounts related to exchange transactions such as the purchase of goods and services, and to non-exchange transactions e.g. to cost claims from beneficiaries, grants or other EU funding, or pre-financing. Refer to section 3.1.4.1 for further details.

Where grants or other funding are provided to the beneficiaries, the cost claims are recorded as payables for the requested amount, at the moment when the cost claim is received. Upon verification and acceptance of the eligible costs, the payables are valued at the accepted and eligible amount.

Payables arising from the purchase of goods and services are recognized at invoice reception for the original amount. The corresponding expenses are entered in the accounts when the supplies or services are delivered and accepted by the entity.

3.1.3.7 Accrued and deferred revenue and charges

Transactions and events are recognized in the financial statements in the period to which they relate. At year-end, if an invoice is not yet issued but the service has been rendered, or the supplies have been delivered by the entity or a contractual agreement exists (e.g. by reference to a contract), an accrued revenue will be recognized in the financial statements. In addition, at year-end, if an invoice is issued but the services have not yet been rendered or the goods supplied have not yet been delivered, the revenue will be deferred and recognized in the subsequent accounting period.

Expenses are also accounted for in the period to which they relate. At the end of the accounting period, accrued expenses are recognized based on an estimated amount of the transfer obligation of the period. The calculation of accrued expenses is done in accordance with detailed operational and practical guidelines issued by the Accounting Officer. These aim at ensuring that the financial statements provide a faithful representation of the economic and other phenomena they purport to represent. By analogy, if a payment has been made in advance for services or goods that have not yet been received, the expense will be deferred and recognized in the subsequent accounting period.

3.1.4 Statement of financial performance

3.1.4.1 Revenue

Revenue comprises gross inflows of economic benefits or service potential received and receivable by the entity, which represents an increase in net assets, other than increases relating to contributions from owners.
Depending on the nature of the underlying transactions in the statement of financial performance, revenue is distinguished between:

Revenue from non-exchange transactions

Revenue from non-exchange transactions are taxes and transfers, because the transferor provides resources to the recipient entity, without the recipient entity providing approximately equal value directly in exchange. Transfers are inflows of future economic benefits or service potential from non-exchange transactions, other than taxes. For the EU entities, transfers mostly comprise funds received from the Commission (e.g. balancing subsidy to the traditional agencies, operating subsidy for the delegation agreements).

The entity shall recognize an asset in respect of transfers when the entity controls the resources as a result of a past event (the transfer) and expects to receive future economic benefits or service potential from those resources, and when the fair value can be reliably measured. An inflow of resources from a non-exchange transaction recognized as an asset (i.e. cash) is also recognized as revenue, except to the extent that the entity has a present obligation in respect of that transfer (condition), which needs to be satisfied before the revenue can be recognized. Until the condition is met the revenue is deferred and recognized as a liability.

Revenue from exchange transactions

Revenue from the sale of goods and services is recognized when the significant risk and rewards of ownership of the goods are transferred to the purchaser. Revenue associated with a transaction involving the provision of services is recognized by reference to the stage of completion of the transaction at the reporting date.

3.1.4.2 Expenses

Expenses are decreases in economic benefits or service potential during the reporting period in the form of outflows or consumption of assets or the incurring of liabilities that result in decreases in net assets.

They include both the expenses from exchange transactions and expenses from non-exchange transactions.

Expenses from exchange transactions arising from the purchase of goods and services are recognized when the supplies are delivered and accepted by the entity. They are valued at the original invoice amount. Furthermore, at the balance sheet date expenses related to the service delivered during the period for which an invoice has not yet been received or accepted are recognized in the statement of financial performance.

Expenses from non-exchange transactions relate to transfers to beneficiaries and can be of three types: entitlements, transfers under agreement and discretionary grants, contributions and donations. Transfers are recognized as expenses in the period during which the events giving rise to the transfer occurred, as long as the nature of the transfer is allowed by regulation, or an agreement has been signed authorising the transfer; any eligibility criteria have been met by the beneficiary; and a reasonable estimate of the amount can be made.

When a request for payment or cost claim is received and meets the recognition criteria, it is recognized as an expense for the eligible amount. At year-end, eligible expenses incurred due to the beneficiaries but not yet reported are estimated and recorded as accrued expense.

3.1.5 Contingent assets and liabilities

3.1.5.1 Contingent assets

A contingent asset is a possible asset that arises from past events and of which the existence will be confirmed only by the occurrence or non-occurrence of one or more uncertain future events not wholly within the control of the entity. A contingent asset is disclosed when an inflow of economic benefits or service potential is probable.

3.1.5.2 Contingent liabilities

A contingent liability is either a possible obligation of which the existence will be confirmed only by the occurrence or non-occurrence of one or more uncertain future events not wholly within the control of the entity; or a present obligation where it is not probable that an outflow of resources embodying economic benefits or service potential will be required to settle the obligation.

A contingent liability also arises in the rare circumstances where a present obligation exists but cannot be measured with sufficient reliability.

Contingent liabilities are not recognized in the accounts. They are disclosed unless the possibility of an outflow of resources embodying economic benefits or service potential is remote.

3.1.6 Consolidation

The accounts of this entity are fully consolidated in the consolidated annual accounts of the EU.

European Agency for Safety and Health at Work

4. NOTES TO THE BALANCE SHEET

4.1 Assets

4.1.1 Intangible assets

	Software licences	Total
A. Purchase price		
Value on 1.1.2024	193,208	193,208
Changes during year		
· Additions	-	-
· Withdrawals / Reclassifications	-	-
· Correction on balance value		-
End of the year 31.12.2024	**193,208**	**193,208**
B. Amortisation		
Value on 1.1.2024	- 193,208	- 193,208
Changes during year		
· Additions	-	-
· Withdrawals / Reclassifications	-	-
· Correction on balance value		-
End of the year 31.12.2024	**- 193,208**	**- 193,208**
Net value (A + B)	**-**	**-**

No acquisition in 2024.

4.1.2 Property, Plant and Equipment

Property, plant and equipment are tangible assets that are held for use in the production or supply of goods or services, for rental to others, or for administrative purposes, and are expected to be used during more than one reporting period.

EUR

	Building	Plant & Machinery	Furniture and vehicules	Computer equipment	Other fixtures and fittings	Total
A. Purchase price						
Value on 1.1.2024	444,582	220,016	418,438	692,133	38,252	1,813,420
Changes during year						
· Reclassifications						-
· Additions	-	-	-	60,861	-	60,861
· Withdrawals / Reclassifications	-	-	-	-	-	-
· Correction on balance value						-
End of the year 31.12.2024	**444,582**	**220,016**	**418,438**	**752,993**	**38,252**	**1,874,281**
B. Depreciation						
Value on 1.1.2024	- 444,582	- 197,848	- 410,272	- 554,828	- 38,252	- 1,645,781
Changes during year						
· Reclassifications						-
· Additions	-	- 5,592	- 3,646	- 73,947	-	- 83,185
· Withdrawals / Reclassifications	-	-	-	-	-	-
· Write-back						-
· Correction on balance value						-
End of the year 31.12.2024	**- 444,582**	**- 203,439**	**- 413,918**	**- 628,775**	**- 38,252**	**- 1,728,966**
Net value (A + B)	**-**	**16,576**	**4,520**	**124,219**	**-**	**145,315**

The new acquisitions of 2024 mainly relate to computer equipment.

4.1.3 Long-term receivables

The long-term receivables relate guarantees for the rented office in Brussels that were paid in previous years and amount to EUR 9,315.

4.1.4 Short-term pre-financing

Pre-financing is one or more payments intended to provide contractors with a cash advance. It may be split into a number of payments over a period defined in the particular pre-financing agreement. At year-end outstanding pre-financing amounts are valued at the original amount(s) paid, deducting the amounts returned, eligible amounts cleared, estimated eligible amounts not yet cleared at year-end and value reductions. At the 31.12.2024, there was no pre-financing open to a third party.

4.1.5 Short-term receivables

Current receivables from non-exchange transactions	2024	2023
VAT Portugal	2,717	2,717
SUB - TOTAL	***2,717***	***2,717***
Current receivables from exchange transactions		
Central treasury liaison accounts	4,487,594	5,882,017
Staff	-29,309	-22,229
Deferred charges	84,482	60,593
Accrued income exchange	58,918	22,095
SUB - TOTAL	***4,601,685***	***5,942,476***
TOTAL	**4,604,402**	**5,945,193**

The current receivables from non-exchange transactions represent VAT amounts to be recovered from Portugal.

The treasury of the agency is integrated into the Commission's treasury system. Therefore, all payments and receipts are processed via the Commission's central treasury system and registered on inter-company (liaison) accounts, which are presented under this heading. Only some small payments are made via the imprest account managed locally. Further details in section 4.1.6.

For the current receivables from exchange transactions, the decrease of the balance available on the treasury liaison accounts is mainly explained by the decrease of the amount related to outstanding commitments not expensed at 31.12.2024.

The accrued income exchange amount relates to the record in the accounting of the accrued interests yielded by the receivable that was recognised in 2019 in favor of EU-OSHA. The EU-OSHA's legal service launched the appropriate legal action to obtain an enforcement order to recover the amount. In 2024, the amount has been provisioned for impairment due to the unlikelihood of partial or full recovery.

The deferred charges relate mainly to software licenses that cover part of 2024 and 2025.

4.1.6 Cash and cash equivalents

	2024	2023
Imprest Account	5,782	6,026
Petty Cash	338	974
TOTAL	**6,120**	**7,000**

In accordance with the financial regulation, the imprest accounts may be set up for the collection of revenue other than own resources and/or for the payment of small amounts where it is materially impossible or inefficient to carry out payment operations by budgetary procedures.

4.2 Liabilities

4.2.1 Net assets

The net assets are composed of the accumulated surplus/deficit from previous years plus the financial performance for the year.

	Accumulated Surplus/Deficit	Economic result of the year	Net Assets (Total)
Balance as at 31 December 2023	**2,290,395**	**1,045,089**	**3,335,484**
Changes in accounting policies	-	-	-
Balance as at 1 January 2024	**2,290,395**	**1,045,089**	**3,335,484**
Allocation of the economic result of previous year	1,045,089	- 1,045,089	-
Economic result of the year	-	- 818,571	- 818,571
Balance as at 31 December 2024	**3,335,484**	**- 818,571**	**2,516,914**

4.2.2 Provision for risks and liabilities

In 2024, an impairment is performed on the outstanding receivable of EUR 4,270 corresponding to interests yielded by the receivable recognised in 2019 (EUR 226,754) and related, to a legal case ongoing against a former staff member of EU-OSHA. As it is unlikely that the amount will be recovered, a doubtful debt provision is booked.

Since March 2023, EU-OSHA is involved in an action for annulment brought by an economic operator. The case has been processed by the Court of Justice of the EU and the General Court. In 2024 the General Court's gave his decision in favour of OSHA and consequently an accrued income of EUR 32,554 has been considered.

4.2.3 Short-term payables

Current payables	2024	2023
Suppliers	186,412	50,659
SUB - TOTAL	***186,412***	***50,659***
Other payables		
Pre-financing received from EC - operating subsidy	275,728	532,278
Pre-financing received from EC - balancing subsidy	245,632	490,731
Other payables	5,104	- 8,170
SUB - TOTAL	***526,465***	***1,014,839***
Accrued charges		
Holidays not taken 2024	174,689	155,879
Accrued charges on carry forward to 2024	1,360,673	1,572,286
SUB - TOTAL	***1,535,362***	***1,728,165***
TOTAL	**2,248,239**	**2,793,663**

The pre-financing liability for operating subsidy relates to delegation agreements for projects financed from the Commission's Instrument for Pre-Accession Assistance (IPA III). The main goal of these projects is to prepare the EU candidate countries and potential candidates for their future participation in the European Agency for Safety and Health at Work network.

The pre-financing liability concerning the balancing subsidy comprises unused amounts of the 2024 balancing subsidy that is to be reimbursed by EU-OSHA to the European Commission in 2025.

Accruals are liabilities to pay for goods or services that have been received or supplied but - unlike payables - have not yet been invoiced or formally agreed with the supplier. They include amounts due to employees (e.g., accruals for untaken holidays). The calculation of accruals is based on the open amount of budgetary commitments at year-end.

5. NOTES TO THE STATEMENT OF FINANCIAL PERFORMANCE

5.1 Revenue

5.1.1 Non-exchange revenue

Revenue from non-exchange transactions relates to transactions where the transferor provides resources to the recipient entity without the recipient entity providing approximately equal value directly in exchange. The heading mainly includes amounts received from the Commission during the year and recoveries of operational expenses.

Operating revenue	2024	2023
EC subsidy	17,287,359	16,353,180
Miscellaneous	100,100	100,100
TOTAL	**17,387,459**	**16,453,280**

The heading funds from the Commission correspond to the amounts of the Commission balancing subsidy of EUR 17,112,223 and operating IPA subsidy of EUR 175,136 used during 2024. Unused amounts are recorded as pre-financing liabilities under accounts payable. Further details in section 4.2.3.

The other non-exchange revenue refers to contributions to EU-OSHA for the administrative activities received from the Instituto Nacional de Seguridad y Salud en el Trabajo (EUR 60,100) and OSALAN, the Instituto Vasco de Seguridad y Salud Laborales (EUR 40,000).

5.1.2 Exchange revenue

	2024	2023
Financial revenue	36,823	22,095
Other	828	4
TOTAL	**37,651**	**22,099**

The financial revenue mainly consists in the record in the accounting of the accrued interests (EUR 4,270) yielded by the receivable that was recognised in 2019 in favor of EU-OSHA and the another court case settled in 2024 in favor of OSHA (EUR 32,553). As per the applicable Financial Regulation, any recovery must be used to cover late payment interest generated by an overdue receivable.

5.2 Expenses

5.2.1 Operational expenses

Included under this heading are expenses incurred in relation to operational activities.

Operating expenses	2024	2023
Operating costs	8,219,202	6,274,208
TOTAL	**8,219,202**	**6,274,208**

Included under this heading are operational expenses incurred in relation to the core tasks of the Agency. The operational costs also include amounts related to expert fees, the operational missions and activity related to the evaluation of the Agency.

The increase of the operational costs is directly linked to the decrease of the outstanding commitments not expensed at 31.12.2024 and related obligations to be paid in 2025.

5.2.2 Administrative

Included under this heading are expenses of administrative nature such as external non-IT services, operating leasing expenses, communications and publications, training costs etc.

Administrative expenses	2024	2023
Office Supplies & Maintenance	802,542	393,458
PP&E related expenses	277,400	315,143
Operating leasing expenses	397,716	383,165
Training costs	59,500	99,397
External non IT services	389,636	261,157
Expenses with other consolidated entities	198,928	176,075
Communications & publications	56,655	38,328
Missions	34,650	7,459
Other	14,483	43,969
TOTAL	**2,231,511**	**1,718,151**

The Increase of administrative expenses has been driven mainly by the Increase of the activities related to the “Office supplies and maintenance” & “External non-IT services”. Since 2023, missions under operational activities are considered as operational costs and no more administrative costs.

The property, plant and equipment related expenses are mainly for the maintenance, security and insurance of the headquarters' offices in Bilbao. The operating lease expenses refer to the same premises. The amounts committed to be paid during the remaining term the lease contracts are as follows:

	Future amounts to be paid			
	<1 year	1 - 5 years	>5 years	Total
Buildings	324,033	-	-	324,033

5.2.3 Staff

This heading includes the expenses for salaries, allowances and other employment-related benefits. Based on the service level agreement between the entity and the Commission, the calculations of staff-related costs are carried out by the Commission's Office for Administration and Payment of Individual Entitlements (also known as the Paymaster's Office - PMO). The pensions of the entity staff members are covered by the Pension Scheme of European Officials. This pension scheme is a defined benefit plan, i.e. the amount of benefit an employee will receive on retirement depends on several factors, the most important of which is years of service. Both the entity staff and the EU budget contribute to the pension scheme, with the contribution percentage being revised annually in line with the changes in the Staff Regulation governing the scheme. The cost to the EU Budget is not reflected in the entity accounts. Similarly, no provision related to the future pension payments is recognised in the annual accounts of the entity, as the obligation falls to the Commission. Consequently, both the annual cost to the EU budget, and the future benefits payable to the entity staff, are accounted for in the Commission's annual accounts as part of its provision for pensions and other post-employment benefits. The pension costs included in the Commission's Statement of Financial Performance represent current service cost (rights accrued during the year due to service) and interest cost (unwinding of the liability discounting) which have arisen following the year-end actuarial valuation of the employee benefits liabilities.

Staff expenses	2024	2023
Staf costs	7,705,513	7,348,501
TOTAL	**7,705,513**	**7,348,501**

Increase of staff costs by 5% is mainly due increase in basic salaries, and the occupation of the staff during the year 2024.

5.2.4 Fixed assets

The property, plant and equipment related expenses are mainly for the 2024 depreciations.

Fixed assets expenses	2024	2023
Depreciation of intangible fixed assets	-	-
Depreciation of tangible fixed assets	83,185	66,789
Amounts written off tangible fixed assets	-	-
TOTAL	**83,185**	**66,789**

Compared to 2023, the increase in the depreciation of the tangible fixed assets is mainly due to the purchase of computer equipment.

5.2.5 Other

In 2024, an impairment is performed on the outstanding receivable of EUR 4,270. This amount corresponds to the interests yielded by the ongoing legal case against a former staff member of EU-OSHA. As it is doubtful that the amount will be recovered, a doubtful debt provision is booked.

	2024	2023
Impairment of current receivables	4,270	22,095
TOTAL	**4,270**	**22,095**

6. OTHER SIGNIFICANT DISCLOSURES

6.1 Reste-à-liquider and other outstanding commitments not yet expensed

6.1.1 Reste-à-liquider (RAL)

The RAL represents the open budgetary commitments for which payments and/or de-commitments have not yet been made. This is the normal consequence of the existence of multi-annual programmes.

EUR

	2024	2023
Reste à Liquider	4,154,106	5,171,806
TOTAL	**4,154,106**	**5,171,806**

6.1.2 Outstanding commitments not yet expensed

The outstanding commitments not yet expensed comprise the budgetary RAL ('Reste à Liquider') less related amounts that have been included as expenses in the current year's statement of financial performance (=accruals).

EUR

	2024	2023
Outstanding commitments not yet expensed	2,522,538	3,543,055
TOTAL	**2,522,538**	**3,543,055**

6.2 Legal case

	2024	2023
Number of legal case open	1	1

Since March 2023, EU-OSHA is involved in an action for annulment brought by an economic operator. So far, both General Court and the Court of Justice of the European Union ruled in favour of EU-OSHA as regards the request for interim measures and subsequent appeals by the claimant. Nevertheless, the Agency is still awaiting the General Court's decision on the main action. Considering the likelihood to have a final decision on the case in 2024 and not in favour of EU-OSHA is low, no provision has been raised for the case in 2024.

6.3 Related parties

The related parties of the entity are the other EU consolidated entities and the key management personnel of these entities. As transactions between the relevant entity and the parties involved take place as part of the normal operations of the entity and on terms and conditions that are normal for such transactions, no specific disclosures are required.

6.4 Key management entitlements

The Executive Director, or head of entity, is remunerated in accordance with the Staff Regulations of the European Union, which establish the rights and obligations of all officials of the EU. The Staff Regulations are published on the Europa website.

	2024	2023
Executive Director	AD14	AD14

6.5 Events after reporting date

There are no major events after the reporting date to report.

7. FINANCIAL RISK MANAGEMENT

Types of risk

Market risk is the risk that the fair value or future cashflows of a financial instrument will fluctuate, because of variations in market prices. Market risk embodies not only the potential for loss, but also the potential for gain. It comprises currency risk, interest rate risk and other price risk (the entity has no significant interest rate risk and other price risk).

(1) Currency risk is the risk that the entity operations will be affected by changes in exchange rates. This risk arises from the change in the price of one currency against another.

(2) Interest rate risk is the possibility of a reduction in the value of a security, especially a bond, resulting from an increase in interest rates. In general, higher interest rates will lead to lower prices of fixed rate bonds, and vice versa. The entity does not have any securities thus it is not exposed to the interest rate risk.

Credit risk is the risk of loss due to a debtor's non-payment or other failure to meet a contractual obligation. The default events include a delay in repayments, and bankruptcy.

Liquidity risk is the risk that an EU entity will encounter difficulty in meeting obligations associated with financial liabilities that are settled by delivering cash or another financial asset.

7.1 Currency risks

At the end of the year, the financial assets are composed of exchange receivables. The financial liabilities are composed of accounts payable. Their ending balances are mainly quoted in EUR, the entity is thus not exposed to currency risk.

7.2 Credit risk

At the end of the year, the financial assets comprise exchange receivables that are not past due for more than 30 days except for the balance described in the section 4.1.5. As an impairment is performed on this receivable, no other credit loss is expected during the lifetime of the receivables, the entity is not exposed to any significant credit risk.

7.3 Liquidity risk

The financial liabilities are mainly composed of accounts payable. All the accounts payable have remaining contractual maturity of less than 1 year.

BUDGET IMPLEMENTATION REPORTS AND EXPLANATORY NOTES

CONTENTS:

1 BUDGETARY PRINCIPLES AND STRUCTURE

1.1 Budgetary principles

The establishment and implementation of the EU-OSHA budget is governed by the following basic principles set out in Article 5 of the Financial Regulation of the Agency adopted on 27 September 2019:

Principles of unity and budget accuracy

This principle means that no revenue shall be collected and no expenditure effected unless booked to a line in the EU-OSHA budget. No expenditure may be committed or authorised more than the appropriations authorised by the budget. An appropriation may be entered in the budget only if it is for an item of expenditure considered necessary.

Principle of annuity

The appropriations entered in the budget shall be authorised for a financial year which shall run from 1 January to 31 December.

Principle of equilibrium

Revenue and payment appropriations shall be in balance.

Principle of unit of account

The budget shall be drawn up and implemented in euros and the accounts shall be presented in euros.

Principle of universality

Total revenue shall cover total payment appropriations and all revenue and expenditure shall be entered in full without any adjustment against each other.

Principle of specification

Appropriations shall be earmarked for specific purposes by title and chapter. The chapters shall be further subdivided into articles and items.

Principle of sound financial management

Appropriations shall be used in accordance with the principle of sound financial management, namely in accordance with the principles of economy, efficiency and effectiveness.

Principle of transparency

The budget shall be established and implemented, and the accounts presented in accordance with the principle of transparency. The budget and any amending budgets shall be published in the Official Journal of the European Union within three months of their adoption.

1.2 Structure and presentation of the budget

Following the provisions of the EU-OSHA Financial Regulation adopted by the Management Board decision 2019/09 of 27 September 2019, the budget accounts shall consist of a statement of revenue and a statement of expenditure. The statement of expenditure must be set out on the basis of a nomenclature with a classification by purpose. That nomenclature shall be determined by EU-OSHA and shall make a clear distinction between administrative appropriations and operating appropriations:

Title 1

Budget lines relating to staff expenditure such as salaries and allowances for personnel working with EU-OSHA. It also includes recruitment expenses, training, expenses for the socio-medical infrastructure and representation costs.

Title 2

Budget lines relating to all buildings, equipment and miscellaneous administrative expenditure.

Title 3

Budget lines providing for the implementation of the activities and tasks assigned to EU-OSHA by its establishing Regulation (EU) No. 2019/126 of the European Parliament and of the Council of 16 January 2019 repealing Council Regulation (EC) No 2062/94.

Title 4 - Assigned revenue budget lines

These relate to the financing of specific items of expenditure. They are external assigned revenue.

2 RESULT OF THE IMPLEMENTATION OF THE BUDGET

EUR

		2024		2023
Revenue (a)		**17,376,988**		**17,390,408**
EC subsidy		17,257,755		16,691,285
Other subsidies		100,100		598,078
Miscellaneous revenue		19,133		101,045
Expenditure (b)	**-**	**17,826,306**	**-**	**17,247,557**
Staff - Title I of the budget				
Payments	-	8,037,655	-	7,569,094
Appropriations carried forward	-	127,881	-	153,788
Administration - Title II of the budget				
Payments	-	1,268,278	-	937,829
Appropriations carried forward	-	635,760	-	693,437
Operating activities - Title III of the budget				
Payments	-	4,146,141	-	3,222,623
Appropriations carried forward	-	3,159,727	-	3,985,882
Operating activities - Title IV of the budget				
Payments	-	175,137	-	152,626
Appropriations carried forward	-	275,728	-	532,278
Outturn for the financial year (a + b)	**-**	**449,318**		**142,851**
Appropriations carried over and cancelled		162,660		261,040
Adjustment unused appropriations at the end of previous year		532,278		86,826
Exchange rate differences		12		14
Balance of the outturn account for the financial year		**245,632**		**490,731**
Balance carried over from the previous financial year		490,731		289,254
Reimbursements to EC	-	490,731	-	289,254
Amount related to the financial year to be reimbursed to EC		**245,632**		**490,731**

3 RECONCILIATION OF ECONOMIC RESULT WITH BUDGET RESULT

		2024
Financial performance year N	**-**	**818,571**
Adjustment for accrual items (items not in the budgetary result but included in the financial performance)		
Adjustments for Accrual Cut-off (reversal 31.12.N-1)	-	1,774,697
Adjustments for Accrual Cut-off (cut- off 31.12.N)		1,684,952
Deferred charges	-	23,889
Unpaid invoices at year end but booked in charges (class 6)		-
Depreciation of intangible and tangible fixed assets		83,185
Bad debt provision		4,270
Payments made from carry over of payment appropriations		4,845,583
Exchange rate differences		-
Adjustment for budgetary items (item included in the budgetary result but not in the financial performance)		
Asset acquisitions	-	60,861
Payment appropriations carried over to N+1	-	4,199,096
New pre-financing received in the year and remaining open as at 31.12.N	-	10,918
Cancellation of unused carried over payment approppriations from previous year		162,660
Adjustment for carry-over from the previous year of appropriations available at 31.12.N arising from assigned revenue		357,142
Others	-	4,127
TOTAL		**245,631**
Budgetary result year N		**245,632**
Delta not explained		-

4 IMPLEMENTATION OF BUDGET REVENUE

4.1 Implementation of budget revenue – Title 1

EUR '000

		Income appropriations		Entitlements established			Revenue				Out-standing
	Item	Initial budget	Final budget	Current year	Carried over	Total	On entitlements of current year	On entitlements carried over	Total	%	
		1	2	3	4	5=3+4	6	7	8=6+7	9=8/2	10=5-8
1000	European Union subsidy	0	0	16,479	-	16,479	16,479	-	16,479	-	-
1010	Other revenue from European Union subsidy	0	0	289	-	289	289	-	289	-	-
1020	EEA-EFTA Contribution	0	0	590	-	590	590	-	590	-	-
Total Chapter 10		0	0	17,358	-	17,358	17,358	-	17,358	-	-
Total Title 1		**0**	**0**	**17,358**	**-**	**17,358**	**17,358**	**-**	**17,358**	**-**	**-**

4.2 Implementation of budget revenue – Title 2

EUR '000

		Income appropriations		Entitlements established			Revenue				Out-standing
	Item	Initial budget	Final budget	Current year	Carried over	Total	On entitlements of current year	On entitlements carried over	Total	%	
		1	2	3	4	5=3+4	6	7	8=6+7	9=8/2	10=5-8
2000	Grant from the Basque Regional Government	0	0	40	-	40	40	-	40	-	-
2020	Grant from the Spanish Government	0	0	60	-	60	60	-	60	-	-
Total Chapter 20		0	0	100	-	100	100	-	100	-	-
2250	Contribution agreement European Commission - DG NEAR for IPA II 2018 PROGRAMME (earmarked)	0	0	- 81	-	- 81	- 81	-	- 81	-	-
Total Chapter 22		0	0	- 81	-	- 81	- 81	-	- 81	-	-
Total Title 2		**0**	**0**	**19**	**-**	**19**	**19**	**-**	**19**	**-**	**-**

4.3 Implementation of budget revenue – Title 5 and GRAND TOTAL

EUR '000

		Income appropriations		Entitlements established			Revenue				Out-standing
	Item	Initial budget	Final budget	Current year	Carried over	Total	On entitlements of current year	On entitlements carried over	Total	%	
		1	2	3	4	5=3+4	6	7	8=6+7	9=8/2	10=5-8
5400	Miscellaneous revenue	0	0	0	213	213	0	-	0	-	213
Total Chapter 54		0	0	0	213	213	0	-	0	-	213
Total Title 5		**0**	**0**	**0**	**213**	**213**	**0**	**-**	**0**	**-**	**213**
GRAND TOTAL				**17,377**	**213**	**17,590**	**17,377**	**-**	**17,377**	**-**	**213**

5 IMPLEMENTATION OF BUDGET EXPENDITURE

5.1 Breakdown & changes in commitment appropriations

5.1.1 Breakdown & changes in commitment appropriations – Title 1

EUR '000

	Item	Budget appropriations				Additional appropriations			Total appropr. available
		Initial adopted budget	Amending budgets	Transfers	Final adopted budget	Carry-overs	Assigned revenue	Total	
		1	2	3	4=1+2+3	5	6	7=5+6	8=4+7
1100	Temporary Agents	5 735	100	(240)	5 595	0	0	0	5 595
1113	Contract Agents	1 950	38	(132)	1 855	0	0	0	1 855
Total Chapter 11		7 685	138	(372)	7 450	0	0	0	7 450
1200	Sundry recruitment expenses	20	0	(20)	0	0	0	0	0
Total Chapter 12		20	0	(20)	0	0	0	0	0
1300	Mission and travel expenses	45	(1)	(5)	40	0	0	0	40
Total Chapter 13		45	(1)	(5)	40	0	0	0	40
1410	Socio-medical structure, social welfare, other aids and grants	60	(9)	(6)	45	0	0	0	45
1450	Training of staff	135	0	(35)	100	0	0	0	100
Total Chapter 14		195	(9)	(41)	145	0	0	0	145
1500	Interim Services	200	0	160	360	0	0	0	360
1510	Inter-institutional and other rendered services	150	(15)	(15)	120	0	0	0	120
1522	Traineeships	135	0	(32)	103	0	0	0	103
Total Chapter 15		485	(15)	113	583	0	0	0	583
Total Title 1		**8 430**	**113**	**(325)**	**8 218**	**0**	**0**	**0**	**8 218**

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5.1.2 Breakdown & changes in commitment appropriations – Title 2

EUR '000

	Item	Budget appropriations				Additional appropriations			Total appropr. available
		Initial adopted budget	Amending budgets	Transfers	Final adopted budget	Carry-overs	Assigned revenue	Total	
		1	2	3	4=1+2+3	5	6	7=5+6	8=4+7
2000	Rental of buildings	415	0	(17)	398	0	0	0	398
2030	Building associated costs	430	(55)	(46)	329	0	0	0	329
Total Chapter 20		845	(55)	(63)	727	0	0	0	727
2100	I.T. expenditure	620	0	92	712	0	0	0	712
2140	Telecommunication costs	65	0	(38)	28	0	0	0	28
2150	Inter-institutional services	265	(45)	171	391	0	0	0	391
Total Chapter 21		950	(45)	225	1 131	0	0	0	1 131
2210	New and replacement purchases, furniture maintenance and repair	20	0	(19)	1	0	0	0	1
Total Chapter 22		20	0	(19)	1	0	0	0	1
2330	Legal expenses and audit services	80	(8)	(43)	29	0	0	0	29
2359	Other administrative expenditure	30	0	(13)	18	0	0	0	18
Total Chapter 23		110	(8)	(56)	47	0	0	0	47
Total Title 2		**1 925**	**(108)**	**88**	**1 905**	**0**	**0**	**0**	**1 905**

5.1.3 Breakdown & changes in commitment appropriations – Title 3

EUR '000

	Item	Budget appropriations				Additional appropriations			Total appropr. available
		Initial adopted budget	Amending budgets	Transfers	Final adopted budget	Carry-overs	Assigned revenue	Total	
		1	2	3	4=1+2+3	5	6	7=5+6	8=4+7
3010	Priority area 1 - Anticipating change and related activities defined in the Annual Work Programme	150	0	0	150	0	0	0	150
3020	Priority area 2 - Facts & figures and related activities defined in the Annual Work Programme	2 530	0	(166)	2 364	0	0	0	2 364
3030	Priority area 3 - Tools for OSH management and related activities defined in the Annual Work Programme	310	0	30	340	0	0	0	340
3040	Priority area 4 - Raising awareness and communication and related activities defined in the Annual Work Programme	3 474	0	(100)	3 374	0	0	0	3 374
3050	Priority area 5 - Networking knowledge and related activities defined in the Annual Work Programme	210	132	409	751	0	0	0	751
3060	Priority area 6 - Networking and related activities defined in the Annual Work Programme	378	0	72	450	0	0	0	450
Total Chapter 30		7 052	132	245	7 429	0	0	0	7 429
3100	Support to operational activities	74	0	(8)	66	0	0	0	66
Total Chapter 31		74	0	(8)	66	0	0	0	66
Total Title 3		**7 126**	**132**	**237**	**7 495**	**0**	**0**	**0**	**7 495**

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5.1.4 Breakdown & changes in commitment appropriations – Title 4 and Grant total

EUR '000

	Item	Budget appropriations				Additional appropriations			Total appropr. available
		Initial adopted budget	Amending budgets	Transfers	Final adopted budget	Carry-overs	Assigned revenue	Total	
		1	2	3	4=1+2+3	5	6	7=5+6	8=4+7
4300	IPA III 2022 programme (earmarked)	0	0	0	0	0	140	140	140
Total Chapter 43		0	0	0	0	0	140	140	140
Total Title 4		**0**	**0**	**0**	**0**	**0**	**140**	**140**	**140**
GRAND TOTAL		**17 481**	**138**	**0**	**17 619**	**0**	**140**	**140**	**17 759**

5.2 Breakdown & changes in payment appropriations

5.2.1 Breakdown & changes in payment appropriations – Title 1

EUR '000

		Budget appropriations				Additional appropriations			Total appropr. available
	Item	Initial adopted budget	Amending budgets	Transfers	Final adopted budget	Carry-overs	Assigned revenue	Total	
		1	2	3	4=1+2+3	5	6	7=5+6	8=4+7
1100	Temporary Agents	5,735	100	-240	5,595	-	-	-	5,595
1113	Contract Agents	1,950	38	-132	1,855	-	-	-	1,855
Total Chapter 11		7,685	138	-372	7,450	-	-	-	7,450
1200	Sundry recruitment expenses	20	-	-20	-	20	-	20	20
Total Chapter 12		20	-	-20	-	20	-	20	20
1300	Mission and travel expenses	45	-1	-5	40	-	-	-	40
Total Chapter 13		45	-1	-5	40	-	-	-	40
1410	Socio-medical structure, social welfare, other aids and grants	60	-9	-6	45	10	-	10	55
1450	Training of staff	135	-	-35	100	66	-	66	166
Total Chapter 14		195	-9	-41	145	76	-	76	221
1500	Interim Services	200	-	160	360	49	-	49	409
1510	Inter-institutional and other rendered services	150	-15	-15	120	9	-	9	129
1522	Traineeships	135	-	-32	103	-	-	-	103
Total Chapter 15		485	-15	113	583	58	-	58	641
Total Title 1		**8,430**	**113**	**-325**	**8,218**	**154**	**-**	**154**	**8,372**

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5.2.2 Breakdown & changes in payment appropriations – Title 2

EUR '000

	Item	Budget appropriations				Additional appropriations			Total appropr. available
		Initial adopted budget	Amending budgets	Transfers	Final adopted budget	Carry-overs	Assigned revenue	Total	
		1	2	3	4=1+2+3	5	6	7=5+6	8=4+7
2000	Rental of buildings	415	-	-17	398	19	-	19	417
2030	Building associated costs	430	-55	-46	329	110	-	110	440
Total Chapter 20		845	-55	-63	727	129	-	129	857
2100	I.T. expenditure	620	-	92	712	480	-	480	1,192
2140	Telecommunication costs	65	-	-38	28	52	-	52	79
2150	Inter-institutional services	265	-45	171	391	5	-	5	396
Total Chapter 21		950	-45	225	1,131	537	-	537	1,667
2210	New and replacement purchases, furniture maintenance and repair	20	-	-19	1	-	-	-	1
Total Chapter 22		20	-	-19	1	-	-	-	1
2330	Legal expenses and audit services	80	-8	-43	29	22	-	22	51
2359	Other administrative expenditure	30	-	-13	18	6	-	6	23
Total Chapter 23		110	-8	-56	47	28	-	28	74
Total Title 2		**1,925**	**-108**	**88**	**1,905**	**693**	**-**	**693**	**2,599**

5.2.3 Breakdown & changes in payment appropriations – Title 3

EUR '000

		Budget appropriations				Additional appropriations			Total appropr. available
	Item	Initial adopted budget	Amending budgets	Transfers	Final adopted budget	Carry-overs	Assigned revenue	Total	
		1	2	3	4=1+2+3	5	6	7=5+6	8=4+7
3010	Priority area 1 - Anticipating change and related activities defined in the Annual Work Programme	150	-	-	150	91	-	91	241
3020	Priority area 2 - Facts & figures and related activities defined in the Annual Work Programme	2,530	-	- 166	2,364	2,385	-	2,385	4,749
3030	Priority area 3 - Tools for OSH management and related activities defined in the Annual Work Programme	310	-	30	340	234	-	234	574
3040	Priority area 4 - Raising awareness and communication and related activities defined in the Annual Work Programme	3,474	-	- 100	3,374	1,093	-	1,093	4,467
3050	Priority area 5 - Networking knowledge and related activities defined in the Annual Work Programme	210	132	409	751	105	-	105	856
3060	Priority area 6 - Networking and related activities defined in the Annual Work Programme	378	-	72	450	48	-	48	498
Total Chapter 30		7,052	132	245	7,429	3,956	-	3,956	11,385
3100	Support to operational activities	74	-	- 8	66	30	-	30	96
Total Chapter 31		74	-	- 8	66	30	-	30	96
Total Title 3		**7,126**	**132**	**237**	**7,495**	**3,986**	**-**	**3,986**	**11,481**

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5.2.4 Breakdown & changes in payment appropriations – Title 4 and Grand total

EUR '000

		Budget appropriations				Additional appropriations			Total appropr. available
	Item	Initial adopted budget	Amending budgets	Transfers	Final adopted budget	Carry-overs	Assigned revenue	Total	
		1	2	3	4=1+2+3	5	6	7=5+6	8=4+7
4300	IPA III 2022 programme (earmarked)	-	-	-	-	-	451	451	451
Total Chapter 43		-	-	-	-	-	451	451	451
Total Title 4		**-**	**-**	**-**	**-**	**-**	**451**	**451**	**451**
GRAND TOTAL		**17,481**	**138**	**-**	**17,619**	**4,833**	**451**	**5,284**	**22,903**

5.3 Implementation of commitment appropriations

5.3.1 Implementation of commitment appropriations – Title 1

EUR '000

	Item	Total approp. available	Commitments made					Appropriations carried over to 2025			Appropriations lapsing			
			from final adopt. budget	from carry-overs	from assign. revenue	Total	%	Assign. revenue	By decision	Total	from final adopt. budget	from carry-overs	from assign. revenue	Total
		1	2	3	4	5=2+3+4	6=5/1	7	8	9=7+8	10	11	12	13=10+11+12
1100	Temporary Agents	5 595	5 595	0	0	5 595	100 %	0	0	0	0	0	0	0
1113	Contract Agents	1 855	1 855	0	0	1 855	100 %	0	0	0	0	0	0	0
Total Chapter 11		7 450	7 450	0	0	7 450	100 %	0	0	0	0	0	0	0
1300	Mission and travel expenses	40	36	0	0	36	89 %	0	0	0	4	0	0	4
Total Chapter 13		40	36	0	0	36	89 %	0	0	0	4	0	0	4
1410	Socio-medical structure, social welfare, other aids and grants	45	26	0	0	26	58 %	0	0	0	19	0	0	19
1450	Training of staff	100	96	0	0	96	96 %	0	0	0	4	0	0	4
Total Chapter 14		145	123	0	0	123	84 %	0	0	0	22	0	0	22
1500	Interim Services	360	349	0	0	349	97 %	0	0	0	11	0	0	11
1510	Inter-institutional and other rendered services	120	105	0	0	105	88 %	0	0	0	15	0	0	15
1522	Traineeships	103	103	0	0	103	100 %	0	0	0	0	0	0	0
Total Chapter 15		583	557	0	0	557	96 %	0	0	0	26	0	0	26
Total Title 1		**8 218**	**8 166**	**0**	**0**	**8 166**	**99 %**	**0**	**0**	**0**	**53**	**0**	**0**	**53**

5.3.2 Implementation of commitment appropriations – Title 2

EUR '000

		Total approp. available	Commitments made					Appropriations carried over to 2025			Appropriations lapsing			
	Item		from final adopt. budget	from carry-overs	from assign. revenue	Total	%	Assign. revenue	By decision	Total	from final adopt. budget	from carry-overs	from assign. revenue	Total
		1	2	3	4	5=2+3+4	6=5/1	7	8	9=7+8	10	11	12	13=10+11+12
2000	Rental of buildings	398	398	0	0	398	100 %	0	0	0	0	0	0	0
2030	Building associated costs	329	329	0	0	329	100 %	0	0	0	0	0	0	0
Total Chapter 20		727	727	0	0	727	100 %	0	0	0	0	0	0	0
2100	I.T. expenditure	712	711	0	0	711	100 %	0	0	0	1	0	0	1
2140	Telecommunication costs	28	27	0	0	27	100 %	0	0	0	0	0	0	0
2150	Inter-institutional services	391	391	0	0	391	100 %	0	0	0	0	0	0	0
Total Chapter 21		1 131	1 130	0	0	1 130	100 %	0	0	0	1	0	0	1
2210	New and replacement purchases, furniture maintenance and repair	1	1	0	0	1	97 %	0	0	0	0	0	0	0
Total Chapter 22		1	1	0	0	1	97 %	0	0	0	0	0	0	0
2330	Legal expenses and audit services	29	28	0	0	28	98 %	0	0	0	1	0	0	1
2359	Other administrative expenditure	18	17	0	0	17	100 %	0	0	0	0	0	0	0
Total Chapter 23		47	46	0	0	46	99 %	0	0	0	1	0	0	1
Total Title 2		**1 905**	**1 904**	**0**	**0**	**1 904**	**100 %**	**0**	**0**	**0**	**1**	**0**	**0**	**1**

5.3.3 Implementation of commitment appropriations – Title 3

EUR '000

	Item	Total approp. available	Commitments made					Appropriations carried over to 2025			Appropriations lapsing			
			from final adopt. budget	from carry-overs	from assign. revenue	Total	%	Assign. revenue	By decision	Total	from final adopt. budget	from carry-overs	from assign. revenue	Total
		1	2	3	4	5=2+3+4	6=5/1	7	8	9=7+8	10	11	12	13=10+11+12
3010	Priority area 1 - Anticipating change and related activities defined in the Annual Work Programme	150	148	0	0	148	98 %	0	0	0	2	0	0	2
3020	Priority area 2 - Facts & figures and related activities defined in the Annual Work Programme	2 364	2 297	0	0	2 297	97 %	0	0	0	67	0	0	67
3030	Priority area 3 - Tools for OSH management and related activities defined in the Annual Work Programme	340	337	0	0	337	99 %	0	0	0	3	0	0	3
3040	Priority area 4 - Raising awareness and communication and related activities defined in the Annual Work Programme	3 374	3 326	0	0	3 326	99 %	0	0	0	48	0	0	48
3050	Priority area 5 - Networking knowledge and related activities defined in the Annual Work Programme	751	751	0	0	751	100 %	0	0	0	0	0	0	0
3060	Priority area 6 - Networking and related activities defined in the Annual Work Programme	450	381	0	0	381	85 %	0	0	0	69	0	0	69
Total Chapter 30		7 429	7 240	0	0	7 240	97 %	0	0	0	189	0	0	189
3100	Support to operational activities	66	66	0	0	66	100 %	0	0	0	0	0	0	0
Total Chapter 31		66	66	0	0	66	100 %	0	0	0	0	0	0	0
Total Title 3		**7 495**	**7 306**	**0**	**0**	**7 306**	**97 %**	**0**	**0**	**0**	**189**	**0**	**0**	**189**

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Implementation of commitment appropriations – Title 4 and Grand total

EUR '000

	Item	Total approp. available	Commitments made					Appropriations carried over to 2025			Appropriations lapsing			
			from final adopt. budget	from carry-overs	from assign. revenue	Total	%	Assign. revenue	By decision	Total	from final adopt. budget	from carry-overs	from assign. revenue	Total
		1	2	3	4	5=2+3+4	6=5/1	7	8	9=7+8	10	11	12	13=10+11+12
4300	IPA III 2022 programme (earmarked)	140	0	0	95	95	68 %	45	0	45	0	0	0	0
Total Chapter 43		140	0	0	95	95	68 %	45	0	45	0	0	0	0
Total Title 4		**140**	**0**	**0**	**95**	**95**	**68 %**	**45**	**0**	**45**	**0**	**0**	**0**	**0**
GRAND TOTAL		**17 759**	**17 375**	**0**	**95**	**17 471**	**98 %**	**45**	**0**	**45**	**243**	**0**	**0**	**243**

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5.4 Implementation of payment appropriations

5.4.1 Implementation of payment appropriations – Title 1

EUR '000

	Item	Total approp. availab.	Payments made					Appropriations carried over to 2025				Appropriations lapsing			
			from final adopt. budget	from carry-overs	from assign. revenue	Total	%	Autom. carry-overs	By decision	Assigned rev.	Total	from final adopt. budget	from carry-overs	from assig. rev.	Total
		1	2	3	4	5=2+3+4	6=5/1	7	8	9	10=7+8+9	11	12	13	14=11+12+13
1100	Temporary Agents	5 595	5 595	0	0	5 595	100 %	0	0	0	0	0	0	0	0
1113	Contract Agents	1 855	1 855	0	0	1 855	100 %	0	0	0	0	0	0	0	0
Total Chapter 11		7 450	7 450	0	0	7 450	100 %	0	0	0	0	0	0	0	0
1200	Sundry recruitment expenses	20	0	16	0	16	81 %	0	0	0	0	0	4	0	4
Total Chapter 12		20	0	16	0	16	81 %	0	0	0	0	0	4	0	4
1300	Mission and travel expenses	40	36	0	0	36	89 %	0	0	0	0	4	0	0	4
Total Chapter 13		40	36	0	0	36	89 %	0	0	0	0	4	0	0	4
1410	Socio-medical structure, social welfare, other aids and grants	55	19	5	0	24	44 %	7	0	0	7	19	6	0	24
1450	Training of staff	166	46	50	0	96	58 %	50	0	0	50	4	16	0	20
Total Chapter 14		221	66	54	0	120	54 %	57	0	0	57	22	22	0	44
1500	Interim Services	409	284	40	0	325	79 %	65	0	0	65	11	9	0	19
1510	Inter-institutional and other rendered services	129	99	0	0	99	77 %	6	0	0	6	15	9	0	24
1522	Traineeships	103	103	0	0	103	100 %	0	0	0	0	(0)	0	0	(0)
Total Chapter 15		641	486	40	0	526	82 %	71	0	0	71	26	18	0	44
Total Title 1		**8 372**	**8 038**	**110**	**0**	**8 148**	**97 %**	**128**	**0**	**0**	**128**	**53**	**43**	**0**	**96**

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5.4.2 Implementation of payment appropriations – Title 2

EUR '000

	Item	Total approp. availab.	Payments made					Appropriations carried over to 2025				Appropriations lapsing			
			from final adopt. budget	from carry-overs	from assign. revenue	Total	%	Autom. carry-overs	By decision	Assigned rev.	Total	from final adopt. budget	from carry-overs	from assig. rev.	Total
		1	2	3	4	5=2+3+4	6=5/1	7	8	9	10=7+8+9	11	12	13	14=11+12+13
2000	Rental of buildings	417	396	7	0	403	97 %	2	0	0	2	0	12	0	12
2030	Building associated costs	440	256	99	0	355	81 %	73	0	0	73	0	12	0	12
Total Chapter 20		857	653	106	0	759	89 %	74	0	0	74	0	23	0	24
2100	I.T. expenditure	1 192	412	476	0	888	75 %	299	0	0	299	1	4	0	5
2140	Telecommunication costs	79	2	51	0	53	67 %	25	0	0	25	0	0	0	0
2150	Inter-institutional services	396	187	5	0	192	48 %	204	0	0	204	0	0	0	0
Total Chapter 21		1 667	601	532	0	1 134	68 %	529	0	0	529	1	4	0	5
2210	New and replacement purchases, furniture maintenance and repair	1	1	0	0	1	97 %	0	0	0	0	0	0	0	0
Total Chapter 22		1	1	0	0	1	97 %	0	0	0	0	0	0	0	0
2330	Legal expenses and audit services	51	1	16	0	18	35 %	27	0	0	27	1	5	0	6
2359	Other administrative expenditure	23	12	1	0	13	56 %	5	0	0	5	0	5	0	5
Total Chapter 23		74	13	18	0	31	42 %	33	0	0	33	1	10	0	11
Total Title 2		**2 599**	**1 268**	**656**	**0**	**1 924**	**74 %**	**636**	**0**	**0**	**636**	**1**	**38**	**0**	**39**

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5.4.3 Implementation of payment appropriations – Title 3

EUR '000

	Item	Total approp. availab.	Payments made					Appropriations carried over to 2025				Appropriations lapsing			
			from final adopt. budget	from carry-overs	from assign. revenue	Total	%	Autom. carry-overs	By decision	Assigned rev.	Total	from final adopt. budget	from carry-overs	from assig. rev.	Total
		1	2	3	4	5=2+3+4	6=5/1	7	8	9	10=7+8+9	11	12	13	14=11+12+13
3010	Priority area 1 - Anticipating change and related activities defined in the Annual Work Programme	241	6	71	0	78	32 %	141	0	0	141	2	19	0	22
3020	Priority area 2 - Facts & figures and related activities defined in the Annual Work Programme	4 749	1 505	2 355	0	3 860	81 %	792	0	0	792	67	30	0	96
3030	Priority area 3 - Tools for OSH management and related activities defined in the Annual Work Programme	574	179	234	0	413	72 %	158	0	0	158	3	0	0	3
3040	Priority area 4 - Raising awareness and communication and related activities defined in the Annual Work Programme	4 467	2 033	1 069	0	3 102	69 %	1 292	0	0	1 292	48	24	0	72
3050	Priority area 5 - Networking knowledge and related activities defined in the Annual Work Programme	856	12	105	0	118	14 %	739	0	0	739	0	0	0	0
3060	Priority area 6 - Networking and related activities defined in the Annual Work Programme	498	343	40	0	384	77 %	37	0	0	37	69	8	0	77
Total Chapter 30		11 385	4 080	3 874	0	7 954	70 %	3 160	0	0	3 160	189	82	0	271
3100	Support to operational activities	96	66	30	0	96	100 %	0	0	0	0	0	0	0	0
Total Chapter 31		96	66	30	0	96	100 %	0	0	0	0	0	0	0	0
Total Title 3		**11 481**	**4 146**	**3 904**	**0**	**8 050**	**70 %**	**3 160**	**0**	**0**	**3 160**	**189**	**82**	**0**	**271**

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5.4.4 Implementation of payment appropriations – Title 4 and Grand total

EUR '000

	Item	Total approp. availab.	Payments made					Appropriations carried over to 2025				Appropriations lapsing			
			from final adopt. budget	from carry-overs	from assign. revenue	Total	%	Autom. carry-overs	By decision	Assigned rev.	Total	from final adopt. budget	from carry-overs	from assig. rev.	Total
		1	2	3	4	5=2+3+4	6=5/1	7	8	9	10=7+8+9	11	12	13	14=11+12+13
4300	IPA III 2022 programme (earmarked)	451	0	0	175	175	39 %	0	0	276	276	0	0	0	0
Total Chapter 43		451	0	0	175	175	39 %	0	0	276	276	0	0	0	0
Total Title 4		**451**	**0**	**0**	**175**	**175**	**39 %**	**0**	**0**	**276**	**276**	**0**	**0**	**0**	**0**
GRAND TOTAL		**22 903**	**13 452**	**4 670**	**175**	**18 298**	**80 %**	**3 923**	**0**	**276**	**4 199**	**243**	**163**	**0**	**406**

6 OUTSTANDING COMMITMENTS

6.1 Outstanding commitments – Title 1

EUR '000

		Commitments outstanding at the end of previous year				Commitments of the current year				Total commitm. outstanding at year-end
	Item	Commitm. carried forward from previous year	Decommit. Revaluation Cancellations	Payments	Total	Commitments made during the year	Payments	Cancellation of commit. which cannot be	Commit. outstanding at year-end	
		1	2	3	4=1+2-3	5	6	7	8=5-6-7	9=4+8
1100	Temporary Agents	0	0	0	0	5 595	5 595	0	0	0
1113	Contract Agents	0	0	0	0	1 855	1 855	0	0	0
Total Chapter 11		0	0	0	0	7 450	7 450	0	0	0
1200	Sundry recruitment expenses	20	(4)	16	0	0	0	0	0	0
Total Chapter 12		20	(4)	16	0	0	0	0	0	0
1300	Mission and travel expenses	0	0	0	0	36	36	0	0	0
Total Chapter 13		0	0	0	0	36	36	0	0	0
1410	Socio-medical structure, social welfare, other aids and grants	10	(6)	5	0	26	19	0	7	7
1450	Training of staff	66	(16)	50	0	96	46	0	50	50
Total Chapter 14		76	(22)	54	0	123	66	0	57	57
1500	Interim Services	49	(9)	40	0	349	284	0	65	65
1510	Inter-institutional and other rendered services	9	(9)	0	0	105	99	0	6	6
1522	Traineeships	0	0	0	0	103	103	0	0	0
Total Chapter 15		58	(18)	40	0	557	486	0	71	71
Total Title 1		**154**	**(43)**	**110**	**0**	**8 166**	**8 038**	**0**	**128**	**128**

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6.2 Outstanding commitments – Title 2

EUR '000

	Item	Commitments outstanding at the end of previous year				Commitments of the current year				Total commitm. outstanding at year-end
		Commitm. carried forward from previous year	Decommit. Revaluation Cancellations	Payments	Total	Commitments made during the year	Payments	Cancellation of commit. which cannot be	Commit. outstanding at year-end	
		1	2	3	4=1+2-3	5	6	7	8=5-6-7	9=4+8
2000	Rental of buildings	19	(12)	7	0	398	396	0	2	2
2030	Building associated costs	110	(12)	99	0	329	256	0	73	73
Total Chapter 20		129	(23)	106	0	727	653	0	74	74
2100	I.T. expenditure	480	(4)	476	0	711	412	0	299	299
2140	Telecommunication costs	52	(0)	51	0	27	2	0	25	25
2150	Inter-institutional services	5	0	5	0	391	187	0	204	204
Total Chapter 21		537	(4)	532	0	1 130	601	0	529	529
2210	New and replacement purchases, furniture maintenance and repair	0	0	0	0	1	1	0	0	0
Total Chapter 22		0	0	0	0	1	1	0	0	0
2330	Legal expenses and audit services	22	(5)	16	0	28	1	0	27	27
2359	Other administrative expenditure	6	(5)	1	0	17	12	0	5	5
Total Chapter 23		28	(10)	18	0	46	13	0	33	33
Total Title 2		**693**	**(38)**	**656**	**0**	**1 904**	**1 268**	**0**	**636**	**636**

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6.3 Outstanding commitments – Title 3

EUR '000

	Item	Commitments outstanding at the end of previous year				Commitments of the current year				Total commitm. outstanding at year-end
		Commitm. carried forward from previous year	Decommit. Revaluation Cancellations	Payments	Total	Commitments made during the year	Payments	Cancellation of commit. which cannot be	Commit. outstanding at year-end	
		1	2	3	4=1+2-3	5	6	7	8=5-6-7	9=4+8
3010	Priority area 1 - Anticipating change and related activities defined in the Annual Work Programme	91	(19)	71	0	148	6	0	141	141
3020	Priority area 2 - Facts & figures and related activities defined in the Annual Work Programme	2 385	(30)	2 355	0	2 297	1 505	0	792	792
3030	Priority area 3 - Tools for OSH management and related activities defined in the Annual Work Programme	234	0	234	0	337	179	0	158	158
3040	Priority area 4 - Raising awareness and communication and related activities defined in the Annual Work Programme	1 093	(24)	1 069	0	3 326	2 033	0	1 292	1 292
3050	Priority area 5 - Networking knowledge and related activities defined in the Annual Work Programme	105	(0)	105	0	751	12	0	739	739
3060	Priority area 6 - Networking and related activities defined in the Annual Work Programme	48	(8)	40	0	381	343	0	37	37
Total Chapter 30		3 956	(82)	3 874	0	7 240	4 080	0	3 160	3 160
3100	Support to operational activities	30	0	30	0	66	66	0	0	0
Total Chapter 31		30	0	30	0	66	66	0	0	0
Total Title 3		**3 986**	**(82)**	**3 904**	**0**	**7 306**	**4 146**	**0**	**3 160**	**3 160**

6.4 Outstanding commitments – Title 4 and Grand total

EUR '000

	Item	Commitments outstanding at the end of previous year				Commitments of the current year				Total commitm. outstanding at year-end
		Commitm. carried for-ward from pre-vious year	Decommit. Revaluation Cancel-lations	Pay-ments	Total	Commit-ments made during the year	Pay-ments	Cancel-lation of commit. which cannot be	Commit. outstand-ing at year-end	
		1	2	3	4=1+2-3	5	6	7	8=5-6-7	9=4+8
4300	IPA III 2022 programme (earmarked)	339	(28)	134	177	95	42	0	54	231
Total Chapter 43		339	(28)	134	177	95	42	0	54	231
Total Title 4		**339**	**(28)**	**134**	**177**	**95**	**42**	**0**	**54**	**231**

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7 SUMMARY OF TRANSFERS OF APPROPRIATIONS 2024

#	Ref.	Title	from to	item	Current appropriations	Transfer	New appropriations	Total transfer	Transfer(s) between Titles: FR Check Art. 26 10% limit	Transfer(s) between Titles: Cumulated amount	Transfer(s) between Titles: %	Date of decision	Decision
TR/01/24	OSH.6273	Title 1	from:	1113	1,950,000.00	- 100,000.00	1,850,000.00	100,000.00	n/a	n/a	n/a	02/05/2024	Ares(2024)3251379
			to:	1500	200,000.00	100,000.00	300,000.00						

Justification:

BL 1113: the availabilty in appropriations for the transfer is explained by the entry into service for a vacant post later than expected and a weighting factor lower than initially calculated for contract agents salaries

BL 1500: Insufficient appropriations for furher need in interim services in 2024. Staff absences and new projects in the Agency implies contracting interim staff for providing the necessary support.

#	Ref.	Title	from to	item	Current appropriations	Transfer	New appropriations	Total transfer	Transfer(s) between Titles: FR Check Art. 26 10% limit	Transfer(s) between Titles: Cumulated amount	Transfer(s) between Titles: %	Date of decision	Decision
TR/02/24	OSH.6279	Title 1	from:	1450	135,000.00	- 30,000.00	105,000.00	60,000.00	n/a	n/a	n/a	09/10/2024	Ares(2024)7199404
				1522	135,000.00	- 30,000.00	105,000.00						
			to:	1500	300,000.00	60,000.00	360,000.00						

Justification:

BL 1450: Rationalisation of the training for staff progamme 2024 leads to an availabilty of EUR 35,000 for transfer where appropriate

BL 1522: Shorter duration for some trainesships in 2024 leads to an availabilty of EUR 35,000 for transfer where appropriate

BL 1500: Insufficient appropriations for furher need in interim services in 2024. Staff absences and new projects in the Agency implies contracting interim staff for providing the necessary support. The identified need is for EUR 60,000.

#	Ref.	Title	from to	item	Current appropriations	Transfer	New appropriations	Total transfer	Transfer(s) between Titles: FR Check Art. 26 10% limit	Transfer(s) between Titles: Cumulated amount	Transfer(s) between Titles: %	Date of decision	Decision
TR/03/24	OSH.6282	Title 3	from:	3020	2,530,000.00	- 94,000.00	2,436,000.00	102,000.00	n/a	n/a	n/a	17/10/2024	Ares(2024)7430839
				3100	74,000.00	- 8,000.00	66,000.00						
				3030	310,000.00	30,000.00	340,000.00						
				3060	378,000.00	72,000.00	450,000.00						

Justification:

BL 3020: Under the priority area 2 of the AWP2024, part of the financial resources originally allocated for the activity "2.8-Workers exposure survey" (156k€ out 180 k€) can be reallocated to other activities 2024. Indeed, the contracts related to 'WES data comparison with other existing data' and 'Secondary analysis' have been delayed in order to prioritise primary data analysis and the preparation of the WES dataset (required for starting the contracts). The work was covered internally and by contracting a statistician as interim staff to support EU-OSHA in statistical analyses and preparation of the dataset. On the other hand, the budget originally allocated to meetings has not been entirely committed. Indeed the meetings are organised online or hybrid, so the budget is lower than expected.

BL 3100: Service contract for the 2024 stakeholder survey is significantly of lower value than estimated end 2023 and therefore 8k€ are available for transfer.

BL 3030: Under the priority area 3 of the AWP2024, maintenance and development costs for the activity "3.1 - OiRA" are higher than initially expected whne OiRA continued technical aspects need to maintain. New total for the activity "3.1- OiRA" including new technical & maintenance services is 340k€.

BL 3060: For the networking priorty aera and related activity 6.4, the Management Board decision after finalisation of 2024 budget to have two meeting a year instead of one hybrid meetings per year leads to further

#	Ref.	Title	from / to	item	Current appropriations	Transfer	New appropriations	Total transfer	Transfer(s) between Titles: FR Check Art. 26 10% limit	Cumulated amount	%	Date of decision	Decision
TR/04/24	OSH.6297	Title 1	from:	1100-C1	5,735,000.00	- 1,500.00	5,733,500.00	522,500.00	n/a	n/a	n/a	21/112021	Ares(2024)8295428
				1200-C1	20,000.00	- 20,000.00	-						
		Title 1	to:	1113-C1	1,850,000.00	21,500.00	1,871,500.00						
		Title 2	from:	2140-C1	65,000.00	- 37,500.00	27,500.00		n/a	n/a	n/a		
				2210-C1	20,000.00	- 17,500.00	2,500.00						
				2330-C1	80,000.00	- 35,000.00	45,000.00						
				2359-C1	30,000.00	- 2,000.00	28,000.00						
		Title 2	to:	2100-C1	620,000.00	92,000.00	712,000.00						
		Title 1	from:	1100-C1	5,733,500.00	- 110,000.00	5,623,500.00		Y	110,000.00	1.9%		
				1300-C1	45,000.00	- 4,500.00	40,500.00		Y	4,500.00	10.0%		
				1410-C1	60,000.00	- 6,000.00	54,000.00		Y	6,000.00	10.0%		
				1450-C1	105,000.00	- 5,000.00	100,000.00		Y	5,000.00	3.7%		
				1510-C1	150,000.00	- 15,000.00	135,000.00		Y	15,000.00	10.0%		
				1522-C1	105,000.00	- 2,000.00	103,000.00		Y	2,000.00	1.5%		
		Title 2	from:	2000-C1	415,000.00	- 17,000.00	398,000.00		Y	17,000.00	4.1%		
				2030-C1	430,000.00	- 43,000.00	387,000.00		Y	43,000.00	10.0%		
				2150-C1	265,000.00	- 26,500.00	238,500.00		Y	26,500.00	10.0%		
				2330-C1	45,000.00	- 8,000.00	37,000.00		Y	8,000.00	10.0%		
		Title 3	from:	3020-C1	2,436,000.00	- 72,000.00	2,364,000.00		n/a	n/a	n/a		
				3040-C1	3,474,150.00	- 100,000.00	3,374,150.00		n/a	n/a	n/a		
		Title 3	to:	3050-C1	210,000.00	409,000.00	619,000.00		n/a	n/a	n/a		

Justification:

Title 1 and 2: less activity/projects in most of the admisntrative areas leads to availability in appropriations for a redistribution to identied needs :

BL 1113: 7.1% annual increase in salaries implies a transfer of 21,000 € in order to cope with the payment of the contract agents salaries and allowances in December 2024

BL 2100: consultancy services to be contracted via the European commission - DIGIT Framework Contract Beacon Lot2 implies to increase the budget of the IT of 92,000 € for a new total of 712,000€

BL 3020: Under the priority area 2 of the AWP2024, the financial resources originally allocated for the activity "2.8-Workers exposure survey" are reduced to 24,000 € and therefore unused appropritaions be

BL 3040: Underspending under FAST envelope as FOPs requested less services (activity 4.9) and revised planning of the translations 2024 (Less products for translation received) leads

to an availabilty of 100,000 €.

BL 3050: Additional funds are required to finance the procurement actions that are necessary to implement the OSH Pulse, cf. decision on non-substantial amendments of the WP 24 (eu-osha.ed.net(2024)7446802).

#	Ref.	Title	from / to	item	Current appropriations	Transfer	New appropriations	Total transfer	Transfer(s) between Titles: FR Check Art. 26 10% limit	Cumulated amount	%	Date of decision	Decision
TR/05/24	OSH.6315	Title 1	from:	1100-C1	5,723,500.00	- 128,400.00	5,595,100.00	197,000.00	Y	128,400.00	2.2%	16/12/2024	Ares(2024)8996661
				1113-C1	1,909,145.00	- 53,900.00	1,855,245.00		Y	53,900.00	2.7%		
		Title 2	from:	2030-C1	332,000.00	- 2,700.00	329,300.00						
				2210-C1	2,500.00	- 1,500.00	1,000.00						
				2359-C1	28,000.00	- 10,500.00	17,500.00						
		Title 2	to:	2150-C1	194,000.00	197,000.00	391,000.00						

Justification:

BL1100 & 1113 : all obligations towards the Agency's staff salaries and allowances 2024 have been fullfilled and leave a total appropriations availability for transfer of 182,300€.

BL 2030, 2210, 2359 : optimization of budget appropriations 2024 and related final assessment of final needs in terms building associated costs, purchase of furniture and general adminstrative costs lead to an availability of a total appropriations of 14,700€ for transfer

BL 2150: EC and EU entities is changing of corporate accounting and financial system (SUMMA replacing ABAC) in 2025 and 2026. As per general communication of the European Commission Ares(2024)8850369, the SUMMA onboarding fee can be booked on B2024. Therefore the total budget for the inter-institutional IT services delivered by the EC is increased of 197,000€ and related appropriations earmarked for the SUMMA system.