



COURT OF JUSTICE  
OF THE EUROPEAN UNION

# Annual report 2024

## Management report





# **ANNUAL ACTIVITY REPORT FOR THE FINANCIAL YEAR 2024**

(Annual management report)

# Table of contents

I. Introduction .....	5
II. Main developments and results concerning judicial activity in 2024 .....	6
III. Main developments and results concerning administrative activity in 2024 .....	8
1. Contribution to the proper functioning of the Courts .....	8
2. Digitalisation and emerging technologies for increased performance .....	12
3. Access to information and opening of the Court to the public .....	17
4. Effective management of multilingualism .....	24
5. Proactive human resource management .....	26
6. Compliance of activities with applicable regulations and monitoring of best practices .....	29
IV. Management of risks associated with the operations of the Court's services .....	34
V. Interinstitutional cooperation and cooperation with Member State bodies .....	40
VI. Use of budgetary and human resources .....	45
A. Implementation of appropriations .....	45
B. Allocation of posts in the establishment plan .....	46
VII. Functioning of the internal control system .....	47
A. The internal control framework at the Court .....	47
B. Results of activities and management indicators relating to verification activities and internal audit .....	50
VIII. Observations made in connection with earlier discharges or reports of the Court of Auditors .....	52
A. Observations made by the Court of Auditors .....	52
B. Observations made by the discharge authority .....	52

# Annexes

ANNEX 1 - Statement on staff policy .....	56
ANNEX 2 - Report on budgetary and financial management for the financial year 2024 .....	73
ANNEX 3 - Report on negotiated procedures .....	93
ANNEX 4 - Report on compliance with and suspension of time limits for payments to creditors of the Institution .....	94
ANNEX 5 - Working document on the buildings policy of the Court of Justice of the European Union 2024-2028 .....	96
ANNEX 6 - Report on waivers of recoveries granted by the Institution .....	104
ANNEX 7 - Declaration by the authorising officer by delegation .....	105





# I. Introduction

The Court of Justice of the European Union (the 'Court' or the 'Institution') is the judicial institution of the European Union. Its task is to ensure compliance with EU law by overseeing the uniform interpretation and application of the Treaties and reviewing the lawfulness of measures adopted by the EU institutions, bodies, offices and agencies.

The Court, composed of two courts, the 'Court of Justice' and the 'General Court of the European Union' ('the General Court'), contributes to the preservation of the Union's values and promotes European integration through its case-law.

Article 74(9) of Regulation (EU, Euratom) 2024/2509 of the European Parliament and of the Council of 23 September 2024 on the financial rules applicable to the general budget of the Union ('the Financial Regulation') requires the authorising officer by delegation to report to his or her Institution on the performance of his or her duties in the form of an annual activity report containing financial and management information, stating that he or she has reasonable assurance that:

- a. the information contained in the report gives a true and fair view of the situation;
- b. the resources allocated to the activities described in the report have been used for the intended purposes and in accordance with the principle of sound financial management; and
- c. the control procedures put in place give the necessary guarantees as to the legality and regularity of the underlying transactions.

At the Court, the authorising officer by delegation is the Registrar of the Court of Justice who directs the Institution's services under the authority of the President of the Court of Justice.

This *management report*, drawn up in accordance with the provision cited above, contains information on the operations carried out, by reference to the performance-based objectives and considerations, risks associated with these operations, the use of the resources available and the efficiency and effectiveness of the internal control systems.

The activities and objectives achieved during the year are presented in a cross-cutting and thematic manner, grouped around the various management areas. This approach serves to highlight what has been achieved by the Court over the past year, irrespective of the administrative entity entrusted with a given task or project within the Institution. The sections of the report on the risks associated with operations and interinstitutional cooperation are also presented in a cross-cutting manner.

Thus, after the present introductory section, Section II reports on the main developments concerning judicial activity in 2024. Section III focuses on the main results of the Institution's administrative activity in 2024 for the various management areas; Section IV analyses operational risks, and Section V reports on interinstitutional cooperation and cooperation with Member State bodies in 2024. Sections VI, VII and VIII report on the use of the budgetary and human resources available to the Court, on the functioning of the internal control system and on the follow-up to the observations in the reports of the Court of Auditors and the European Parliament's discharge resolution for the financial year 2023. Finally, various annexes provide more specific information, including some that is required under the provisions of the Financial Regulation.

## II. Main developments and results concerning judicial activity in 2024

The year 2024 was marked by the conclusion of the procedure relating to, and implementation of, the legislative request submitted by the Court in November 2022, with a view to a partial transfer of its jurisdiction for preliminary rulings from the Court of Justice to the General Court and the extension of the scope of the mechanism for the determination of whether an appeal is allowed to proceed.

The Statute of the Court of Justice of the European Union was thus amended to allow, first, from 1 October 2024, partial transfer of the jurisdiction for preliminary rulings from the Court of Justice to the General Court in six specific areas (the common system of value added tax, excise duties, the Customs Code, the tariff classification of goods under the Combined Nomenclature, compensation and assistance to passengers in the event of denied boarding or of delay or cancellation of transport services and the system for greenhouse gas emission allowance trading) and, second, from 1 September 2024, a broadening of the substantive scope of the mechanism for the determination of whether an appeal is allowed to proceed.

This reform follows on from the 2016 reform of judicial architecture which doubled the number of judges at the General Court and is intended to allow, given the structural increase in the number and complexity of the cases brought before the Court of Justice, a gradual rebalancing of the workload between the two courts. It also offers the Court of Justice the opportunity to give greater attention to its mandate as the European Union's constitutional and supreme court, while enshrining the General Court's crucial role in, inter alia, European economic and tax litigation.

Following the adoption of Regulation (EU, Euratom) 2024/2019 of the European Parliament and of the Council of 11 April 2024 amending Protocol No 3 on the Statute of the Court of Justice of the European Union, the Rules of Procedure of the Court of Justice and of the General Court were amended. Moreover, the Court of Justice adopted a new version of the practice directions to parties relating to the cases brought before it, and the General Court adopted a new version of the practice rules implementing its Rules of Procedure. Those new rules entered into force on 1 September 2024. New decisions relating to the lodging and notification of procedural documents by means of the e-Curia application were also adopted by the two courts and the Recommendations to national courts and tribunals in relation to the initiation of preliminary ruling proceedings were also updated.

For reasons of legal certainty and expedition, it was important that it not be the referring courts or tribunals themselves that decide the question as to which court has jurisdiction to hear and determine a request for a preliminary ruling. This is why the provisions resulting from the reform lay down that all requests for a preliminary ruling are to continue to be brought before the Court of Justice, which is to carry out a preliminary analysis of their subject matter. Once that analysis has been carried out, the requests relating exclusively to one or more of the specific areas referred to above are to be transferred to the General Court.

Last, the General Court created a Chamber specialising in preliminary rulings and appointed the judges who will sit in that chamber and the judges called upon to carry out the duties of Advocates General in dealing with requests for a preliminary ruling.

Regarding the composition of the two courts, 2024 was marked by a broad partial renewal of the composition of the Court of Justice. The mandates of six judges and one Advocate General were renewed, and six new judges and three Advocates General were appointed to the Court of Justice (including five judges at the General Court, who thus became Members of the Court of Justice).



Two new judges were appointed to the General Court. Nevertheless, it must be noted that, as of 31 December 2024, two posts of judges at the Court of Justice were vacant, pending a proposal for appointment by the Member States concerned.

Statistically, the figures show sustained judicial activities. In 2024, 1 706 cases were brought before the two courts (2 092 in 2023, or 1 689 if a series of 404 joined cases, identical in subject matter and lodged in October 2023 before the General Court, are regarded as a single case), while the Court of Justice and the General Court closed 1 785 cases in total, which is much higher than the average in recent years (1671 cases per year between 2019 and 2023). As of 31 December 2024, 2 508 cases were pending, the series of 404 joined cases being regarded as a single case (or 2 911, if all 404 cases are counted).

For the Court of Justice, the overall average duration of proceedings, all types of cases being considered, was 17.7 months in 2024 (16.1 in 2023). The average duration of proceedings before the General Court for 2024 was 18.5 months (18.2 in 2023).

The statistics concerning the judicial activity of the two courts, preceded by a brief overview highlighting the main trends that emerge from a reading of those statistics, are published and available to the public in all official EU languages on the [website of the Institution](#).



### III. Main developments and results concerning administrative activity in 2024

In 2024, the services and registries of the two courts continued to work towards achieving their respective objectives, which are grouped schematically around five management areas, as follows:

1. contribute to the proper functioning of the courts, ensuring at all times that the support provided to the courts is of high quality and speed, and appropriate;
2. improve performance through digitalisation and emerging technologies;
3. facilitate access to information and opening the Court to the public;
4. manage multilingualism effectively, defending and promoting multilingualism;
5. ensure proactive human resources management.

The following sections set out the Court's results in 2024 in respect of each of these management areas.

The sixth and last chapter groups together the Court's policies and actions aimed at ensuring compliance of activity with the applicable regulations and monitoring of best practices.

#### 1. Contribution to the proper functioning of the Courts

##### a. Support measures for the entry into force of the reform of the Statute of the Court of Justice

The entry into force of the reform relating to the partial transfer of jurisdiction for preliminary rulings to the General Court involved many persons within the Institution, as it required substantial amendments to be made to texts relating to procedure and their translation in all official languages, adaptations to be made to the internal organisation of the two courts and services, workflows and arrangements for assisting the cabinets, and significant IT developments such as the creation of an application to support the work of the 'one-stop shop' responsible for examining whether a case must be transferred to the General Court.

In so far as it follows from the legislative reform referred to above that all requests for a preliminary ruling must be lodged before the Court of Justice, so that it may determine rapidly whether the request in question must be transmitted to the General Court or registered by the Court of Justice, it was important to set up a mechanism to collect and include, within a single application, all the data and documents necessary to take a decision relating to the competent court. For every request for a preliminary ruling liable to be transmitted to the General Court, the Registry of the Court of Justice creates a file in the 'one-stop shop' application, to which all relevant information is added, until a decision is taken by the President of the Court of Justice or, as the case may be, the general meeting of the Court of Justice. Once the decision has been taken, the case is entered formally in the register of the Court of Justice or the General Court and handled by the competent court.



The reform also required the involvement of the registries and services of the Institution to support the General Court in its preparations, which allowed it to receive its first preliminary ruling case on 17 October 2024. That support was expressed in many ways, such as training, knowledge-sharing and feedback, the preparation of specific documents and job-shadowing.

## **b. Continuation of the Integrated Case Management System (SIGA) programme**

In 2024, in accordance with the Institution's digital transformation strategy, the SIGA programme remained a priority.

The objective pursued is the set-up of an integrated case management system. Via the renewal of the IT technology and architecture used in the context of judicial activity, the system aims to provide added value to facilitate a cross-cutting approach to the flows intrinsic to judicial activity, thus making greater optimisation of the various stages of case management possible.

In 2024, the SIGA programme reached an important milestone, deploying a modern technical architecture, which gives a solid foundation, reusable for and by other systems, to the entire system. That infrastructure includes, inter alia, the reference data management system, service-oriented architecture and the central identity and access management solution. Those essential components now ensure that the Institution complies with the new cybersecurity, interoperability and artificial intelligence legislation, while offering immediate benefits for the organisation via better orchestration of judicial data.

## **c. Use of e-Curia**

Since its launch in November 2011, the e-Curia application has been used to lodge and notify procedural documents electronically. This application is common to the two courts making up the Institution. It allows for the paperless lodging of procedural documents by the parties' representatives and system of notification to them by the Registries of the Court of Justice and the General Court. This paperless approach brings both environmental and economic gains, such as a reduction in postal costs (which were reduced by approximately 86% during the period from 2011 to 2024) and in paper consumption. Moreover, it speeds up the processing of procedural documents transiting through this application and improves management quality through a harmonised and secure process.

At the General Court, the use of the e-Curia application has been mandatory in direct actions since 1 December 2018. To ensure compliance with the principle of access to courts, the applicable legislation provides, however, for certain exceptions where the use of the e-Curia application proves technically impossible or where legal aid is sought by an applicant not represented by a lawyer. In 2024, 96% of documents before the General Court were lodged via the e-Curia application (94% in 2023).

At the Court of Justice, e-Curia is also the primary method of exchanging procedural documents with the parties, since in 2024, documents lodged via e-Curia accounted for 91% of procedural documents lodged with the Court, an increase of 2% compared with the previous year (89% in 2023) and 12% compared with 2020 (79%). While strongly encouraged, the use of this application is not mandatory at the Court of Justice, given the varied nature of the litigation brought before it.

However, the ongoing promotion of the application by the Court of Justice is reflected in the very significant increase in the number of accounts (11 692 accounts opened as of 31 December 2024), accounts opened by national courts in particular (566 accounts at the end of 2024, compared to 451 accounts at the end of 2023 and 337 accounts at the end of 2022).

Moreover, since July 2024, notification of procedural documents between the two registries is also carried out via the e-Curia application.

New decisions relating to the lodging and notification of procedural documents via the e-Curia application were also adopted by the two courts. In addition to the changes connected to the partial transfer of jurisdiction for preliminary rulings to the General Court, the opportunity was taken to clarify the various types of 'accounts' and to simplify the procedure for opening an account, in particular as regards the specific procedure applicable to the General Court.

The terms of use of the application before the two courts were also amended in September 2024.

#### **d. Modernisation of access to the works of the library of the Court**

After an increase in digitalisation, broadening and diversifying the offer of EU law resources, and the strengthening of cooperation with other libraries, the services for the physical library were extended in 2024. The Court library acquired a new 'self-service' lending system based on RFID technology. The service makes it possible to access the library's physical works to all of the Institution's collaborators at any time during building opening hours, thus giving users, staff involved in judicial activity in particular, greater flexibility, while lightening the workload of the library service responsible for lending out works.

#### **e. Meeting of Judges**

The Institution pursued its objective of opening up, to European citizens or national judges, by three new initiatives in 2024.

Regarding national judges, the Court put a particular emphasis on its dialogue with the courts of the Member States. A special meeting of judges, which included a colloquium to celebrate the 20 year anniversary of the 2004 adhesions, was organised in May 2024.

That event, broadcast live and in its entirety on the Curia website, took place from 1 to 3 May 2024 with the presidents of the supreme courts and constitutional courts of all the Member States, former Members that are nationals of the Member States concerned, principal agents of Member States, and high-profile diplomatic and political figures. It highlighted the mutual benefits of the enlargement, which was unprecedented in size and contribution in terms of legal and cultural diversity.

#### **f. Judicial Network of the European Union (RJUE)**

The Network was created in March 2017 on the 60<sup>th</sup> anniversary of the signature of the Treaties of Rome and brings together the constitutional and supreme courts of the Member States and of four third countries, as well as the European Court of Human Rights and four European networks as observers.

Closer links between the courts and tribunals which are members of the RJUE facilitate close cooperation in areas as diverse as judicial monitoring, legal research, multilingual terminology and emerging technologies. It creates new opportunities for synergies and for sharing good practices and experiences.

In 2024, the RJUE developed its activities further as, for the first time, the annual meeting of correspondents, which took place on 21 and 22 November 2024, was hosted by a member court.

The sixth meeting was thus organised, with the support of the Court, by the Council of State of Belgium, creating the possibility of holding decentralised meetings that gives member courts and tribunals a central role. The next meeting will, accordingly, be organised in Portugal in November 2025.

As for the 2024 edition, 59 correspondents, representing 46 member courts and 5 observers, participated in discussions relating to future cooperation within the RJUE and the application by national courts of the principle that national law must be interpreted in conformity with EU law

In addition, the various thematic groups have continued their activities and meet at regular intervals. Several comparative law products have been developed in that context. Moreover, the RJUE members expressed interest in strengthening cooperation between the Court and European supreme and constitutional courts in the field of artificial intelligence.

More specifically, in 2024, a new communication system was set up, including three offerings. In addition to the quarterly newsletter (News@RJUE), which focuses on the activities of RJUE and its members, publication began of a weekly bulletin to draw the correspondents' attention to particularly important judgments of the Court and a monthly bulletin setting out, at the end of each month, the judgments, Opinions and hearings of the Grand Chamber for the following month. Next, the 'Forum des juridictions', a forum in which the member courts can ask questions relating to legal research, received its first requests.

## **g. Strengthening cooperation between the Court and the European Judicial Training Network (EJTN)**

Since its creation just over 20 years ago, the European Judicial Training Network (EJTN) has contributed to strengthening mutual trust and judicial cooperation and dialogue, and has contributed to the integration of the European judicial area by promoting knowledge of the legal systems of the Member States and of EU law.

The network is thus particularly important to the Court, which has established a long-standing partnership with that network, the main event of which is the presence, each year, of national judges for 6-month or 12-month traineeships in the chambers of the Court of Justice and the General Court, as well as in the Research and Documentation Directorate. These traineeships allow direct and daily contact with different legal cultures and traditions, both national and European, to their greatest mutual benefit and enrichment.

In 2024, cooperation with the EJTN continued and developed via, inter alia, the creation of a working group to strengthen collaboration on Court visits, traineeships for national judges and sharing information on training programmes provided by EJTN partners.

Last, it is useful to specify that 2024 saw closer ties between the RJUE and the EJTN, in the context of which the Court contributes not only to promoting training initiatives adopted by the EJTN, but also to developing the training programmes themselves. The many synergies resulting from that cooperation are all opportunities to disseminate EU law and for exchanges between the Court and national courts.

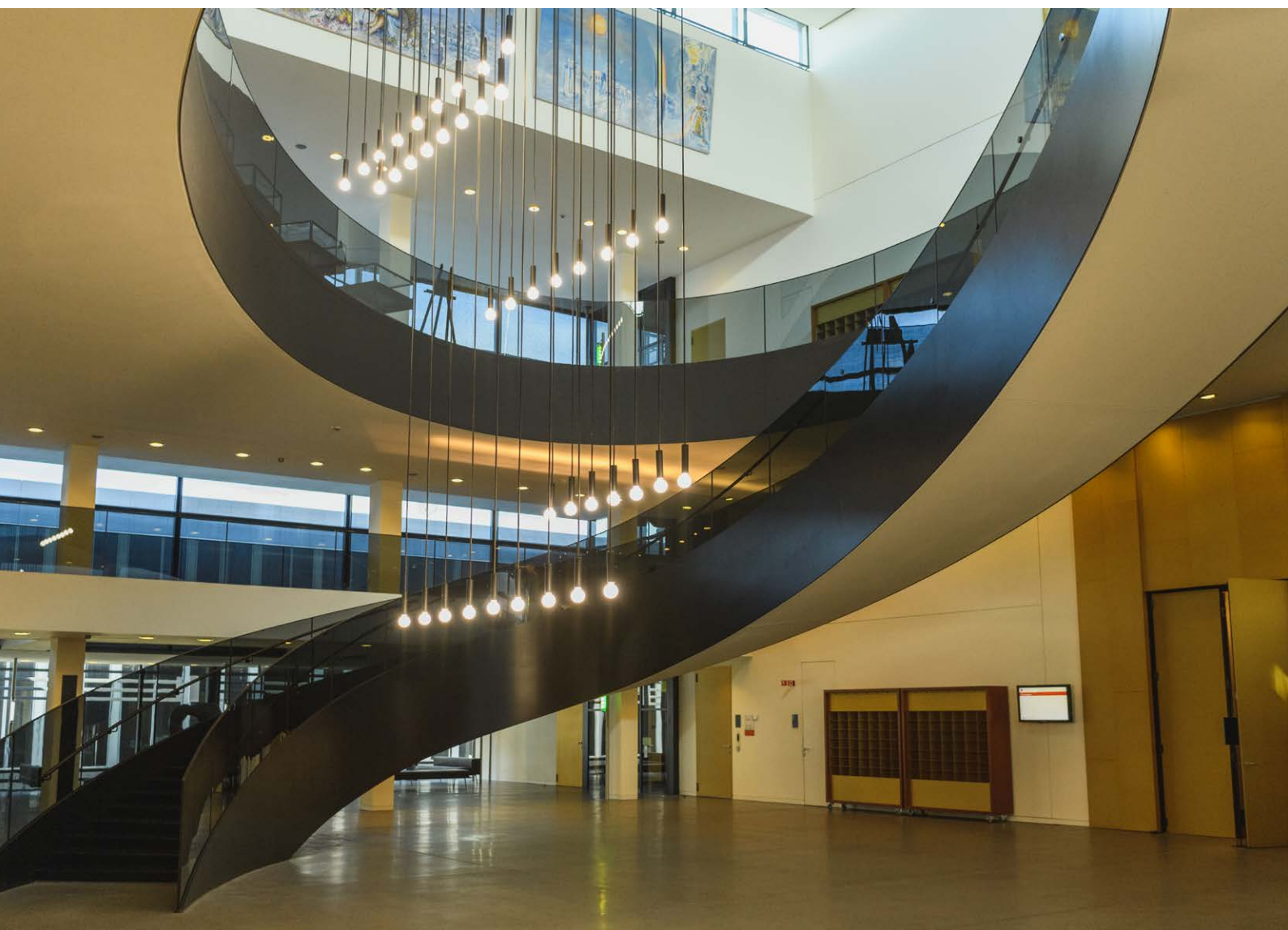
## 2. Digitalisation and emerging technologies for increased performance

### a. Artificial intelligence (AI) and emerging technologies

The Court began at a very early stage to monitor developments in the field of artificial intelligence (AI) and to identify technologies that could increase the efficiency of its functioning.

As part of its digitalisation journey, the Court aims to rely on capabilities of AI in a responsible, fair, traceable and reliable manner. The institution adopted, in June 2023, a strategy for the integration of tools based on artificial intelligence in its functioning ([cjeu\\_ai\\_strategy.pdf \(europa.eu\)](#)) and set up a governing body (AI Management Board) tasked with reflecting on the principles, ethical aspects and rules to guide the use of AI tools.

The work carried out is fully aligned with the Court's AI strategy, based on the fundamental principles set out in that strategy document: fairness, impartiality and non-discrimination, transparency, traceability, respect for privacy and data protection, human oversight and continuous improvement. In all cases, AI-assisted tasks will be placed under rigorous, constant human oversight, as the objective is to improve service efficiency and quality while complying with the fundamental principles that guide the adoption and use of those technologies within the Institution.



Pursuant to Regulation 2024/1689 on artificial intelligence, in force since mid-2024, in particular Article 4 relating to AI literacy, the Institution has made significant efforts to ensure that its staff has received training that is as comprehensive as possible, offering a series of training sessions developed in-house. Accordingly, an AI learning month was launched in 2024 as part of a campaign to raise awareness and offer training in this field; the campaign was intended to present both the opportunities and the challenges connected to the use of this technology.

The Court's Innovation Lab, which has been monitoring closely the avenues offered by emerging technologies and AI, continued working together with the services according to their needs and areas of interest.

In 2024, several technological solutions, which may have a significant impact on the functioning of the services in which those solutions will be implemented, were achieved.

Two projects have been completed and their production has begun. The first is software for the automatic transcription of hearing recordings ('Speech-to-Text') and, second, a first step in automation based on RPA (Robotic Process Automation).

Under supervision by the AI Management Board, for ethical issues, the Innovation Lab has also been tasked with assessing whether 'AI assistants' may be used, and to roll them out internally in order to preserve information safety, confidentiality and technological tool literacy. The goal of this project is to create a suite of intelligent tools (Curia AI Brain), adapted to the Institution's judicial and administrative needs, relying on large language models (LLMs). The results of the pilot project will guide next steps, in so far as they will provide key answers regarding the feasibility of the project, the usefulness and relevance of the results and, as a result, the cost/benefit ratio of further developing this work and whether it is appropriate to redirect it.

Moreover, collaboration between the Innovation Lab and the Publications Office produced the first dataset for publication in the interinstitutional 'Open Data' portal managed by the Publications Office (data.europa.eu). This approach forms part of the policy relating to open data and re-use of public sector information. It is intended, more specifically, to provide information to the outside public in a format that is easily usable by individuals and by software, such as AI engines.

## **b. Automated and paperless procedures**

In addition to the work in progress on setting up an Integrated Case Management System (SIGA) and the e-Curia and one-stop shop applications referred to above, the following projects can be mentioned:

### **i. Information and documentation**

- **Document Management System:** the project to modernise administrative document management continued in 2024 with the use, by all administrative services, of the HAN/ARES application. A team managing this tool continues to support users in order to enable them to derive the greatest benefit from the tool to organise and optimise working methods.
- **Electronic signature:** the digital signature tool (EU SIGN) is used by all of the Institution's services and for the General Court's judgments, orders and minutes of hearings. In 2024, the General Court expressed an intention to have that system extended to the future Opinions of its Advocates General.



- **Library conversion:** regarding modernisation of access to works, the library's navigation tool has changed. The digital library has migrated to the new Curius (search tool). This tool for navigating the library has become the single access point for bibliographical resources, with more easily identifiable results, more advanced search functionalities and the integration of blogs into the search options.

Last, continuing its policy of electronic resource acquisition (electronic databases, books and periodicals), the Library maintained in 2024 all its existing subscriptions to legal databases and even subscribed to new databases, for a total of 138, while extending the range of accessible content in several existing databases. In addition, it subscribed to new online resources and was able to provide access to 3 100 new electronic works. It now has 16 791 electronic publications.

- **Neural translation:** the developments in this area are detailed in point 4 of this report, on results in the field of multilingualism management.

## ii. Human resources

The paperless approach in administrative procedures and the simplification and digitalisation of workflows continued in 2024, drawing on the experiences gained and adapting to the latest developments. Efficiency gains have been made and continue to be identified through increased use of modules of the interinstitutional application for staff management (SYSPER).

Regarding workforce management, the specific module allowing reliable and more detailed monitoring of resource distribution within the Institution, and direct generation of statistics and reports, was implemented fully in 2024. In addition, a new module for lodging certain requests electronically was opened in the application for Court staff.

Moreover, the Court continued to work towards process optimisation by increasing the amount of files managed in a paperless manner. Preparatory work was also carried out for digitalisation via the document management system HAN/ARES of certain procedures for processing rights, with a view to a 2025 roll-out.

Last, as regards training, several measures contributed to resource optimisation: adoption of the QlikSense tool, an advanced statistics tool; collection and analysis of participant feedback on various training programmes; analysis of participation rates per type of training and detailed views of statistics to facilitate analyses thereof.

## iii. Financial management

The percentage of invoices received electronically increased significantly in 2024, reaching 88%, up from 81% in 2023. The Court continues to favour e-invoicing and the positive trend observed in recent years continues, which has seen the number of invoices received electronically jump from 14% in 2015 to 88% in 2024.

### **c. Strengthening the stability, availability and security of IT systems**

2024 was a year in which the stability and continuity of the infrastructure and IT services provided was maintained. The availability rate of applications and services was 99%. All cyberattacks, with no exceptions, were countered. The multimedia services delivered 99% of the hearings without incident. In the light of the above, the overall user satisfaction level is very high. IT support met user expectations in 98% of cases.

In terms of IT security, 2024 saw changes in the relevant roadmap for new rules to attain a high common level of cybersecurity in the institutions and other EU bodies. In particular, the Court assessed the impact of the implementation of the cybersecurity regulation on its work, defined the roles of the competent governance stakeholders and implemented a global plan to ensure that the Court's action is fully compliant with the requirements in the regulation, within the time limits provided for. Projects to strengthen cybersecurity are ongoing, as are audits and vulnerability tests to verify and confirm the security level achieved. In addition to actions taken to update and modernise security infrastructure, awareness-raising campaigns were carried out in 2024. During 'cybersecurity month', training sessions and 'challenges' were offered to staff in order to allow them to acquire valuable skills to manage cybersecurity risks. New online courses to strengthen cybersecurity awareness were also made available.

The greater part of the Court's IT applications and services are hosted in the main data centre. An emergency data centre is in place on a remote site to take over in the event of a serious event and to ensure high availability of IT services. Switchover tests between the two data centres are run regularly to confirm that the operational procedures and applications are functioning properly.







### 3. Access to information and opening of the Court to the public

#### a. Making information on the Institution's activities available to the general public

The Court ensures wide visibility of its judicial and institutional activities to create closer ties with the general public and legal professionals, by publishing a large amount of information online. Following an approach which allows the information to be adapted to various categories of interested persons, the Court publishes an Annual Report composed of the following publications available on its website ([CURIA – Annual Report](#)):

- The Year in Review, summarising the results of the Court's administrative and judicial activities in an approachable way, including 'Focus' sections on key cases. That publication, addressed to all EU citizens, is intended to set out the Courts' activities with a view to education, transparency and better visibility of those activities for the general public;
- the 'Selection of major judgments', which aims to make the case-law of the European Union Courts more visible and accessible. It is a compilation of résumés of the main decisions of the Court of Justice and the General Court, highlighting, for legal professionals, the main developments in the case-law;
- the Statistics concerning the judicial activity of the Court of Justice and the General Court with a preface, for each court, highlighting the main trends that emerge from the analysis of the data; and, last,
- this Management report (annual activity report of the authorising officer by delegation, in accordance with Article 74(9) of the regulation).

The Year in review is available in 24 language versions, in three formats (paper, pdf and html). The Selection of major judgments is available in 24 language versions, in pdf format. The Statistics concerning judicial activity are available in 24 language versions, in two formats (pdf and paper). This Management report is available in two language versions, in pdf format.

#### b. Broadcasting of judgments and hearings

In order to facilitate public access to its judicial activity, the Court of Justice has offered, since 2022, a streaming system for hearings, which contributes to bringing the Court closer to citizens by making its hearings accessible to as many people as possible.

With this system, the delivery of judgments of the Court of Justice and reading of Opinions of the Advocates General are now broadcast live on the Court's website.

As regards hearings, the cases assigned to the Court sitting as a full court, the Grand Chamber or as a chamber of five Judges, where this is justified by the importance of the case are, in principle, also broadcast, but slightly later, in order not to disrupt the proper conduct of the proceedings.

Broadcasts are designed to enable anyone wishing to do so to follow hearings under the same conditions as if they were physically present in Luxembourg, in the hearing room, through simultaneous interpretation of the hearing in the languages necessary for the proper conduct of the hearing.

In 2024, changes to that system mean that the video recording of hearings now remains available on the Court's website for one month after the hearing, for greater ease of consultation.

In total, 36 hearings of the Court of Justice were streamed in 2024. Each broadcast also contains an audiovisual briefing, setting out the case.

Moreover, in the context of the amendment of the Statute of the Court of Justice of the European Union referred to above, the Rules of Procedure of the Court of Justice and of the General Court now contain provisions consolidating that practice.

### **c. Strengthening the transparency of judicial activity**

Several significant steps were made in 2024 to allow greater access to information, while ensuring absolute compliance with the confidentiality required by the handling of cases and the secrecy of judicial deliberations.

First, following the adoption of Regulation (EU, Euratom) 2024/2019 of the European Parliament and of the Council of 11 April 2024 amending Protocol No 3 on the Statute of the Court of Justice of the European Union, written observations lodged by the interested persons referred to in Article 23 of the Statute in preliminary ruling cases are now published on the Curia website, unless those persons object, three months after the case has been closed. This change, proposed in the context of the reform of the Statute referred to above, the implementation of which was carried out by an interservices working group, is the final step in the transparency project begun with the publication of requests for a preliminary ruling in July 2018. All interested persons are now able to consult the entire body of documents relating to requests for preliminary rulings.

Second, the institution has strengthened its provisions on broadcasting hearings and deliveries, since that possibility is now enshrined in the Rules of Procedure of the Court of Justice and of the General Court. Recordings of the hearings of the Court of Justice will now remain accessible for one month after the date of the hearing, allowing any interested person and, more specifically, the court having made the order for reference itself, the possibility of accessing that recording at its convenience during that period.

### **d. Redesign of the Court's website (CURIA)**

The Court's website ([site CURIA](#)) is the showcase of the Institution and a central access platform for information on its activities.

In the context of its intention to improve access to the Court by the public and bringing the Court closer to citizens and legal professionals, the Court launched, in 2024, a project to redesign its website.

That project, which entails a comprehensive revision of the website, including its design, architecture and information available to the public, is intended, inter alia, to:

- respond to the distinct needs of its various target audiences;
- bring the Court closer to citizens by using clear and simple language;
- offer educational and inclusive content to inform readers about the Court's activities and to highlight the Court's underlying principles and values;
- improve the accessibility of the available content;
- improve the performance of the available search engines.



## e. Communication activities with the general public

With regard to publications or other actions, the following actions should be mentioned:

- the release on the Court's YouTube channel of a new multimedia animation relating to the distribution of competences between the Court of Justice and the General Court;
- the launch of a website on multilingualism (see Section III.4.a);
- the creation and set-up of an exhibition on the history of the Institution in one of the entrance pavilions of the Court's buildings. It informs visitors and Court collaborators on its history through text, photographs and emblematic objects;
- preparation for the filming of a promotional video for the creation of a short film with other institutions present in Luxembourg, setting out the advantages of working there. This action forms part of the interinstitutional project to improve the attractiveness of Luxembourg as a place of employment (see Section V);
- the publication in 2024, in paper format and online on the CURIA website of the conference proceedings of [EUnited in Diversity II: The Rule of Law and Constitutional Diversity](#) held in the Hague, Netherlands, on 31 August and 1 September 2023;
- the organisation of an exhibition on languages, composed of the screening of a video on multilingualism and a collection of pictures of high-profile figures who, in each of the 27 Member States of the European Union, participated in the dissemination of the language and culture of their country of origin. The exhibition echoed the exhibition 'Babel heureuse?' (Happy Babel?) held at the Lëtzebuerg City Museum, celebrating linguistic diversity, the phenomenon of polyglossia and the art of translation.

Furthermore, the Court continued to develop the use of social networks for communication purposes.

At the end of 2024, the Court's LinkedIn account had 297 346 subscribers (234 810 subscribers at the end of 2023), an increase of 26%. The average engagement rate on LinkedIn is 6.6%, with peaks exceeding 12% for some messages posted on this social media platform. On X (formerly Twitter), the number of followers on the two accounts of the Institution (in French and English) reached 163 000 (159 000 in 2023). This is an increase of 2%, and the average engagement rate is 1.8% for most tweets, with peaks exceeding 4% for tweets on several particularly high-profile cases in 2024.

The Institution's YouTube channel had 600 000 views in 2024 (compared with 253 302 views in 2023). A large proportion of these views (462 000) were acquired due, in particular, to a promotional campaign, which also increased significantly the number of YouTube subscribers, thus from 21 000 to 90 000.

The Court also uses the open source social media Mastodon, on which it now has more than 4 500 followers.

To optimise the resources used in this area, the posts published on all of these platforms are managed via an IT solution which makes it possible to publish on several platforms at the same time.

## **f. Communication with the media**

During the year, the Court issued 206 press releases, at the same level as 2023 (210). Weekly information on the Institution's activities was also sent to journalists (610 weekly or twice-monthly newsletters and 516 Quick Info letters), reflecting ongoing relations with the media and the importance which the Court attaches to these key channels for supporting the dissemination of case-law.

In 2024, 6 meetings were held with the press. A total of 82 journalists from 8 Member States attended these meetings on the Court's judicial activity.

## **g. Open Day**

On 19 October 2024, the Court, as is its usual practice, opened its doors to citizens in order to give them the opportunity to familiarise themselves with its activities and premises. 2 493 people (compared with 2 095 in May 2023, an increase of 19%) passed through the doors of the Court to follow an explanatory itinerary or participate in detailed guided tours given in several languages. Groups of 10 to 15 persons were told how cases progress, from the lodging of an application to the delivery of a judgment, and they learnt about the composition, functioning and main tasks of the Court. A Q&A session involving approximately 300 visitors was held in the Main Courtroom of the *Palais* by the President of the Court of Justice. Visitors could also discover the various services that allow the Court to operate.

## **h. Audiovisual communication channel: Curia Web TV**

Curia Web TV, a dynamic and modern tool for disseminating information, consolidated its presence within the Institution. Regular issues of the Journal and selected videos present all staff with news from the services and lift the curtain on the Institution's major events and the implementation of various projects. A special section highlights the judicial activities of the two courts, also serving as a platform for disseminating information on recent case-law.

Curia Web TV programmes began airing in 2022 and 12 editions of the Journal were broadcast in 2024.

In parallel with that scheduling, preparatory work was done for the second phase of this project, namely broadcasting to the public, with a particular focus on accessibility of information, particularly for persons with a disability.

Opening this channel outside the Institution will contribute to greater transparency for European citizens, including young people, by offering information on the Court's institutional and judicial activity in a dynamic and modern way. The Institution thus intends to draw the attention of the general public more and to make it possible for citizens to have a better view of the positive consequences of case-law on their everyday lives.

## **i. Institutional activities for visitors and the virtual visitors programme**

Institutional activities for visitors make it possible to reach a wide public and thus ensure that the public in general and legal professionals are better informed about, in particular, the mission and competences of the Court of Justice and the General Court.

As a result, in 2024, the Court received 16 319 visitors, divided into 601 groups (16 819 people, divided into 625 groups in 2023).

In this context, it is important to highlight the role of seminars, directed mainly at groups of judges; they are a preferred tool for the dissemination and understanding of EU law for national courts and legal professionals. During the year, a total of 115 'seminar' days were organised for 2 952 participants.

Seminars at the Court of Justice are organised for judges or other legal professionals from Member States, candidate States and third countries. Some of those seminars are annual.

In addition to habitual seminars, collaboration with the EPPO continued in 2024 to train European Prosecutors and Delegated Prosecutors on the preliminary ruling mechanism. The Court organised a visit for Latvian prosecutors.

It is important to mention the collaboration with the European Judicial Training Network (EJTN) in the context of training courses offered to European networks. In 2024, 6 1.5 day seminars were organised, attended by 221 judges.

The collaboration between the Court and the Academy of European Law (ERA) continued. In 2024, 17 ERA visits were organised jointly, including attendance at a public hearing and a general presentation.

7% of the public (1 147 people) took part in virtual visits. These visits were advertised on the webpages of the Court's website. All parts of a traditional visit can, with no exceptions, be offered in this format.

In 2024, the remote educational programme for high school students from Member States (15-18 years old) changed to make it more flexible to organise, while fully meeting the needs of the intended audience (date and length of the visit, specific interest).

The content of the visits was reviewed and includes interactive elements, lasting for a maximum of two hours. The programme is now fully customisable and the choice of elements include multilingualism and professions at Court, which are of great interest to younger audiences. Court interveners include Members of the Court of Justice and the General Court and staff members of the Institution. A specific team has been handling this type of activity since early 2024. In 2024, 6 remote visits were organised for 318 participants in the following languages: Greek, French, Czech, German, Spanish and Latvian.

## **j. Dissemination of case-law**

In 2024, the Court published 62 097 documents in the European Court Reports for a total of 542 740 pages (compared with 34 635 documents for 376 863 pages in 2023).

Published on a monthly basis, the monthly case-law bulletins made it possible in 2024 to present the major recent decisions of the two courts, thus facilitating legal monitoring work, both internally and externally. Given the public interest in the monthly bulletins, in particular from national judges, lawyers, advisers and lawyers, as well as academics, they are also published on the Court's website, during the first half of the month, and on the platform of the Judicial Network of the European Union (RJUE). RJUE members receive a copy of each new publication.

In addition, given the general public's high level of interest in thematic case-law sheets, new thematic sheets were circulated in 2024.

In order to meet the need for more targeted research in certain fields, new thematic case-law bulletins were drawn up. Those bulletins consist in extracted case-law analysis data contained in the Digest of case-law and relating to specific fields. They are available electronically and set out keyword chains and summaries or résumés of judgments and orders.

Lastly, the General Court revised its policy for the online release of decisions published as ‘information’ in the Court Reports, so that the full text of those decisions is available on the Court’s website and EUR-Lex.

## **k. Institutional visits to Member States**

As part of its efforts to strengthen exchanges with the courts of the Member States, various Court delegations from the courts and from administrative services travelled to EU Member States, to discuss several aspects of the Court’s role and functioning.

In the context of judicial cooperation within the RJUE, Court representatives travelled to Lisbon to the Tribunal Constitucional (Constitutional Court), do Supremo Tribunal de Justiça (Supreme Court) et du Supremo Tribunal Administrativo (Supreme Administrative Court). During this mission, dedicated to the topic of references for a preliminary ruling, several Members of those courts attended training sessions offered by the Court on procedural matters relating to references for a preliminary ruling, searches on the CURIA and RJUE websites and linguistic matters to take into account when drafting requests for a preliminary ruling.

A second delegation travelled to Bulgaria to meet, under the auspices of the National Institute of Justice, judges of the Supreme Court of Cassation and civil and criminal courts.

Those initiatives will continue in 2025, as visits to three other Member States are currently being planned.



## **I. Colloquium on the 20 year anniversary of the 2004 major enlargement**

1 May 2024 was the anniversary of the adhesion of 10 States to the European Union: the Czech Republic, Estonia, Cyprus, Latvia, Lithuania, Hungary, Malta, Poland, Slovenia and Slovakia. To commemorate this historical event, the Court organised, on its premises, a colloquium with the participation of high-profile legal, political and diplomatic figures.

The colloquium, which took place on 3 May 2024, was structured around three working sessions. The first session centred on the history of the broadest enlargement ever of the European Union. The second working session concerned the contribution of the 2004 enlargement to the development of the European Union as a 'Union of values' – common values, enshrined in Article 2 of the Treaty on European Union, that define the identity of the European Union as a common legal order. The third session focused on the economic regulation of the European Union, with the objective of exploring how, in the last 20 years, EU law has ensured, under review by the courts of the European Union, the consistency and convergence of national economies of the new EU Member States.

The event was broadcast live and in its entirety on the Court's website.



## 4. Effective management of multilingualism

### a. Multilingualism action plan

Building on the actions taken in 2023, the action programme to promote multilingualism continued in 2024. The aim of this approach is, essentially, to raise a broad awareness of the public and stakeholders of the importance of legal multilingualism, as practised at the Court, while at the same time working to attract new talent in order to ensure the preservation of multilingualism in the future, which guarantees citizens equal access to European justice and case-law.

In that context, in 2024, a website on multilingualism was completed and opened to the general public. Via this website, the Court's aim was to set up an additional communication channel to promote multilingualism in the Member States and to communicate with interested citizens by disseminating information on multilingualism. That website contains, among other things, the text in three volumes published by the Court in 2023. The subject of the text is, specifically, legal multilingualism as practised by the Court, and also contains a mixture of original contributions from 29 leading representatives of the academic, legal, political or literary world of each of the Member States of the European Union. The website and text are available in the 24 official languages of the European Union.

Moreover, in the context of promoting language professions, the first edition of the 'Multilinguisme EU Summer School' was held in 2024; this is a 'summer school' co-organised by the language services of the European institutions in Luxembourg, which opened their doors to 32 law students, European Masters in conference interpreting (EMCI) students and European Master's in Translation (EMT) students. The summer school is a flagship project of the 'Multilingualism' centre for excellence, which also forms part of the projects relating to the attractiveness of Luxembourg (see Section V below).

In addition, a round table on neural translation and language diversity was held at the Court in November. Professors, researchers and members of the senior staff and of the Directorate-General for Multilingualism discussed the implications of translation for the Court, artificial intelligence and neural translation, and handling biases to manage risks connected to the use of artificial intelligence.

### b. Legal translation and interpreting: sustained activity and quality maintenance

In 2024, the workload of the translation service increased by 5.9%; a total of 1 365 464 pages to be translated were recorded. Output pages increased by 8.1% to 1 370 501 pages (1 267 556 in 2023). The stock of pages awaiting translation decreased slightly to a total of 293 112 pages (compared with 296 009 pages at the end of 2023).

It is important to note that, without all the savings measures in place since 2004, the translation workload would have exceeded 2 000 000 pages in 2024. A saving of over 661 000 pages was possible due to measures adopted in the past, namely selected publication of case-law or by extracts, limiting the length of Opinions of the Advocates General, the practice of summaries for requests for a preliminary ruling, etc.

With regard to quality, the investments made in IT, training, terminology and internal quality assurance processes, in particular as part of the methodological approach known as the 'quality strategy', have made it possible to maintain a very high level of the quality of legal translations, despite the complexity of texts, while meeting quantitative needs.

The Legal Translation Service has made it possible to comply overall with the necessary deadlines for the proper conduct of proceedings in all languages and the objectives on disseminating case-law to the public. The objectives of making the language versions of judgments available on the day of delivery, and of making Opinions available on the day of delivery of the judgment, were achieved again in 2024.

As for interpretation, 2024 was marked by the partial renewal of the Court of Justice and new Members of the General Court taking up their duties on 7 October, which entailed workloads remaining relatively high. The number of hearings involving interpretation decreased slightly, by 11.7%, in 2024. However, the need for language coverage remains high and complex, particularly to enable the streaming of cases.

### **c. Optimising the contribution of freelancers**

In 2024, the Court continued to optimise external translation to derive greater benefit from the European Union's multilingual and multicultural nature and the diversity of its legal systems. It works closely in this way with the Member States to develop the pool of external expertise to cope with structural increases in the volumes of translations and language combinations to be covered. Awareness-raising of freelance work continued through video conferences as well as working visits to the Member States, and increasing effort is being put into developing video presentations or training material for the freelance market. 1 489 framework contracts were active at the end of 2024.

Similarly, for interpreting, quality depends primarily on the availability of permanent interpreters at the Institution, who specialise in the work of the courts, and experienced freelance interpreters regularly contracted by the Institution. The Court participates in the joint management of conference interpreters, accredited at interinstitutional level, and is in constant contact with other institutions to ensure the possible take-up of conference interpreter contracts.

In 2024, the Court deployed 381 conference interpreters to cover its needs. They provided a total of 3 462 days, a decrease of 3% compared with 2023 (3 573 days).

### **d. Implementation of neural translation and voice recognition systems**

The Court has the objective of being at the forefront of the use of new technologies, in particular in the linguistic field, in which it has always played a leading role due to its full multilingualism policy. Being fully aware of the transformation potential of those technologies for its services, it ensures that they are adequately prepared to take advantage of the benefits they provide, while at the same time supporting its staff in change management.

It has been involved in the use of translation support tools for many years. It contributes to the financing, and the maintenance and development, in particular, of the Euramis database, which collects and suggests the re-use of sentences or parts of sentences translated in the past, and of the interinstitutional tool eTranslation, the neural translation service of the European Commission. The Court also uses another market neural translation tool and continues to examine other tools which could potentially meet its specific needs.

In 2024, the Court continued the process of general upgrading of procedures and skills for using all the tools available in its translation environment. It is preparing for the changes that the growing contribution of artificial intelligence will bring.

Moreover, an automatic voice recognition tool, which was implemented, inter alia, in the context of recording hearings (see Section III.2.a) could be of interest for interpreter support during hearings.

## 5. Proactive human resource management

### a. Active promotion of the job profiles

The Court is implementing projects to promote the Institution's job profiles among the Member States and to increase its attractiveness as an employer.

In 2024, the Court attended several job fairs and markets for students to attract new talent and to promote its image as an employer attentive to diversity and inclusivity at work.

As part of the interinstitutional work on the attractiveness of the Luxembourg site (see Section V below), the Court has set up a network of 30 Staff Ambassadors, namely members of its staff with diverse nationalities and profiles, whose task is to publicise and promote career opportunities within the European civil service.

In 2024, the Court organised a networking event with Staff Ambassadors and trainees at the institutions. At that event, the trainees had the opportunity to learn valuable information on the Court's functioning and working environment and to speak with staff members, who provided them with information on their job profiles and the activities of their respective services.

Moreover, in the context of that same institutional work, the Court presides over the Legal Hub, which aims to attract to Luxembourg highly qualified legal staff, by way of various targeted actions.

In 2024, the Legal Hub, together with the other centres of excellence, welcomed approximately 200 trainees from various European institutions and agencies situated in Brussels, at three events held at the Court of Auditors and the Parliament in Luxembourg. In that context, trainees learnt about the employment opportunities in the European institutions and organisations in Luxembourg.

Strengthening ties with the University of Luxembourg is part of the Legal Hub's actions. In that context, Master I in European Law students visited the Court in May 2024. They attended a Grand Chamber hearing and discussed legal activities and employment opportunities with various Legal Hub representatives.

The Court also participated actively in 2024 in the Summer School on artificial intelligence.

Work began in late 2024 to organise an EU Legal Summer School in Luxembourg in June 2025. The objective is to attract young legal talent from all over Europe to Luxembourg through an ambitious training programme which combines professional training, social activities and networking opportunities.

### b. Housing assistance for certain categories of staff residing in Luxembourg

As part of the interinstitutional work carried out by CALux on the attractiveness of Luxembourg as a place of recruitment (see Section V below), 2024 saw a major development: following the request made by Institutions established in Luxembourg, the budgetary authority granted, for 2025, the necessary appropriations to allocate – for a four-year period – housing assistance to members of staff on low salaries and residing in the Grand Duchy of Luxembourg. This is a social welfare measure intended to increase the attractiveness of the Luxembourg site, which has high living and housing

costs. In that connection, internal decisions were adopted by each institution based on a common model. The measure, with effect on 1 January 2025, will be rolled out during the second half of 2025, with retroactive effect from 1 January 2025.

### **c. Policy on equal opportunities, diversity and inclusion**

On 31 December 2024, the percentage of women in management positions stood at 48.7%. A comparison of the rates between 2018 and 2024 shows a regular increase in this percentage (48.7% in 2024, 43% in 2023, 40% in 2022 and 37.5% in 2018), which is linked to the many actions taken by the Institution to achieve the balanced representation of men and women in middle and senior management positions.

As regards geographical balance, the Court remains fully committed to ensuring balanced geographical representation of its staff and takes this into account, in strict compliance with the rules laid down in Article 7(1) and the first paragraph of Article 27 of the Staff Regulations, in its recruitment procedures and its search for candidates of the highest standard of ability, efficiency and integrity. The Court makes every effort to encourage applications from citizens whose nationality is underrepresented, such as that undertaken during visits by the Court's delegations to the Member States. The Court also contributes to sharing best practices in this field through interinstitutional discussions on the subject.

A comprehensive initiative to enhance accessibility and inclusion is intended to support, inter alia, the recruitment, integration and fulfilment of colleagues with disabilities and to enable everyone to fully deploy their skills. A person specially appointed for this purpose coordinates this initiative, which involves the participation of all the Institution's services (see also Section III.6.g).

In the field of human resources, the Court, in its vacancy notices and calls for applications, encourages persons with disabilities to apply to the Institution, and takes the necessary steps for them to be able to participate in selection procedures, offering reasonable adjustments to facilitate their participation. It also offers medical and administrative support for staff with disabilities and 'carers', i.e. staff members with a family member with a disability, via the Medical Service, which comprises a social worker and, now, two psychologists. Moreover, awareness-raising, training and information sessions are offered to staff. In December 2024, the Court organised a week of disability awareness-raising together with the Luxembourg Paralympic Committee and parasport associations.

Other actions in 2024 included:

- the Court's parity correspondent participated actively in the work of interinstitutional working groups on diversity and inclusion;
- a new training programme was set up, entitled 'Inclusive integration: strategies for a diverse work environment' to raise staff awareness on subjects relating to equal opportunities, diversity and inclusion ('D&I') and related concerns. This training programme, which also deals with matters relating to unbiased and high-quality staff selection procedures, adds to the existing body of training offers on D&I, including on unconscious bias and the skills necessary for optimal multicultural collaboration;
- new arrivals are made aware systematically of the Court's D&I policy;
- conferences were organised in 2024 for International Women's Rights Day on D&I and domestic violence, and actions were also taken to raise staff awareness, such as the 'D&I calendar challenge', with the publication of articles and information relating to D&I on a monthly basis.



## **d. Improvement of working conditions**

In 2024, efforts continued to better align working conditions with the dual demands of staff well-being and the efficiency and effectiveness of the Institution.

On-site work remains the default, since the Court is an institution whose mandate involves welcoming individuals and citizens. However, since May 2022, its staff have had the possibility of working from home, within the general framework laid down by decision of the Administrative Committee, together with the rules adopted by each service, applicable to their respective staff. As a general rule, under these decisions, staff can work from home two days per week (40% of the working time).

In addition, the Court extended, for 2024, the measure giving staff members the possibility of working for 10 working days outside their place of employment. This measure, introduced for the first time in 2022, has been highly appreciated by staff as well as by heads of services due to the flexibility it offers for periods of duty.

The possibility of working from home also contributes to the steps taken to increase the Court's attractiveness as an employer, by improving work-life balance and thereby consolidating its equal-opportunities arrangements. This increase goes hand in hand with more performance-based management (objectives and results achieved), involving greater staff autonomy and accountability.

The Court continued its well-being initiatives in 2024, with a particular focus on staff health. Staff information levels were increased via awareness-raising campaigns and expert speakers at conferences. Topical days on, specifically, breast cancer, male cancers and menopause were organised in order to offer better support to the Court's staff and raise its awareness.

Prevention of risks to staff health is highly important at the Court. In order to guide the Institution and support staff on this key subject, the Institution employed, in June 2024, two occupational psychologists. They are tasked with supporting the Institution and its staff in various ways (workshops, discussion groups, conferences, 'one-to-one' meetings or group meetings) and on various job-specific topics (including adapting to organisational change, prevention of certain psychosocial risks, difficulty in disconnecting, support on returning to work).

The Court also attended the interinstitutional meetings of the D&I working group. – Psychosocial risks, with the aim of adopting a common approach in this field and to exchange best practices.

The Court, through its Joint Committee on Social Activities (COPAS), continued to organise a wide range of social activities, cultural and sporting activities in particular, for colleagues and their families.

## **e. Staff training on ethics and integrity, harassment, whistleblowing, prevention of conflicts of interest, and sustainability**

In 2024, the Court continued to train its staff, particularly as regards ethics. This training programme, entitled 'Code of Good Conduct – rights and obligations of officials and agents of the Court of Justice of the European Union', is obligatory for new arrivals and highly recommended for staff members in post for several years, particularly following the entry into force of the new 'Code of Conduct of the staff of the Court of Justice of the European Union' on 1 March 2024.

The training programme in question is intended to inform participants of their obligations under the Staff Regulations of Officials and the Conditions of Employment of Other Servants. It covers, inter alia, the prevention of harassment, whistleblowing, the prevention of conflicts of interest and other ethical issues, as well as the related internal procedures.

In 2024, 5 sessions were organised for 115 participants in the context of the welcome programme for new arrivals, while 4 sessions offered to the entire staff resulted in 446 attendees (a total of 561 participants for 9 sessions).

In 2024, a number of financial training courses continued to be organised. 13 training courses were offered, and attended by 131 people. Some of these training courses ('Expenditure cycle' and 'Internal control') are compulsory for new budgetary authorising officers and for any new official or member of staff, in particular for those carrying out financial and budgetary management tasks.

Whistleblowing and managing conflicts of interest were also been included in the content of several financial training courses.

## **6. Compliance of activities with applicable regulations and monitoring of best practices**

### **a. Correct application of standards and good administration**

In 2024, as in previous years, the number of actions against the Institution was very limited, reflecting the attention paid by all its services to compliance with the applicable rules, with the assistance of and advice provided by the Legal Adviser on Administrative Matters.

Regarding the actions served on the Institution, one case was pending as of 1 January 2024 and four new cases were brought in 2024. One of these cases was closed with a favourable outcome for the Institution, while another was closed with an unfavourable outcome. As of 31 December 2024, three cases were pending against the Institution.

As regards the handling of complaints lodged (9 in 2024, plus 1 complaint that was under investigation on 1 January 2024) under Article 90(2) of the Staff Regulations of Officials of the European Union, 7 express decisions were adopted, 1 complaint was withdrawn, and 1 complaint became devoid of purpose. As of 31 December 2024, 1 complaint was under consideration.

As regards cases relating to complaints before the European Ombudsman, no cases were communicated in 2024.

With regard to the protection of personal data, the Data Protection Officer advises the Institution and its services and ensures, in the context of non-judicial activities and independently, that the relevant rules are applied correctly internally. In 2024, he continued to support the services, in particular via the data protection correspondents network, and gave a training session for all staff and specific presentations to three services. All Data Protection Officers of the institutions and the EDPS met at the Court for two days of meetings and sharing best practices in late November 2024.

## **b. Request for access to administrative documents and historical archives**

In 2024, 20 requests for access to administrative documents (all initial applications and no confirmatory applications) and 10 requests to consult historical archive documents relating to 53 files were registered.

In managing the historical archives, the Court works in close collaboration with the Historical Archives of the European Union (HAEU) at the European University Institute in Florence. In 2024, the Institution transferred 225 judicial and administrative files of the General Court relating to the period from 1989 to 1993.

The Court is also represented at the Inter-institutional Archives Group (IIAG).

## **c. Code of Conduct for the Court's staff**

In February 2024, the Administrative Committee adopted a new Staff Code of Conduct, which builds on the ethical principles laid down in the Staff Regulations. This new code, founded on the Institution's core values, aims to be more legible and consistent with the provisions applicable to the Members including changes made since 2017, resulting in a comprehensive set of rules to guide the conduct of the Court's staff.

The Code applies to officials and other staff, but also, *mutatis mutandis*, to seconded national experts and trainee judges hosted under the European Judicial Training Network throughout their secondment or traineeship. Stricter obligations are foreseen for management, which has a particular duty to set an example, and for legal secretaries, owing to the sensitive nature of their tasks and their direct involvement in judicial work.

This broad scope ensures consistency in the rules applicable to all staff, by defining a common set of values and a shared understanding of the ethical principles applicable within a European judicial institution.

In that context, a new training programme has been set up and offered, from autumn 2024, to all the staff of the Institution.

## **d. Interinstitutional Body for Ethical Standards (EU Ethics Body)**

On 15 May 2024, the President of the Court of Justice signed, in the name of the Institution, an agreement establishing an interinstitutional body responsible for the ethical standards applicable to members of the institutions and consulting bodies of the European Union.

This body, commonly referred to as the 'EU Ethics Body', has the task of drawing up, with the support of independent experts, common minimum standards for the conduct of members and to ensure that the internal rules of EU institutions and consulting bodies concerning ethics comply with those common minimum standards.

The Court supported the creation of this entity, the aims of which align fully with its ethos and the case-law of the EU Courts, but remains an observer within the body in order to benefit from future discussions while preserving the independence of justice.

In addition to the Court, seven other EU institutions and consulting bodies have signed this interinstitutional agreement, namely the European Parliament, the Council of the European Union, the European Commission, the European Central Bank (ECB), the European Court of Auditors, the European Economic and Social Committee and the European Committee of the Regions.

## **e. Reflection on optimising the occupancy of premises**

The Court, like all the European institutions, is facing rapid changes, resulting from, inter alia, the limited integration of the working from home regime, the impact of new technologies and the acceleration of paperless working, but also from growing requirements in terms of energy savings, specific constraints relating to the budgetary context or challenges relating to the attractiveness of institutions as employers.

In that context, the services of the Institution continued to reflect on the occupancy of premises in 2024. Pilot projects are planned, which will allow the Institution to define the best guidelines to reconcile the parameters, constraints and objectives regarding the use of its premises in the future.

## **f. Improved environmental performance**

For the ninth consecutive year since the introduction of the EMAS scheme at the Court and the registration of the Institution as an organisation complying with this standard on 15 December 2016, the Institution's environmental statement has been updated and approved by the internal bodies responsible. The statement presents to the public the Court's environmental performance through the commitments made to limit the environmental impact of its activities, the efforts made to that end and the results achieved.

The Environmental Statement for 2024 was validated as part of an external environmental audit, following which the external auditor approved the Court's environmental management system, taking the view that it was 'rather mature' and 'well-supported' by the Institution's hierarchy at its highest level 'with ambitious objectives and the provision of the necessary resources'. The external auditor also highlighted 'the high awareness of staff and external stakeholders'. Finally, he highlighted a large number of good environmental practices adopted by the Court. On the basis of the conclusions of the audit report, the Institution will maintain its EMAS registration.

The Environmental Statement for 2024, based on environmental data for the year 2023,<sup>1</sup> continues to show an overall favourable change in the environmental indicators calculated per full-time equivalent ('FTE') compared with 2015, the reference year of the Court's EMAS system. The most significant indicators are as follows:

- ✓ a reduction in electricity consumption of 28.7% (kWh/FTE);
- ✓ a reduction in heat consumption of 33.5% (kg/FTE);
- ✓ a reduction in water consumption of 20.0% (m<sup>3</sup>/FTE);
- ✓ a reduction in paper consumption (excluding outsourced publications) of 63.0% (kg/FTE);
- ✓ a reduction in office and catering waste of 43.2% (kg/FTE);
- ✓ a reduction in carbon emissions (excluding travel by visitors) of 30.2% (kg CO<sub>2</sub>/FTE).

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1| The figures relate to the year 2023 since the data for 2024 are not available before the end of the first quarter of 2025 and must then be analysed and approved by the responsible internal staff and the external auditor.



In the context of the environmental projects on which the continuous improvement of the Institution's environmental performance is based, mobility plays a key role. Accordingly, in 2024, the Court continued to grant:

- a subsidy to the annual cross-border public transport subscriptions of its staff members to encourage use of public transport (110 recipients)
- a free-of-charge subscription to staff who request it to the self-service bicycle service vel'OH! (approximately 80 new subscriptions).

Car parks open to staff are equipped with 70 charging points for electric vehicles.

These initiatives contribute to the achievement of one of the objectives of the Court's EMAS programme, namely the reduction of carbon emissions relating to commutes, which correspond to approximately 23.88% of the Court's current carbon footprint (by FTE, not including visitor travel). The use of combustion-engine cars by staff to commute has fallen from 59.2% in 2015 to 44.7% in 2023, according to the results of the annual survey conducted by the Court.

Although the Grand Duchy of Luxembourg does not yet have a sustainable food label for restaurants, the Court has established criteria for sustainable food in its restaurants and cafeterias. This includes, for example, using more seasonal fruit and vegetables, organic products and products with a lower carbon footprint. A satisfaction survey showed that these measures were well received by users.

Substantive efforts have been made at all levels of the Institution for document workflows to become paperless and reduce paper consumption. This resulted in a significant decrease in the quantity of paper used. Furthermore, the Court systematically purchases lighter (A4) and eco-labelled office paper (75gr/m<sup>2</sup> instead of 80gr/m<sup>2</sup>, in order to reduce the weight of paper consumed).

A personal printer return campaign was also conducted successfully, resulting in a reduction in the number of its devices by 75% at the end of 2024 compared with the number of those printers in use at the beginning of 2023.

In 2024, the Court received final BREEAM certification for the construction of the Rocca Tower, with a score of 'Excellent'. That distinction covers ecological (energy, water, waste, etc.) and sociocultural aspects (health, well-being, sustainable mobility, etc.). The type of BREEAM certification obtained by the Court is valid for an unlimited period.

In the context of an energy-saving policy and having regard to the cost/benefit ratio of the measures envisaged, the temperature of the buildings has been set at 20 °C during the winter period, while leaving users the option of increasing or reducing that temperature locally by 1 °C. In the summer, the temperature of the buildings has been set at 24 °C rather than 23 °C; temperature regulation is set by default to 'reduced' mode. Finally, the level of lighting in common areas has been reduced.

The Court's environmental objectives include the increased use of the energy management system, purchased in 2022, as well as an update to the energy efficiency policy in accordance with the principles of international standard ISO 50001. Roll-out of this IT system for energy management to all buildings, including the eldest buildings, is ongoing and will be completed in 2025.

## **g. Accessibility policy for persons with disabilities**

Improving accessibility for persons with disabilities is a priority for the Court. Using recommendations issued by the Court's internal auditor during a specific audit, the Court launched, from 2022, a major inter-service project to provide a fully inclusive framework for people with disabilities. This project is a reflection of the accessibility and inclusivity culture which has always been part of the Institution, and it aims for that culture to be integrated fully into the daily activities of its services. A person specially appointed for this purpose coordinates this initiative.

A transversal and flexible action plan involves all the services and is composed of measures in the following areas: the recruitment and support of colleagues with disabilities or who care for a person with disabilities ('carers'), awareness-raising, communication and training (See Chapter III.5.c above). The other areas concern the accessibility of the Court's facilities, digital and information accessibility, accessibility in public procurement and interinstitutional cooperation (on that last point, see Section V).

The optimisation of physical access to the Court's facilities for the Institution's staff, lawyers, agents, freelance interpreters and, more broadly, all visitors, remains a priority. The entrances to the buildings have been redesigned and the evacuation procedure has been better adapted for persons with reduced mobility. The Court has begun a long-term project to ensure that the buildings, hearing rooms in particular, comply with changes to national legislation. An analysis is currently being carried out and measures have already been proposed to identify needs and suggest adaptations. In the context of organised visits, adapted itineraries and certain adjustments on request are offered. In 2024, the Court organised, together with an association, a topical visit for adults with cognitive disabilities. Visits and collaborations with other associations active in this field are planned in 2025.

The Institution is also adopting technologies to improve access to hearing rooms and visits for persons with a disability, including persons with a hearing impairment and wheelchair users. The interpretation booths of the hearing rooms are also being equipped with a Braille system to facilitate the work of interpreters with a visual impairment and blind interpreters.

Actions on digital and information accessibility target both internal staff and external users. The Court's internet website is being redesigned. The structure, features and content of other applications are currently being optimised. Accessibility by design is also systematically integrated into any new IT development. The European Court Reports comply with accessibility recommendations. They are published in accordance with the principles of universal accessibility.

The Court's 'AI Strategy' includes the objective of applying AI to improving accessibility for citizens with disabilities through, for example, assistive technologies. A first initiative consists in examining an automatic subtitling system that may benefit persons with hearing, cognitive or visual impairments.

Lastly, the Court's procurement documents contain a clause on the 'Policy for the promotion of equal opportunities'. In 2024, the entry into force of the new financial regulation of the European Union involves new accessibility obligations in the context of public procurement. Those rules require, inter alia, accessibility criteria for persons with disabilities and design for all users to be incorporated. In that connection, a handbook on 'Accessibility in public procurement at the Court' has also been made available to the Institution's services. It presents the applicable legal framework and proposes various strategies to include accessibility elements in technical specifications and/or in the award criteria of a procurement procedure.

## IV. Management of risks associated with the operations of the Court's services

The occurrence of certain risks could impede the proper functioning of the services, or even prevent completion of the tasks assigned to them.

To address this, the Court has crisis continuity plans, which it regularly updates, for all its services. These continuity plans are regularly assessed in the context of internal discussions, in particular at the level of operational cells in all services of the Court.

In addition, a coordinated risk analysis exercise is carried out every year by all the services. The results of the 2024 exercise led to the conclusion, first, that the main risks identified correspond to areas where particularly significant efforts are made to control them and, second, that the measures adopted by the services to manage the risks identified are proving effective.

The main risks faced by the Institution essentially concern:

1. a major crisis situation;
  2. an inability to cope with an increased workload;
  3. an inability to maintain the quality of the work carried out;
  4. an inability to comply with deadlines;
  5. the occurrence of fraud or any other inappropriate behaviour;
  6. possible IT malfunctions or delays in launching IT developments;
  7. cyberattacks against computer systems;
  8. unregulated or inappropriate use of artificial intelligence;
  9. interference with the integrity of persons, data and property;
  10. a lack of staff with the required skills;
  11. the incorrect application of statutory provisions;
  12. the poor implementation of appropriations.
1. As regards **major crises**, these are risks incurred by the Institution as a whole (epidemic, fire, natural disasters, etc.). As stated above, in order to handle them, continuity plans are drawn up, updated and tested. In addition to these strictly internal plans, there is a Special Intervention Plan (PPI) headed by the Office of the High Commission for National Protection (HCPN) together with the Court's services, the Grand-Ducal Fire and Rescue Corps (CGDIS) and the Grand-Ducal Police (PGD). The efforts made in the field of new technologies with the acceleration of the Institution's digital transformation, the strengthening of infrastructure and the introduction of videoconferencing facilities making home working and remote communication easier, have made a substantial contribution to controlling the risks of inaccessibility to the premises in the event of a major crisis.
  2. As regards **handling the workload**, the main risk lies in insufficiency of the human, technical and financial resources available to the Court's services to deal with this, particularly in the very restrictive current budgetary context, which limits the Institution's power to obtain additional

posts or appropriations. The current geopolitical situation, the resulting inflation in particular, is increasing a large number of costs and making the budgetary situation particularly difficult. However, the Court submits requests to the budgetary authority for staff increases, where necessary, to handle new competences and/or an increased workload.

Having regard to the significant increase in preliminary ruling cases and the fact the General Court now has two judges per Member State, the reform partially transferring jurisdiction for preliminary hearings is also intended to contribute to rebalancing the workload between the Court of Justice and the General Court.

In any event, the Court's services always ensure to use resources allocated to them in an optimal way, to monitor the workload closely, to anticipate future events likely to impact it and to identify priorities for dealing with it in the most effective way. The services are thus able to better express their needs and put in place synergies, by continuously streamlining their working methods, ensuring best planning of their work, contributing to the design of new IT tools, thereby intensifying efforts to find cost-saving measures. The improvement or development of new IT tools, in particular the progressive setting up of an Integrated Case Management System (SIGA), AI-based tools, new e-Curia application modules, electronic signature, the 'one-stop shop' application, or the use of digital technologies in the linguistic field, the progressive use of neural machine translation and greater reliance on interinstitutional cooperation, should make it possible to better control the risks linked to increased workloads. Robotic Process Automation solutions have been set up and others are being developed to streamline the execution of certain recurring operations and thus optimise the use of resources. At the translation level, working groups have been set up to examine all avenues for improving the performance of their activities. Last, the Registry of the General Court has analysed how certain practices may be simplified, and the results have been implemented with the agreement of the Institution.

3. As regards **quality** maintenance, risks are controlled by establishing structured and regular checks and reporting with the aid of dedicated software and applications. Improving and streamlining management tools and methods also contribute to ensuring a high level of quality. Particular attention is also given to recruitment procedures to ensure that new recruits effectively meet the required conditions in terms of knowledge, skills and competences.
4. As regards the risks associated with **meeting deadlines**, the measures taken include:
  - for the registries of both courts, the strict monitoring of procedural files, supported by the use of the e-Curia application for sending and receiving documents, the development of checklists and the establishment of dashboards, the drafting of internal procedures and the setting of priorities for operations to reduce any risk of incidents in the handling of cases, the ongoing search for adaptations to deal with new situations or to honour judicial policy choices decided by the court;
  - for the other services, tools for monitoring deadlines are in place, allowing regular monitoring by management. The working methods applied in the performance of activities are regularly reviewed with a view to their improvement and simplification, and the optimum use of new technologies.
5. As for the risks related to **fraud or any other inappropriate behaviour**, these are controlled by the establishment of rules and procedures, in particular as regards security and disclosure of information. In addition to training sessions and awareness of staff upon taking up duties, these rules are subject to regular reminders to and training sessions for all staff members. A new Code of Conduct for the Court's staff entered into force on 1 March 2024. (For further details, see Section III.6.c). At the level of the various IT applications, rigorous management of access rights based on profiles is in place, as well as monitoring of connections, including for external providers. In addition, each new IT project is developed taking into account IT security and data protection, in particular personal data from the



beginning of the project ('security by design'). As for financial risks, they are mitigated by the existence of a centralised ex ante control and the separation of certain sensitive tasks.

6. The increasingly intensive use of the possibilities offered by information technology increases dependence on the quality of IT tools and the stability of information systems, which consequently increases the potential impact of the risks associated with **IT malfunctions**.

In order to mitigate the impact of these malfunctions, the Institution has a data centre on its premises. An emergency and infrastructure continuity plan (PUC) is in place that provides for the use of a back-up site, the introduction of a technological migration plan to offset the redundancy of certain applications, the creation of operational management bodies, the adoption of a critical incident management procedure and an update to the change management procedure to enhance release quality control. The system maintenance team has been strengthened, and the IT architecture has been simplified.

The replacement of many applications and software by the future integrated case management system based on an adaptive case management tool should also significantly reduce the risks of IT malfunctions and address the obsolescence of some applications currently in use.

Similarly, the establishment of a 'experts network', involved in the modelling of processes, in the design and implementation of solutions, contributes to reducing the risk of insufficient collaboration with users of the courts and services.

At the level of IT systems and services provided by other institutions, service level agreements (SLA) and security agreements are put in place with these to ensure the required quality levels.

Lastly, to maintain applications in operational conditions, a service is offered to users consisting of ensuring the proper functioning of applications, rapid intervention in the event of malfunctions, application support and rapid adaptation of applications such as configurations.

This service also comes into play in the event of a need to correct data which cannot be carried out by user interfaces.

In order to reduce the risk of delays in the roll-out of IT developments, approved projects take account, during the preparation phase, of issues potentially arising that are linked to the technology used and the integration of systems. In order to prevent those risks, a suitable perimeter, strategy and governance system are in place to manage them efficiently. Change management, information and training programmes are in place, if necessary.

7. The risk of **cyberattacks against the Institution's IT systems**, which could result in the disappearance or alteration of digital information and the disclosure of confidential information, is taken into account by enhancing the capacity and quality of the defence mechanisms. This also includes the continuous expansion of interinstitutional cooperation with CERT-EU (Cybersecurity Service for the Union institutions, bodies, offices and agencies) at operational and tactical level, between teams and between IT systems. A register of specific risks related to cybersecurity has been in place since 2020.

The Court's cybersecurity strategy is structured around three main pillars: First, reducing vulnerabilities in the IT stock, with the replacement of obsolete technology as a priority; second, enhancing resilience through simplification of the IT architecture; and, third, optimising early threat detection by implementing tools and procedures that comply with the highest standards.

The policy for allocating Court cybersecurity resources clearly emphasises internalising critical operational functions. The Institution continues to increase progressively the percentage of its budget for cybersecurity in line with the obligations set out in Regulation 2023/2841 laying down measures for a high common level of cybersecurity at the institutions, bodies, offices and agencies of the Union.

In line with the regulation laying down measures for a high common level of cybersecurity at the institutions, bodies, offices and agencies of the Union, a cybersecurity roadmap was established in 2023 and the measures defined in that context continued to be applied in 2024, at the same time as the cybersecurity awareness programme (launched in 2019), through training sessions. New online courses to strengthen cybersecurity awareness were also made available. Finally, in relation to IT projects, the Court takes into consideration security risks from the beginning of the projects ('security by design' and 'zero trust network'). The Court also adopted, in the context of data backup architecture, a non-alterable backup system for information systems and data classified as critical.

The security monitoring of all the Institution's systems is carried out on a daily basis by a team of specialists, strengthened in 2024 according to its needs. The establishment of a preventive alert system resulting from cooperation between the European Institutions and organisations, rapid decisions and coordinated interventions, as well as the excellent reactivity of operational teams largely contributed to achieving the objective of preserving the IT systems from a major incident which occurred in 2024. The Court has high-quality mechanisms for detecting vulnerabilities and has broadened the scope of assessments made on its systems. Several audits and penetration tests were carried out during the year, and some corrective actions have already been implemented.

Together with other institutions and under the leadership of CERT-EU, an action plan was put in place to strengthen cyber-resilience. An information campaign on piracy as well as phishing tests were carried out in 2024.

Last, posts were transferred to CERT-EU to comply with the obligations on institutions following the entry into force of Regulation 2023/2841. In order to comply fully with the requirements laid down in that regulation, the Court renewed requests to create additional cybersecurity posts in the context of the 2026 budgetary procedure.

8. The use of tools based on **artificial intelligence**, although having a high potential for efficiency gains, could entail risks such as erroneous results leading to malfunctions or even loss of reputation, as well as breaches of rules on confidentiality and the protection of personal data. Since 2023, the Court has had a strategy to integrate AI tools into its ways of working, an AI governing body and guidelines for its entire staff. In 2024, training and awareness-raising sessions were offered to management and all staff of the Institution.
9. As regards the **protection of the integrity of persons, data and property**:
  - the risks related to the safety of persons, goods and infrastructure are mitigated by the existence of an emergency and infrastructure continuity plan, in particular by regular evacuation exercises and the continuity plans developed for each service, in conjunction with providers and national authorities, and by the strengthening of security measures in the event of an increase in the alert level. The Court has a security perimeter for its building complex. Monitoring by an independent expert of the quality of the services provided by the security firm and a successful encryption of badges, as well as collaboration with the Grand Ducal Police, contribute to security risk management. Risks relating to fire and occupational safety are mitigated by strict compliance with the regulatory framework and periodic inspections of specific installations and systems, while special training courses are offered to staff for fire prevention;

- the Court is particularly attentive to improving the safety and health of its staff in accordance with Council Directive 89/391/EEC of 12 June 1989 on the introduction of measures to encourage improvements in the safety and health of workers at work. Four nominated workers were appointed to conduct protection activities and occupational risk prevention activities at the Court. They are responsible, more specifically, for implementing information and awareness-raising campaigns in the field of security, conducting risk analyses and implementing efforts to address any weaknesses identified. In 2024, risk analysis continued with staff interviews. The action plan for health and safety at work was completed and a series of recommendations was drawn up. In accordance with Council Directive 92/57/EEC of 24 June 1992 on the implementation of minimum safety and health requirements at temporary or mobile construction sites, the Court appointed a Health and Safety Coordinator who is responsible, *inter alia*, for staff safety during all maintenance and construction work on the Court's premises;
- with regard to catering, the main risk is that of harm to human health. This risk is taken into account by unannounced checks on compliance with hygiene rules, carried out by both the catering provider and the Court's staff. The Court uses a specialised company to carry out regular audits and laboratory analyses. Implementation of the recommendations is monitored systematically;
- in terms of information security, oversight rules, procedures and systems have been put in place to avoid any access to information by unauthorised persons, and training and awareness-raising efforts for all staff members are also regularly offered. With particular regard to judicial activities, risks are mitigated by specific rules on the protection of highly sensitive information and by broader awareness-raising of those handling such information in the context of a court case. In order to minimise the risk of early dissemination of information to the outside world, an effective internal procedure has been put in place and tested, in particular to avoid all or part of the legal analysis being compromised before the case is closed. The procedure put in place for orders or judgments (limited amount of access to the original text via encrypted case file and documents) has been used very effectively on several occasions. In addition, the Court continues to conduct an awareness-raising campaign relating to the physical security of information. A specific security framework for the protection of EU classified information received in cases before the General Court is in place;
- with regard to the protection of personal data, the Data Protection Officer advises the services and ensures, in the context of non-judicial activities, that the relevant rules are applied correctly internally. Furthermore, security and personal data protection considerations are included 'by design' when designing new IT systems and applications. In the exercise of the Institution's judicial functions, particular attention is paid by the Courts, the Registries in particular, both during the management of cases and when decisions of the Courts are published/disseminated, to the protection of the identity of individuals and of personal data (for example, by granting anonymity), and to the preservation of the confidential nature of certain data, trade secrets in particular.

10. As regards the risks related to the **lack of staff with the required skills**, various actions are taken.

As far as recruitment is concerned, vacancy and transfer notices for vacant posts or the organisation of specific competitions are quickly published. The Court's efficiency in this area is confirmed by the very high employment rate, which was approximately 97% in 2024. Furthermore, staff members in the human resources department specially trained in the selection of staff regularly support the services in the various recruitment procedures in order to contribute optimally to high-quality recruitment corresponding to the actual needs of the

services in terms of the knowledge and skills required of candidates. Actions are also ongoing in collaboration with the other EU Institutions established in Luxembourg with a view to increasing their attractiveness to attract highly qualified staff.

As regards training, the Institution put in place a mechanism for newcomers in order to ensure rapid integration into their service with the addition of more modules and the integration of trainees among the beneficiaries, as well as a continuing training plan addressed to all staff. The plan in question enables the staff of the Institution to develop the skills needed to perform their duties with a high level of quality, to update their knowledge and to adapt to change. Effective skill transfer methods, such as mentoring, coaching and job-shadowing, are also used.

In addition, manuals to guide staff in the performance of their duties are created and updated by the services with a view to knowledge transfer in order to ensure the continuity of their operation in the event of long-term absence of key staff. Knowledge sharing practices and documentation of procedures have been put in place in order to ensure the transmission of information and its sustainability.

11. The risks of **errors in the application of the regulatory provisions** are managed by training and control measures, in particular in the field of public procurement, the regulation of which is particularly complex. The Budget and Financial Affairs Directorate provides a 'helpdesk' service to the services, aimed at standardising the practices and documents used within the Court, by contributing to the regularity of the operations relating to the award of public contracts. The existence of an Advisory Committee on Public Contracts, which gives an opinion on all calls for tenders with an estimated value of more than EUR 60 000, and a central verification of operations exceeding a certain threshold having a financial impact also make it possible to mitigate these risks and to standardise best practices. As regards the application of legislation on the protection of individuals in the processing of personal data, a network of staff members has been set up, supervised by the Data Protection Officer, and training is provided to ensure the correct and uniform application of these provisions.

The very low number of complaints, complaints to the Data Protection Officer, challenges from staff representatives and the lack of complaints to the European Ombudsman and observations by the Court of Auditors in its annual reports from 2010 to 2023 are objective indicators of the effectiveness of the control systems in place and of the control of these risks.

12. As regards the budgetary field, the risks of **poor implementation of appropriations** were properly mitigated by, firstly, the measured assessment of the appropriations requested when the draft budget was drawn up and, secondly, the regular monitoring of the budget implementation by the services through reporting, which resulted, as in previous years, in a very high implementation rate of appropriations of 99% in 2024. As mentioned in the previous point, great importance is attached to providing appropriate training for authorising officers and managers to ensure that rules are applied correctly and that the use of appropriations granted by the budgetary authority is monitored regularly.



## V. Interinstitutional cooperation and cooperation with Member State bodies

Throughout 2024, the Court continued to participate in the usual meetings of interinstitutional groups or networks with a view to promoting the sharing of information and best practices, the coordination, cooperation or seeking of greater harmonisation of policies and practices in various fields and to reap the maximum benefit from interinstitutional calls for tenders, as a partner or leader, to obtain better market prices and minimise related administration costs.

In the context of interinstitutional cooperation, the Registrar of the Court of Justice is the President of the College of Heads of Administration and of the group of Secretaries-General and Heads of Administration of the European Union institutions and bodies in Luxembourg (CALux).

A high-level interinstitutional group (GHNA) was created in 2020 to examine solutions likely to increase the attractiveness of the Grand Duchy of Luxembourg as a site hosting the institutions and bodies of the European Union. The GHNA consists of the secretaries-general of the European Parliament, the Court of Justice of the European Union, the European Court of Auditors, the European Investment Bank and the European Stability Mechanism.

At the request of the GHNA, CALux monitors the work of four working groups discussing staff policy, centres of excellence, living in Luxembourg and communication and coordination. The Court coordinates the group concerning staff policy and the steering of actions concerning the organisation of specific EPSO competitions for the Luxembourg site. That action has been completed. Collaboration continues on institutional reception desks for Luxembourg.

Moreover, the Court uses applications and hosting services common to other institutions. Shared applications cover the main areas of administrative management (human resources, payroll, training, budgetary and financial management and documentation). This type of cooperation allows for very significant direct budgetary savings to be made (reduction of development costs, shared technical infrastructure, shared support and maintenance structure, etc.).

The institution cooperates with the European Commission in the context of outsourcing certain activities relating to the administration of staff, in particular in the fields of transfer of pension rights, severance grant and unemployment allowance.

As far as cybersecurity is concerned, the Court is part of the Interinstitutional Cybersecurity Board (IICB), created by the new European cybersecurity regulation, and also sits on its executive committee. The Court also chaired the Inter-institutional Committee for Digital Transformation (CITN), and the subgroup for emerging technologies.

Moreover, the Court continues to collaborate with other organisations such as the European Court of Human Rights (ECtHR), the European association composed of the Court and the Councils of State or supreme administrative jurisdictions of the Member States of the European Union 'ACA-Europe' (observer), the Venice Commission, the consulting body of the Council of Europe on constitutional questions (observer in the Joint Committee on Constitutional Justice) and the European Network of Councils for the Judiciary (observer).

More specifically in 2024, the Court participated in the first edition of the Interinstitutional Terminology Forum, which took place at the European Parliament in Luxembourg. At the forum, participants learnt about the working methods of their counterparts and discussed new developments in the field of terminology. Given the success of the forum, it is intended to be held again in the future, thereby making it possible to exchange information and practices in the field.

The Court participates actively in the interinstitutional meetings on learning and development organised by the European School of Administration (EUSA) and the meetings of the Diversity and Inclusion advisors on subjects relating to equal opportunities, diversity and inclusion.

The Court also contributes to and benefits from interinstitutional collaboration on disability, by participating actively in the work of the Informal Interinstitutional Network of Disability Advisers (IIINDA), which was set up with the aim of sharing initiatives and best practices in this area. In that context, the interinstitutional guide ‘AccessAble Luxembourg’, developed in close collaboration with staff with disabilities, was completed in late 2024.

The Court participates in the interinstitutional committee on Communication and attended the four meetings held in 2024, thereby contributing to enhancing coordination and consistency of communication between European institutions.

As regards audiovisual matters, the Court works closely with EBS, the Commission’s audiovisual service. Particularly high-profile judgments are filmed by the Court’s teams and transmitted to EBS, which broadcasts them on its television platform. In 2024, a total of 153 scenes were filmed and broadcast on the EBS platform ([EC AV PORTAL](#)).

The Court also participates as an observer in the interinstitutional body for the ethical standards applicable to members of the EU institutions and consulting bodies (‘EU Ethics Body’) created by an interinstitutional agreement concluded on 15 May 2024.

Last, in the context of interinstitutional collaboration, the Court has access to certain services on the basis of agreements entered into with the other EU institutions. The table below sets out the main services in question and the financial burden on the Court for 2024:

Service agreements with other EU institutions in 2024			
Responsible institution	Nature of the service	Budget line	Cost
European Commission	Development and maintenance of Euramis, eTranslation, Quest II and DocFinder tools	1406.0 Interinstitutional cooperation activities in the language field	400 180.45 €
Translation Centre	IATE tool development and maintenance	1406.0 Interinstitutional cooperation activities in the language field	79 848.30 €
European Commission	Services to be paid to the Commission’s DG SCIC (Conference Interpreting Agent Days)	1406.2 Conference interpreters	4 145 000 €
European Commission	Creches managed by the Commission	1654 Early childhood centre	1 910 000 €
European Commission	Hosting of the data centre	210 Equipment, operating costs and services relating to information technology and telecommunications	244 788 €

## Service agreements with other EU institutions in 2024

Responsible institution	Nature of the service	Budget line	Cost
European Commission	e-PRIOR services (including eSubmission)	210 Equipment, operating costs and services relating to information technology and telecommunications	35 000 €
European Commission	SYSPER II	210 Equipment, operating costs and services relating to information technology and telecommunications	719 192 €
European Commission	EU Learn	210 Equipment, operating costs and services relating to information technology and telecommunications	83 484 €
European Commission	NAP and Sysper Rights	210 Equipment, operating costs and services relating to information technology and telecommunications	3 480 €
European Commission	EU-CV online	210 Equipment, operating costs and services relating to information technology and telecommunications	18 000 €
European Commission	NDP	210 Equipment, operating costs and services relating to information technology and telecommunications	76 285.33 €
European Commission	Contribution to public procurement	210 Equipment, operating costs and services relating to information technology and telecommunications	20 263 €
European Commission	CERT-EU	210 Equipment, operating costs and services relating to information technology and telecommunications	12 300 €

## Service agreements with other EU institutions in 2024

Responsible institution	Nature of the service	Budget line	Cost
European Commission	HAN/ARES	210 Equipment, operating costs and services relating to information technology and telecommunications	150 831 €
European Commission	Historical archives	272.00 Library and historical archives expenditure	137 058 €
Council	Budgetary and financial management system	210 Equipment, operating costs and services relating to information technology and telecommunications	528 513 €
European Commission	Foyer	1632.0 Social relations between members of staff	113 004 €
Court of Auditors	CAS – Social Activities Committee	1632.0 Social relations between members of staff	90 698 €
European Parliament	Multi-purpose children's centre	1654 Early childhood centre	1 089 592.17 €
Publications Office	Production of publications	2741 General publications	172 500 €
European Commission (Joint Research Centre)	Media monitoring	2742 Other information expenditure	60 000 €
European Commission	EU-sign	210 Equipment, operating costs and services relating to information technology and telecommunications	126 000 €
European Commission	IT cloud	210 Equipment, operating costs and services relating to information technology and telecommunications	10 225.19 €
European Commission	HR Reporting and Analytics Services (Sysper II module)	210 Equipment, operating costs and services relating to information technology and telecommunications	200 480 €
Total			10 426 722.40 €

## VI. Use of budgetary and human resources

Two specific annexes provide further information on the use of budgetary resources (See annex 'Report on budgetary and financial management') and the use of human resources (See annex 'Statement on staff policy'). Therefore, only a summary of the implementation of appropriations and the use of human resources is presented in the tables below.

### A. Implementation of appropriations

in millions of EUR

Budget chapters	Final appropriations 2023	% execution 2023	Final appropriations 2024	Allocation of appropriations	% execution 2024
10 – Members of the Institution	39.0	97.8%	41.7	41.0	98.3%
12 – Officials and temporary staff	299.6	99.4%	319.1	316.4	99.1%
14 – Other staff and external services	30.5	98.9%	33.7	33.6	99.5%
16 – Other expenditure relating to persons working with the Institution	6.6	96.0%	6.0	5.7	95.1%
<b>SUBTOTAL TITLE 1</b>	<b>375.7</b>	<b>99.1%</b>	<b>400.6</b>	<b>396.7</b>	<b>99.0%</b>
20 – Buildings and associated costs	72.5	100.0%	63.8	63.3	99.2%
21 – Computer technology, equipment and furniture	33.8	99.5%	35.6	35.1	98.6%
23 – Current administrative expenditure	1.1	80.8%	1.1	0.9	83.0%
25 – Meetings and conferences	0.5	93.7%	0.5	0.5	88.5%
27-37 – Information: acquisition, archiving, production and dissemination and Specific expenditure of certain institutions and bodies	2.3	96.7%	2.2	2.1	95.0%
<b>SUBTOTAL TITLES 2 AND 3</b>	<b>110.3</b>	<b>99.5%</b>	<b>103.2</b>	<b>101.9</b>	<b>98.7%</b>
100 – Provisional appropriation	0	0%	0	0	0%
<b>TOTAL</b>	<b>486.0</b>	<b>99.2%</b>	<b>503.8</b>	<b>498.6</b>	<b>99.0%</b>

The implementation rate of appropriations recorded in 2024 was very high (99%), as in previous years (99.2% in 2023 and 98.4% in 2022).



## B. Allocation of posts in the establishment plan

The assignment of posts in the establishment plan is set out in the table below:

Sector of activity	2024	2024	
	Number of posts	%	
Chambers	555	26	Chambers of Members of the Court of Justice and Members of the General Court
Registries	120	6	Registry of the Court of Justice Registry of the General Court
Legal activity support	135	6	Research and documentation, library, publication and hearings support
Language services	987	47	Translation: Interpretation: terminology projects and coordination
Administrative, logistical and IT support services	317	15	Administration, Protocol, Communications, Information Technology, Legal Adviser, Internal Auditor, Data Protection Officer, Staff Committee
<b>TOTAL</b>	<b>2114</b>	<b>100</b>	

The distribution of posts by sector of activity remains similar to that of previous years, with 85% of posts devoted to judicial and language activities.

The occupancy rate for posts remains at a very high level (around 97%) in 2024, due to sustained judicial activities requiring optimal and timely recruitment of all posts that became vacant. Achieving this very positive result requires an increasingly significant commitment on the part of the Court's administration in order to mitigate the aforementioned issues with regard to the attractiveness of Luxembourg.

## VII. Functioning of the internal control system

### A. The internal control framework at the Court

The effective and efficient functioning of the internal control system is a priority of the Court.

As laid down in Article 36 of the Financial Regulation applicable to the general budget of the European Union, internal control must be applied at all levels of management and is designed to provide reasonable assurance of achieving the following objectives:

- (a) effectiveness, efficiency and economy of operations;
- (b) reliability of reporting;
- (c) safeguarding of assets and information;
- (d) prevention, detection, correction and follow-up of irregularities including fraud, corruption, conflicts of interest and double funding; and
- (e) adequate management of the risks relating to the legality and regularity of the underlying transactions.

The internal control framework at the Court is composed of a set of measures, procedures and structures, listed below, which allow for reasonable assurances at all levels of management:

- a high-performance integrated budgetary and accounting management system, which facilitates the control and monitoring of operations;
- a centralised ex ante verification service for the entire Institution. This service controls all financial transactions exceeding de minimis thresholds (established and assessed periodically according to the results of regular assessments of the results of the controls) and the greater part of human resources decisions with financial consequences;
- a centralised ex post verification service. The object of the ex post verification is chosen every year on the basis of a work programme approved by the authorising officer by delegation;
- the 'procurement request' mechanism. Before launching any procurement procedure (except for very low-value contracts below EUR 15 000), all authorising services of the Court are required to enter a procurement request into the Institution's integrated financial management system, which must be validated centrally by the Institution's Directorate for Budget and Financial Affairs (DBAF). That first stage of the control procedure allows for the verification of, inter alia, the correct choice of procedure, correct financial planning, compliance with the Court's environmental policy, etc.;
- assistance and advisory tasks carried out by the DBAF in matters relating to the application of the Financial Regulation and, in particular, in matters relating to public procurement, making it possible to reduce the risk of irregularities and/or errors in the management of appropriations (ad hoc support for any public procurement issue and, at the request of the authorising services, a prior examination of the documents relating to the procurement procedures before the launch);

- use of the 'Inter-institutional GPP (Green Public Procurement) Helpdesk' for the integration of ecological criteria into procurement procedures, in order to contribute to reducing the impact on the environment and thus promoting a sustainable consumption model. Services must also assess ex ante the ecological performance of any contract for an amount of more than EUR 15 000;
- an Advisory Committee on Public Contracts (CCMP). The CCMP, the members of which are appointed by the authorising officer by delegation among staff members from various services of the Institution, must be consulted by authorising services prior to awarding any contract the value of which exceeds the threshold of low value, as defined by the financial rules applicable to the general budget of the Union. That mechanism is a significant guarantee of compliance with the rules applicable to procurement procedures;
- the requirement that any order for payment sent to the bank be countersigned;
- the existence of an internal regulatory framework on whistleblowing and the protection of whistleblowers;
- the obligation for new members of staff to attend a training session on the rules of conduct applicable to EU officials and other staff;
- an internal control framework (ICF), based on the COSO 2013 <sup>2</sup> reference, the application of which by the services is assessed annually, coordinated by the DBAF. Under the detailed rules applicable for that system, a comprehensive and in-depth assessment of the system takes place every three years, while, in the two intermediate years, the exercise is simplified with a primary focus on following up on the open points of the previous years. As the system is designed as a continuous monitoring of the functioning of the internal control systems of the services, it allows new elements to be reported at any time;
- an annual risk analysis and risk management exercise for the Court as a whole, allowing an overview of the risks with which it must deal;
- the internal audit service gives the Institution an assurance as to the degree of control of operations carried out for the implementation of the budget and provides it with advice to improve the conditions of implementation of these operations and to promote sound financial management. It helps the Institution to achieve its objectives by assessing its risk management processes, its control systems and its administrative methods and by proposing ways to enhance their effectiveness.

The Institution's governing bodies include the Administrative Committee of the Court, which monitors how the internal control system is set up and whether it is functioning properly. It is the recipient of many communications concerning information required in applying the ICF and can, as a body with general competence, adopt decisions liable to have an effect on the functioning of the system.

Management is responsible for the functioning of the internal control system in the services and ensures that the principles and components of the ICF are complied with at the level of each service. It is responsible for ensuring that all staff is aware of, and understands, the ICF, inter alia via training, information and support activities.

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2| This is the reference of the Internal Control – Integrated Framework of the *Committee of Sponsoring Organizations of the Treadway Commission* (COSO), an organisation established in 1985 in the United States by professional associations in the accounting and audit fields with the aim of developing risk management, internal control and anti-fraud guidelines.

In order to ensure that the internal control system is assessed consistently and effectively, the DBAF provides advice and support to the Court's services and coordinates the dissemination of best practices to the services. It also monitors the efficient implementation of the ICF and recommends, as the case may be, arrangements to improve the internal control system, while supervising its assessments and the reports that concern it, with a view to ensuring a high level of quality.

In 2024, no anomalies were detected as part of the ongoing assessment of the internal control system. The proper functioning of the system was confirmed once again, while areas for future improvement were identified.

The cost-effectiveness of this internal control environment is very positive in particular due to:

- an accounting and financial management application which has been developed in close interinstitutional cooperation with the Council, the Court of Auditors and the European University Institute in Florence, thereby providing the Court of Justice with access to an effective management tool at the lowest possible cost; and
- the centralised management of ex ante verifications, resulting in a saving of human resources dedicated to control tasks. The existence of de *minimis* thresholds, as explained in the specific subsection below on ex ante verification, ensures a good cost-benefit ratio;

Taking into account the staff allocated to internal control activities (7 FTE AD and 7 FTE AST), the cost of those activities is estimated at EUR 2 300 000 for 2024, that is, 0.46% of the Court's total budget for this year.

## B. Results of activities and management indicators relating to verification activities and internal audit

- **Ex ante verification**

A simplified circuit (without centralised ex ante verification) is in place for certain very low value transactions, thus making it possible, in a context of a consistently high workload, to focus the work of the centralised ex ante verification service on more complex operations or on those carrying higher financial risks. Following a risk analysis and the provision of new functionalities of the accounting and financial management system, the ex ante verification activities were further streamlined and the thresholds applied to determine the application of this simplified workflow were adapted according to the specific features of the services in 2024.<sup>3</sup>

Ex ante verification concerns not only financial transactions, including commitments and payments, but also any human resources decisions with financial implications (determination of financial entitlements at the time of entry into service, granting of allowances, etc.).

The simplified verification workflow has made it possible to control the ex ante verification workload, which, however, remains high: in 2024, 6 252 files (5 167 financial transactions validated in the accounting and financial management system SAP, 1 013 human resources decisions and 72 other files with a financial impact) were verified by a team which, in 2024, comprised 5.8 FTEs. The average time taken to process files in the SAP system was 5.75 days. The percentage of transactions refused in the SAP system was 6.46%. Furthermore, no substantive disagreement between the authorising officer by delegation and the unit responsible for controls was recorded during the financial year 2024.

A single, centralised register for financial exceptions records the transactions in respect of which non-compliance was detected. In 2024, 10 exceptions were registered (0.03% of the transactions). A single exception was regarded as having had a financial impact, considered to be entirely negligible (0.0002% of the annual budget).

- **Ex post Verification**

The Directorate for Budget and Financial Affairs has established an ex post control system which, together with the action of all actors in the control chain, has contributed to the assurance of the authorising officer by delegation.

In addition to the ex ante verification system referred to above and following the amendment of the applicable thresholds, the ex post control system was extended with the introduction of an ex post control on a new category of transaction. These are small-value transactions, namely those that do not exceed defined materiality thresholds, and are therefore not subject to centralised ex ante control. The type and method of selection of the transactions to be verified are determined on the basis of an assessment of the presumed risks intrinsic to the various budgetary operations.

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3| Random checks are carried out on transactions below the defined thresholds. Invoices from the Directorate-General for Multilingualism (mainly related to freelance translation) are not subject to centralised verification. The vast majority of human resources decisions with financial implications are subject to ex ante control.



In 2024, an ex post control was carried out regarding expenditure in relation to staff training. The control was carried out on the basis of a sample selected randomly from the transactions carried out (which were below the de minimis threshold and, as a result, were not subject to centralised verification in 2023). On the basis of the 327 financial operations concerned, for a total amount of EUR 391 000, a sample of 68 financial operations for a total of EUR 74 000 – that is, approximately 20% of the total number of financial transactions and of the amount of financial operations that were not controlled via centralised ex ante verification in the field of training – were verified. This control did not flag any errors having a financial impact.

- **Internal audit**

In accordance with Article 118 of the Financial Regulation, the internal auditor must report to the Institution on his or her findings and recommendations and the Institution must forward annually to the Parliament and the Council a report containing a summary of the number and type of internal audits carried out, the recommendations made and the action taken on these recommendations.

The internal auditor provides independent assurance, advice, clarifications and foresight, that are objective and risk-based, in support of the Institution's strategic objectives and with a view to improving the quality of management and internal control systems. Accordingly, the Internal Auditor's annual report records the main missions carried out in 2024:

- Audit concerning the building projects of the Court of Justice of the European Union
- Study on the changes in human capital needs in the age of generative AI
- Study on the competences of organisations and their employees in a changing environment
- Study on the well-being of employees and emerging technologies.

In addition, the annual internal audit report shows that satisfactory follow-up is given to the recommendations made. Their regular monitoring makes it possible to assess the appropriateness, effectiveness and timeliness of the actions undertaken by the services of the Institution and to identify and report on the improvements made. Monitoring of the audit and advisory tasks carried out before 2024 has shown that the services have provided appropriate responses. A high percentage of acceptance of the recommendations made and a rapid implementation rate are the key performance indicators of the internal audit. Furthermore, the follow-up of internal audit advice and recommendations contributes to strengthening the application of the principles of sound financial management and performance.

## VIII. Observations made in connection with earlier discharges or reports of the Court of Auditors

The mission charter of the authorising officer provides that the authorising officer by delegation includes, in his annual activity report, remarks concerning the follow-up to the observations made by the Court of Auditors and/or by the discharge authority.

### A. Observations made by the Court of Auditors

It is important to note that the Court of Auditors stated in paragraph 10.7 of its last annual report on the implementation of the budget concerning the financial year 2023 that no particular issues concerning the Court had been detected.

The results of the checks relating to the financial year 2023 thus confirm, as since 2010, the absence of observations from the Court of Auditors.

### B. Observations made by the discharge authority

At the time of the preparation of this Annual Activity Report, the discharge procedure in respect of the implementation of the Court's 2023 budget has not yet been formally completed. However, it is at a relatively advanced stage, since the discharge report, amended and voted on at the meeting of the Committee on Budgetary Control on 18 March 2025, will be put to the vote in Parliament's plenary in May.

At this stage, in the draft resolution voted by the Committee on Budgetary Control, the Parliament notes that the Court of Auditors, in its annual report on the implementation of the budget concerning the financial year 2023, has not identified any specific problem concerning the Court of Justice (as has been the case since 2010) and expresses its satisfaction with the declaration of the authorising officer by delegation that the resources allocated had been used for the purposes intended and in accordance with the principle of sound financial management and that the control procedures put in place provided the necessary guarantees as to the legality and regularity of the underlying transactions.

The Parliament welcomes the Court's detailed replies to the questionnaire of the Committee on Budgetary Control and also makes a positive assessment of several points concerning judicial and administrative activity.

The positive points noted regarding judicial activity concern, inter alia, the decrease in the average length of proceedings for cases closed by the Court of Justice, the high rate of use of e-Curia, the progress made in digitalising judicial archives in order to preserve documents for future consultation and facilitating access by researchers and the public via a digital portal, the attribution of fictitious names to cases in order to anonymise them and the new provisions introduced into the Rules of Procedure of the General Court regarding remote hearings, the electronic signature of decisions and the identification of pilot projects.

The Parliament also welcomes the amendment of Article 23 of the Statute of the Court of Justice regarding the publication, after the close of a preliminary ruling case, of the submissions or written observations lodged in the context of that case, emphasising that that publication will improve transparency and citizens' access to justice.

Regarding administrative activities, the Parliament applauds the performance-based approach followed by the Court, together with key performance indicators which cover a wide range of specific fields. It also notes with satisfaction that the Court has continued to reduce significantly its energy consumption and carbon footprint in comparison with 2015, has taken several initiatives to support and increase sustainable mobility and has introduced environmental criteria in several calls for tenders.

Regarding human resources management, several aspects have been welcomed: The adoption of a new Code of Conduct on the rights and obligations of officials and other members of staff of the Court of Justice; the proportion of women in administrator posts (55%) and management posts (43% in 2023 compared with 37.5% in 2018); efforts to foster equality, inclusion and diversity, particularly at the recruitment stage, and sustained efforts made to promote better geographical balance, by promoting the visibility and attractiveness of employment offers and making broad communication efforts to varied audiences on employment opportunities at the Court; the work done by the high-level interinstitutional group to improve the attractiveness of Luxembourg as a place of employment for staff (which led to approval by the budgetary authority of the necessary appropriations, for the 2025 financial year, to fund the granting of housing allowance to staff on lower grades); ongoing awareness-raising, information and training campaigns to promote inclusion, mutual respect, cooperation and support for persons with disabilities and their carers; measures for psychosocial risk prevention, such as actions to raise awareness of management on the right to disconnect and the risks of overperformance, and the fact that all trainees hosted receive a traineeship allowance.

In the field of cybersecurity and emerging technologies, several positive points were noted, such as the establishment of guidelines on the use of AI and the initiatives set up to improve the digital skills of staff, the adoption of a cybersecurity roadmap, the related measures taken and staff training carried out, and rapid response protocols for incidents.

Further, the Parliament welcomes the publication of the Members' declarations of interests, the Court's dedication to improving transparency, access to justice and closer ties to the public, the improvement of the CURIA website, the streaming of delivery of judgments, readings of Opinions and hearings, the efforts made to improve strategic communication and transparency vis-à-vis EU citizens and efforts to train national judges by means of the European Judicial Training Network.

The Parliament resolution also contains a series of observations and recommendations to which the Court has devoted its full attention, in particular the invitation to maintain and strengthen cooperation with other institutions established in Luxembourg in the context of various initiatives to improve the attractiveness of Luxembourg as a place of employment for staff and the encouragement to continue its efforts to reduce its environmental impact, with a strategy to become carbon-neutral by 2035.

As regards human resources, the Parliament invites the Court to ensure greater representation of women in upper management posts, to take additional steps to improve gender balance at all levels, to examine whether Member States are represented proportionately among the trainees and to publish an annual report on gender equality and diversity, in order to ensure transparency on the representation of men and women at all levels of the institution and to take concrete steps to promote gender parity in upper management. It also asks the Court to promote a multilingual working environment. The Parliament encourages the Court to continue to focus on the issue of burnout in order to avoid new cases, and to organise obligatory staff training on the Code of Conduct.

The Court continues to work on these points. It has set up several actions to achieve better balance in terms of gender and representation of Member States within its workforce. It is also helpful to recall that a large amount of information on gender equality and diversity is contained in the management report of the authorising officer by delegation and in the accompanying statement on staff policy, published annually by the Institution. It works tirelessly to preserve multilingualism in judicial activity and on an institutional level.

Regarding the work-life balance of staff, the Court has strengthened its staff support services and continues to promote actions in that field. Training on the staff Code of Conduct has been strengthened and account will be taken in that context of the recommendation to organise obligatory training for all staff.

The Court attaches great importance to transparency vis-à-vis the general public, and is working towards creating closer ties with citizens. It will therefore examine attentively the invitation further to improve transparency, inter alia by improving the arrangements for broadcasting hearings on its website and facilitating access to documents relating to cases, while complying with the applicable rules.

The ongoing projects of the Institution to redesign its website and case-law search engine address, among other things, the invitation to simplify the process for searching for specific decisions and will result in an interface that is more approachable and easier for various interested audiences to use.

In the field of emerging technologies, the Court is particularly attentive to the observations on anticipating the related cybersecurity risks and strengthening collaboration with the European Union Agency for Cybersecurity (ENISA) and CERT-EU. In particular, it participates very actively in the relevant institutional fora. Moreover, it offers an extended training course on artificial intelligence to all its staff in order to raise its risk awareness and familiarise it with the advantages of this technology.

As for the suggestion to develop a cybersecurity strategy and to strengthen collaboration with other EU institutions or bodies, ENISA in particular, it should be noted that the Court has adopted measures to improve its IT security and has allocated significant budgetary resources to that essential field. It also submitted requests for additional posts to the budgetary authority for the 2025 and 2026 financial years, because the efforts made in that field in order better to mitigate the risks encountered should be supplemented by strengthened human resources.

In the field of judicial collaboration, the Parliament invites the Court further to develop its information-sharing initiatives in order to support national courts in complex legal interpretations, encourages deeper cooperation between the Court and national courts and recommends that a permanent judicial exchange programme be set up for judges in Member States to work side by side with their Court counterparts in order to improve the uniform application of EU law.

The Court does indeed attach great importance to its judicial dialogue with national judges. Several initiatives and actions are evidence of this, such as the annual organisation of a Meeting of Judges, close cooperation in the context of the Judicial Network of the European Union and the European Judicial Training Network, and regular exchanges with EU courts.

As for the aspects concerning the Members of the Courts, the Parliament takes note of the fact that the list of external activities carried out by the Members has been published on the website since 2018; it recommends, however, that its presentation be reviewed in order to make it more accessible to the general public. It expresses concern related to a request for assistance relating to alleged harassment involving a judge, while noting that no harassment was established as a result of the procedure, and encourages the Court to continue to apply a zero tolerance policy to workplace harassment, by introducing obligatory training on unconscious biases and ethical rules for all judges and senior officials in order to prevent abuses of power. Moreover, it asks that an independent ethics committee be set

up, to be responsible for, first, ensuring that the Code of Conduct is complied with and to investigate potential breaches of that code, and, second, annual obligatory ethics training. On that point, it is helpful to note that new Members attend an awareness-raising session on ethical issues as part of their onboarding programme.

Moreover, the Parliament asks the Court to introduce an obligatory recusal rule for judges where they have prior links to parties to the case and recommends stricter review of conflicts of interest. On that point, it is appropriate to recall that the Court relies on a tested mechanism to prevent conflicts of interest which is adapted regularly in order to continue to meet the highest requirements in this area. This mechanism takes effect from the procedure for selecting Members whose independence and impartiality, as provided for in the Treaty and on the basis of the assessment made by the Article 255 TFEU Committee, must be beyond doubt. It then produces full effects when they take up their duties, on the basis of a series of provisions of the Statute of the Court of Justice, the Rules of Procedure of the Court of Justice and of the General Court and of the Code of conduct for Members and former Members of the Court of Justice of the European Union (2021/C 397/01). Last, those provisions are supplemented by the publication, on the Institution's website, of the declarations of interests of the Members and of their curriculum vitae, honours, affiliations and external activities.

Regarding the use of the Members' vehicles, the Parliament takes note of the contact established between institutions in order to obtain a harmonised set of rules and invites all the EU institutions to agree on a single system to be applied horizontally.

The Court is, generally speaking, keen to implement the recommendations of the discharge authority as quickly as possible and is determined to constantly improve the efficiency of the management of all its activities. In the context of the follow up procedure regarding the recommendations issued, the Court will make sure to inform the Parliament of any actions taken to that effect.





# ANNEX 1

## Statement on staff policy

### 1. Introduction

This document outlines the policy of the Court of Justice of the European Union (the ‘Court’ or the ‘Institution’) on the management of staff. That policy aims, in particular, to make optimal use of the posts and appropriations made available by the budgetary authority, while seeking to develop employee skills and maintain good working conditions.

### 2. Staff numbers

At the end of the 2024 financial year, **2 267 persons**, made up of officials and members of the temporary staff and contract staff, were employed by the Court.

The distribution of staff by type under the Staff Regulations and by function group was as follows:

Breakdown of staff by type under the staff regulations		% of the Institution's staff
Officials	1 354	59.73%
Temporary staff	740	32.64%
Contract staff	173	7.63%
TOTAL	2 267	100%

Breakdown of staff by function group		% of the Institution's staff
AD	1 289	56.86%
AST	745	32.86%
AST/SC	60	2.65%
AC	173	7.63%
TOTAL	2 267	100%

The average age of the Institution's staff remains **46 years**, distributed as follows by age range:



Age range	%
21-29	6.14%
30-39	14.88%
40-49	38.54%
50-59	33.02%
60-67	7.42%

Average age of management staff	
Head of Unit/Deputy Head of Unit	52
Director/Director-General	54

## 3. Recruitment and occupancy of posts

### 3.1 Permanent posts

The Court sets itself a twofold objective each year in terms of occupation of posts: first, that of ensuring as high a rate of occupation of posts as possible, in the light of the heavy workload borne by the Institution and, secondly, that of filling permanent posts, as far as possible, with staff who are officials.

The efforts made have led to a very high rate of occupation of posts in all departments (an average of 96.70% in 2024), notwithstanding certain difficulties which have a direct impact on recruitment procedures, such as the low level of the basic salaries for entry grades with regard, in particular, to the cost of living in Luxembourg or more limited opportunities for career progression in Luxembourg due to the lesser number of institutions and posts located there compared with Brussels.

### 3.2 Posts in Members' chambers

The number of temporary posts made available by the budgetary authority for the staffing of chambers of Members of the Institution, either as members of the temporary staff pursuant to Article 2(c) of the Conditions of Employment of Other Servants of the European Union ('the CEOS') or as seconded officials under Article 37(a) of the Staff Regulations of Officials ('the Staff Regulations'), stood at 566.

## 3.3 Temporary staff in the Court's services

### 3.3.1 Temporary staff

As pointed out above, the Court's policy is to fill the permanent posts available in the establishment plan with officials. However, where the procedure for filling a post has not led to applications from qualified officials with a view to internal or institutional mobility and there are no suitable lists of successful candidates from a competition, the Court employs members of temporary staff under Article 2(b) of the CEOS. Accordingly, the number of members of the temporary staff occupying permanent posts at the end of the 2024 financial year was 247.

### 3.3.2 Contract staff

Contract staff in active employment at the Court are covered by either Article 3a or 3b of the CEOS.

As regards the first category of staff (contract staff under Article 3a of the CEOS), these persons are entrusted with manual or administrative support service tasks. At the end of the financial year 2024, 81 members of the contract staff were in service at the Court to carry out such tasks, amounting to 3.6% of the Institution's staff.

As regards staff in the second category (contract staff for auxiliary tasks covered by Article 3b of the CEOS), these persons are recruited to replace officials or members of the temporary staff who are temporarily absent (for example, because of maternity leave or a long-term illness) or, exceptionally, to tackle specific peaks in workload. In addition, contract staff in function group II are engaged by the Seminars and Visits unit as part-time visit guides and other members of the contract staff in function group III are engaged to carry out proofreading tasks in the Directorate-General for Multilingualism. At the end of the financial year, 92 members of the contract staff for auxiliary tasks were in service at the Court, representing approximately 4% of the Institution's staff.

## 4. Equal opportunities, diversity and inclusion

The Court continuously seeks to ensure that the working environment remains free from all forms of discrimination and that there is a balanced gender distribution among its staff.

At the end of the financial year, the breakdown by gender of the Institution's staff was as follows: (see details in Annex 1):

Breakdown of staff by function group and gender		% of the Institution's staff
<b>Women</b>		
AD	699	61%
AST	569	
AST/SC	42	
AC	66	
<b>Total women</b>	<b>1 376</b>	
<b>Men</b>		
AD	590	39%
AST	176	
AST/SC	18	
AC	107	
<b>Total men</b>	<b>891</b>	
<b>Grand total</b>	<b>2 267</b>	<b>100 %</b>

Of the staff members in function group AD, 54% are women.

With regard to management posts specifically, the occupancy rate by women as at 31 December 2024 was 35.71% for senior management and 51.6% for middle management, as shown in the table in Annex 3 to this report illustrating the distribution of management posts by nationality and gender. A comparison between the occupancy rates of women in management posts in 2018 and 2024 shows an upward trend in the representation of women in these posts (37.5% in 2018, 40% in 2022 and 48.7% in 2024).

In 2024, the Institution implemented the following actions in the fields of equal opportunities, diversity and inclusion:

- raising awareness, among new members of staff, of aspects relating to these fields;
- integration of the concepts of equal opportunities, diversity and inclusion in general skills training courses and, in particular, the addition of two training modules specifically targeting unconscious bias and the skills necessary for optimum multicultural cooperation in the CURIA Professional training directory;
- development and launch of a new training programme entitled 'Inclusive integration: Strategies for a diversified working environment' to, first, raise staff awareness on the essential concepts of diversity and inclusion, prejudices, microaggressions and non-violent communication and, second, ensure high-quality staff selection procedures;
- organisation of a conference on the benefits and challenges of diversity, inclusion and staff integration, the typology of stereotypes and the best practices to become aware of them and adopt a more inclusive approach;
- presentation of the activities of a Luxembourgish association handling domestic violence cases in order to inform staff on the subject, in accordance with the recommendations made by the internal working group on the Council of Europe Convention on preventing and combating violence against women and domestic violence (the Istanbul Convention);



- launch of a 'D&I calendar challenge' on the Court's intranet in order to inform staff on a monthly basis of essential D&I concepts and enable rapid and targeted learning;
- monitoring of the work on diversity and inclusion at interinstitutional level.

Since 2022, an interservices programme for accessibility and inclusion has been in place in order to ensure a working environment that is respectful of the rights of workers with disabilities. Personalised support measures are in place, including adapting tasks, working hours and workspaces. The Human Resources Directorate (HRD), via the medical service, provides administrative and psychological support to the persons concerned. Moreover, equal opportunities are ensured in recruitment procedures, thanks to specific adjustments which guarantee fair conditions. Awareness-raising initiatives are organised on a regular basis, such as the disability awareness week organised in 2024, which hosted paralympic athletes and specialist associations in order to promote inclusion through sporting activities. A pilot programme for trainees with disabilities is under development and a support group for parents of children with disabilities has been created to offer space for dialogue and support. Those actions are specific expressions of the intention to ensure a respectful, fair and inclusive working environment.

## 5. Geographical balance

The Court's staff is made up of officials and other staff from all Member States of the European Union.

Recruitment is always carried out on the basis of candidates' merits, in accordance with Articles 7 and 27 of the Staff Regulations, which stipulate that vacancies are to be filled 'solely in the interest of the department and without regard to nationality' 'on the broadest possible geographical basis from among nationals of Member States of the Union'.

The Court works with the European Personnel Selection Office (EPSO), together with the other EU institutions, particularly to ensure balanced representation of the Member State nationalities among its staff.

In 2024, the Court also participated in the work of the interinstitutional working group on geographical balance, the aim of which is to assess the possibility of closer collaboration between the institutions to attract candidates from underrepresented countries.

The geographical breakdown of staff at the end of the financial year 2024 is set out in the tables in Annexes 2 and 4 to this statement.

## 6. Career management

### 6.1 Horizontal mobility

The Court encourages horizontal mobility within the Institution, giving priority to filling posts by transfer within the Institution. To that end, the HRD assists the Institution's services during recruitment procedures to enable them to benefit from high-quality recruitments, drawing as far as possible on the pool of knowledge and skills available from the Institution's staff.

### 6.2 Vertical mobility

In accordance with internal decisions on promotions which implement the relevant provisions of the Staff Regulations, laying down, in particular, rates of promotion, it was possible to promote 246 officials in the 2024 promotion exercise having regard to both the merits observed and the budgetary resources allocated for that purpose by the budgetary authority, in compliance with the rates referred to above.

In addition, in the context of the certification procedure under Article 45a of the Staff Regulations, 3 officials in function group AST were selected to participate in the training programme organised by the European School of Administration in 2024. 1 previously selected official passed the tests for the 2024 certification exercise. Of a total of 43 officials selected by the Court since 2005 to participate in such a programme, 28 have successfully passed the certification tests and have been appointed as administrators.

### 6.3 Interinstitutional mobility

There have been movements of staff between the Court and the other EU institutions in the context of transfer procedures. Transfers to the Court enrich the Institution's staff through the arrival of employees with a command of working methods and management tools implemented in the other institutions, which are valuable in broadening the skills of staff members and in the useful sharing of best practices.

87 of the 125 recruitment procedures launched via vacancy notice published in 2024 were opened to officials of the other institutions. 11 officials were transferred to the Court. Moreover, 18 officials from the Court were transferred to other institutions. A third of those officials went to a different place of employment, thus confirming that the Luxembourg site has certain difficulties in retaining staff employed there.

## 7. Home working regime

On 1 May 2022, a new home working regime was put in place enabling staff in the services and registries to perform part of their work from home. Onsite work remains the standard, but as a general rule staff can telework a maximum of two days a week (40% of working time).

In addition, as in 2023, in 2024 the Institution gave staff members the possibility of working for 10 working days away from the place of employment. This measure, highly appreciated by staff as well as by heads of services due to the flexibility it offers for periods of duty, has substantially enhanced the well-being of colleagues and work-life balance.

In adopting this new system, the Institution's objective was to:

- enable staff to have a better work-life balance, while at the same time reinforcing social interactions at the Court's premises;
- support heads of services in managing the hybrid working regime by encouraging a more flexible and supportive management approach, focusing on building relationships of trust and strengthening autonomy;
- raise awareness among line managers of the importance of work-life balance;
- continue to implement paperless processes and digitalise workflows for the sending and validation of documents by the competent authorities;
- ensure that staff training and skills development activities are continued by maintaining a diverse training offer, including face-to-face courses, online courses and e-learning self-training modules;
- participate actively in interinstitutional meetings in order to share best practices in the field with other institutions, in order to ensure an attractive and effective home working regime.

## 8. Health and well-being at work

The Court is committed to the health and well-being of its staff, providing necessary communication on, and raising awareness of, matters relating to health and well-being at work.

In June 2024, two occupational psychologists were recruited. They are tasked with supporting the Institution and its staff in various ways (workshops, discussion groups, conferences, one-to-one meetings with one or several persons) and on various work-specific topics (including adapting to organisational change, prevention of certain psychosocial risks, difficulty in disconnecting, support for returning to work). Staff members with personal or professional difficulties are grateful for the support received in this way.

The Court's social assistant provided support and advice to the Institution's current and retired staff, in particular with regard to family benefits, childcare facilities and other social matters. If need be, she can guide staff towards the appropriate national services.

During the year concerned, the medical-social service continued to manage requests for part-time work on medical grounds and reasonable adjustments to make work easier for persons with medical issues or disabilities.

Moreover, a new Staff Code of Conduct was adopted in 2024 and has been applicable since 1 March 2024. The purpose of this code is to lay down rigorous ethical standards adapted to the judicial mandate of the Institution. It applies to all officials and other members of staff of the Institution, as well as to seconded national experts and trainee judges hosted in the context of the European Judicial Training Network. Stricter obligations are foreseen for management, which has a particular duty to set an example, and for legal secretaries, owing to the sensitive nature of their tasks and their direct involvement in judicial work. Training sessions for all staff of the Institution to remind them of the obligations on official and other members of staff and to improve awareness of the new Code were offered to all staff from autumn 2024 and continue to be organised throughout 2025.

Lastly, several preventative actions were carried out in order to raise staff awareness and inform staff of key topics. A topical evening on menopause was highly successful; it included a play and then a talk given by a specialist doctor. For Movember, a campaign to raise awareness of men's health was organised, including an online quiz and an interactive conference. Moreover, several information sessions concerning breast cancer prevention in women and men were offered. Lastly, sports activity leaders received specific training on the use of defibrillators and cardiac resuscitation.

## 9. Working conditions

The number of persons having requested parental leave, family leave or part-time work on medical grounds varied slightly in 2024 as compared with 2023 (see details in Annex 5). The decrease in part-time work on medical grounds may be explained by the support measures set up together with the doctors and psychologists for members of staff who had been absent on medical grounds for a certain period of time and by the line managers of those members of staff to encourage and facilitate their return to work.

Regarding the use of the time made available by staff members working part time or on parental leave, it should be noted that the Court uses the corresponding remuneration appropriations in order to recruit temporary staff.

## 10. IT optimisation in human resource management

After a considerable speeding up of initiatives to introduce paperless processes and to digitise workflows for approving HR files, proposal files sent to the appointing authority are entirely managed in the HAN/ARES document management system. Moreover, the ARES application is now used to transmit and manage files relating to requests regarding professional conduct and ethics.

Moreover, the digitalisation via ARES of a certain amount of procedures relating to pecuniary rights for Members, officials and other staff was prepared in 2024, with a view to progressive roll-out throughout 2025.

In the context of the use of the staff application SYSPER, the staff management system was set up for the structured and centralised monitoring of posts and staff movements.

Moreover, the automatic generation of some HR documents was implemented via the specific SYSPER module, reducing manual tasks and risks of error. Other SYSPER modules are in the implementation phase in the effort to digitise and automate workflows.

The Court has also been using the HR Reporting and Analytics Services module since 2020, which allows targeted and comprehensive statistical data to be extracted. Those data make it possible, more specifically, for heads of service to monitor participation of their staff in the various training programmes organised.

In collaboration with the Commission, the Court began migrating the management of personnel files to the NDP module (New Application for the Management of Personnel Files), which was integrated into SYSPER system in order to modernise and secure the archiving and consultation of personnel files. A mass transfer of files was carried out followed by an in-depth review and normalisation of data, which continued in 2024, in order to guarantee the quality and reliability of those data. The transfer for data to the NDP is currently at the final verification stage; the objective is to allow access by officials and other staff to personnel files in 2025.

Among the IT projects completed in 2024, it should be noted that, during the reference year, the Court environment within the interinstitutional training platform EU Learn was enriched with intuitive search functions for the various training offers organised by the Court and by other institutions. The overhaul of this interface, at no additional cost to the Institution, which began in 2023, was intended to raise the visibility of classes, conferences and training events in order to promote continuous professional development, in terms of evolving technical skills (skills linked to the various professions) and sustainable interactive skills (general skills). Access to relevant information is now better structured and more dynamic, which facilitates searches for training programmes by the Institution's heads of service and staff with a view to setting individual objectives for skills development.

In addition, new electronic fact sheets with links to the various courses were drawn up and integrated into EU Learn, illustrating the training pathways according to the profile of different professions within the services of the Court. They support the heads of service, in particular, in setting skills development objectives in the context of annual appraisals. In addition, they enable newcomers and current staff to have a general overview of the training offered for their functions. This has facilitated access to information relating to each training event and to registration for the various courses.

## 11. Training and skills development

Training and continuous development of skills of the Court's staff play an essential role in successfully achieving the Institution's mandate.

The importance given by the Institution to training and skills development for staff is reflected in the establishment in 2023 of a Steering Committee on Training, which approves a Strategic Framework for Training (CSF) every two years and the annual work programme of the service responsible for training, while taking note of the annual report assessing the trainings organised the preceding year.

On the basis of the 2024 training work plan, based on the Institution's strategic objectives, the Court continued to offer training sessions in several formats, that is, in-person, online and hybrid sessions.

In addition, an analysis of the training sessions organised in 2023 was carried out, highlighting the results obtained and the achievements made in the services as a result of staff participation in training sessions; the effectiveness, quality and relevance of those sessions were assessed by reference to the development of staff skills, return on investment and good use of the budget allocated to training.

A catalogue of management training sessions was drawn up and a training programme for upper and middle management focusing on change management was designed and developed for roll-out in 2025 and 2026.

In 2024, the Court expanded the CURIA Professional training directory, modelled on the EPSO Competency Framework. The Directory contains the full range of training courses organised at the Court, encourages members of staff to continue training and facilitates the setting by line managers of individual skills development objectives in the context of annual appraisals.

Special sessions were organised for heads of services on effective ways to give and receive constructive feedback and effective project management.

With regard to the onboarding and induction programme for newcomers, the HRD carried out an in-depth analysis of this system and, from 2024 onwards, new onboarding actions are being implemented for new staff to enhance their sense of belonging to the Institution and to increase the attractiveness of the Court as an employer.



Training courses were also organised for ad hoc trainers at the Court, namely for specifically trained staff members who share internally, in a structured manner, the knowledge acquired in the course of their own training programme. This approach allows the Institution to optimise the use of its resources, by passing on internal knowhow systematically, in a sustainable and effective way.

The programme for developing managerial skills of administrators has also been adapted with a view to ensuring optimal alignment of all programmes focusing on strengthening managerial skills. Since the creation of this programme in 2016, 9 rounds have trained 119 administrators and 71 heads of service, and many related projects have been carried out. Further, 15 administrators have since completed that training programme and been appointed heads of unit. Moreover, participants in previous rounds of that programme have had the opportunity to continue their training programme in 2024 via topical workshops to maintain momentum in developing their skills and consolidate their professional networks.

The meetings of the Training Observatory, set up in 2020 as part of the Institution's quality efforts and made up of representatives from the various services, continued throughout 2024, with presentations on the diversity of training courses offered at the Court and the quality measures implemented in the various services. An ad hoc workshop was organised in 2024 on innovative channels to promote various training courses, prompt staff to participate in them and heads of service to encourage their staff to participate in the interests of the Institution. The results of the vibrant exchanges between participants were grouped together in thematic sheets to allow representatives of the services to have an inventory of best practices regarding communication and training offers in order to establish a common strategy within all services organising training within the Institution.

Last, in November 2024, the Court organised a series of training and information sessions on the topic of artificial intelligence entitled '*AI Curriculum – AI Month*' with introductory videos, webinars, round tables and a three-part training programme entitled '*AI Unveiled*'. The sessions in question form part of the general framework of change management and the staff upskilling/reskilling programme that will be necessary in the coming years in order to respond to the challenges of transitioning to the acquisition or consolidation of new skills according to the changes to certain professions.

## 12. Communication and social dialogue

Social dialogue between the administration and the staff representatives has a tangible, direct effect on the implementation of staff policy and the application of the Staff Regulations and internal rules. This dialogue takes place, in particular, in various joint committees in the Institution and in exchanges with the Staff Committee and recognised or representative trade unions.

The Court's administration maintains regular contact with the Court's Staff Committee in order to identify possibilities for collaboration on issues of key interest to staff.

In 2024, the HRD provided information to all staff via 35 communications.

## 13. Non-statutory staff

In 2024, as part of its traineeship programme, the Court hosted 201 paid trainees over 2 traineeship periods, in spring and autumn, together with 7 trainees funded from other sources, for a total of 208 trainees. The table below sets out a breakdown of the trainees by nationality (in the event of several nationalities, only the first nationality was taken into account):

Nationality	Number of trainees hosted in 2024 with that nationality:
Austria	8
Belgium	13
Bulgaria	1
Czech Republic	3
Cyprus	5
Croatia	2
Denmark	3
Germany	13
Finland	1
France	34
Spain	20
Greece	13
Hungary	2
Ireland	17
Italy	28
Lithuania	4
Latvia	4
Luxembourg	5
Malta	1
Netherlands	3
Poland	4
Portugal	10
Romania	8
Slovenia	2
Slovakia	1
Sweden	1
Other	2

In 2024, the Institution hosted 9 seconded national experts from France (2), Italy (1), the Netherlands (1), Austria (1), Portugal (1), Bulgaria (1), Romania (1), and Slovakia (1). Each expert obtained a one-year renewable secondment from their home administration. 6 of them were already at the Court on 1 January 2024 and the 3 others arrived during the year.

In 2024, the Institution also hosted 27 trainee judges in total from the European Union Judicial Training Network (EJTN). They were from Bulgaria (1), Croatia (1), the Czech Republic (2), Estonia (1), France (1), Germany (3), Greece (2), Hungary (1), Italy (3), Latvia (1), Portugal (1), Romania (5), Slovakia (1), Spain (3) and Sweden (1). These trainee judges were all assigned to the Members' chambers. 12 trainee judges had already taken up their duties on 1 September 2023 and the 15 others arrived on 1 September 2024.

## Annexes :

1. Breakdown of staff by gender
2. Geographical breakdown of staff (by function group)
3. Senior and middle management, by gender and nationality
4. Geographical breakdown of staff (percentage)
5. Data on family leave, parental leave and part-time work, and half-time work on medical grounds

# 1. Breakdown of staff by gender

As at 31 December 2024

## BREAKDOWN OF STAFF BY GENDER (permanent and temporary posts)

Gender	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	Grand Total
F																	
AD					24	4	125	38	66	98	124	162	20	34	4		699
AST	44	7	163	35	66	110	77	42	24		1						569
AST-SC		27	10	5													42
F Total																	
M																	
AD					10	7	85	39	49	76	97	130	30	59	5	3	590
AST	12	1	63	17	21	18	19	14	10	1							176
AST-SC		15	1	2													18
M Total																	
Grand Total	56	50	237	59	121	139	306	133	149	175	222	292	50	93	9	3	2094

## BREAKDOWN OF STAFF BY GENDER (Contract staff/contract staff for auxiliary tasks)

Gender	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	Grand Total
F																			
GFI	2		1																3
GFI				4		5	1												10
GFI								12	8	6	3	8							37
GFI												4	5	4	1	1	1		16
F Total	2	0	1	4	0	5	1	12	8	6	3	8	4	5	4	1	1	1	66
M																			
GFI	14	13	51																78
GFI						5	5												10
GFI								3	1	2	5	2							13
GFI												1	2	2		1			6
M Total	14	13	51	0	0	5	5	3	1	2	5	2	1	2	2	0	1	0	107
Grand Total	16	13	52	4	0	10	6	15	9	8	8	10	5	7	6	1	2	1	173

## 2. Geographical breakdown of staff (by function group)

As at 31 December 2024

**BREAKDOWN OF STAFF BY NATIONALITY AND FUNCTION GROUP**  
(permanent and temporary posts and contract staff)

Nationality	AD	AST	AST/SC	GF I	GF II	GF III	GF IV	Grand Total
Austria	16	2					1	19
Belgium	105	71	7	5		4	1	193
Bulgaria	37	14	1	1		2	1	56
Croatia	33	10	2		1	1		47
Cyprus	2							2
Czech Republic	35	12	1	1	1	1	1	52
Denmark	29	7	3	1				40
Estonia	27	15	1			1		44
Finland	29	14	1			1		45
France	210	250	14	32	6	11	6	529
Germany	75	33	2	2	2	2	1	117
Greece	49	34	2	4	2	1	1	93
Hungary	38	21	2	1	1	2		65
Ireland	37	9	2			1	1	50
Italy	100	44	3	11	3	3	2	166
Latvia	34	16	1			1	1	53
Lithuania	36	15	1	1		1	1	55
Luxembourg	15	13	2	3	1	2		36
Malta	24	12	1			2		39
Netherlands	20	4						24
Other	2							2
Poland	58	25	3	2	1	2		91
Portugal	37	23	2	10		2		74
Romania	54	30	1	4		4	4	97
Slovakia	30	14	1			1		46
Slovenia	32	15	1			2		50
Spain	78	34	4	3	2	3	1	125
Sweden	31	7	2					40
United Kingdom	16	1						17
<b>Grand Total</b>	<b>1289</b>	<b>745</b>	<b>60</b>	<b>81</b>	<b>20</b>	<b>50</b>	<b>22</b>	<b>2267</b>



### 3. Senior and middle management, by gender and nationality

As at 31 December 2024

SENIOR AND MIDDLE MANAGEMENT					
Nationality	Director-General	Director	Head of Unit	Deputy Head of Unit	Grand Total
<b>F</b>					
Belgium			3		3
Croatia			1		1
Czech Republic			1		1
Denmark			1		1
Estonia			1		1
Finland		1			1
France			4	1	5
Greece			1		1
Hungary			3		3
Ireland			2		2
Italy		2	3		5
Latvia			1		1
Lithuania			1		1
Poland			2		2
Portugal			1		1
Romania	1		1		2
Slovakia			1		1
Slovenia			1		1
Spain		1	2		3
Sweden			1		1
<b>F Total</b>	<b>1</b>	<b>4</b>	<b>31</b>	<b>1</b>	<b>37</b>
<b>M</b>					
Belgium	1		5		6
Bulgaria			1		1
Czech Republic			1		1
Denmark			1		1
Estonia		1			1
Finland			1		1
France			5	1	6
Germany		1	2		3
Greece			1		1
Ireland				1	1
Italy	1		1		2
Latvia			1		1
Lithuania			1		1
Luxembourg		1	1		2
Malta			1		1
Poland		1			1
Portugal		1	2		3
Slovakia			1		1
Slovenia			1		1
Spain		2	2		4
<b>M Total</b>	<b>2</b>	<b>7</b>	<b>28</b>	<b>2</b>	<b>39</b>
<b>Grand Total</b>	<b>3</b>	<b>11</b>	<b>59</b>	<b>3</b>	<b>76</b>

## 4. Geographical breakdown of staff (percentage)

As at 31 December 2024

BREAKDOWN OF STAFF BY NATIONALITY	
Member State	% of staff in service
Austria	1%
Belgium	9%
Bulgaria	2%
Croatia	2%
Cyprus	<1%
Czech Republic	2%
Denmark	2%
Estonia	2%
Finland	2%
France	23%
Germany	5%
Greece	4%
Hungary	3%
Ireland	2%
Italy	7%
Latvia	2%
Lithuania	2%
Luxembourg	2%
Malta	2%
Netherlands	1%
Other	<1%
Poland	4%
Portugal	3%
Romania	4%
Slovakia	2%
Slovenia	2%
Spain	6%
Sweden	2%
United Kingdom	<1%

## 5. Data on family leave, parental leave, part-time work, and half-time work on medical grounds

	2024				2023				2022				2021				2020			
	Number of persons	Number of days*	Number of persons	Number of days*	Number of persons	Number of days*	Number of persons	Number of days*	Number of persons	Number of days*	Number of persons	Number of days*	Number of persons	Number of days*	Number of persons	Number of days*	Number of persons	Number of days*	Number of persons	Number of days*
Family leave	2	67	0	0	0	0	1	5.0	0	0	0	0	0	0	0	0	1	5.0	0	0
Family leave 50%	13	528.0	11	310.0	6	214.0	3	117.0	3	117.0	3	117.0	3	117.0	3	117.0	8	114.0	8	114.0
Family leave 100%	15	595.0	11	310.0	7	219.0	3	117.0	3	117.0	3	117.0	3	117.0	3	117.0	9	119.0	9	119.0

	2024				2023				2022				2021				2020			
	Number of persons	Number of days*	Number of persons	Number of days*	Number of persons	Number of days*	Number of persons	Number of days*	Number of persons	Number of days*	Number of persons	Number of days*	Number of persons	Number of days*	Number of persons	Number of days*	Number of persons	Number of days*	Number of persons	Number of days*
Parental leave	63	1228	36	807.0	56	1,035.0	65	1,092.3	65	1,092.3	65	1,092.3	65	1,092.3	65	1,092.3	66	1,170.2	66	1,170.2
Parental leave 50%	99	3,407.0	93	3,334.0	108	3,895.0	100	3,810.0	100	3,810.0	100	3,810.0	100	3,810.0	99	3,772.0	99	3,772.0	99	3,772.0
Parental leave extension 50%	26	546.5	24	475.0	28	550.3	24	454.3	24	454.3	24	454.3	24	454.3	35	770.3	35	770.3	35	770.3
Parental leave extension 100%	44	1,626.0	55	1,805.0	57	2,098.0	60	2,426.0	60	2,426.0	60	2,426.0	60	2,426.0	71	3,308.0	71	3,308.0	71	3,308.0
	232	6807	228	6421	247	7518	249	7783	249	7783	249	7783	249	7783	271	9021	271	9021	271	9021

	2024				2023				2022				2021				2020			
	Number of persons	Number of days*	Number of persons	Number of days*	Number of persons	Number of days*	Number of persons	Number of days*	Number of persons	Number of days*	Number of persons	Number of days*	Number of persons	Number of days*	Number of persons	Number of days*	Number of persons	Number of days*	Number of persons	Number of days*
Part-time	80	3989	68	3,677.0	64	3,405.0	45	3,519.0	45	3,519.0	45	3,519.0	45	3,519.0	45	3,519.0	68	3,999.0	68	3,999.0
Part-time 50%	11	536	10	606.0	16	924.0	13	799.0	13	799.0	13	799.0	13	799.0	15	809.0	15	809.0	15	809.0
Part-time 60%	9	294	6	240.0	7	240.0	4	237.0	4	237.0	4	237.0	4	237.0	7	353.0	7	353.0	7	353.0
Part-time 62.5%	14	460	12	459.0	13	551.0	12	428.0	12	428.0	12	428.0	12	428.0	15	610.0	15	610.0	15	610.0
Part-time 70%	23	585	24	701.0	23	695.0	23	806.0	23	806.0	23	806.0	23	806.0	38	1,131.0	38	1,131.0	38	1,131.0
Part-time 75%	40	1132	43	1,308.0	45	1,085.0	35	1,184.0	35	1,184.0	35	1,184.0	35	1,184.0	63	1,704.0	63	1,704.0	63	1,704.0
Part-time 80%	33	304	24	305.0	16	236.0	19	308.0	19	308.0	19	308.0	19	308.0	39	523.0	39	523.0	39	523.0
Part-time 90%	210	7300	187	7296	184	7136	151	7281	151	7281	151	7281	151	7281	245	9129	245	9129	245	9129

Grand total of number of days\* 14,702.0 14,022.0 14,873.3 15,180.5 18,268.6

\*working days

	2024				2023				2022				2021				2020			
	Number of persons	Number of persons	Number of persons	Number of persons	Number of persons	Number of persons	Number of persons	Number of persons	Number of persons	Number of persons	Number of persons	Number of persons	Number of persons	Number of persons	Number of persons	Number of persons	Number of persons	Number of persons	Number of persons	Number of persons
Half-time work on medical grounds	30	40	26	21	26	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21

## ANNEX 2

# Report on budgetary and financial management for the financial year 2024

## I. Introduction

This report provides an overall view of budget implementation relating to the year 2024 and, in accordance with Article 255 of Regulation (EU, Euratom) 2024/2509 of the European Parliament and of the Council of 23 September 2024 on the financial rules applicable to the general budget of the Union, *'shall provide summary information on the transfers of appropriations among the various budgetary items'*.

In that context, Section 2 of this report gives an overview of budget implementation in 2024 and of transfers made, and Section 3 examines in more detail the trends in budget lines by chapter of the budget of the Court of Justice of the European Union ('the Court' or 'the Institution'). Lastly, the annexes, by means of tables with figures, provide detailed information concerning that budget implementation.

The level of budget implementation of the Court's appropriations in 2024 was once again very high (98.96%).

The year 2024 was characterised, on the one hand, by a reduction in pressure on expenditure linked to energy consumption and, on the other hand, by an increase in salary expenditure which proved to be greater than the forecasts drawn up in that regard.

Indeed, despite the tense geopolitical context, the reduction in the cost of energy in 2024, combined with the maintenance of a series of energy-saving measures, made it easier to manage that category of expenditure compared with previous years.

However, there was significant pressure on salaries in the budget: the salary adjustment parameters applied in 2024 led to a much larger adjustment than forecast, resulting in a significant increase in the appropriations required. In addition, the continuing evolution of needs in the field of information technologies, and in particular cybersecurity, also necessitated the mobilisation of additional budgetary resources.

However, the careful management of the appropriations has made it possible to deal with the difficulties encountered. In addition, a certain surplus at the end of the year enabled the Institution to make advance payments aimed at alleviating the future financial burden linked to the payments due under the lease- purchase contracts for its buildings.

## II. Overview of budget implementation in 2024

### 1. Revenue

The estimated revenue of the Court for the financial year 2024 was EUR 72,793,000.

As shown in **Table 1** below, the established entitlements for the financial year 2024 were EUR 73,964,342 and are 1.61% higher than estimated.

Table 1 – Estimated revenue and established entitlements ('fund 3')

*(in euros)*

Title	Estimated revenue 2024	Established entitlements 2024	% of total
3 – Administrative revenue	72,713,000.00	73,681,843.02	99.62
4 – Financial revenue, default interest and fines	80,000.00	282,499.43	0.38
<b>TOTAL</b>	<b>72,793,000.00</b>	<b>73,964,342.45</b>	<b>100.00</b>
%	100.00 %	101.61 %	0.00

It should be noted that revenue from established entitlements under Title 3 (primarily the deductions made from the salaries of Members and staff for taxes and social security contributions) represents nearly all of the revenue.

**Annexes 1 and 2** provide additional information with figures on the whole revenue stream (revenue- entitlements carried over, revenue-entitlements established and revenue-entitlements collected).

As regards the revenue from entitlements carried over from the preceding financial year, **Table 2** below shows that the revenue under Title 3 represents the total revenue from entitlements carried over and collected in 2024.

Table 2 – Revenue from entitlements carried over ('fund 5')

*(in euros)*

Title	Carried over 2023 to 2024	Revenue from entitlements carried over	% of total
3 – Administrative revenue	114,205.79	58,517.77	100.00
4 – Financial revenue, default interest and fines	0.00	0.00	0.00
<b>Total</b>	<b>114,205.79</b>	<b>58,517.77</b>	<b>100.00</b>
%	100.00%	51.24%	0.00



## 2. Expenditure

### A. Appropriations for the financial year

The appropriations for expenditure entered in the Court's budget for the financial year 2024 came to EUR 503,837,531.

As shown in **Table 3** below, budget implementation for the financial year 2024 amounts to EUR 498,590,991.73 and represents a very high rate of use of final appropriations of 98.96%.

In general, as in previous years, it should be noted that more than two thirds of the appropriations used by the Court in 2024 are allocated to the expenditure on Members and staff (expenditure under Title 1), with almost all of the remaining balance relating to expenditure on infrastructure (Title 2), in particular in the areas of buildings and information technology.

**Table 3 – Commitment of appropriations in the financial year ('fund 1')**

<i>(in euros)</i>			
Title	Appropriations in the financial year 2024	Commitments in the financial year 2024	% of total
1 – Persons working with the institution	400,563,000.00	396,684,541.84	79.56
2 – Buildings, furniture, equipment and miscellaneous operating expenditure	103,217,531.00	101,898,040.89	20.44
3 – Expenditure resulting from special functions carried out by the institution	57,000.00	8,409.00	0.00
10 – Other expenditure	–	–	0.00
<b>Total</b>	<b>503,837,531.00</b>	<b>498,590,991.73</b>	<b>100.00</b>
%	100.00%	98.96%	0.00

**Annexes 3 and 4** provide detailed additional information with figures on the use of appropriations in the financial year 2024 (as compared with 2023 and details of implementation by budget line).

## B. Appropriations carried over

**Table 4** below shows that, of the appropriations carried over from 2023 to 2024, the total of which was EUR 30,503,011, a large proportion was used (87.27%).

**Table 4 – Use of appropriations carried over ('fund 4')**

*(in euros)*

Title	Carry-over of appropriations from 2023 to 2024	Payments out of appropriations carried over	Cancellations
1 – Persons working with the institution	7,836,075.08	5,587,790.02	2,248,285.06
2 – Buildings, furniture, equipment and miscellaneous operating expenditure	22,656,804.38	21,023,333.38	1,633,471.00
3 – Expenditure resulting from special functions carried out by the institution	10,132.18	8,000.00	2,132.18
10 – Other expenditure	0.00	0.00	0.00
<b>Total</b>	<b>30,503,011.64</b>	<b>26,619,123.40</b>	<b>3,883,888.24</b>
%	100.00%	87.27%	12.73%

**Annex 4** provides additional detailed information with figures on the use of appropriations carried over from 2023 to 2024.

## C. Appropriations corresponding to assigned revenue

In accordance with Article 21 of the Financial Regulation, certain revenue may be assigned to the financing of specific items of expenditure. Such assigned revenue represents, therefore, additional appropriations that may be used by the Institution.

The assigned revenue appropriations established during the financial year 2024 amounted to EUR 1,013,701. The main sources of that revenue have been, inter alia, the payment of damages, as well as reimbursements by the Council, the Commission and the Social Activities Committee of excess advance payments.

**Table 5a** below shows details, by title, of the sums of assigned revenue established and collected during the financial year.

**Table 5a – Use of assigned revenue ('fund 11')**

*(in euros)*

Title	Assigned revenue 2024	Payments 2024	Assigned revenue carried over 2024 to 2025
1 – Persons working with the institution	105,770.96	589.13	105,181.83
2 – Buildings, furniture, equipment and miscellaneous operating expenditure	907,120.53	796.24	906,324.29
3 – Expenditure resulting from special functions carried out by the institution	810.00	600.00	210.00
10 – Other expenditure	0.00	0.00	0.00
<b>Total</b>	<b>1,013,701.49</b>	<b>1,985.37</b>	<b>1,011,716.12</b>

**Table 5b** below shows details, by title, of the sums of assigned revenue carried over from one financial year to another.

**Table 5b – Use of assigned revenue from the previous year ('fund 44')**

*(in euros)*

Title	Assigned revenue carried over 2023 to 2024	Payments 2024	Cancellation of assigned revenue for 2023 not eligible for carrying over	Assigned revenue carried over 2024 to 2025
1 – Persons working with the institution	524,970.45	524,748.86	221.59	0.00
2 – Buildings, furniture, equipment and miscellaneous operating expenditure	617,561.58	276,595.45	5,376.20	335,589.93
3 – Expenditure resulting from special functions carried out by the institution	491.00	491.00	0.00	0.00
10 – Other expenditure	0.00	0.00	0.00	0.00
<b>Total</b>	<b>1,143,023.03</b>	<b>801,835.31</b>	<b>5,597.79</b>	<b>335,589.93</b>

**Table 5c** below shows details, by title, of the sums of assigned revenue from the previous year, committed but not paid, and carried over from one financial year to another.

**Table 5c – Use of commitments on assigned revenue carried over from the previous year ('fund 45')**

*(in euros)*

Title	Assigned revenue carried over and committed but not paid in 2023, and carried over to 2024	Payments 2024	Cancellation of assigned revenue
1 – Persons working with the institution	1,002.63	10.00	992.63
2 – Buildings, furniture, equipment and miscellaneous operating expenditure	552.23	552.23	0.00
3 – Expenditure resulting from special functions carried out by the institution	0.00	0.00	0.00
10 – Other expenditure	0.00	0.00	0.00
<b>Total</b>	<b>1,554.86</b>	<b>562.23</b>	<b>992.63</b>



**Table 5d** below shows details, by title, of the sums of assigned revenue committed but not paid and carried over from one financial year to another.

**Table 5d – Use of commitments on assigned revenue from the previous year ('fund 43')**

Title	Assigned revenue committed but not paid 2023 and carried over to 2024	Payments 2024	Cancellation of assigned revenue
1 – Persons working with the institution	0.00	0.00	0.00
2 – Buildings, furniture, equipment and miscellaneous operating expenditure	277,096.08	224,449.22	52,646.86
3 – Expenditure resulting from special functions carried out by the institution	0.00	0.00	0.00
10 – Other expenditure	0.00	0.00	0.00
<b>Total</b>	<b>277,096.08</b>	<b>224,449.22</b>	<b>52,646.86</b>

**Annex 5** provides additional detailed information with figures on the use of assigned revenue.

## D. Transfers of appropriations

In the course of the financial year 2024, as shown in Table 6, the Court made 14 budget transfers pursuant to Article 29 of Financial Regulation 2024/2509, representing a total of EUR 7.9 million, or 1.6% of the appropriations for the financial year. The effects of the various transfers at the level of each budget item can be seen in **Annex 4**.

Of the 14 transfers made, 3 were the subject of notification to the budgetary authority in accordance with the Financial Regulation. In terms of amount, those transfers totalled EUR 5.7 million, which is approximately 72% of the total amount of transfers made in 2024.

**Table 6 – Transfers of appropriations**

*(in euros)*

Type of transfer	Number of transfers in 2024	Total amount transferred
Chapter to chapter	2	368,000.00
<b>Comments:</b> The transfers made it possible to reinforce lines 2100 'Purchase, servicing and maintenance of equipment and software' (to acquire IT equipment in order to increase storage capacity as part of the strengthening of IT security) and 1654 'Early Childhood Centre' (to be able to pay the increase in the contribution compared with the forecasts).		
Mixed (mopping-up)	1	5,300,000.00
<b>Comments:</b> At the end of the year, line 2001 'Lease/purchase' was increased by EUR 5.3 million in order to finance advance payments for buildings (5 <sup>th</sup> extension of the Court's buildings, security work) with the aim of reducing the future budgetary burden of the Court's building payments. This reinforcement has been made possible in particular by the surplus recorded in the expenditure lines for remuneration relating to Members and staff, building maintenance and energy consumption.		
Item to item	11	2,191,203.74
<b>Comments:</b> The transfers from one item to another made it possible to reinforce several budget lines. Among the most significant transfers were the reinforcement of items 2100 'Purchase, servicing and maintenance of equipment and software' (in order to finance the increased cost of computer licences, in particular for licences relating to security tools, and the purchase of storage and backup equipment) and 2001 'Lease/purchase' (to finance advance payments for buildings).		
<b>Total</b>	<b>14</b>	<b>7,859,203.74</b>

### III. Budget Implementation In 2024 By Chapter

#### 1. Title 1 – Persons working with the institution

As shown in **Table 7** below, the final budget funding of Title 1 for the financial year 2024 came to EUR 400,563,000. That funding represents almost 79.5% of the Court's total budget.

Table 7 – Use of appropriations in the financial year

(in euros)				
TITLE 1	Final appropriations in the financial year 2024	Commitments in the financial year 2024	% Implementation 2024	% Implementation 2023
10 – Members of the institution	41,737,000.00	41,042,418.49	98.34	97.79
<b>Comments:</b> This chapter finances the salaries and other costs relating to Members of the Institution. The delay in appointing certain new Members in 2024 made it possible to use an amount of EUR 400,000 for a transfer aimed at reducing the future burden of building payments.				
12 – Officials and temporary staff	319,127,000.00	316,408,197.36	99.15	99.40
<b>Comments:</b> This chapter mainly finances the salaries of officials and temporary staff. The rate of occupation of posts during the year 2024 was approximately 97%. At the end of the year, it was possible to take an amount of EUR 2.9 million from this chapter in order to reduce the future burden of building payments.				
14 – Other staff and external services	33,744,000.00	33,569,644.26	99.48	98.86
<b>Comments:</b> This chapter covers, inter alia, the costs related to the use of contract agents, seconded national experts, trainees, freelance translators and interpreters. The implementation shows a slight increase from the year 2023.				
16 – Other expenditure related to persons working with the institution	5,955,000.00	5,664,281.73	95.12	96.04
<b>Comments:</b> This chapter covers other expenditure relating to the Institution's staff, including expenditure on training, social activities and the Early Childhood Centre (ECC). The very varied and partly random nature of the expenditure financed with these appropriations makes it in general difficult to achieve an optimal rate of implementation. Nevertheless, the implementation rate of 2024 remains high, as in 2023.				
<b>Total</b>	<b>400,563,000.00</b>	<b>396,684,541.84</b>	<b>99.03</b>	<b>99.13</b>

## 2. Title 2 – Buildings, furniture, equipment and miscellaneous operating expenditure

As shown in **Table 8** below, the final budget funding of Title 2 for the financial year 2024 was EUR 103,217,531. This amount represents 20.5% of the Court's total budget.

Table 8 – Use of appropriations in the financial year

(in euros)				
TITLE 1	Final appropriations in the financial year 2024	Commitments in the financial year 2024	% Implementation 2024	% Implementation 2023
20 – Buildings and associated costs	63,814,531.00	63,299,818.57	99.19	99.99
<b>Comments:</b> These appropriations are intended to cover the cost of renting, purchasing and running the various buildings occupied by the Court. In 2024, almost all the appropriations in this chapter were used, in line with previous years. An advance payment could be made at the end of the year due to the mopping-up transfer (see Table 6), in order to reduce the future financial burden linked to building projects.				
21 – Data processing, equipment and movable property: purchase, hire and maintenance	35,582,000.00	35,090,276.02	98.62	99.50
<b>Comments:</b> The appropriations in Chapter 21 are for the most part intended for expenditure on IT (Article 210), the remaining balance being allocated to expenditure on furniture (Article 212), technical equipment and installations (Article 214) and vehicles (Article 216). The budget implementation in 2024 remains high, as in 2023.				
23 – Current administrative expenditure	1,103,000.00	915,950.68	83.04	80.80
<b>Comments:</b> This chapter includes appropriations for other administrative expenditure, the very varied nature of which makes accurate forecasting difficult. Nevertheless, implementation is slightly higher than in 2023.				
25 – Expenditure on meetings and conferences	545,000.00	482,484.76	88.53	93.71
<b>Comments:</b> This chapter covers, inter alia, expenditure relating to ceremonial events and work visits. The level of implementation, although slightly down, remains high.				
27 – Information: acquisition, archiving, production and distribution	2,173,000.00	2,109,510.86	97.08	98.01
<b>Comments:</b> This chapter covers, inter alia, expenditure for the library and for communication activities. The level of implementation remains very high, as in 2023.				
<b>Total</b>	<b>103,217,531.00</b>	<b>101,898,040.89</b>	<b>98.72</b>	<b>99.57</b>

### 3. Title 3 – Expenditure resulting from special functions carried out by the Institution

#### A. Chapter 37 – Expenditure relating to certain institutions and bodies

The final budget funding in Title 3 consists solely of the appropriations in Chapter 37 for item 3710 ‘Court’s expenses’. For the financial year 2024, those appropriations amounted to EUR 57,000 and were committed to the extent of EUR 8,409, which represents a rate of implementation of 14.75% (compared with 40.57% in 2023).

That is expenditure, for which the Institution is liable, relating to legal aid granted to litigants, covering lawyers’ fees and other expenses, the forecasting of which proves very difficult.

### IV. Annexes:

1. Comparison by chapter of the implementation of the 2024 revenue with the 2023 revenue
2. Revenue situation in 2024 – Established entitlements and entitlements carried over
3. Comparison by chapter of the implementation of appropriations in 2024 and 2023
4. Detailed implementation of the 2024 appropriations (appropriations for the financial year and appropriations automatically carried over from the previous financial year)
5. Use of assigned revenue in 2024

# 1. Comparison by chapter of the implementation of revenue in 2024 and 2023

(In euros)

Chapters/ Articles	HEADING	ESTABLISHED ENTITLEMENTS 2024	ESTABLISHED ENTITLEMENTS 2023	DIFFERENCE	DIFF.%
300	Taxes and levies	42.643.698,74	40.866.973,97	1.776.724,77	4,35%
301	Contribution to the pension scheme	29.860.472,01	25.565.537,07	4.294.934,94	16,80%
30	Revenue from staff	72.504.170,75	66.432.511,04	6.071.659,71	9,14%
310	Sale of immovable property — Assigned revenue	0,00	0,00	0,00	NA
311	Sale of other property	0,00	0,00	0,00	NA
312	Proceeds from letting and subletting immovable property — Assigned revenue	0,00	0,00	0,00	NA
31	Revenue linked to property	0,00	0,00	0,00	NA
320	Revenue from the supply of goods, services and work — Assigned revenue	0,00	0,00	0,00	NA
321	Refunds by other institutions or bodies of mission allowances — Assigned revenue	0,00	0,00	0,00	NA
322	Revenue from third parties in respect of goods, services or work — Assigned revenue	25.898,44	132.472,81	-106.574,37	-80,45%
32	Revenue from the supply of goods, services and work — Assigned revenue	25.898,44	132.472,81	-106.574,37	-80,45%
330	Repayment of sums paid though not due — Assigned revenue	179.812,21	655.740,22	-475.928,01	-72,58%
331	Revenue for a specific purpose (income from foundations, subsidies, gifts and bequests) — Assigned revenue	358,47	0,00	358,47	NA
333	Insurance payments received — Assigned revenue	700.365,37	466.251,69	234.113,68	50,21%
338	Other revenue from administrative operations — Assigned revenue	269.237,78	313.832,04	-44.594,26	-14,21%
339	Other revenue from administrative operations	2.000,00	0,00	2.000,00	NA
33	Other administrative revenue	1.151.773,83	1.435.823,95	-284.050,12	-19,78%
<b>TITLE 3</b>		<b>73.681.843,02</b>	<b>68.000.807,80</b>	<b>5.681.035,22</b>	<b>8,35%</b>
400	Revenue from investments, loans granted and bank accounts	282.499,43	128.909,72	153.589,71	119,15%
401	Interest yielded by pre-financing	0,00	0,00	0,00	NA
40	Revenue from investments and accounts	282.499,43	128.909,72	153.589,71	119,15%
<b>TITLE 4</b>		<b>282.499,43</b>	<b>128.909,72</b>	<b>153.589,71</b>	<b>119,15%</b>
<b>GENERAL TOTAL</b>		<b>73.964.342,45</b>	<b>68.129.717,52</b>	<b>5.834.624,93</b>	<b>8,56%</b>



## 2. Revenue situation in 2024 — established entitlements and entitlements carried over

Budget lines	Heading	Initial budget	Established entitlements 2024	Revenue recovered	Still to be recovered
3000	Tax on remunerations	37.816.000,00	36.206.707,35	36.206.707,35	0,00
3001	Special levies on remunerations	6.714.000,00	6.436.991,39	6.436.991,39	0,00
3010	Staff contributions to the pension scheme	28.183.000,00	29.839.456,47	29.839.456,47	0,00
3011	Transfer or purchase of pension rights by staff	0,00	0,00	0,00	0,00
3012	Contributions to the pension scheme by staff on leave	0,00	21.015,54	21.015,54	0,00
	<i>total Chapter 30</i>	<i>72.713.000,00</i>	<i>72.504.170,75</i>	<i>72.504.170,75</i>	<i>0,00</i>
310	Sale of immovable property — Assigned revenue	0,00	0,00	0,00	0,00
311	Sale of other property	0,00	0,00	0,00	0,00
312	Proceeds from letting and subletting immovable property — Assigned revenue	0,00	0,00	0,00	0,00
	<i>total Chapter 31</i>	<i>0,00</i>	<i>0,00</i>	<i>0,00</i>	<i>0,00</i>
3202	Revenue from the supply of goods, services and work for other Union institutions, agencies and bodies — Assigned revenue	0,00	0,00	0,00	0,00
321	Refunds by other institutions or bodies of mission allowances — Assigned revenue	0,00	0,00	0,00	0,00
322	Revenue from third parties in respect of goods, services or work — Assigned revenue	0,00	25.898,44	25.898,44	0,00
	<i>total Chapter 32</i>	<i>0,00</i>	<i>25.898,44</i>	<i>25.898,44</i>	<i>0,00</i>
330	Repayment of sums paid though not due — Assigned revenue	0,00	179.812,21	175.310,56	4.501,65
331	Revenue for a specific purpose (income from foundations, subsidies, gifts and bequests) — Assigned revenue	0,00	358,47	358,47	0,00
333	Insurance payments received — Assigned revenue	0,00	700.365,37	700.365,37	0,00
338	Other revenue from administrative operations — Assigned revenue	0,00	269.237,78	53.250,88	215.986,90
339	Other revenue from administrative operations	0,00	2.000,00	2.000,00	0,00
	<i>total Chapter 33</i>	<i>0,00</i>	<i>1.151.773,83</i>	<i>931.285,28</i>	<i>220.488,55</i>
	<b>Title 3</b>	<b>72.713.000,00</b>	<b>73.681.843,02</b>	<b>73.461.354,47</b>	<b>220.488,55</b>
400	Revenue from investments, loans granted and bank accounts	80.000,00	282.499,43	282.499,43	0,00
401	Interest yielded by pre-financing	0,00	0,00	0,00	0,00
	<i>total Chapter 40</i>	<i>80.000,00</i>	<i>282.499,43</i>	<i>282.499,43</i>	<i>0,00</i>
	<b>Title 4</b>	<b>80.000,00</b>	<b>282.499,43</b>	<b>282.499,43</b>	<b>0,00</b>
	<b>Total</b>	<b>72.793.000,00</b>	<b>73.964.342,45</b>	<b>73.743.853,90</b>	<b>220.488,55</b>



Budget lines	Heading	Carried Over 2023 to 2024	Variations during 2024	Total carried over 2023 to 2024	Revenue from entitlements carried over	Still to be recovered
3011	Transfer or purchase of pension rights by staff	0,00	0,00	0,00	0,00	0,00
	<i>total Chapter 30</i>	<i>0,00</i>	<i>0,00</i>	<i>0,00</i>	<i>0,00</i>	<i>0,00</i>
310	Sale of immovable property — Assigned revenue	0,00	0,00	0,00	0,00	0,00
311	Sale of other property	0,00	0,00	0,00	0,00	0,00
312	Proceeds from letting and subletting immovable property — Assigned revenue	0,00	0,00	0,00	0,00	0,00
	<i>total Chapter 31</i>	<i>0,00</i>	<i>0,00</i>	<i>0,00</i>	<i>0,00</i>	<i>0,00</i>
3202	Revenue from the supply of goods, services and work for other Union institutions, agencies and bodies — Assigned revenue	0,00	0,00	0,00	0,00	0,00
321	Refunds by other institutions or bodies of mission allowances — Assigned revenue	0,00	0,00	0,00	0,00	0,00
322	Revenue from third parties in respect of goods, services or work — Assigned revenue	0,00	0,00	0,00	0,00	0,00
	<i>total Chapter 32</i>	<i>0,00</i>	<i>0,00</i>	<i>0,00</i>	<i>0,00</i>	<i>0,00</i>
330	Repayment of sums paid though not due — Assigned revenue	6.505,77	0,00	6.505,77	166,55	6.339,22
331	Revenue for a specific purpose (income from foundations, subsidies, gifts and bequests) — Assigned revenue	0,00	0,00	0,00	0,00	0,00
333	Insurance payments received — Assigned revenue	0,00	0,00	0,00	0,00	0,00
338	Other revenue from administrative operations — Assigned revenue	105.886,27	0,00	105.886,27	58.351,22	47.535,05
339	Other revenue from administrative operations	1.813,75	0,00	1.813,75	0,00	1.813,75
	<i>total Chapter 33</i>	<i>114.205,79</i>	<i>0,00</i>	<i>114.205,79</i>	<i>58.517,77</i>	<i>55.688,02</i>
	<b>Title 3</b>	<b>114.205,79</b>	<b>0,00</b>	<b>114.205,79</b>	<b>58.517,77</b>	<b>55.688,02</b>
400	Revenue from investments, loans granted and bank accounts	0,00	0,00	0,00	0,00	0,00
401	Interest yielded by pre-financing	0,00	0,00	0,00	0,00	0,00
	<i>total Chapter 40</i>	<i>0,00</i>	<i>0,00</i>	<i>0,00</i>	<i>0,00</i>	<i>0,00</i>
	<b>Title 4</b>	<b>0,00</b>	<b>0,00</b>	<b>0,00</b>	<b>0,00</b>	<b>0,00</b>
	<b>Total</b>	<b>114.205,79</b>	<b>0,00</b>	<b>114.205,79</b>	<b>58.517,77</b>	<b>55.688,02</b>

### 3. Comparison by chapter of the implementation of appropriations in 2024 and 2023

(In euros)

Chapters	HEADING	COMMITMENTS 2024	COMMITMENTS 2023	DIFFERENCE	DIFF.%
10	Members of the Institution	41.042.418,49	38.120.271,53	2.922.146,96	7,67%
12	Officials and temporary staff	316.408.197,36	297.809.106,87	18.599.090,49	6,25%
14	Other staff and external services	33.569.644,26	30.199.316,93	3.370.327,33	11,16%
16	Other expenditure relating to persons working with the Institution	5.664.281,73	6.318.399,72	-654.117,99	-10,35%
	<b>TITLE 1</b>	<b>396.684.541,84</b>	<b>372.447.095,05</b>	<b>24.237.446,79</b>	<b>6,51%</b>
20	Buildings and associated costs	63.299.818,57	72.527.513,58	-9.227.695,01	-12,72%
21	Data processing, equipment and furniture: purchase, hire and maintenance	35.090.276,02	33.606.959,88	1.483.316,14	4,41%
23	Current administrative expenditure	915.950,68	912.207,62	3.743,06	0,41%
25	Meetings and conferences	482.484,76	501.326,37	-18.841,61	-3,76%
27	Information: acquisition, archiving, production and distribution	2.109.510,86	2.234.656,32	-125.145,46	-5,60%
	<b>TITLE 2</b>	<b>101.898.040,89</b>	<b>109.782.663,77</b>	<b>-7.884.622,88</b>	<b>-7,18%</b>
37	Expenditure relating to certain institutions and bodies	8.409,00	22.312,27	-13.903,27	-62,31%
	<b>TITLE 3</b>	<b>8.409,00</b>	<b>22.312,27</b>	<b>-13.903,27</b>	<b>-62,31%</b>
	<b>GENERAL TOTAL</b>	<b>498.590.991,73</b>	<b>482.252.071,09</b>	<b>16.338.920,64</b>	<b>3,39%</b>

#### 4. Detailed implementation of appropriations for the financial year and appropriations automatically carried over from the preceding year

Budget lines	Index 1 (appropriations in the financial year)						Index 4 (appropriations automatically carried over from preceding year)			
	Initial Budget (1)	Transfers (2)	Final appropriations in the financial year (3) = (1) + (2)	Commitments (4)	Payments (5)	Commitments available (6) = (4) - (5)	Appropriations cancelled (7) = (3) - (4)	Appropriations automatically carried over N-1 (8)	Payments out of appropriations carried over (9)	Appropriations cancelled (10) = (8) - (9)
1000 Remuneration and allowances	37,675,000.00	400,000.00	37,275,000.00	36,811,765.24	36,811,765.24	0.00	463,234.76	0.00	0.00	0.00
1002 Entitlements on entering the service, transfer and leaving the service	2,071,000.00	0.00	2,071,000.00	2,071,000.00	522,825.79	1,548,174.21	0.00	365,746.42	0.00	365,746.42
102 Temporary allowances	1,892,000.00	120,000.00	1,772,000.00	1,610,276.10	1,610,276.10	0.00	161,723.90	0.00	0.00	0.00
104 Missions	350,000.00	0.00	250,000.00	250,000.00	185,535.37	100,464.63	0.00	132,347.20	45,630.58	86,716.62
106 Training	369,000.00	0.00	369,000.00	299,377.15	159,172.48	140,204.67	69,622.85	164,835.79	30,500.02	134,335.77
109 Provisional appropriation	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Chapter 10 Members of the Institution</b>	<b>42,257,000.00</b>	<b>-520,000.00</b>	<b>41,737,000.00</b>	<b>41,042,418.49</b>	<b>39,253,575.98</b>	<b>1,788,842.51</b>	<b>694,581.51</b>	<b>662,929.41</b>	<b>76,130.60</b>	<b>586,798.81</b>
1200 Remuneration and allowances	318,404,000.00	-2,900,000.00	315,504,000.00	313,356,055.55	313,356,055.55	0.00	2,147,944.45	0.00	0.00	0.00
1202 Paid overtime	776,000.00	0.00	776,000.00	764,968.38	764,968.38	0.00	11,031.62	0.00	0.00	0.00
1203 Entitlements on entering the service, transfer and leaving the service	2,367,000.00	0.00	2,367,000.00	2,163,597.00	1,688,654.66	474,942.34	203,403.00	466,191.21	0.00	466,191.21
122 Allowances on early termination of service	480,000.00	0.00	480,000.00	123,576.43	123,576.43	0.00	356,423.57	0.00	0.00	0.00
129 Provisional appropriation	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Chapter 12 Officials and temporary staff</b>	<b>322,027,000.00</b>	<b>-2,900,000.00</b>	<b>319,127,000.00</b>	<b>316,408,197.36</b>	<b>315,933,255.02</b>	<b>474,942.34</b>	<b>2,718,802.64</b>	<b>466,191.21</b>	<b>0.00</b>	<b>466,191.21</b>
1400 Other staff	10,665,000.00	650,000.00	11,315,000.00	11,188,867.42	11,188,867.42	0.00	126,132.58	0.00	0.00	0.00
1404 In-service training and staff exchange	3,078,000.00	650,000.00	2,428,000.00	2,428,000.00	2,155,057.35	272,942.65	0.00	638,981.39	10,971.88	628,009.51
1405 Other external services	312,000.00	0.00	312,000.00	265,163.32	160,718.53	104,444.79	46,836.68	58,343.72	33,918.30	24,425.42
1406 External services in the linguistic field	19,689,000.00	0.00	19,689,000.00	19,687,613.52	14,423,465.99	5,264,147.53	1,386.48	4,329,862.55	4,265,727.18	64,135.37
149 Provisional appropriation	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Chapter 14 Other staff and external services</b>	<b>33,744,000.00</b>	<b>0.00</b>	<b>33,744,000.00</b>	<b>33,569,644.26</b>	<b>27,928,109.29</b>	<b>5,641,534.97</b>	<b>174,355.74</b>	<b>5,027,187.66</b>	<b>4,310,617.36</b>	<b>716,570.30</b>
1610 Miscellaneous expenditure for staff recruitment	172,000.00	0.00	172,000.00	144,511.49	76,898.93	67,612.56	27,488.51	58,666.76	23,266.46	35,400.30
1612 Further training	1,620,000.00	0.00	1,620,000.00	1,456,096.21	533,401.43	922,694.78	163,903.79	736,704.43	551,813.70	184,890.73
162 Missions	366,000.00	0.00	366,000.00	366,000.00	267,721.43	98,278.57	0.00	56,583.90	49,225.93	7,357.97
1630 Social welfare	60,000.00	0.00	60,000.00	60,000.00	8,294.84	51,705.16	0.00	44,420.08	32,692.93	11,727.15
1632 Social contacts between members of staff and other welfare expenditure	336,000.00	0.00	336,000.00	274,514.66	110,057.38	164,457.28	61,485.34	71,799.90	1,090.00	6,089.90
1650 Medical service	207,000.00	-60,000.00	147,000.00	131,519.17	79,932.98	51,586.19	15,480.83	44,195.34	12,875.76	31,319.58
1652 Restaurants and canteens	184,000.00	0.00	184,000.00	161,640.20	107,388.12	54,252.08	22,359.80	85,468.38	77,963.21	7,505.17
1654 Early Childhood Care	2,835,000.00	100,000.00	3,015,000.00	3,015,000.00	1,925,785.32	1,089,214.68	0.00	635,496.81	452,114.07	183,382.74
1655 PMO expenditure	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
1656 Type-II European Schools	55,000.00	0.00	55,000.00	55,000.00	40,000.00	15,000.00	0.00	11,051.20	0.00	11,051.20
<b>Chapter 16 Other expenditure relating to persons working with the Institution</b>	<b>5,835,000.00</b>	<b>120,000.00</b>	<b>5,955,000.00</b>	<b>5,664,281.73</b>	<b>3,149,480.43</b>	<b>2,514,801.30</b>	<b>290,718.27</b>	<b>1,679,766.80</b>	<b>1,201,042.06</b>	<b>478,724.74</b>
<b>Title 1 Persons working with the Institution</b>	<b>403,863,000.00</b>	<b>-3,300,000.00</b>	<b>400,563,000.00</b>	<b>396,684,541.84</b>	<b>386,264,420.72</b>	<b>10,420,121.12</b>	<b>3,878,458.16</b>	<b>7,836,075.08</b>	<b>5,587,790.02</b>	<b>2,248,285.06</b>



Budget lines	Index 1 (appropriations in the financial year)							Index 4 (appropriations automatically carried over from preceding year)		
	Initial Budget	Transfers	Final appropriations in the financial year	Commitments	Payments	Commitments available	Appropriations cancelled	Appropriations automatically carried over N-1	Payments out of appropriations carried over	Appropriations cancelled
	(1)	(2)	(3) = (1) + (2)	(4)	(5)	(6) = (4) - (5)	(7) = (3) - (4)	(8)	(9)	(10) = (8) - (9)
2000 Rent	175,000.00	41,586.26	216,586.26	216,586.26	210,538.26	6,048.00	0.00	5,568.00	5,474.32	93.68
2001 Lease-purchase	31,894,000.00	5,608,203.74	37,502,203.74	37,502,184.63	37,385,394.75	116,789.88	19.11	235,591.20	229,486.14	6,105.06
2003 Acquisition of immovable property	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2005 Construction of buildings	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2007 Fitting out of premises	2,074,000.00	-285,000.00	1,789,000.00	1,788,974.25	754,652.70	1,034,321.55	25.75	621,451.67	608,607.54	12,844.13
2008 Studies and technical assistance in connection with building projects	1,240,000.00	-64,790.00	1,175,210.00	1,175,208.29	597,798.50	577,409.79	1.71	361,898.50	285,097.30	76,801.20
2022 Cleaning and maintenance	12,427,000.00	-1,000,000.00	11,427,000.00	11,348,177.43	7,583,689.49	3,764,487.94	78,822.57	3,388,852.59	3,280,513.66	108,338.93
2024 Energy consumption	3,230,531.00	-500,000.00	2,730,531.00	2,471,306.83	1,849,785.89	621,520.94	259,224.17	2,701,391.03	2,591,539.93	109,851.10
2026 Security and surveillance of buildings	8,279,000.00	0.00	8,279,000.00	8,106,250.01	6,525,833.22	1,580,466.79	172,700.99	758,846.28	645,119.23	113,727.05
2028 Insurance	475,000.00	-18,000.00	457,000.00	454,999.99	371,088.12	83,911.87	2,000.01	93,621.63	92,821.97	799.66
2029 Other expenditure on buildings	220,000.00	18,000.00	238,000.00	236,081.88	138,937.34	97,144.54	1,918.12	25,420.99	23,893.05	1,527.94
Chapter 20 Buildings and associated costs	60,014,531.00	3,800,000.00	63,814,531.00	63,299,818.57	55,417,717.27	7,882,101.30	514,712.43	8,192,641.89	7,762,553.14	430,088.75
2100 Purchase, servicing and maintenance of equipment and software, and related work	13,025,000.00	961,000.00	13,986,000.00	13,915,618.14	10,765,857.93	3,149,760.21	70,381.86	2,498,664.04	2,484,642.21	14,021.83
2102 External services for the operation, development and maintenance of software and systems	19,677,000.00	-600,000.00	19,077,000.00	18,989,125.72	10,384,682.34	8,604,443.38	87,874.28	10,161,796.60	9,426,657.95	735,138.65
2103 Telecommunications	450,000.00	-113,000.00	337,000.00	336,370.23	228,524.92	107,845.31	629.77	203,419.26	182,548.47	20,870.79
212 Furniture	510,000.00	0.00	510,000.00	421,131.21	133,743.37	287,387.84	88,868.79	156,527.54	154,681.57	1,845.97
212 Technical equipment and installations	494,000.00	-100,000.00	394,000.00	389,442.70	105,385.99	284,056.71	4,557.30	242,014.42	199,802.49	42,211.93
216 Vehicles	1,278,000.00	0.00	1,278,000.00	1,038,580.02	926,790.51	111,797.51	239,411.98	86,167.02	55,707.09	30,459.93
Chapter 21 Data processing, equipment and furniture: purchase, hire and maintenance	35,434,000.00	148,000.00	35,582,000.00	35,090,276.02	22,544,985.06	12,545,290.96	491,723.98	13,348,588.88	12,504,039.78	844,549.10
230 Stationery, office supplies and various consumables	535,000.00	-200,000.00	335,000.00	318,421.47	198,349.09	120,072.38	16,578.53	123,435.61	110,386.61	13,049.00
231 Financial Charges	15,000.00	0.00	15,000.00	6,650.00	3,903.00	2,747.00	8,350.00	2,847.20	1,015.70	1,831.50
232 Legal expenses and Damages	30,000.00	0.00	30,000.00	5,464.92	5,464.92	0.00	24,535.08	766.65	0.00	766.65
236 Postal charges	140,000.00	0.00	140,000.00	107,100.00	79,593.65	27,506.35	32,900.00	39,588.23	23,778.39	15,809.84
238 Other administrative expenditure	783,000.00	-200,000.00	583,000.00	478,314.29	356,660.90	121,653.39	104,685.71	96,471.79	46,777.44	51,064.35
Chapter 23 Current administrative expenditure	1,503,000.00	-400,000.00	1,103,000.00	915,950.68	643,971.56	271,979.12	187,049.32	264,479.48	181,958.14	82,521.34
252 Entertainment and representation expenses	158,000.00	0.00	158,000.00	152,640.86	94,763.05	57,877.81	5,359.14	33,305.46	26,490.92	6,814.54
254 Meetings, congresses and conferences	387,000.00	0.00	387,000.00	329,843.90	212,479.22	117,364.68	57,156.10	160,041.90	93,481.97	66,559.93
256 Expenditure on information and on participation in public events	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
257 Legal information service	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Chapter 25 Meetings and conferences	545,000.00	0.00	545,000.00	482,484.76	307,242.27	175,242.49	62,515.24	193,347.36	119,972.89	73,374.47
270 Limited consultations, studies and surveys	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
272 Documentation, library and archiving expenditure	1,791,000.00	-248,000.00	1,543,000.00	1,533,908.68	1,223,857.29	310,051.39	9,091.32	541,225.56	356,646.77	184,578.79
2740 Official journal	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2741 General publications	310,000.00	0.00	310,000.00	268,512.95	193,499.11	75,013.84	41,487.05	20,097.49	14,947.66	5,149.83
2742 Other information expenditure	320,000.00	0.00	320,000.00	307,085.23	135,975.87	171,109.36	12,910.77	96,423.72	83,215.00	13,208.72
Chapter 27 Information: acquisition, archiving, production and distribution	2,421,000.00	-248,000.00	2,173,000.00	2,109,510.86	1,553,336.27	556,174.59	63,489.14	657,746.77	454,809.43	202,937.34
Title 2 Buildings, furniture, equipment and miscellaneous operating expenditure	99,917,531.00	3,300,000.00	103,217,531.00	101,898,040.89	80,467,252.43	21,430,788.46	1,319,490.11	22,656,804.38	21,023,333.38	1,633,471.00
3710 Court expenses	57,000.00	0.00	57,000.00	8,409.00	8,409.00	0.00	48,591.00	10,132.18	8,000.00	2,132.18
3711 Arbitration Committee provided for in Article 18 of the EAEU Treaty	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Chapter 37 Expenditure relating to certain institutions and bodies	57,000.00	0.00	57,000.00	8,409.00	8,409.00	0.00	48,591.00	10,132.18	8,000.00	2,132.18
Title 3 Expenditure resulting from special functions carried out by the institution	57,000.00	0.00	57,000.00	8,409.00	8,409.00	0.00	48,591.00	10,132.18	8,000.00	2,132.18
100 Provisional appropriations	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
101 Contingency reserve	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Title 10 Other expenditure	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
TOTAL	503,837,531.00	0.00	503,837,531.00	498,590,991.73	466,740,082.15	31,850,909.58	5,246,539.27	30,503,011.64	26,619,123.40	3,883,888.24

## 5. Use of assigned revenue in 2024 - index 11, 43, 44 and 45

Budget line	USE OF ASSIGNED REVENUE IN THE FINANCIAL YEAR Index 11					USE OF COMMITMENTS OF ASSIGNED REVENUE IN THE PRECEDING FINANCIAL YEAR Index 43					USE OF ASSIGNED REVENUE IN THE PRECEDING FINANCIAL YEAR Index 44					USE OF COMMITMENTS OF ASSIGNED REVENUE CARRIED OVER FROM THE PRECEDING FINANCIAL YEAR Index 45				
	Assigned revenue	Commitments	Payments	Commitments available	Payments available	Assigned revenue	Payments	Assigned revenue cancelled			Assigned revenue	Payments	Assigned revenue carried over	Assigned revenue cancelled		Assigned revenue	Payments	Assigned revenue cancelled		
104 Missions	589,13	589,13	589,13	0,00	0,00	0,00	0,00	0,00			0,00	0,00	0,00	0,00		0,00	0,00	0,00		
106 Training	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00			0,00	0,00	0,00	0,00		0,00	0,00	0,00		
110 Members of the Institution	589,13	589,13	589,13	0,00	0,00	0,00	0,00	0,00			0,00	0,00	0,00	0,00		0,00	0,00	0,00		
1200 Remuneration and allowances	5,463,17	0,00	0,00	5,463,17	0,00	0,00	0,00	0,00			466,251,69	466,251,69	0,00	0,00		0,00	0,00	0,00		
1204 Entitlements on entering the service, transfer and leaving the service	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00			0,00	0,00	0,00	0,00		0,00	0,00	0,00		
12 Officials and temporary staff	5,463,17	0,00	0,00	5,463,17	0,00	0,00	0,00	0,00			466,251,69	466,251,69	0,00	0,00		0,00	0,00	0,00		
1400 Other staff	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00			0,00	0,00	0,00	0,00		0,00	0,00	0,00		
1404 In-service training and staff exchange	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00			0,00	0,00	0,00	0,00		0,00	0,00	0,00		
1405 Other external services	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00			1,127,33	1,000,00	0,00	127,33		0,00	0,00	0,00		
1406 External services in the linguistic field	58,779,31	0,00	0,00	58,779,31	0,00	0,00	0,00	0,00			25,497,17	25,497,17	0,00	0,00		0,00	0,00	0,00		
14 Other staff and external services	58,779,31	0,00	0,00	58,779,31	0,00	0,00	0,00	0,00			26,624,50	26,497,17	0,00	127,33		0,00	0,00	0,00		
1610 Miscellaneous expenditure for staff recruitment	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00			0,00	0,00	0,00	0,00		0,00	0,00	0,00		
1612 Further training	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00			0,00	0,00	0,00	0,00		0,00	0,00	0,00		
162 Missions	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00			0,00	0,00	0,00	0,00		0,00	0,00	0,00		
1632 Social contacts between members of staff and other welfare expenditure	40,939,35	0,00	0,00	40,939,35	0,00	0,00	0,00	0,00			32,094,26	32,000,00	0,00	94,26		1,002,63	10,00	992,63		
1650 Medical service	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00			0,00	0,00	0,00	0,00		0,00	0,00	0,00		
1652 Restaurants and canteens	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00			0,00	0,00	0,00	0,00		0,00	0,00	0,00		
1654 Early Childhood Centre	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00			0,00	0,00	0,00	0,00		0,00	0,00	0,00		
1655 PMO expenditure	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00			0,00	0,00	0,00	0,00		0,00	0,00	0,00		
1656 Type-II European Schools	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00			0,00	0,00	0,00	0,00		0,00	0,00	0,00		
16 Other expenditure relating to persons working with the Institution	40,939,35	0,00	0,00	40,939,35	0,00	0,00	0,00	0,00			32,094,26	32,000,00	0,00	94,26		1,002,63	10,00	992,63		
1 Persons working with the Institution	105,770,96	589,13	589,13	105,181,83	0,00	0,00	0,00	0,00			524,970,45	524,748,86	0,00	221,59		1,002,63	10,00	992,63		
2000 Rent	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00			0,00	0,00	0,00	0,00		0,00	0,00	0,00		
2001 Lease-purchase	689,903,20	0,00	0,00	689,903,20	0,00	0,00	0,00	0,00			0,00	0,00	0,00	0,00		0,00	0,00	0,00		
2007 Fitting-out of premises	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00			0,00	0,00	0,00	0,00		0,00	0,00	0,00		
2008 Studies and technical assistance in connection with building projects	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00			0,00	0,00	0,00	0,00		0,00	0,00	0,00		
2022 Cleaning and maintenance	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00			0,00	0,00	0,00	0,00		0,00	0,00	0,00		
2024 Energy consumption	29,385,70	796,24	796,24	28,589,46	0,00	0,00	0,00	0,00			51,780,02	51,780,02	0,00	0,00		0,00	0,00	0,00		
2026 Security and surveillance of buildings	6,000,00	0,00	0,00	6,000,00	0,00	0,00	0,00	0,00			1,000,00	1,000,00	0,00	0,00		0,00	0,00	0,00		
2028 Insurance	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00			0,00	0,00	0,00	0,00		0,00	0,00	0,00		
2029 Other expenditure on buildings	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00			240,29	240,29	0,00	0,00		0,00	0,00	0,00		
20 Buildings and associated costs	725,288,90	796,24	796,24	724,492,66	0,00	0,00	0,00	0,00			53,020,31	52,020,31	1,000,00	0,00		0,00	0,00	0,00		





	USE OF ASSIGNED REVENUE IN THE FINANCIAL YEAR Index 11					USE OF COMMITMENTS OF ASSIGNED REVENUE IN THE PRECEDING FINANCIAL YEAR Index 43					USE OF ASSIGNED REVENUE IN THE PRECEDING FINANCIAL YEAR Index 44					USE OF COMMITMENTS OF ASSIGNED REVENUE CARRIED OVER FROM THE PRECEDING FINANCIAL YEAR Index 45				
	Assigned revenue	Commitments	Payments	Commitments available	Payments available	Assigned revenue	Payments	Assigned revenue cancelled	Assigned revenue	Commitments	Payments	Assigned revenue carried over	Assigned revenue cancelled	Assigned revenue	Payments	Assigned revenue cancelled				
Commitment Item																				
2100 Purchase, servicing and maintenance of equipment and software, and related work	787.55	0.00	0.00	787.55	0.00	268.481.33	218.618.98	49.862.35	322.845.71	0.00	0.00	322.845.71	0.00	399.48	399.48	0.00				
2102 External services for the operation, development and maintenance of software and systems	33.587.31	0.00	0.00	33.587.31	0.00	268.481.33	218.618.98	49.862.35	322.845.71	322.845.71	0.00	322.845.71	0.00	133.53	133.53	0.00				
2103 Telecommunications	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	140.69	0.00	0.00	0.00	140.69	0.00	0.00	0.00				
2112 Furniture	4.999.00	0.00	0.00	4.999.00	0.00	0.00	0.00	0.00	217.00	216.00	216.00	0.00	1.00	0.00	0.00	0.00				
2114 Technical equipment and installations	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00				
2116 Vehicles	83.546.89	0.00	0.00	83.546.89	0.00	7.600.00	4.815.49	2.784.51	237.021.48	232.362.00	220.639.59	11.722.41	4.659.48	0.00	0.00	0.00				
21 Data processing, equipment and furniture purchase, hire and maintenance	122.920.75	0.00	0.00	122.920.75	0.00	276.081.33	223.434.47	52.646.86	560.245.73	555.423.71	220.855.59	334.568.12	4.822.02	533.01	533.01	0.00				
230 Stationery, office supplies and various consumables	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00				
231 Financial charges	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00				
232 Legal expenses and damages	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00				
236 Postal charges	13.65	0.00	0.00	13.65	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	19.22	19.22	0.00				
238 Other administrative expenditure	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00				
23 Current administrative expenditure	13.65	0.00	0.00	13.65	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	19.22	19.22	0.00				
252 Reception and representation expenses	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00				
254 Meetings, congresses and conferences	232.19	0.00	0.00	232.19	0.00	0.00	0.00	0.00	489.93	0.00	0.00	0.00	489.93	0.00	0.00	0.00				
256 Expenditure on information and on participation in public events	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00				
25 Meetings and conferences	232.19	0.00	0.00	232.19	0.00	0.00	0.00	0.00	489.93	0.00	0.00	0.00	489.93	0.00	0.00	0.00				
272 Documentation, library and archiving expenditure	40.472.04	38.014.51	0.00	2.457.53	38.014.51	1.014.75	1.014.75	0.00	206.56	142.31	142.31	0.00	64.25	0.00	0.00	0.00				
2740 Official Journal	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00				
2741 General publications	18.193.00	0.00	0.00	18.193.00	0.00	0.00	0.00	0.00	3.599.05	3.599.05	3.577.24	21.81	0.00	0.00	0.00	0.00				
2742 Other information expenditure	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00				
27 Information: acquisition, archiving, production and distribution	58.665.04	38.014.51	0.00	20.650.53	38.014.51	1.014.75	1.014.75	0.00	3.805.61	3.741.36	3.719.55	21.81	64.25	0.00	0.00	0.00				
2 Buildings: furniture, equipment and miscellaneous operating expenditure	907.120.53	38.810.75	796.24	868.309.78	38.014.51	277.096.08	224.499.22	52.646.86	617.561.58	612.185.38	276.595.45	335.589.93	5.376.20	552.23	552.23	0.00				
3710 Court expenses	810.00	600.00	600.00	210.00	0.00	0.00	0.00	0.00	491.00	491.00	491.00	0.00	0.00	0.00	0.00	0.00				
37 Expenditure relating to certain institutions and bodies	810.00	600.00	600.00	210.00	0.00	0.00	0.00	0.00	491.00	491.00	491.00	0.00	0.00	0.00	0.00	0.00				
3 Expenditure resulting from special functions carried out by the institution	810.00	600.00	600.00	210.00	0.00	0.00	0.00	0.00	491.00	491.00	491.00	0.00	0.00	0.00	0.00	0.00				
Total	1.013.701.49	39.999.88	1.985.37	973.701.61	38.014.51	277.096.08	224.499.22	52.646.86	1.143.023.03	1.137.425.24	801.835.31	335.589.93	5.597.79	1.554.86	562.23	992.63				

## ANNEX 3

### Report on negotiated procedures

Article 74(10) of the Financial Regulation requires each institution to send the budgetary authority a report on negotiated procedures, in accordance with point 11.1 (a) to (f) and point 39 of Annex I to the FR. The authorising officers by delegation must list, for each financial year, the contracts subject to negotiated procedures.

Contract procedures for an amount in excess of EUR 60 000 resulting in an award in 2024:

Procedure	Number of procedures (of over € 60.000)	%	Amount	%
Negotiated procedures (point 14.2 of Annex I to the FR)	5	55.6%	2.130.292	1.9%
Open procedures	2	22.2%	108.139.694	97.1%
Restricted and competitive procedures and with negotiation	1	11.1%	1.000.000	0.9%
Negotiated procedures (point 11.1 (a) to (f) and point 39 of Annex I to the FR)	1	11.1%	61.651	0.1%
<b>Total</b>	<b>9</b>	<b>100.0%</b>	<b>111.331.637</b>	<b>100.0%</b>

During the 2024 financial year, 9 contracts for an amount in excess of EUR 60 000 were identified, for a total amount of EUR 111 331 637.

Of these contracts, only one was awarded by negotiated procedure in accordance with point 11.1 (a) to (f) and point 39 of Annex I to the FR, relating to a subscription to e-resources by the Library on account of the protection of exclusive rights.

The proportion of contracts awarded by negotiated procedure (in accordance with point 11.1 (a) to (f)) in relation to the total number of contracts awarded is 11.1% (9.1% in 2023). If the calculations are made on the basis of the value of the contracts (instead of the number of contracts), the proportion of negotiated procedures is 0.1% (1.6% in 2023).

## ANNEX 4

### Report on compliance with and suspension of time limits for payments to creditors of the Institution

Article 116(1) of the Financial Regulation lays down the time limits for the payment of expenditure operations.

Paragraph 5 of that article specifies the conditions under which creditors who are paid late may be entitled to interest for late payment to be charged to the line bearing the principal expenditure.<sup>1</sup> Paragraph 6 of that article also lays down the obligation on each institution to submit to the budgetary authority a report on compliance with time limits and the suspension of payment periods to its creditors.<sup>2</sup>

The Court's administration pays particular attention to ensuring that those regulatory provisions on payment deadlines are properly complied with, and ensures that they are carefully monitored and followed up.

To that end, the integrated financial and budgetary management system of the Court has specific functionalities which allow:

- authorising departments to view in real time the progress of invoices and the corresponding payments throughout the internal verification and approval chain;
- the production of specific monitoring or alert reports, which include the management of payment deadline suspensions and the automatic calculation of late payment interest due on any invoices paid after the time limit.

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1] Article 116(5) of Regulation (EU, Euratom) 2024/2509 of the European Parliament and of the Council of 23 September 2024 on the financial rules applicable to the general budget of the Union (recast): '*... on the expiry of the time limits laid down in paragraph 1, the creditor shall be entitled to interest in accordance with the following conditions: (a) the interest rates shall be those referred to in Article 99(2); (b) the interest shall be payable for the period elapsing from the calendar day following expiry of the time limit for payment laid down in paragraph 1 up to the day of payment. However, in the event that the interest calculated in accordance with the first subparagraph is lower than or equal to EUR 200, it shall be paid to the creditor only on a request submitted within two months of receiving late payment.*'

2] Article 116(6) Regulation (EU, Euratom) 2024/2509 of the European Parliament and of the Council of 23 September 2024 on the financial rules applicable to the general budget of the Union (recast): '*Each institution shall submit to the European Parliament and the Council a report on the compliance with and the suspension of the time limits laid down in paragraphs 1 to 4 of this Article. The Commission's report shall be annexed to the summary of the annual activity reports referred to in Article 74(9).*'

In general, all the means described above facilitate a good control of payment time limits. The average time limit over the last five years has been 24,3 days, as shown in the table below:

Years	Invoices		Average time for payment (in days)
	Number	Amount (in EUR)	
2020	11 228	56 241 940	25.53
2021	11 557	68 302 925	24.63
2022	11 900	71 009 262	24.32
2023	11 242	82 126 653	23.10
2024	11 375	77 435 548	23.73

Even though the average payment time in 2024 is slightly higher than that of 2023, it remains at a reasonable level.

The reasonable level of average payment time is explained by the fact that, since mid-2019, the accounting officer has been paying invoices as soon as the authorising officer responsible has granted the authorisation. This is to the advantage of suppliers since, in accordance with Article 116(1) of the Financial Regulation, a very large number of invoices would contractually fall within the 60 or 90 day time limit (technical services or actions that are particularly complex to evaluate or subject to the approval of a report or certificate). Thus, in 2024, the average payment time for invoices relating to external translation, which together account for almost 72% of the total number of invoices paid, and for which the contractual time limit is 60 days, taking into account the necessary quality controls, was 27.31 days. The average payment time for other invoices, for which the payment time limit is 30 days, was 17 days.

In 2024, there were no payments of interest on arrears (where the amount of interest on arrears exceeds the EUR 200 threshold defined in Article 116(5) of the Financial Regulation).

## ANNEX 5

# Working document on the buildings policy of the Court of Justice of the European Union 2024-2028

## I. Buildings policy

### I.1. Objectives of the buildings policy

The buildings policy of the Court of Justice of the European Union ('the Court' or 'the Institution') pursues two main objectives:

- first, after an initial policy of renting premises, the Court has, since the final establishment of its seat in Luxembourg, decided at the Edinburgh European Council in 1992, sought to become the owner of the buildings it occupies, in the same manner as the other institutions and in line with the recommendations of the Court of Auditors, according to which <sup>1</sup> the ownership of buildings enables the institutions to reduce their costs in the long term and thus to better plan their budgets in the medium term;
- secondly, the Court seeks to have premises that are adapted to its specific needs connected with its judicial activities and to house all of its departments on a single site in order to optimise the performance of its tasks.

### I.2. Development of the Court's building complex

The Court, established in Luxembourg in 1952, has occupied the Palais building, since 1972, which was built and made available to it by the Luxembourg authorities on the Kirchberg Plateau.

As a result of new Member States acceding and changes in the structure of the Institution and, in particular, of its jurisdictions, extensions to the Palais became necessary. The works in this regard were carried out by the Luxembourg Government, with lease-purchase contracts signed between that government and the Court. These contracts provide that the Court pay annual lease-purchase allowances and, in accordance with the aforementioned buildings policy, for the transfer of ownership of these buildings to the Court, partly in 2027 and partly in 2037.

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1| Special Report of the Court of Auditors No 34/2018, entitled 'Office accommodation of EU institutions – Some good management practices but also various weaknesses'.

These works concerned:

- the construction of the Erasmus, Thomas More and Thémis buildings between 1986 and 1993. These buildings, which were renovated extensively between 2011 and 2013, currently house the General Court of the European Union;
- the construction – in parallel with the renovation of the Palais, which now houses only courtrooms – of several buildings, which enabled the Court to leave temporarily rented premises in 2008 and host the majority of staff on the Court's premises:
  - a two-storey building surrounding the former Palais to accommodate the Members of the Court of Justice (the 'Anneau');
  - two towers (Comenius Tower and Montesquieu Tower) to house the Court's administrative services and the Registry of the Court of Justice;
  - a central gallery serving the common areas and connecting the various elements of the Court's building complex;
- the construction of a third office tower, the Rocca Tower, which in 2019 made it possible for all of the Court's staff to be based on the same premises, thus ending the rental of the last buildings still housing part of its staff.

Lastly, developments in the security situation in the European Union led the Institution to draw up a project to upgrade its security system, with works in this regard taking place between 2021 and 2022. The works were pre-financed by the Luxembourg State as contracting authority. The Court concluded a financing framework contract in order to repay that government the costs of these works.

The Court will become the owner:

- on 1 January 2027, of the group of buildings 'CJ 4' composed of the Palais (constructed in 1972, the renovation of which was completed in 2008), the Anneau, the Comenius and Montesquieu towers, the Galerie, the Members' car park and the staff car park, and of the group of buildings 'CJ 8', composed of the Erasmus, Thomas More and Thémis buildings, and
- on 1 January 2037, the group of buildings 'CJ 9' composed of the Rocca tower, an extension to the Galerie and an extension of the staff car park.

An overview of the Court's building complex can be found in the annex.

### I.3. The specific nature of the Court's building needs

Apart from standard office space, the Court has specific needs dictated by its judicial activities, the reception of the public for hearings and visits, and regular ceremonial or official events such as, for example, the taking of oaths, as provided for in the Treaties.

A significant part of the Court's building complex is thus occupied by courtrooms, which must be sufficient in number to meet the needs of all the chambers of both courts. Since the beginning of 2021, with the fitting out of a new courtroom in the Galerie, the Court has had a total of 11 courtrooms at its disposal.

Common and open areas, such as the 'salles des pas perdus' (lobby areas) and reception areas for the parties, their lawyers and the public, have also been provided in the vicinity of the courtrooms.



The courtrooms and other common areas occupy some 71 616 m<sup>2</sup>, or approximately 40% of the gross floor area above ground of the Institution's building complex (177 461 m<sup>2</sup>).

The Court, like all the European institutions, is facing rapid changes, resulting from, inter alia, the limited integration of the regime governing working from home, the impact of new technologies and the acceleration of paperless working, but also from increasing requirements in terms of energy savings, specific constraints relating to the budgetary context or challenges relating to the attractiveness of institutions as employers.

In that context, the Institution's services continued to reflect in 2024 on the occupation of its premises. Pilot projects are planned, which will allow the Institution to define the best guidelines to reconcile the parameters, constraints and objectives regarding future changes to the use of its premises.

## I.4. New projects planned

With a view to examining the solutions likely to increase the attractiveness of the Luxembourg site as a place of employment of the staff of the institutions and bodies of the European Union, a high-level group on attractiveness (GHNA) was set up in 2020, at the initiative of Commissioner Hahn.

The GHNA entrusted to the meeting of the Secretaries-General and Heads of Administration of the Institutions and Bodies of the European Union based in Luxembourg (CALux) responsibility for steering the projects discussed within four interinstitutional working groups for, respectively, (i) staff policy, (ii) the establishment of centres of excellence, (iii) life in Luxembourg and (iv) communication. These groups recommended 12 actions to be taken, which the GHNA approved at its second meeting on 14 June 2021.

Action 6 ('Temporary accommodation offering') consists in studying, in close cooperation with the national entities concerned, the possibility and feasibility of providing temporary accommodation for newly recruited staff in Luxembourg at rent below or, at most, equal to the market price, and in a budget neutral way for the participating institutions and bodies, pending such staff finding permanent accommodation once they are settled in Luxembourg. This action is led by the Court of Justice of the European Union, in a working group (WG) also consisting of representatives from the European Commission, the European Parliament, the European Court of Auditors, the Translation Centre and the European Investment Bank.

As a first step, market research was undertaken with a view to carrying out an interinstitutional pilot project covering 100 to 150 temporary accommodation units. The objective, according to the criterion of budget neutrality, is a suitable residential building, within which the availability of housing would be ensured by 2027; that housing would be rented directly by the beneficiaries from the manager of the building in question, for a maximum duration of one year, at cost price. The exact lease arrangements remain to be defined according to the administrative arrangements, which can be agreed on with the developer or owner of the accommodation units to be chosen. An interinstitutional agreement will give the Court a mandate to conduct the property procedure and to negotiate with the developers/owners on behalf of the interested institutions and bodies.

Most of these units would be furnished individual rooms with a surface area of 16 m<sup>2</sup>, with a few double rooms of 25 m<sup>2</sup> to accommodate persons with reduced mobility (PRM). The rooms would have a private bathroom. The building sought would also include shared kitchens and living areas. The envisaged rent is EUR 1 000 per month per accommodation unit, including bills.

Therefore, the estimated maximum annual budget for the pilot project is, theoretically, EUR 1 800 000 (150 rooms x EUR 1 000/month x 12).

However, it should be noted that the action, as currently planned, would in principle be fiscally neutral, in so far as it would be funded by the rent paid by the beneficiaries.

The participating institutions and bodies would have to bear only the cost of unoccupied units. The average vacancy rate has been estimated at no more than 10%. Thus, any costs to be borne by the EU budget would amount to a maximum of EUR 180 000 per year, i.e. EUR 1 800 000 over 10 years. This cost would be shared between the participating institutions and bodies, on the basis of arrangements to be determined. In the contract to be signed with the owner or developer, appropriate mechanisms will be established to ensure that any budgetary impact would in all cases be limited to the cost corresponding to an estimated 10% average vacancy rate.

In these circumstances, it is not necessary to inform the budgetary authority about this building project in advance, pursuant to Article 272(2) of the financial regulation applicable to the general budget of the Union ('the Financial Regulation'). The maximum amount borne per year by the institutions for this project is estimated at EUR 180 000. It follows from Article 272(5)(e) of that regulation that any new building contract with a long term lease with an annual charge of less than EUR 750 000 is not considered to be a building project likely to have significant financial implications for the budget.

Secondly, on the basis of the results of the pilot project, further market research could be foreseen in order to respond, in whole or in part, to demand as a whole, estimated by the WG at some 900 temporary accommodation units.

## II. Budgetary information

In accordance with Article 272(1) of the Financial Regulation, the following is set out below:

1. for each of the Court's buildings, the expenditure and surface area covered by the appropriations of the corresponding budget lines. The expenditure includes the costs of the fitting-out of buildings, but not the other charges;
2. the expected development of the global programming of surface area and locations for the coming years;
3. the final terms and costs, as well as relevant information regarding the implementation of new building projects previously submitted to the European Parliament and to the Council under the procedure set out in Article 272(2) and (3) and not included in the preceding year's working documents.

## II.1 Expenditure and surface area of the Court's buildings

Budget line		Building	Total gross floor area <sup>2</sup> (GFA) in 2024 (m <sup>2</sup> )	Gross floor area (GFA) above ground in 2024 (m <sup>2</sup> )	Net office space in 2024 (m <sup>2</sup> )	Workstations in 2024 <sup>3</sup>	2024 budget (implemented)	2025 budget (approved)	2026 budget (projected)
2000	Rent	Data centre	100	100	0	0	€ 216.586	€ 230.000	€ 240.000
2001	Lease-Purchase	Renovated Thémis, Thomas More and Erasmus	69.793	34.565	12.426	733	€ 5.473.993	€ 5.528.433	€ 5.688.076
		Anneau, Palais, Galerie, Comenius Tower and Montesquieu Tower, Members' and staff car parks	143.550	102.373	28.093	1.438	€ 20.332.484	€ 19.881.164	€ 19.259.560
		Rocca Tower	44.878	39.818	14.884	776	€ 4.795.013	€ 4.326.435	€ 3.820.069
		Security upgrades to the Court buildings' infrastructure — Erasmus, Thomas More and Rocca pavilions	705	705	0	0	€ 6.900.694	€ 556.968	€ 133.295
<b>Line total 2 0 0 1</b>			<b>258.926</b>	<b>177.461</b>	<b>55.403</b>	<b>2.947</b>	<b>€ 37.502.184</b>	<b>€ 30.293.000</b>	<b>€ 28.901.000</b>
				<b>Average office surface area per workstation (m<sup>2</sup>)</b>		<b>18.80</b>			

2| Surface areas are calculated in accordance with the common methodology adopted by the ad hoc working group on the methodology for calculating surface areas of buildings, mandated by the GICIL (interinstitutional group on buildings coordination in Luxembourg) in 2018. According to that methodology, adopted in 2019, it was decided that annual reports for the budgetary authority should include the total and above ground gross floor area (GFA).

3| This column does not include the workstations in the various reception areas, the interpretation booths or the press room. Only the workstations in office areas have been included.

## Follow-up to the report by the Court of Auditors on office space

As part of the follow-up of the recommendations of the Court of Auditors in its Special Report No 34/2018 adopted on 5 December 2018, entitled 'Office accommodation of EU institutions – Some good management practices but also various weaknesses', <sup>2</sup> the Inter-Institutional Infrastructure, Logistics and Internal Services Working Group – (ILISWG) in Brussels, together with the GICIL, created a working group in June 2022 presided over by the Council to follow up on an outstanding recommendation, that is, recommendation 5(b), containing the invitation to 'adopt a common methodology for the calculation and presentation of surface area and cost indicators, and share such data on a regular basis in inter-institutional fora'.

The common methodology for the calculation and presentation of cost indicators was adopted by the working group in June 2023 and applied from 1 January 2024.

The following table sets out the indicators adopted under the methodology, as a complement to the information provided in the previous table.

2| [Special Report No 34/2018:Office accommodation of EU institutions \(europa.eu\)](#).

Building	City	Net booked value <sup>1</sup>	Type of acquisition	1st year of occupation	Construction year <sup>2</sup>	Gross floor area (GFA) above ground (m²)	Building use	Number of occupants	Workstations	Comments
CJ4 Palais (PA)	Luxembourg	€ 148.386.318	emphyteutic lease (ending in 2026)	1972	1972	20.217	other use	31	99	There was no distinction made during the CJ4 construction and renovation project for budget management purposes between the buildings (Palais, Anneau, Galerie, Comenius and Montesquieu towers).
CJ4 Anneau (AN)	Luxembourg			2008	2008	19.248	office	356	372	
CJ4 Galerie (GA)	Luxembourg			2008	2008	18.187	other use	8	6	
CJ4 Comenius (CO)	Luxembourg			2008	2008	21.091	office	528	476	
CJ4 Montesquieu (MO)	Luxembourg			2008	2008	21.042	office	430	481	
CJ4 Parking Personnel (PKP) without extension	Luxembourg			2008	2008	0	other use	0	0	
CJ4 Parking Membres (PKM)	Luxembourg			2008	2008	2.588	other use	3	4	
CJ8 Erasmus (ER)	Luxembourg	€ 39.464.977	emphyteutic lease (ending in 2026)	1988	2013	13.797	mixed (office&other)	249	299	There was no distinction made during the renovation project CJ8 in 2012 for budget management purposes between the buildings (Erasmus, Thomas More and Thémis).
CJ8 Thomas More (TM)	Luxembourg			1993	2013	12.429	mixed (office&other)	205	223	
CJ8 Thémis (TH)	Luxembourg			1994	2013	8.339	mixed (office&other)	171	211	
CJ9 Rocca (RO) + Galerie extension + staff parking extension	Luxembourg	€ 113.663.128	emphyteutic lease (ending in 2036)	2019	2019	39.818	mixed (office&other)	747	776	Project CJ9, the final price of which has not yet been established. The construction costs are set out according to the forecasts.
CJ10 Erasmus Pavilion	Luxembourg	€ 24.384.888	emphyteutic lease (ending in 2026)	2022	2022	434	other use	0	0	There was no distinction made during the CJ10 construction and renovation project for budget management purposes the pavilions and the perimeter fence.
CJ10 Pavillon Thomas More and perimeter fence	Luxembourg		emphyteutic lease (ending in 2026)	2022	2022	21	other use	0	0	
CJ10 Pavillon Rocca	Luxembourg		emphyteutic lease (ending in 2036)	2022	2022	250	other use	0	0	

<sup>1</sup> Net book value recorded in the financial statements as of 31 December 2023.

<sup>2</sup> The construction year for the buildings CJ8 Erasmus, CJ8 Thomas More and CJ8 Thémis (post-dating the 1st year of occupation) corresponds to the year of the renovation project.

## II.2 Developments expected in the coming years

MULTIANNUAL PLAN (NET OFFICE SPACE, IN M<sup>2</sup>)

Building	2025	2026	2027	2028
Renovated Thémis, Thomas More and Erasmus	12.426	12.426	12.426	12.426
Anneau, Palais, Galerie, Comenius Tower and Montesquieu Tower	28.093	28.093	28.093	28.093
Rocca Tower	14.884	14.884	14.884	14.884
<b>TOTAL</b>	<b>55.403</b>	<b>55.403</b>	<b>55.403</b>	<b>55.403</b>

MULTIANNUAL EXPENDITURE PLAN (CURRENT MFF)

Building	2025	2026	2027	2028
Data centre	€ 230 000	€ 240.000	€ 244.800	€ 250.000
Thémis, Thomas More and Erasmus	€ 5.528.433	€ 5.688.076	€ 0	€ 0
Anneau, Palais, Gallery, Comenius Tower and Montesquieu Tower	€ 19.881.164	€ 19.259.560	€ 3.525.909	€ 0
Rocca Tower	€ 4.326.435	€ 3.820.069	€ 4.315.091	€ 4.500.000
Security upgrades to the Court buildings' infrastructure	€ 556.968	€ 133.295	€ 0	€ 0
<b>TOTAL</b>	<b>€ 30 523 000</b>	<b>€ 29.141.000</b>	<b>€ 8.085.800</b>	<b>€ 4.750.000</b>

As set out above, from 2027, the Court will become the owner of the greater part of its buildings; more specifically, of the two groups of buildings named:

- 'CJ4': composed of the Palais, the Anneau, the Comenius and Montesquieu towers, the Galerie, the Members' car park and the staff car park. The 'CJ4' dates from 2008, the year in which the Palais (built in 1972) was refurbished and the other buildings were built, and
- 'CJ8': composed of the Erasmus, Thomas More and Thémis buildings. Those buildings were constructed in 1988, 1993 and 1994 and were renovated completely in 2013.

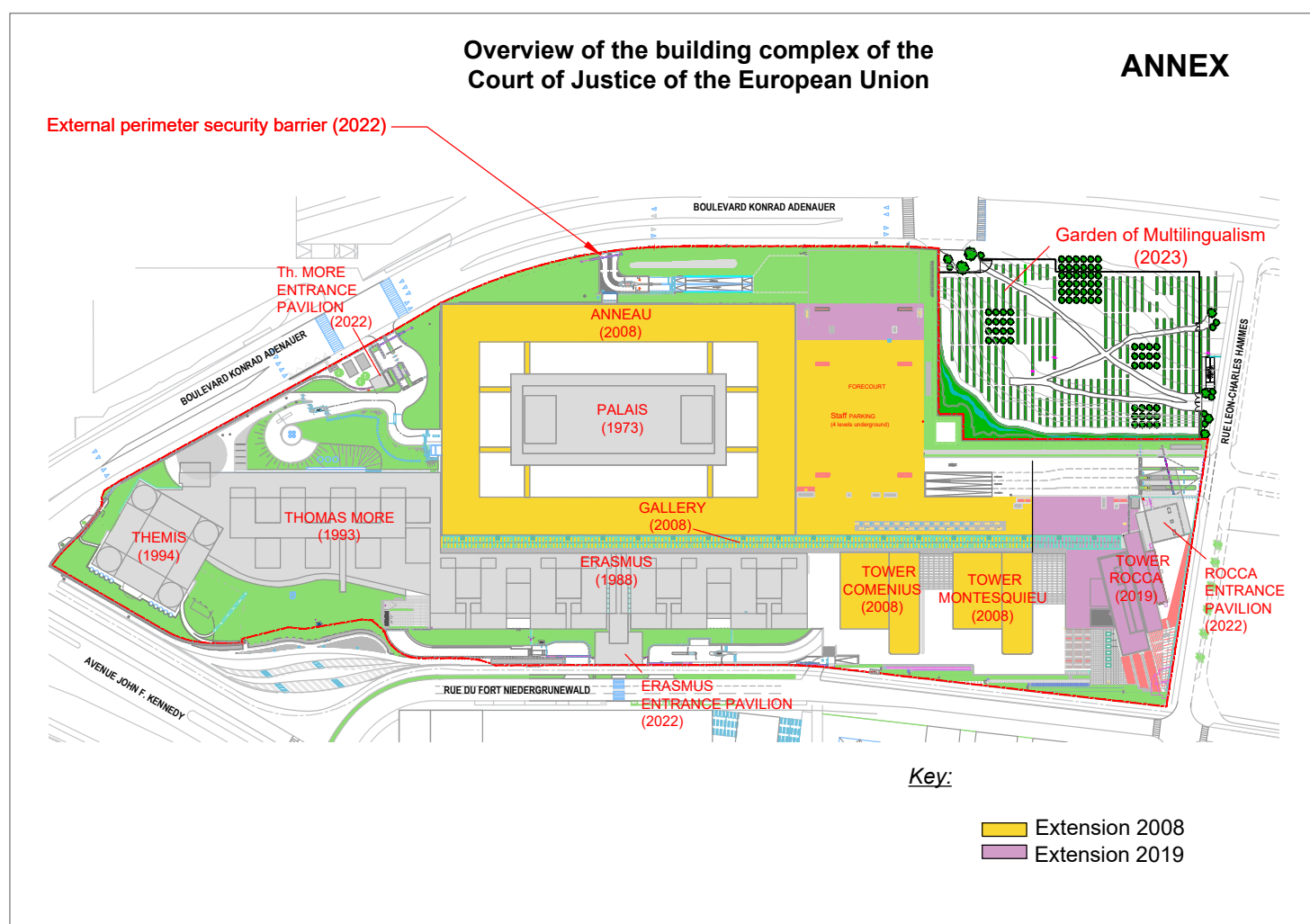
That transfer of property is both a challenge and an opportunity for the Institution. It will then have to take all the obligations and opportunities related to ownership, which go far beyond its responsibilities as a renter.

Those new obligations and the progressive ageing of many of its buildings will require the Court to take its buildings management in a new direction. It involves not only managing the entire buildings complex, but also developing renovation projects, some of which may be structural, compliance-related or to improve energy efficiency. This will preserve and, if possible, increase the value of the Institution's buildings complex. As a general rule, 2 to 3% of the value of the property is often taken as a basis for

budgeting for expenditure related to buildings: upkeep, repairs, compliance, refitting, etc. When such renovation projects are planned, they will, as the case may be and according to the requirements of the Financial Regulation, be submitted for approval to the budgetary authority.

## II.3 Implementation of new building projects

No new building projects are currently under way.



## ANNEX 6

### Report on waivers of recoveries granted by the Institution

Article 101 of the Financial Regulation lays down the rules on waiving the recovery of amounts receivable.

Paragraph 1 of that article states that it is the accounting officer's responsibility to take charge of recovery orders duly established by the authorising officer and to record the sums recovered.

In the event of creditors defaulting on their payment obligation and where it is not possible to proceed to recovery by offsetting, as provided for in Article 102, Article 101(2) to (4) specifies the conditions under which the authorising officer may waive recovery of an established amount receivable and the criteria to be taken into account in the light of the circumstances before waiving recovery.

Paragraph 5<sup>1</sup> requires each institution of the European Union to report to the European Parliament and the Council on waivers granted pursuant to Article 101(2), (3) and (4).

In 2024, a decision to waive one claim was granted by the authorising officer for a total amount of EUR 11 018.55 pursuant to Article 101(2)(b) of the Financial Regulation ('amount cannot be recovered').

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1| Article 101(5) of Regulation (EU, Euratom) 2024/2509 of the European Parliament and of the Council of 23 September 2024 on the financial rules applicable to the general budget of the Union (recast): *'Each Union institution shall send to the European Parliament and to the Council each year a report on the waivers granted by it pursuant to paragraphs 2, 3 and 4 of this Article. Information on waivers below EUR 60 000 shall be provided as a total amount. In the case of the Commission, that report shall be annexed to the summary of the annual activity reports referred to in Article 74(9).'*



## ANNEX 7

### Declaration by the authorising officer by delegation

I, Alfredo Calot Escobar, Registrar of the Court of Justice, in my capacity as authorising officer by delegation,

Hereby declare that the information contained in the activity report for the financial year 2024 is a reliable, complete and correct reflection of the activities of the Institution's services,

Declare that I have reasonable assurance that the resources allocated to the activities described in this report have been used for the purposes intended and in accordance with the principle of sound financial management and that the control procedures put in place provide the necessary guarantees as to the legality and regularity of the underlying transactions. This reasonable assurance is based on my own judgment and on the information available to me concerning the operation of the internal control system, such as the results of ex ante and ex post verifications, the observations of the internal auditor and the lessons learned from the reports of the Court of Auditors relating to financial years prior to that of this declaration,

Further I confirm that I am not aware of any unreported facts that could harm the interests of the Institution.



**Alfredo CALOT ESCOBAR**  
Registrar

Luxembourg, 30 April 2025



# COURT OF JUSTICE OF THE EUROPEAN UNION

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