Ref. Ares(2026)5626445 - 03/06/2026

ANNUAL ACCOUNTS

European Agency for Safety and Health at Work Annual accounts 2025 accompanied by the 2025 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 2025 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.

Digitally signed by:

SUAD GÖREN

Date: 2026-05-27 16:16:11 UTC

Suad GOREN
Accounting Officer

Bilbao, 27/05/2025

European Agency for Safety and Health at Work

Contents

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".

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 OSH Strategic Framework 2021-2027, but also in other policy documents. EU-OSHA was stablished in 1994 and 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 and vision statement

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".

EU-OSHA's Strategy (see below) defines the following vision statement: "EU-OSHA's vision is to protect workers' safety and health by informing policy, supporting risk prevention, raising awareness and engaging key actors".

OSHA's Strategy 2025-2034

The Management Board adopted a new Strategy for EU-OSHA at the end of 2024[2]. The Strategy, which runs from 2025 to 2034, outlines the Agency's priorities and sets out three Strategic Lines of Action with the following objectives:

1. Providing evidence and knowledge on current, new and emerging risks regarding their impact on safety and health and their prevention, to support policymaking and research.
2. Promoting and facilitating the development of tools and resources to empower the Agency's networks and partners to improve the prevention of occupational safety and health risks in the workplace.
3. Driving awareness raising and networking actions to enable the Agency and its stakeholders to foster a positive risk prevention culture at work.

---

[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

[2] EU-OSHA's Strategy 2025-2034

The overarching aim of the Strategy is to establish an effective framework for EU-OSHA to continue to deliver on EU policy priorities as identified in the European Pillar of Social Rights and the EU OSH Strategic Framework in close cooperation with partners and networks.

Governance

As a tripartite organisation, EU-OSHA works closely with Governments', Employers' and Workers' representatives – in addition to the European Union institutions and bodies.

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 Management Board provides the strategic orientations of the Agency, appoints the Executive Director and holds them accountable.

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, representatives from EEA-EFTA countries and from other EU Agencies.

The Management Board is supported by an Executive Board, which is a smaller steering group drawn from the Management Board groups, i.e. Governments, Employers, Workers' 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 areas of work and provide strategic advice and guidance. Their members are designated by the interest groups and the Commission.

Focal Points and national networks

EU-OSHA can only achieve impact through close collaboration with partners and networks, particularly the Member State Focal Points and their national networks.

Focal Points are a unique feature of EU-OSHA giving EU-OSHA a strong link to stakeholders in the Member States. Nominated by each government as EU-OSHA's official representative in each Member State, the Focal Points are typically the competent national authority for safety and health at work and are primary contributors to the implementation of EU-OSHA's work programmes. They provide input to the Agency's work at different stages, such as knowledge development, dissemination, and awareness raising. It is through their engagement and outreach capacity at the national level that the active use of EU-OSHA's work can be ensured.

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

During 2025, through the implementation of the Single Programming Document 2025-2027[3], EU-OSHA has delivered on the three Strategic lines of actions identified in the Strategy through data collection, research, tools and resources facilitation and development, awareness raising actions. Stakeholder engagement has been a key enabler. Work programme delivery and budget implementation exceeded the ambitious targets.

[3] EU-OSHA's Single Programming Document 2025-2027

SLA 1: Evidence and Knowledge for Policy and Research

EU-OSHA has provided relevant and timely knowledge and data to support policymaking, policy implementation, and evaluation related to OSH risks in the EU. The Agency has collected data on OSH risks, prevention measures, and outcomes, and identified emerging challenges and opportunities.

- The **European Survey of Enterprises on New and Emerging Risks (ESENER) 2024** findings were launched at the OSH conference organised by the Polish EU Presidency (Warsaw, 3-4 April). Data and findings have been widely used by the European Commission, European Parliament, and other stakeholders for impact assessments and evaluations, especially regarding directives on workplace safety, digitalisation, and AI at work. The data have also been presented internationally before a relevant research community.
- The **OSH Pulse survey 2025** edition expanded its scope to include climate change impacts on OSH, digitalisation, and psychosocial risks. Results reveal high use of digital technologies at work, significant psychosocial risks, and exposure to climate-related hazards. The findings complement ESENER data and support EU-OSHA's ongoing projects.
- The **Supporting Compliance project recently** focussed on regulatory influences, and in particular on innovative inspection and enforcement practices, especially digitalisation of inspection processes and moving beyond traditional inspection methods. National case studies from Norway, Germany, Poland, Ireland, and Portugal provided insights into challenges and solutions for OSH compliance, particularly in SMEs .
- Research on **psychosocial risks (PSR)** and mental health has progressed, with reports on agriculture, workforce diversity, education, and transport sectors. National reports and policy brief on legislation and strategies on PSR were also published Cooperation with other EU Agencies has been established, and preparations for the 2026-2028 Healthy Workplaces Campaign on mental health are underway.
- The **Health and Social Care sector project** addresses musculoskeletal and psychosocial risks, occupational accidents, and prevention measures focussing on the Health and Socia care sector. Areas of work focus on retention, return-to-work, and OSH in residential care and healthcare assistants.
- Work on **circulatory diseases** includes data collection, policy overviews, and research on work-related and non-work-related risk factors. Preliminary findings are expected by mid-2026, with publications in 2027.
- The **Climate change and OSH project** and the **Occupational exposure to cancer risk factors** kicked off in 2025 with expert meetings defining research priorities.
- Further developments for the **OSH Barometer** were implemented, including a new subsection under the Working conditions section on digitalisation. It includes data from the OSH Pulse survey 2022, as well as data from Eurostat
- The **new Foresight on Climate Change-related consequences and crises** resulted in the development of four future scenarios (2050 and 2035) to illustrate the implications of climate change-related developments and crises on OSH.
- EU-OSHA has actively **supported the Commission** and contributes to meetings and working groups led by DG EMPL C2, providing input on revisions to health and safety directives, guidance on asbestos, and the evaluation of OSH directives' implementation. The agency also collaborates with key DG EMPL initiatives such as the Roadmap for Quality of Jobs and the revision of the Action Plan on the European Pillar of Social Rights.

SLA 2: Tools and Resources for Prevention

EU-OSHA promotes and facilitates the development of practical tools and resources to support OSH risk prevention at workplaces, in particular addressing the needs for micro, small, and medium-sized enterprises (MSMEs).

- The outreach of **OiRA (Online interactive Risk Assessment) tool** has continued to grow, with over 335,000 registered users and 375 tools online. New tools on harassment, heat and cold, and automation of tasks were published, and national partners have adapted tools for their contexts. Research shows OiRA's use for risk assessments, training, and education.

- EU-OSHA published **guidance on biological monitoring** at work to assist occupational health professionals in chemical exposure monitoring, and practical guidance on rehabilitation after long COVID.
- **OSHwiki articles** on emerging risks such as those linked to digitalisation, cyberviolence, precarious work, and neurodiversity were published.

SLA 3: Raising Awareness and Networking for a Positive Safety and Health Culture

EU-OSHA's campaigning, promotion, and networking efforts have been effective in engaging stakeholders and raising awareness across Europe.

- The **Healthy Workplaces Campaign (HWC) "Safe and healthy work in the digital age"** has maintained strong engagement with national focal points, social partners, and EU institutions. Key priority areas such as worker management through AI and smart digital systems were launched with extensive support materials and events. The campaign's closing summit took place in December 2025 in Bilbao; and preparations for the **2026 HWC "Together for Mental Health at Work"** started.
- Networking activities included Management Board meetings, advisory group consultations, and four focal point meetings. The new FAST 2025 scheme supports focal points with streamlined funding and enhanced event management.
- **Cooperation with EU Agencies** included a new Memorandum of Understanding signed with ECHA whereas cooperation with Eurofound and Cedefop is supported by memoranda of understanding and implemented through annual action plans. Meetings have taken place with ELA on intensified cooperation. Following the Commission evaluation of EU-OSHA, Eurofound, Cedefop and ETF, the action plan for the follow-up on the recommendations was agreed with DG EMPL. Implementation of the action plan is on track and done in close collaboration with the other four employment agencies.
- EU-OSHA supports the **Western Balkans and Turkey** in their pre-accession process through the IPA programme, with the current edition expiring in January 2026. The Agency is working with DG ENEST to implement a forty-eight month action, starting in 2026, using both IPA and NDICI funding that will cover not only the Western Balkans and Turkey but also Ukraine and Moldova.
- Through the **FAST scheme**, which provides financial and logistic support to Focal Points, the Agency aims to strengthen collaboration, enhance knowledge exchange, and build a robust OSH culture across Europe on the basis of the Agency's products, while increasing dissemination and promotion capacity at Member State level. The scheme was reviewed in 2025 to increase efficiency and effectiveness of the different actions.

Budget and budget implementation

The initial annual budget of the agency was EUR 17,886,100 for 2025 (+1.5% compared to 2024). The implementation for commitment appropriations was 95.3% for a 96.0% implementation of the Annual Work programme. Total payment implementation reached 70.7%. A total of 24.6% was carried over to 2026.

EU-OSHA carried out three 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 social activities (BL1410), the contracting of interim staff (BL1500), the inter-institutional services (BL1510), catering services for EU inter-agency meetings (BL2500), the reinforcement of the FAST project and IT operational development (BL3040). The total amount transferred by decisions of the Executive Director is EUR 519,600.

EU-OSHA contributed in 2025 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 2023-2026. The total implementation is 95.0% for the commitment appropriations when the total paid is 83,6%

Overall and considering all fund sources, the budget in commitment appropriations in 2025 was for a total EUR 18,161,827 of which 95.2% was committed when the total payment appropriations was for a total EUR 22,085,196 of which 75.3% 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:

- Increase in “Receivables and recoverables” (see **note 4.1.5**) of EUR 946,630 (2025: EUR 5,551,032 versus 2024: EUR 4,604,402) mainly refers to the increase of the central treasury liaison accounts.
- Increase of the payables (see **note 4.2.3**) from EUR 2,248,239 in 2024 to EUR 2,917,924 in 2025 has been mainly driven by the increase of the carry forward charges to 2025 and the increase of the pre-financing liability related to unused balancing 2025 subsidy from the Commission.
- Decrease in expenses (see notes **5.2.1 to 5.2.5**) from EUR 18,243,123 in 2024 to EUR 16,795,675 in 2025 mainly relates to the decrease of the operating costs by 18%. The decrease of costs in 2025 is partly the increase of the outstanding commitments not expensed at 31.12.2025. Related obligations are to be paid in 2026. The staff costs increased by 2% in line with salary indexation and occupation of the staff in 2025.
- All in all, and compared to the financial year 2024, the 18% decrease in operating expenditure (decrease of of EUR 1,503,840 **see notes under 5.2**) coupled with the decrease in operating revenues (EUR 2025: 17,100,195 versus 2025: EUR 2024: 17,387,459, **note 5.1.1**) leads to the economic result for 2025 of EUR 277,176.

2. FINANCIAL STATEMENTS 2025

All amounts are in EUR

European Agency for Safety and Health at Work

2.1 Balance sheet

	2025	2024
NON-CURRENT ASSETS		
Intangible assets	**-**	**-**
Property, Plant and Equipment	**153.981**	**145.315**
Land and buildings	-	-
Plant and equipment	11.000	16.576
Computer hardware	142.980	124.219
Furniture and vehicles	-	4.520
Other fixtures and fittings	-	-
Tangible assets under construction	-	-
Financial assets		
Long-term receivables and recoverables	**-**	**9.315**
Long-term receivables and recoverables	-	9.315
Long-term receivables from consolidated EC entities	-	-
Pre-financing	**-**	**-**
CURRENT ASSETS		
Inventories	**-**	**-**
Financial assets	**-**	**-**
Pre-financing	**-**	**-**
Receivables and recoverables	**5.551.032**	**4.604.402**
Current receivables from non-exchange transactions	2.717	2.717
Current receivables from exchange transactions	5.548.315	4.601.685
Cash and cash equivalents	**7.000**	**6.120**
TOTAL ASSETS	**5.712.013**	**4.765.153**
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	**2.917.924**	**2.248.239**
Provisions for risks and liabilities	**-**	**-**
Financial liabilities	**-**	**-**
Payables		
Current payables	24.000	186.412
Accounts payable to consolidated EU entities	998.492	526.465
Accrued charges and deferred income	1.895.432	1.535.362
TOTAL LIABILITIES	**2.917.924**	**2.248.239**
NET ASSETS	**2.794.089**	**2.516.914**
Accumulated surplus/deficit	2.516.914	3.335.484
Economic result of the year	277.176	- 818.571

2.2 Statements of financial performance

	2025	2024
OPERATING REVENUE	**17.100.195**	**17.387.459**
Non-exchange revenue		
European Union Contribution	17.000.095	17.287.359
Other non-exchange revenue	100.100	100.100
Exchange revenue		
OPERATING EXPENSES	**- 16.795.129**	**- 18.243.123**
Operational expenses	- 6.715.363	- 8.219.202
Administrative expenses	- 2.131.461	- 2.230.953
Staff expenses	- 7.867.657	- 7.705.513
Fixed assets expenses	- 76.390	- 83.185
Other expenses	- 4.258	- 4.270
Financial expenses - interest late payment	-	-
SURPLUS/(DEFICIT) FROM OPERATING ACTIVITIES	**305.066**	**- 855.664**
Financial revenue	- 27.345	37.651
Financial expenses	- 546	- 557
SURPLUS/(DEFICIT) FROM ORDINARY ACTIVITIES	**277.176**	**- 818.571**
Extraordinary gains	-	-
Extraordinary losses/gains - exchange rates	-	-
SURPLUS/(DEFICIT) FROM EXTRAORDINARY ITEMS	**-**	**-**
ECONOMIC RESULT OF THE YEAR	**277.176**	**- 818.571**

2.3 Statement of changes in net assets

	Accumulated Surplus/Deficit	Economic result of the year	Net Assets (Total)
Balance as at 31 December 2024	**3.335.484**	**-818.571**	**2.516.914**
Changes in accounting policies	-	-	-
Balance as at 1 January 2025	**3.335.484**	**-818.571**	**2.516.914**
Allocation of the economic result of previous year	-818.571	818.571	-
Economic result of the year	-	277.176	277.176
Balance as at 31 December 2025	**2.516.914**	**277.176**	**2.794.089**

2.4 Statement of cash-flow

	2025	2024
Economic result of the year	277.176	-818.571
Operating activities		
Amortisation	-	-
Depreciation	70.466	83.185
Decrease/(increase) in receivables and recoverables	-937.316	1.340.791
Decreas/(Increase) in pre-financing	-	-
Increase/(decrease) in payables	309.616	-352.621
Increase/(decrease) in accrued charges	360.070	-192.803
Net cash flow from operating activities	**80.011**	**59.981**
Investing activities		
Increase in intangible assets and property, plant and equipment	-85.055	-60.861
Other…	5.924	-
Net cash flow from investing activities	**-79.131**	**-60.861**
Net increase / (decrease) in cash and cash equivalents	880	-880
Cash and cash equivalents at the beginning of the year	6.120	7.000
Cash and cash equivalents at year-end	**7.000**	**6.120**

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 impost 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	31.12.2025	31.12.2024
BGN	1,95580	1,95580
CZK	24,17400	25,27100
DKK	7,46880	7,45770
HUF	381,68000	412,83000
PLN	4,23450	4,31000
RON	5,09110	4,97730
SEK	10,99450	11,53750
JPY	181,11000	159,89000
CHF	0,93370	0,93140
GBP	0,87540	0,83230
USD	1,15860	1,05420

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.

4. NOTES TO THE BALANCE SHEET

4.1 Assets

4.1.1 Intangible assets

	Software licences	Total
A. Purchase price		
Value on 1.1.2025	193.208	193.208
Changes during year		
· Additions	-	-
· Withdrawals / Reclassifications	- 105.041	- 105.041
· Correction on balance value		-
End of the year 31.12.2025	**88.167**	**88.167**
B. Amortisation		
Value on 1.1.2025	- 193.208	- 193.208
Changes during year		
· Additions	-	-
· Withdrawals / Reclassifications	105.041	105.041
· Correction on balance value		-
End of the year 31.12.2025	**- 88.167**	**- 88.167**
Net value (A + B)	**-**	**-**

No acquisition in 2025.

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.

	Building	Plant & Machinery	Furniture and vehicules	Computer equipment	Other fixtures and fittings	Total
A. Purchase price						
Value on 1.1.2025	444.582	220.016	418.438	752.993	38.252	1.874.281
Changes during year						
· Reclassifications						-
· Additions	-	-	-	85.055	-	85.055
· Withdrawals / Reclassifications	-18.379	-167.471	-391.084	-286.227	-14.779	-877.941
· Correction on balance value						-
End of the year 31.12.2025	**426.203**	**52.545**	**27.354**	**551.821**	**23.472**	**1.081.395**
B. Depreciation						
Value on 1.1.2025	-444.582	-203.439	-413.918	-628.775	-38.252	-1.728.966
Changes during year						
· Reclassifications						-
· Additions	-	-5.576	-	-64.890	-	-70.466
· Withdrawals / Reclassifications	18.379	167.471	386.564	284.824	14.779	872.017
· Write-back						-
· Correction on balance value						-
End of the year 31.12.2025	**-426.203**	**-41.545**	**-27.354**	**-408.841**	**-23.472**	**-927.415**
Net value (A + B)	**-**	**11.000**	**-**	**142.980**	**-**	**153.981**

The new acquisitions of 2025 mainly relate to computer equipment.

4.1.3 Long-term receivables

At the 31.12.2025, there was no long-term receivables.

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 31.12.2025, there was two open pre-financings to a third party for a total of EUR 207,611 relating to activities fully implemented in 2025. The open pre-financing has been cleared in early 2026.

European Agency for Safety and Health at Work

4.1.5 Short-term receivables

Current receivables from non-exchange transactions	2025	2024
VAT Portugal	2.717	2.717
SUB - TOTAL	***2.717***	***2.717***
Current receivables from exchange transactions		
Central treasury liaison accounts	5.432.666	4.487.594
Staff	- 26.432	- 29.309
Deferred charges	111.458	84.482
Accrued income exchange	30.623	58.918
SUB - TOTAL	***5.548.315***	***4.601.685***
TOTAL	**5.551.032**	**4.604.402**

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 increase 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 31.12.2025.

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 2025, 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 2025 and 2026.

4.1.6 Cash and cash equivalents

	2025	2024
Imprest account	6.322	5.147
Petty cash	678	974
TOTAL	**7.000**	**6.120**

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 2024	**3.335.484**	**- 818.571**	**2.516.914**
Changes in accounting policies	-	-	-
Balance as at 1 January 2025	**3.335.484**	**- 818.571**	**2.516.914**
Allocation of the economic result of previous year	- 818.571	818.571	-
Economic result of the year	-	277.176	277.176
Balance as at 31 December 2025	**2.516.914**	**277.176**	**2.794.089**

4.2.2 Provision for risks and liabilities

In 2025, an impairment is performed on the outstanding receivable of EUR 4,258 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. In 2025 the economic operator lodged an appeal and in line with OSHA's legal advice is has been decided to keep the recovery process on hold until a final court decision is received.

4.2.3 Short-term payables

Current payables	2025	2024
Suppliers	24.000	186.412
SUB - TOTAL	***24.000***	***186.412***
Other payables		
Pre-financing received from EC - operating subsidy	97.794	275.728
Pre-financing received from EC - balancing subsidy	900.049	245.632
Other payables	649	5.104
SUB - TOTAL	***998.492***	***526.464***
Accrued charges		
Holidays not taken 2025	179.784	174.689
Accrued charges on carry forward to 2025	1.715.647	1.360.673
SUB - TOTAL	***1.895.432***	***1.535.362***
TOTAL	**2.917.924**	**2.248.238**

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 2025 balancing subsidy that is to be reimbursed by EU-OSHA to the European Commission in 2026.

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.

European Agency for Safety and Health at Work

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	2025	2024
EC subsidy	17.000.095	17.287.359
Miscellaneous	100.100	100.100
TOTAL	**17.100.195**	**17.387.459**

The heading funds from the Commission correspond to the amounts of the Commission balancing subsidy of EUR 16,822,161 and operating IPA subsidy of EUR 177,934 used during 2025. 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

Financial revenue	2025	2024
Financial revenue	- 28.295	36.823
Other	951	828
TOTAL	**- 27.345**	**37.651**

The financial revenue mainly consists in the record in the accounting of the accrued interests (EUR 4,258) yielded by the receivable that was recognised in 2019 in favor of EU-OSHA.

5.2 Expenses

5.2.1 Operational expenses

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

Operating expenses	2025	2024
Operating costs	6.715.363	8.219.202
TOTAL	**6.715.363**	**8.219.202**

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 decrease of the operational costs is directly linked to the increase of the outstanding commitments not expensed at 31.12.2025 and related obligations to be paid in 2026.

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	2025	2024
Office Supplies & Maintenance	548.668	802.542
PP&E related expenses	259.969	277.400
Operating leasing expenses	360.916	397.716
Training costs	96.915	59.500
External non IT services	336.956	389.636
Expenses with other consolidated entities	443.717	198.928
Communications & publications	42.250	56.655
Missions	25.140	34.650
Other	17.476	14.483
TOTAL	**2.132.007**	**2.231.511**

The decrease of administrative expenses has been driven in all items except in the expenses with other consolidated entities & the training cost.

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	287.095	232.415		519.510

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	2025	2024
Staf costs	7.867.657	7.705.513
TOTAL	**7.867.657**	**7.705.513**

Increase of staff costs by 2% is mainly due increase in basic salaries, and the occupation of the staff during the year 2025.

5.2.4 Fixed assets

The property, plant and equipment related expenses are mainly for the 2025 depreciations.

Fixed assets expenses	2025	2024
Depreciation of intangible fixed assets	-	-
Depreciation of tangible fixed assets	70.466	83.185
Amounts written off tangible fixed assets	5.924	-
TOTAL	**76.390**	**83.185**

Compared to 2024, the decrease in the depreciation of the tangible fixed assets is mainly related to the computer equipment.

5.2.5 Other

In 2025, an impairment is performed on the outstanding receivable of EUR 4,258. 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.

Other expenses	2025	2024
Impairment of current receivables	4.258	4.270
TOTAL	**4.258**	**4.270**

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.

	2025	2024
Reste à Liquider	4.492.906	4.154.106
TOTAL	**4.492.906**	**4.154.106**

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).

	2025	2024
Outstanding commitments not yet expensed	2.482.189	2.522.538
TOTAL	**2.482.189**	**2.522.538**

6.2 Legal case

	2025	2024
Number of legal case open	2	2

Since March 2023, EU-OSHA is involved in an action for annulment brought by an economic operator. In 2024 the General Court and the Court of Justice of the European Union ruled in favour of EU-OSHA. Following the appeal by the claimant in 2025 the recovery process has been put on hold until the second instance decision which is expected in 2026.

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.

	2025	2024
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.

European Agency for Safety and Health at Work

2 RESULT OF THE IMPLEMENTATION OF THE BUDGET

		2025		2024
Revenue (a)		**17.823.261**		**17.376.988**
EC subsidy		17.722.210		17.357.855
Other subsidies		878		-
Miscellaneous revenue		100.173		19.133
Expenditure (b)	**-**	**17.324.612**	**-**	**17.826.306**
Staff - Title I of the budget				
Payments	-	8.118.922	-	8.037.655
Appropriations carried forward	-	159.380	-	127.881
Administration - Title II of the budget				
Payments	-	1.254.046	-	1.268.278
Appropriations carried forward	-	505.913	-	635.760
Operating activities - Title III of the budget				
Payments	-	3.280.803	-	4.146.141
Appropriations carried forward	-	3.729.819	-	3.159.727
Operating activities - Title IV of the budget				
Payments	-	177.934	-	175.137
Appropriations carried forward	-	97.794	-	275.728
Outturn for the financial year (a + b)		**498.649**	**-**	**449.318**
Appropriations carried over and cancelled		125.673		162.660
Adjustment unused appropriations at the end of previous year		275.728		532.278
Exchange rate differences		-		12
Balance of the outturn account for the financial year		**900.049**		**245.632**
Balance carried over from the previous financial year		245.632		490.731
Reimbursements to EC	-	245.632	-	490.731
Amount related to the financial year to be reimbursed to EC		**900.049**		**245.632**

3 RECONCILIATION OF ECONOMIC RESULT WITH BUDGET RESULT

	2025	2024
Financial performance year N	**277.176**	**- 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)	- 1.721.775	- 1.774.697
Adjustments for Accrual Cut-off (cut- off 31.12.N)	1.919.432	1.684.952
Deferred charges	- 26.976	- 23.889
Unpaid invoices at year end but booked in charges (class 6)	-	0
Depreciation of intangible and tangible fixed assets	70.466	83.185
Bad debt provision		4.270
Payments made from carry over of payment appropriations	3.797.695	4.845.583
Exchange rate differences		
Adjustment for budgetary items (item included in the budgetary result but not in the financial performance)		
Asset acquisitions	- 85.055	- 60.861
Payment appropriations carried over to N+1	- 4.492.906	- 4.199.096
New pre-financing received in the year and remaining open as at 31.12.N	722.115	- 10.918
Cancellation of unused carried over payment approppriations from previous year	125.673	162.660
Adjustment for carry-over from the previous year of appropriations available at 31.12.N arising from assigned revenue	275.728	357.142
Others	38.477	- 4.127
TOTAL	**900.049**	**245.631**
Budgetary result year N	**900.049**	**245.632**
Delta not explained	-	-

4 IMPLEMENTATION OF BUDGET REVENUE

4.1 Implementation of budget revenue – Title 1

EUR '000

	Item	Income appropriations		Entitlements established			Revenue				Out-standing
		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
10-0	EUROPEAN COMMISSION	16 826	16 826	16 764	0	16 764	16 764	0	16 764	-	0
Total Chapter 10-0		16 826	16 826	16 764	0	16 764	16 764	0	16 764	-	0
Total Title 10-0		**16 826**	**16 826**	**16 764**	**0**	**16 764**	**16 764**	**0**	**16 764**	**-**	**0**

EUR '000

	Item	Income appropriations		Entitlements established			Revenue				Out-standing
		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
11-0	OTHER REVENUE	491	491	491	0	491	491	0	491	-	0
Total Chapter 11-0		491	491	491	0	491	491	0	491	-	0
Total Title 10-1		**491**	**491**	**491**	**0**	**491**	**491**	**0**	**491**	**-**	**0**

EUR '000

	Item	Income appropriations		Entitlements established			Revenue				Out-standing
		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
12-0	EEA EFTA CONTRIBUTION	469	469	468	0	468	468	0	468	-	0
Total Chapter 12-0		469	469	468	0	468	468	0	468	-	0
Total Title 10-2		**469**	**469**	**468**	**0**	**468**	**468**	**0**	**468**	**-**	**0**

European Agency for Safety and Health at Work

4.2 Implementation of budget revenue – Title 2

EUR '000

	Item	Income appropriations		Entitlements established			Revenue				Out-standing
		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
20-0	GRANT FROM BASQUE	40	40	40	0	40	40	0	40	-	0
Total Chapter 20-0		40	40	40	0	40	40	0	40	-	0
Total Title 20-0		**40**	**40**	**40**	**0**	**40**	**40**	**0**	**40**	**-**	**0**

EUR '000

	Item	Income appropriations		Entitlements established			Revenue				Out-standing
		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
22-0	GRANT FROM SPAIN	60	60	60	0	60	60	0	60	-	0
Total Chapter 22-0		60	60	60	0	60	60	0	60	-	0
Total Title 20-2		**60**	**60**	**60**	**0**	**60**	**60**	**0**	**60**	**-**	**0**

European Agency for Safety and Health at Work

4.3 Implementation of budget revenue – Title 5 and GRAND TOTAL

EUR '000

	Item	Income appropriations		Entitlements established			Revenue				Out-standing
		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
50-0	MISCELLANEOUS REVENU	0	0	0	213	213	0	0	0	-	213
Total Chapter 50-0		0	0	0	213	213	0	0	0	-	213
Total Title 54-0		**0**	**0**	**0**	**213**	**213**	**0**	**0**	**0**	**-**	**213**

EUR '000

	Item	Income appropriations		Entitlements established			Revenue				Out-standing
		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
50-0	OTHER REV ADMIN OPER	0	0	1	0	1	1	0	1	-	0
Total Chapter 50-0		0	0	1	0	1	1	0	1	-	0
Total Title 59-0		**0**	**0**	**1**	**0**	**1**	**1**	**0**	**1**	**-**	**0**

GRAND TOTAL	**17 886**	**17 886**	**17 823**	**213**	**18 036**	**17 823**	**0**	**17 823**	**-**	**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	6 110	0	(400)	5 710	0	0	0	5 710
1113	CONTRACT AGENTS	2 060	0	(116)	1 944	0	0	0	1 944
Total Chapter 11		8 170	0	(516)	7 654	0	0	0	7 654
1200	SUNDRY RECRUITMENT EXPENSES	3	0	0	3	0	0	0	3
Total Chapter 12		3	0	0	3	0	0	0	3
1300	MISSION EXPENSES	55	0	0	55	0	0	0	55
Total Chapter 13		55	0	0	55	0	0	0	55
1410	SOCIOMEDICAL WELFARE OTHER AIDS GRANTS	60	0	4	64	0	0	0	64
1450	TRAININGS OF STAFF	95	0	0	95	0	0	0	95
Total Chapter 14		155	0	4	159	0	0	0	159
1500	INTERIM SERVICES	250	0	40	290	0	0	0	290
1510	INTERINSTITUTIONAL SERVICES	185	0	22	207	0	0	0	207
1522	TRAINEESHIPS	135	0	0	135	0	0	0	135
Total Chapter 15		570	0	62	632	0	0	0	632
Total Title 1		**8 953**	**0**	**(450)**	**8 503**	**0**	**0**	**0**	**8 503**

European Agency for Safety and Health at Work

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	(4)	412	0	0	0	412
2030	BUILDING ASSOCIATED COSTS	416	0	0	416	0	0	0	416
Total Chapter 20		831	0	(4)	828	0	0	0	828
2100	IT EXPENDITURE	635	0	0	635	0	0	0	635
2140	TELECOMMUNICATION COSTS	65	0	0	65	0	0	0	65
2150	IT INTERINSTITUTIONAL SERVICES	265	0	0	265	0	0	0	265
Total Chapter 21		965	0	0	965	0	0	0	965
2210	NEW AND REPLACEMENT	18	0	0	18	0	0	0	18
Total Chapter 22		18	0	0	18	0	0	0	18
2330	LEGAL EXPENSES AND AUDIT SERVICES	55	0	0	55	0	0	0	55
2359	OTHER ADMINSITRATIVE EXPENDITURE	27	0	0	27	0	0	0	27
Total Chapter 23		82	0	0	82	0	0	0	82
2500	MEETINGS OF ADMINISTRATIVE NATURE	0	0	4	4	0	0	0	4
Total Chapter 25		0	0	4	4	0	0	0	4
Total Title 2		**1 895**	**0**	**0**	**1 895**	**0**	**0**	**0**	**1 895**

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	ANTICIPATING CHANGE	150	0	0	150	0	0	0	150
3020	FACTS AND FIGURES AN	1 785	0	0	1 785	0	0	0	1 785
3030	TOOLS FOR OSH MANAGE	270	0	0	270	0	0	0	270
3040	RAISING AWARENESS AN	4 102	0	450	4 552	0	0	0	4 552
3050	NETWORKING KNOWLEDGE	219	0	0	219	0	0	0	219
3060	NETWORKING AND RELAT	475	0	0	475	0	0	0	475
Total Chapter 30		7 000	0	450	7 450	0	0	0	7 450
3100	SUPPORT TO OPERATION	38	0	0	38	0	0	0	38
Total Chapter 31		38	0	0	38	0	0	0	38
Total Title 3		**7 038**	**0**	**450**	**7 488**	**0**	**0**	**0**	**7 488**

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	0	0	0	0	0	166	166	166
Total Chapter 43		0	0	0	0	0	166	166	166
Total Title 4		**0**	**0**	**0**	**0**	**0**	**166**	**166**	**166**
GRAND TOTAL		**17 886**	**0**	**0**	**17 886**	**0**	**166**	**166**	**18 052**

European Agency for Safety and Health at Work

5.2 Breakdown & changes in payment appropriations

5.2.1 Breakdown & changes in payment appropriations – Title 1

EUR '000

		Budget appropriations				Additional appropriations			
	Item	Initial adopted budget	Amending budgets	Transfers	Final adopted budget	Carry-overs	Assigned revenue	Total	Total appropr. available
		1	2	3	4=1+2+3	5	6	7=5+6	8=4+7
1100	TEMPORARY AGENTS	6 110	0	(400)	5 710	0	0	0	5 710
1113	CONTRACT AGENTS	2 060	0	(116)	1 944	0	0	0	1 944
Total Chapter 11		8 170	0	(516)	7 654	0	0	0	7 654
1200	SUNDRY RECRUITMENT EXPENSES	3	0	0	3	0	0	0	3
Total Chapter 12		3	0	0	3	0	0	0	3
1300	MISSION EXPENSES	55	0	0	55	0	0	0	55
Total Chapter 13		55	0	0	55	0	0	0	55
1410	SOCIOMEDICAL WELFARE OTHER AIDS GRANTS	60	0	4	64	7	0	7	71
1450	TRAININGS OF STAFF	95	0	0	95	50	0	50	145
Total Chapter 14		155	0	4	159	57	0	57	216
1500	INTERIM SERVICES	250	0	40	290	65	0	65	355
1510	INTERINSTITUTIONAL SERVICES	185	0	22	207	6	0	6	213
1522	TRAINEESHIPS	135	0	0	135	0	0	0	135
Total Chapter 15		570	0	62	632	71	0	71	703
Total Title 1		**8 953**	**0**	**(450)**	**8 503**	**128**	**0**	**128**	**8 631**

European Agency for Safety and Health at Work

5.2.2 Breakdown & changes in payment appropriations – Title 2

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
2000	RENTAL OF BUILDINGS	415	0	(4)	412	2	0	2	413
2030	BUILDING ASSOCIATED COSTS	416	0	0	416	73	0	73	489
Total Chapter 20		831	0	(4)	828	74	0	74	902
2100	IT EXPENDITURE	635	0	0	635	299	0	299	934
2140	TELECOMMUNICATION COSTS	65	0	0	65	25	0	25	90
2150	IT INTERINSTITUTIONAL SERVICES	265	0	0	265	204	0	204	469
Total Chapter 21		965	0	0	965	529	0	529	1 494
2210	NEW AND REPLACEMENT	18	0	0	18	0	0	0	18
Total Chapter 22		18	0	0	18	0	0	0	18
2330	LEGAL EXPENSES AND AUDIT SERVICES	55	0	0	55	27	0	27	82
2359	OTHER ADMINSITRATIVE EXPENDITURE	27	0	0	27	5	0	5	32
Total Chapter 23		82	0	0	82	33	0	33	114
2500	MEETINGS OF ADMINISTRATIVE NATURE	0	0	4	4	0	0	0	4
Total Chapter 25		0	0	4	4	0	0	0	4
Total Title 2		**1 895**	**0**	**0**	**1 895**	**636**	**0**	**636**	**2 531**

European Agency for Safety and Health at Work

5.2.3 Breakdown & changes in payment 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	ANTICIPATING CHANGE	150	0	0	150	141	0	141	291
3020	FACTS AND FIGURES AN	1 785	0	0	1 785	792	0	792	2 577
3030	TOOLS FOR OSH MANAGE	270	0	0	270	158	0	158	428
3040	RAISING AWARENESS AN	4 102	0	450	4 552	1 292	0	1 292	5 844
3050	NETWORKING KNOWLEDGE	219	0	0	219	739	0	739	957
3060	NETWORKING AND RELAT	475	0	0	475	37	0	37	512
Total Chapter 30		7 000	0	450	7 450	3 160	0	3 160	10 610
3100	SUPPORT TO OPERATION	38	0	0	38	0	0	0	38
Total Chapter 31		38	0	0	38	0	0	0	38
Total Title 3		**7 038**	**0**	**450**	**7 488**	**3 160**	**0**	**3 160**	**10 648**

5.2.4 Breakdown & changes in payment appropriations – Title 4 and Grand 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	0	0	0	0	0	276	276	276
Total Chapter 43		0	0	0	0	0	276	276	276
Total Title 4		**0**	**0**	**0**	**0**	**0**	**276**	**276**	**276**
GRAND TOTAL		**17 886**	**0**	**0**	**17 886**	**3 923**	**276**	**4 199**	**22 085**

European Agency for Safety and Health at Work

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 2026			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	5 710	5 618	0	0	5 618	98 %	0	0	0	92	0	0	92
1113	CONTRACT AGENTS	1 944	1 891	0	0	1 891	97 %	0	0	0	53	0	0	53
Total Chapter 11		7 654	7 508	0	0	7 508	98 %	0	0	0	146	0	0	146
1200	SUNDRY RECRUITMENT EXPENSES	3	0	0	0	0	7 %	0	0	0	3	0	0	3
Total Chapter 12		3	0	0	0	0	7 %	0	0	0	3	0	0	3
1300	MISSION EXPENSES	55	29	0	0	29	53 %	0	0	0	26	0	0	26
Total Chapter 13		55	29	0	0	29	53 %	0	0	0	26	0	0	26
1410	SOCIOMEDICAL WELFARE OTHER AIDS GRANTS	64	60	0	0	60	94 %	0	0	0	4	0	0	4
1450	TRAININGS OF STAFF	95	87	0	0	87	91 %	0	0	0	8	0	0	8
Total Chapter 14		159	147	0	0	147	92 %	0	0	0	13	0	0	13
1500	INTERIM SERVICES	290	286	0	0	286	99 %	0	0	0	4	0	0	4
1510	INTERINSTITUTIONAL SERVICES	207	200	0	0	200	96 %	0	0	0	8	0	0	8
1522	TRAINEESHIPS	135	108	0	0	108	80 %	0	0	0	27	0	0	27
Total Chapter 15		632	594	0	0	594	94 %	0	0	0	38	0	0	38
Total Title 1		**8 503**	**8 278**	**0**	**0**	**8 278**	**97 %**	**0**	**0**	**0**	**225**	**0**	**0**	**225**

5.3.2 Implementation of commitment appropriations – Title 2

EUR '000

	Item	Total approp. available	Commitments made					Appropriations carried over to 2026			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
2000	RENTAL OF BUILDINGS	412	361	0	0	361	88 %	0	0	0	50	0	0	50
2030	BUILDING ASSOCIATED COSTS	416	392	0	0	392	94 %	0	0	0	24	0	0	24
Total Chapter 20		828	753	0	0	753	91 %	0	0	0	75	0	0	75
2100	IT EXPENDITURE	635	635	0	0	635	100 %	0	0	0	0	0	0	0
2140	TELECOMMUNICATION COSTS	65	57	0	0	57	88 %	0	0	0	8	0	0	8
2150	IT INTERINSTITUTIONAL SERVICES	265	241	0	0	241	91 %	0	0	0	24	0	0	24
Total Chapter 21		965	933	0	0	933	97 %	0	0	0	32	0	0	32
2210	NEW AND REPLACEMENT	18	0	0	0	0	0 %	0	0	0	18	0	0	18
Total Chapter 22		18	0	0	0	0	0 %	0	0	0	18	0	0	18
2330	LEGAL EXPENSES AND AUDIT SERVICES	55	44	0	0	44	82 %	0	0	0	10	0	0	10
2359	OTHER ADMINSITRATIVE EXPENDITURE	27	27	0	0	27	99 %	0	0	0	0	0	0	0
Total Chapter 23		82	71	0	0	71	88 %	0	0	0	10	0	0	10
2500	MEETINGS OF ADMINISTRATIVE NATURE	4	3	0	0	3	86 %	0	0	0	0	0	0	0
Total Chapter 25		4	3	0	0	3	86 %	0	0	0	0	0	0	0
Total Title 2		**1 895**	**1 760**	**0**	**0**	**1 760**	**93 %**	**0**	**0**	**0**	**135**	**0**	**0**	**135**

5.3.3 Implementation of commitment appropriations – Title 3

EUR '000

	Item	Total approp. available	Commitments made					Appropriations carried over to 2026			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	ANTICIPATING CHANGE	150	140	0	0	140	94 %	0	0	0	10	0	0	10
3020	FACTS AND FIGURES AN	1 785	1 480	0	0	1 480	83 %	0	0	0	305	0	0	305
3030	TOOLS FOR OSH MANAGE	270	266	0	0	266	99 %	0	0	0	4	0	0	4
3040	RAISING AWARENESS AN	4 552	4 539	0	0	4 539	100 %	0	0	0	12	0	0	12
3050	NETWORKING KNOWLEDGE	219	125	0	0	125	57 %	0	0	0	93	0	0	93
3060	NETWORKING AND RELAT	475	438	0	0	438	92 %	0	0	0	37	0	0	37
Total Chapter 30		7 450	6 989	0	0	6 989	94 %	0	0	0	461	0	0	461
3100	SUPPORT TO OPERATION	38	22	0	0	22	57 %	0	0	0	16	0	0	16
Total Chapter 31		38	22	0	0	22	57 %	0	0	0	16	0	0	16
Total Title 3		**7 488**	**7 011**	**0**	**0**	**7 011**	**94 %**	**0**	**0**	**0**	**477**	**0**	**0**	**477**

European Agency for Safety and Health at Work

Implementation of commitment appropriations – Title 4 and Grand total

EUR '000

	Item	Total approp. available	Commitments made					Appropriations carried over to 2026			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	166	0	0	136	136	82 %	30	0	30	0	0	0	0
Total Chapter 43		166	0	0	136	136	82 %	30	0	30	0	0	0	0
Total Title 4		**166**	**0**	**0**	**136**	**136**	**82 %**	**30**	**0**	**30**	**0**	**0**	**0**	**0**
GRAND TOTAL		**18 052**	**17 049**	**0**	**136**	**17 185**	**95 %**	**30**	**0**	**30**	**837**	**0**	**0**	**837**

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 2026				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	5 710	5 618	0	0	5 618	98 %	0	0	0	0	92	0	0	92
1113	CONTRACT AGENTS	1 944	1 891	0	0	1 891	97 %	0	0	0	0	53	0	0	53
Total Chapter 11		7 654	7 508	0	0	7 508	98 %	0	0	0	0	146	0	0	146
1200	SUNDRY RECRUITMENT EXPENSES	3	0	0	0	0	7 %	0	0	0	0	3	0	0	3
Total Chapter 12		3	0	0	0	0	7 %	0	0	0	0	3	0	0	3
1300	MISSION EXPENSES	55	22	0	0	22	40 %	7	0	0	7	26	0	0	26
Total Chapter 13		55	22	0	0	22	40 %	7	0	0	7	26	0	0	26
1410	SOCIOMEDICAL WELFARE OTHER AIDS GRANTS	71	26	1	0	27	39 %	34	0	0	34	4	5	0	10
1450	TRAININGS OF STAFF	145	56	48	0	104	72 %	30	0	0	30	8	2	0	10
Total Chapter 14		216	82	50	0	132	61 %	64	0	0	64	13	7	0	20
1500	INTERIM SERVICES	355	199	59	0	259	73 %	87	0	0	87	4	5	0	9
1510	INTERINSTITUTIONAL SERVICES	213	199	3	0	202	95 %	1	0	0	1	7	3	0	10
1522	TRAINEESHIPS	135	108	0	0	108	80 %	0	0	0	0	27	0	0	28
Total Chapter 15		703	506	62	0	569	81 %	88	0	0	88	38	9	0	47
Total Title 1		**8 631**	**8 119**	**112**	**0**	**8 231**	**95 %**	**159**	**0**	**0**	**159**	**225**	**16**	**0**	**241**

5.4.2 Implementation of payment appropriations – Title 2

EUR '000

	Item	Total approp. availab.	Payments made					Appropriations carried over to 2026				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	413	360	1	0	361	87 %	1	0	0	1	50	1	0	51
2030	BUILDING ASSOCIATED COSTS	489	258	70	0	328	67 %	133	0	0	133	24	3	0	27
Total Chapter 20		902	619	71	0	690	76 %	134	0	0	134	75	3	0	78
2100	IT EXPENDITURE	934	351	292	0	644	69 %	283	0	0	283	0	7	0	7
2140	TELECOMMUNICATIO N COSTS	90	2	25	0	27	30 %	55	0	0	55	8	0	0	8
2150	IT INTERINSTITUTIONAL SERVICES	469	241	204	0	445	95 %	0	0	0	0	24	0	0	24
Total Chapter 21		1 494	594	521	0	1 115	75 %	339	0	0	339	32	7	0	40
2210	NEW AND REPLACEMENT	18	0	0	0	0	0 %	0	0	0	0	18	0	0	18
Total Chapter 22		18	0	0	0	0	0 %	0	0	0	0	18	0	0	18
2330	LEGAL EXPENSES AND AUDIT SERVICES	82	17	22	0	39	48 %	27	0	0	27	10	5	0	15
2359	OTHER ADMINSITRATIVE EXPENDITURE	32	21	4	0	26	79 %	5	0	0	5	0	1	0	1
Total Chapter 23		114	38	26	0	65	56 %	33	0	0	33	10	7	0	17
2500	MEETINGS OF ADMINISTRATIVE NATURE	4	3	0	0	3	86 %	0	0	0	0	0	0	0	0
Total Chapter 25		4	3	0	0	3	86 %	0	0	0	0	0	0	0	0
Total Title 2		**2 531**	**1 254**	**618**	**0**	**1 872**	**74 %**	**506**	**0**	**0**	**506**	**135**	**17**	**0**	**152**

5.4.3 Implementation of payment appropriations – Title 3

EUR '000

	Item	Total approp. availab.	Payments made: from final adopt. budget	Payments made: from carry-overs	Payments made: from assign. revenue	Payments made: Total	Payments made: %	Appropriations carried over to 2026: Autom. carry-overs	Appropriations carried over to 2026: By decision	Appropriations carried over to 2026: Assigned rev.	Appropriations carried over to 2026: Total	Appropriations lapsing: from final adopt. budget	Appropriations lapsing: from carry-overs	Appropriations lapsing: from assig. rev.	Appropriations lapsing: 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	ANTICIPATING CHANGE	291	37	139	0	176	61 %	103	0	0	103	10	2	0	12
3020	FACTS AND FIGURES AN	2 577	364	776	0	1 140	44 %	1 116	0	0	1 116	305	16	0	321
3030	TOOLS FOR OSH MANAGE	428	186	158	0	344	80 %	80	0	0	80	4	0	0	4
3040	RAISING AWARENESS AN	5 844	2 362	1 256	0	3 618	62 %	2 177	0	0	2 177	12	36	0	48
3050	NETWORKING KNOWLEDGE	957	10	709	0	719	75 %	115	0	0	115	93	30	0	123
3060	NETWORKING AND RELAT	512	300	29	0	329	64 %	138	0	0	138	37	8	0	45
Total Chapter 30		10 610	3 259	3 067	0	6 327	60 %	3 730	0	0	3 730	461	92	0	553
3100	SUPPORT TO OPERATION	38	22	0	0	22	57 %	0	0	0	0	16	0	0	16
Total Chapter 31		38	22	0	0	22	57 %	0	0	0	0	16	0	0	16
Total Title 3		**10 648**	**3 281**	**3 067**	**0**	**6 348**	**60 %**	**3 730**	**0**	**0**	**3 730**	**477**	**92**	**0**	**570**

5.4.4 Implementation of payment appropriations – Title 4 and Grand total

EUR '000

			Payments made					Appropriations carried over to 2026				Appropriations lapsing			
	Item	Total approp. availab.	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	276	0	0	178	178	65 %	0	0	98	98	0	0	0	0
Total Chapter 43		276	0	0	178	178	65 %	0	0	98	98	0	0	0	0
Total Title 4		**276**	**0**	**0**	**178**	**178**	**65 %**	**0**	**0**	**98**	**98**	**0**	**0**	**0**	**0**
GRAND TOTAL		**22 085**	**12 654**	**3 798**	**178**	**16 629**	**75 %**	**4 395**	**0**	**98**	**4 493**	**837**	**126**	**0**	**963**

European Agency for Safety and Health at Work

6 OUTSTANDING COMMITMENTS

6.1 Outstanding commitments – Title 1

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 carried forward	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	5 618	5 618	0	0	0
1113	CONTRACT AGENTS	0	0	0	0	1 891	1 891	0	0	0
Total Chapter 11		0	0	0	0	7 508	7 508	0	0	0
1200	SUNDRY RECRUITMENT EXPENSES	0	0	0	0	0	0	0	0	0
Total Chapter 12		0	0	0	0	0	0	0	0	0
1300	MISSION EXPENSES	0	0	0	0	29	22	0	7	7
Total Chapter 13		0	0	0	0	29	22	0	7	7
1410	SOCIOMEDICAL WELFARE OTHER AIDS GRANTS	7	(5)	1	0	60	26	0	34	34
1450	TRAININGS OF STAFF	50	(2)	48	0	87	56	0	30	30
Total Chapter 14		57	(7)	50	0	147	82	0	64	64
1500	INTERIM SERVICES	65	(5)	59	0	286	199	0	87	87
1510	INTERINSTITUTIONAL SERVICES	6	(3)	3	0	200	199	0	1	1
1522	TRAINEESHIPS	0	(0)	0	0	108	108	0	0	0
Total Chapter 15		71	(9)	62	0	594	506	0	88	88
Total Title 1		**128**	**(16)**	**112**	**0**	**8 278**	**8 119**	**0**	**159**	**159**

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 carried forward	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	2	(1)	1	0	361	360	0	1	1
2030	BUILDING ASSOCIATED COSTS	73	(3)	70	0	392	258	0	133	133
Total Chapter 20		74	(3)	71	0	753	619	0	134	134
2100	IT EXPENDITURE	299	(7)	292	0	635	351	0	283	283
2140	TELECOMMUNICATION COSTS	25	(0)	25	0	57	2	0	55	55
2150	IT INTERINSTITUTIONAL SERVICES	204	0	204	0	241	241	0	0	0
Total Chapter 21		529	(7)	521	0	933	594	0	339	339
2330	LEGAL EXPENSES AND AUDIT SERVICES	27	(5)	22	0	44	17	0	27	27
2359	OTHER ADMINSITRATIVE EXPENDITURE	5	(1)	4	0	27	21	0	5	5
Total Chapter 23		33	(7)	26	0	71	38	0	33	33
2500	MEETINGS OF ADMINISTRATIVE NATURE	0	0	0	0	3	3	0	0	0
Total Chapter 25		0	0	0	0	3	3	0	0	0
Total Title 2		**636**	**(17)**	**618**	**0**	**1 760**	**1 254**	**0**	**506**	**506**

European Agency for Safety and Health at Work

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 carried forward	Commit. outstanding at year-end	
		1	2	3	4=1+2-3	5	6	7	8=5-6-7	9=4+8
3010	ANTICIPATING CHANGE	141	(2)	139	0	140	37	0	103	103
3020	FACTS AND FIGURES AN	792	(16)	776	0	1 480	364	0	1 116	1 116
3030	TOOLS FOR OSH MANAGE	158	(0)	158	0	266	186	0	80	80
3040	RAISING AWARENESS AN	1 292	(36)	1 256	0	4 539	2 362	0	2 177	2 177
3050	NETWORKING KNOWLEDGE	739	(30)	709	0	125	10	0	115	115
3060	NETWORKING AND RELAT	37	(8)	29	0	438	300	0	138	138
Total Chapter 30		3 160	(92)	3 067	0	6 989	3 259	0	3 730	3 730
3100	SUPPORT TO OPERATION	0	0	0	0	22	22	0	0	0
Total Chapter 31		0	0	0	0	22	22	0	0	0
Total Title 3		**3 160**	**(92)**	**3 067**	**0**	**7 011**	**3 281**	**0**	**3 730**	**3 730**

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 forward from previous year	Decommit. Revaluation Cancellations	Payments	Total	Commitments made during the year	Payments	Cancellation of commit. which cannot be carried forward	Commit. outstanding 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	231	(121)	110	0	136	68	0	68	68
Total Chapter 43		231	(121)	110	0	136	68	0	68	68
Total Title 4		**231**	**(121)**	**110**	**0**	**136**	**68**	**0**	**68**	**68**
GRAND TOTAL		**4 154**	**(246)**	**3 908**	**0**	**17 185**	**12 722**	**0**	**4 463**	**4 463**

European Agency for Safety and Health at Work

SUMMARY OF TRANSFERS OF APPROPRIATIONS 2025

#	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/01/25	OSH.6446	Title 1	from:	2100	415.000,00	- 3.500,00	411.500,00	3.500,00	n/a	n/a	n/a	29/05/2025	Ares(2025)4474207
			to:	2500	p.m.	3.500,00	6.000,00						

Justification:

BL 2100: no more rent to pay for the Brussels Liaison Office as from Q2/2025 following agreemn with DGEMPL to host the OSHA liaison offcier in their premises leads to savings of EUR 30,000.
BL 2500: catering services for EU inter-agency meeting on Contract Management

TR/02/25	OSH.6469	Title 1	from:	1113	2.060.000,00	- 66.100,00	1.993.900,00	66.100,00	n/a	n/a	n/a	24/11/2025	Ares(2025)10265102
			to:	1410	60.000,00	4.100,00	64.100,00						
				1500	250.000,00	40.000,00	290.000,00						
				1510	185.000,00	22.000,00	207.000,00						

Justification:

BL 1113: appropriations vailable for transfer and will not be consumed by the end of the year, due to an overestimation of salary costs, unfilled vacancies throughout the year, and the impact of the estimated salary indexation communicated by the PMO
BL 1410: further appropriations necessary to cover a new contract for the provision of "commemorative medals" for staff
BL 1500: further appropriations necessary for contracting services of interim staff due to a lack of resources and new projects
BL 1510: further appropriations mainly necessary to cover the EU treasury servcies 2025

TR/03/25	OSH.6473	Title 1	from:	1100	6.110.000,00	- 400.000,00	5.710.000,00	450.000,00	Y	400.000,00	6,5%	12/12/2025	Ares(2025)11145472
			to:	1113	1.993.900,00	- 50.000,00	1.943.900,00		Y	50.000,00	2,4%		
			to:	3040	4.101.600,00	450.000,00	4.551.600,00						

Justification:

BL 1100 & 1113: Controled inflation and indexation lower than expected lead to a total availability of 595k€ for transfers where needs are identified.

BL 3040:
4.7Awareness - migration to Drupal 11 - the extensive 2026 workload for ICT to support the move to the new Agency premises means we need to execute this key activity sooner than initially planned. This appropriation allows ICT to do this. The website maintenance contract that were supposed to end in Q1 2026 have been fully used and we need to launch contracts already in 2025 (+40k€).
4.7 Awareness - FAST 2026: To strengthen the engagement at Member State level, EU-OSHA has decided to allocate additional budgetary resources under title 3 in the 2025 budget to increase the volume of actions under the FAST scheme. Making this amendment now allows to achieve the aim of implementing events as early as possible in the year (220k€ for a total FAST of 285k€)
4.10 HWC 26-28 - further developments needed to be ready in time for development of beta version in Feb 2026 and launch of English version in april 2026. (+190k€)