



Consolidated Annual Activity Report

2024

Table of Contents

Management Board’s analysis and assessment	6
Executive Summary	10
Part I. Achievements of the year	16
1.1 EU Training Hub activities.....	16
1.2 International Cooperation activities.....	21
1.3 Detailed achievements as per the 2024 Annual Work Programme	25
Goal 1: CEPOL will be the EU hub for law enforcement training.	25
Goal 2: CEPOL will foster a common EU law enforcement culture via training.....	33
Goal 3: CEPOL will promote accreditation of law enforcement vocational training.	41
Goal 4: CEPOL will excel at governance as a modern and efficient EU Agency trusted by its stakeholders.	42
Part II. (a) Management	48
2.1 Management Board	48
2.2 Major Developments.....	48
2.3 Budgetary and Financial Management	50
2.4 Delegation and sub-delegation	66
2.5 Human Resources (HR) Management	66
2.6 Strategy for efficiency gains	69
2.7 Assessment of audit and ex-post evaluation results during the reporting year	70
2.8a Follow up of recommendations and action plans for audits and evaluations.....	71
2.8b Follow up of recommendations issued following investigations by OLAF.....	75
2.9 Follow up of observations from the Discharge Authority.....	75
2.10 Environment Management	80
2.11 Assessment by Management	81
Part II. (b) External Evaluations	82
Part III. Assessment of the effectiveness of the internal control systems	84
3.1 Effectiveness of internal control systems	84
3.2 Conclusions of assessment of internal control systems.....	85
3.3 Statement of the Manager in charge of risk management and internal control.....	86
Part IV. Management Assurance	88
4.1 Review of the elements supporting assurance	88
4.2 Reservations.....	88
Part V. Declaration of Assurance	90
ANNEXES	92
Annex I. Multi-Annual Key Performance Indicators (KPIs).....	93

Annex II. Statistics on financial management	96
Annex III. Organisational chart.....	100
Annex IV. Establishment Plan and additional information on HR Management.....	101
Annex V. Human and financial resources by activity	109
Annex VI. Contribution, grant and service level agreements	111
Annex VII. Environment management	112
Annex VIII. Draft Annual Accounts 2024	113
Annex IX. Amendments to the SPD 2024-2026.....	114

Acronyms and abbreviations

CAAR	Consolidated Annual Activity Report
CEPOL	European Union Agency for Law Enforcement Training
CA	Contract Agent
CT INFLOW	Enhancing Information Exchange and Criminal Justice Responses to Terrorism in the Middle East and North Africa
EUROMED Police	Enhancing operational capacities of the South Partner Countries (SPC) to fight serious and organised crime and strengthening strategic cooperation
TOPCOP	Training and Operational Partnership against Organised Crime
WB PaCT	Western Balkans Project against Crime and Terrorism
CERT-EU	The Cybersecurity Service for the Union institutions, bodies, offices and agencies
CKC	CEPOL Knowledge Centres
CNU	CEPOL National Units
COSI	Standing committee for the EU internal security
CSDP	Common Security and Defence Policy
CT	Counter-terrorism
DG	Directorate General of the European Commission
DG Home	The Directorate-General for Migration and Home Affairs
DG JUST	The Directorate-General for Justice and Consumers
DG NEAR	The Directorate-General for Neighbourhood and Enlargement Negotiations
DPO	Data Protection Office
EUAA	European Union Agency for Asylum
EC	European Commission
EC3	European Cybercrime Centre
ECA	European Court of Auditors
ECTEG	European Cybercrime Training and Education Group
ED	Executive Director
EEAS	European External Action Service
EES	Entry Exit System
EIGE	European Institute for Gender Equality
EIT	European Institute of Innovation & Technology
EJTN	European Judicial Training Network
EUDA	European Union Drugs Agency
EUDPR	Regulation (EU) 2018/1725 of 23 October 2018 on the protection of natural persons with regard to the processing of personal data by the Union institutions, bodies, offices and agencies and on the free movement of such data, and repealing Regulation (EC) No 45/2001 and Decision No 1247/2002/EC
EMPACT	European Multidisciplinary Platform Against Criminal Threats
ENFSI	European Network of Forensic Science Institutes
ENISA	European Union Agency for Cybersecurity
ENP	European Neighbourhood Policy
EP	European Parliament
EU	European Union
eu-LISA	European Union Agency for the Operational Management of Large-Scale IT Systems in the Area of Freedom, Security and Justice
EU-STNA	EU Strategic Training Needs Assessment
EUIPO	European Union Intellectual Property Office
Eurojust	European Union Agency for Criminal Justice Cooperation
Europol	European Union Agency for Law Enforcement Cooperation
ETIAS	European Travel Information and Authorisation System
FP	Framework Partners
FPI	Foreign Policy Instruments
FR	Fundamental Rights
FRA	European Union Agency for Fundamental Rights
Frontex	European Border and Coast Guard Agency
HR	Human Resources
HQ	Headquarters
IAS	Internal Audit Service
ICF	Internal Control Framework
IcSP	Instrument Contributing to Stability and Peace
ICT	Information and Communication Technology

INT	Law Enforcement Cooperation, Information Exchange and Interoperability
Interpol	International Criminal Police Organization
IOM	International Organization for Migration
IPR	Intellectual Property Rights
ISO	International Organisation for Standardisation
JHA	Justice and Home Affairs
JIT	Joint Investigation Team
KPI	Key Performance Indicators
LE	Law Enforcement
LEEd	Law Enforcement Education platform (CEPOL's e-learning platform & LMS)
LIBE	European Parliament's Committee on Civil Liberties, Justice and Home Affairs
LMS	Learning Management System
MB	Management Board
MENA	Middle East and North Africa
MS	Member States
MTIC	Missing Trader Intra-Community (Fraud)
NCP	National Contact Points
NDICI	Neighbourhood, Development and International Cooperation Instrument
NOK ITC	International Training Centre of Hungary
OPC	Organised Property Crime
OLAF	European Anti-Fraud Office
OSINT	Open Source Intelligence
OTNA	Operational Training Needs Analysis
PNR	Passenger Name Record
QM	Quality Management
SIENA	Secure Information Exchange Network Application
SIRENE	Supplementary Information Request at the National Entries
SIS	Schengen Information System
SNE	Seconded National Expert
SOCTA	Serious Organised Crime Threat Assessment
SPD	Single Programming Document
STNA	Strategic Training Needs Analysis
SYSPEP	HR module of the European Commission
TA	Temporary Agent
TE-SAT	EU Terrorism Situation and Trend Report
THB	Trafficking of Human Beings
TNA	Training Needs Assessment
TtT	Train-the-Trainer
UNODC	United Nations Office on Drugs and Crime
WP	Work Programme

Management Board's analysis and assessment

The Management Board,

Having regard to Regulation (EU) 2015/2219 of the European Parliament and of the Council of 25 November 2015 on the European Union Agency for Law Enforcement Training (CEPOL) and replacing and repealing Council Decision 2005/681/JHA;

Having regard to Management Board Decision 13/2019/MB of 22 May 2019 adopting the Financial Regulation, and in particular Article 48 thereof;

Having regard to the Consolidated Annual Activity Report (CAAR) for the financial year 2024 of the Authorising Officer of CEPOL;

General Observations

1. Notes that CEPOL has undergone a difficult second half of the year following a cyberattack with its ICT infrastructure on-premises as well as the e-learning platform LEEd considered as fully compromised and welcomes the coordinated approach taken by the Agency in close cooperation with CERT-EU and the Commission, in particular DG DIGIT, as regards rebuilding a new and secure IT infrastructure.
2. While acknowledging that despite the cyberattack, **the Agency has managed to ensure continuity of its core business** and successfully implement a majority of the planned activities, notes that the Agency had to review its initial objectives for 2024 by amending at three occasions the Single Programming Document 2024–2026 resulting in adjusted targets and training activities. Notes therefore that the 2024 Consolidated Annual Activity Report is based on the latest version of the SPD 2024 as per the third amendment.
3. Praises the Agency for its **successful and agile management of the impact of the cyberattack including the damage to the IT infrastructures and reputational damage**, by timely addressing the key stakeholders, including the LEEd users, in line with (EU) 2018/1725 (EUDPR), and building a new IT infrastructure in close cooperation with CERT-EU and DG DIGIT. Invites the Agency to mitigate the reputational damage brought by the cyberattack with actions embedded in future strategies.
4. Considers that the Consolidated Annual Activity Report 2024 represents a comprehensive and transparent account of the Agency's activities and results of the year; takes note of the **declaration of assurance of the Executive Director**.
5. Acknowledges that the **Agency delivered its work programme activities**, navigating the ongoing complexities arising from the current geopolitical context and the cyberattack. Notes that **CEPOL continued to deliver training to the law enforcement community**, as per the last revised **SPD 2024-2026 amendment. Welcomes CEPOL proactive efforts to identify and address emerging training needs, which represents a positive forward-looking step**.
6. Positively notes the **success of the move to the new headquarters**.
7. Notes with regards to the **budget management** that at the end of the year, CEPOL managed to implement 100% of the EUR 12 589 437 subsidy budget at commitment level and payments reached 87%. In total MEUR 1.642 (13%) commitments, were carried forward to 2025.

8. Takes note of the budget transfers that - fully in line with the provisions of the Financial Regulation - took place throughout the financial year as necessary to maximise budget utilisation and meeting financial/legal obligations. Regrets the fact that it was necessary to transfer budget appropriations from T3 to T1.
9. Positively notes that the agency has concluded **Framework Partnership Agreements** for the period **2025-2028** with 56 partners from 25 EU states in May 2024.
10. Positively notes that in 2024, **CEPOL signed four new contribution agreements funded by the European Commission** to support third countries in developing their law enforcement capacities. These four projects—CT INFLOW II, TOPCOP II, EUROMED VI, and WBPACT II—are follow-ups to previous initiatives and represent a continued investment in their respective areas. Together, they account for an additional MEUR 23,2 in funding and are extensions of projects that concluded in 2024. This expansion underscores CEPOL's commitment to strengthening law enforcement capabilities both within the EU and in neighbouring regions.
11. In terms of human resources management, takes note of the Agency's continuous efforts to ensure business continuity. Staff turnover remains a challenge for the Agency with several different reasons such as the correction coefficient, the lower grading compared to some other (JHA) agencies, lack of career perspective etc.
12. Commends CEPOL for its diligent efforts and full cooperation in addressing the recent data breach and CEPOL's proactive actions, in line with Article 35 of Regulation (EU) 2018/1725, which have been instrumental in effectively communicating with data subjects and ensuring compliance with data protection standards. The European Data Protection Supervisor (EDPS) has recognized these efforts, highlighting the agency's commitment to safeguarding the rights of affected individuals and upholding the highest standards of data protection.

Observations on the operational achievements

13. Positively notes that CEPOL, in alignment with EU policy initiatives, has continued its cooperation with EU stakeholders—including EU bodies, networks, JHA agencies, and others—and has implemented learning activities in line with the EU Security Union Strategy 2020–2024, the EU Strategy to Tackle Organized Crime 2021–2025, EMPACT, and other relevant strategies.
14. Acknowledges that due to the cyberattack, 10 onsite EU training activities planned in Budapest and several online activities had to be cancelled.
15. Positively notes that the implementation of the Exchange programme, the training activities implemented and hosted outside CEPOL HQ, CEPOL's training needs analysis function as well as the international cooperation activities were not affected by the cyber incident and took place as planned.
16. Welcomes that, in terms of the delivery of its core business, CEPOL implemented **350 activities** attended by almost **22 000 participants** which is a considerable outreach considering the limited resources and the cyber attack. As per the objectives of the CEPOL's new strategy, we expect that CEPOL will further increase its outreach via implementing a cascading mechanism that will rely on the strong support of the LE networks in the Member States.
17. Welcomes that despite the challenging situation, high-level activities such as the Workshop for EMPACT drivers, AI workshop, CEPOL Research week, EU Law Enforcement challenge, and the Workshop on EU security threats stemming from the Hamas attacks and the Gaza Crisis, could be delivered and considered successful, attracting attention from the EU counterparts.

18. Acknowledges that **EMPACT topics and Cybercrime** were the most popular topics attended by **64%** of total number of participants within EU training hub in 2024.
19. Welcomes the high achievement rate for the 170 performance indicators with 91% either overachieved, achieved or partially achieved.
20. Positively notes that the quality of CEPOL products as measured by the **customers' satisfaction rate** remained high with overall **97%** of participants stating that they were very satisfied or satisfied with the activities.
21. Commends sound implementation of the exchange programme, which facilitated 158 exchanges and integrated blended learning elements such as pre-assignments and webinars to enhance professional quality and outreach. Recognising the importance of Exchange Programme, the Management Board encourages its further expansion and development streamlined with the CEPOL Training Portfolio.
22. Acknowledges the positive outcomes of the first independent evaluations of the Exchange Programme. The evaluation results confirmed that the CEPOL Exchange Programme has a positive impact both on the individual (increased personal knowledge) and the institutional level (reinforced international cooperation, good enforcement practices exchanged) in law enforcement and it also acknowledged the good administration of the programme. Encourages the Agency to further enhance the Exchange Programme in line with the recommendations provided in the evaluation.
23. Positively notes the success of three onsite training activities addressing emerging training needs, as identified by the MS.
24. Notes the **strengthened EMPACT focus** as CEPOL's training addressed operational needs and training gaps identified as regards EU serious and organised crime priorities, ensuring a coordinated EU law enforcement response. CEPOL organized the EMPACT Driver's workshop, formulating policy recommendations for COSI and successfully conducted the coordination of Common Horizontal Strategic Goal 6 in EMPACT. Also notable were the continued successful operation and improvement of **Knowledge Centres on Counter-Terrorism and Cross Border Law Enforcement Cooperation, Information Exchange and Interoperability**. The Management Board welcomes a review of the operations of the CEPOL Knowledge Centres, also in light of an updated concept of Centres of Excellence and the categorisation of training activities for 2026.
25. Welcomes the implementation of operational training needs analyses, the positive outcomes of the evaluation of the EU-STNA 2022-2025 and the adoption of the Methodology of the EU Strategic Training Needs Assessment.
26. Recognises the continuous work of CEPOL to **strengthen fundamental rights as a horizontal topic** in law enforcement training. CEPOL maintained a central focus on protecting fundamental rights and provided training package (fundamental rights toolkit for law enforcement trainers) throughout the portfolio.
27. Welcomes CEPOL's ongoing enhancement of the secure Learning Management System (LEEd). The platform has been successfully migrated to new infrastructure, rebuilt, and now features multifactor authentication for all users. LEEd is continuously updated with new functionalities, improved user management, and a refreshed interface, ensuring better user experience and enhanced security.

28. Welcomes that, in the area of external cooperation, CEPOL continued to deliver impactful capacity-building projects with third countries in 2024, focusing on knowledge transfer, information sharing, and regional cooperation to address emerging EU security challenges. CEPOL continued to promote European practices **and foster training partnerships with Third Countries**, promoting international law enforcement cooperation instruments and expanding the availability of CEPOL training globally.
29. Notes with satisfaction that the Agency successfully maintained its certification in accordance with **ISO 9001:2015 Quality Management System**, and further expanded the use of specialised **ISO 29993:2017 standard for learning services**, which continues to demonstrate that CEPOL ensures efficient operating of the quality system.

Conclusion

Despite the challenges faced by CEPOL in the second half of 2024 due to the cyberattack and its impact on the Agency's IT infrastructure and reputation, the Management Board acknowledges the notable efforts made particularly in the first half of 2024 in delivering training activities, as well as in the effective recovery phase following the cyberattack. The strong, coordinated response with CERT-EU and the European Commission, supported by services implemented by DG DIGIT, has significantly contributed to reinforcing CEPOL's cybersecurity framework.

The Management Board considers **CEPOL has delivered the expected services in accordance with the amended 2024 Work Programme** and is satisfied by the overall performance of CEPOL.

Despite the challenges posed by the cyber-attack and limited financial and budgetary resources, CEPOL maintained its delivery of training activities and continued to support the development of e-learning options for law enforcement officers in the European Union and beyond.

The Management Board expresses its appreciation to the Executive Director and her staff for their commitment and achievements in 2024.

The Management Board attaches this analysis and assessment to the CAAR for submission to the Court of Auditors, the Commission, the European Parliament and the Council by no later than 1 July, in accordance with Article 47(2) of the Financial Regulation applicable to CEPOL.

For the Management Board

<< Signature on file >>

.....

Mr Costas Veis

Chair of the Management Board

Executive Summary

The Agency in brief

CEPOL's¹ mission is making Europe a safer place through law enforcement training and learning. The Agency facilitates the prevention of and fight against serious and organised crime, terrorism, and emerging security threats by facilitating and enhancing cross-border cooperation through vocational training. It supports, develops, implements and coordinates standardised and specialised training in line with EU law enforcement training priorities.

CEPOL is headed by an Executive Director, who is accountable to a Management Board. The Management Board is composed of representatives from EU Member States² and the EU Commission. The Management Board meets at least two times per year. In addition, CEPOL has dedicated National Units (CNU) in every Member State, which is the liaison body between CEPOL and its network of national training institutes for law enforcement officials in the Member States. CNU also support CEPOL's operations.

CEPOL constantly strives to offer innovative and advanced training activities by integrating relevant developments in knowledge, research & technology, and by creating synergies through strengthened cooperation. The Agency aspires to be the EU hub for law enforcement training to provide law enforcement officials with the skills they need to prevent and fight the crimes of today and tomorrow.

CEPOL is committed to implement internationally recognised management standards, such as ISO 9001:2015. CEPOL intends to ensure compliance with the applicable ISO 9001:2015 requirements and with the agency's Internal Control Standards.

The Year in brief

In 2024 CEPOL has had a challenging year following the cyberattack it was subject to. At the end of May, CEPOL became aware of suspicious activity that indicated an on-going cyberattack. CEPOL immediately reported these suspicious activities to CERT-EU. CERT-EU confirmed the on-going attack; from their investigations, it quickly became clear that both the CEPOL ICT infrastructure on-premises (for office work) as well as our e-learning platform for Law Enforcement Education (LEEd) had to be considered fully compromised.

A criminal investigation was launched by the Hungarian authorities with support from CERT-EU and Europol. Given the scale of the attack, CERT-EU advised not to make efforts to rebuild the existing infrastructure but to build a new infrastructure from scratch. With excellent support from DG HOME and CERT-EU, the European Commission Directorate-General for Digital Services (DG DIGIT) was able to provide CEPOL with a new infrastructure in 3 weeks. This new infrastructure is designed on a so-called zero-trust approach, which means that only registered equipment can access the servers. CEPOL reaffirms its determination for continued cooperation with CERT-EU, DG DIGIT and DG HOME to ensure a fully secured ICT environment for staff and LEEd users. To this end, the CEPOL Management Board approved to move to Digital Workplace Provision by DG DIGIT and CEPOL and DG DIGIT are

¹ Initially founded by Council Decision 200/820/JHA of 22 December 2000 as a body financed directly by the Member States of the European Union, CEPOL was later established as an agency of the European Union by Council Regulation No. 2005/681/JHA of 20 September 2005. Since 1 July 2016, the entry into force of its current legal mandate, CEPOL's official name is 'The European Union Agency for Law Enforcement Training'.

² Denmark is not considered Member State in relation to CEPOL in accordance with Protocol 22 on the position of Denmark in respect of the area of freedom, security and justice, annexed to the TEU and to the TFEU.

currently working on implementing this. We have the expectation that by the middle of 2025 CEPOL will benefit from the full-service catalogue offered by DG DIGIT.

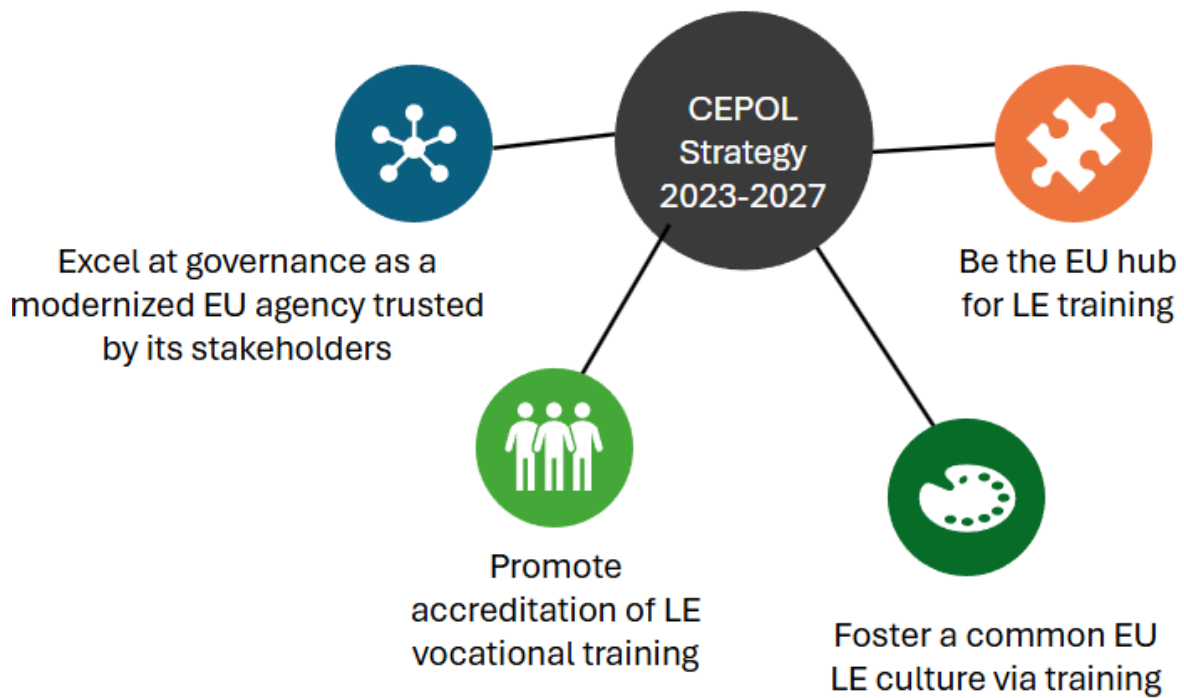
Carefully planned post-crisis communication was implemented to inform the key stakeholders, including the LEEed users, in line with the EUDPR. CEPOL carried out initial communications concerning a potential data breach due to a cyberattack in line with the information available. Following the cyberattack, the rebuild of the LEEed platform had to be performed together with the respective service providers, as well as in close collaboration with the CERT-EU and the DG DIGIT. By the end of 2024, CEPOL has issued more than 85000 individual notifications of a data breach in accordance with Article 35 of Regulation (EU) 2018/1725 addressed to the participants in CEPOL training activities.

Three extraordinary Management Board meetings were held in June, July, and September. A public announcement informing about the cyberattack was published on CEPOL's website. In line with the Communication Action Plan CEPOL initiated individual communications to data subjects in accordance with Article 35 of Regulation (EU) 2018/1725. On 9th of January 2025 CEPOL submitted final report to EDPS as evidence of compliance of CEPOL with regard to personal data breach case file of EDPS.

Due to the cyberattack, **targets and training activities have been adjusted accordingly** in the amended 2024 Single Programming Document adopted by the Management Board in September 2024. CEPOL had to cease implementation of online activities from 18 June 2024. This resulted in the cancellation of 7 online courses, 1 online module, 65 webinars, 3 webinar series (consisting of 3 to 5 webinars each; these are not included in the 65 mentioned before), as well as the unavailability of other self-paced training modules in all thematic areas. Given the need to focus on full recovery, the Agency also cancelled all onsite EUTH training activities planned to take place in the premises of CEPOL in Budapest, namely 10 onsite activities were cancelled. The implementation of the Research and Science Conference has been postponed to Q1 2025 while the organisation of the conference was in progress. The implementation of the Exchange programme was not affected. Training activities implemented and hosted by the Member States were not affected and took place. The above caused a significant decrease in terms of outreach of trained law enforcement officials from EU member states, from the originally planned approximately 40.000 to 18.000 participants. CEPOL's training needs analysis function has not been impacted by the cyberattack and thus 3 OTNAs, 1 Regional TNA, the evaluation of EUSTNA and the update of the EUSTNA methodology were still delivered as planned. Concerning the LEEed, although the new infrastructure was under rebuilt all developments planned for the year continued with the external providers and were completed on time.

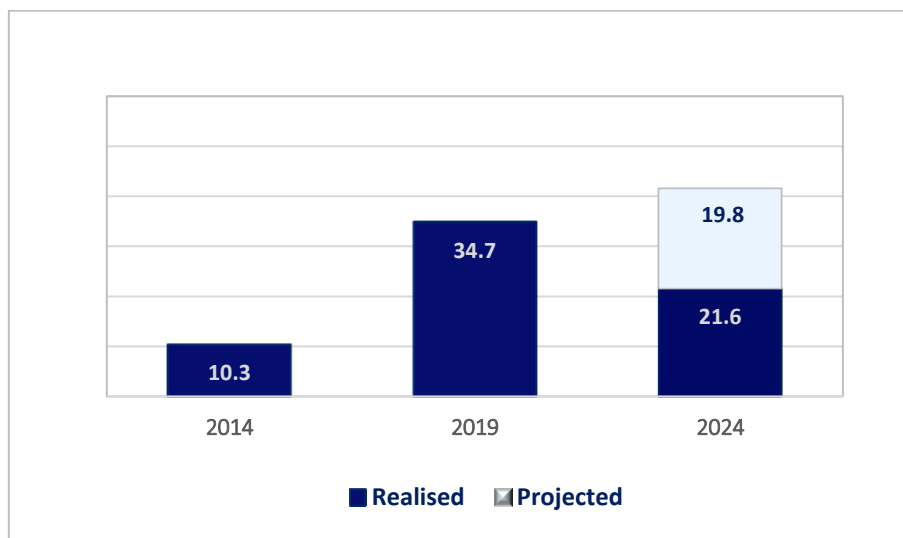
In terms of **international cooperation activities**, 2024 represented the transition year for the projects' portfolio. All the follow-up phases were signed showcasing the trust of the contracting authorities and the commitment towards the partners driven by the delivery of results. The transition focused on building new teams, developing the multiannual plans and the kick off phases, ensuring the administrative closure, while already enabling the delivery of the operational results. CEPOL launched four new phases of multi-annual agreements (CT INFLOW II, TOPCOP II, EUROMED Police VI, and WBPACT II) funded by the Union External Assistance to support non-EU partners in developing their law enforcement capacities. Although the cyberattack impacted the operational environment of the Agency, the International Cooperation Unit continued to deliver its activities to the partners, despite the challenges encountered. Although minor deliverables were postponed, the projects maintained a clear focus on the deliverables of the overall implementation plans.

Overall, the **Agency was able to effectively deliver the expected products and services** in accordance with the updated 2024 Work Programme and **aligned with CEPOL's strategy 2023-2027**, while conducting its operations in compliance with applicable rules and regulations, working in an open and transparent manner, and meeting the expected high level of professional and ethical standards.



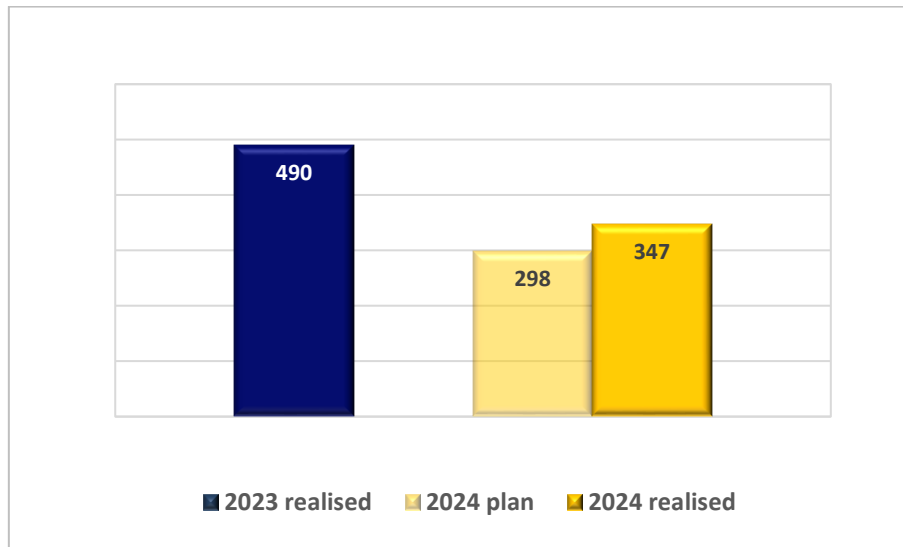
CEPOL Implemented a total of 347 training activities from the Annual Work Programme 2024, providing up-to-date knowledge and best practices in law enforcement to almost 22.000 participants.

Overall number of Participants



Overall participation in CEPOL activities (in thousands) 2014-2024. Includes the projection of participation planned before the cyberattack.

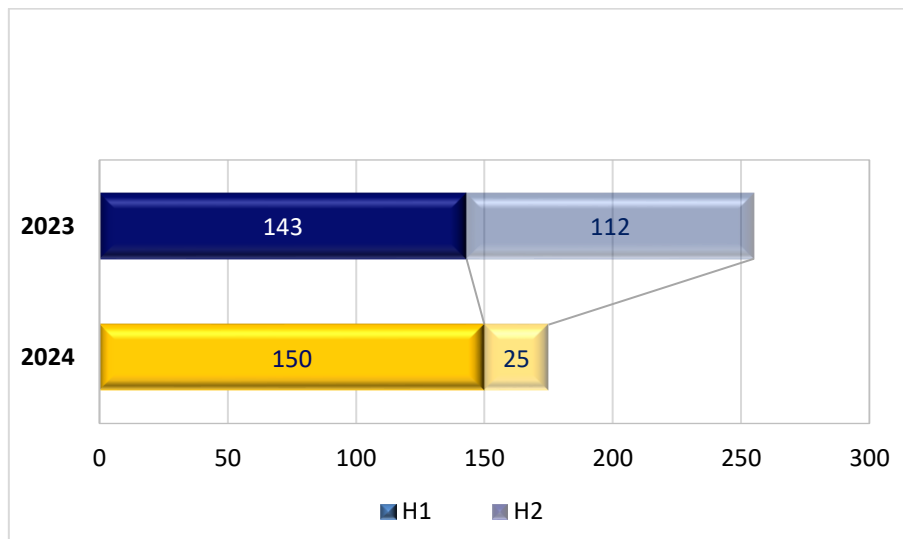
Overall number of Activities³



CEPOL detailed activities compared to 2023 and 2024 planned versus realised activities

It is also to be noted that the delivery of EU training activities in the first half of the year was well on track with 150 activities completed until the cyberattack (more than for the same period of the previous year).

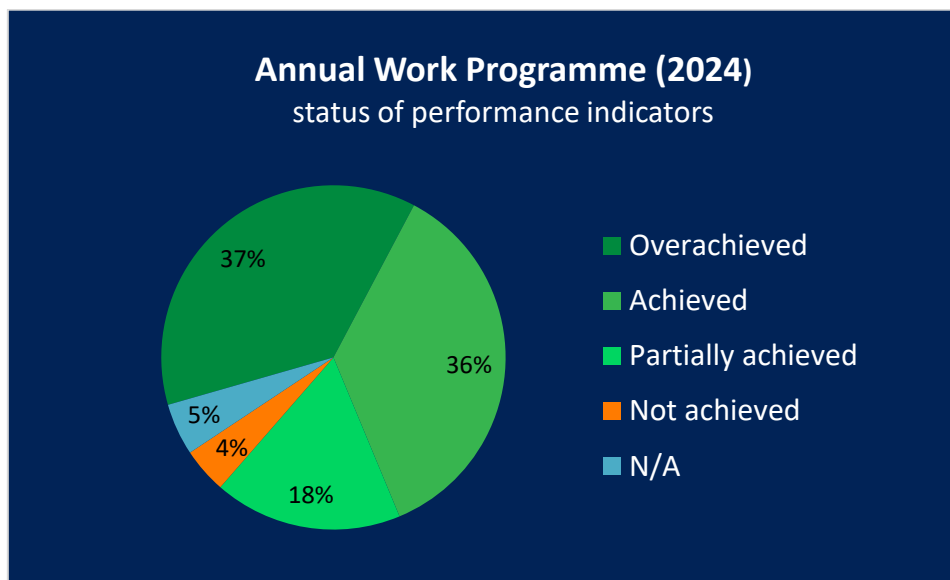
Number of EU Training Hub Activities



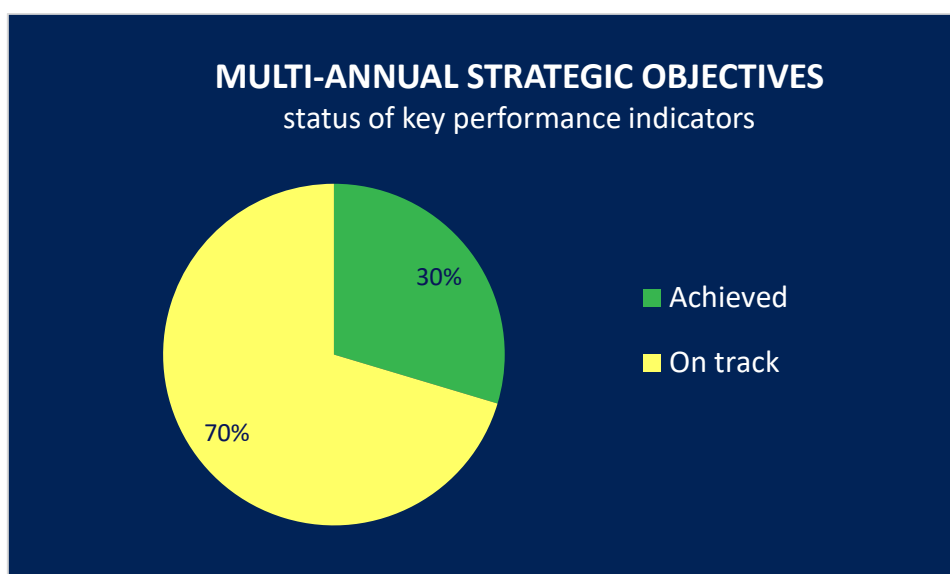
EU training activities compared to first half of the year 2023 and 2024

³ Includes online and onsite activities for EUTH and International cooperation as well as study visits and mentoring for international cooperation (in line with the SPD 2024-2026).

Out of the 170 annual performance indicators linked to some 60 objectives, 91% were either overachieved, achieved or partially achieved. Due to the cyberattack and lack of resources 9% could either not be achieved or data was not retrievable (N/A).



As illustrated by the table below, progress on the multiannual key performance indicators is going well, with one third already achieved and the rest well on track.⁴



The Agency's performance management framework included regular monitoring of performance indicators and planning and follow-up evaluations. CEPOL implements the Internal Control Framework (ICF), which is based on European Commission's ICF, as latest adopted by Management Board Decision 26/2018/MB. In addition to the ICF, CEPOL is following the Quality Management System Standard ISO 9001:2015, since February 2017, and is subject to regular surveillance audits by an independent auditor. **In 2024 CEPOL received the annual report of the European Court of Auditor's with**

⁴ See details on Multi-Annual Key Performance Indicators (KPIs) in Annex I

favourable opinion on legality and regularity of transactions, as well as on reliability of annual accounts for the financial year 2023. The ECA audit on financial year 2024 first phase was implemented on 07-11 October 2024 and resulted in no findings. The second phase of the audit will be implemented 17-21 March 2025.

CEPOL is funded from the General Budget of the European Union in the form of a subsidy. **In 2024, the budget allocated to CEPOL amounted to EUR 12 589 437**, which includes a voted budget of EUR 11 435 499 and an additional budget received via Global Transfer of EUR 1 153 938. This additional funding was intended to support the extra costs in the IT domain (EUR 1 064 000) and for salary reinforcement (EUR 89 938). CEPOL successfully utilized 100% of the commitment appropriations, marking the third consecutive year of reaching full implementation. The cancellation of payment appropriations for 2024 was remarkably low, standing at only 0.74%. This percentage includes payment credits for 2024 that were carried forward from previous years. A total amount of MEUR 1.642 in commitments has been carried forward to the 2025 budget, which represents 13% of the total budget for 2024. CEPOL payment execution level was 87%.

In terms of **Human Resources**, CEPOL's establishment plan 2024 contains 33 Temporary Agents (TA) of which 31 were in post on 31 December 2024. In addition to the establishment plan, budgetary authorities and the Management Board approved for CEPOL regular activities 19 Contract Agents (CA) of which 17 were in post by end 2024, and 5 SNE positions, where only 4 were in position throughout 2024. 1 SNE post for EU-learn that was approved by MB for 2024 was not filled as no suitable candidate was identified by the selection committee. Finally, 39 CAs/SNEs posts were authorised for externally financed capacity building projects, of which 28 CAs were in post by end of 2024 as well as 3 SNEs. Low correction coefficient applied to staff salaries and relatively low grades, continues to have an impact on the organisation's ability to attract candidates, and recruit and retain staff. The situation with regards to the correction coefficient improved in 2024. However, in December annual salary adjustment for 2024 took place, with retroactive effect as from 1 July 2024. The effect was a reduction of more than 12% in monthly remuneration.

Finally, although 2024 was a challenging year, the relocation project was successfully executed without any negative impact on business continuity and starting January 2025 CEPOL is operating from its new headquarters.



Part I. Achievements of the year

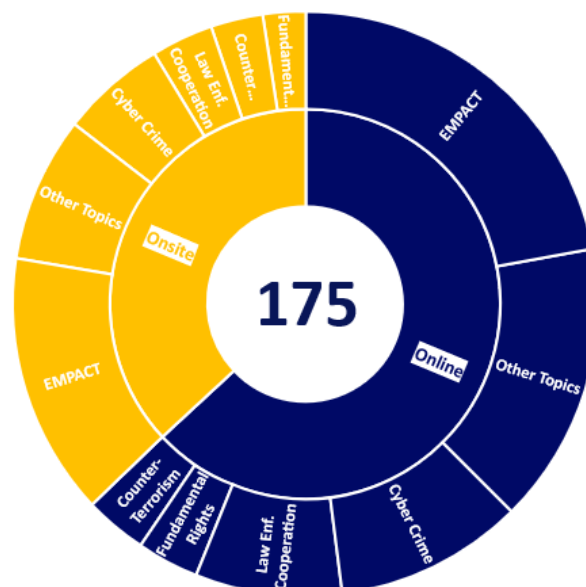
1.1 EU Training Hub activities

In collaboration with EU bodies and law enforcement authorities, CEPOL delivered training addressing current criminal threats within the EU. Actively participating in the EMPACT mechanism, CEPOL identified relevant training needs and addressed gaps in knowledge, skills, and competencies among law enforcement officials. In accordance with the CEPOL Annual Work Programme 2024, **major training programmes focused on four priority areas: supporting fight against serious and organised crime, counter terrorism, fundamental rights as well as information exchange, law enforcement cooperation and interoperability.**

Number of participants in EU training Hub, per thematic



Number of activities in EU training Hub, per activity type and per thematic



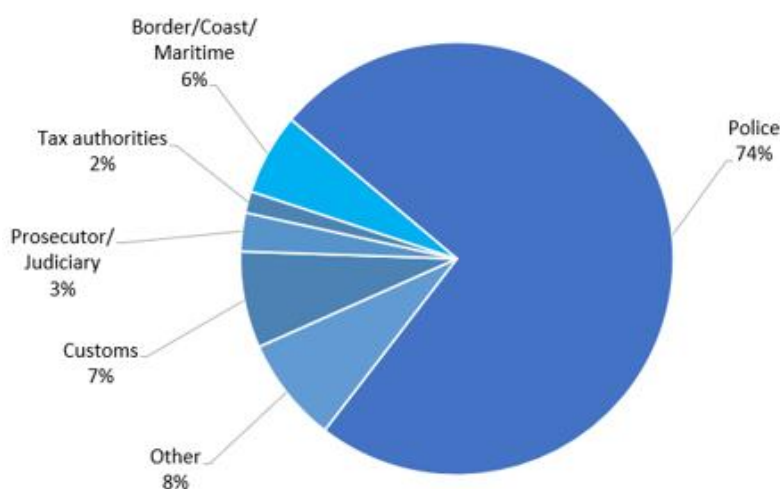
Within the serious and organised crime training program priorities such as high-risk criminal networks, drugs trafficking, trafficking in human beings, criminal finances, migrant smuggling challenges, anti-corruption, environmental crime issues, cigarette, oil and alcohol fraud, firearms trafficking trends, online child abuse, cyberattacks and malware detection, online fraud schemes and VAT crimes were addressed. CEPOL coordinated the EMPACT common horizontal strategic goal (CHSG) No6 on Capacity building through training, networking, and innovation.

The adherence to and promotion of **fundamental rights** continued to serve as underlying and core principles within the CEPOL training curriculum and activities. The agency established a minimum training package for all onsite training initiatives, developed guidelines on integrating fundamental rights into specific learning activities, and started an enterprise for a future diploma course.

Concerning information exchange, law enforcement cooperation and interoperability learning components centred around SIRENE, Joint Investigation teams, Single Point of Contacts, Schengen Evaluation and the Interoperability of EU Information Systems.

Counter-terrorism activities addressed radicalisation in penitentiary systems, protection of critical entities, soft targets, countering extremism in law enforcement.

Participants in training activities came mainly from the Police although other law enforcement sectors were represented. It is worth noting that compared with 2023 figures there is a slight decrease of the Police sector (70% in 2023) and a slight rise of the Customs one (5% in 2023):



CEPOL delivered the novel activity on the **EU Law Enforcement Challenge** in June, aiming to enhance law enforcement officials' capabilities in tackling complex, cross-border cybercrime challenges through a practical simulation-based training activity.

CEPOL continued to provide trainings on law enforcement techniques. This year the search of fugitives, undercover techniques and innovations in forensics received attention.

In addition, **six Train-the-Trainer (TtT) activities** were conducted: Open-Source Intelligence and IT Solutions; Live Data Forensics, Workshop for Activity Managers; Step 1, Step 2, TtT in OSINT in Counter-Terrorism. The course TtT on Criminal Analysis did not take place due to cyberattack.

In the spotlight: "Train-the-Trainers on Sporting Events Security" organised in Athens in 2024 by the Hellenic Police together with the Centre for Security Studies in Greece was a great example of the cascading effect of CEPOL **Train-the-Trainer** courses and could serve as good practice. CEPOL's TtT course was adapted into a thematic course on the security of sports events in Greece and entirely in the Greek language. For the first time, Greek police officers, who have the knowledge and capacity to organise and implement security measures for sports events, were trained as trainers in the methodology of adult training in accordance with CEPOL's high quality standards in this domain and the latest updates of Greek legislation and operational plans for such events. 47 police officers involved in the security of sports events from all over the country have been trained as trainers in accordance with CEPOL's high quality TtT course as trainers in the security of sports events and more courses are foreseen for 2025. These 47 trainers have trained 400 police officers involved in the security of sports events from all divisions and subdivisions of the Hellenic Police from all over the country. Following the delivery of the next TtT in May 2025, the aim is to train 2.000 police officers from across the country.

Train-the-Trainer programme (left) and its cascading effect (right):



Other achievements:

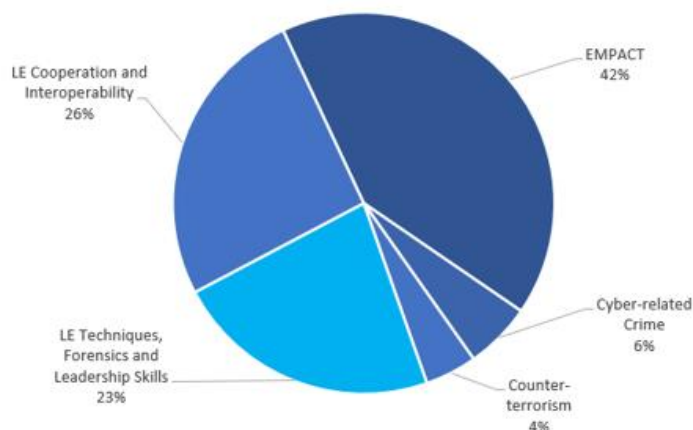
Training Portfolio Development: CEPOL established a Task Force on portfolio development and prioritisation to review and update the training portfolio for 2025, focusing on traditional and emerging needs considering diverse perspectives of the members (Member States, JHA agencies, EC). The task force served as tool for early and effective harmonisation of training offer facilitating the realisation of EU Training Hub function.

Framework Partnerships, Grant Agreements: The Framework Partnership 2025-2028 Call process was successfully completed ensuring close partnership in training implementation for the next four years. The agency has concluded Framework Partnership Agreements for the period 2025-2028 with 56 partners from 25 EU states in May 2024. On 31 May the Call for Proposals for Grants 2025 had been advertised offering 39 activities for implementation in the areas of serious crimes, law enforcement techniques, fundamental rights, leadership. CEPOL received 46 grant applications from 31 Framework Partners until the submission deadline of 22 September. 10 activities had not received grant applications, 8 of them will be taken over by the agency while two activities were withdrawn from the work programme 2025. Grants for 2025 were awarded on 28 November.

Emerging Training Needs: The launch of the emerging training scheme is a major success in the period allowing the implementation of activities in youth criminality, special investigations on organized crime groups and the use of administrative approach countering organized crime. The scheme was advertised on 02 January 2024, applications were received until end of February, winners awarded in March while activities were implemented until November.

CEPOL Exchange Programme: The first-ever independent evaluation of CEPOL Exchange Programme was completed in September 2024. Evaluators confirmed that the Exchange Programme is in line with EU priorities and contributes successfully to establish a common law enforcement culture. The results confirmed that the CEPOL Exchange Programme has a positive impact both on the individual (increased personal knowledge) and the institutional level (reinforced international cooperation, good enforcement practices exchanged) in law enforcement. It also acknowledged the good administration of the programme. Evaluation Report provides pathways to broaden the Exchange Programme into CEPOL Mobility Programme, should additional resources be available. It is worth to note that despite sharp rising of hotel and travel costs, the agency effectively implemented cost-control measures, limiting the average cost per exchangee to a modest 2% increase.

In 2024, participants in the exchange programme were involved in the following general topics:



EU Strategic Training Needs Assessment: The process and impact evaluation of the EU-STNA 2022-2025 was completed. Evaluators confirmed that the EU-STNA is an efficient tool to identify strategic EU-level training needs. Findings of evaluators were incorporated to the EU-STNA methodology which was adopted by CEPOL Management Board (19/2024/MB). The new EU-STNA 2026-2029 was launched on 5 December 2024. CEPOL completed Operational Training Needs Analyses (OTNA) in various areas (Criminal finance, money laundering and asset recovery, Migrant smuggling, Trafficking in human beings and Regional Training Needs) and launched new OTNAs to analyse operational level training needs in Child sexual exploitation and in Law enforcement cooperation, information exchange and Interoperability. Assessment of regional training needs. OTNA on Artificial Intelligence was prepared and discussed with EU Innovation Hub and DG Home.

Sectorial Qualifications Framework: CEPOL initiated awareness sessions on the Sectoral Qualifications Framework (SQF) for conceptualising the future developments. The SQF was subject of a Management Board discussion which took place on 21-22 May 2024. The discussion concluded that CEPOL should pilot the SQF focusing on cross border cooperation. As a follow up, a MB decision was drafted up by June, however the written procedure was postponed due the cyberattack. CEPOL also studied the EUAA experience on setting up and maintaining their training and professional development centre. CEPOL MB adopted the Proof of Concept on the pilot SQF (11/2024/MB).

Research & Science activities: CEPOL’s Research Week as a novel initiative took place on 3-7 June. Various thematic events during the week involving around 100 participants with different research backgrounds for instance, representatives of the European Commission, young researchers, the Research & Science Correspondents, the EU-ANSA members and EU-ANSA Chief Scientists, the EU-Innovation hub members, the representatives of EUROPOL and EU-LISA and EUAN AI members.

Training Quality Policy was drafted in Q2 2024, to be approved by Management in Q1 2025. This outlines all the steps and components that contribute to and must be considered as well as followed up for training quality assurance.

Learning Management and e-Learning: LEEd was migrated to a new cloud service provider and a procurement was initiated for new interactive digital learning products in the first half of 2024. However, the impact of the cyberattack on LEEd was severe as e-learning services have not been available since 18 June 2024 and remained offline until the end of the year. The whole system had to be rebuilt and remigrated to ensure that no possible threat was moved accidentally to the LEEd infrastructure. Testing has started in the provider’s testing environment and resources were allocated to support all the tasks of rebuilding and testing. In December 2024 the assessment of the proposals on interactive digital learning products was completed with a successful vendor and the kick off meeting is expected in Q1 2025.

General overview of number of activities and participants in EU Training Hub per thematic area and activity type

THEMATIC AREA	Onsite activities ⁵		Online activities ⁶		Exchanges	TOTAL	
	No. of activities	No. of participants	No. of activities	No. of participants	No. of participants	No. of activities	No. of participants
EMPACT	25	719	38	6 519	66	63	7 304
Counterterrorism	6	171	6	977	7	12	1 155
Cyber Crime	10	266	18	4 033	9	28	4 308
Law Enforcement Cooperation and Interoperability	6	185	15	2 052	41	21	2 278
Fundamental Rights	2	55	8	372	0	10	427
Other Topics	14	386	27	2 445	35	41	2 866
TOTAL Realised	63	1782	112	16 398	158	175	18 338

TOTAL Planned	63	1 904	110	16 555	163	173⁷	18 622⁸
----------------------	-----------	--------------	------------	---------------	------------	------------------------	---------------------------

⁵ Including 1 carry forward activity from 2023 with 41 participants from (thematic area: counterterrorism)

⁶ Including 3 carry forward activities from 2023 with 287 participants (thematic areas: Law Enforcement Cooperation and Interoperability and Fundamental Rights)

⁷ Including 7 online ad-hoc activities

⁸ Including 840 participants in ad hoc activities

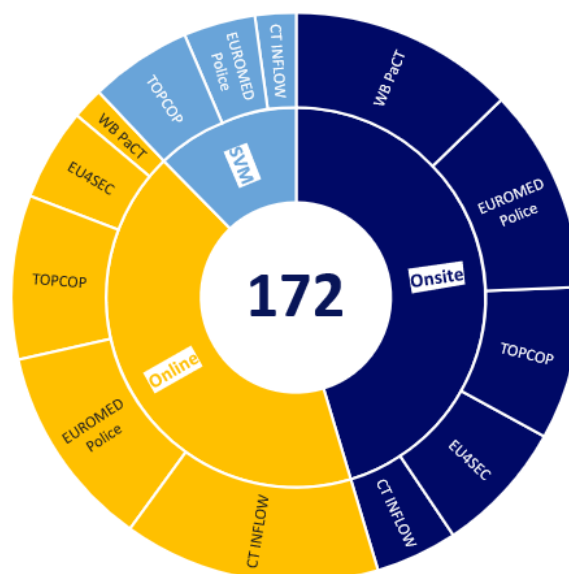
1.2 International Cooperation activities

In 2024, CEPOL continued the implementation of five projects (CT INFLOW, EUROMED Police, WB PaCT, TOPCOP and EU4SEC Moldova) and kicked-off follow-up phases for those ending in 2024, thus covering the entire spectrum of the EU Enlargement and Neighbourhood policy areas. The projects conducted their activities according to the implementation plan, however the recent wars in Ukraine and in the Middle East required some readjustment and fine tuning in scheduling the activities.

Number of participants in international cooperation activities per project



Number of international cooperation activities per project and activity type⁹



⁹ Including study visits and mentoring (SVM)

CT INFLOW¹⁰ (1 and 2) project: The project ended on 30 June 2024. Second phase was kicked off by 01 July 2024. The project delivered the Guidebook and Roadmap for the Libyan Fusion Centre, based on EU MSs practises. Technical equipment and training delivery for AFRIPOL enhanced information sharing and threat assessment. Organisation of mock trials for judiciary continued as a flagship, promoting a cross-horizontal and interdisciplinary approach on CT. EMISA WG activities were completed, integrating strategic recommendations, and expanding participation to judiciary, analysts, and researchers, solidifying EMISA as a CT think tank. The project finalised the MENA TE-SAT and shared with partners, reinforcing joint EU-MENA counter-terrorism effort and creating a base for further joint actions.

EUROMED Police¹¹ (V and VI) project: The EUROMED Police V project ended on 30 September 2024, the new phase was kicked off by 01 October 2024. The project delivered the Threat Assessment report under the coordination of Europol, outlining key MENA region threats. The Strategy was approved by the Strategic Cooperation Forum (SCF), aligning with the report's outcomes. OTNA was finalised, forming the basis for the new training portfolio. The EMPACT Thematic Working Group on Drug Trafficking launched, bridging operational and training efforts. TtT courses were implemented and the Handbook on Drug trafficking was finalised.

WB PaCT¹² (1-2) project: The project ended on 31 March 2024, and the new phase was kicked off by 01 April 2024. Altogether, the project issued the "Good Practices in Countering Terrorism Financing in the Western Balkans" guideline. The second phase started the delivery of the training portfolio covering drug trafficking, cybercrime, financial crime, CT anticipate, migrant smuggling, and firearms trafficking, marking a key milestone. Two Joint TOPCOP-WB PaCT EMPACT Support Network (ESN) workshops were held, focusing on EMPACT JADs and illicit trade of medicines.

TOPCOP¹³ (1-2) project: The project ended on 30 June 2024 and the new phase was kicked off by 01 July 2024. EaP SOCTA, under the coordination of Europol, was completed and shared with partners, providing key updates on serious and organised crime threats. TOPCOP and WB PaCT hosted a joint SCF, enhancing collaboration between the Neighbouring region, EU MSs, and EU JHA Agencies. The Joint TOPCOP-WB PaCT EMPACT Support Network (ESN) meeting brought together operational and training experts from the WB, EaP, and EU MSs, focusing on Serious and Organised Crime and JAD. TtT handbooks were developed and used in TtT courses to support cascading training, with some partners integrating them into national curricula.

¹⁰ Global Facility on Counter-Terrorism Information Exchange and Criminal Justice Response (CT INFLOW) project is targeting six countries of the EU South Neighbourhood and Turkey, funded by the Instrument contributing to Stability and Peace (IcSP 2018) via the European Commission's Foreign Policy Instrument (FPI.01), with a duration of 48 months (from 1 July 2024 to 30 June 2028).

¹¹ Enhancing institutional capacity in the EU South Neighbourhood countries to fight organised crime (EUROMED Police VI) project is targeting nine Southern Partner Countries, is funded by the Neighbourhood, Development, and International Cooperation Instrument (NDICI – Global Europe) of the Directorate-General for Neighbourhood and Enlargement Negotiations (DG NEAR) with a duration of 48 months (from 1 October 2024 until 30 September 2028).

¹² Western Balkans project against Crime and Terrorism (WB PaCT), funded by the Instrument of Pre-accession Assistance (IPA III) via DG NEAR. The project covers the six WB jurisdictions and has a duration of 48 months (first cycle ran from 19 October 2020 until 31 March 2024 and the second cycle is underway, running from 01 April 2024 to 31 March 2028).

¹³ Training and Operational Partnership against Organised Crime (TOPCOP) project covering five Eastern Partnership Countries. The project is funded by the ENPI via DG NEAR, with a duration of 48 months. (first cycle ran from 1 July 2020 until 30 June 2024, and the second cycle is underway, running from 1 July 2024 to 30 June 2028).

In the spotlight: With the objective to build the capacity of relevant law enforcement services of the partner countries to fight against organised and serious international crime, curricula developed and implemented for training activities have been incorporated in the national systems, thereby having the cascading effect. This is the case with the **EUROMED** project where Jordan’s national system has incorporated curricula used initially for CEPOL activities. Multiplication courses at national level have also been organised by several countries such as Azerbaijan, Moldova and Ukraine within the **TOPCOP** project. A manual for establishing National Firearms Focal Points was developed for Eastern partner countries, drawing on national good practices from several EU MSs (PT, ES, SE, RO). As a result, the manual has not only been adopted by partner countries but also shared with EU Member States to support the broader application of these consolidated practices.



EU4SEC Moldova¹⁴ implemented the kick-off meeting in the presence of the leadership of DG HOME, Ministry of Internal Affairs and EU Delegation in Moldova, showcasing the commitment towards the action. The inception phase has been concluded, and the implementation phase commenced with the initiation of the OTNA procedure, the revision of training curricula for continuous officer training, the development of a TtT manual, and the identification of emerging training needs. To efficiently tackle cybercrime by strengthening the digital forensic capabilities of the National Police, EU4Security Project and the General Police Inspectorate designed a cybercrime laboratory with advanced forensic tools and software and awarded the procurement to the supplier.

¹⁴ EU4Security Moldova (EU4SEC Moldova) project is covering Moldova. The project is funded under the Neighbourhood, Development and International Cooperation Instrument (NDICI), with a duration of 36 month (from 1 November 2023 until 31 October 2026).

General overview of number of activities and participants in international cooperation per project and activity type

Project	Onsite activities		Online activities		Study visits (incl. Mentoring)		Exchanges	TOTAL	
	No. of activities	No. of participants	No. of activities	No. of participants	No. of activities	No. of participants	No. of exchanges	No. of activities	No. of participants
CT INFLOW I	6	161	16	299	4	15	2	26	467
CT INFLOW II	2	18	9	153	0	0	0	11	171
EUROMED Police I	19	332	11	94	7	24	0	42	455
EUROMED Police II	1	15	9	44	0	0	0	10	59
TOPCOP I	11	118	11	899	10	25	6	32	1 048
TOPCOP II	4	45	5	188	0	0	0	9	233
WB PaCT I	3	46	0	0	0	0	0	3	46
WB PaCT II	19	166	3	41	0	0	0	22	207
EU4SEC	13	295	9	241	0	0	0	22	536
TOTAL Realised	78	1 196	73	1 949	21	64	8	172	3 217
TOTAL Planned	60	865	50	1 339	15	63	8	125	2 275

1.3 Detailed achievements as per the 2024 Annual Work Programme

This section gives a detailed overview of achievements against objectives and performance indicators set in the Annual Work Programme 2024. Every section starts with a summary on main activities implemented, followed by a table illustrating the achievements of the set objectives and targets. More than 90% of performance indicators were achieved or partially achieved. Due to the cyberattack and lack of resources, 9% of the indicators could either not be achieved or data was not retrievable.

Goal 1: CEPOL will be the EU hub for law enforcement training.

Activity 1.1: Provide a strategic basis for identifying and determining EU Law Enforcement Training Priorities

In 2024, CEPOL initiated the update and fine-tuning of the EU-STNA methodology by engaging an independent evaluator to carry out an assessment. The evaluation was completed in mid-September, and based on its outcomes, the methodology was updated and subsequently adopted by the Management Board. The revised methodology was also presented to the COSI Support Group. The EU-STNA 2026–2029 cycle was officially launched on 5 December 2024.

CEPOL also completed three OTNAs in the areas of Migrant smuggling, Trafficking in human beings, Criminal finance, Money laundering and Asset recovery. Final approval and publication of OTNA reports was completed in Q3. New OTNAs were launched in September, covering child sexual exploitation and Law enforcement cooperation, information exchange and Interoperability. After completing the workshops to validate the questionnaires, online surveys were distributed to respondents in December 2024.

CEPOL also completed the assessment of regional training needs in May 2024; the report was approved in Q3. CEPOL drafted the questionnaire and presented it for feedback for an additional ad-hoc training needs analysis related to Artificial Intelligence. Questionnaire will be launched in Q1 2025.

Objective/Performance Indicator	Target	Result	Status
1.1.1 CEPOL shall initiate the fine-tuning of the EU-STNA methodology to serve the objective of providing policy guidance for setting EU Law Enforcement Training Priorities			
EU-STNA evaluation report	Yes	Yes	Achieved
New methodology in place	Yes	Yes	Achieved
1.1.2 The scope of the Operational Training Needs Analysis will be applied to thematic areas			
No. of thematic areas assessed through the OTNA	2	3	Achieved

Activity 1.2: Strengthen coordination among national training institutions and EU actors in law enforcement training to maximise synergies and efficiency gains

CEPOL maintained its successful collaboration with JHAA partners, facilitating formal joint activities as well as other types of collaboration means with various organisations. These partnerships resulted in several joint activities such as with Europol (5 joint courses), EJTN (8 activities), OLAF (1), eu-Lisa (2), EUDA (1) and EUIPO (1). In addition to its collaboration with JHAA partners, CEPOL actively cooperated with various EU bodies and agencies to enrich its training activities and enhance the effectiveness of law enforcement efforts. This cooperation extends to entities such as the European Commission (EC), Frontex, Eurojust, European Public Prosecutor's Office (EPPO), European Network of Forensic Science Institutes (ENFSI), Europol's European Cybercrime Centre (EC3), European Crime Prevention Network

(EUCPN), European Network on the Administrative Approach (ENAA), European Union Agency for the Space Programme (EUSPA), European Cybercrime Training and Education Group (ECTEG), European Network of Fugitive Active Search Teams (ENFAST), EncicrimeNet, and Interpol.

The Annual Cooperation Agreements with Europol and eu-LISA have been successfully concluded, outlining the framework for joint activities and collaboration for 2024. As a new initiative, CEPOL consulted enhanced cooperation possibilities with ECTEG to support MS national encryption training efforts starting in 2025, while discussions with EUCPN helped to further strengthen the focus on crime prevention. Regarding the collaboration with national law enforcement training institutes, it is important to note that the agency has concluded Framework Partnership Agreements for the period 2025-2028 with 56 partners from 25 EU states in May 2024.

Collaboration platforms were established to facilitate networking among various stakeholder groups, including the Research and Science Correspondents, the Editorial Board, the Young Researchers, the EU Innovation Hub, and EU ANSA. In addition, an alumni community is expected to be developed and launched in 2025.

CEPOL's commitment to EMPACT remains significant, particularly in coordinating the EMPACT Common Horizontal Strategic Goal (CHSG) No. 6 on "Capacity building through training, networking, and innovation." The Coordinator's report detailing the organisation of 2023 activities under CHSG 6 was submitted on 22 March 2024, reflecting the agency's ongoing dedication to fostering collaboration and capacity-building initiatives within the law enforcement community. As another milestone, CEPOL implemented the "Drivers workshop EMPACT 2022+" with great success contributing to the overall development of the EMPACT mechanism. For the first time EMPACT Coordinators were also engaged in the activity.

The agency personnel remained in touch with key stakeholders via bilateral as well as multilateral cooperation mechanisms. The EMPACT collaboration cycle has had particular significance, but the established collaboration methods via the CEPOL Knowledge Centres must be also mentioned. Cooperation with Europol, Eurojust, Frontex remained strong on training implementation. EUAA sharing experience on accreditation of trainings in July was also very supportive.

Objective/Performance Indicator	Target	Result	Status
1.2.1 CEPOL shall design and implement EU inter-agency, multidisciplinary training programmes in specialised domains with mobilising and closely work with JHAAN community			
No. of training programmes developed and implemented	5	18	Achieved
1.2.2 CEPOL shall map and coordinate existing law enforcement training and expertise at European level to take advantage and increase the efficiency of CEPOL's working agreements with relevant partners and stakeholders (e.g. EUROPOL, Frontex, AIRPOL, ENISA, eu-LISA, FRA etc.)			
Concept for training map in place (to go live in 2025)	Yes	Partial	Partially achieved
1.2.3 CEPOL shall set-up an alumni community (Communities of Practice) and manage it on LEEed for trainers/experts/trainees			
Concept for alumni in place (to go live in 2025)	Yes	Partial	Partially achieved
1.2.4 CEPOL shall be coordinator of EMPACT capacity building through training			
Coordinator's report accepted	Yes	Yes	Achieved
1.2.5 CEPOL shall intensify cooperation and exchange of good practices between CEPOL and its partners in view of personnel development and maximised synergies			
No. of working visits conducted	5	2	Partially achieved

Activity 1.3: Provide the Member States, for their law enforcement training, with the latest innovation and research developments building on outcomes of national and EU-level security research programmes when applicable.

CEPOL has increased its partnerships and cooperation with research institutes, universities and private industry (especially in the area of cybercrime training activities conducted by the Cybercrime Academy). By moving forward with the Training Hub concept, CEPOL put a strong emphasis on multidisciplinary and global approach in its trainings. The continuation of the CEPOL Cybercrime Academy activities within the framework of EMPACT remains a concrete and strategic avenue for addressing the growing threat of cybercrime across the European Union. By maintaining the special role of the CEPOL Cybercrime Academy within EMPACT, the Academy continues to serve as a central hub for coordinating training initiatives that strengthen the cyber capabilities of law enforcement agencies across EU Member States. Cooperation with the private sector and specialised national training institutes plays a particularly important role in these efforts.

One of the major achievements in 2024 was the successful organisation of the Research Week, which brought together around 100 participants from diverse research backgrounds, institutions, and agencies, including representatives from the European Commission, Young Researchers, Research & Science Correspondents, EU-ANSA members and Chief Scientists, EU Innovation Hub members, as well as representatives from Europol, eu-LISA, and some EUAN AI members. The event featured a dynamic programme of overlapping hybrid meetings, parallel activities, and interactive discussions, offering participants valuable opportunities to learn, network, exchange ideas, and grow as a research community. The initiative proved to be highly successful and is now being adopted as a model by other agencies.

Meanwhile, the cyberattack has had significant consequences on CEPOL's overall Research and Science activities. The most immediate impact was the postponement of the CEPOL Research & Science Conference for March 2025. This delay has hindered the sharing of critical research findings and innovations, particularly impacting projects that were slated for presentation and, as a result, the special conference issue of the European Law Enforcement Research Bulletin.

In LEEed, networking platforms were established to enhance research networking capabilities, playing a crucial role in maintaining active engagement with various stakeholder groups, including the Research and Science Correspondents, the Editorial Board, the Young Researchers, the EU Innovation Hub, and EU ANSA. However, the lack of access to LEEed has hindered usual interactions and collaborative efforts.

Objective/Performance Indicator	Target	Result	Status
1.3.1 Increase partnerships and cooperation with research institutes, universities and private industry (especially in the area of cybercrime training activities conducted by the Cybercrime Academy)			
No. of partnerships and cooperation activities in the area of research and training	1	2	Achieved
1.3.2 CEPOL will implement training events in the area of Research and Science for Law Enforcement Officials of the EU, and, if applicable, of Third countries			
No. of activities (implemented vs. planned, No. and %)	1	1	Achieved
No. of participants (actual vs. planned, No. and %)	100	85	Partially achieved

1.3.3 CEPOL shall contribute to disseminate relevant research findings among LE community via specific products and training activities			
Measurable amount of downloads of online sources made available by CEPOL	300	N/A	N/A
No. of projects supported via training activities	1	6	Achieved
No. of multi-tenancy offers	1	N/A	N/A
No. of journals/books made available	50	N/A	N/A
No. of promotional events organised	2	3	Achieved

Activity 1.4: Strengthen the operational capacities of partner non-EU countries to prevent and fight organised crime and terrorism via dedicated capacity building actions and institutionalised cooperation.

CT INFLOW I and II Strategic Cooperation Forum (SCF) was implemented, back-to-back with EMISA co-chair meeting and Judicial Conference. SCF provided the platform to discuss the achieved results and gather inputs, identify needs for the 2nd phase of the project. The SCF also addressed the current situation and trends in terrorism and CT, as well as the need for strengthening a common (multidisciplinary and multiagency) approach in CT matters. EMISA WG recommendations (8) were prepared and submitted during the co-chair meeting and will serve as a backbone for the future work of the EMISA. Judicial Conference agreed to increase the number of judicial experts in the EMISA network, thus ensuring inter sectoral cooperation among judiciary and law enforcement. MENA TE-SAT was finalised, and delivered to the partners, setting the ground for the future developments in the region, promoting counter-terrorism information exchange between the EU and MENA region, as well as between MENA countries. Guidebook and Roadmap for the establishment of the Libyan Fusion Centre was delivered, and it assists Libyan authorities to capitalize from the European experience and further build capacities that meet future challenges of terrorism. The guidebook can be used as a baseline for further development of such centres in the region. Delivery of the technical supply to AFRIPOL data centre was concluded. The provided technical equipment and training courses will assist AFRIPOL in filling relevant gaps in information sharing and threat assessment and allow the exchange of information between the headquarters, regional offices, and other international organisations. EMISA WG meetings, seminars, study visits and mocktrials were Implementation within the reporting period. The project was finalised on 30 June 2024.

The second phase started on 01 July 2024. Recruitment of the staff is still ongoing, with key positions already filled in. The project was officially launched during the kick-off meeting. OTNA started and the data collection phase was concluded, whilst data validation is ongoing. 7 out of the 8 EMISA working group have drafted an annual workplan that takes into consideration the EMISA recommendation formulated during the previous phase. A mock trial was organised aimed to establish a bridge between law enforcement experts and judiciary.

Objective/Performance Indicator	Target	Result	Status
1.4.1 Implementation of the Enhancing Information Exchange and Criminal Justice Responses to Terrorism in the Middle East and North Africa (CT INFLOW) project – PHASE I			
No. of activities	23	28	Achieved
No. of participants	381	467	Achieved
Satisfaction with CEPOL training (%)	80%	100%	Achieved

1.4.2 Implementation of the Enhancing Information Exchange and Criminal Justice Responses to Terrorism in the Middle East and North Africa (CT INFLOW) project – PHASE II			
No. of activities	9	11	Achieved
No. of participants	68	171	Achieved
Satisfaction with CEPOL training (%)	80%	100%	Achieved

EUROMED Police (V-VI) OTNA process was finalised and serves as base for the training portfolio of the next phase. EUROMED Police Strategy was endorsed by the project partners during the last online Strategic Cooperation Forum. EUROMED Threat Assessment report was finalised and approved by the partners. It identifies crime priorities of the region and assists to determine strategic goals for law enforcement services. The EMPACT Thematic Working Group (ETWG) on Drugs Trafficking was successfully launched, leading to the creation of a professional community involving EU Member States and MENA partners. This collaborative effort focuses on addressing the key challenges associated with drug trafficking. Two sub-regional onsite meetings were held and it facilitates information and best practise sharing and creates a link between operational and training area. The first multiplication course on drugs-trafficking was implemented in Jordan. The project was finalised on 30 September 2024.

The new (6th) phase of project kicked off. The project finalised the OTNA Report and revised the ETWG concept to better serve the interest of the project’s stakeholders. Bilateral meetings with partners led to the approval of multi-annual project planning. A TtT course on Financial Crime in Morocco was conducted, resulting in the development of a TtT handbook to support sustainability and cascading training. An online course on Drug Trafficking was organized for participants from Jordan, Palestine*, Morocco, and Tunisia.

Objective/Performance Indicator	Target	Result	Status
1.4.3 Implementation of the Enhancing operational capacities of the South Partner Countries to fight serious and organised crime and strengthening strategic cooperation (EUROMED Police) project – PHASE I			
No. of activities	35	37	Achieved
No. of participants	394	450	Achieved
Satisfaction with CEPOL training (%)	90%	91%	Achieved
1.4.4 Implementation of the Enhancing operational capacities of the South Partner Countries to fight serious and organised crime and strengthening strategic cooperation (EUROMED Police) project – follow up PHASE			
No. of activities	3	10	Achieved
No. of participants	26	59	Achieved
Satisfaction with CEPOL training (%)	85%	100%	Achieved

TOPCOP I and II A Joint Strategic Cooperation Forum (SCF) and EMPACT Support Network (ESN) meeting were organised (see more under 1.4.10.). TtT programme was finalised, and the curriculum and training content on FIA, CYBER, THB and Drugs trafficking were distributed to the beneficiaries for cascading at the national level. The process of cascading and integrating the content into national training system begun. EaP SOCTA was completed and shared with the partner countries. The document identifies the key crime threats of the EaP region to support the LEA’s counter organised crime through an intelligent led approach. A Forensic Competency Matrix in support of war crime investigations was developed. The matrix enhances collaborative efforts by standardising the competencies required for conducting forensic work related to war crime investigations. The project delivered the assessment of the online learning management system of Georgia, highlighting the key recommendations to improve. Project was concluded on 30 June 2024.

The second phase of the project commenced on 1 July 2024. By November 2024, the recruitment process was successfully completed. With this, the project team became fully operational. In collaboration with the WB PaCT project, the ESN Workshops on counterfeit medicines were organised, engaging Europol, EMPACT action (co)-leaders, EU MSs, and the private sector. Additionally, a dedicated workshop on EMPACT Joint Action Days (JAD) was held, fostering collaboration between EU MSs and JHA Agencies. The project facilitated the participation of partner countries in the Annual EU Criminal Analysis Conference (CrimACon) organised by Europol. Furthermore, a training on human rights in law enforcement was successfully conducted in Armenia. Two training programmes were launched, focusing on migrant smuggling and Open-Source Intelligence (OSINT). These programmes will run over the course of a year, incorporating regional training and TtT sessions, ultimately ensuring national-level dissemination, sustainability of knowledge transfer, and the establishment of a pool of EaP trainers. At the request of the Armenian authorities, two webinars on leadership and police integrity were also delivered to the staff of the newly established Criminal Police.

Objective/Performance Indicator	Target	Result	Status
1.4.5 Implementation of the Training and Operational Partnership against Organised Crime (TOPCOP) project – PHASE I			
No. of activities	30	38	Achieved
No. of participants	1032	1048	Achieved
Satisfaction with CEPOL training (%)	95%	97%	Achieved
1.4.6 Implementation of the Training and Operational Partnership against Organised Crime (TOPCOP) project PHASE II			
No. of activities	5	9	Achieved
No. of participants	80	233	Achieved
Satisfaction with CEPOL training (%)	80%	99%	Achieved

WB PaCT I and II The first phase of the project concluded by 30 March. Joint SCF and ESN meeting were organised (see more under 1.4.6 and 1.4.10.). The second phase of the project commenced on 1 April 2024, with the partial recruitment of project staff. The inception phase was successfully concluded, marking the identification and scheduling of targeted capacity-building actions.

A key initiative introduced in this phase is the Training Cycle approach, which consists of multiple phases, including independent learning, contact learning, and TtT sessions. This structured methodology ensures a deeper knowledge transfer and broader knowledge dissemination across target audiences. The implementation phase of the training portfolio progressed with Training Cycles focused on drug trafficking, financial crime, and cybercrime, while preparatory work began for CT anticipate and migrant smuggling training cycles. Additionally, a firearms-focused training was conducted in Serbia in collaboration with the Serbian MIA. Additionally, following Frontex’s request, WB PaCT together with Frontex implemented a joint regional training on leadership for women, covering a range of topics from foundational concepts to more specialized area. In parallel, two information visits were organized for Europol National Contact Points (NCPs). The project also launched preparations for drafting the regional SOCTA, beginning with the organisation of a regional SOCTA workshop.

In collaboration with the TOPCOP project, two ESN Workshops were delivered, focusing on EMPACT JADs and illicit trade of medicines (see more information 1.4.6 and 1.4.12). The project further facilitated the participation of beneficiaries in various EMPACT Operational Action Plan (OAP) meetings, covering Synthetic Drugs/New Psychoactive Substances (SYD/NPS), Cyber-Enabled Crime, Environmental Crime, Child Sexual Exploitation (CSE), Organised Property Crime (OPC), and key EU-wide events, including EU CrimACon 2024 and Europol’s 8th Annual European Drugs Conference.

Objective/Performance Indicator	Target	Result	Status
1.4.7 Implementation of the Western Balkans Project against Crime and Terrorism (WB PaCT) project – PHASE I			
No. of activities	2	3	Achieved
No. of participants	42	46	Achieved
Satisfaction with CEPOL training (%)	85%	N/A	N/A
1.4.8 Implementation of the WB PaCT – PHASE II			
No. of activities	13	22	Achieved
No. of participants	120	207	Achieved
Satisfaction with CEPOL training (%)	80%	99%	Achieved

EU4SECURITY Moldova A project kick-off meeting with stakeholders and beneficiary was organised, attended by the MIA of Moldova and DG HOME Commissioner. The inception phase was concluded, with concrete actions identified and scheduled for implementation. The implementation phase commenced with the initiation of the OTNA process, the revision of training curricula for continuous officer training, the development of a TtT manual, and the identification of emerging training needs. Training and workshops on OTNAs were delivered and the training curricula package was validated. Capacity building for the National Firearms Focal Point began with a workshop, where EU practices, policies, and the experiences of EU Member States and international organisations were shared. National training on drugs trafficking, THB, OSINT and Leadership and Management were delivered. The Development of the LEEed multitenancy started, however its delivery was put on hold due to unavailability of the LEEed. Towards this end, the delivery of the multitenancy is postponed for 2025. To modernise the training curricula for officers, the project, in collaboration with the "Stefan cel Mare" Academy, reviewed the current programme with a focus on competency-based learning, alignment with EU standards, and innovation. To efficiently identify the training priorities at the MIA level, the project delivered the OTNA methodology to MIA along with training sessions. Following this effort, MIA and the project identified the 2025 priorities and validated the findings, which now serve as the baseline for the development of the training curricula and the delivery of trainings, blending these with the insights gained from the review. The project has achieved significant steps into the establishment of a sustainable training framework for TtT at the level of the MIA creating a manual and delivering a pilot course, paving the way towards accreditation. The tender for equipping the cybercrime lab has been finalised, contract awarded, and advanced forensic tools and software are on track for delivery.

Objective/Performance Indicator	Target	Result	Status
1.4.9 Implementation of the EU4Security Moldova			
Number of activities	16	22	Achieved
Number of participants	158	536	Achieved
Satisfaction with CEPOL	80%	99%	Achieved

CEPOL as centre of excellence for training in the regions:

Preparation for coordination meetings began, but they were postponed due to the cyberattack. These meetings will be rescheduled for 2025. The TOPCOP-WB PaCT Joint Strategic Cooperation Forum (SCF) was successfully held in partnership with Europol. This event strengthened links among the EaP, WB regions and EU MSs, explored common capacity-building priorities and strategic goals, and gathered inputs and needs to be addressed in the second phases of the projects. Additionally, two Joint TOPCOP-WB PaCT EMPACT Support Network (ESN) meetings were organised, bringing together operational and training experts from the WB, EaP regions, and EU MSs. The first meeting (workshop)

focused on the EMPACT mechanism, covering aspects such as Operational Actions (OAs), funding, and administration, the second workshop focused on JADs. As a result of the JAD workshop a handbook will be elaborated.

Promotion of EMPACT: The projects are currently engaged in 8 EMPACT Operational Actions (FIA, CCH, SYD/NPS, THB, SOM, CYBER, IPR, CFMLAR) under Common Horizontal Strategic Goal (CHSG) 8, focusing on the External Dimension. In 2024, EUROMED Police implemented activities in the fields of cybercrime, migrant smuggling, and drug trafficking. The project kicked off the EMPACT Thematic Working Group network on drugs trafficking. TOPCOP focused on firearms trafficking, cybercrime, THB, organized property crime, and intellectual property crime. EU4SEC Moldova worked on firearms trafficking, THB and drugs trafficking, while WB PaCT2 implemented initiatives related to synthetic drugs, environmental crime, child sexual exploitation firearms trafficking, CCH and EMPACT General (see under 1.4.8). The established ESN (within TOPCOP and WB PaCT, see under 1.4.10), and EMPACT Thematic Working Groups (within EUROMED Police, see under 1.4.3) further contribute to enhance the participation of third countries in the OAPs.

The projects successfully maintained and expanded existing professional networks, such as the EMPACT Support Network (ESN) and the EMISA Network. Following the EMISA co-chair closing meeting under CTINFLOW Phase I, co-chairs agreed to expand participation to include the judiciary, researchers, and analysts. This expansion was further consolidated during CT INFLOW II, with increased engagement from the judiciary sector, reflected in higher participation at events and greater data contributions for the OTNA from judicial authorities in partner countries. The implementation of EMISA Working Group meetings continued, with major activities concentrating on, prison and probation, FTF and returnees, critical infrastructure, and CVE/PVE.

The Joint ESN meeting strengthened regional cooperation by expanding the network to better link the Eastern Partnership (EaP) and Western Balkans (WB) regions, fostering closer collaboration (see 1.4.10). Additionally, WB PaCT facilitated the participation of beneficiaries in Operational Action Plan (OAP) meetings, further supporting the development of the EMPACT network (see 1.4.6).

Objective/Performance Indicator	Target	Result	Status
1.4.10 Promote CEPOL as a centre of excellence (CoE) for training in the regions			
No. of existing coordination platform	3	3	Achieved
No. of conducted coordination meetings	4	0	Not achieved
No. of joint activities	0	4	Achieved
1.4.11 Promote the EMPACT and enhance the participation of the partner countries in the OAPs			
No. of EMPACT related training delivered	5	26	Achieved
No. of participants from partner countries	75	336	Achieved
Satisfaction with the training (%).	75%	98%	Achieved
No. of OAPs with ICU participation	8	8	Achieved
1.4.12 Develop further the networks and build communities of professionals around EMISA and EMPACT			
No. of networks and community of professionals	2 EMISA, 2 EMPACT WG	4	Achieved
No. of activities (implemented vs. planned, No. and %)	5	19	Achieved
No. of participants (actual vs. planned, No. and %)	75	305	Achieved
No. of conference organised	1	4	Achieved
No. of recommendations/best practises/proposals	2	10	Achieved

Goal 2: CEPOL will foster a common EU law enforcement culture via training.

Activity 2.1: Provide high quality training with flagship products that addresses core capability gaps in the EU Law Enforcement Training Priorities.

In 2024, roughly half of the learning and training actions were directly focused on the established serious organised crime priorities of the European Union (EMPACT). Additionally, a substantial portion of the remaining training products had been closely linked to investigation and enforcement efforts concerning serious and organised crimes. These included activities addressing fundamental rights in police practice, tools for EU cooperation and information exchange and law enforcement techniques such as forensics, criminal analysis, undercover operations, fugitive search and informant handling.

The **EMPACT mechanism** related training in 2024 had been led by the Drivers workshop implemented in June, designed to feed into COSI discussions on the further development of the mechanism. EMPACT crime specific learning activities continued to be predominant within EMPACT training initiatives, covering a wide range of specific fields such as high-risk criminal networks, migrant smuggling, trafficking in human beings, drugs, environmental crime, organised property crime, corruption, and intellectual property crimes.

Basic learning packages on money laundering and fundamental rights were uploaded to all onsite activities. Blended approach was in particular strong for a number of modern e-learning activities on the production of methamphetamine, amphetamine, and MDMA (ecstasy), along with the handling of dump sites which complemented the onsite courses that were conducted with EMCDDA and Europol.

In addition, the three **activities on emerging training needs** addressed EMPACT topics, notably high-risk criminal networks: youth gangs and criminality, administrative approach in countering OCGs, and the innovative European Operational Team.

In order to bolster cross-cutting training, CEPOL made steps in the first half of 2024 to initiate procurement for two diploma courses: one focusing on financial investigation and the other on fundamental rights in law enforcement.

Objective/Performance Indicator	Target	Result	Status
2.1.1 CEPOL will implement training activities in the area of Serious Organised Crime for Law Enforcement Officials of the EU, and, if applicable, of Third countries: High Risk Criminal Networks; THB; Migrant smuggling; Cannabis Cocaine Heroin; Synthetic drugs/NPS; Excise fraud; MTIC fraud; Intellectual property rights crime, counterfeiting of goods and currencies; Criminal Finance, Money Laundering and Asset Recover; Organised Property Crime, Environmental crime, Firearms.			
No. of activities	63	63	Achieved
No. of participants	7,795	7,304	Partially achieved
Satisfaction with CEPOL training activities	90%	97%	Achieved
% of core capability gaps addressed	80%	100%	Achieved
Training activities contribute to the implementation of the Union policies	Yes	Yes	Achieved

Counter-terrorism training involved activities on protection of critical infrastructures, public places and cybersecurity measures. A particular emphasis was placed on countering radicalisation among prisoners, youth and within law enforcement services. The agency training also focused on disrupting terrorism financing through collaboration with the financial sector and other private entities, specifically targeting the misuse of the non-profit sector for financing terrorism. Due to the increased

need of effective open-sources intelligence in counter-terrorism cases the agency also conducted a TtT activity in the field to support future national training efforts in the area.

An additional event, the “Workshop on the EU Security Threats Stemming from the Gaza Crisis”, was conducted in February 2024 in response to the Hamas attack on Israel on 07 October 2023.

Due to the cyberattack leading to LEEd’s unavailability, several learning activities on foreign terrorist fighters, high-risk individuals, battlefield information analysis, fake news and disinformation could not take place.

Objective/Performance Indicator	Target	Result	Status
2.1.2 CEPOL will implement training activities in the area of Counter-terrorism for Law Enforcement Officials of the EU, and, if applicable, of Third countries: Radicalisation and Extremism; Darkweb and basics of encryption in CT; Foreign Terrorist Fighters; Open-Source Intelligence in Counter-terrorism; Security and Protection of Public Spaces, Cybersecurity and Critical Entities; Financing Terrorism; Other Counter-terrorism related issues.			
No. of activities	11	11	Achieved
No. of participants	1,449	1,114	Partially achieved
Satisfaction with CEPOL training activities	90%	99%	Achieved
% of core capability gaps addressed	80%	100%	Achieved
Training activities contribute to the implementation of the Union policies	Yes	Yes	Achieved

Cyber-related activities continued, addressing issues such as child sexual exploitation, online fraud schemes, and cyberattacks. Practical demonstrations and exercise-oriented learning actions showcased cyber forensic, intelligence, and investigative measures. In crime-specific training, two major activities were conducted on identifying and investigating online child abuse. Expertise from Interpol, Australia, USA and leading private sector stakeholders enriched these flagship courses that carried a worldwide approach. Core capability training within cybercrime included topics such as artificial intelligence, darknet and cryptocurrency investigations, electronic evidence handling, and open sources intelligence training. Some training actions adopted a TtT approach, facilitating national training efforts and cascading knowledge throughout law enforcement networks. A notable workshop on Artificial Intelligence was conducted in March, concentrating on the implications of the recently approved AI Act and exploring practical applications of AI tools in law enforcement. For the first time CEPOL implemented the “EU Law Enforcement Challenge” a full simulation-based training activity where cyber-investigator teams competed with each other on cross-border case scenario.

Objective/Performance Indicator	Target	Result	Status
2.1.3 CEPOL will implement training activities in the area of Cybercrime for Law Enforcement Officials from the EU, and, if applicable, from Third countries: Child Sexual Abuse and Sexual Exploitation; CyberAttacks; Online Fraud Schemes; Cybercrime cross-cutting priorities areas including Digital forensics, Big Data and Artificial Intelligence.			
No. of activities	28	28	Achieved
No. of participants	2,198	4,308	Achieved
Satisfaction with CEPOL training activities	90%	95%	Achieved
% of core capability gaps addressed	80%	100%	Achieved
Training activities contribute to the implementation of the Union policies	Yes	Yes	Achieved

Training on law **enforcement cooperation and information exchange** concentrated on enhancing skills in various areas such as SIRENE bureaus, the Schengen evaluation process, Joint Investigation

Teams (JITs), and the exchange of information among Single Points of Contacts (SPOCs). Basic and advanced SIRENE trainings have covered pertinent aspects of the recast of the SIS Regulations and the SIRENE Manual. Additionally, the Schengen evaluators and Evaluation – Internal Security Measures course had been prepared through simulation-based learning activities, while advanced, and leadership training programs supported the expansion of JIT practices. Specialised learning initiatives equipped personnel from police, customs, border guard, judicial, immigration, and visa authorities with the necessary skills for interoperability within large-scale IT systems.

Objective/Performance Indicator	Target	Result	Status
2.1.4 CEPOL will implement training activities in the area of Law Enforcement Cooperation and Interoperability for Law Enforcement Officials of the EU, and, if applicable, of Third countries: Schengen Information System (SIS); Entry-Exit System; Interoperability components and tools; Passenger Name Record (PNR); European Travel Information and Authorisation System (ETIAS); Intelligence Analysis; EU cooperation tools and mechanisms; Joint Investigation Teams (JITs); Customs cooperation; Other Law enforcement cooperation, information exchange and Interoperability Regulation.			
No. of activities	20	20	Achieved
No. of participants	1,992	2,120	Achieved
Satisfaction with CEPOL training activities	90%	94%	Achieved
% of core capability gaps addressed	80%	100%	Achieved
Training activities contribute to the implementation of the Union policies	Yes	yes	Achieved

The adherence to and promotion of **fundamental rights** continued to serve as underlying and core principles within the CEPOL training curriculums. The agency established a minimum training package for all onsite training initiatives, developed guidelines on integrating fundamental rights into specific learning activities, and started preparation for a future diploma course. A one-day Conference on Hate Crime was organised, in cooperation with the European Commission, DG JUST which provided an opportunity for discussions between law enforcement officials, judicial staff and NGOs.

In addition to these efforts, a dedicated onsite activity addressed the social and psychological factors underlying hate crimes and specific investigative methods related to them. While online learning products on prevention of gender-based violence, Islamophobia and handling terrorism victims remained available in the first half of the year, five planned webinars could not be conducted due to the cyberattack.

Objective/Performance Indicator	Target	Result	Status
2.1.5 CEPOL shall promote safeguarding of Fundamental Rights by means of a cross-cutting and specific module of CEPOL training activities: Fundamental Rights; Police Ethics and Management of Diversity; Victim Protection and Victims' Rights; Hate Crime, Racism and Discrimination; Anti-Semitism; Gender Issues; Domestic Violence; Data Protection; Other fundamental rights-related Issues (i. e. freedom of assembly and use of force to ensure public safety and security and fundamental rights).			
No. of activities	8	8	Achieved
No. of participants	967	298	Partially achieved
Satisfaction with CEPOL training activities	90%	99%	Achieved
% of core capability gaps addressed	60%	100%	Achieved
Training activities contribute to the implementation of the Union policies	Yes	Yes	Achieved

In other topics, the agency stepped up its efforts to provide a comprehensive training package on criminal analysis in cooperation with Europol and OLAF carrying out advanced criminal analysis and specialised fraud intelligence analysis courses in first half of 2024. The third - TtT - element of this training package will be implemented in 2025.

The forensic related training actions served as key training component of the European Forensic Area (EFSA) 2.0 action plan.

CEPOL continued its productive collaboration with the Civilian Planning and Conduct Capability of the European External Action Service and has carried out relevant trainings providing insights into CSDP bodies and structures, their roles and responsibilities from a global perspective, and the political, strategic, and operational planning of civilian crisis management operations (missions).

Objective/Performance Indicator	Target	Result	Status
2.1.6 Other topics: Leadership, Training and other Skills; Higher Education and Research; Public Order and Prevention; Law Enforcement Techniques, Forensics and Specific Areas; Union Missions (CSDP).			
No. of activities	36	41	Achieved
No. of participants	3,381	2,866	Partially achieved
Satisfaction with CEPOL training activities	90%	96%	Achieved
% of core capability gaps addressed	80%	80%	Achieved
Training activities contribute to the implementation of the Union policies	Yes	Yes	Achieved

Activity 2.2: Developing new, innovative, specialised and multi-layered learning solutions

The agency continued to advance in the provision of comprehensive blended training programs. The THB sexual exploitation learning program has been implemented fully in the first half of 2024. Three additional new learning programs have been prepared: Intellectual Property Rights – Counterfeiting and Piracy, Combatting Drug Production Crimes, and Digital Forensic Investigator Training. Unfortunately, due to LEEed unavailability these activities could not be conducted as learning programmes, nevertheless the concept/curriculum is ready.

This enhanced blended approach is also being integrated into "regular" training activities. Since January, CEPOL has been supplying basic learning packages on Fundamental Rights, Criminal Finance – Money Laundering and Asset Recovery, and law enforcement techniques to each onsite course as optional training material. The agency implemented the planned mentoring programme as a part of exchange programme. As a new initiative a specialised “Female Law Enforcement Leadership” mentoring programme was also offered. Exchanges were organised throughout the training range offered by CEPOL within the CEPOL mobility programme encompassing the general exchange, the CEPOL EJTN exchange and the pilot mentoring programme.

The Drivers workshop was implemented in June 2024, the e-lesson on EMPACT funding (planned in strategy action plan) had been completed in 2024 describing good practices of the cooperation. The Coordination report on CHSG strategic goal 6 had been submitted and accepted.

Strategically in 2024, CEPOL transitioned towards the training hub model, offering practical and directly relevant training in specific areas such as serious crimes, counter-terrorism, information exchange, fundamental rights, and law enforcement techniques. This shift aims to redefine the agency's profile and enhance its capacity in providing more core-capability training and strengthen its role in training coordination.

Given the extraordinary importance of EMPACT priorities in addressing serious crimes at the policy level, CEPOL has prioritised these areas within its training and learning portfolio. During the first quarter of the year, the concept for the future of EMPACT training was further refined, establishing three pillars for future CEPOL EMPACT-related training:

- 1) EMPACT mechanism and EU cooperation
- 2) EMPACT crime areas and enforcement practice
- 3) Cross-cutting area

The EMPACT Concept note was finalised and lessons learned from the rollout of the emerging trainings were into account. The development of CKC model must carefully balance the desire for reduced administrative burden for Framework partners, the availability of CEPOL staff for coordinating and supervising activities, and the legal requirements regarding budget allocation and expenditure. The further expansion of CKC depends on the provision of extra staff and budget for CEPOL (which is not foreseen at the moment).

The mutual recognition of law enforcement training needs to be facilitated, and the developing of a sectoral qualifications framework (SQF) relevant to EU law enforcement training is necessary to ensure that training result and professional qualifications meet the career requirements and that training outcomes are uniform at EU level. The Management Board of CEPOL has approved the rollout of the pilot SQF on operational law enforcement cooperation. This pilot will take guidance from the Council recommendations on operational law enforcement cooperation, which may lead to a fully-fledged SQF. The SQF will lay down the groundwork for accreditation as an instrument of guiding comparison of training, insuring coherence and comprehensive approach at EU level.

CEPOL is preparing to implement certification of its training programs through micro-credentials to enhance the career relevance of its training initiatives. In 2025, CEPOL will pilot this concept by certifying qualifications for several training activities, including Schengen evaluation, Digital forensics, Crime analysis, and Train the Trainer. Additionally, CEPOL is planning to introduce micro-credentials for its onsite courses to further support professional development and career progression.

The planning of micro credentials for CEPOL onsite courses, the planning to contract short term experts to pilot the SQF in cross border cooperation as well as the planning of procurement for the two diploma courses on Fundamental Rights and Financial Investigation have been started.

Practice oriented, exercises and case-studies oriented learning actions addressing both traditional and emerging criminal modus operandi, emphasizing the importance of intelligence gathering, analysis, and investigative methods were implemented throughout the training portfolio.

As a groundbreaking initiative, the activity “EU Law Enforcement Challenge” took place in June 2024. Participants’ digital forensics skills were tested by solving realistic cybercrime scenarios in a Capture the Flag (CTF) format. This competition-based workshop encouraged teamwork, learning, and sharing ideas to strengthen the team’s ability to fight cybercrime. Similarly, the implementation of the virtual reality based “Combating drug production crimes” course was also completed in late 2024. In addition to that, several drug courses were implemented in drug laboratories fully exploiting the available online learning material on synthetic drug factories.

Latin American officers attended the Drug Crime and Markets - Strategic Analysis course while Western Balkan officials partook in Firearms Crime course. In the second half of the year the Organised Property Crime course did receive mixed participation.

The emerging training scheme had been successfully published, and three courses were selected for implementation and conducted, therefore overachieving the initial target of one course: Youth

Criminality and Youth Gangs; Administrative Approach to Counter Organised Crime Groups and European Operational Team.

The EU policy developments are regularly presented in TNA TF and then considered/integrated into training activities. The Emerging Training Call for 2025 activities were launched on 10 December 2024, and Member States and Europol were invited to propose emerging training activities.

Objective/Performance Indicator	Target	Result	Status
2.2.1 Restructure training packages and create Blended Learning Training packages by: merging Study visits and Exchanges with training activities; developing and implementing a mentoring programme; developing and implementing a secondment programme; enhance CEPOL's online offer by improving the balance with other on-site training activities.			
Pilot complex learning programme combining webinars, online course, onsite course and ex-changes in the area of THB	1	1	Achieved
Implement a mentoring programme	Yes	Yes	Achieved
Organise internal TRU awareness session on the material available on LEEed and its best administration	1	1	Achieved
2.2.2 Engage with the EMPACT mechanism for further development of training programmes (capitalise on the inputs of EMPACT, organise training for EMPACT coordinators and drivers)			
Organise Drivers workshop EMPACT 2022+	1	1	Achieved
Develop an eLesson on the EMPACT funding mechanism	1	1	Achieved
2.2.3 Increase effectiveness of the selection of participants to fit the target group			
The Integrated Guidance Note (IGN) shall be improved where necessary to regulate the following aspects: definition of the target group, communication with the CNU's regarding the selection of the participants, organise brief interviews with the potential candidates where necessary, organise preselection based on the completion of the pre-course material (e.g. in cybercrime courses); to make the integration of Fundamental Rights mandatory; logistical arrangements.	Revised IGN	Yes	Achieved
2.2.4 Maintain and gradually extend the CEPOL Knowledge Centre model			
No. of CKCs in place	2+1 new concept	2	Partially achieved
Review the mandate of the CKC with a view of potential development of standard operating procedures on EU level on law enforcement tactics and potential involvement in higher education programmes. Also, promote the accreditation of CKC training activities.	Yes	No	Not achieved
2.2.5 Develop tailor made training programmes to assist careers and foster capacity of Law Enforcement officials to engage and be active in international operations and cooperation			
Develop tailor-made training programme to assist the career development, i.e. develop multi layered training activities based on the level of knowledge of the participant, e.g. Moodle basics, Moodle for professionals. Regular course vs course for TTT (OSINT)	4 TTT courses	6	Achieved
Implement the first fully virtual training course "Combating Drug Production Crimes through a Virtual Reality Application"	1	1	Achieved
Offer state of the art series of e-lessons in the area of synthetic drugs production, promote more actively this training resource	1	1	Achieved

2.2.6 Design and implement a new learning environment and new methodologies focusing on operational, hands-on, interactive approaches, simulations, exercises, and student-centred learning			
Explore the possibility of conducting training sessions alongside the Joint Action Days or other operational activities, e.g. Cyber P2P initiative	1 training session	0	Not achieved
2.2.7 Design new training products: EU Law Enforcement Challenge – simulation exercise			
Activity implemented	1	1	Achieved
2.2.8 Design and implement joint training products for mixed EU and non-EU Law Enforcement audiences in priority areas			
Identify and deliver training activities for a mixed EU/non-EU target groups, e.g. on firearms trafficking	1 training activity	2	Achieved
2.2.9 Develop evidence-based thematic dimensions relevant for the EU Security Union Strategy (e.g. Law Enforcement cooperation EMPACT and Counter-terrorism) in training provided for third countries			
Number of training products in place	1	1	Achieved
2.2.10 Pilot and implementation of the mechanism to address emerging threats; reserve resources for training activities that address emerging threats			
Number of training products in place	1	3	Achieved
2.2.11 Ensure availability of information on emerging needs and threats (CEPOL is enabled to monitor the emerging needs and threats close to the policy making level by taking part in EU relevant forums)			
Monitoring mechanism in place in order to ensure new developments are captured	Yes	Yes	Achieved
Relevant forums attended by CEPOL	Yes	Yes	Achieved

Activity 2.3: Extending the outreach of law enforcement training through a cascading effect.

Six TtT activities were conducted: Open-Source Intelligence and IT Solutions - TtT; Live Data Forensics – TtT, Workshop for Activity Managers; Train-the-Trainer – Step 1 , TtT – Step 2, TtT in OSINT in Counter-Terrorism. The course TtT on Criminal Analysis did not take place due to cyberattack.

Regular cascading sessions were effectively conducted during onsite courses. Recognizing that cascading practices vary significantly across Member States due to differences in the size and structure of their law enforcement authorities, CEPOL has introduced flexible workshops. These workshops offer a range of options and ideas for cascading, which has proven to be a more effective and adaptable approach compared to mandatory sessions.

Cascading was also supported by the execution of more TtT activities throughout the training portfolio. In the Exchange Programme, all participants partook in cascading exercise in the post-exchange phase (exchange bites) which took a format of webinar or a research article. The development of a Trainers Platform on LEEed had to be cancelled due to the cyberattack. However, a guide for training design has been drafted and is currently under review, ensuring progress in shaping future training initiatives.

On national level, LEEed was used through the tenancies offered (Slovakia, Bulgaria, Portugal). Due to the cyber incident the tenancies were on hold till the relaunching of LEEed foreseen for early 2025.

Objective/Performance Indicator	Target	Result	Status
2.3.1 Increase the number of Train-the-Trainers programmes delivered per year on specific topics (not only on training methodology), e.g. SOC; CT; INT; Cyber, with a special focus on Law Enforcement Trainers			
No. of TTT sessions delivered per year (e.g. TTT sessions for specialized investigators of cybercrime, Live Data forensics, Windows Forensics, OSINT for TTT)	3	6	Achieved
2.3.2 Support the implementation of a national cascading system, which involves engaging participants to draft a cascade plan during training activities			
Support development of the cascading system concept: Allocate dedicated time into the training activities for the preparation of the cascade plan and material. Support and promote the use of MS multitenancy sites for the cascading. Invite Exchange Programme participants to deliver a webinar/podcast upon completion of the programme thus sharing the gained knowledge	Cascading measures in place	Yes	Achieved
2.3.3 Provide LEEed support for national training			
Deliver Moodle workshop for trainers	1	1	On track
Develop a Trainers Platform on LEEed with the support material for trainers, invite Universities to participate and share the material	1	0,5	Partially achieved
Develop a brief support material for the national trainers, e.g. trainer's starter pack	1	0.5	Partially achieved

Goal 3: CEPOL will promote accreditation of law enforcement vocational training.

Activity 3.1: Develop a framework for accreditation of training activities corresponding with the EU Law Enforcement Training Priorities

In July, a CEPOL delegation visited the EUAA to study the agency's approach to quality management and the European Sectoral Qualifications Framework (ESQF). As part of ongoing efforts to enhance training programs, micro-credentials are being considered for three CEPOL courses, with piloting expected to begin in 2025. Additionally, the CEPOL Management Board adopted the Proof of Concept on the Security Qualification Framework (SQF) for cross-border operational law enforcement cooperation (11/2024/MB).

A new Learning Index has been created and is already in use, marking a significant step forward in enhancing training assessment and tracking. Starting in 2025, compulsory assessments will be implemented for all onsite training activities, ensuring that training outcomes are consistently evaluated and aligned with the highest standards of competence and performance.

Two complex blended learning programmes ('diploma courses') are considered to be purchased via procurement. The draft technical specifications and the business cases were drafted in 2024. Owing to the budgetary limitations the diploma course on Financial Investigation is planned for 2025 while the one on Fundamental Rights is planned for 2026.

Objective/Performance Indicator	Target	Result	Status
3.1.1 Establish a framework for accreditation of law enforcement training programmes developed on the basis of the EU Law Enforcement Training Priorities: Support peer-to-peer review among Member States training institutions; Consult with Member States and EU actors on accreditation experience in vocational training; Development of the working methodology; Gradually certify and accredit CEPOL training products where applicable			
Learn from other practices in the agencies, e.g. EUAA SQF and FRONTEX; consult the MS	Yes	Yes	Achieved
Deliver the rollout plan for the Sectoral Qualifications Framework	Yes	Yes	Achieved
3.1.2 Improve the evaluation system of CEPOL by involving: The Kirkpatrick model or exploring other up-to-date methodologies; competency-based assessment practice, entry/exit tests for complex learning programmes, impact assessment, evaluation of a return of investment; the revision of KPI/PI; the measurement of the impact/return of investment.			
Improve the evaluation methodology	Yes	Yes	Achieved
Pilot and apply the new evaluation methodology	Yes	Yes	Achieved
Revised KPI/PI to measure impact of training	Yes	Yes	Achieved
3.1.3 Explore ways to identify a unique product to be offered by CEPOL in cooperation with accredited universities in the MS (i.e. vocational training through projects with universities, Inter-Agency Master Programme, CEPOL Stamped Catalogue for Higher Education)			
Explore the available programmes via the Higher Education Expert group and dedicated research on Cybercrime.	Yes	Partial	Partially achieved
Launch procurement to pilot the programme	Yes	No	Not achieved
Explore the possibility to turn CKC training activities/packages into accredited activities.	Yes	Yes	Achieved
3.1.4 Revise the required key accountabilities for TRU staff (e.g. mandatory TtT at least at national level) for specific positions focused on training design, delivery and evaluation			
Revised key accountabilities are applied for new recruitments, when necessary.	Yes	No	Not achieved

Goal 4: CEPOL will excel at governance as a modern and efficient EU Agency trusted by its stakeholders.

Activity 4.1: Optimise CEPOL processes, workflows and management of resources.

CEPOL has been reorganised with a new organigram in place since beginning of 2024 to streamline its structure and increase efficiency in terms of how the Agency operates within its limited resources. The new arrangements and reporting lines achieve a more balanced and unified practice in the management of operational, core and support processes. The administrative efficiency of the agency was increased with the new organigram, the travel staff was absorbed into the operational units, thus contributing more effectively to the logistical arrangements for participants in CEPOL training. A new unit Strategic Planning and Directorate (SPDU) was successfully established, demonstrating its strategic importance and added value to the organisation. This unit has played a pivotal role in streamlining and enhancing the management and coordination of the agency's main strategic corporate tasks, ensuring greater efficiency, alignment with organisational goals, and improved decision-making processes.

In 2024, following a restructuring, the SPDU successfully revised all management processes under ISO standards, identifying key documents for revision to reflect structural changes within the agency. An action plan with clear deadlines was implemented, ensuring a systematic approach. Significant improvements were made to reporting content, transitioning to a more visual and user-friendly format with charts, graphics, and concise summaries. Reporting was streamlined by consolidating various agency reports into a simplified structure, reducing administrative burden and enhancing clarity. The introduction of a reporting matrix allowed for more structured internal reporting on work programme objectives and indicators, aligning seamlessly with legal obligations and quarterly data collection. Efforts were also made to improve KPI assessment, moving beyond general satisfaction rates towards a comprehensive CEPOL Training Quality Index, ensuring a more accurate measurement of training effectiveness.

The refinement of strategic planning and performance monitoring was successfully carried out across the agency, including the update of the Single Programming Document, ensuring alignment with the overall agency strategy and objectives. Through comprehensive collaboration across various teams, the evaluation process of the agency's strategy and work programme was streamlined, leading to improved interim and annual activity reports. A key accomplishment was the establishment of a robust performance monitoring framework that enhances transparency, accountability, and supports continuous process improvement. Additionally, a new reporting tool was launched, essential for maintaining consistency and incorporating feedback from operational units.

Furthermore, the revision of CEPOL's Anti-Fraud Sub-Strategy was initiated, and the Fraud Risk Assessment was concluded, identifying vulnerabilities and recommending mitigation measures to enhance the agency's resilience.

The proposed changes have been accommodated within the existing establishment plan and budget. Following the approval of the new organigram by Management Board in November 2023, its implementation started on 1 January 2024.

The IGN has been revised, the new version that will be in effect from Jan 2025 had been distributed as part of the Call for Grants 2025. CEPOL has also established a coordinated reporting tool for the Agencies KPIs (excel reporting tool and new template for the progress report).

ARES Document Management System was rolled-out to the Secretariat in December. The full roll-out process to all staff is planned to take place in January and finalised in June 2025.

In July 2024, due to the Microsoft 365 implementation, CEPOL received access to SharePoint, which gave the opportunity to create CEPOL Intranet. CEPOL Intranet and SharePoint are managed by DG

DIGIT, while several CEPOL staff members have been granted specific rights for the execution of certain actions.

CEPOL continued to successfully monitor the budget implementation as essential part for effective financial management. The multi-layered approach, based on initial monitoring, weekly reports, ad-hoc analyses, and regular forecast exercises ensures that any issues are promptly identified and addressed, thereby enabling efficient resource allocation and financial integrity.

Objective/Performance Indicator	Target	Result	Status
4.1.1 Reorganise the TRU sectors in accordance with major thematic areas/clusters following the future revised training programme			
New organigram in place	Yes	Yes	Achieved
4.1.2 Simplification of existing procedures and elimination of redundant or unnecessary quality documents (e.g. templates used for course implementation)			
Revised processes adopted by ED	Yes	Yes	Achieved
4.1.3 Further implement digital transformation and information management: ARES: document management and archiving system, intranet; new SYSPER module(s): HR & travel management system, Microsoft Office 365.			
New IT tools are operational, and staff trained to use them	Yes	Partial	Partially achieved
4.1.4 Continue to monitor budget implementation, revise and redirect operational and administrative costs			
Progress report on time	Yes	Yes	Achieved
4.1.5 Enhancing inter-sectorial coordination within CEPOL and information workflow			
All sectors are represented in relevant forums	Yes	Yes	Achieved
4.1.6 Re-prioritise and re-think the volume and implementation mode of assistance activities of core business (e.g. too many financial and human resources are devoted to managing travel arrangements)			
New business model approved by ED	Yes	Yes	Achieved
4.1.7 Propose project-based financing scheme of capacity building actions be combined with annual subsidy-based financing and supported with TAs positions			
Proposal initiated and discussed with parent DG and other relevant DGs	Yes	Partial	Partially achieved
4.1.8 Maintain ISO 9001:2015 quality management system and gradually extend ISO 29993:2017 standards/certification for all CEPOL's training activities (onsite and online) and to those implemented by CEPOL FWPs			
ISO certificates in place	Yes	Yes	Achieved
4.1.9 Implement CEPOL training activity on the ISO 29993:2017 standards for the Framework Partners. Explore options for the FWPs to be ISO certified			
Training activity on ISO 29993:2017 standards	Yes	No	Not achieved

4.1.10 Maintain good governance and efficient management of HR and budget resources in compliance with applicable rules and regulations			
Draft MB decisions and Progress report delivered on time	Yes	Yes	Achieved
No. of critical/very important audit recommendations addressed on time	80%	Yes	Achieved
Implementation of internal control plan	100%	40%	Partially achieved
Average recruitment time. Days between opening the vacancy in the System and the decision of the AA not more than 105 days.	<105 days	<105 days	Achieved
Staff training plan adopted and implemented on time	Yes	Partial	Partially achieved
Budget implementation consumption rate - commitment	99%	100%	Achieved
Budget implementation consumption rate - payment	95%	87%	Partially achieved
Timely processing of invoices	95%	89%	Partially achieved
Availability of IT services to CEPOL users	100%	85%	Partially achieved
IT service desk questions answered within established timeframe (timeliness of support)	100%	100%	Achieved

Activity 4.2: Provide the agency with an appropriate infrastructure that is suitable to ensure the achievement of CEPOL's strategic training goals

Regular meetings with BIF (the owner of the building of our new HQ) have been held throughout the year and will continue in 2025. The building has been delivered to KEF (the Hungarian procurement office, who is the lessee in the contract for the building) on 16 December. The new building provides for ample training and meeting facilities in full hybrid format.

In terms of environmental aspects, CEPOL has limited possibilities taking in consideration the building isn't owned or leased by CEPOL but made available to us by the Hungarian authorities. Another aspect is budget constraints with choices for application of the budget towards operational objectives. The building has a number of energy efficient measures in place but is not certified.

Objective/Performance Indicator	Target	Result	Status
4.2.1 Further liaise with host country on CEPOL infrastructure and take the necessary actions to ensure the training and meeting facilities are fit for current hybrid format (short-term) and that the future CEPOL premises are aligned to the needs of a fully-fledged training centre			
Premises fit for purpose	Yes	Yes	Achieved
4.2.2 The negotiation for the new building shall consider the environmental aspects in line with the European Green Deal policy (e.g. EMAS certified building, use of green electricity, solar panels, use of rainwater, state of art cooling/heating etc in order to reduce CO2 footprint of the agency)			
Premises aligned to the environmental requirements (e.g. EMAS)	Yes	Partial	Partially achieved

Activity 4.3 Manage CEPOL stakeholders, external relations, internal and external communications to reinforce awareness and visibility of the agency

In line with the agency's strategy for 2023-2027, CEPOL enhanced its engagement with external stakeholders. The strategy emphasizes the importance of fostering strong relationships with various EU bodies and international partners to strengthen law enforcement training and operational cooperation across the Union. Through strategic engagement, CEPOL has facilitated knowledge-sharing initiatives and created enhanced cooperation opportunities.

In 2024, key priorities included aligning CEPOL activities with EU policies through the update of the Single Programming Document (SPD) and providing quarterly analysis to the TNA Task Force on the emerging EU legislation. This strengthened CEPOL's role and relevancy in European law enforcement training and capacity-building.

The RELEX and LAC roadmaps were successfully developed, with a focus on strategic initiatives such as the EU legislative repository, congratulatory letters to Embassies, and an internal streamlined briefing note preparation process. These efforts improved efficiency and positioned CEPOL as a central interlocutor in internal security discussions. Notable events, including the JHA Counsellors' event and the "Tour de Capitals" visits, underscored CEPOL's value and support to EU Member States, enhancing engagement and garnering political support for the agency.

The external relations sub-strategy currently in place is valid until 2025. Its revision was started in 2024 but has suffered partial delay due to the cyberattack. A concept note has been developed, and consultations with stakeholders, along with the drafting process, are expected to conclude in Q2 2025. The revised strategy is anticipated to be endorsed by the Management Board in November 2025. Meanwhile, the implementation of the external relations Action Plan for 2024 has been successfully completed.

Due to the cyber incident, the creation of the stakeholders' matrix was also delayed. The new stakeholders' matrix and methodology are integral part of the new RELEX sub-strategy that will be operational by 2026. In parallel to the revision of the new sub-strategy, the new stakeholders' matrix and methodology will be proposed by Q4 2025, seeking for endorsement during the new strategy approval.

During the reporting period, the Liaison Officer (LO) has strengthened engagement at the Council level, leading to regular invitations to COSI, JHA Council, and working party meetings. This has enabled CEPOL to stay up to date with the latest policy developments and operational discussions.

The LO pilot concluded in October 2024, and the updated job description agreed with the MB now outlines more detailed requirements for stakeholder engagement within CEPOL's areas of interest. Following this recruitment of the LO was initiated and the newly recruited LO assumes the office in Q1 2025.

A key accomplishment in 2024 was maintaining the integrity of CEPOL's corporate website during the cyber-attack, ensuring it remained a reliable communication platform. CERT-EU confirmed the website's integrity, which was a significant achievement. Despite the cyber incident, the website continued to provide key publications, reports, and newsletters to stakeholders, and CEPOL's presence on social media platforms was successfully sustained, with an increase in posts and impressions.

In terms of communication, the mid-term review of the EU-STNA, was supported with innovative storytelling and multi-channel strategies to boost visibility. Significant progress was made in digital publishing, leveraging the Publications Office framework contract to improve the accessibility and

presentation of reports. Further website enhancements were implemented, including testimonial functionalities and improved visual elements.

Throughout the year, a range of publications, including the 2024 Training Catalogue and the CEPOL Research leaflet were produced. These were downloaded over 2,500 times. The Training Catalogue was updated in the fall to reflect changes following the cyber incident. Four newsletters were sent to more than 1,300 subscribers, and the website attracted 81,000 visits.

Despite a reduced number of social media posts from June to December 2024 due to the cyber-attack, CEPOL saw an 8% increase in followers across platforms, with LinkedIn emerging as the agency's most relevant network, gaining almost 3,000 new followers. A total of 730 posts were shared on Facebook, X (Twitter), and LinkedIn, reaching nearly 700,000 users and generating almost 38,000 positive reactions.

Objective/Performance Indicator	Target	Result	Status
4.3.1 Implementation and revision of the existing external relations sub-strategy. The timeline of the revision is proposed to be extended until the end of the 1st quarter of 2025.			
Revision of the existing external relation sub-strategy in light of the new CEPOL Strategy 2023-2027 The revised external relations sub-strategy would cover the period 2026-2029.	To be proposed for adoption at the May 2025 Meeting of the Management Board	No	Partially achieved
Timely implementation of the External relations in Sub-Strategy and Action Plan.	100%	Yes	Achieved
4.3.2 Creating a stakeholder matrix and management system to utilise it for raising awareness and visibility of CEPOL			
Outsource a project to develop proper methodology, mapping based on this methodology and creation of the stakeholder matrix	Yes	No	Partially achieved
Procurement launched, contract signed, deliverables delivered, stakeholder matrix put into operation	Yes	No	Cancelled
4.3.3 Broaden the scope of the mandate of CEPOL liaison officer (to foster external relationships and stakeholder management)			
Set up regular visits to partner JHA agencies to ensure coordination and visibility LO to contact international organisations, academia, and private sector in Brussels to ensure effectiveness of the WAs and visibility of CEPOL	Visiting arrangements in place	Yes	Achieved

Objective/Performance Indicator	Target	Result	Status
4.3.4 Implement the new Communications Strategy (with provisions on quality control of any external communication by staff). The timeline of the revision is proposed to be extended until the end of the 1st quarter of 2025.			
No. of visits to CEPOL website	100,000	81,145	Partially achieved
Percentage of return visitors	20%	57%	Achieved
Web hosting and maintenance service contract in place	Yes	Yes	Achieved
Time-to-upload content	48 hours	Yes	Achieved
No. of publications produced and distributed	As per action plan	5 (out of 9)	Partially achieved
Conversion rate: No. of downloads	1,000	2,508	Achieved
No. of publications produced in more than one linguistic version	As per action plan	N/A	N/A
No. of publications produced in digital format	As per action plan	5 (out of 9)	Partially achieved
No. of newsletters produced and distributed	As per action plan	4	Partially achieved
No. of subscribers to CEPOL news	20%	N/A	N/A
Conversion rate: click-through-rate	3%	4%	Achieved
No. of followers/fans/subscribers	20% increase	8% increase	Partially achieved
No. of posts/impressions	365	736	Achieved
Social media policy and strategy in place	Yes	No	Partially achieved
Online monitoring service contract in place	Yes	Yes	Achieved
No. of items produced and distributed	As per action plan	12,595	Achieved
No. of events	As per action plan	10	Achieved
No. of participants	As per action plan	N/A	N/A
No. of requests received and dealt with <48 hours and <2 weeks for follow up (response time)	Yes	Yes	Achieved
No. articles in EU MS	As per action plan	N/A	N/A
Media training to staff	Yes	Yes	Achieved

Part II. (a) Management

2.1 Management Board

In 2024, the Management Board (MB) held three onsite and two online meetings and adopted 23 decisions (11 through written and 12 via oral procedures). The MB decisions are publicly available on CEPOL website <https://www.cepola.europa.eu/about/key-documents?document=18>

Regarding governance-related meetings, the spring CEPOL National Unit (CNU) meeting was held on 9-10 April, while a Strategic meeting between Commission, former, current, and incoming Trio Presidencies and CEPOL took place on 11 April, alongside this meeting. Besides, one online Informal CNU meeting was held on 1 March, while the autumn onsite CNU meeting was held on 10-11 October, followed by an online Strategic meeting on 15 October.

Furthermore, the 12th Management Board meeting was organised on 21-22 May in Leuven; in the aftermath of the cyberattack, an *onsite* extraordinary MB meeting was held in Brussels on 14 June, and two *online* extraordinary MB meetings were held on 26 July and 12 September. The 13th MB meeting was held on 19-20 November in Budapest, followed by a TRIO Presidency Handover meeting on 20 November, and a Study Visit of the incoming MB Chairmanship of Poland and Cyprus on 21 November. 64 Executive Director Decisions were taken, covering diverse topics, including awarding training hosting, establishing committees, amending financial rules, and calling for partnerships and training proposals as well as the crisis management following the cyberattack.

2.2 Major Developments

CEPOL was informed on 30 May 2024 by TESTA (secure connection to EU applications) service provider about a suspicious activity in the IT system. CEPOL reported it to CERT-EU immediately and the preliminary results – received on 3 June - pointed towards malicious activity by an unknown threat actor. Given the scale of the attack, CEPOL has been following CERT-EU advice on the security of the ICT infrastructure. At the same time, CEPOL received outstanding support from DG HOME, DG DIGIT and other bodies. A criminal investigation was launched by the Hungarian authorities. The investigation is supported by CERT-EU and Europol.

CEPOL implemented all training activities stipulated in the work programme which had been prepared before the cyber incident came to light on 30 May. The agency did not start organizing any new activities in the compromised environment, to avoid processing new data in an insecure environment until the secure IT architecture was built in the beginning of July.

On IT infrastructure, the impact of the incident was severe. A new IT environment, based on zero-trust, full-cloud design and newly purchased equipment, has been set-up with the support from DG DIGIT and CERT-EU. CEPOL is now in a transition phase to a full-service Digital Workplace Provisioning as a Service (DWPaaS) by DG DIGIT. The transition phase is expected to be concluded by 30 June 2025 when the DWPaaS should be fully in place. In September 2024 the Board agreed on this way forward. Consequently, there is a need for structural, significant additional resource allocation (budget) to ICT – but significantly less than the other alternatives discussed. On 18 June, CEPOL was informed that LEED was breached as well. CEPOL instantly implemented mitigation measures by taking LEED offline and necessary steps to inform users affected. CEPOL has rebuilt LEED in collaboration and consultation with CERT-EU and DG DIGIT on the principle of maximum data security and imperative safeguarding of end users' personal data. CEPOL will further ensure that security measures will be implemented in line with the recommendations of CERTEU and in cooperation with DG DIGIT.

The business impact and needs assessment has been developed and presented to MB during its extraordinary meeting on 26 July.

Elements of the business impact and needs assessment:

- Cyber incident impacts on SPD 2024 activities, objectives as well as corporate service process (HR, finance, procurement).
- Conclusion of activities to be postponed, cancelled.
- Draft IT governance based on business needs.
- Conclusion of resource needs with justification.

MB meeting on 12 September approved the amendment of SPD 2024 and the concept of future IT Governance. CEPOL will be a client of Digital Workplace as a Service (DWPaaS) solution delivered by DG DIGIT. The solutions offer workplace tools: Microsoft 365 tools including Exchange Online, Teams, Teams Telephony, One Drive, SharePoint Online; Security and Compliance including integration with CERT-EU processes and other services.

CEPOL is currently in the post-Recovery phase that will last until the full DWPaaS service is available to CEPOL in Q3 2025. SLA between CEPOL and DG DIGIT will be the basis of the cooperation between CEPOL and DG DIGIT.

Priority interventions

CEPOL has continued the priority interventions as follows:

- Enhancing the rebuilt IT infrastructure and addressing gaps in service delivery.
- LEEd has been rebuilt and a testing environment has been added to the LEEd infrastructure. Testing is on-going before a wide roll-out.
- Coordination and communication in relations to EUDPR requirements for notification of the data breach, especially prioritising to keep Member States and affected users informed
- Cooperation with European Data Protection Supervisor
- Communication with stakeholders, and if need be, press and media
- Coordinating and cooperating with criminal investigation (CERT-EU and HU LEA).
- Preparing, assisting, and coordinating budget request for 2024 and 2025 due to the incident and the relocation to new HQ.
- Preparing business impact and needs analysis in the context of the cyber incident and the relocation to the new HQ to identify baseline for 2025 budget request.
- Preparing and coordinating the relocation to the new HQ by January 2025.
- Ensuring business continuity from the operational perspective.

From 1 June 2024 CEPOL was involved in **legal and DPO** actions related to the cyberattack as follows:

- ED decision to allow access to Hungarian National Bureau of investigation access to CEPOL ICT infrastructure.
- ED decision on crisis management and contingency plan
- Preliminary data breach notification to EDPS on behalf of controller HoCSU
- Weekly meetings with EDPS
- Request to commence criminal investigation to Hungarian Bureau of Investigation, reply to Bureau of Investigation
- CEPOL legal opinion about DG Home legal assessment
- Letter to CERT-EU on request on sharing evidence for the police investigation
- Guidance note to CEPOL controllers on actions to be taken in case of data breach
- Five follow-up notifications to EDPS
- Communication to data subjects in the CEPOL website
- Privacy statement on migration of personal data

- Preparation of analysis on high-risk personal data processing activities and communication strategy
- Recreation of above notification using EDPS written form, preparing respective supporting documents and sending to EDPS
- Preparation of a communication action plan for individual notifications
- ED Decision and coordination of the Task Force on data subject communication

Following the CERT-EU final reports, CEPOL individually notified the data subjects whose personal data had been processed in 31 high-risk processing activities, as advised by the European Data Protection Supervisor. A total of 98 922 emails were sent by January 2025, informing of the background of the data breach, personal data affected, mitigation measures and recommendations to data subjects. In connection to the data breach notifications, CEPOL received 65 data subject requests, which have been processed within the regulatory deadlines.

Finally, 2024 saw the move to the new building. The HQ Agreement was signed at the Ministry of Interior on 27 February 2024, with the Hungarian Minister of Interior and CEPOL Executive Director as signatories. It was ratified on 9 May 2024 and will be in force from 3 January 2025. CEPOL's physical relocation to the BIF Tower was planned and executed at the end 2024, during the Christmas period. The removal was successfully implemented with staff coming back to their new offices on 6 January.

2.3 Budgetary and Financial Management

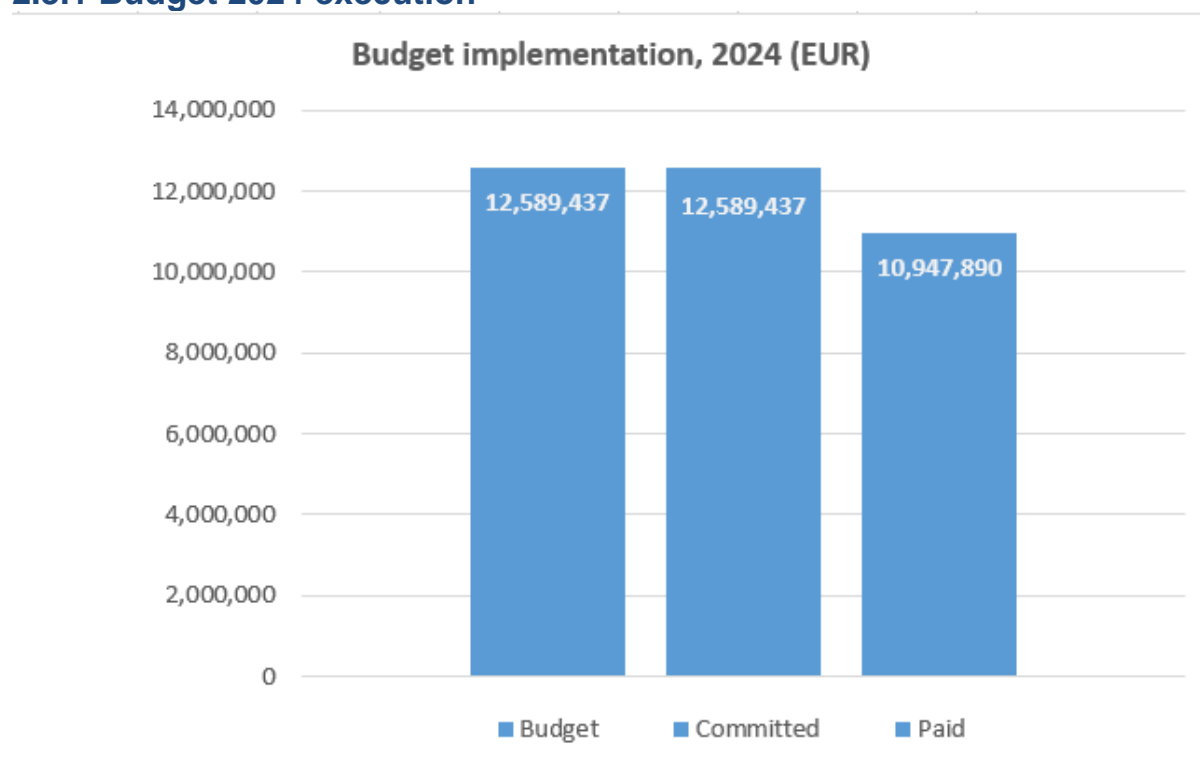
CEPOL was allocated an original voted budget of EUR 11 435 499 from the European Union's General Budget in 2024. Due to a cyber incident suffered by CEPOL in 2024 an additional EUR 1 153 938 was made available by the budgetary authorities. . The final budget of EUR 12 589 437 was successfully executed in full, reaching 100% implementation for the third consecutive year, a notable achievement. The budget execution for 2023 was also exemplary at 99.37%, with minimal cancellations of payment appropriations at just 0.63% in 2024.

At the end of 2024, CEPOL carried forward a modest 13%, equivalent to EUR 1 641 546, one of the lowest levels in the past decade. This carry forward will support payments in 2025 from the 2024 budget.

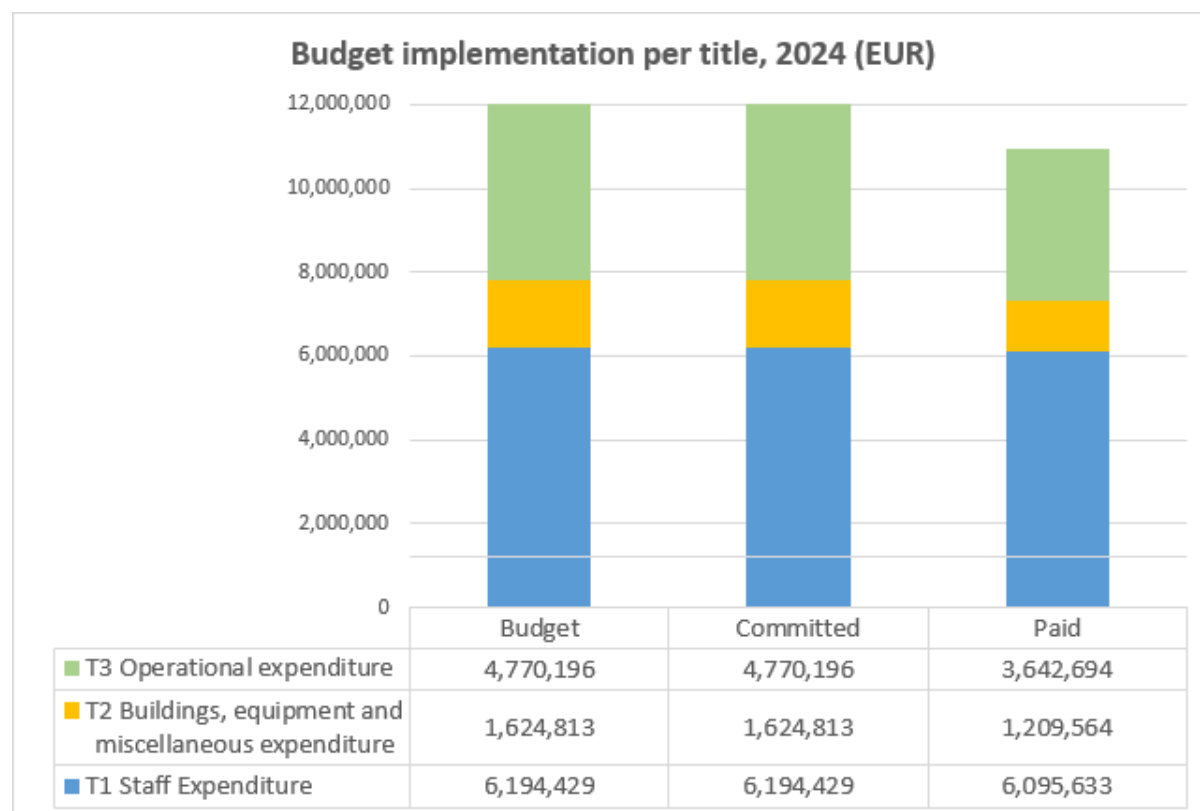
Additionally, CEPOL administers Union External Assistance funds to assist third countries in law enforcement policy areas, in alignment with Union priorities. In 2024, 4 projects have come to an end of their duration. All of these projects have their continuation under new delegation agreements. Altogether CEPOL takes care of five project, including the EU4Security Moldova project, started in 2023. This expansion demonstrates CEPOL's commitment to enhancing law enforcement capacities not only beyond the Union but also on the EU neighbourhood.

These accomplishments and financial stability position CEPOL favourably for sustained success and influence in the law enforcement and capacity-building sectors throughout 2025 and beyond.

2.3.1 Budget 2024 execution



Budget 2024 – Implementation at 31.12.24 (per Titles)



CEPOL's total voted budget for 2024 amounted to EUR 12 589 437.

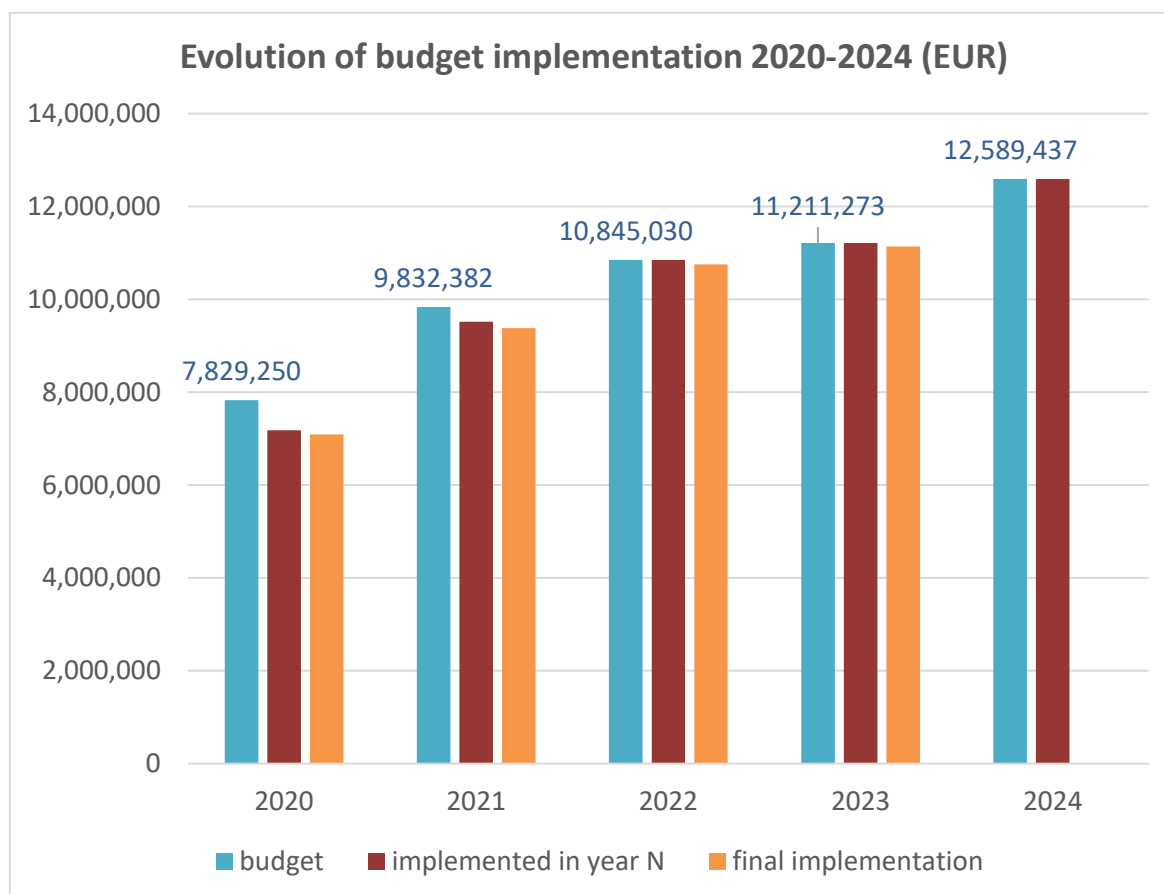
As of December 2024, 100% of the regular (C1) budget had been committed, with 86.96% of it already paid.

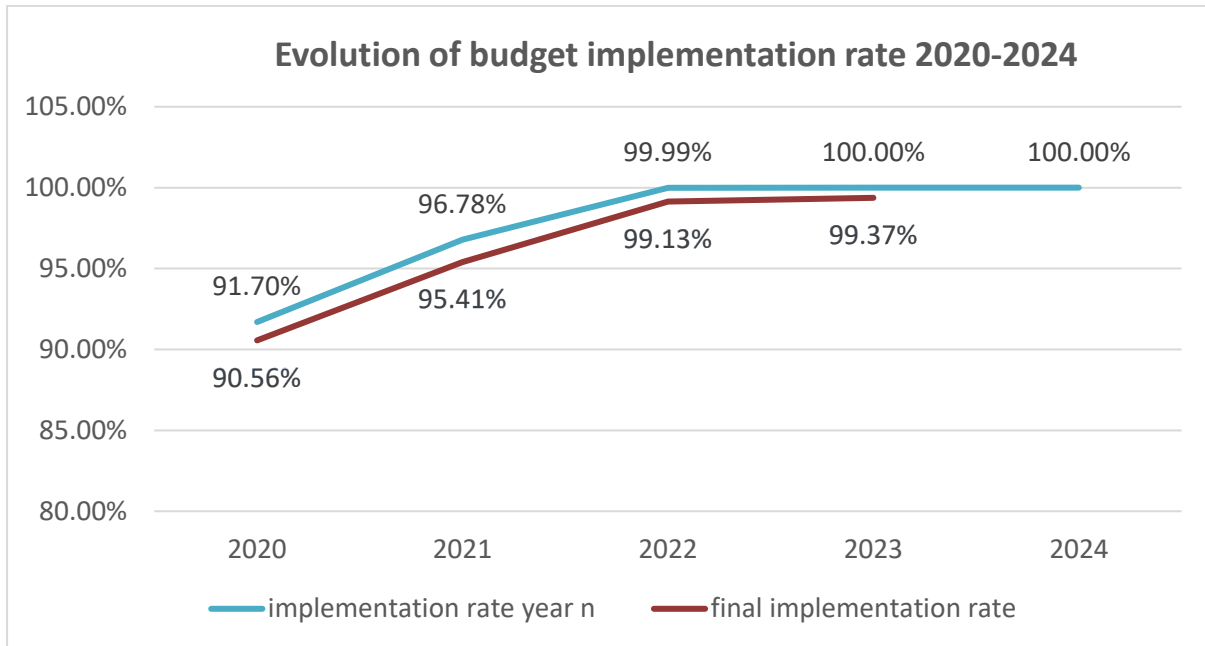
Breaking it down further:

- For Title 1, all available C1 credits were committed, with 98% paid.
- For Title 2, 100% of the C1 credits were committed, with 74% paid.
- For Title 3, all available C1 funds were committed, with 76% paid.

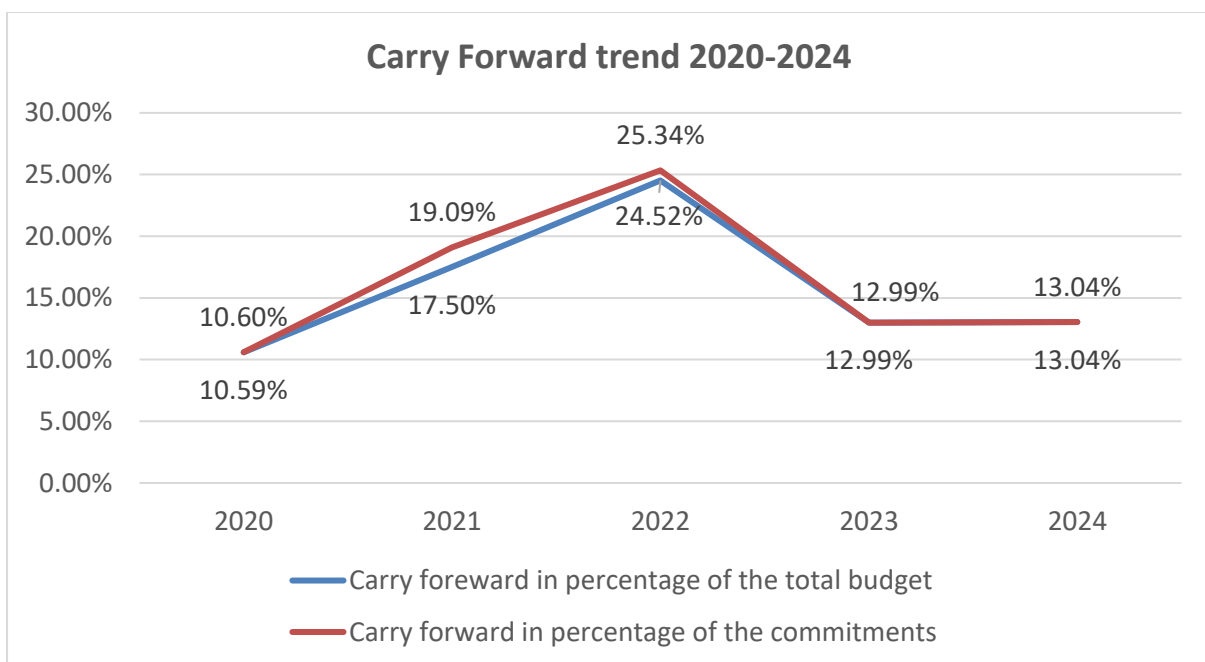
It should be noted that in 2024, the budget implementation reached 100%, marking the third consecutive year achieving this milestone. An amount of EUR 1 641 546 has been carried forward to 2025, which represents 13% of the overall 2024 budget. The final execution, considering the consumption of these carried-forward commitments, will be disclosed by the end of 2025.

Detailed overview on Budget 2024 execution, status as of 31 December 2024 is provided in Annex II Table 2.2





*the 2024 final budget execution will be known only at the end of 2025.



2.3.2 Budget 2024 Implementation per Titles

Title 1: Expenditure relating to persons working with CEPOL - C1: Regular budget 2024

	Budget implementation/ Execution Regular budget 2024 (C1)	Voted Budget	Final Budget	Committed	Budget implementation %	Paid	Budget execution %	Carry forward for payments in 2025
		A	B	C	C/B	D	D/B	C-D
1 TITLE 1								
11	Staff in active employment	4,488,000.00	5,058,689.98	5,058,689.98	100%	5,058,689.98	100%	0.00
12	Allowances and expenses on entering and leaving the service and on transfer, excluding Seconded National Experts and other experts	9,180.00	41,047.26	41,047.26	100%	16,301.13	40%	24,746.13
13	Missions and duty travel	30,600.00	17,800.00	17,800.00	100%	14,733.43	83%	3,066.57
14	Socio-medical infrastructure	483,481.00	716,372.36	716,372.36	0%	715,955.36	0%	417.00
15	Further training, language courses, retraining for staff	57,895.00	57,044.55	57,044.55	100%	39,952.17	70%	17,092.38
16	External services	209,100.00	292,821.68	292,821.68	100%	239,347.99	82%	53,473.69
17	Receptions and events	3,060.00	1,190.54	1,190.54	100%	1,190.54	100%	0.00
18	Social welfare	9,180.00	9,462.36	9,462.36	100%	9,462.36	100%	0.00
1	TITLE 1 Staff expenditure	5,290,496.00	6,194,428.73	6,194,428.73	100%	6,095,632.96	98%	98,795.77

By the end of December 100% of the final budget for Title 1 has been committed and 98,41% paid. The correction coefficient applied in Hungary for salaries has significantly decreased in November with retroactive effect as from July.

C8: Amounts carried over from 2023 for payment in 2024

	Budget Execution of commitments carried forward from 2023 to 2024 (C8)	Final budget 2023	Committed in 2023	Paid in 2023	Total paid (2023 and 2024)	Budget execution %
11	Staff in active employment	4,510,863.58	4,510,863.58	4,492,209.16	4,505,544.82	99.88%
12	Allowances and expenses on entering and leaving the service and on transfer, excluding Seconded National Experts and other experts	23,677.86	23,677.86	12,884.81	23,677.86	100.00%
13	Missions and duty travel	15,622.58	15,622.58	15,422.58	15,571.12	99.67%
14	Socio-medical infrastructure	572,733.57	572,733.57	570,439.27	572,733.57	100.00%
15	Further training, language courses, retraining for staff	31,973.50	31,973.50	30,593.00	31,868.50	99.67%
16	External services	214,308.73	214,308.73	180,488.98	214,151.67	99.93%
17	Receptions and events	1,138.88	1,138.88	1,027.88	1,138.88	100.00%
18	Social welfare	8,721.64	8,721.64	8,721.64	8,721.64	100.00%
1	TITLE 1 Staff expenditure	5,379,040.34	5,379,040.34	5,311,787.32	5,373,408.06	99.90%

The cancellation rate of carried over payment credits (C8) in Title 1 was 0,10%. These minor amounts relate mainly to the forecasted expenditure, where the real cost was slightly lower than the planned cost.

C4: Internally assigned revenue

Internally assigned revenue is generated where CEPOL recovers overpaid amounts. By the end of December 2024, 23 868.70 EUR C4 credits were collected. These credits were not used but fully carried over to 2025.

Title 2: Buildings & equipment and miscellaneous expenditure - C1: Regular budget 2024

	Budget implementation/ Execution Regular budget 2024 (C1)	Voted Budget	Final Budget	Committed	Budget implementation %	Paid	Budget execution %	Carry forward for payments in 2025
		A	B	C	C/B	D	D/B	C-D
2 TITLE 2								
20	Investments in immovable property and	56,100.00	73,546.64	73,546.64	100%	48,336.96	66%	25,209.68
21	Information and communication	456,037.00	1,516,928.34	1,516,928.34	3.00	1,134,333.98	75%	382,594.36
22	Movable property and associated costs	18,686.00	13,757.86	13,757.86	100%	13,757.86	100%	0.00
23	Current administrative expenditure	26,520.00	16,325.07	16,325.07	100%	9,284.65	57%	7,040.42
24	Postal charges	6,120.00	4,254.71	4,254.71	100%	3,850.19	90%	404.52
2	TITLE 2 Buildings, equipment and miscellaneous expenditure	563,463.00	1,624,812.62	1,624,812.62	100%	1,209,563.64	74%	415,248.98

By the end of December 100% of the available budget has been committed and 74.44% of payment credits have been used.

C8: Amounts carried over from 2023 for payment in 2024

	Budget Execution of commitments carried forward from 2023 to 2024 (C8)	Final budget 2023	Committed in 2023	Paid in 2023	Total paid (2023 and 2024)	Budget execution %
20	Investments in immovable property and rental of	46,067.72	46,067.72	45,655.81	45,788.94	99%
21	Information and communication technology	532,462.58	532,462.58	386,646.19	532,079.38	100%
22	Movable property and associated costs	9,610.51	9,610.51	9,110.51	9,581.15	100%
23	Current administrative expenditure	28,705.35	28,705.35	15,013.35	28,705.35	100%
24	Postal charges	3,367.64	3,367.64	3,142.64	3,282.55	97%
2	TITLE 2 Buildings, equipment and miscellaneous expenditure	620,213.80	620,213.80	459,568.50	619,437.37	99.87%

The main reason for cancellations was the uncertainty on VAT. Refundable VAT has been committed in certain cases.

C4: Internally assigned revenue

Internally assigned revenue is generated where CEPOL recovers overpaid amounts. By the end of December 2024, no C4 credits were collected for Title 2.

Title 3 – Operational expenditure - C1: Regular budget 2024

	Budget implementation/ Execution Regular budget 2024 (C1)	Voted Budget	Final Budget	Committed	Budget implementation %	Paid	Budget execution %	Carry forward for payments in 2025
		A	B	C	C/B	D	D/B	C-D
3	TITLE 3							
30	Strategy, stakeholder relations,	330,649.00	236,532.62	236,532.62	100%	130,245.73	55%	106,286.89
31	Training, research and analysis	4,319,700.00	2,961,440.58	2,961,440.58	100%	2,444,368.51	83%	517,072.07
32	Operational Support	931,191.00	1,572,222.45	1,572,222.45	100%	1,068,079.46	68%	504,142.99
3	TITLE 3	5 581 540.00	4 770 195.65	4 770 195.65	100%	3,642,693.70	76%	1,127,501.95

By the end of December 100% of the available budget has been committed. Payments represents 76.36% of the available payment credits.

C8: Amounts carried over from 2023 for payment in 2024

	Budget Execution of commitments carried forward from 2023 to 2024 (C8)	Final budget 2023	Committed in 2023	Paid in 2023	Total paid (2023 and 2024)	Budget execution %
30	Strategy, stakeholder relations, governance	301,969.62	301,969.62	175,510.87	300,451.86	99%
31	Training, research and analysis	3,583,301.32	3,583,301.32	2,960,751.08	3,531,510.56	99%
32	Operational Support	1,326,747.92	1,326,747.92	846,834.57	1,315,313.11	99%
3	TITLE 3	5 212 018.86	5 212 018.86	3,983,096.52	5,147,275.53	98.76%

Cancellation of funds for operational activities were mainly justified by the business model (use of grants where information on real expenditure can hardly be controlled by CEPOL in time), the underperformance of service providers. These factors are beyond CEPOL's control.

C4: Internally assigned revenue

Internal assigned revenues under Title 3 amounted to EUR 59 396 in 2024. C4 credits were fully carried over to 2025.

Final implementation rate of 2023 budget

The final implementation of 2023 budget taking into account the C8 payments in 2024 was 99.37%.

	Budget Execution of commitments carried forward from 2023 to 2024 (C8)	Final budget 2023	Committed in 2023	Paid in 2023	Total paid (2023 and 2024)	Budget execution %	Cancelled (de-commitments)
		A	B	D	F(E+D)	F/C	H
1	TITLE 1 Staff expenditure	5,379,040.34	5,379,040.34	5,311,787.32	5,373,408.06	100%	5,632.28
2	TITLE 2 Buildings, equipment and miscellaneous expenditure	620,213.80	620,213.80	459,568.50	619,437.37	99.87%	776.43
3	TITLE 3	5 212 018.86	5 212 018.86	3,983,096.52	5,147,275.53	98.76%	97,776.16
	GRAND TOTAL	11 211 273.00	11 211 273.00	9,754,452.34	11,140,120.96	99.37%	104,184.87

Internally assigned revenue (C4) summary

Overpaid credits totalling 83 264 EUR were recovered in 2024. These credits, which represent CEPOL's internally assigned revenues under category C4, were not utilized during the year 2024 but carried over to 2025 as C5 credits.

	Budget implementation/ Execution 2024 C4	Recovery cashed in 2024	Committed in 2024	C5 in 2025 (not committed in 2024)	Paid	Carry forward for payments in 2025
		A	B	A-B	C	
1430	Schooling and nursery	23,868.07	0.00	23,868.07	0.00	23,868.07
1	TITLE 1 Staff expenditure	23,868.07	0.00	23,868.07	0.00	23,868.07
2	TITLE 2 Buildings, equipment and miscellaneous expenditure	0.00	0.00	0.00	0.00	0.00
3100	On-site activities	58,916.36	0.00	58,916.36	0.00	58,916.36
3101	Travel for on-site activities	479.56	0.00	479.56	0.00	479.56
3	TITLE 3	59 395.92	0.00	59,395.92	0.00	59,395.92
	GRAND TOTAL	83 263.99	0.00	83,263.99	0.00	83,263.99

2.3.3 Other financial and budgetary topics

Budget transfers

In 2024, 9 internal transfers of the regular budget (C1 commitment and payment appropriations) were done in line with articles 27§1a, 27§1b, 27§3 and 28§1 of the CEPOL Financial Regulation. These transfers aimed to align the initial budget distribution to the real budget needs. In November also a budget amendment was necessary due to the cyber incident which required approval of the Management Board. CEPOL received an additional EUR 1 153 938.

More detailed information on this is provided in Annex II Table 2.3.

Recovery orders

At the end of December 2024, there were 2 recovery orders EUR 4 613.51) not cashed, where the due date is January 2025.

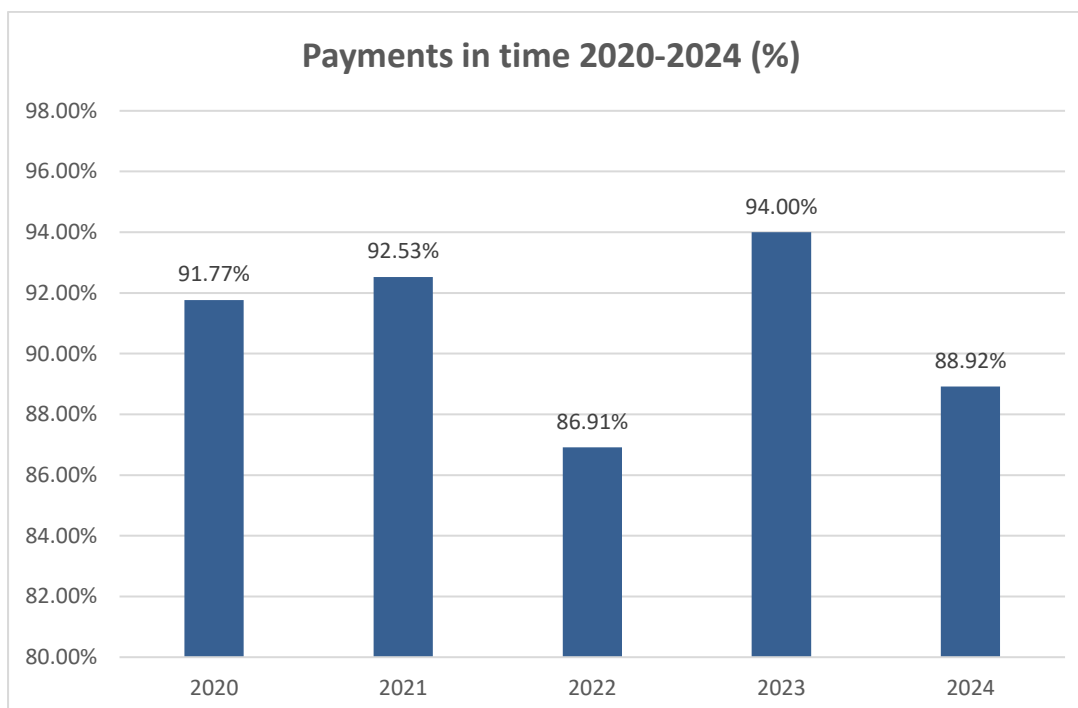
Payment statistics

In 2024, CEPOL made a total of 1 887 payments of which 1 678 were within the legal time-limit. There was no interest paid on late payments.

More details on payment statistics are provided in Annex II Table 2.4-2.5.

Year	Total number of payments	Number of payments within the legal time-limit	Payments in time (%)
2020	923	847	92%
2021	1071	991	93%
2022	2124	1846	87%
2023	2183	2055	94%
2024	1887	1678	89%

* In 2020 and 2021 there was a significant drop in the number of payments realised, compared to years before pandemic, which is due to the impact of the COVID-19 related measures in place throughout 2020 and 2021.



Procurement

In 2024, a total of **347 contracts** were signed, comprising of:

- 7 framework contracts
- 3 direct contracts
- 5 purchase orders
- 255 order forms under existing framework contracts (CEPOL and inter-institutional)
- 22 specific contracts under existing framework contracts (CEPOL and inter-institutional)
- 55 contracts for short-term experts under calls for expression of interest

Number of contracts signed based on the type of procedure	2023 CEPOL & CEPOL Projects	2023 CEPOL Projects	2024 CEPOL & CEPOL Projects	2024 CEPOL Projects
Open procurement procedure	1	0	5 ¹⁵	1
Negotiated procurement procedure with at least five candidates	0	0	1	0
Negotiated procurement procedure with at least three candidates	0	0	2	1
Negotiated procurement procedure with a single tender	8	0	82	2
Negotiated procedure without publication of a contract notice under Point 11.1.e Annex 1 FR (increase of ceiling of FWC for services)	1	0	0	0
Negotiated procedures without prior publication of a contract notice (point 11.1 (a) Annex 1 FR)	0	0	0	0
Negotiated procedures without prior publication of a contract notice (point 11.1 (h) Annex 1 FR)	0	0	0	0
Order Form/Specific contract in execution of framework contracts	280+6	104+4	255+22	44+1
Procedure following a call for expression of interest	116	74	55	25

¹⁵ One FWC was signed in 2025, therefore the total number is 348 instead of 347

Total number of contracts signed	412	182	348	74
Total value of contracts (direct contracts, framework contracts and specific contracts implementing framework contracts)	€ 5,520,950.33	€ 1,442,869.07	€ 5 716 673.15¹⁶	€ 1 869 914.13¹⁷

Exceptional negotiated procedures under point 11.1 (a) to (f) of Annex 1 FR: 1 exceptional negotiated procedure under point 11.1 (g) Building contract (Aradi lease agreement from May to December 2024).

2.3.4 Information on grant, contribution and service level agreements (Annex VI)

External assigned revenue - Title 5

COUNTER-TERRORISM INFLOW

The Contribution Agreement IFS/2019/410-531 was signed between CEPOL and DG DEVCO (International Cooperation and Development) on 17 December 2019. The purpose of this agreement is to provide financial contribution to finance the implementation of the Action “CT INFLOW- Enhancing Information Exchange and Criminal Justice Response to Terrorism in the Middle East and North Africa”. The CEPOL CT INFLOW has a maximum budget of EUR 7 500 000 and a duration of 48 months and is financed under the Instrument contributing to Stability and Peace (IcSP). The first instalment of the pre-financing amounting to EUR 3 750 000 was received in December 2019. The second instalment of EUR 2 960 480 has been received in 2022, and the last instalment in 2023 for the value of EUR 789 520. The project has been finalised in 2024 as foreseen by the agreement.

Overall Budget Implementation/Execution of the CTInflow	Maximum BUDGET of the project set in the agreement (full lifecycle)	Amended BUDGET of the project (full lifecycle)	Amended budget 2024	Commitment appropriations used in 2024	Total committed since the start	still not committed	paid in 2024	Total paid	Budget execution % (vs. Budget Received)
	7 497 203	7 500 000	7 500 000	342 318	6 818 664	681 336	1 589 509	6 818 663	91%
CTI-2021-1 STAFF COST	3 359 808	3 359 808	3 073 808	389 920	2 864 062	203 746	392 808.83	2 864 062.17	93%
CTI-2021-2.1 - TECHNICAL ACTIVITIES_ Component 1	211 855	813 967	847 967	52 800	712 764	135 203	194 280.59	712 764.48	84%
CTI-2021-2.2 - TECHNICAL ACTIVITIES_ Component 2	894 440	897 237	1 074 237	11 247	993 539	80 698	64 827.77	993 539.29	92%
CTI-2021-2.3 - TECHNICAL ACTIVITIES_ Component 3	1 401 035	798 983	918 983	- 25 908	880 355	38 628	141 327.05	880 355.20	96%
CTI-2021-2.4 - TECHNICAL ACTIVITIES_ Component 4	437 045	437 045	387 045	- 101 866	257 885	129 160	152 674.00	257 884.80	67%
CTI-2020-3.1 - PROCUREMENT (Equipment, local Office)	585 360	585 360	585 360	17 114	501 655	83 705	58 786.02	501 655.09	86%
CTI-2020-3.2 - PROCUREMENT (Technical Supply)	550 000	550 000	550 000	- 620	548 243	1 757	54 824.30	54 824.30	100%
CTI-2020-4 COMMUNICATION	57 600	57 600	62 600	- 370	60 159	2 441	36 561.35	60 158.97	96%

CT INFLOW II

The Contribution Agreement 700001972 was signed between CEPOL and DG DEVCO (International Cooperation and Development) on 28 June 2024. The purpose of this agreement is to provide financial contribution to finance the implementation of the Action “CT INFLOW- Enhancing Information Exchange and Criminal Justice Response to Terrorism in the Middle East and North Africa”. The CEPOL CT INFLOW II has a maximum budget of EUR 6 000 000 and a duration of 48 months and is financed under the Instrument contributing to Stability and Peace (IcSP). The first instalment of the pre-financing amounting to EUR 2 829 725 was received in July 2024.

¹⁶ Part of the contracts was paid in HUF, total 28 527 808 HUF, exchange rate of December 2024, i.e. EUR 69 103.039

¹⁷ Part of the contracts are paid in HUF, total 9 865 989 HUF, exchange rate of December 2024, i.e. EUR 23 898.43

Overall Budget Implementation/Execution of the CT INFLOW II	Total Budget of the project (full lifecycle)	Initial budget received	Commitments in 2024	Total committed since the start	still not committed	paid in 2024	Total paid	Budget execution compared to total budget %
	6 000 000	2 829 750	295 678	295 678	2 534 072	223 915	223 915	4%
CTI2-2024-1 - HUMAN RESOURCE	2 700 000		135 478	135 478		135 478	135 478	5%
CTI2-2024-2.1-International travel	815 250		0	0		0	0	0%
CTI2-2024-2.2-Per diems for missions/ travel	1 216 915		12 600	12 600		1 134	1 134	0%
CTI2-2024-3.1-Office rent	160 560		22 742	22 742		12 165	12 165	8%
CTI2-2024-3.2-Consumables - office sup.	7 392		0	0		0	0	0%
CTI2-2024-3.3-Other Services (office utility)	145 440		21 110	21 110		27 040	27 040	19%
CTI2-2024-3.4-Software licence/IT service	86 900		14 895	14 895		14 505	14 505	17%
CTI2-2024-3.5-Furniture, computer equipment	31 500		0	0		0	0	0%
CTI2-2024-4.1-Short Term Experts fees	188 100		18 225	18 225		2 250	2 250	1%
CTI2-2024-4.2-Translation, interpreters	481 500		12 068	12 068		12 068	12 068	3%
CTI2-2024-4.3-Costs of conferences/ seminars	150 420		58 559	58 559		19 275	19 275	13%
CTI2-2024-4.4-Visibility actions	16 023		0	0		0	0	0%

EUROMED POLICE

The Contribution Agreement ENI/2020/414-940 was signed between CEPOL and DG NEAR (Neighbourhood Policy and Enlargement Negotiations) on 24 April 2020. The purpose of this agreement is to provide financial contribution to finance the implementation of the Action “EUROMED Police”. The CEPOL EUROMED Police has a maximum budget of EUR 6 960 542 and a duration of 48 months and is financed under the European Neighbourhood Instrument. The pre-financing amounting to 100% of the budget was received in May 2020. The project has been finalised in 2024 as foreseen by the agreement.

Overall Budget Implementation/Execution of the European Police	Total Budget of the project (full lifecycle)	Commitment appropriations used in 2023	Total committed since the start	still not committed	paid in 2023	Total paid	Budget execution %
	6 960 542	1 693 743	5 428 634	1 531 908	1 796 971	5 007 748	72%
EP-2022-1 - STAFF COST	3 639 792	854 134	2 763 140	876 652	847 175	2 761 831	76%
EP-2022-2 - TECHNICAL ACTIVITIES	2 455 290	754 456	2 059 551	395 739	796 118	1 690 520	69%
EP-2022-3 - PROCUREMENT (Supplies, equipment, local office)	799 860	152 681	548 304	251 556	122 168	502 637	63%
EP-2022-4 - COMMUNICATION	65 600	- 67 528	57 640	7 960	31 511	52 760	80%

EUROMED POLICE VI

The Contribution Agreement 700002160 was signed between CEPOL and DG NEAR (Neighbourhood Policy and Enlargement Negotiations) on 19 September 2024. The purpose of this agreement is to provide financial contribution to the implementation of the Action “EUROMED Police VI”. The CEPOL EUROMED Police VI has a maximum budget of EUR 6 000 000 and a duration of 48 months and is financed under the European Neighbourhood Instrument. The pre-financing amounting to 100% of the budget was received in October 2024.

Overall Budget Implementation/Execution of the EUROMED VI	Total Budget of the project (full lifecycle)	first year forecast	Commitment appropriations used in 2024	Total committed since the start	still not committed	paid in 2024	Total paid	Budget execution %
	6 000 000	1 583 282	663 612	663 612	5 336 388	553 403	553 403	9%
EP6-2024-1 - HUMAN RESOURCE	3 000 000	750 000	492 539	492 539	2 507 461	488 057	488 057	16%
EP6-2024-2.1-International travel	863 100	222 300	32 741	32 741	830 359	601	601	0%
EP6-2024-2.2-Per diems for missions/travel	845 750	249 500	79 705	79 705	766 045	37 994	37 994	4%
EP6-2024-3.1-Office rent	200 930	50 172	12 165	12 165	188 765	0	0	0%
EP6-2024-3.2-Consumables - office sup.	9 600	2 400	300	300	9 300	0	0	0%
EP6-2024-3.3-Other Services (office utility)	159 600	39 900	9 917	9 917	149 683	20 726	20 726	13%
EP6-2024-3.4-Furniture, computer equipment	35 000	17 500	0	0	35 000	0	0	0%
EP6-2024-3.5-Software licence/IT service	86 900	21 750	10 692	10 692	76 208	1 246	1 246	1%
EP6-2024-4.1-Short Term Experts fees	250 200	74 700	11 925	11 925	238 275	0	0	0%
EP6-2024-4.2-Translation, interpreters	358 500	108 000	2 855	2 855	355 645	2 855	2 855	1%
EP6-2024-4.3-Costs of conferences/seminars	150 420	37 060	10 443	10 443	139 977	1 593	1 593	1%
EP6-2024-4.4-Visibility actions	40 000	10 000	331	331	39 670	331	331	1%

TOPCOP

The Contribution Agreement ENI/2020/415-941 was signed between CEPOL and DG NEAR (Neighbourhood Policy and Enlargement Negotiations) in 2020. The purpose of this agreement is to provide financial contribution to finance the implementation of the Action “CEPOL training and operational partnership against organised crime project - TOPCOP”. The CEPOL TOPCOP has a maximum budget of EUR 6 000 000 and a duration of 48 months and is financed under the European Neighbourhood Instrument. The pre-financing amounting to 100% of the budget was received in July 2020. The project has been finalised in 2024 as foreseen by the agreement.

Overall Budget Implementation/Execution of the TopCop	Total Budget of the project (full lifecycle)	amended budget (2024)	Commitment appropriations used in 2024	Total committed since the start	still not committed	paid in 2024	Total paid	Budget execution %
	6 000 000	6 000 000	294 043	5 543 251	456 749	907 012	5 543 251	92%
TOPCOP-2020-1 - STAFF COST	2 799 840	2 799 840	280 025	2 562 322	237 518	304 090	2 562 322	92%
TOPCOP-2020-2 - TECHNICAL ACTIVITIES	2 736 360	2 715 970	5 534	2 510 769	205 201	559 374	2 510 769	92%
TOPCOP-2020-3 - PROCUREMENT (Supplies, equipment, local office)	409 800	430 190	8 484	417 773	12 417	43 548	417 773	97%
TOPCOP-2020-4 - COMMUNICATION	54 000	54 000	0	52 387	1 613	0	52 387	97%
TOPCOP-2020-5 - INDIRECT COST								

TOPCOP II

The Contribution Agreement 700001970 was signed between CEPOL and DG NEAR (Neighbourhood Policy and Enlargement Negotiations) in 2024. The purpose of this agreement is to provide financial contribution to finance the implementation of the Action “CEPOL training and operational partnership against organised crime project – TOPCOP II”. The CEPOL TOPCOP II has a maximum budget of EUR 5 200 000 and a duration of 48 months and is financed under the European Neighbourhood Instrument. The 90% pre-financing amounting to EUR 4 680 000 was received in July 2024.

Overall Budget Implementation/Execution of the TOPCOP II	Total Budget of the project (full lifecycle)	Initial budget	Commitment appropriations used in 2024	Total committed since the start	still not committed	paid in 2024	Total paid	Budget execution compared to total budget %
	5 200 000	4 680 000	912 719	912 719	3 767 281	767 482	767 482	15%
TOPCOP2-2024-1 - HUMAN RESOURCE	2 400 000		638 269	638 269		637 244	637 244	27%
TOPCOP2-2024-2.1-International travel	568 200		17 940	17 940		8 300	8 300	1%
TOPCOP2-2024-2.2-Per diems for missions/travel	1 079 760		113 983	113 983		45 412	45 412	4%
TOPCOP2-2024-3.1-Office rent	160 560		19 040	19 040		0	0	0%
TOPCOP2-2024-3.2-Consumables - office sup.	9 600		414	414		408	408	4%
TOPCOP2-2024-3.3-Other Services (office utility)	151 920		17 911	17 911		32 964	32 964	22%
TOPCOP2-2024-3.4-Furniture, computer equipment	28 000		0	0		0	0	0%
TOPCOP2-2024-3.5-Software licence/IT service	86 900		12 220	12 220		11 894	11 894	14%
TOPCOP2-2024-4.1-Short Term Experts fees	164 250		0	0		0	0	0%
TOPCOP2-2024-4.2-Translation, interpreters	256 810		5 684	5 684		5 684	5 684	2%
TOPCOP2-2024-4.3-Costs of conferences/seminars	254 000		78 770	78 770		25 576	25 576	10%
TOPCOP2-2024-4.4-Visibility actions	40 000		8 488	8 488		0	0	0%

WB PaCT

The Contribution Agreement 2019/413-822 was signed between CEPOL and DG NEAR (Neighbourhood Policy and Enlargement Negotiations) on 19 October 2020. The purpose of this agreement is to provide financial contribution to finance the implementation of the Action “Partnership against Crime and Terrorism – CEPOL WB PaCT”. The CEPOL WB PaCT has a maximum budget of EUR 3 000 000 and a duration of 36 months and is financed under the Instrument for Pre-Accession Assistance (IPA). The pre-financing amounting to 100% of the budget was received in November 2020. The project has been finalised in 2024 as foreseen by the agreement.

Overall Budget Implementation/Execution of the WBPACT	Total Budget of the project (full lifecycle)	Amended budget	Commitment appropriations used in 2024	Total committed since the start	still not committed	paid in 2024	Total paid	Budget execution %
	A	A2	C5 (I4-F4)	E3 (E2+C5)	J4 (C5-B)	D5	K4 (K3+D5)	
	3 000 000	3 000 000	57 001	3 018 567	104 946	250 731	3 018 567	101%
WBPACT-2020-1 - STAFF COST	1 259 984	1 376 644	83 854	1 472 708	27 448	85 347	1 472 708	99,73%
WBPACT-2020-2 - TECHNICAL ACTIVITIES	1 519 096	1 390 380	- 22 500	1 321 896	68 484	125 459	1 321 896	95%
WBPACT-2020-3 - PROCUREMENT (Supplies, equipment, local office)	184 920	184 920	- 4 352	176 150	8 770	4 569	176 150	95%
WBPACT-2020-4 - COMMUNICATION	36 000	48 056	0	47 812	244	35 356	47 812	99%
WBPACT-2020-5 - INDIRECT COST	0	0	0	0	0	0	0	

WB PaCT II

The Contribution Agreement 700001863 was signed between CEPOL and DG NEAR (Neighbourhood Policy and Enlargement Negotiations) on 26 March 2024. The purpose of this agreement is to provide financial contribution to the implementation of the Action “Partnership against Crime and Terrorism – CEPOL WB PaCT II”. The CEPOL WB PaCT II has a maximum budget of EUR 6 000 000 and a duration of 48 months and is financed under the Instrument for Pre-Accession Assistance (IPA). The 90% pre-financing amounting to EUR 5 400 000 was received in April 2024.

Overall Budget Implementation/Execution of the WBPaCT II	Total Budget of the project (full lifecycle)	Initial budget received	Commitments in 2024	Total committed since the start	still not committed	paid in 2024	Total paid	Budget execution %
	A	B	C	E(=C)	F (E-B)	G	H (=G)	
Budget Line 805220	6 000 000	1 287 404	1 091 513	1 091 513	195 891	815 622	815 622	13.59%
WBP2-2024-1 - HUMAN RESOURCE	2 700 000	675 000	627 242	627 242	47 758	627 242	627 242	93%
WBP2-2024-2.1-International travel	873 600	185 400	87 757	87 757	97 643	28 044	28 044	15%
WBP2-2024-2.2-Per diems for missions/travel	1 024 630	161 634	104 405	104 405	57 229	9 721	9 721	6%
WBP2-2024-3.1-Office rent	160 560	40 140	30 678	30 678	9 462	30 678	30 678	76%
WBP2-2024-3.2-Office supplies	9 600	2 400	0	0	2 400	0	0	0%
WBP2-2024-3.3-Other services (tel/fax, electricity/heating, maintenance)	155 760	38 940	38 293	38 293	647	20 695	20 695	53%
WBP2-2024-3.4-Furniture, computer equipment	31 500	15 750	0	0	15 750	0	0	0%
WBP2-2024-3.5-Software licences and IT services-Office supplies	86 900	21 725	33 621	33 621	- 11 896	15 855	15 855	73%
WBP2-2024-4.1-Short Term Experts fees	246 150	27 000	24 075	24 075	2 925	0	0	0%
WBP2-2024-4.2-Translation, interpreters	351 000	55 500	0	0	55 500	0	0	0%
WBP2-2024-4.3-Costs of conferences/seminars	340 080	58 860	145 441	145 441	- 86 581	83 387	83 387	142%
WBP2-2024-4.4-Visibility actions	20 220	5 055	0	0	5 055	0	0	0%

EU4Security Moldova

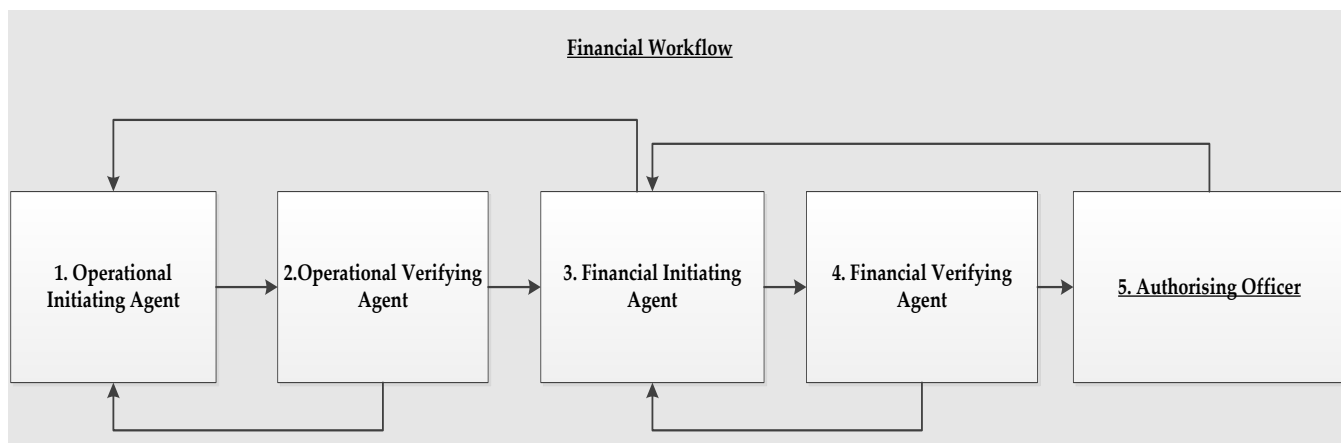
The Contribution Agreement NDICI-GEO-NEAR/2023/445-801 was signed between CEPOL and Delegation of the European Union to the Republic of Moldova on 1st of November 2023. The purpose of this agreement is to provide financial contribution to finance the implementation of the Action “EU4Security Moldova”. The CEPOL EU4Security Moldova project has a maximum budget of EUR 5 500 000 and a duration of 36 months and is financed under the Neighbourhood, Development and International Cooperation Instrument (NDICI). The first pre-financing of EUR 3 000 000 was received in November 2023.

Overall Budget Implementation/ Execution of the EU4Security Moldova	Total Budget of the project (full lifecycle)	Budget appropriations received	Commitment appropriations used in 2024	Total committed since the start	still not committed	paid in 2024	Total paid	Budget execution %
	5 500 000	3 000 000	1 864 759	1 907 244	1 092 756	703 583	715 446	13%
E4MD-202x-1 - STAFF COST	1 425 600	475 200	377 953	389 258	85 942	372 405	383 710	27%
E4MD-202x-2 - TECHNICAL ACTIVITIES	3 844 271	2 448 091	1 447 445	1 455 575	992 516	271 835	271 835	7%
E4MD-202x-3 - PROCUREMENT (Supplies, equipment, local office)	200 129	66 709	39 361	62 411	4 298	59 343	59 901	30%
E4MD-202x-4 Communication	30 000	10 000	0	0	10 000	0	0	0%
E4MD-202x-5 - INDIRECT COST								

2.3.5 Control results

Financial workflow and ex ante controls

The financial workflow implemented in CEPOL is a partially decentralised model and follows the four eyes principle. Each financial transaction needs to be verified after initiation before it is authorised, as provided in the below financial workflow chart.



The member of CEPOL staff responsible for verification of an operation (“verifier”), exercises ex-ante control of each transaction by checking its legal correctness and conformity with the principle of sound financial management.

The operational functions of the verification include verification of its justifications, necessity, and conformity with the project documents, contracts, agreements and other relevant documents. The financial functions of the verification include: the verification of procedural and financial aspects of the transactions, their legal correctness and consistency.

CEPOL implements delegation of authority via Executive Director’s decision on financial workflow, which is amended on continual basis, whenever changes occur in the staff having a role in the financial circuit.

Ex post controls

CEPOL implements ex post controls in accordance with Article 45 of the CEPOL Financial Regulation, stating that the Authorising Officer may put in place ex post controls to verify operations already authorised. Such controls are organised on a sample basis according to risk.

In 2024 CEPOL implemented ex post controls on internal control standards, ABAC access rights, legality and regularity of payments and one internal quality audit on ISO 9001:2015 standards. The ex post controls did not identify any critical weaknesses.

Some of the assignments have not been completed on time, having in view that the Internal Control Officer had to act as the back-up Planning Officer while post was vacant and give priority to planning and reporting related task.

Cost and benefits of controls

The implementation of *ex-ante* controls (verifications in the financial circuits, exceptions recording) covering 100% of the Agency's budget, remains the primary means of ensuring sound financial management and legality and regularity of transactions.

Both ex ante and ex post controls as described above are implemented via desk reviews by staff members having multiple roles in the Agency, therefore not exclusively dedicated to control activities.

Management review of the exceptions' register for 2024

In line with principle # 10 'Processes and procedures', CEPOL implements a process for registration and authorisation of exceptions.

Every year, the exceptions registered are analysed to identify specific areas of concern and relevant improvement actions. In addition, they enable the management team to handle exceptional circumstances with a reasonable degree of flexibility and in a transparent and justified way.

The 2024 report on exceptions confirms that CEPOL's internal control system is well functioning, non-compliance events are detected and mitigated with corrective and preventive actions.

In 2024 a total of **29 exception notes** were recorded in value of **EUR 133 077 (vs. 53 exceptions in 2023 in value of EUR 198 985)**. The financial impact is between EUR 7 (the lowest) and EUR 69,500 (the highest). In case of 19 exceptions, the financial impact is below EUR 1,000. There are 3 exceptions with no financial impact.

There are 2 exceptions above the ceiling limit requiring approval by AO (EUR 25,000 or higher):

- €28,035 - placing Estravel email orders by SNE directly without prior approval from authorized staff. The 44/2023 DARKWEB AND BASICS OF ENCRYPTION IN CT activity was held in Lille (France), implemented from 4 to 8 December 2023. Services have been booked via Estravel. According to the ED decision on Financial Workflow, only authorized staff members shall approve services booked from Estravel, therefore exception note was formalized. The matter was addressed via Administrative Notice AN 2024-06-FINANCE on ordering process, providing additional guidance to staff on workflow and responsibilities.
- EUR 69,500 – refers to ex post extension of Contract SC1 in value of EUR 14,825 and Contract SC2 in value of EUR 54,675.
These two specific contracts with ICF in regards of the Evaluation of the CEPOL Exchange Programme and the Evaluation of the EU-STNA 2022-2025, expired prior to being able to be extended due to the consequence of the cyberattack on CEPOL, happening at the end of May 2024. Contract SC1 for the CEPOL Exchange Programme expired on 30th June 2024. Contract SC2 for the EU-STNA Evaluation expired on 31st July 2024. In order to solve this issue, an exceptionally ex-post extension of both contracts was done.

The financial impact refers to the value of contracts and services provided, however the exceptions granted do not involve any financial loss.

CEPOL's standard quantitative material threshold is set at EUR 25,000. Deviations from this material threshold must be justified in the Consolidated Annual Activity Report.

Having in view that the exceptions above the threshold were justified and did not generate any financial loss, they shall not be subject to a formal reservation in the assurance declaration of the Authorizing Officer, in the context of the Consolidated Annual Activity Report 2024.

The most frequently occurring deviation from the rules in 2024 was the ex-post budgetary commitment (10 cases) – non-compliance due to various administrative mistakes: funds de-committed by error before arrival of invoices; miscalculations in the original commitment; commitment omitted to be raised on time.

None of the non-compliance or justified deviation events involved any significant financial loss or systematic weakness within the existing controls.

2.4 Delegation and sub-delegation

The Executive Director of CEPOL is the Authorising Officer. The Authorising Officers by Delegation (AOD) have been appointed via Executive Director's decision on financial workflow, defining the budget line, maximum amount, source of funds and transaction type for each of the delegate. The decision is valid until circumstances requires an amendment to be adopted by the Authorising Officer.

The controlling requirements are defined in the checklist embedded in the IT platform (Speedwell), while reporting requirements are established via internal practice taking the form of regular reports on budget implementation.

Weaknesses identified are resolved before authorisation of transactions or formalised as non-compliances or justified deviations from the rules via exception register, which is regularly reviewed by the Authorising Officer.

In their capacity as Authorising Officers by Delegation, each Head of Unit provides a Declaration of Assurance on the appropriate allocation of resources and their use for their intended purpose and in accordance with the principles of sound financial management, as well as on the adequacy of the control procedures in place; this declaration covers both the state of internal control in the department and the completeness and reliability of management reporting. These declarations serve to ground the Executive Director's Declaration of Assurance (see Part V Declaration of Assurance).

2.5 Human Resources (HR) Management

Overall situation

On 31 December 2024, there were in post 31 TAs out of 33 authorised positions, and 17 CAs, with 2 CA vacancies, out of total 19 authorised staff funded from CEPOL core budget. 1 TA is on unpaid leave but was temporarily replaced as from 1 September 2024. 1 CA on unpaid leave until 15 December 2024 was reintegrated with employment until end of the year. There were also 4 Seconded National Experts funded from core CEPOL budget.

With regards to CEPOL ICU/capacity building projects staffing including horizontal support:

- CT INFLOW II – project started on 1 July 2024. On 31 December 2024, there were 5 in position out of total 9 positions. There were 4 CAs in post and 1 SNE. The 2 FGIII for core project business and 2 IT functions. Recruitment expected in the Q1 of 2025.
- EUWB Pact II – project started on 1 April 2024, with 8 posts + 1 for EUROPOL. On 31 December 2025 there were 7 CAs in post, including 2 CAs for horizontal support. 1 CA FIV or SNE is expected to be recruited within Q1 2025.
- EU4MD – 6 posts in total, 5 in post on 31 December 2025, 4 CAs with 1 for horizontal support and 1 SNE. Filling in the post of Senior Project officer is expected in 2025, either by an SNE or FGIV.
- TOPCOP II – project started on 1 July 2024, with 7 posts + 1 for EUROPOL in total. On 31 December 2024, there were 7 in post, 6 CAs where 1 for horizontal support and 1 SNE.
- EUROMED II – started on 1 October 2024, with 10 posts, including 2 for horizontal support and 1 for EUROPOL. On 31 December 2024 there were 2 vacancies. 1 CA FGIV Senior project officer and 1 CA FGIII for horizontal support, expected to be recruited in Q1 2025.

Interim staff have been contracted to fill in for staff absences and assist in peak periods. The overall number of interims was fluctuating in the first 3 months of 2024 between 25 and 29. CEPOL remains with 26 interims on 31 December 2024. Interims are funded from CEPOL core budget and the areas

covered by the interim staff are mainly those related to core business but also ICT, legal, procurement, and management support. CEPOL also employed trainees in 2024. There were no trainees on 31 December 2024.

For expert level positions dealing with specialised training in different operational areas, CEPOL uses SNEs.

Staff fluctuation in 2024 remained high due to staff resignation. There were in total 5 resignations in 2024, 2 retired due to age limit and 14 contracts ended.

In 2024 CEPOL ran **20 new recruitment procedures**, out of which 6 were recruitments from the already established reserve list and 2 calls for SNE. Some of the publications extend to 2025 procedures. Vacancies published in 2024 and finalised until 31 December 2024 attracted around 341 applications.

Regarding **geographical balance**, CEPOL continues to receive a significant number of applications from Hungarian citizens. This however does not impact on the quality of applications received and the Agency's ability to recruit suitable candidates. At the end of 2024, there were **30 Hungarian citizens** (36.14%) working for the agency, out of the total **CEPOL staff members** (TA, CA & SNE - CEPOL establishment plan and project related staff). There are 14 other nationalities present in CEPOL, which are relatively equally distributed. As of 31 December 2024, CEPOL does not employ staff from Bulgaria, Cyprus, Czech, Denmark, France, Ireland, Luxembourg, Lithuania, Malta, Slovenia, Austria, Finland and Germany.

Regarding **gender balance**, CEPOL is well balanced. The ratio between man and women employed by CEPOL (excluding interims) is **41 females/42 males**. Women are well represented at all grades including at management level. The CEPOL management team (Executive Director and Heads of Units) on 31 December 2024 consists of **3 women and 2 men**.

More details are presented in Annex IV. Establishment Plan and additional information on HR Management.

Implementing Rules on the Staff Regulations

CEPOL has not adopted any new Commission decisions in 2024, however it has amended the Decision 06/2019/MB on types of posts and post titles, as it was necessary to establish the equivalence between types of posts indicated in the Commission Decision C(2013)8979 and the post titles which are used for CEPOL temporary staff.

Benchmarking exercise

The outcome of the benchmarking exercise 2024 shows that only 16.11% of the CEPOL's posts financed from our regular budget are allocated to administrative support, all other posts are linked to operational (63.28), neutral (13.42%) and coordination (7.19%) activities.

Details of the establishment plan 2024 and the results of the screening exercise compared to last year are available in Annex IV (Table 4.2-4.3).

Human Resources allocation

An overview of the actual against the planned allocation of human resources (expressed in Full Time Equivalent (FTE)) and budget, for the activities included in the Work Programme 2024 is provided in Annex V. The FTE and budget usage slightly differs from what has been originally planned.

The total number of resignations including work patterns such as parental leaves taken by staff members on a short term additionally decreased the total implemented FTE.

Staff Training

A few trainings have taken place in 2024 - social media, executive media, project management, prevention of harassment, respect for diversity, cybersecurity, document management (ARES related). Some will take place in Q1 2025.

Training of staff is governed by the 14-2018-MB decision on learning and development.

During the dialogue of the appraisal exercise, managers are advised to discuss staff training needs and to possibly identify up to 2 trainings necessary for staff development which are also of their personal interest.

Data Protection and legal aspects

CEPOL is committed to process personal data in a responsible way by complying with the applicable data protection regulations. The Legal and Data Protection function provided essential support in legal and compliance matters throughout 2024. This included developing working arrangements and SLAs with DG DIGIT and KEF, offering legal guidance on the ICU EU4Security Moldova project contract, and supporting the negotiation of a Memorandum of Understanding (MoU) on micro-credential certification. The team also advised on procurement processes and ensured adherence to laws and regulations.

A major achievement was the significant progress towards concluding the HQ agreement, a key milestone for the agency. Proactive steps were taken to ensure continuity with the anticipated retirement of the Legal Officer, vacancy was launched and recruitment prepared.

The Data Protection Officer (DPO) guided data controllers on personal data sharing, third-country transfers, and updated privacy statements. The DPO also reviewed consent forms for compliance with data protection laws and prepared notifications of data breaches to the EDPS.

The new HQ Agreement has been finalised and signed and it is ratified by the Hungarian Parliament. The HQ Agreement entered into force on 3 January 2025.

In 2024 CEPOL received 14 PAD applications which have been replied within the regulatory deadline. During this period there were two confirmatory applications, which are a follow-up request from the PAD applicant to re-examine the original PAD application.

2.6 Strategy for efficiency gains

CEPOL is committed to continuously improve its functioning, streamline its processes, optimise the engagement of its staff, allow for the reallocation of resources to the most efficient and economic actions for the set objectives.

To this end, as of 2020, various efficiency measures have already been implemented, some of the most noteworthy being:

CEPOL has advanced relatively well with its digitalisation initiatives and has already achieved a relatively high level of digitalisation through many of its processes having been converted to paperless/electronic – often in close cooperation with DG DIGIT:

- e-Procurement submission system for open procedures and e-Tendering,
- e-Recruitment,
- e-HR management (SYSPER was rolled-out in CEPOL in 2019),
- e-Invoicing,
- electronic travel booking,
- Speedwell: web-based electronic workflow for payments (interface with ABAC),
- Bluebell: budgetary planning and monitoring tool & electronic workflow (interface with ABAC).

CEPOL had regular, substantial and close cooperation with national authorities, networks and agencies relevant to increasing efficiency:

- Host Member State authorities (NOK-ITC): building & facility management,
- Budapest-based EU bodies (EIT, EC & EP representation): staff matters (e.g. training), mutual usage of functional rooms with, best practice exchange on IT system implementation (e.g. Speedwell), planning towards a mutual establishment of IT backup solution with EIT, planning towards a full-scale disaster recovery solution with EIT, as well as other corporate and administrative matters
- JHA Agencies Network (EASO, EIGE, EMCDDA, eu-LISA, Eurojust, Europol, FRA, Frontex & CEPOL): ensuring cooperation on EU security, justice, fundamental rights and gender equality matters, joint strategy on the role of JHA agencies, annual work programme consultation,
- EU Agencies Network (EUAN): coordination, joint procurements, joint recruitments, mutual usage of recruitment reserve lists. In 2024, CEPOL supported EIT in its chairmanship of the EUAN by taking on several 2 subnetworks (EU-ANSA, IAAN) as well as chairing of the heads of HR and the heads of Resource meetings. With the latter, came also the responsibility of the coordination of the SSO. On 1 March 2025, ENISA took over as chair of the EUAN.
- EU Commission (DG DIGIT, DG BUDGET, DG HR&Security, CERT-EU): implementation of digital EU tools and software.

In 2024, CEPOL has duly carried out its tasks ensuring the implementation of the portfolio in the most efficient way, as explained certain adjustments had to be done due to the cyberattack and the geopolitical situation. In terms of tools, resources, provisions and processes that aim to facilitate the efficiency and the productivity of staff, CEPOL has further digitalised the Agency through the substitution of paper-based processes with electronic workflows and implementation of tools & software (e.g. Ares: document management and archiving system, New SYSPER module(s): Digital personnel file, MiPs (mission management) and Reporting tool, Microsoft Office 365).

2.7 Assessment of audit and ex-post evaluation results during the reporting year

2.7.1 Internal Audit Service (IAS)

No IAS audits conducted in 2024.

2.7.2 European Court of Auditors (ECA)

In 2024, CEPOL received the annual report of the European Court of Auditor's with favourable opinion on legality and regularity of transactions, as well as on reliability of annual accounts for the financial year 2023.

At the time of drafting the annual report, the European Court of Auditor's opinion on legality and regularity of transactions, as well as on reliability of annual accounts for the financial year 2024 is not yet available.

2.7.3 External quality audits

CEPOL does not have an Internal Audit Capability, therefore this section shall cover external quality audits conducted in the context of ISO certification.

ISO 9001:2015 quality audit, ISO 29993:2017 certification audit

In February 2023 CEPOL has started a new certification cycle for next 3 years.

CEPOL integrated the specialised ISO 29993:2017 standard for learning services and the ISO 9001:2015 Quality Management System certification under the same contract.

In 2024 CEPOL continued to maintain and expand the ISO certification to new courses as this mechanism helps CEPOL to demonstrate and maintain its commitment to quality and continuous improvement.

In January 2024, the first surveillance audit took place and resulted in a positive opinion regarding compliance with ISO standards.

Thus, CEPOL maintained its ISO certifications, demonstrating compliance with ISO standards in how we plan, implement and evaluate our training activities.

ISO 29993:2017 certification now covers the following activities:

1. Open source intelligence (OSINT) and IT solutions (TtT)
2. Drug crime and markets – strategic analysis
3. Child trafficking, Forced Criminality and Forced Begging
4. Document Fraud Investigations
5. Foreign Terrorist Fighters and High Risk Individuals
6. Emerging Threats in Terrorist Financing
7. Darkweb and basics of encryption in Counter-Terrorism
8. Open source intelligence (OSINT) in Counter-Terrorism
9. Schengen Evaluation – Internal Security Measures
10. EU Information Systems (Interoperability)
11. Live Data Forensics (TtT)
12. SIRENE I - basic
13. SIRENE II - advanced
14. Trafficking in Human Beings – Sexual Exploitation

The internal quality audit took place on 12-13 December 2024, and it resulted in a positive assessment with zero non compliances identified.

2.8a Follow up of recommendations and action plans for audits and evaluations

Internal Audit Service audit on coordination with DG HOME

In April 2023 the IAS has completed the Multi-entity audit on coordination between the Directorate-General for Home and Migratory Affairs (DG HOME) and the EU decentralised agencies, with CEPOL being one of them.

The scope of the audit covered the processes and internal controls for the coordination between the audited agencies and DG HOME as regards: Planning, Monitoring /supervising the operations and performance of the agencies and Reporting.

The IAS concluded that taken as a whole and in line with the Common Approach and the applicable legal framework, CEPOL’s processes and controls in relation to planning, monitoring, supervision, and reporting (including international cooperation activities and evaluation) are adequate to coordinate with DG HOME effectively and efficiently.

However, while the audit work did not result in the identification of any critical or very important issues, the IAS identified two operational weaknesses related to the multiannual planning and the regular coordination with DG HOME.

The action plan for implementing the 2 recommendations is partially achieved, with 1 recommendation still to be addressed. As regards the recommendation on the financial Memorandum of Understanding (MoU): DG HOME has updated the MoU and is currently awaiting feedback from DG BUDG.

REC.N°	PRIORITY	Status of corrective action
1. MULTIANNUAL PLANNING CEPOL should: a. Ensure that the applicable templates are fully used when preparing the	IMPORTANT	Complete, confirmed implemented. CEPOL has: a. Ensured the templates are fully completed with the latest

<p>SPD.</p> <p>b. Present to the Management board an overview of the changes made from the draft to the final SPD.</p> <p>c. In particular, the Management Board should be made aware of recurring comments from the EC opinions, how they will be addressed or the Agency's justifications for not addressing them.</p>		<p>available data or estimates at the time of preparing the SPD.</p> <p>b. Ensured the Management board will be provided with an overview of the changes made from the draft to the final SPD 2024 and for the next programming documents.</p> <p>c. Shared with the Management Board the EC opinion and information on how recurring comments have been addressed or the Agency's justifications for not addressing them.</p>
<p>2. COORDINATION WITH DG HOME CEPOL should:</p> <p>a. Assess the added value of holding the annual meeting with DG HOME at directors' level, as defined in the working arrangement on the cooperation on external actions. Based on this assessment, organise such meetings or revise the working arrangements.</p> <p>b. Update its financial Memorandum of Understanding with the European Commission.</p> <p>c. Timely consult DG HOME when preparing for its external relations strategy and add new strategies timely in the draft SPD.</p> <p>d. Update the communication strategy, timely consult DG HOME when preparing it and have it endorsed by the MB.</p> <p>e. Review whether the threshold of nine members for the expert group on corporate matters could be decreased to ensure a swift constitution of the MB preparatory group by adjusting the Terms of References.</p>	<p>IMPORTANT</p>	<p>In progress.</p> <p>CEPOL will:</p> <p>a. In cooperation with DG Home will revisit and decide on the best cooperation practice on director's level and depending on the outcome will amend or implement the Working Arrangement on external actions accordingly.</p> <p>b. Update its financial Memorandum of Understanding with the European Commission.</p> <p>c. Timely consult DG HOME when preparing for its updated external relations strategy and add new strategies timely in the draft SPD. The next updating exercise is planned to take place in the context of new CEPOL Strategy 2023-2027.</p> <p>d. Update the communication strategy, timely consult DG HOME when preparing it and have it endorsed by the MB.</p> <p>e. The recommendation no longer relevant, in the meantime the Expert Group on Corporate Matters (EGCM) has been constituted and functioning since September 2022. At the time of reviewing the functioning of the EGCM in 2024, we might also consider a possible reduction in the number of members of the group, however no specific action is planned in the context of the present action plan.</p>

Internal Audit Service audit on HR Management and Ethics

In October 2021, the IAS implemented the audit concerning 'Human resources management and ethics in CEPOL'. In the final report received in March 2022, the Internal Audit Service concluded that overall, the internal controls put in place by CEPOL for its human resource management processes are adequately designed and effectively and efficiently implemented, ensuring compliance with the regulatory framework for selection and recruitment procedures.

Notwithstanding the overall positive conclusion, the IAS identified areas for improvement regarding the recruitment, appraisal and reclassification procedures which resulted in 3 important recommendations.

The action plan for implementing the 3 important recommendations in the audit report on HR management and ethics has been fully implemented as confirmed by IAS at the end of January 2025.

IAS AUDIT RECOMMENDATION	Status of corrective action
<p>AUDIT RECOMMENDATION NO 1: SELECTION AND RECRUITMENT PROCEDURE</p> <p>The agency should:</p> <ul style="list-style-type: none"> - update its recruitment guidance and improve the conflict of interest declaration template. In particular, guidance should be developed regarding the identification of essential and advantageous selection criteria and scoring. All criteria (e.g. knowledge or competency) tested during the selection procedure should be listed in the vacancy notice. Also, all criteria listed in the vacancy notice should be tested and scored during the selection procedure. - Ensure consistent internal publication of posts in line with the provisions of its recruitment procedures. - Ensure that the underlying data supporting its KPIs are properly documented. 	<p>Complete, confirmed implemented.</p> <p>CEPOL has strengthened its current process related documentation and practices as following:</p> <ul style="list-style-type: none"> - new template on conflict-of-interest declaration - key accountabilities in the vacancy notice linked to the selection criteria, written tests and interviews questions - CEPOL applies only open recruitments in accordance with existing regulatory framework; for this reason, internal publication of posts is not a practice. - the KPI applicable to recruitment process has been complemented with calculation method to enable consistent and traceable measurement of average recruitment time.
<p>AUDIT RECOMMENDATION NO 2: APPRAISAL EXERCISE AND STAFF DEVELOPMENT</p> <p>The agency should:</p> <ul style="list-style-type: none"> - implement the appraisal exercise in a timely manner - stress the importance of carrying out each step (e.g. self-assessment and dialogue) of the appraisal exercise by all staff members and managers - continue its assessment of options for developing a competency framework for its posts taking advantage of suggestions like the EUAN competency framework regarding administrative posts and initiatives of the Commission in the frame of the roll out of the Commission’s HR application “SYSPER for agencies”. 	<p>Complete, confirmed implemented.</p> <p>CEPOL has strengthened its current process related documentation and practices as following:</p> <ul style="list-style-type: none"> - emphasise to staff the importance of implementing the appraisal exercise in a timely manner and risk connected if failing this. Emphasise to staff the importance of carrying out each step (e.g. self-assessment and dialogue) of the appraisal exercise by all staff members and managers - adopted Inter-Agency competency framework on 30 January 2024, which will be applied by analogy within CEPOL
<p>AUDIT RECOMMENDATION NO 3: RECLASSIFICATION EXERCISE</p> <ul style="list-style-type: none"> - The Agency should improve the documentation of the reclassification process, in particular regarding the comparison of merits among staff members along the three applicable criteria and ensure the correctness of underlying data. Also, after analysing the advantages and disadvantages of scoring systems the Agency should communicate the applicable scoring procedure to staff and ensure that staff members are informed about their scores. - The Joint Reclassification Committee should have access to all relevant documentation and make its conclusions based on a comparative assessment of eligible staff in the grade. 	<p>Complete, confirmed implemented.</p> <p>CEPOL has strengthened its current process related documentation and practices as following:</p> <ul style="list-style-type: none"> - complement the administrative notice on reclassification exercise to be launched in 2022 in particular with provisions regarding the comparison of merits among staff members along the three applicable criteria (performance appraisals, level of responsibility and languages) and communicate the applicable scoring procedure to staff and ensure that staff members are informed about their scores - complement the administrative notice on reclassification exercise to be launched in 2022 with provisions that the Joint Reclassification Committee should have access to all relevant documentation (to be listed) and make its

IAS AUDIT RECOMMENDATION	Status of corrective action
<ul style="list-style-type: none"> - The Agency should appoint a Joint Committee to examine the reclassification procedure and make recommendations to improve it. In the interim it should mitigate the risk connected to the absence of the Joint Committee. - The Agency should calculate and include in the SPD the required statistics regarding reclassifications over a period of five years to ensure compliance with the rules. These data also provide a base for eventual fine-tuning and updating of its method considering the annual budget needs and the budget finally adopted by the budgetary authorities for reclassifications. 	<p>conclusions based on a comparative assessment of eligible staff in the grade</p> <ul style="list-style-type: none"> - set up a Joint Committee (JC) to start operating for the appraisal exercise 2022 to be launched in 2023 – the JC was appointed in March 2023, started its work in 2024, once the reclassification exercise was closed, but could not conclude it due to a force majeure (cyberattack). - set up a calculation method and include in the SPD the required statistics regarding reclassifications over a period of five years, to be adjusted based on the final budget adopted by the budgetary authorities

European Court of Auditors (ECA)

Update on ECA follow-up of previous years' observations:

Sequence number	Year of the ECA's observation	The ECA's observation (summary)	Corrective action taken and / or other relevant developments (summary)	Status of the ECA's observation (Open / Closed)
1	2021	During the evaluation process of a procurement procedure, CEPOL emphasised a criterion that was not clearly presented in the tender specifications. This created the risk of bidders being treated unequally.	The framework contract expired in August 2023	Closed by ECA
2	2022	We audited two framework contracts, one with a total value of EUR 1.6 million, signed in May 2018 for accommodation, shuttle and parking services, and another, with a total value of EUR 21.5 million, signed in January 2022 for travel services. CEPOL implemented both contracts directly through order forms (service requests) sent by email. We found that the service requests were sent by CEPOL staff members who did not have the delegated authority to enter into legal commitments on behalf of CEPOL, or by interim employees who – because of their interim status – could not legally be given such delegated authority. Therefore, the service requests did not constitute valid legal commitments, and all associated payments are irregular. In 2022 CEPOL made 359 payments under these two contracts, with a total value of EUR4.1 million	CEPOL has introduced corrective measures by giving formal authorisation to staff to place request for services and removing interim staff from the financial workflow.	Closed by ECA
3	2022-2023	When auditing the implementation of a framework contract of EUR 1.1 million for educational editorial services in 2022, we found that the amounts paid could not be reconciled with the services provided. Some categories of tasks did not reflect the nature of actual work performed, and for some categories, the amount of work paid for did not correspond to the amount actually done. Because of a lack of essential audit evidence	Following ECA finding in 2022, CEPOL chose not to renew the relevant FWC contract, which consequently expired in August 2023. The tender specifications for the next contract have been built around on-line training product development services, instead of an editorial service focused contract, to avoid repetition of similar issues.	Closed, waiting for the auditor's review

		supporting the amounts paid, we conclude that all payments under this framework contract, which in 2022 amounted to EUR 152 655, are irregular. In 2023 CEPOL made payments under the framework contract amounting to EUR 85 thousand, which are considered irregular by ECA.		
4	2023	When auditing 11 payments under a framework contract for travel and event organisation services, we noted that CEPOL monitored contract consumption at the level of payments rather than budgetary commitments. This approach does not comply with Article 111 of the EU Financial Regulation. It creates a risk that the total value of signed legal commitments, which are based on budgetary commitments and oblige CEPOL to make payments in the future, will exceed the framework contract ceiling.	We agree with ECA comment that monitoring based solely on payments is insufficient. Nevertheless, given that the current consumption rate stands at 50% halfway through the contract's implementation, we assess that there is no immediate risk of overconsumption. Recognizing the importance of enhancing our monitoring practices to mitigate any potential risks effectively, we have already implemented a strengthened system. This new system includes a monthly report that combines both payment monitoring and the open amount (RAL) of the FWC commitments to ensure comprehensive oversight and proactive management	Closed, waiting for the auditor's review

2.8b Follow up of recommendations issued following investigations by OLAF¹⁸

No OLAF investigation nor follow up of recommendations took place in 2024.

2.9 Follow up of observations from the Discharge Authority

CEPOL received the EP Discharge Decision for Financial Year 2022¹⁹. Status and detailed information on the measures taken by CEPOL in the light of observations and comments made by the European Parliament in decision of 11 April 2024 on discharge in respect of the implementation of the budget of the European Union Agency for Law Enforcement Training (CEPOL) for the financial year 2022 (2023/2144(DEC)) is provided below.

OBSERVATION OF THE DISCHARGE AUTHORITY	RESPONSE AND MEASURES TAKEN BY CEPOL	STATUS
<p>Performance (paragraph 8)</p> <p>Recalls that the law enforcement training at Union level needs to reflect the Union priorities in line with Member States' training needs and to support Union's response to serious and organised crime and other threats to internal security, as well as the protection of fundamental rights should be a central pillar in the Agency's training activities; notes the training activities in the area of counter-terrorism, including on financing of terrorism, terrorism and firearms, foreign terrorist fighters and activities targeted against extremism and</p>	<p>The CEPOL Strategy 2023-2027, adopted in November 2022 by the Management Board of CEPOL, prioritizes training deliverables in line with four flagship programs assisting the Union's response as follows:</p> <ul style="list-style-type: none"> - Fight against serious and organized crime; - Counter-terrorism (including CFT, FTF, P/CVE); - International cooperation, information exchanges and - Fundamental rights. 	Implemented

¹⁸ Article 11 Regulation (EU/Euratom) 883/2013 of the European Parliament and of the Council concerning investigations conducted by the European Anti-Fraud Office (OLAF)

¹⁹ P9 TA(2024)0254 Discharge 2022: European Union Agency for Law Enforcement Training (CEPOL) 1. European Parliament decision of 11 April 2024 on discharge in respect of the implementation of the budget of the European Union Agency for Law Enforcement Training (CEPOL) for the financial year 2022 (2023/2144(DEC))

OBSERVATION OF THE DISCHARGE AUTHORITY	RESPONSE AND MEASURES TAKEN BY CEPOL	STATUS
<p>radicalisation; calls for more trainings on cybercrime, cyber forensics, artificial intelligence, data protection, fundamental rights and anti-racism at Union level; calls on the Agency to ensure, in all its activities, in particular its activities with third countries, full transparency and full respect with fundamental rights and international law;</p>	<p>The majority of training activities provided by CEPOL were already associated with the four priorities in 2023.</p> <p>Within the fight against serious and organized crime training program activities as regards cyber-crime, cyber forensics and AI were included in 2023 and manifested as the biggest subject matter domain in this wide priority area.</p> <p>Deliverables on fundamental rights has been a key mission for CEPOL since its establishment. CEPOL developed a toolbox for trainers on protecting fundamental rights, stepped up in cooperation with DG JUST to improve synergies in this domain, and initiated the development of a hybrid Diploma Course on Fundamental Rights.</p> <p>CEPOL also ensured that all training programs included course materials on fundamental rights topics: law enforcement ethics, data protection, hate crime reporting, new technologies and fundamental rights were the most highlighted issues. Additionally, self-paced learning activities addressed racism, islamophobia, antisemitism, discrimination, unlawful profiling, unaccompanied children, domestic violence, victim protection, and gender issues. The training portfolio was improved in close cooperation with the Fundamental Rights Agency (FRA) as well as international organisations and networks and NGOs outside of law enforcement. Among these are the Council of Europe, Children of Prisoners Europe (COPE), European LGBT Police Association (EGPA), the Israel Trauma and Resilience Centre (NATAL).</p> <p>Dedicated CEPOL trainings were organised on radicalisation in prisons, countering measures of radicalisation in law enforcement, fake news and disinformation. The traditional and the emerging threats in terrorism financing, the tools to filter out foreign terrorist fighters, the protection of critical infrastructure, CBRN threats were also addressed. The workshop on the EU Security Threats Stemming from the Hamas Attacks and the Gaza Crisis which was planned and prepared in 2023, held on 08-09 February 2024 in the CEPOL HQ demonstrated the agency quick reaction on the eruption of conflict in the Middle-East.</p> <p>In cybercrime training, Child Sexual Exploitation, Online Fraud Schemes and Cyber-Attacks remained key priorities. CEPOL activities addressed key elements of open sources intelligence, darknet threats, electronic evidence and digital forensics but also updated cyber investigators on the new tools and cyber intelligence techniques available. By recognizing the increased relevance and impact of Artificial Intelligence, on both crime and policing, CEPOL developed its first ever dedicated workshop on Artificial Intelligence. The workshop explored the transformative potential of Artificial Intelligence in law enforcement practices, as well as its vulnerabilities for criminal misuse. Discussions centred on navigating evolving technologies while upholding data protection regulations and fundamental rights.</p> <p>Regarding capacity-building activities in key non-EU countries, the training curricula for these initiatives mandatorily include components on Fundamental Rights.</p>	

OBSERVATION OF THE DISCHARGE AUTHORITY	RESPONSE AND MEASURES TAKEN BY CEPOL	STATUS
	<p>These components are integral to the Independent Learning Phase of the Training Cycle. Becoming the action leader for EMPACT Cybercrime Operational Action within the Common Horizontal Strategic Goal (CHSG) 8 (external dimension) in 2023, CEPOL has delivered cybercrime-related activities to MENA and EaP countries. Additionally, the development of a regional curriculum on cybercrime, which embodies EU values and best practices, has commenced. This curriculum will serve as a foundation for cascading and integrating these materials into national training systems. CEPOL plans to expand the number of capacity-building activities in the field of cybercrime and will provide technical support to Moldova in developing a cyber lab.</p>	
<p>Efficiency and gains (paragraph 12) 12. Notes that the Agency has internal rules in place pursuant to which, for short distances, staff (and participants in training activities) are to use alternatives to flying, such as train or bus; notes with appreciation that since 2022 the Agency offers reimbursement for the costs of using public transport for its staff; notes further that many expert group meetings previously held onsite now take place online; regrets that the Agency does not have a system in place to monitor in objective and granular ways the evolution from one year to another of gains and savings and invites the Agency to set up such a system;</p>	<p>CEPOL does not have a dedicated position to deal with the environment and greening aspect.</p> <p>The set up of a system to monitor in objective and granular ways the evolution from one year to another of gains and savings as part of the environment policy, would require at least one dedicated FTE.</p>	Not started
<p>Efficiency and gains (paragraph 13) Notes from the Court’s report that the Agency does not have a corporate plan to improve the energy efficiency and climate neutrality of its operations; regrets that the Agency has not yet started the Eco-Management and Audit Scheme (EMAS) certification process; notes, however, that in the requirements for its new headquarters building, the Agency indicated that it will move towards EMAS certification in the near future; notes, in the same context, that the Agency is following the guidance of the Commission, whereby in the majority of the procurement procedures award criteria related to environmental considerations are also included; calls on the Agency to follow examples in the field of green procurement from other fellow agencies;</p>	<p>CEPOL is currently implementing or in the process of implementation of different environment-focused initiatives, aiming to achieve the goals set forth in Annex VI (Environment Management) of the CEPOL Single Programming Document.</p> <p>Here follows an overview of the initiatives and their current implementation status:</p> <ul style="list-style-type: none"> - Green public procurement > already in place; - Carbon footprint management of travel > partially completed - Further reduction of paper consumption > mostly completed; - Waste sorting and recycling > already in place; - Consumption of resources (utilities) > set in motion; - Reduction of carbon footprint related to staff commuting > mostly completed (new policy adopted). <p>Due to the CEPOL relocation to the new headquarters, CEPOL has not initiated any further environmental actions since mid-2023.</p> <p>Following the relocation into the new premises, the need to proceed with EMAS registration will be evaluated, taking into account the availability of staff and budget considerations.</p>	Not started

OBSERVATION OF THE DISCHARGE AUTHORITY	RESPONSE AND MEASURES TAKEN BY CEPOL	STATUS
<p>Staff policy (paragraph 20)</p> <p>Notes from the Agency's consolidated annual activity report for 2022 that 17 Member States were represented among the Agency's staff in 2022; notes that 39 % of its staff are nationals of the Member State where the Agency is located; recalls the importance of geographical balance and calls on the Agency to take the necessary measures to have a balanced and fair geographical representation;</p>	<p>This aspect is beyond CEPOL's control, having in view the main trigger is the low country correction coefficient and the relatively low graded positions for key support functions in the Agency.</p> <p>Situation with regards to the correction coefficient has improved in 2023, however CEPOL's lack of higher graded TA posts, will continue to be a matter of risk since we cannot attract the best talent from the broadest possible geographical basis.</p> <p>The geographical balance aspect is beyond CEPOL's control, when it comes to the nationality of applicants and the outcome of recruitment process which is strictly regulated to ensure the highest ranking candidate is appointed.</p> <p>CEPOL continues to receive a significant number of applications from Hungarian citizens. This however does not impact on the quality of applications received and the Agency's ability to recruit suitable candidates.</p> <p>At the end of 2024, there were 30 Hungarian citizens (36.14%) working for the agency, out of the total CEPOL staff members (TA, CA & SNE - CEPOL establishment plan and project related staff). There are 14 other nationalities present in CEPOL, which are relatively equally distributed. As of 31 December 2024, CEPOL does not employ staff from Bulgaria, Cyprus, Czech, Denmark, France, Ireland, Luxembourg, Lithuania, Malta, Slovenia, Austria, Finland and Germany.</p>	<p>Continuous</p>
<p>Procurement (paragraph 23)</p> <p>Notes with concern from the Court's report that, since the 2020 financial year, the Court has made new observations every year relating to the Agency's procurements; highlights from the Court's report the observation representing the basis for the Court's qualified opinion on the legality and regularity of 359 payments of a total value of MEUR 4,1 made in 2022 under two framework contracts implemented directly through order forms (service requests) that were sent by Agency's staff members who did not have the delegated authority to enter into legal commitments on behalf of the Agency, or by interim employees who could not legally have such delegated authority because of their interim status; takes note of the Agency's reply to the Court's observation that, even if there was a weakness in the formalisation of the legal commitment, the services were ordered in line with the Agency's needs and controls were applied in full to ensure that the funds were used for the intended purpose and no actual loss was incurred; notes from the Agency's replies to Parliament's written questions that those contracts</p>	<p>ECA observations have been addressed, no similar cases have been encountered since 2023.</p>	<p>Implemented</p>

OBSERVATION OF THE DISCHARGE AUTHORITY	RESPONSE AND MEASURES TAKEN BY CEPOL	STATUS
<p>were not affected by other irregularities and the Agency has taken measures to address the Court's observation by amending the Agency's internal procedures to ensure that orders will be communicated to the travel agent only by statutory staff, who have been delegated by an authorising officer to engage in a legal commitment; notes the Agency's reply whereby the Agency has immediately introduced corrective measures, even before the end of the audit process; calls on the Agency to fully address those observations and improve its procurement procedures in order to avoid similar situations in the future</p>		
<p>Procurement (paragraph 24)</p> <p>Highlights further from the Court's report the qualified opinion according to which all the amounts paid in 2022 (EUR 152 655) for the implementation of a framework contract (for educational editorial services) could not be reconciled with the services provided and some categories of tasks did not reflect the nature of actual work performed, and for some categories, the amount of work paid for did not correspond to the amount actually done, thereby rendering those amounts irregular; notes the Agency's explanation that the number of pages ordered, delivered and paid did not fully match, as due to nature of work, namely editorial and educational content development, this was not always precisely quantifiable in advance; notes further that, according to the Agency's reply, checks were carried out on the deliverables and the categories of tasks were based on those listed in a previous contract with the Publications Office; calls on the Agency to put in place measures allowing the Agency to better quantify deliverables in advance and avoid such situations in the future</p>	<p>The concerned FWC contract expired in August 2023 and was not renewed. The tender specifications for the next contract have been built around on-line training product development services, instead of an editorial service focused contract.</p>	<p>Implemented</p>
<p>Procurement (paragraph 26)</p> <p>Commends the Agency for having onboarded the Public Procurement Management Tool which, as of October 2022, is used for all types of procurement procedures; calls on the Agency to speed up the adoption and implementation of tools that allow for the use of electronic signature to obtain approvals and signatures from both internal and external counterparties in procurement and contractual documents;</p>	<p>CEPOL applies e-signature since November 2023 accelerating the approval and signature processes from both internal and external counterparties (SLA-DIGIT-007-06)</p>	<p>Implemented</p>

OBSERVATION OF THE DISCHARGE AUTHORITY	RESPONSE AND MEASURES TAKEN BY CEPOL	STATUS
<p>Internal control (paragraph 30)</p> <p>30. Notes the Agency’s assessment of its internal control system in 2022 and its conclusion that it is effective, present and functioning well and that only minor improvements are needed; calls on the Agency to address the shortcomings identified with regard to the internal control components ‘Control activities’ and ‘Information and communication’ and to keep the discharge authority informed of the progress in that matter; notes with appreciation from the Agency’s follow-up report that, in the assessment of the component ‘Monitoring activities’, principle 17 ‘assess and communicate deficiencies’, the Agency has taken into account the Court’s relevant observations from previous years; invites the Agency to continue addressing all the observations from the audit on the Agency’s ‘Human resources management and ethics in CEPOL’ carried out in 2021 by the internal audit service;</p>	<p>The action plan for implementing the 3 important recommendations in the audit report on HR management and ethics has been fully implemented as confirmed by IAS at the end of January 2025.</p>	<p>Implemented</p>

2.10 Environment Management

Considering the responsibilities of CEPOL as a public administration body, the Agency is committed to continue undertaking efforts aimed at protecting its natural and social environment, and at proactively advancing towards sustainability.

To demonstrate this commitment and to achieve the goals set forth in Annex VI (Environment Management) of the CEPOL Single Programming Document 2024, CEPOL is currently implementing or in the process of implementation of different environment-focused initiatives.

Here follows an overview of the initiatives and their current implementation status:

- Green public procurement > already in place;
- Carbon footprint management of travel> this initiative was analysed but for budgetary reasons couldn’t been followed-up;
- Further reduction of paper consumption > mostly completed;
- Waste sorting and recycling > already in place;
- Consumption of resources (utilities) > set in motion;
- Reduction of carbon footprint related to staff commuting > mostly completed (new policy adopted).

Following the relocation to the new headquarters, CEPOL should evaluate the need to proceed with EMAS registration, taking into account the availability of staff and budget considerations.

The current building possesses the Hungarian HET certificate (Hiteles Energetikai Tanusitvány), which includes basic information about the building improvements (e.g. 2-3 layers of windows, doors, frames made of aluminium and not plastic).

2.11 Assessment by Management

CEPOL has in place measures to ensure legality and regularity of the underlying transactions, including comprehensive ex-ante verification, targeted ex-post controls and specific measures to prevent and detect fraud and conflict of interest.

At the management level, the Agency relies on a set of mechanisms that allow to monitor the Agency's performance and compliance to established procedures and plans.

CEPOL adopted and implements the following documentation and practices to continuously monitor the performance of the internal control system and achievement of objectives: regular reports (e.g. Agency's Progress Reports including reporting on performance indicators and audit recommendations, weekly/monthly budget implementation reports, individual activity reports), risk register, regular review meetings (e.g. Management Coordination Meetings, Management Board meetings), exception notes and exception register report, ex ante controls on financial transactions as well as targeted ex post controls.

Besides the internal control framework, CEPOL is following the Quality Management System Standard ISO 9001:2015. The continuous improvement of processes and procedures is embedded in CEPOL's Quality Management System, which is regularly scrutinised via surveillance audits by an independent auditor.

In accordance with ISO 9001:2015 requirements, a Management Review meeting takes place once per year to review the organisation's quality management system, to ensure its continuing suitability, adequacy, effectiveness and alignment with the strategic direction of the organisation.

Considering the results indicated by the self-assessment on implementation of internal control framework, register of exceptions, ex post controls, risk assessment and audit findings (IAS, ECA), the management has reasonable assurance that, overall, suitable controls are in place and working effectively; risks are being appropriately monitored and mitigated; and necessary improvements and reinforcements are being implemented.

By undergoing regular audits, CEPOL ensures ongoing improvement and is transparent to its stakeholders and end users. The Agency has systematically examined the observations and recommendations issued by internal auditors, the European Court of Auditors and the European Parliament. On this basis, it took actions as appropriate.

At the Management Board meetings, the Executive Director regularly reports via detailed progress report, about the Agency's achievements and the progress on the activities, results of the evaluations, outcome of the internal and external audits carried out at the Agency and the implementation of the Agency's anti-fraud strategy.

During 2024, OLAF did not initiate any cases that concern the Agency's activity.

Part II. (b) External Evaluations

In December 2021, the CEPOL's 5-year evaluation – as laid down in the founding regulation – has been completed. This evaluation has been performed by the Commission via external contractor.

The evaluation recognised the overall positive contribution of the Agency to the policy needs, objectives and values of the Security Union and their valuable activity in third countries. In all five criteria evaluated, CEPOL was globally found to score well, being effective in carrying out relevant activities contributing to a European law enforcement culture, providing added value compared to the national level, utilising resources efficiently and in a coherent manner within the EU security architecture.

While acknowledging CEPOL's contribution to enhancing security through training of and building a common culture among law enforcement actors, the evaluation identified some issues deserving attention. Those concern the internal functioning of the Agency, its corporate image and culture, and the relationship with the Management Board.

The Management Board has provided its observations to the five-year CEPOL evaluation report by Decision of the Management Board 01/2022/MB.

Further on an action plan was developed by CEPOL to address the recommendations. In total there are 13 recommendations to be addressed and majority are 'in progress'.

The main area of improvement refers to increasing the outreach and effectiveness of CEPOL training programmes by:

- expanding the TtT programme
- supporting CNU's to set-up national cascading system
- further invest in cybercrime training offer to cover for relevant topics to be better addressed at the European level
- strengthening the coordination capacity for CEPOL to become "the EU hub for law enforcement training".

In 2024 major developments were achieved in the following areas:

The agency successfully piloted the emerging training scheme and implemented three onsite activities in serious crimes. The discussed topics encompassed the first real cross-European operative surveillance unit's work practice, the administrative methods countering organised crime and the increased recruitment of youngsters in crime gangs.

Key issues of the future of cybercrime training were discussed in the CNU meeting in April 2024. As a result, it was agreed that careful balance shall be maintained between specialised, onsite advanced cybercrime training and basic, massive general training. The expansion of TtT activities and the engagement of member States authorities via grants were also approved. CEPOL offered a digital investigation toolbox containing activities on decryption, cyber-forensics, cyber intelligence, e-evidence etc. The agency agreed to facilitate national decryption activities in cooperation with ECTEG, JRC. Several cyber activities are TtT activities supporting MS capacity building.

Continuous development was achieved in terms of the selection of training attendees the formulation of learning outcomes, target group definition. This is conducted in phases of Training Catalogue design, grants evaluation, quality control mechanism, selection of attendees based on profiles etc.

Cascading sessions were regularly organised in onsite activities where good practice on cascading was exchanged. Due to the variety of law enforcement structures the actual cascading practice varies a lot from country to country. Cascading was also integral part of post exchange activities (exchange bites) in 2024. Additionally, the growing number of TtT courses also facilitate the share of knowledge at national level. The agency agreement with ECTEG/JRC supports future national decryption trainings at national level. A guide on the planning and implementation of CEPOL TtT courses is planned to be drafted in 2025.

Part III. Assessment of the effectiveness of the internal control systems

3.1 Effectiveness of internal control systems

In November 2018, Management Board adopted Decision 26/2018/MB on the revised CEPOL's Internal Control Framework (ICF), which is largely based on the European Commission's ICF, with limited adjustments to CEPOL context.

In 2019 CEPOL defined the indicators to be used for assessing the implementation of the new ICF, based on the indicative list provided by the Commission. Targets are numerical (single value) or logical (e.g. "Yes/No" for compliance indicators).

As described in the EC guidelines, some of the principles relate mainly to soft controls (intangible controls like morale, integrity, leadership, competencies, openness and motivation). Therefore, they can only be assessed by means of tools such as surveys (e.g. Staff Engagement Survey) and interviews.

The latest Staff Engagement Survey (SES) was organised in November 2023 and recorded an overall 53% total favourable replies, less than target 74%. Considering the high percentage of neutral replies (24%), the gap between the target and achieved result, cannot be considered as being caused by an internal control deficiency as such.

Moreover, it must be noted that the SES was conducted in an intermission between the preparation and implementation of the decision on reorganisation of the agency as well as collided with critical steps and impacts on staff regarding the new headquarters; these factors must be kept in mind while assessing the SES results.

As per the result of SES, the strong points of CEPOL are represented by:

- meaningful and rewarding job, which brings people to give an extra effort in order to bring the best results
- the working environment, where the internationalism and multiculturalism, the different professional profiles of the staff members and the meaningful interactions with the external stakeholders and partners make the environment dynamic and stimulating
- the relationship with colleagues, who are described as talented, supportive and friendly, who contribute to the creation of a positive working environment
- also, line management received positive feedback, being active, approachable and encouraging.

As per the result of SES the weak points of CEPOL are represented by:

- internal communication and decision-making process, especially with regards to management of changes could be more transparent, offering increased opportunity for involvement of staff members in decisions affecting their work.
- disappointment about the flexibility in teleworking (also from abroad), being the current rules quite strict, and this penalizes staff members' work-life balance.
- the process for career development could be made more transparent and streamlined, as well as the learning opportunities offered to staff and management could be increased.

The results of SES have been analysed by the Management and the implementation of an action plan with recommendations for improvement is in progress. Moreover, the rules on TW (from abroad) are captured in an Implementing Rule (IR) from which CEPOL can't deviate. In order words, CEPOL doesn't

have the freedom to make changes from the Staff Regulations and IRs to address disappointment of staff members.

With regards to audit recommendations, at the time of drafting the annual report, the Court's opinion for the financial year 2024, is not available, however the so far preliminary findings do not raise any material irregularities.

The IAS recommendations as well as the observations of the Court for the previous years, have been considered in the overall assessment. As of now CEPOL has taken actions on all audit reports and there are no pending critical or very important recommendations.

With regards to ethics and integrity, CEPOL adopted and implements the following key documentation: Code of Administrative Behaviour (Decision of the Director 26/2019), CEPOL's Anti-Fraud Sub-Strategy (Decision 28/2020/MB), Policy on Management of Conflict of Interest (Decision 19/2020/MB) and guidelines on whistleblowing (Decision 03/2019/MB).

In line with the policy on conflict of interest, MB members, staff members, SNEs, interims, have all signed a declaration of conflict of interest which is renewed on regular basis.

Despite lack of dedicated post, the document management system ARES was successfully introduced in May 2024. Its use was put on hold following the cyberattack and it is to be re-activated early 2025.

The objective of CEPOL's Anti-fraud Sub-Strategy, which was latest updated in 2020, is to 'Maintain a high level of ethics and fraud awareness within the Agency'. The implementation of the strategy is monitored via dedicated action plan. In this context, CEPOL schedules regular refresher training session on ethics and integrity for all staff.

At the end of 2024, based on the new OLAF guidelines, CEPOL has prepared for adoption an amendment of the Anti-fraud Sub-Strategy with an updated action plan, which has been consulted with OLAF and DG HOME.

3.2 Conclusions of assessment of internal control systems

The result of the assessment of the five internal control components, indicates the following conclusion:

- Control environment, Risk Assessment and Monitoring Activities - assessed as *Category 1. The component is present and functioning well, only minor improvements needed.*
- Control Activities and Information and Communication - assessed as *Category 2. The component is present and functioning, but some improvements are needed.*

The internal control deficiencies for the two components assessed as category 2, are mainly related to lack of formalising controls over technology (ICT Security Policy, ICT Backup Policy and disaster recovery plan from ICT perspective).

Continuous difficulties are encountered in documenting the ICT processes due to already insufficient staff to run the daily activities. Following the cyberattack, the ICT staff is focused on recovery measures. The strengthening of CEPOL ICT staff capacity was subject to MB voting in September 2024. 1 Cybersecurity post was added to the CEPOL establishment plan, recruitment procedure is ongoing.

Moreover, an SLA agreement with DG DIGIT is to be adopted. The agreement with DG DIGIT means that CEPOL shall focus on outward facing ICT activities (LEEd platform, training activities) and DIGIT

shall be responsible for the documentation of all Digital Workplace (DWP) activities. It is expected that ICT security policy, ICT back-up policy and disaster recovery plan (from IT perspective) related to DWP will be taken over by DG DIGIT.

With regards to Regulation on Cybersecurity, CEPOL has met the legal requirements of the cybersecurity regulation by the deadline (appointment of cybersecurity officer) and is working to meet future requirements by the regulatory deadlines mentioned in the Cybersecurity policy.

Overall conclusion

Following detailed assessment of each principle, characteristic and component of the ICF, the conclusion is that the overall internal control system is effective, falling under *Category 1. The internal control system is present and functioning well, only minor improvements needed.*

3.3 Statement of the Manager in charge of risk management and internal control

CEPOL does not have a dedicated position as Manager in charge of risk management and internal control. This is a shared management responsibility, where the Executive Director is supported by the Heads of Units, having the role of Authoring Officer by Delegation. At officer level, the process is assisted by the internal control and quality management function. Within the Annual Activity Report preparation process, each function shall produce a statement serving to ground the Executive Director's Declaration of Assurance (see Part V Declaration of assurance).

CEPOL implements risk assessment as part of the annual programming cycle. For each of the risks identified, mitigating action(s), action owners and deadlines for these actions are agreed and recorded on the risk register. Risks considered 'critical' from an overall CEPOL's perspective are followed-up in the Consolidated Annual Activity Report.

In 2024, the following main risks were considered as having a significant impact on the agency's activities:

1. *Relocation to the new CEPOL HQ may impact business continuity and achievement of work programme activities (due to delays in refurbishment of the new building, lack of option to continue from the existing premises until the new building is ready)*

The implemented mitigating actions were effective, and the relocation was successfully completed in January 2025 without negative impact on the business continuity.

2. *Disruptions in CEPOL ICT infrastructure may negatively impact on WP planned activities.*
 - *Risk of external cyber-attacks/internal misuse of IT equipment by CEPOL staff, leading to delays, potential operational damage, loss of data, unauthorised disclosure of information, breach of EUDPR and consequently reputational damage.*
 - *LEEd platform- disruptions in the service for end users*

The risk of external cyberattack has materialised with significant impact on the work programme 2024. In September, an amendment to Work Programme has been adopted by MB reprioritising activities with a focus on recovery measures. Having in view the reaction on the cyber incident with the new IT environment, the risk likelihood for a successful new attack is significantly reduced.

In the aftermath of the cyber incident, training sessions on ICT security were implemented for all staff with further notification and updates on intranet, established as a standard practice.

With regards to personal data, by the end of 2024, CEPOL has issued more than 85 000 individual notifications of a data breach in accordance with Article 35 of Regulation (EU) 2018/1725 addressed to the participants in CEPOL training activities.

Part IV. Management Assurance

4.1 Review of the elements supporting assurance

The information reported in Parts II and III stems from the results of management and auditor monitoring contained in the reports listed. These reports result from a systematic analysis of the evidence available. This approach provided sufficient guarantees of the completeness and reliability of the information reported and results in a complete coverage of the budget managed by the Agency.

In conclusion:

- there were no reservations listed in the previous years' annual activity reports
- all IAS recommendations are addressed via dedicated action plan and monitored in terms of implementation as per agreed deadlines
- at the time of drafting the annual report, the European Court of Auditor's opinion on legality and regularity of transactions, as well as on reliability of annual accounts for the financial year 2024 is not available but the preliminary findings do not indicate critical irregularities
- observations from the European Parliament have been considered.

4.2 Reservations

Taking the above into consideration, no critical weaknesses were identified related to the financial management of appropriations inside the Agency which were not addressed, so no reservations are made in this context in the declaration below.

4.2.1 Materiality Criteria

Materiality criteria define the elements for determination of significant weaknesses that should be subject to a formal reservation in the assurance declaration of the Authorising Officer in the context of the Consolidated Annual Activity Report.

The decision whether weakness is significant, remains a matter of judgement of the Authorising Officer. In this judgement the overall impact of a weakness needs to be identified and an assessment needs to be made on whether the issue is material enough to have an influence on the decisions or conclusions of the users of the assurance declaration.

In consequence judgement needs to be based on a qualitative and a quantitative assessment. In addition, reputational events may be considered. The following provides a non-exhaustive list of possible types of weaknesses to be considered in this context.

Quantitative weaknesses: significant occurrence of errors in the underlying transactions (legality and regularity).

Qualitative weaknesses: significant control system weaknesses, insufficient audit coverage and/or inadequate information from internal control systems, critical issues reported by the European Court of Auditors, the IAS, or OLAF, significant reputational events.

Qualitative criteria are linked to failure in achieving CEPOL's short-term objectives, risks to CEPOL reputation, significant deficiencies in its control systems and repetitive errors. The qualitative assessment of a weakness (deficiency) should consider if the type of deficiency falls within the scope of the assurance declaration which refers to the use of resources, sound financial management, and legality and regularity of transactions.

In considering the significance of the materiality criteria, one should include the nature and scope of the weakness, the duration of the weakness, the existence of mitigating actions reducing the impact

of the weakness and the existence of corrective actions (action plans and financial corrections) which have had measurable impact.

In quantitative terms, in order to make a judgement on the significance of a weakness, it is essential to quantify the potential financial impact ("monetary value of the identified problem"/"amount considered erroneous"/"the amount considered at risk") in monetary terms.

As regards legality and regularity, the proposed standard quantitative materiality threshold must not exceed 2%. Related to CEPOL's regular budget, the 2% threshold would define an amount of about € 250 000. Considering potential cases, this amount seems too high. Thus, the (standard) quantitative threshold is set at EUR 25 000²⁰.

This threshold is in line with the level of materiality defined by CEPOL in case of exceptions requiring approval by the Authorising Officer, as per adopted 'Policy on Recording and Management of Exceptions' (PO.INCO.002).

Deviations from this materiality threshold must be fully justified in the Consolidated Annual Activity Report. It is however necessary to underline that some deficiencies below this threshold may be deemed significant on the basis of the qualitative assessment. In addition, it may be considered that specific reputational events on the basis of specific assessments may give rise to a reservation.

²⁰ A deficiency is considered material if the financial impact or risk of loss is equal to or more than €25 000.

Part V. Declaration of Assurance

I, the undersigned, Executive Director of the European Union Agency for Law Enforcement Training (CEPOL),

In my capacity as Authorising Officer,

Declare that the information contained in this report gives a true and fair view.

I state that I have reasonable assurance that the resources assigned to the activities described in this report have been used for their intended purpose and in accordance with the principles of sound financial management, and that the control procedures put in place give the necessary guarantees concerning the legality and regularity of the underlying transactions.

This reasonable assurance is based on my own judgement and on the information at my disposal, such as the results of the self-assessment, ex-post controls, the observations of the Internal Audit Service and the lessons learnt from the reports of the Court of Auditors for years prior to the year of this declaration.

At the time of drafting the annual report, the European Court of Auditor's opinion on legality and regularity of transactions, as well as on reliability of annual accounts for the financial year 2024 is not available however the so far preliminary findings do not prompt any material irregularities.

Done at Budapest, 25/06/2025

<< *Signature on file*>>

Montserrat Marin Lopez
CEPOL Executive Director
Authorising Officer

Statement of the Internal Control and Quality Management Officer

I, the undersigned,

In my capacity as Internal Control and Quality Management Officer

Acting in line with the ICF, Principle # 2 'Oversight of the development and performance of internal control', I have reported my advice and recommendations to the Executive Director on the overall state of internal control system of CEPOL and that the best of my knowledge the information on management and internal control systems provided in the Consolidated Annual Activity Report 2024 is accurate and exhaustive.

Done at Budapest, 25/06/2025

<< *Signature on file*>>

Luminita Moldovan
Internal Control &
Quality Management Officer

ANNEXES

Annex I Multi-Annual Key Performance Indicators (KPIs)

The Agency's Key Performance Indicators (KPIs) linked to the achievement of three Strategic Goals, demonstrate sustainable progress achieved in 2024 (see below table).

More details on status of Performance Indicators (PIs) versus target in Work Programme 2024 are provided throughout the report under each activity.

Goal 1: CEPOL will be the EU Hub for law enforcement training

Achievements per strategic objectives:

Objective/Key Performance Indicator	Target	Result	Status
1.1 Provide a strategic basis for identifying and determining EU Law Enforcement Training Priorities			
Number of operational training needs analyses/assessments completed	2 per year	3	Achieved
The EU-STNA is perceived as an useful tool (starting 2025)	50%	50%	Achieved
Number of MS and JHAA participating in the EU-STNA	50%	50%	Achieved
1.2 Strengthen coordination among national training institutions and EU actors in law enforcement training to maximise synergies and efficiency gains			
Number of inter-agency training programmes developed and implemented	5 per year	18	On track
Draft concept for LE training map	Yes	No	On track
1.3 Provide the Member States, for their law enforcement training, with the latest innovation and research developments building on outcomes of national and EU-level security research programmes when applicable			
Draft concept for Alumni platform in place (starting 2025)	Yes	No	On track
Research and Science activities contribute to disseminate research findings among LE community	80%	100%	Achieved
Number of published articles in the European Law Enforcement Research Bulletin	15 per year	0	On track
1.4 Strengthen the operational capacities of partner non-EU countries to prevent and fight organised crime and terrorism via dedicated capacity building actions and institutionalised cooperation			
Number of active capacity building projects	4 per year	5	On track
CEPOL trainings contribute to develop LE capabilities in non-EU countries (survey)	80%	N/a	On track
Level of overall satisfaction with training activities per training type (non-EU countries)	80%	99%	On track

Goal 2: CEPOL will foster a common EU law enforcement culture via training

Achievements per strategic objectives:

Objective/Key Performance Indicator	Target	Result	Status
2.1 Provide high quality training with flagship products that addresses core capability gaps in the EU Law Enforcement Training Priorities			
The CEPOL Training Quality Index of training activities relevant for EU policies (starting 2025)	80%	0%	On track
Training activities contribute to the implementation of the Union policies	60%	0%	On track
2.2 Developing new, innovative, specialised and multi-layered learning solutions			
New training solutions effectively respond to LE needs for hands-on practical training	70%	0%	On track
2.3 Extending the outreach of law enforcement training through a cascading effect			
The cascading scheme is gradually rolling out by 10% more training activities each year	10% increase per year	0%	On track

Goal 3: Develop a framework for accreditation of training activities corresponding with the EU Law Enforcement Training Priorities

Achievements per strategic objectives:

Objective/Key Performance Indicator	Target	Result	Status
3.1 Develop a framework for accreditation of training activities corresponding with the EU Law Enforcement Training Priorities			
Develop a roadmap and pilot concept for Sectoral Qualifications Framework (starting 2025)	Yes	No	On track
Further develop the evaluation methodology to measure impact of training activities (starting 2025)	Yes	No	On track
Develop pilot concept for training programme in cooperation with accredited university in MS (starting 2025)	Yes	No	On track

Goal 4: CEPOL will excel at governance as a modern and efficient EU Agency trusted by its stakeholders

Achievements per strategic objectives:

Objective/Key Performance Indicator	Target	Result	Status
4.1 Optimise CEPOL processes, workflows and management of resources			
Quality Management System certified to be line with ISO 9001:2015	Yes	Yes	Achieved
CEPOL training activities certified to be line with ISO 29993:2017. Expand number of ISO 29993 courses gradually, aim at full certification in 2026	Yes	Yes	On track
Number of critical/very important audit recommendations addressed on time	Yes	Yes	Achieved
CEPOL provides internal and external trainings to the agency staff to ensure 80% the highest level of professionalism	80%	80%	Achieved
Budget (N-1) payments	95%	99%	Achieved
Staff engagement	70%	53%	On track
4.2 Provide the agency with an appropriate infrastructure that is suitable to ensure the achievement of CEPOL's strategic training goals			
New HQ	Yes	Yes	Achieved
4.3 Manage CEPOL stakeholders, external relations, internal and external communications to reinforce awareness and visibility of the agency			
Implementation of the communication action plan	Yes	No	On track
Implementation of the external relations action plan	No	No	On track

Annex II. Statistics on financial management

Table 2.1: Calculation budget outturn

Budget outturn	2022	2023	2024
Reserve from the previous years' surplus (+)	0	0	0
Revenue actually received (+)	14,120,616	15,186,956	31,583,144
Payments made (-)	-15,124,348	-16,768,463	-18,169,068
Carryover of appropriations (-)	-1,663,837	-1,456,821	-1,641,547
Cancellation of appropriations carried over (+)	134 957	95,438	104,185
Adjustment for carryover of assigned revenue	0	0	0
appropriations from previous year (+)	2,768,537	3,038,327	-11,772,529.52
Exchange rate differences (+/-)	47,183	-1,995	13,962
Adjustment for negative balance from previous year	0	0	1628.8
TOTAL	283,109	93,443	119,775

Descriptive information and justification on:

- **Budget outturn:** The budget outturn 2024, the amount to be paid back to the Commission as unused fund amounts to 119 775 EUR.
- **Cancellation of payment appropriations for the year:** Cancellation rate was 0%. CEPOL uses non-differentiated appropriation, therefore the cancellation of payment and commitment appropriation is the same.
- **Cancellation of payment appropriations carried forward:** Cancellation of the carried forward payment appropriations (C8) were 0.07%. CEPOL has executed EUR 1 385 668.62 in 2024 out of the total C8 credits. The main reasons for cancellation were:
 - Partial delivery of goods and services.

Table 2.2: Budget 2024 execution status as of 31 December 2024

	Budget implementation/ Execution Regular budget 2024 (C1)	Voted Budget	Final Budget	Committed	Budget implementation %	Paid	Budget execution %	Carry forward for payments in 2025
		A	B	C	C/B	D	D/B	C-D
1 TITLE 1								
11	Staff in active employment	4,488,000.00	5,058,689.98	5,058,689.98	100%	5,058,689.98	100%	0.00
12	Allowances and expenses on entering and leaving the service and on transfer, excluding Seconded National Experts and other experts	9,180.00	41,047.26	41,047.26	100%	16,301.13	40%	24,746.13
13	Missions and duty travel	30,600.00	17,800.00	17,800.00	100%	14,733.43	83%	3,066.57
14	Socio-medical infrastructure	483,481.00	716,372.36	716,372.36	0%	715,955.36	0%	417.00
15	Further training, language courses, retraining for staff	57,895.00	57,044.55	57,044.55	100%	39,952.17	70%	17,092.38
16	External services	209,100.00	292,821.68	292,821.68	100%	239,347.99	82%	53,473.69
17	Receptions and events	3,060.00	1,190.54	1,190.54	100%	1,190.54	100%	0.00
18	Social welfare	9,180.00	9,462.36	9,462.36	100%	9,462.36	100%	0.00
1	TITLE 1 Staff expenditure	5,290,496.00	6,194,428.73	6,194,428.73	100%	6,095,632.96	98%	98,795.77
2 TITLE 2								
20	Investments in immovable property and	56,100.00	73,546.64	73,546.64	100%	48,336.96	66%	25,209.68
21	Information and communication	456,037.00	1,516,928.34	1,516,928.34	3.00	1,134,333.98	75%	382,594.36
22	Movable property and associated costs	18,686.00	13,757.86	13,757.86	100%	13,757.86	100%	0.00
23	Current administrative expenditure	26,520.00	16,325.07	16,325.07	100%	9,284.65	57%	7,040.42
24	Postal charges	6,120.00	4,254.71	4,254.71	100%	3,850.19	90%	404.52
3 TITLE 3								
30	Strategy, stakeholder relations,	330,649.00	236,532.62	236,532.62	100%	130,245.73	55%	106,286.89
31	Training, research and analysis	4,319,700.00	2,961,440.58	2,961,440.58	100%	2,444,368.51	83%	517,072.07
32	Operational Support	931,191.00	1,572,222.45	1,572,222.45	100%	1,068,079.46	68%	504,142.99
3	TITLE 3	5 581 540.00	4 770 195.65	4 770 195.65	100%	3,642,693.70	76%	1,127,501.95
GRAND TOTAL		11 435 499.00	12 589 437.00	12 589 437.00	100.00%	10,947,890.30	87%	1,641,546.70

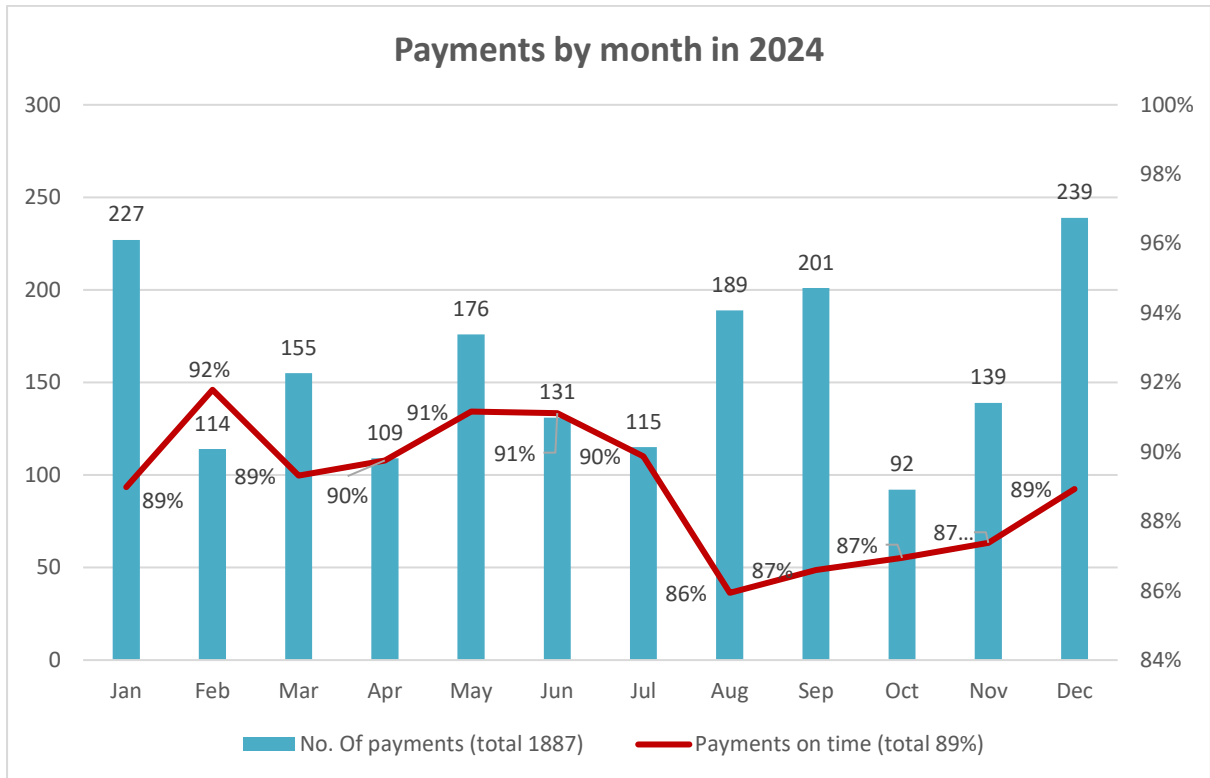
Table 2.3: Budget Transfers

	Budget implementation/ Execution Regular budget 2024 (C1)	Voted Budget	Budget transfer 1 CPL.11038	Budget transfer 2 CPL.11054	Budget transfer 3 CPL.11058	Budget transfer 4 CPL.11064	Budget transfer 5 CPL.11070	Budget transfer 6 CPL.11100	Budget transfer 7 CPL.11108	Budget amendment	Budget transfer 8 CPL.11115	Budget transfer 9 CPL.11121	Final Budget
		A											B
1 TITLE 1													
11	Staff in active employment	4,488,000.00		-82,273.21				365,000.00		275,000.28	13,250.07	-287.16	5,058,689.98
12	Allowances and expenses on entering and leaving the service and on transfer, excluding Seconded National Experts and other experts	9,180.00							31,721.23		819.65	-673.62	41,047.26
13	Missions and duty travel	30,600.00					-2,600.00		-9,000.00		-1,200.00		17,800.00
14	Socio-medical infrastructure	483,481.00	4,000.00	141,756.52		93,000.00					-2,397.10	-3,468.06	716,372.36
15	Further training, language courses, retraining for staff	57,895.00							-1,270.45		420.00		57,044.55
16	External services	209,100.00	64,000.00	-3,660.04			12,500.00	-11,839.93	22,721.65				292,821.68
17	Receptions and events	3,060.00	-1,000.00						-700.00			-169.46	1,190.54
18	Social welfare	9,180.00						4,820.00	-3,000.00				9,462.36
1	TITLE 1 Staff expenditure	5,290,496.00	67,000.00	55,823.27		93,000.00	9,900.00	357,980.07	40,472.43	275,000.28	10,723.16	-5,966.48	6,194,428.73
2 TITLE 2													
20	Investments in immovable property and	56,100.00		-2,050.13				26,899.89		-165.31	-598.41	-6,639.40	73,546.64
21	Information and communication	456,037.00		30,538.29	110,000.00		6,000.00	72,189.64	-3,563.92	790,402.36	-41,089.90	96,414.87	1,516,928.34
22	Movable property and associated costs	18,686.00	-1,000.00									-3,928.14	13,757.86
23	Current administrative expenditure	26,520.00	1,000.00	10,905.07			-15,000.00		-6,000.00			-1,100.00	16,325.07
24	Postal charges	6,120.00							-1,800.00			-65.29	4,254.71
2	TITLE 2 Buildings, equipment and miscellaneous expenditure	563,463.00		39,393.23	110,000.00		-9,000.00	99,089.53	-11,363.92	790,237.05	-41,688.31	84,682.04	1,624,812.62
3 TITLE 3													
30	Strategy, stakeholder relations,	330,649.00		-14,000.00				-7,189.00		-47,830.41		-20,938.78	236,532.62
31	Training, research and analysis	4,319,700.00	-259,158.84	-184,736.09	-110,000.00	-93,000.00	-81,711.16	-444,000.00	18,721.90	-128,777.99	-9,050.31	-66,546.93	2,961,440.58
32	Operational Support	931,191.00	192,158.84	103,519.59			88,000.16	-13,069.60		217,478.66	60,954.24	-8,010.44	1,572,222.45
3	TITLE 3	5 581 540.00	-67 000.00	-95 216.50	-110 000.00	-93 000.00	-900.00	-457 069.60	-29 108.51	88 700.67	30 965.15	-78 715.56	4 770 195.65
GRAND TOTAL		11 435 499.00								1 153 938.00		0.00	12 589 437.00

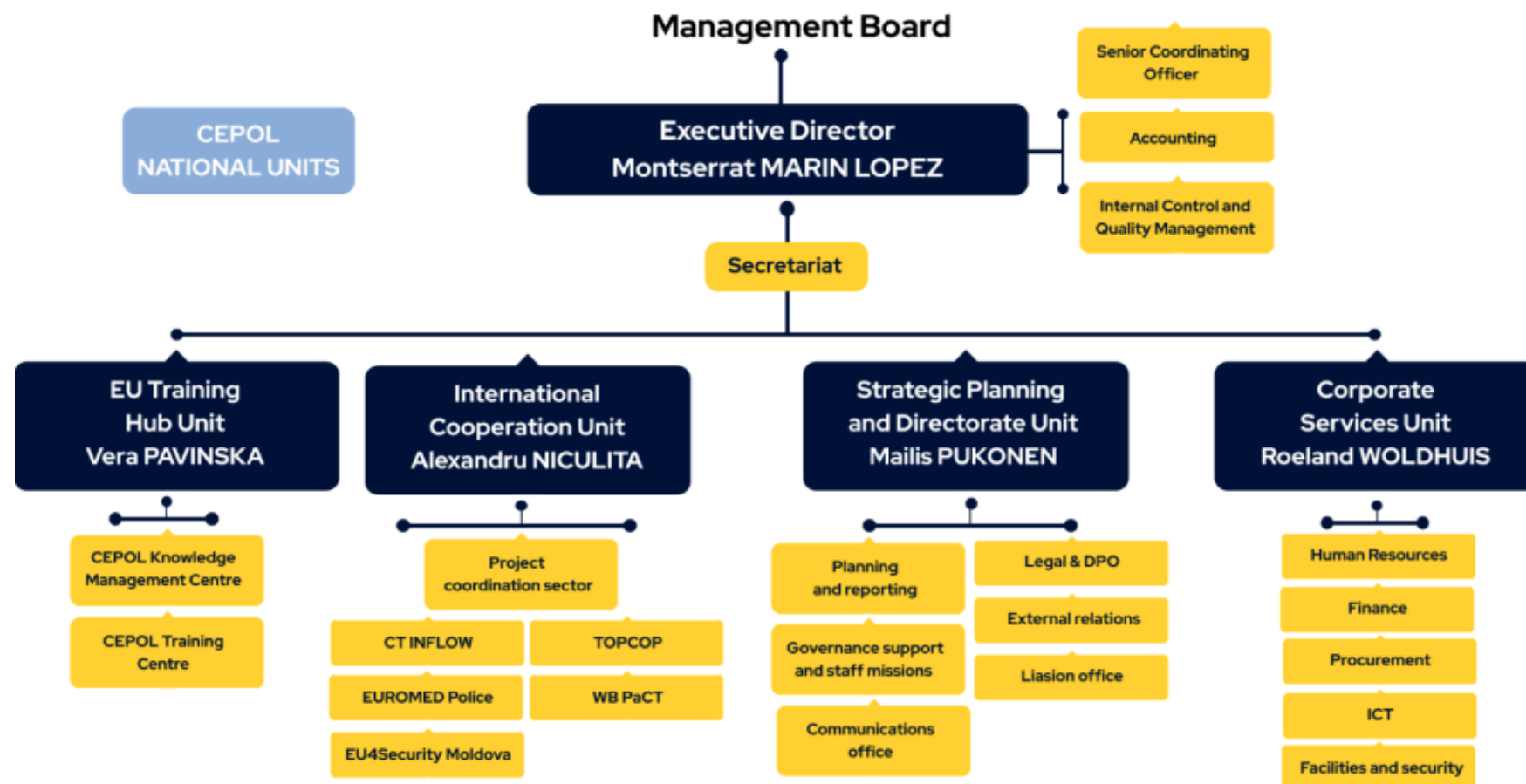
Table 2.4: Payment times per title and fund source

Payment time monitoring	Number of payments	Amount	Payments in time			
			Number	%	Amount	%
	A	B	C	C/A	D	D/B
Title 1						
C8	23	31 560	10	43%	31 560	100%
C1	183	1 230 195	180	98%	1 222 062	99%
C4	2	12 972	2		12 972	
C5	0	0	0		0	
	208	1 274 727	192	92%	1 266 595	99%
Title 2						
C8	25	109 314	22	88%	62 319	57%
C1	308	1 233 932	296	96%	1 180 678	96%
C4	0	0	0		0	
C5	0	0	0		0	
	333	1 343 246	318	95%	1 242 997	93%
Title 3						
C8	99	883 724	89	90%	808 714	92%
C1	416	2 814 188	343	82%	1 946 763	69%
C4	0	0	0	0%	0	0%
C5	1	28 772	1	0%	28 772	0%
R0	0	0	0		0	
	516	3 726 683	433	84%	2 784 248	75%
Title 5						
R0	778	4 393 580	685	100%	3 832 161	100%
	778	4 393 580	685	88%	3 832 161	100%
Non Budgetary	52	1 040 079	50	96%	1 039 071	100%
	1 887	11 778 316	1 678	89%	10 165 072	86%

Table 2.5: Number of payments per month in 2024



Annex III. Organisational chart²¹



²¹ As of 1st January 2024, a new organigram is in place. The organigram was adopted via MB decision 18/2023 and updated end of 2024 via MB decision 17/2024 to reflect the position of Senior Coordinator officer attached to the Executive Director. The position is the result of a slight internal adjustment to further strengthen Agency's efficiency and does not have any impact on the budget.

Annex IV. Establishment Plan and additional information on HR Management

Table 4.1: Overview of staff on 31 December 2024

Staff population CEPOL regular budget	Staff population in EU budget 2024	Staff population on 31.12.2024 ¹¹
AD		
AST		
AST/SC		
AD	26	23 ²²
AST	7	8 ²³
AST/SC	-	-
Total	33	31
CA GF IV	7	6
CA GF III	12	11
CA GF II	-	
CA GF I	-	
Total CA	19	17
SNE	4	4
Structural service providers	-	-
Trainees		-
GRAND TOTAL	56	52
External staff for occasional replacement		26 ²⁴

Staff for Projects on 31 December 2024

Staff Population, Projects	CT INFLOW	EUROMED	TOPCOP	WB PaCT	EU4MD	TOTAL ALL PROJECTS
Expected running time	2024-2028	2024-2028	2024-2028	2024-2028	2023-2026	
CA FG IV	3	5 ²⁵	4 ²⁶	4 ²⁷	2	18
CA FG III	1	3	3	4	2	13
CA FG II						
CA FG I						
SNE	1		1		1	3
TOTAL	5	8	8	8	5	34²⁸

²² Not including vacancies, and staff for externally financed project activities

²³ Including 1 AST 5 that was converted to AD5 in 2023

²⁴ In post on 31 December 2024

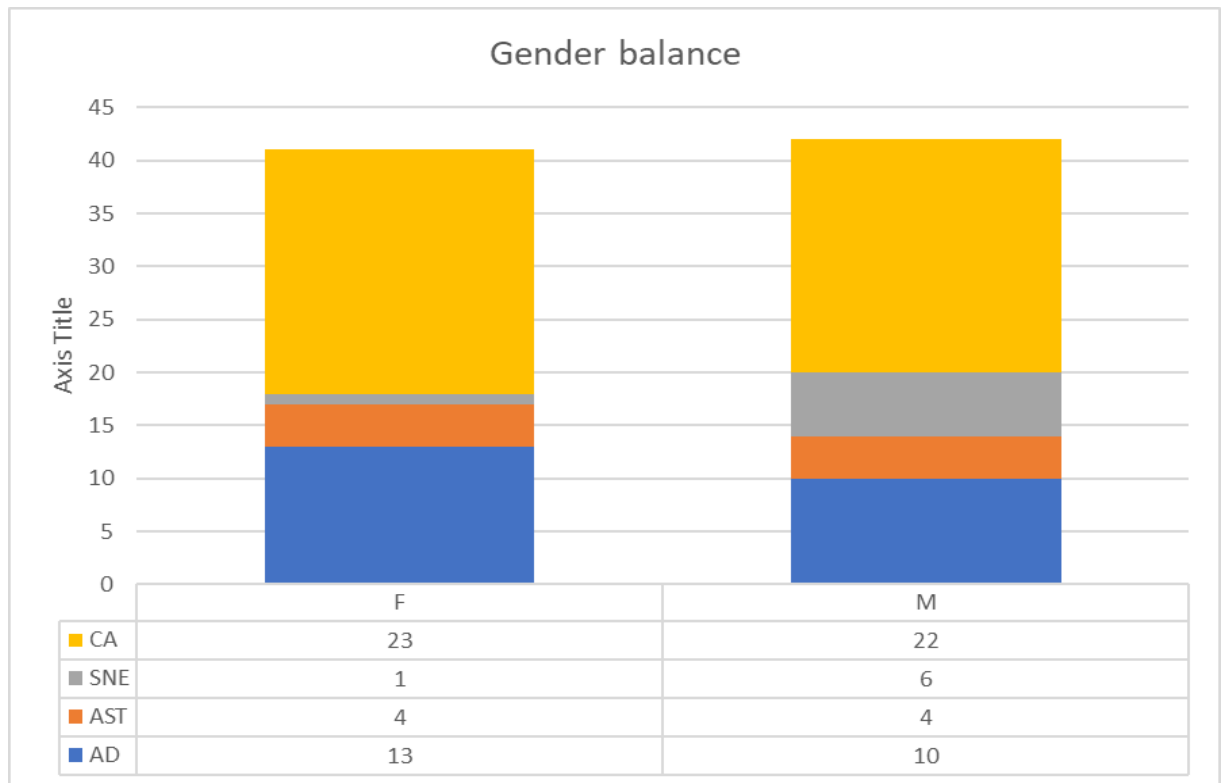
²⁵ including 1 for EUROPOL

²⁶ including 1 for EUROPOL

²⁷ including 1 for EUROPOL

²⁸ with 3 EUROPOL posts

Gender Balance



Geographical balance

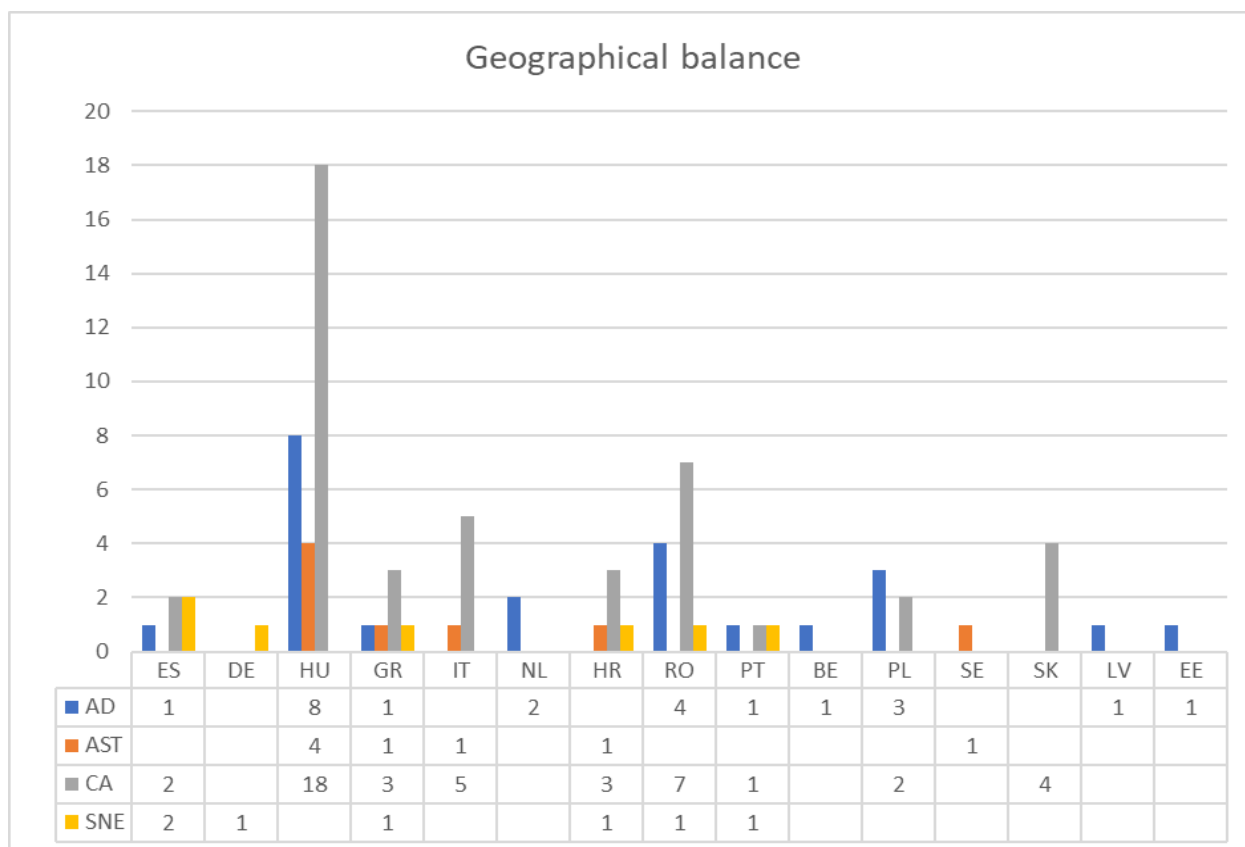


Table 4.2: Information on the entry level for each type of post and indication whether the function is dedicated to administrative support or operations

Type of post	Administrative Support	Operations	Grand Total
Administrative Assistant	1.00	3.00	4.00
AST3 - AST4		2	2.00
CA FGIII; 8-10	1	1	2.00
Administrative Assistant to the Executive Director	0	1	1.00
CA FGIII; 8-10		1	1.00
Analyst	0	1	1.00
AD5 - AD7		1	1.00
Budget & Finance Assistant	1	0	1.00
AST3 - AST4	1		1.00
Building & Facility Assistant	1	0	1.00
CA FGIII; 8-10	1		1.00
Communications Assistant	0	1	1.00
AST3 - AST4		1	1.00
Communications Officer	0	1	1.00
AD5 - AD7		1	1.00
E-learning Training Officer	0	2	2.00
CA FGIV; 13, 14, 16		2	2.00
Executive Director	0	1	1.00

AD14		1	1.00
Finance & Budget Officer/Deputy Head of Unit	1	0	1.00
AD7 - AD8	1		1.00
Accounting Officer	1	0	1.00
AD5 - AD7	1		1.00
Finance Assistant	4	0	4.00
CA FGIII; 8-10	4		4.00
Governance Support Assistant	0	1	1.00
CA FGIII; 8-10		1	1.00
Head of Unit	1	3	4.00
AD10, AD12	1	3	4.00
HR Officer	1	0	1.00
AST3 - AST4	1		1.00
Human Resources Assistant	2	0	2.00
CA FGIII; 8-10	2		2.00
Head of ICT	1	0	1.00
AD7-AD8	1		1.00
ICT assistant	1	0	1.00
AST3 - AST4	1		1.00
ICT Officer	1	0	1.00
AD5-AD7	1		1.00
Internal Control and Quality Management Officer	0	1	1.00
AD5 - AD7		1	1.00
IT Service Officer	0	1	1.00
CA FGIV; 13, 14, 16		1	1.00
Legal Officer / Data Protection Officer	1	0	1.00
AD6 - AD7	1		1.00
Liaison Officer	0	1	1.00
CA FGIV; 13, 14, 16		1	1.00
Planning Officer	0	1	1.00
AD5 - AD7		1	1.00
Policy Officer/ External Relations	0	1	1.00
CA FGIV; 13, 14, 16		1	1.00
Procurement Assistant	3	0	3.00
CA FGIII; 8-10	3		3.00
Procurement Support Officer	1	0	1.00
AD5-AD7	1		1.00
Programme Officer	0	3	3.00
AD5 - AD7		3	3.00
Programme Officer/Deputy Head of Unit	0	1	1.00
AD5 - AD7		1	1.00
Project Officer	0	8	8.00
CA FGIII; 8-10		8	8.00
Research & Knowledge Management Officer	0	1	1.00
AD5 - AD7		1	1.00
Residential Events Assistant	0	1	1.00
CA FGIII; 8-10		1	1.00
Senior Analyst / Deputy Head of Training & Research Unit	0	1	1.00
AD7 - AD8		1	1.00
Senior Project Coordinator / Deputy Head of Unit	0	1	1.00
AD6 - AD7		1	1.00

Senior Project Officer	0	18	18.00
CA FGIV; 13, 14, 16		15	15.00
SNE		3	3.00
Senior Training Officer	0	2	2.00
AD6 - AD7		2	2.00
SNE Cybercrime Training Officer	0	1	1.00
SNE		1	1.00
SNE Training Officer	0	3	3.00
SNE		3	3.00
Training Assistant	0	1	1.00
AST3 - AST4		1	1.00
Research Assistant	0	1	1.00
AST3 - AST4		1	1.00
Senior Training Officer	0	2	2.00
CA FGIV; 13, 14, 16		2	2.00
Senior Coordination Officer	0	1	1.00
AD5 - AD7		1	1.00
Travel & Mission Assistant	1	0	1.00
CA FGIII; 8-10	1		1.00
Web & Communications Assistant	0	1	1.00
CA FGIII; 8-10		1	1.00
Grand Total	22.00	65.00	87.00

*breakdown of 86 allocated posts: 33 TA, 19 CA, 4 SNEs (financed from CEPOL regular budget) and 28 CA and 3 SNEs for external projects (financed from Contribution Agreements)

Table 4.3: Benchmarking against previous year results

Type of post	2023 ²⁹		2024	
	FTEs	Percentage	FTEs	Percentage
Operational	32.3	68%	33.0	63.28%
Top operational coordination	4	8%	4.0	7.67%
Programme management & Implementation	12.8	27%	16.0	30.68%
Evaluation & Impact assessment	1.1	2%	4.0	7.67%
General operational activities	14.4	30%	9.0	17.26%
Neutral	5.1	11%	7.0	13.42%
Accounting, Finance, non-operational procurement	5.1	11%	7.0	13.42%
Linguistics	0	0	0.0	0.00%
Coordination	4.4	9%	3.8	7.19%
Legal advice, including Data protection	0.8	2%	0.8	1.44%
External communication	2.4	5%	3.0	5.75%
General coordination	1.1	2%	0.0	0.00%
Administrative support	5.6	12%	8.4	16.11%
Human resources management	2	4%	2.0	3.84%

Information & Communication technology	0.9	2%	2.5	4.79%
Internal audit	1	2%	1.0	1.92%
Logistics, facilities management & security	0.7	2%	2.0	3.84%
Resources Director/Head of Administration/Resources	0.9	2%	0.9	1.73%
Document Management	0	0	0.0	0.00%
TOTAL	47.3	100%	52.2	100%

Table 4.4: Information on interim staff employed by CEPOL in 2024*

	Position	Group	Grade	Step	Start Date	End Date	No. of Days
1	Management Support Assistant	Group II	5	1	01/01/2024	31/12/2024	244
2	E-learning Assistant / Training Centre	Group III	9	1	01/03/2024	31/12/2024	202
3	E-learning Assistant / Training Centre	Group II	5	1	01/01/2024	31/12/2024	244
4	Administrative Assistant E-learning /KMC	Group II	5	1	01/01/2024	31/12/2024	244
5	E-Learning Assistant/KMC	Group III	8	1	01/01/2024	31/12/2024	244
6	E-Learning Assistant/KMC	Group III	8	1	01/01/2024	31/12/2024	244
7	Administrative Assistant / KMC	Group II	5	1	01/01/2024	31/12/2024	244
8	Administrative Assistant/KMC	Group II	5	1	01/05/2024	31/12/2024	259
9	Administrative Assistant/Training Centre	Group II	5	1	01/01/2024	31/12/2024	244
10	Administrative Assistant/Training Centre	Group II	5	1	01/01/2024	31/12/2024	244
11	Administrative Assistant/Training Centre	Group II	5	1	01/01/2024	31/12/2024	244
12	Administrative Assistant/Training Centre	Group II	5	1	01/02/2024	31/12/2024	223
13	Administrative Assistant/Training Centre	Group II	5	1	01/02/2024	31/12/2024	223
14	Administrative Assistant/Training Centre	Group II	5	1	01/01/2024	31/12/2024	60

15	Administrative Assistant for Exchange Program / Training Centre	Group II	5	1	01/01/2024	31/12/2024	244
16	Administrative Assistant/Travel / Training Centre	Group II	5	1	01/01/2024	31/12/2024	244
17	Administrative Assistant/Travel / Training Centre	Group II	5	1	01/01/2024	31/12/2024	244
18	Administrative Assistant/Travel/ Training Centre	Group II	5	1	16/03/2024	18/08/2024	106
19	Administrative Assistant/RELEX	Group II	5	1	01/01/2024	31/12/2024	244
20	Administrative Assistant/RELEX	Group II	5	1	01/03/2024	31/12/2024	202
21	ICT Assistant	Group IV	14	1	01/01/2024	31/12/2024	244
22	ICT Assistant	Group III	9	1	01/01/2024	31/12/2024	244
23	Communication Assistant	Group III	8	1	01/01//2024	31/12/2024	244
24	Administrative Assistant/Planning	Group II	5	1	01/01/2024	31/12/2024	244
25	Administrative Assistant /Horizontal/ICU	Group II	5	1	01/01/2024	30/09/2024	186
26	Administrative Assistant - ICU/EUROMED	Group II	5	1	01/01/2024	31/03/2024	60
27	Building Manager Assistant /CSU	Group II	5	1	16/05/2024	31/12/2024	155
28	Administrative Assistant/Data Entry Agent/ Finance	Group II	5	1	01/01/2024	15/04/2024	69
29	Administrative Assistant /Procurement	Group II	5	1	16/04/2024	15/08/2024	84
30	DMO / Corporate Services	Group III	9	1	01/03/2024	31/12/2024	202
31	Administrative Assistant Legal / CSU	Group III	9	1	01/02/2024	31/12/2024	212
32	Administrative Assistant Legal / CSU	Group III	9	1	02/02/2024	31/05/2024	69
33	Legal Officer	Group IV	14	1	01/01/2024	31/05/2024	101

33	Legal Officer	Group IV	14	1	16/06/2024	31/12/2024	133
----	---------------	----------	----	---	------------	------------	-----

*The table indicates interims throughout the year, while 26 interims were still in post at 31.12.2024

Table 4.5: Information on the number of leave days authorised to each grade under the flexitime.

Grade	Flexi time (in days) taken
AD8	26
AD7	30
AD6	19
AD5	6
AST6	12
AST5	7
AST4	11
FG-IV	55
FG-III	42
FG-II	-
FG-I	-
SNE	19
Grand total	227

Annex V. Human and financial resources by activity

Planned

Goal and Activity	2024		
	TA	CA & SNE (FTE)	Budget Allocated
Goal 1: Be the EU Hub for Law Enforcement Training	8.8	3.7	1,384,629
1.1 Provide a strategic basis for identifying and determining EU Law Enforcement Training Priorities	2.5	1.0	386,444
1.2 Strengthen coordination among national training institutions and EU actors in law enforcement training to maximise synergies and efficiency gains	2.3	0.7	406,364
1.3 Provide the Member States for their law enforcement training with the latest innovation and research developments building on outcomes of national and EU-	1.5	1.0	259,859
1.4 Strengthen the operational capacities of partner non-EU countries to prevent and fight organised crime and terrorism via dedicated capacity-building actions and	2.5	1.1	331,962
Goal 2: Foster a common EU law enforcement culture via training	via training	7.3	6,971,446
2.1 Provide high quality training with flagship products that addresses the EU Law Enforcement Training Priorities	3.7	3.3	5,866,207
2.2 Develop new, innovative, specialised and multi-layered learning solutions	4.1	2.5	742,453
2.3 Extend outreach of law enforcement training through a cascading effect	1.5	1.6	362,785
Goal 3: Promote accreditation of law enforcement vocational training	1.5	0.9	234,872
3.1 Develop a framework for accreditation of training activities corresponding with EU Law Enforcement Training Priorities	1.5	0.9	234,872
Goal 4: CEPOL will be an efficient organization promoting continuous improvement in order to meet stakeholders' satisfaction and regulatory requirements	13.6	12.1	2,844,552
4.1 Optimise CEPOL's processes, workflows and management of re-sources	9.6	7.2	1,549,871
4.2 Provide the agency with an appropriate infrastructure to ensure that CEPOL's strategic training goals are achieved	1.8	2.1	390,502
4.3 Manage CEPOL stakeholders, external relations, internal and external communications to reinforce awareness and visibility of the agency	2.2	2.9	904,179
TOTAL	33.0	24.0	11,435,499

Implemented

Goal and Activity	2024		
	TA	CA & SNE (FTE)	Budget Implemented
Goal 1: Be the EU Hub for Law Enforcement Training	8.7	3.2	1,692,445
1.1 Provide a strategic basis for identifying and determining EU Law Enforcement Training Priorities	2.5	0.9	459,792
1.2 Strengthen coordination among national training institutions and EU actors in law enforcement training to maximise synergies and efficiency gains	2.2	0.5	495,015
1.3 Provide the Member States for their law enforcement training with the latest innovation and research developments building on outcomes of national and EU-	1.5	0.9	323,884
1.4 Strengthen the operational capacities of partner non-EU countries to prevent and fight organised crime and terrorism via dedicated capacity-building actions and	2.5	1.0	413,754
Goal 2: Foster a common EU law enforcement culture via training	8.3	6.2	7,453,574
2.1 Provide high quality training with flagship products that addresses the EU Law Enforcement Training Priorities	3.3	2.8	6,085,197
2.2 Develop new, innovative, specialised and multi-layered learning solutions	3.6	2.0	925,384
2.3 Extend outreach of law enforcement training through a cascading effect	1.5	1.5	442,993
Goal 3: Promote accreditation of law enforcement vocational training	1.4	0.8	292,742
3.1 Develop a framework for accreditation of training activities corresponding with EU Law Enforcement Training Priorities	1.4	0.8	292,742
Goal 4: CEPOL will be an efficient organization promoting continuous improvement in order to meet stakeholders' satisfaction and regulatory requirements	12.7	10.9	1,509,129
4.1 Optimise CEPOL's processes, workflows and management of re-sources	9.0	7.1	204,341
4.2 Provide the agency with an appropriate infrastructure to ensure that CEPOL's strategic training goals are achieved	1.6	2.0	686,717
4.3 Manage CEPOL stakeholders, external relations, internal and external communications to reinforce awareness and visibility of the agency	2.1	1.8	618,071
TOTAL	31.1	21.0	10,947,890

Annex VI. Contribution, grant and service level agreements

Contribution Agreements	General information					Use of commitment appropriations until end of 2023	Use of commitment appropriations in 2024	2025 Forecast	2026 Forecast	
	Actual or expected date of signature	Total amount	Duration	Counterpart	Short description					
1. CT INFLOW (IFS/2019/410-531)	17 December 2019	€ 7,500,000	51 months, from 1 April 2020	European Commission DG DEVCO B6	Financial contribution to finance the implementation of CT INFLOW (project)	Amount	6 476 346	342 318	Closed	
						N° of CAs	11			
						N° of SNEs	1			
2. EUROMED Police V (ENI/2020/414-940)	22 April 2020	€ 6,960,542	54 months, from 1 April 2020	European Commission DG NEAR R4	Financial contribution to finance the implementation of EUROMED Police (project)	Amount	5 428 634	1 172 437	Closed	
						N° of CAs ¹⁴¹	13			
						N° of SNEs	0			
3. TOPCOP (ENI/2020/415-941)	23 June 2020	€ 6,000,000	51 months, from 1 July 2020	European Commission DG NEAR R4	Financial contribution to finance the implementation of TOPCOP (project)	Amount	5 249 209	294 043	Closed	
						N° of CAs ¹⁴²	10			
						N° of SNEs	0			
4. WB PaCT (2019/413-822)	16 October 2020	€ 3,000,000	41 months, from 16 Oct 2020	European Commission DG NEAR D5	Financial contribution to finance the implementation of WB PaCT (project)	Amount	2 961 566	57 001	Closed	
						N° of CAs ¹⁴³	6			
						N° of SNEs	0			
5. EU4SECURITY MOLDOVA	20 October 2023	€ 5,500,000	36 months, from 1 Nov 2023	European Commission	Financial contribution to finance the implementation of EU4SECURITY MOLDOVA (project)	Amount	42 485	1 864 759	1 557 862	p.m.
						N° of CAs ¹⁴⁴	-	3	5	5
						N° of SNEs	0	0	1	1
6. WB PaCT II (N° 700001863)	26 March 2024	€ 6,000,000	48 months, from 1 June 2024	European Commission DG NEAR R5	Financial contribution to finance the implementation of WB PaCT II (project)	Amount		1 091 513	1 565 191	p.m.
						N° of CAs		8	8	8
						N° of SNEs		0	0	0
7. TOPCOP II (N° 700001970)	28 June 2024	€ 5,200,000	48 months, from 1 June 2024	European Commission DG NEAR R4	Financial contribution to finance the implementation of TOPCOP II (project)	Amount		912 719	1 179 799	p.m.
						N° of CAs		6	6	6
						N° of SNEs		1	1	1
8. CT INFLOW II (N° 700001972)	28 June 2024	€ 6,000,000	48 months, from 1 June 2024	European Commission	Financial contribution to finance the implementation of CT INFLOW II (project)	Amount		295 678	1 266 505	p.m.
						N° of CAs		8	8	8
						N° of SNEs		1	1	1
9. EUROMED Police VI (N° 700002160)	01 October 2024	€ 6,000,000	48 months, from 1 June 2024	European Commission	Financial contribution to finance the implementation of EUROMED Police VI (project)	Amount		663 612	1 422 169	p.m.
						N° of CAs		9	9	9
						N° of SNEs		0	0	0
TOTAL						Amount	20 158 240	6 694 080	6 991 526	p.m.
						N° of CAs	40	34	36	36
						N° of SNEs	1	2	3	3

Not applicable

Annex VII. Environment management

Annex VIII. Draft Annual Accounts 2024

BALANCE SHEET

	Note	31.12.2024	31.12.2023
<i>EUR '000</i>			
NON-CURRENT ASSETS			
<i>Intangible assets</i>	2.1	0	0
<i>Property, plant and equipment</i>	2.2	453	289
<i>Pre-financing</i>	2.3	759	0
<i>Exchange receivables and non-exchange recoverables</i>	2.4	102	101
		1 314	390
CURRENT ASSETS			
<i>Pre-financing</i>	2.3	308	176
<i>Exchange receivables and non-exchange recoverables</i>	2.4	23 312	11 368
		23 620	11 544
TOTAL ASSETS		24 933	11 934
NON-CURRENT LIABILITIES			
<i>Payables</i>	2.5	(11 802)	(1 932)
CURRENT LIABILITIES			
<i>Payables</i>	2.5	(10 012)	(6 995)
<i>Accrued charges</i>	2.6	(692)	(782)
		(22 505)	(9 709)
TOTAL LIABILITIES		(22 505)	(9 709)
NET ASSETS		2 428	2 225
<i>Accumulated profit</i>		2 225	2 478
<i>Economic result of the year</i>		203	(253)
NET ASSETS		2 428	2 225

STATEMENT OF FINANCIAL PERFORMANCE

<i>EUR '000</i>			
REVENUE			
Revenue from non-exchange transactions	3.1		
<i>Subsidy from the Commission</i>		17 926	18 136
<i>Recovery of expenses</i>		17	4
		17 943	18 140
Revenue from exchange transactions	3.2		
<i>Other</i>		52	75
		52	75
		17 995	18 215
EXPENSES			
<i>Operating costs</i>	3.3	(10 530)	(12 249)
<i>Staff costs</i>	3.4	(5 628)	(5 040)
<i>Other expenses</i>	3.5	(1 634)	(1 178)
		(17 792)	(18 467)
ECONOMIC RESULT OF THE YEAR		203	(253)

Annex IX. Amendments to the SPD 2024-2026

The SPD 2024-2026 originally approved by MB decision 18/2023/MB in November 2023 has been amended by 03/2024/MB (via written procedure) on 23 February 2024, 16/2024/MB on 12 September 2024 and by 22/2024/MB on 19 November 2024, to adjust the original plan to the dynamic developments explained throughout this annual activity report.

Decision	Reason for amendment
03/2024/MB	Due to business developments, there was an imminent need to amend the SPD 2024-2026 to ensure the completeness and successful implementation of Work Programme 2024. Changes are indicated in the 03/2024 MB Decision .
16/2024/MB	Due to the cyberattack and reasons indicated in the Executive Summary section, SPD 2024-2026 had to be reviewed. Changes are indicated in the 16/2024 MB Decision .
22/2024/MB	The Annual Work Programme of the Agency was amended Due to the additional money made available by the European Commission to cover higher salary costs. Changes are indicated in the 22/2024/MB .