



**CPVO • OCVV**

Community Plant Variety Office  
Office Communautaire des Variétés Végétales

# CONSOLIDATED ANNUAL ACTIVITY REPORT 2025

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## **Administrative Council analysis and assessment**

In 2025, the Community Plant Variety Office (CPVO) received a total of 2,897 applications, maintaining the Office's stability and reliability in its operations. Since its establishment in 1995, the CPVO has processed over 86,000 applications, underscoring its pivotal role in plant variety protection across the European Union. The Annual Activity Report highlights that, despite a slight decrease in applications, the overall system remains robust and the financial revenues of the CPVO are sound.

Throughout 2024 and into 2025, the CPVO continued its strategic efforts to optimise organisational processes, enhance digital interactions, support harmonisation of DUS procedures, and strengthen the plant variety rights value chain. The Office also remained committed to shaping a fit-for-purpose legal and policy PVP framework in the EU, facilitating cooperation with EU and international partners, and preparing future PVR professionals. The report concludes with a positive assessment of internal control effectiveness and a strong assurance of management integrity, reaffirming the CPVO's role as a cornerstone of plant variety protection in Europe.

The report evidences that the objectives outlined in the 2025 Work Programme were met satisfactorily, even in the face of limited resources' availability. The Administrative Council (AC) acknowledges the thoroughness of the Management Report, the soundness of Budget and Financial Management, and the integrity of the Declaration of Assurance. It is confirmed that resources have been allocated efficiently and activities have been executed in line with principles of sound financial management. Internal controls have provided reasonable assurance regarding the legality and regularity of operations, and the AC is confident that no undisclosed matters exist that could adversely affect the interests of the CPVO.

The AC is satisfied with the declaration of the authorising officer that his report gives a true reflection of the situation on the ground and that he has reasonable assurance that the resources assigned to the activities described in his report have been used for their intended purpose. The AC also accepts that such activities were carried out with the principles of sound financial management. The AC is satisfied that the control procedures in place provide an adequate guarantee as to the legality and regularity of the affairs of the CPVO.

The AC is satisfied that the President of the CPVO is unaware of any matter not reported which could harm the interests of the CPVO.

José Antonio Sobrino Mate

Chair of the CPVO Administrative Council



# 1. Executive Summary - Achievements of the year

## 1.1. Introduction by the CPVO President

The year 2025 marked an important phase in the continuous modernisation and strengthening of the Community Plant Variety Office. Despite resource constraints and a challenging operational environment, the CPVO advanced steadily towards the objectives laid out in its Single Programming Document 2025-2027, reaffirming its commitment to excellence, efficiency, and service to breeders, partners, and stakeholders across the European Union and beyond.

Significant progress was achieved in operational excellence. Core processes continued to be improved, with eight targeted IT projects release enhancing critical business applications and four non-core processes successfully automated. Internal control remained a strong asset, with all critical deviations corrected within agreed timelines. The Office also prepared for emerging regulatory developments through the transition from the Regulatory Watch Group to new management-level Horizon Scanning tool, enabling better anticipation of policy shifts and digital transformation trends.

The CPVO's organisational model was further strengthened, with additional efficiency gains expected from the new building project, which will contribute to optimise the use of resources, streamline workflows, and enhance staff well-being through improved working conditions. The People & Resources Unit ensured continuity of expertise through well-targeted recruitment, enhanced staff well-being initiatives, and the successful launch of the Agency's AI literacy journey, which reached nearly the entire staff. Progress continued across legal, governance, procurement, and digitisation domains, with all legal deadlines respected, procurement processes improved despite staffing challenges, and innovations deployed within the Plant Variety Expertise Unit to further streamline applications processing and digital communications with stakeholders.

The Office also continued to reinforce the reliability and efficiency of DUS testing, through expanded monitoring visits, enhanced digital exchange tools, and closer cooperation with examination offices. Efforts to optimise technical protocols advanced considerably, with 29 new or revised protocols adopted and the foundations laid for broader Quality Audit System reform and improved cost-efficiency models.

In parallel, the CPVO strengthened its role in supporting the PVR value chain, engaging breeders' organisations, participating in UPOV and institutional technical working groups, and advancing the Horizon Scanning initiative. Outreach efforts remained a priority both within and beyond the EU, including targeted activities with third-country authorities in accordance with the European Union priorities.

Across all domains, the Office pursued its mission of contributing to shaping a robust legal and policy framework, deepening cooperation with the European Patent Office, technically supporting EU institutions on PRM and NGTs-related discussions, and actively participating in UPOV, OECD, and Council fora. As the CPVO prepares for the Evaluation of the CPVO and CPVR system, internal reflection and consolidation of proposals for potential revision of the basic regulation have already begun, ensuring readiness for potential upcoming legislative initiatives.

Overall, 2025 was a year of focused progress, consolidation, and forward-looking reform. The achievements presented in this report reflect the commitment of the CPVO's staff, the trust of its partners, and the continued relevance of the EU plant variety protection system. As we look ahead, the CPVO remains dedicated to safeguarding innovation in plant breeding and supporting a resilient, sustainable agricultural sector in Europe.

Francesco Mattina, CPVO President

14 April 2026



## 1.2. Achievement of CPVO Work Programme Objectives

The CPVO Work programme for 2025 outlined a number of objectives and indicators for each major activity defined for the year. What follows is an analysis of the state of play for the achievement of each of these objectives.

### 1.2.1. Strive for operational excellence

#### a) Continuous improvement of operational processes

As a result of reduced staffing within the Digital Transformation Unit, the frequency of improvement releases was limited to those deemed essential. This adjustment was made to prioritize maintenance versions and ensure uninterrupted business operations.

<b>Objectives 2025:</b>			
<ul style="list-style-type: none"> <li>• Foster a culture of continuous improvement</li> <li>• Foster a data-driven business practice</li> </ul>			
<b>Key Indicators</b>	<b>Target indicator</b>	<b>Result 2024</b>	<b>Result 2025</b>
Releases of improvements to IT Applications to improve efficiency	11 monthly releases of improvements requested for PVR (back-office) and other core applications	N/A	8*
Automation of non-core processes	4 non-core processes streamlined per year	N/A	4

#### b) Strengthen internal control

<b>Objectives 2025:</b>			
<ul style="list-style-type: none"> <li>• Establish a best practice watch by sharing Inter Agencies best practices and cooperation</li> <li>• Establish stronger bonds with internal units to ensure that all units in CPVO mature in the utilisation of control measures.</li> </ul>			
<b>Key Indicators</b>	<b>Target indicator</b>	<b>Result 2024</b>	<b>Result 2025</b>
% of deviations identified per year and corrected	100 % correction of critical deviations within agreed remediation timeline as of detection	100%	100%

#### c) Ensure preparedness for upcoming regulatory framework changes

The work of the Regulatory Watch Group was discontinued in March 2025 following the transition to the Management Strategic Discussions and the new Horizon Scanning initiative. These initiatives were considered to overlap with the core tasks of the Regulatory Watch Group and, at the same time, shifted the focus toward different priorities, in particular preparing the Office's readiness for developments in AI and business-related transformation. Nonetheless, it is important to note that management continued to be regularly informed of upcoming regulatory changes through individual initiatives.



<b>Objectives 2025:</b>			
The regulatory watch of the CPVO to inform and advise the management of upcoming regulatory changes in their respective field of activity and to propose preparatory measures and actions to be taken into consideration by the teams in the Office that are affected by those changes.			
<b>Key Indicators</b>	<b>Target indicator</b>	<b>Result 2024</b>	<b>Result 2025</b>
Annual report and specific updates on a need-to-know basis presented to the management with recommendations.	Metric 1 = 1	1	N/A
Count of instances where the CPVO was unaware of an upcoming regulatory change.	Metric 2 = 0	0	0

d) Ensure fit for purpose organisational model

i. People and Resources Unit

In 2025, the People & Resources Unit (PAR Unit) focused on ensuring the CPVO was staffed with qualified professionals capable of supporting its mission. Throughout the year, the Unit continued executing the CPVO HR strategy, which was designed to meet both current and future staffing needs by identifying essential competencies and planning for expected retirements. To maintain a balanced and skilled workforce, the CPVO successfully recruited six new staff members across various domains, including legal, procurement, digital transformation, IT, and replaced those who left, thereby ensuring business continuity and adaptability to technological advancements.

Staff well-being remained a top priority, as the CPVO recognised that a motivated and satisfied team was essential for CPVO's ongoing relevance and success amid organisational changes. In cooperation with the Well-Being working group, the HR team led the delivery of the first well-being month of the Agency. Satisfaction and participation rates showed the success of this initiative.

Also in 2025, the HR team led the launch of the CPVO's AI literacy journey, organising three editions of training sessions that received very high satisfaction ratings from participants. These initiatives helped prepare staff for the evolving digital landscape and supported organizational adaptation to new technologies.

Following discussions with the Administrative Council, the HR team revised its Objectives and Key Indicators in the Single Programming Document, discontinuing the use of the "well-being and engagement index."

Looking ahead to 2026, the PAR Unit plan is to build on these achievements by continuing recruitment efforts, advancing technological adaptation, and furthering the AI literacy journey for all staff members.



<b>Objectives 2025:</b>			
<ul style="list-style-type: none"> <li>• Become a business partner that is a point of reference for internal and external stakeholders <ul style="list-style-type: none"> <li>○ consolidate the image of the HR team as business partner among staff and management</li> <li>○ attract and retain best talents</li> <li>○ analyse and identify competences and learning needs</li> </ul> </li> <li>• Ensure wellbeing of staff</li> </ul>			
<b>Key Indicators</b>	<b>Target indicator</b>	<b>Result 2024</b>	<b>Result 2025</b>
Net Promoter Score (NPS) <sup>1</sup>	+10% year to year from 2024 baseline	66% 70% for wellbeing	n.a.
Percentage of staff members attending training courses	>85%	n.a.	96%
Percentage of staff trained on Artificial Intelligence	>85%	n.a.	98%
Percentage of candidates accepting job offers	>90%	n.a.	79%
Number of applications received per job vacancy	>50	n.a.	87.5
HR Strategy Progress	100% completed by end of 2026	n.a.	100%
<b>Objectives 2025:</b>			
Accounting as key sector to enhance financial related processes, accountability and transparency.			
<b>Key Indicator</b>	<b>Target indicator</b>	<b>Result 2024</b>	<b>Result 2025</b>
Remarks from the Court of Auditors on the Accounts	0 critical remark in official Report	0 remark	0 remark

<sup>1</sup> NPS is a satisfaction metric that shows how likely people are to recommend for example a service. It helps to understand overall satisfaction and identify areas for improvement. With the new approved KPIs for HR, this particular indicator has been reviewed.

ii. Legal and Governance Affairs (L&GA) Unit

During 2025 all legal deadlines, in Court and Board of Appeal cases, as well as in public access requests, were respected.

The team continued with the description of processes in the inventory list with the aim of improving them, in particular in the Registry (where 75% of their processes are described in view of their improvement) and in the Legal Service (where 16,6% of the described processes were improved).

The procurement and logistics team faced some difficulties in 2025 with the departure of two colleagues that caused the team to remain with only two full staff members and 2 half time staff members. This was in parallel to the high workload resulting from the building project and other important demands in the Office in 2025. Still, it is to be noted that there were no findings from the Court of Auditors on procurement processes in 2025.

As regards the quality and timeliness of internal legal advice delivered to other units and services of the Office, it is to be noted that the surveys that follows every response to an internal legal query were not filled in and hence there is no source available to provide information on the utility and quality of responses provided. However, the objective on the timeliness of the replies was met (34 out of 40 legal opinion requests handled within the foreseen deadline).

Finally, in 2025, the CPVO decided to discontinue the external users' satisfaction survey, as the effort required to administer and analyse a general annual survey was considered no longer proportionate in a context of constrained resources. The 2024 survey nevertheless showed a high level of satisfaction among external users (85.21%, excluding neutral responses), and the CPVO continues to seek feedback through tailored meetings and targeted interactions, while keeping open the possibility of resuming a general survey or introducing alternative feedback formats in the future.

<b>Objectives 2025:</b>			
<ul style="list-style-type: none"> <li>• Rationalise Unit's business processes and procedures</li> <li>• Service oriented institution</li> </ul>			
<b>Key Indicators</b>	<b>Target indicator</b>	<b>Result 2024</b>	<b>Result 2025</b>
% legal processes under control (including meeting legal deadlines)	100%	100%	100%
% of processes in the inventory list described and view of their improvement	+15%	N/A	37%
Procurement processes under control (aiming at avoiding findings from the Court of Auditors)	max. 1 definitive finding	N/A	0
% quality of provided internal legal advice based on the survey	75%	N/A	N/A
% timely provided internal legal advice	75%	N/A	85%
Gathering regular feedback from stakeholders with the aim of improving our processes and taking follow-up measures when appropriate	One action carried out to collect feedback (survey, meetings, etc.)	Satisfaction Survey	N/A



iii. Plant Variety Expertise Unit

The efficient processing of applications necessitates a continuous review of challenging situations faced in the daily work as well as maintaining awareness on the availability of new digitalization tools as a basis to formulate proposals to improve procedures. Very regular unit meetings are the forum for such discussions. The following improvements took place in 2025:

- power automate workflow leading to the approval of National protocols implemented for CPVO applications,
- new documents types 'VD confidential', 'VD incorrect' allowing a better automatization of the generation of the titles,
- CPVO joined the UPOV e-PVP DUS exchange module of UPOV in April 2025, bringing an added value compared to the previous procedure to exchange reports within UPOV Member States,
- Receive information on new varieties authorized for commercialization from the Commission EU Plant Variety Portal automatically via API after publication.

The development of user friendly and responsive communication tools with stakeholders necessitates regular interactions. The Office met in particular Royalty Administration International, and Rijk Zwaan to discuss communication tools with applicants. The CPVO Online application system is shared with Naktuinbouw, with which several meetings took place in view of improving the system. The most broadly used tool from the Office is the Variety Finder, a repository of varieties listed in many official Plant Variety registers around the world. The key added value of the database is its constant update. Many meetings took place to that purpose between the Variety Finder database manager and contributors. One of the CPVO's missions is to harmonize DUS testing procedures as well as the interpretation of the rules on suitability of variety denominations in the EU. The Office organizes regularly meetings with experts from its network of examination offices to fine tune procedures and update technical protocols. Various meetings took place with the UPOV Office as well to discuss subject matters of common interest.

<b>Objectives 2025:</b>			
<ul style="list-style-type: none"> <li>• Streamlined and robust PVR granting processes,</li> <li>• User friendly and responsive communication tools with stakeholders</li> <li>• Efficient processing of applications</li> <li>• Maintain efficient variety denomination related services</li> <li>• Streamlined and robust PVR granting processes,</li> <li>• User friendly and responsive communication tools with stakeholders</li> <li>• Efficient processing of applications</li> <li>• Maintain efficient variety denomination related services</li> </ul>			
<b>Key Indicators</b>	<b>Target indicator</b>	<b>Result 2024</b>	<b>Result 2025</b>
Digitalisation and automatization of processes	At least 3 technical related digitalization projects finalised every year.	N/A	At least 3
Digitalisation of communication and exchanges	Decrease of the proportion of email communications in the amount of documents stored in CPVO registers'	N/A	Very slight decrease of paper communications in 2025.



Periodic meetings and surveys of satisfaction with stakeholders	At least 10 meetings with stakeholders. Positive return of surveys.	N/A	More than 10 meetings organized with stakeholders. No surveys, to avoid their counter productive accumulation.
Titles delivered timely	Average delivery less than 4 months after receipt of the DUS report	118 days	129 days
Yearly monitoring visits to examination offices	At least one per major office and at least 8 yearly	N/A	14 monitoring visits including major offices
Timely advice for denominations	90% of advices to the suitability of denominations delivered to EU MS within 24 hours	N/A	88.5%: Proportion of denominations analysed within a maximum of 24 hours out of all analyses made in 2025, 97.4% within 2 days. 3h45: Average analysis time for all analyses made in 2025 (0.47 days)
Increasing number of monthly visits to the Variety Finder <sup>2</sup>	5% of increase per year	Average of 251000 searches per month in 2024	39,814 accesses
Percentage of taken-over reports reviewed for compliance	70% increasing by 5% each year	Number of reports identified as incorrect taken over in PVR: 110 (put in place during the course of the year).  5% of TO reports were incorrect in 2024.	Number reports identified as incorrect taken over in PVR: 185 in 2025 By default, all reports are checked. The increase of errors identified suggests more intensive checks.  8% of TO reports were identified as incorrect in 2025.

<sup>2</sup> Pending IT developments, the data refers to visits to the public website page where the access to Variety Finder application is shown. It does not give a full picture on the actual visits and use of Variety Finder, which is part of an IT project that was put on hold due to lack of IT resources in the past years.



<b>Objectives 2025:</b>			
<ul style="list-style-type: none"> <li>• Foster applied R&amp;D in PV testing</li> <li>• Subject to availability of resources and in accordance with principles of sound financial management, co-finance R&amp;D projects with the aim to optimize the quality while increasing costs efficiency of DUS testing</li> <li>• Support the integration of new technologies in routine DUS testing via dedicated actions (workshops, workgroups, ring tests...)</li> <li>• Implement newly approved R&amp;D strategy</li> </ul>			
<b>Key Indicators</b>	<b>Target indicator</b>	<b>Result 2024</b>	<b>Result 2025</b>
<ul style="list-style-type: none"> <li>• Develop a new R&amp;D strategy</li> <li>• Coordinate R&amp;D activities defined in 2025</li> <li>• Contribute to the implementation of the horizon scanning strategy approved in 2025</li> </ul>	<ul style="list-style-type: none"> <li>• Develop a new R&amp;D strategy</li> <li>• Define R&amp;D activities</li> <li>• Horizon scanning strategy approved in 2025</li> </ul>	<p>N/A</p> <p>Coordination of 3 co-funded projects</p> <p>Evaluation of 1 new co-funded project (accepted)</p> <p>One IMODDUS meeting</p> <p>On Advisory Boards of 2 Horizon Europe projects (Belis, GrapeBreed)</p> <p>N/A</p>	<p>Postponed to 2026</p> <p>Coordination of 2 co-funded projects</p> <p>Evaluation of 1 new co-funded project (accepted)</p> <p>One IMODDUS meeting</p> <p>One workshop on digital phenotyping</p> <p>On Advisory boards of 2 Horizon Europe projects (Belis, GrapeBreed)</p> <p>First report of Horizon scanning presented to AC in Oct 2025.</p>
<ul style="list-style-type: none"> <li>• R&amp;D projects</li> <li>• Respect of timelines and milestones as foreseen</li> <li>• Impact of R&amp;D projects on routine DUS procedures</li> </ul>	<ul style="list-style-type: none"> <li>• No delay in finalized projects</li> <li>• Systematic assessment of cost efficiency) on DUS testing</li> <li>• Key project results integrated in DUS procedures by EOs.</li> </ul>	<p>N/A</p>	<p>No finalized projects in 2025 (all ongoing).</p>

#### iv. Digital Transformation Unit

With regards to training, the Digital Transformation Unit undertook a focused programme of professional development in 2025, combining mandatory institutional training with targeted upskilling in AI governance, digital tools and operational resilience. Team members completed courses on data-processing activities and business continuity, engaged in AI-related learning on safe and effective technology use, and reinforced digital competencies through online modules such as Microsoft 365 Copilot and generative-AI fundamentals.

The “Mean Time to Recovery” sets the maximum downtime allowed after an incident before services must be restored. Recovery in less than 4 working hours” means:

- From incident detection to service restoration,
- The system was brought back online within the target time window.

Two real incidents occurred during the reporting period, and in both cases, recovery was completed in under 4 hours.



<b>Objective 2025:</b>			
<ul style="list-style-type: none"> <li>• Delivery of the IT roadmap</li> <li>• Delivery of the IT strategy for 2022-2026</li> </ul>			
<b>Key Indicator</b>	<b>Target indicator</b>	<b>Result 2024</b>	<b>Result 2025</b>
Number of DTU staff trained and/or certified in new practices	2 by 2026	N/A	5
Mean Time to Recovery / Respond / Restore	Recovery time objectives vary depending on application	N/A	2 times, both less than 4 hours

v. Data Protection

In 2024 the Data Protection Officer was internalised and in 2025 the CPVO approved several objectives concerning CPVO compliance with Regulation (EU) 2018/1725. The role of the DPO is to advice and guide the CPVO in the achievement of its objectives, together with the coordinator (DPC) and the interested Units within the organisation.

For 2025, the CPVO, together with the DPO has started an internal reorganisation and re attribution of tasks that delayed some of the projects that were initially foreseen for 2025. In particular, the publication of updated records on the public website has been delayed until Q1 of 2026.

The DPO and the DPC have been constantly involved in the work of the DPO Network, including participation in biannual meetings of the Network with the EDPS (European Data Protection Supervisor).

<b>Objectives 2025:</b>			
<ul style="list-style-type: none"> <li>• Improve data protection processes to gain operational efficiencies</li> <li>• Supervising the regular and cyclical revision of CPVO records of processing activities</li> <li>• Raising awareness on data protection matters</li> <li>• Participate in technical meetings targeting the implementation of high-quality standards</li> </ul>			
<b>Key Indicators</b>	<b>Target indicator</b>	<b>Result 2024</b>	<b>Result 2025</b>
Data protection processes improved	1 per year	N/A	Proposal for reorganisation of data protection roles and responsibilities approved by the Management and to be implemented in the course of 2026.
Biannual update and publication of CPVO register of records	Every 2 years starting from 2025	N/A	Delayed to Q1 2026
Internal awareness raising activities	Min 1 per year	N/A	1 hands-on training for all staff on the keeping of records of processing activities

1.2.2. Other organizational optimizations

In 2025, the CPVO initiated a strategic discussion aimed at improving the efficiency and effectiveness of DUS testing across the network of Examination Offices. As part of this effort, three dedicated working groups—



covering DUS cost efficiency, Quality Audit System (QAS) matters, and breeders’ participation—held a series of meetings throughout the year.

These exchanges enabled the CPVO and stakeholders to lay the foundations for several forward-looking initiatives. In particular:

- The basic premises for enhancing breeders’ participation in the DUS system were identified and formally established for further analysis in parallel with the adoption of the PRM legislation.
- Work on DUS cost efficiency advanced, with initial measures launched to explore options for optimising processes while ensuring the continued robustness of technical examinations.
- The CPVO and Examination Offices agreed to begin the revision of the QAS Manual in 2025, marking the start of a comprehensive update of the quality framework that underpins entrustment and oversight of technical examinations.

Overall, the progress achieved in 2025 has created a solid basis for deeper reforms in the coming years and reflects the CPVO’s commitment to ensuring a high-quality, sustainable, and cost-effective DUS testing system.

<b>Objectives 2025:</b>			
<ul style="list-style-type: none"> <li>• Integrate the cost calculation audit with a cost efficiency assessment to identify areas where efficiency gains can be made, and expenses reduced</li> <li>• Strategic discussion aiming at improving efficiency of the DUS testing activities in the EOs</li> </ul>			
<b>Key Indicators</b>	<b>Target indicator</b>	<b>Result 2024</b>	<b>Result 2025</b>
Three working groups created on: <ul style="list-style-type: none"> <li>• DUS cost efficiency</li> <li>• QAS</li> <li>• Breeders’ participation</li> </ul>	WGs operational by 2025, interim reports delivered regularly to the Administrative Council starting in October 2025.	N/A	The basic premises for enhancing breeders’ participation in the DUS system were identified; Work on DUS cost efficiency advanced and revision of the QAS manual was launched.

### 1.2.3. Ensure reliability of Entrustment decisions for Examination Offices (EOs)

Better targeted QAS assessments based on risk analysis was discussed at Examination Offices meeting and will be implemented once the current cycle finalises at the end of 2025. The subject matter will also be touched upon during the “Strategic Discussion” on QAS programmed during 2025.

<b>Objectives 2025:</b>			
<ul style="list-style-type: none"> <li>• Reduce risks in relation to the quality of technical examinations (TEs) and take overs (TOs) made by the CPVO.</li> <li>• Focus on QAS assessments where it matters most.</li> </ul>			
<b>Key Indicators</b>	<b>Target indicator</b>	<b>Result 2024</b>	<b>Result 2025</b>
Identification of the EOs with the highest proportion of nonconformities and in-depth QAS assessment to these. Systematic assessment by QAS of the “big three” EOs (NL, DE, FR) in the next assessment cycle.	An average of ca. 5 annual QAS assessments exercises to EOs, which should also include one of the major EOs (DE, FR, NL).	N/A	Will wait until the Strategic Discussion Group 3 concludes on the matter. This will subsequently be implemented for the next QAS assessment cycle starting in 2026



#### 1.2.4. Develop the PVR value chain

##### a) Identify Plant Variety domains where the CPVO ought to be (more) present

The Presidency of the CPVO performed 3 institutional visits to Member States throughout 2025, namely to Germany, Italy and The Netherlands, combined with other events or seminars to optimise travelling to Member States. During the visits the CPVO delegation met with national breeders' organisations, Examination Offices and various stakeholders.

In addition to the official visits, the CPVO participated in the annual conferences of breeders organisations and several raising awareness sessions both in person and online and also took part in the International IP Enforcement Summit in Athens (12–13 June 2025).

In the framework of the Horizon Scanning initiative, the CPVO contacted several individual breeders, one national association (ANOVE) and different international and cross-national breeders' associations.

<b>Objectives 2025:</b>			
<ul style="list-style-type: none"> <li>• PVP awareness raising amongst breeders</li> <li>• Consolidate the solidity of PVR titles</li> </ul>			
<b>Key Indicators</b>	<b>Target indicator</b>	<b>Result 2024</b>	<b>Result 2025</b>
Set up a network of contacts of national breeders' associations	Outreach to 3 organisations per year	1	1*
Organisation of enforcement seminars	1 seminar per year	1 seminar organised in January 2024	Objective discontinued
Study visits in EU – MS	2 to 3 visits per year	3	3*

##### b) Provide support for the harmonization of DUS procedures

The following outreach activities took place with third countries: a group from the Center for Agricultural Products Quality Assessment under the Agroinspectorate in Uzbekistan visited the Office in January, the Variety Finder activities with APHA to contribute to UPOV PLUTO and improve their internal database.

The Office participated in the following UPOV meetings, TWA, TWO, TWF, TWV, TWM, TC, EAM, as well as 2 Commission standing committees and several working groups of the EUPVP project.



<b>Objectives 2025:</b>			
<ul style="list-style-type: none"> <li>• Take a leading role in the further development of harmonised technical procedures in the EU</li> <li>• Participate in outreach activities in third country DUS authorities</li> <li>• Participate in technical meetings targeting the implementation of high-quality standards</li> </ul>			
<b>Key Indicators</b>	<b>Target indicator</b>	<b>Result 2024</b>	<b>Result 2025</b>
Number of revised/new CPVO Technical protocols	8 per year	11 TPs revised	29 new and revised TPs
Number of outreach activities with third countries	4 per year	Participation in CREA Tavazzano in a visit from researchers from several Uzbeki institutes dealing with introduction of new varieties involved in a project to introduce IP in their country.	2
Organization of and participation in technical meetings globally, including UPOV technical meetings	6 per year	TWA, TWO, TWF, TWV, TWM, TC, EAM, Commission standing committees, EUPVP project	More than 6

c) Enhance our capabilities to monitor, support & influence PV R&D developments

While in April 2024, the CPVO was consulted by DG SANTE about the topics related variety testing to be covered by Horizon Europe Cluster 6 work programme 2025, in 2025 the CPVO did not receive any specific consultation.

<b>Objectives 2025:</b>			
<ul style="list-style-type: none"> <li>• Support DG SANTE in consultations linked to the definition of the Horizon Europe research agenda.</li> <li>• Collect with DG SANTE information on projects selected for financing and possible impacts on plant variety testing</li> </ul>			
<b>Key Indicators</b>	<b>Target indicator</b>	<b>Result 2024</b>	<b>Result 2025</b>
Contact established with DG SANTE for providing support for future calls in Horizon Europe	Suggest topics of interest linked to DUS activities to DG SANTE	1	N/A
Monitor EU funded projects potentially relevant for plant variety testing	Inform EOs on projects potentially relevant for DUS.	N/A	Indicator discontinued.



d) Develop PVR awareness programmes

The e-learning modules are freely accessible on the online platform provided by the EUIPO. Only some of them have a satisfaction survey to be mandatorily completed.

One of the most successful e-learning modules has an average of 93% satisfaction over different elements (content, speakers, format). From the 120 users that followed the course until 2024, an additional 46 persons followed the course online and were satisfied by the format.

The limited feedback received from in presence classes does not allow the CPVO to draw any conclusions on the satisfaction of the audience.

The CPVO, based on available resources, will keep on building content, in line with the extensive feedback received.

<b>Objectives 2025:</b>				
<ul style="list-style-type: none"> <li>• Continue to be a reference of excellence in the plant innovation sector and in raising PVR awareness</li> <li>• Enhance the availability of e-learning offer</li> </ul>				
<b>Key Indicators</b>	<b>Target indicator</b>	<b>Result 2024</b>	<b>Result 2025</b>	
Satisfaction survey results of raising awareness activities	>70%	93% (of online modules)	90% (of online modules)	

e) Strengthen PVR value chain through enhanced digital interactions and tools

Regardless of the staff reduction in the DTU, the indicators below have been kept as or above the target level.

<b>Objectives 2025:</b>				
<ul style="list-style-type: none"> <li>• Consolidate CPVO's digital front office (customer facing platforms)</li> <li>• Strengthen cybersecurity framework</li> <li>• Launch digital transformation of CPVO's back office (internal user facing platforms)</li> </ul>				
<b>Key Indicators</b>	<b>Target indicator</b>	<b>Result 2024</b>	<b>Result 2025</b>	
Ensure continuous availability of front-facing applications (uptime)	minimum of 95% availability during the year	N/A	99,97%	
Percentage of cybersecurity incidents mitigated	100%	N/A	100%	

1.2.5. Ensure cost-effective, high-quality DUS testing as basis of CPVR protection

Currently, three R&D projects co-funded by CPVO are looking for molecular means of better managing the reference collections and supporting the selection of comparators to include in the DUS trials (Rapeseed, Lettuce, Tomato).



Results should lead to a reduction in DUS trial size allowing to maintain a good cost-efficiency of DUS testing despite the continuous increase of the reference collections of these species.

<b>Objectives 2025:</b>			
<ul style="list-style-type: none"> <li>• Orient technical protocol discussions towards efficiency gains and harmonisation</li> <li>• Share best practices</li> <li>• Identify exploitable results from R&amp;D projects</li> <li>• Strengthen incentives for Examination Offices to offer services at affordable cost</li> <li>• Carry out an analysis on the effectiveness of the characteristics in the CPVO-TPs, by focusing on those that are identified by Examination Offices as not useful anymore for determining DUS and, additionally, their assessment triggers unnecessary costs.</li> </ul>			
<b>Key Indicators</b>	<b>Target indicator</b>	<b>Result 2024</b>	<b>Result 2025</b>
Number of crops for which characteristics in the technical protocols have been optimized	At least 5 crops for which characteristics have been optimized	N/A	4 of the 29 protocols adopted in 2025 have been the subject of an introduction of a disease resistance characteristic, other characteristics have not been reviewed or optimized. Thus, characteristics have been optimized for 25 crops.
Regular update of procedures for DUS testing	TLO Vademecum documents reviewed according to plan	14 documents removed either as outdated or contented meanwhile regulated in other documents (such as Designation Agreement or QAS manual)  8 existing procedures revised	8 documents removed either as outdated or contented meanwhile regulated in other documents (such as Designation Agreement or QAS manual) 7 existing procedures revised
Number of R&D projects increasing costs effectiveness or quality in DUS testing	At least one	2	N/A (all projects ongoing, 3 should lead to significant reduction of DUS trial sizes and better cost-efficiency)

#### 1.2.6. Contribute to shaping a legal and policy framework fit for purpose

#### 1.2.7. Basic Regulation fit for purpose

In 2025 the Legal Service has started an initiative in gathering internal insight of potential rules to be updated in the Basic Regulation with the aim of supporting the ongoing evaluation exercise or other potential request by the Commission. This initiative started, as first step, with merging and clarifying prior proposals made on potential areas for improvement in the Basic Regulation. Once this document was produced, it was shared with different teams in the Office to gather further input. This initiative is ongoing in 2026.



<b>Objectives 2025:</b>			
<ul style="list-style-type: none"> <li>• Collect Basic Regulation's insight from CPVO and its stakeholders to:</li> <li>• identify potential rules to be updated in the Basic Regulation</li> <li>• be in the position to provide relevant proposals at the moment of the revision of the Basic Regulation.</li> <li>• Support to the revision of the Basic Regulation</li> </ul>			
<b>Key Indicators</b>	<b>Target indicator</b>	<b>Result 2024</b>	<b>Result 2025</b>
Prepare a document with relevant proposals for the revision of the Basic Regulation following request of the European Commission.	Support with proposals and explanations upon request.	N/A	Document merging and clarifying prior proposals made on potential areas for improvement in the Basic Regulation.

a) Build capabilities to anticipate and influence policy making

<b>Objectives 2025:</b>			
<p>Availability of information on the patent landscape in relation to plants through continuous cooperation with EPO and other relevant stakeholders. Germany (and probably other MS) is doing a monitoring of Bio patents and the CPVO will launch a survey to understand if such monitoring is done and can be shared with the CPVO.</p>			
<b>Key Indicators</b>	<b>Target indicator</b>	<b>Result 2024</b>	<b>Result 2025</b>
<ul style="list-style-type: none"> <li>• Cooperation with the European Patent Office ("EPO") carried out according to the Administrative Agreement</li> <li>• Monitoring plant patent grants in cooperation with the EPO.</li> <li>• Follow up of issues of relevance in the patent area</li> </ul>	<ul style="list-style-type: none"> <li>• Fulfilment of the Administrative Agreement with the EPO.</li> <li>• 2 Progress reports prepared for the AC on joint work and patent landscape</li> </ul>	<ul style="list-style-type: none"> <li>• 2 seminars held in April and November,</li> <li>• 2 progress reports identifying key issues and trends presented at the AC</li> </ul>	<p>2 seminars held in April and November;</p> <p>2 progress reports on key issues of interest.</p> <p>CPVO checked that no monitoring was published, yet initiated its own patent landscape through the horizon scanning report</p>

b) Facilitate cooperation between EU & other institutional partner in matters of PVR

<b>Objectives 2025:</b>			
<ul style="list-style-type: none"> <li>• Support and advise to the Commission and co-legislators on EU Policies related to PVR</li> <li>• Ensure the CPVO is present in the relevant policy making for a to reach relevant objectives for the benefit of breeders and society at large.</li> </ul>			
<b>Key Indicators</b>	<b>Target indicator</b>	<b>Result 2024</b>	<b>Result 2025</b>
CPVO invited to all relevant working groups of the Commission	CPVO invited to all relevant working groups of the Commission	N/A	CPVO participated in two meetings of the Standing Committee on Seeds
CPVO invited to all UPOV meetings	Participation in all UPOV meetings	N/A	CPVO participated in all UPOV meetings and provided in puts to the EU coordinated position CPVO staff member



			named Chair of the TC of UPOV and continue as chair of the TWM.
CPVO invited to all OECD meetings	Participation in OECD meetings when in Europe	N/A	Participation to all online meetings of TWG-Seed schemes and BMT working group
CPVO invited to participate in meetings of the Council for the discussion of the PRM draft Regulation	Participation in meetings of the Council for the discussion of the PRM draft Regulation	N/A	CPVO regularly invited to all Council meetings, 01.07.25, 01-02.09.25, 01-02.10.25, 06-07.12.25

- i. Sharing capabilities and resources with other EU / international organisations in order to foster efficiencies, economies of scale, innovation, best practices and more generally enhance cooperation

The CPVO and the EUIPO have a long standing cooperation on several matters. In its daily operations the two agencies share data on trademarks and variety denominations for the examination of trademark and plant variety rights applications. The two agencies also share the Internal Audit services and have a Service Level Agreement that covers HR matters.

The CPVO has established a strong cooperation with EPO and is regularly exchanging variety descriptions and technical questionnaire with EPO, for the purpose of patent examination.

Additionally, the CPVO has a Memorandum of Understanding for the secondment of a legal expert to DG SANTE since May 2025.

Finally, the CPVO actively cooperates with other agencies in the EUAN (the network of EU Agencies) to develop cooperative projects and initiatives.

<b>Objectives 2025:</b>			
Enhance fruitful corporate and organisation relationships, to deliver value to CPVO stakeholders			
Key Indicators	Target indicator	Result 2024	Result 2025
Number of cooperations for, inter alia, shared services, shared initiatives, shared facilities, MoU	>0	1	5

- ii. Promote global standards, interoperability, synergies, capacity building and involvement of European and international actors, towards the establishment and development of effective PVP systems

In 2025 the CPVO continued its work in technical assistance to third countries. 8 supporting activities were carried out, in addition to ad hoc consultations received as a follow up of the specific mission.

The CPVO saw in 2025 concrete results following from cooperation activities carried out in the past. Namely:



- China: in 2025 China adopted a new plant variety right legislation<sup>3</sup>. The CPVO has supported this objective and milestone through the efficient cooperation under the different phases of the IPKey China project, managed by the EUIPO.
- Chile: supported lately by TAIEX and through IPKey Latin America project phases, the CPVO has established a successful dialogue with the Agricultural, Forestry and Seed Protection Division of Ministry of Agriculture in Chile. This dialogue has led to the recognition by the Chilean PVR Office of DUS reports carried out by the CPVO, for the benefits of breeders and streamlining the application process.

These two milestones cannot be measured as a percentage of the activities carried out through 2025, as the work was carried out during several years of cooperation, but they mark a significant milestone for the CPVO and the projects involved.

The indicator will be further discussed for the future.

<b>Objectives 2024:</b>			
<ul style="list-style-type: none"> <li>• Provide IP/PVR support to the European Commission following requests on FTA negotiations and other international cooperation projects</li> </ul> Support third countries in the implementation and/or development of PVR system			
<b>Key Indicators</b>	<b>Target indicator</b>	<b>Result 2024</b>	<b>Result 2025</b>
Number of countries that have committed to take effective measures, inter alia, through legislation, guidelines, best practices, or enforcement measures (% of activities carried out)	30%	N/A	2 countries officially adopted effective measures.

#### c) Communication & outreach

In 2025, the CPVO advanced significantly in implementing the Multiannual External Communication Strategy, amplifying previous successes and preparing for future growth.

A major highlight of the year was the 30th Anniversary Seminar in April. This landmark event gathered over 200 policymakers and industry leaders, solidifying the CPVO's position as a central authority on plant variety protection and sustainable agriculture in the EU.

Beyond this milestone, the Office maintained a robust, year-round outreach effort:

Educational campaigns were a primary focus, with the creation of visually appealing and informative materials—including infographics, videos, and brochures. Targeting diverse audiences such as breeders, policymakers, and the general public, these materials provided clear, accessible information through practical examples.

Various communication products were developed specifically for each audience, carefully tailored to deliver messages that were precise, clear, and easily understood, using the most effective and suitable channels available. This ensured optimal engagement and maximum impact across diverse stakeholder groups.

Digital outreach expanded with the "Seeds of Tomorrow" podcast, which produced two full seasons in 2025. The latest season will continue broadcasting into 2026 to maintain consistent engagement with the breeding community.

Visual Education: To demystify complex regulatory frameworks, the CPVO launched an accessible educational video series featuring graphic cartoons. These animations were tailored to engage diverse audiences, from specialized breeders to the general public.

<sup>3</sup> Official press release in EN of the adoption of the new regulations on protection of new plant varieties: [https://english.www.gov.cn/policies/latestreleases/202505/01/content\\_WS68133ebac6d0868f4e8f23dc.html](https://english.www.gov.cn/policies/latestreleases/202505/01/content_WS68133ebac6d0868f4e8f23dc.html)



Through these tailored communication products and joint cross-visibility campaigns, the CPVO successfully amplified its core messages, enhanced its reputation, and laid a solid foundation for the final rollout of its multiannual strategy in 2026.

<b>Objectives 2025:</b>			
<ul style="list-style-type: none"> <li>• The multiannual external communication strategy adopted by the Administrative Council in October 2023 will be followed.</li> <li>• An annual report on the execution of the major focus areas, as outlined in the external communication strategy, will be presented.</li> <li>• The year 2025 will see the final year of implementation of the multiannual external communication strategy, where all efforts and actions will be concertedly utilized and will yield results in terms of impact, message amplification, and dissemination to stakeholders and the broader public.</li> <li>• Conduct thorough media and stakeholders mapping encompassing relevant public and private stakeholders, including NGOs, in order to gather and monitor topical intelligence and address relevant target audiences.</li> <li>• Devise joint campaigns and cross-visibility actions through the organisation of events, webinars and other digital communications (i.e. website and social media) aiming at positioning the CPVO as the reference point for CPVR-related issues at EU level.</li> </ul>			
<b>Key Indicators</b>	<b>Target indicator</b>	<b>Result 2024</b>	<b>Result 2025</b>
Present a report on the activities undertaken in the previous year, in line with the multi-annual external communication strategy	First AC meeting of the year: report on past communication activities and plan for future communication activities. Second AC meeting of the year: interim report on the current year, and plan for activities to be implemented in the following year (+1)	Done	Done
Build functional database: have proper repository for storing the data and keeping it up to date; keep the existing data up to data; grow the data by conducting research	Value of updated data in the database/mapping > 130	- Functional database set and constantly updated currently 203 entries -	Functional database set and constantly updated currently 250 entries -
Efficient and systematic monitoring of news and relevant actions undertaken by the relevant stakeholders	Monitor with JRC search engine and other databases repositories	Systematic monitoring of news conducted. 71 media outlets reported news about or related to the CPVO in 2024	Systematic monitoring of news conducted. 80 media outlets reported news about or related to the CPVO in 2025



Organise major joint events such as seminar or policy conference (at least 1 per year)	Event > or = 2	4 Events - 6 Webinars - Joint press releases: 2 -	3 Events
Build online stakeholder community by aggregating and reusing relevant digital content on the website and social media	Social media tagging > or = 24	Social media tagging 166 295 posts on LinkedIn - 10 Episodes of "Seeds of Tomorrow" the first CPVO Podcast series	Social media tagging 120 250 posts on LinkedIn 14 Episodes of "Seeds of Tomorrow" the first CPVO Podcast series
Produce audiovisual content such as video tutorials and webinars, and articles for media outlets	Webinars > or = 4 Articles published by media outlet > or = 10	- 6 Webinars – 71 media outlets reported news about or related to the CPVO in 2024 10 videos created internally and disseminated	41 media outlets reported news about or related to the CPVO in 2024

e) Prepare the PVR professionals of tomorrow

The CPVO continued its cooperation with universities and educational institutions by delivering lectures on the CPVR System, maintaining the existing Memoranda of Understanding with its network of universities.

The CPVO made efforts to develop the cooperation with AGRO Campus Rennes-Angers, ESSCA (International business school), and the University of Bari, the discussions are ongoing at the time of writing.

For the third year in a row the CPVO participated in the EUIPO IP intensive program which reaches participants of more than 170 universities in the Pan European Seal Network of the EUIPO Academy.

<b>Objectives 2024</b>			
<ul style="list-style-type: none"> <li>• Structure the PVR professionals of tomorrow program</li> <li>• Identify EU Universities to be approached to discuss curricula and identify opportunities to include PVR modules</li> <li>• Develop and fine tune university-ready offer</li> <li>• Sign MoU with partner universities</li> </ul>			
<b>Key Indicators</b>	<b>Target indicator</b>	<b>Result 2024</b>	<b>Result 2025</b>
Strengthen the relationships with the academic world by maintaining current offer and develop future cooperation	Min: existing MoU maintained	N/A	Maintained



Number of Universities contacted	Max: new MoU signed with academic institutions	N/A	No new agreements signed, discussions ongoing with 3 institutes.
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### 1.3. Cost of activities

The table below shows the breakdown of real costs (actual commitments 202) for the activities defined above. This is based on a total of EUR 19.5 million in commitments. Staff allocations are based on staff in service at year-end (50) and detailed breakdowns based on the last screening exercise.

This table demonstrates that almost 84% of the budget of the CPVO is allocated to its core activities.

Table 1 - Breakdown of cost of activities

Activity	HR (fte)	% of total	Operational budget	Staff and overhead	Total	% of total
Managing the system: Processing applications	19	37.3%	7,396,814	4,133,646	11,530,460	59.3%
QAS	1	2.0%		217,560	217,560	1.1%
Development of the system	1	2.0%		217,560	217,560	1.1%
R&D projects	1	2.0%	196,016	217,560	413,576	2.1%
Information Technology	7	13.7%	694,367	1,522,922	2,217,289	11.4%
External Relations	4	7.8%		870,241	870,241	4.5%
Enforcement and interface PVR/Patents	4	7.8%		870,241	870,241	4.5%
<b>Total Core Activities</b>	<b>37</b>	<b>72.5%</b>	<b>8,287,197</b>	<b>8,049,731</b>	<b>16,336,928</b>	<b>84.0%</b>
Budget	0.5	1.0%		108,780	108,780	0.6%
Accounts	2.5	4.9%		543,901	543,901	2.8%
<b>Total Neutral Activities</b>	<b>3</b>	<b>5.9%</b>		<b>652,681</b>	<b>652,681</b>	<b>3.4%</b>
HR	5	9.8%		1,087,801	1,087,801	5.6%
General Services	5	9.8%		1,087,801	1,087,801	5.6%
Internal Control, Audit, other	1	2.0%	74,029	217,560	291,589	1.5%
<b>Total Horizontal support</b>	<b>11</b>	<b>21.6%</b>	<b>74,029</b>	<b>2,393,163</b>	<b>2,467,192</b>	<b>12.7%</b>
<b>Grand Total</b>	<b>51</b>	<b>100.0%</b>	<b>8,361,226</b>	<b>11,095,575</b>	<b>19,456,801</b>	<b>100.0%</b>

## 2. Management Report

### 2.1. Administrative Council

The first Administrative Council meeting of 2025 marked a significant advancement in CPVO operations, with the adoption of the Horizon Scanning Strategy. The strategy is a critical tool for equipping CPVO with business intelligence to better navigate a rapidly evolving global landscape. By proactively monitoring trends, identifying risks and opportunities, and integrating data-driven foresight into decision-making, CPVO will enhance its ability to adapt to changes in the protection of plant variety rights.

In an era of increasing complexity and uncertainty, a robust, adaptive, and forward-looking Horizon Scanning Strategy will empower CPVO to stay ahead of disruptions, foster innovation, and uphold the integrity of plant variety protection in the EU.

The second Administrative Council meeting was the occasion to present both the first preliminary results of the Horizon Scanning Strategy, as well as the work of the 3 Working Groups established in 2024 to carry out Strategic Discussions on the future of DUS examination.



During both meetings the AC adopted decisions on the entrustment of examination offices and recurrent policy and guidelines revisions and took note of the different reporting points from the Units of the CPVO.

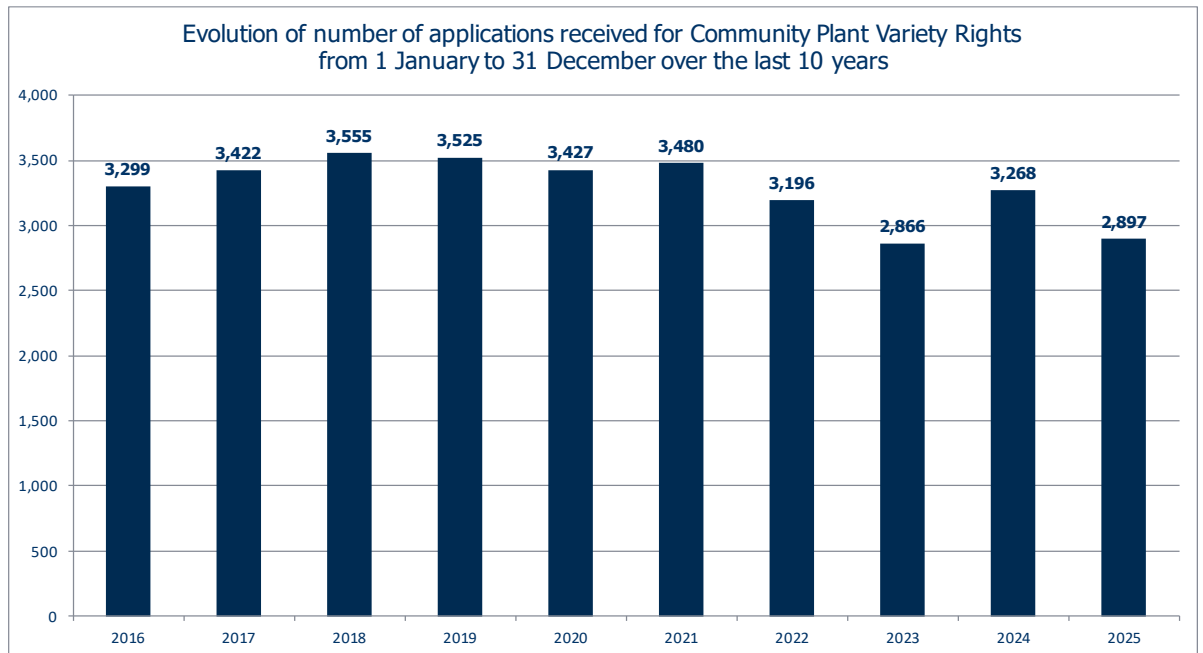
## 2.2. Major Developments

### 2.2.1. The state of the system

Statistics

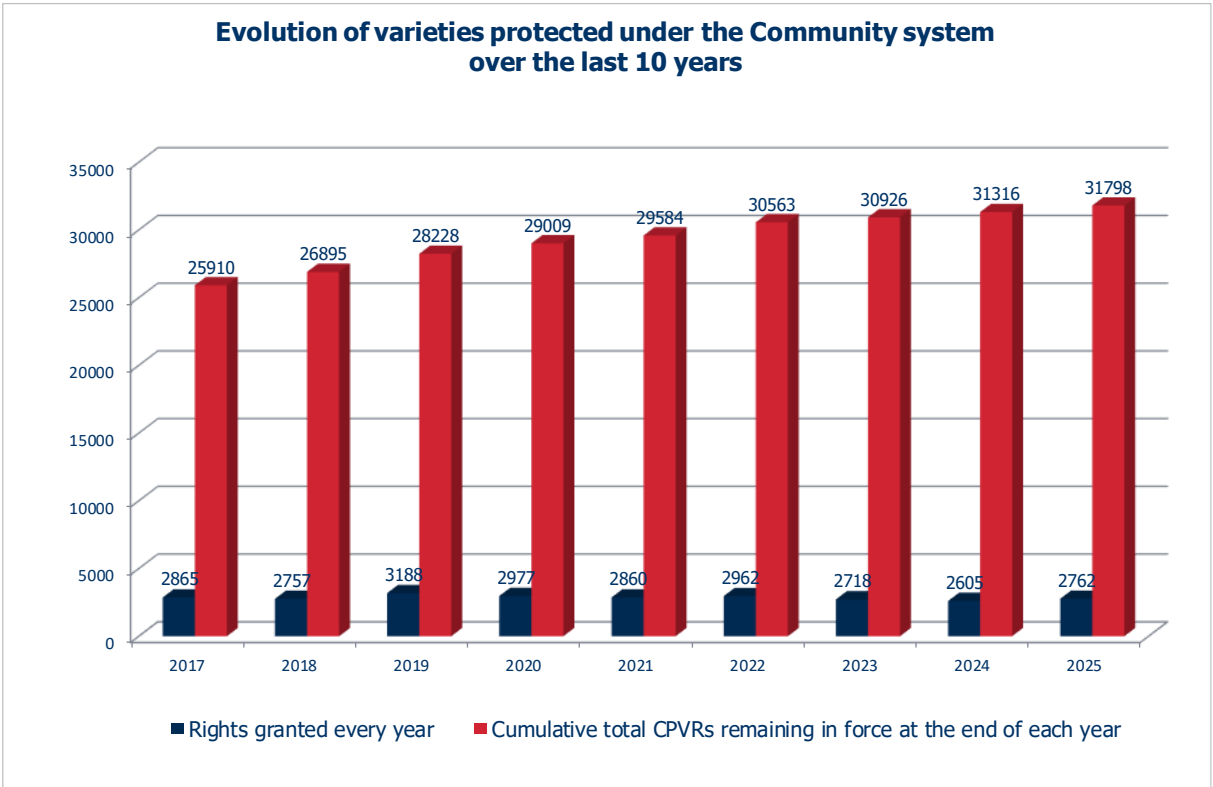
Key statistics (see **Annex I** for more details)

*Evolution of number of applications received over the last 10 years*



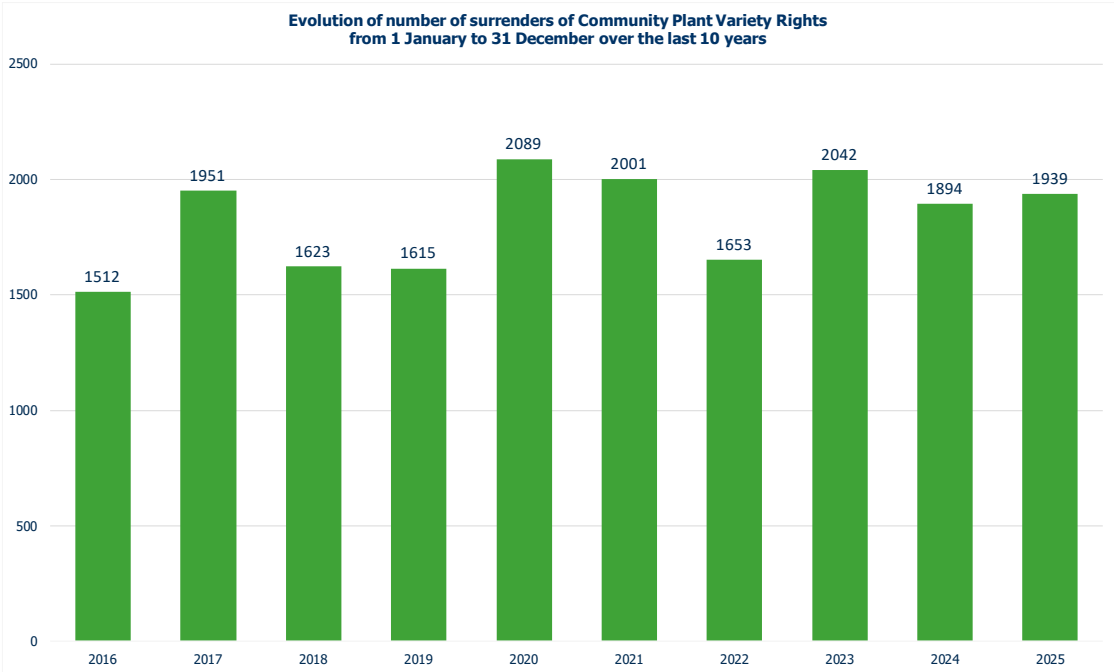
*Evolution of CPVR granted rights and rights in force at the end of each year over the last 10 years*





NB (\*) Situation at 31/12/2025. Comparison 2025 grants with 2024 –  
 Period from 01/01 to 31/12: +157 grants or +6.0%  
 At the end of 2025, of the 70 467 rights granted in total, 31 798 (45 %) were still in force.

*Evolution of number of surrenders of CPVR over the last 10 years*



### 2.2.2. Development of the system

The headquarters agreement has been signed in December 2024. However, it has not entered into force yet due to further legal procedures that are needed according to French law.

The European Commission during the autumn meeting of 2024 announced the start of the process concerning the evaluation of the CPVR legislation and the CPVO.

#### New building project

The project to purchase the new building is advancing steadily. The building is expected to be handed over to the CPVO in the beginning of December 2025. In the meantime, work is ongoing for numerous calls for tender concerning the fit-out of the building (partitions, electrical and audio visual, furniture, floors and walls etc.).

## 2.3. Budgetary and Financial Management

### 2.3.1. Overview of the budget and financial year

In accordance with the financial regulations of the Community Plant Variety Office, the Provisional Budgetary and Financial Accounts for the year 2025 are provided in **Annex VIII**. These reports shall be subject to audit by the European Court of Auditors. The key figures related to these accounts are explained hereafter.

### 2.3.2. Budgetary Accounts

Table 2 - Budget Outturn

		2025	2024	% variation
Revenue	Fees revenue	20,464,357	20,297,586	1%
	Other revenue	374,850	548,223	(32%)
	<b>Total</b>	<b>20,839,207</b>	<b>20,845,809</b>	<b>(0%)</b>
Expenditure	Title 1 Staff expenditure	(9,776,352)	(9,811,445)	(0%)
	Title 2 Administrative expenditure	(2,016,222)	(1,206,451)	67%
	Title 3 Operational expenditure	(9,192,328)	(9,860,893)	(7%)
	<b>Total</b>	<b>(20,984,902)</b>	<b>(20,878,789)</b>	<b>1%</b>
<b>Grand Total</b>	<b>(145,695)</b>	<b>(32,980)</b>	<b>342%</b>	
Non budgetary revenue		89,583	89,963	(0%)
<b>Grand Total</b>	<b>(56,111)</b>	<b>56,983</b>	<b>(198%)</b>	

### 2.3.3. Revenue

Table 3 - Fees 2025/2024

	2025	2024	% variation
Fees	20,464,357	20,297,586	1%
Administrative operations	101,607	56,096	81%
Interest	273,244	492,127	(44%)
<b>Grand Total</b>	<b>20,839,207</b>	<b>20,845,809</b>	<b>(0%)</b>



### 2.3.4. Expenditure

Table 4 - Budget Execution Levels

	Final payment appropriation	Executed	% Paid	Cancelled appropriation	% Cancelled
Title 1 Staff expenditure	10,177,000	9,776,352	96%	400,648	4%
Title 2 Admin. expenditure	2,345,000	2,016,222	86%	328,778	14%
Title 3 Operational expenditure	9,262,000	9,192,328	99%	69,672	1%
<b>Grand Total</b>	<b>21,784,000</b>	<b>20,984,902</b>	<b>96%</b>	<b>799,098</b>	<b>4%</b>

Table 5 - Budget execution comparison

	Budget execution 2025	Budget execution 2024	%
Title 1 Staff expenditure	9,776,352	9,811,445	(0%)
Title 2 Admin. expenditure	2,016,222	1,206,451	67%
Title 3 Operational expenditure	9,192,328	9,860,893	(7%)
<b>Grand Total</b>	<b>20,984,929</b>	<b>20,878,789</b>	<b>1%</b>

Table 6 - Staff expenditure comparison

Budget article	Description	Budget execution 2025	Budget execution 2024	%
E1100	Staff	9,565,594	9,608,773	(0%)
E1200	Training	43,129	70,379	(39%)
E1300	Travel	139,036	112,840	23%
E1400	Interim staff			
E1500	Assistance	25,528	16,321	56%
E1700	Representation	3,065	3,130	(2%)
<b>Grand Total</b>		<b>9,776,352</b>	<b>9,811,445</b>	<b>(0%)</b>



Table 7 - Administrative expenditure comparison

Budget article	Description	Budget execution 2025	Budget execution 2024	%
E2000	Property	980,046	275,101	256%
E2100	IT expenses	694,367	707,543	(2%)
E2200	Other equipment	13,335	12,654	5%
E2300	General administrative exp.	30,493	19,271	58%
E2400	Postage and telecom	39,422	37,355	6%
E2500	Meetings and notices	184,529	75,586	144%
E2600	Audit and evaluation	74,029	78,941	(6%)
<b>Grand Total</b>		<b>2,016,222</b>	<b>1,206,451</b>	<b>67%</b>

Table 8 - Operational expenditure comparison

Budget article	Description	Budget execution 2025	Budget execution 2024	%
E3000	Examination office fees	6,850,459	6,378,993	7%
E3200	Examination reports	517,760	380,480	36%
E3400	Publications	8,609	5,104	69%
E3500	Studies	193,488	112,293	72%
E3600	Special advisors	37,067	43,050	(14%)
E3800	Building purchase	1,584,944	2,940,973	(46%)
<b>Grand Total</b>		<b>9,192,328</b>	<b>9,860,893</b>	<b>(7%)</b>

### 2.3.5. Budget transfers and revisions

Budget article	Description.	Payment appropriations				Commitment appropriations			
		Initial payment budget	Payment budget amendments	Payment budget transfers	Final payment appropriation	Initial Commitment Budget	Commitment budget amendments	Commitment budget transfers	Final commitment budget
E1100	Staff	11,325,000	(1,030,000)	(400,000)	9,895,000	11,325,000	(1,030,000)	(400,000)	9,895,000
E1200	Training	150,000	(70,000)	-	80,000	150,000	(70,000)	-	80,000
E1300	Travel	155,000	-	-	155,000	155,000	-	-	155,000
E1500	Assistance	32,000	7,000	-	39,000	32,000	7,000	-	39,000
E1700	Representation	2,000	6,000	-	8,000	2,000	6,000	-	8,000
E2000	Property	1,110,000	(25,000)	-	1,085,000	1,110,000	(25,000)	-	1,085,000
E2100	IT expenses	1,158,000	(350,000)	-	808,000	1,158,000	(350,000)	-	808,000
E2200	Other equipment	211,000	(186,000)	-	25,000	211,000	(186,000)	-	25,000
E2300	General admin.	50,000	(3,000)	-	47,000	50,000	(3,000)	-	47,000
E2400	Postage and telecom	63,000	-	-	63,000	63,000	-	-	63,000
E2500	Meetings and notices	329,000	(107,000)	-	222,000	329,000	(107,000)	-	222,000
E2600	Audit and evaluation	55,000	40,000	-	95,000	55,000	40,000	-	95,000
E3000	Examination office fees	7,165,000	(615,000)	305,000	6,855,000	7,810,000	(560,000)	350,000	7,600,000
E3200	Examination reports	475,000	5,000	45,000	525,000	500,000	5,000	-	505,000
E3400	Publications	40,000	(23,000)	-	17,000	25,000	(12,000)	-	13,000
E3500	Studies	145,000	5,000	50,000	200,000	198,000	-	50,000	248,000
E3600	Special advisors	170,000	(105,000)	-	65,000	155,000	(70,000)	-	85,000
E3800	Building purchase	531,750	1,068,250	-	1,600,000	-	-	-	-
<b>Total</b>		<b>23,166,750</b>	<b>(1,382,750)</b>	<b>-</b>	<b>21,784,000</b>	<b>23,328,000</b>	<b>(2,355,000)</b>	<b>-</b>	<b>20,973,000</b>

### 2.3.6. Financial Accounts

Economic Outturn Account 2025 (comparison with 2024)

		2025	2024
Revenue	Revenue from fees	20,477,883	19,686,745
	Revenue from administrative operations	100,407	61,573
	<b>Total</b>	<b>20,578,289</b>	<b>19,748,318</b>
Expenses	Salaries and social taxes	(9,601,555)	(9,682,188)
	Overheads	(1,472,641)	(1,277,927)
	Operational expenses	(7,412,347)	(7,776,204)
	Depreciation	(75,387)	(196,357)
	<b>Total</b>	<b>(18,561,929)</b>	<b>(18,932,676)</b>
<b>Operational result</b>		<b>2,016,360</b>	<b>815,642</b>
Financial revenue	Interest revenue	106,176	426,339
	Miscellaneous financial revenue	146,881	104,668
	<b>Total</b>	<b>253,057</b>	<b>531,006</b>
Financial expenses	Bank charges and exchange differences	(2,249)	(2,403)
	<b>Total</b>	<b>(2,249)</b>	<b>(2,403)</b>
<b>Financial result</b>		<b>250,807</b>	<b>528,603</b>
<b>Economic outturn of the year</b>		<b>2,267,167</b>	<b>1,344,245</b>



## 2.4. Delegation and sub-delegation

### Delegation and sub-delegation of the powers of budget implementation to agency's staff

Assurance received from other Authorising Officers by Delegation (AODs): in line with the requirements, the Head of People & Resources Unit, in her capacity as Authorising Officer by Delegation provided an assurance to the President concerning budget implementation.

Delegating budgetary powers to staff members is part of the sub process "perform general accounting" of the CPVO.

In general, the time limit of the delegation is set to the end date of the contract of the staff member.

It is the Head of Unit who defines if a delegation of budgetary powers is necessary for the tasks to be performed by a staff member. If it is the case, the Head of Unit shall take a decision on what powers should be delegated and what budgetary lines should be concerned. The information is transmitted to the Internal Control Coordinator, who prepares the decision on delegation. Once finalised, the decision is signed by the President of the CPVO (authorising officer) and the staff member.

The Accounting Officer is informed of all granting of delegations, which have an impact on the accounting system. The Digital Transformation Unit is also informed in order to give the accurate access rights in the accounting system.

New delegations of budgetary powers are transferred to the Court of Auditors in preparation of their spring audit. A summary table of all delegations is also provided. At this occasion, all delegations are verified by the Internal Control Coordinator and the Accounting Officer, and any necessary up-dates are carried out.

List of the Budget Lines covered by delegations granted to another AOD:

Authorising Officer by Delegation	Budget Lines (Commitments and payments)
Vice-President	- All budget lines
Head of Plant Variety Expertise Unit	- Title 3 (Operational Expenses) - Missions
Head of People & Resources Unit	- Title 1 (Staff expenses)
Head of Digital Transformation Unit	- Line 2100 (IT expenses) - Missions
Head of Legal & Governance Affairs Unit	- Title 1, in case of replacement of the Head of People & Resources Unit (Staff expenses, except Line 1400) and Title 2 (Administrative Expenses, except Lines 2100, 2500 & 2600) and Line 3600 (Special advisors)

## 2.5. Human Resources

The CPVO stands as a self-financed, demand-led agency, operating independently of allocations from the European Union General Budget.

Following its reorganisation in 2022, the Office embraced a refreshed outlook on human and financial resources, particularly relevant amid the mounting workload, ongoing inflationary pressures, and the imperative to swiftly respond to new and evolving challenges. These challenges are especially pertinent in as the Agency faces a significant wave of retirements in the coming years. This context intensifies CPVO efforts to attract and retain top talent, and prioritises reskilling and upskilling staff to meet future demands with confidence.

In 2025, the CPVO's establishment plan maintained 51 posts, a strategic decision ensuring the Agency continues to deliver high-calibre performance and meets the operational demands anticipated for the year.

Since 2023, CPVO has implemented its first HR strategy, with an ongoing focus in 2025 on nurturing existing staff while actively attracting, retaining, and motivating the workforce to support the Agency's growth and adaptability for the future.



The introduction of the CPVO Competency Map in 2023 laid the groundwork for a structured approach to staff development. In 2025, this tool remains integral, enabling the Agency to foster a resilient, future-ready organisation. It provides a clear framework for targeted learning and development across diverse job profiles, helping to identify the expertise and behaviours crucial for sustained high performance.

With the prospect of further retirements in 2025, maintaining core competencies and retaining essential institutional knowledge is vital for the Agency's continued success. To this end, CPVO has expanded the "My Legacy" Programme and reinforced its succession planning strategy, both of which underpin the recruitment initiatives launched in 2024, continuing into 2025 and beyond.

Through these ongoing measures, CPVO is securing a well-equipped, agile, and proficient workforce, prepared to address both present and future challenges throughout 2025 and beyond.

The table below shows the development of human and financial resources in the CPVO since 2023-2025 based on the approved budgets:

	2023	2024	2025	2026
HR (Est. Plan)	51	51	51	51
Budget (€ millions)	21.5	23.2	21.8	22.9

The CPVO has progressively increased the number of Administrator-level staff while reducing the number of Assistant-level staff each year. In 2015, the Administrative Council confirmed CPVO's approach of replacing retiring Assistant staff with Administrators, a change that is regularly reflected in the budget. This approach will continue in light of future retirements.

Additionally, CPVO aims to attract a more diverse workforce from across EU nationalities. However, this has been particularly challenging due to the Office's remote location in Angers, the absence of European schools, the lack of an airport, and the difficulties faced by employees' spouses in finding jobs in the local market. To address these issues, new initiatives were introduced in the HR Strategy (e.g. increase in visibility, new career page, targeted contacts) and in 2025 the Agency has experienced a continued increase of applicants to open posts and number of EU nationalities. The most recent recruitments were also from nationalities the Agency had been able to attract (German, Romanian, Slovenian, Croatian).

## 2.6. Strategy for efficiency gains

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

### 2.7.1. Internal Audit

Internal Audit assists management by providing independent, objective assurance and consulting services designed to add value and improve the organisation's operations. It helps the organisation accomplish its objectives by bringing a systematic, disciplined approach to evaluate and improve the effectiveness of risk management, control, and governance processes.

#### *Approved audit plan*

Audit activities were based on the Audit Plan 2025, which was approved by the Administrative Council of the Office in April 2025.

The selection of audits for 2025 was based on the bi-annual risk assessment exercise, the audit universe coverage as well as on Internal Audit's professional judgment.

The Audit Plan 2025 included 1 audit:

- Business continuity – human resources management

A follow-up on the audit of the General services contract management carried out in 2022 was also realised.

The audit on Business continuity – human resources management was launched in May 2025 and was carried out on-line. It was finalised in July 2025.



Finally, the audit plan 2026<sup>5</sup> setting the course of Internal Audit work for 2026, was not established nor approved before the end of 2025.

### 2.7.2. European Court of Auditors

The main conclusions to be found in the Report on the annual accounts of the Community Plant Variety Office (CPVO) for the financial year 2024 adopted in Luxembourg at the Court meeting on 23 September 2025 reads:

#### ***Opinion on the reliability of the accounts***

In our opinion, the CPVO's accounts for the year ended 31 December 2024 present fairly, in all material respects, the CPVO's financial position at 31 December 2024, the results of its operations, its cash flows, and the changes in net assets for the year then ended, in accordance with its Financial Regulation and with accounting rules adopted by the Commission's accounting officer. These are based on internationally accepted accounting standards for the public sector.

#### ***Opinion on the legality and the regularity of the transactions underlying the accounts***

##### ***Revenue***

In our opinion, the revenue underlying the accounts for the year ended 31 December 2024 is legal and regular in all material respects.

##### ***Payments***

In our opinion, the payments underlying the accounts for the year ended 31 December 2024 are legal and regular in all material respects.

#### **Report on the annual accounts of the Community Plant Variety Office (CPVO) for the financial year 2024**

##### **INTRODUCTION**

01. The Community Plant Variety Office ('CPVO'), located in Angers, was created by Council [Regulation \(EC\) No 2100/94](#). Its main task is to register and examine applications for the granting of EU industrial property rights for plant varieties and to ensure that the necessary technical examinations are carried out by the competent offices in the Member States. The CPVO is a self-financed body, being funded from fees charged to private companies. Figure 1 presents key figures for the CPVO.<sup>4</sup>

**Figure 1** -Key figures for the CPVO

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<sup>4</sup> More information on the Office's competences and activities is available on its website: [www.cpvo.europa.eu](http://www.cpvo.europa.eu)





\* Budget figures based on the total payment appropriations available during the financial year.

\*\*"Staff" includes EU officials, EU temporary agents, EU contract staff and seconded national experts, but excludes interim workers and consultants.

Source: Annual accounts of the CPVO for the 2023 and 2024 financial years; staff figures provided by the CPVO

### Information in support of the statement of assurance

02. Our audit approach, the basis for our opinion, the responsibilities of the CPVO's management and of those charged with governance, and the auditor's responsibilities for the audit of the accounts and underlying transactions, are described in points 12 to 21 hereunder. The signature on page 319 (of the original report) forms an integral part of the opinion.

### The ECA's statement of assurance provided to the European Parliament and the Council – Independent auditor's report

#### OPINION

03. We have audited:

- a. the accounts of the Community Plant Variety Office (CPVO), which comprise the financial statements and the reports on the implementation of the CPVO's budget for the financial year ended 31 December 2024; and
- b. the legality and regularity of the transactions underlying those accounts.

as required by Article 287 of the Treaty on the Functioning of the European Union (TFEU).

#### Reliability of the accounts

##### *Opinion on the reliability of the accounts*

04. In our opinion, the CPVO's accounts for the year ended 31 December 2024 present fairly, in all material respects, the CPVO's financial position as at 31 December 2024, the results of its operations, its cash flows, and the changes in net assets for the year then ended, in accordance with its Financial Regulation and with accounting rules adopted by the Commission's accounting officer. These are based on internationally accepted accounting standards for the public sector.

#### Legality and regularity of the transactions underlying the accounts

##### *Revenue*

##### Opinion on the legality and regularity of revenue underlying the accounts

05. In our opinion, the revenue underlying the CPVO's accounts for the year ended 31 December 2024 is legal and regular in all material respects.

##### *Payments*

##### Opinion on the legality and regularity of payments underlying the accounts



06. In our opinion, the payments underlying the CPVO's accounts for the year ended 31 December 2024 are legal and regular in all material respects
07. The observations which follow do not call our opinion into question.

#### **Observations on budgetary management**

08. The CPVO's budget for 2024 was adopted by its Administrative Council on 6 October 2023 and published in the *Official Journal of the European Union* on 28 June 2024. This contravenes Article 31 of the CPVO's financial regulation, which establishes that budgets are to be published within 3 months of their adoption.
09. In 2024 the CPVO processed 4 495 payment requests, of which 968 (21.5 %), for an amount of €2.0 million (16.0 %), were paid after the legal deadline. However, no late payment interest was charged. The share of late payments was higher than in 2023, when the CPVO processed 5 077 payment requests, of which 899 (17.7 %), for an amount of €1.5 million (13.8 %), were paid late but accrued no late payment interest.

#### **Follow-up of previous years' observations**

10. An overview of the action taken in response to the ECA's observations from previous years is provided in the *Annex*.

#### **Information in support of the statement of assurance**

##### *Basis for opinions*

11. We conducted our audit in accordance with the IFAC International Standards on Auditing (ISAs) and Codes of Ethics and the INTOSAI International Standards of Supreme Audit Institutions (ISSAIs). Our responsibilities under those standards are further described in the 'Auditor's responsibilities' section of our report. We also complied with the independence requirements and ethical obligations in the International Ethics Standards Board for Accountants (IESBA) Code of Ethics for Professional Accountants. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

##### *Audit approach*

12. We provide the European Parliament and the Council as well as other discharge authorities with statements of assurance as to the reliability of the accounts of the EU agencies and the legality and regularity of the transactions underlying them.
13. Our audit approach comprises analytical audit procedures, direct tests of transactions, and an assessment of the key components of each agency's supervisory and control systems. These are supplemented by evidence resulting from the work of other auditors, and by an analysis of information provided by the auditees' management.

##### *Responsibilities of management and those charged with governance*

14. In accordance with Articles 310 to 325 of the TFEU and the agencies' Financial Regulations, the management of each agency is responsible for preparing and presenting that agency's accounts on the basis of internationally accepted accounting standards for the public sector, and for ensuring the legality and regularity of the underlying transactions. This includes the design, implementation and maintenance of internal controls relevant to the preparation and presentation of financial statements that are free from material misstatement, whether due to fraud or to error. The management also bears ultimate responsibility for ensuring that the activities, financial transactions and other information reflected in the financial statements comply with all relevant regulations.
15. In preparing the accounts, the management is responsible for assessing the agency's ability to continue as a going concern. It must disclose any matters affecting the agency's status as a going concern, and must use the going-concern basis of accounting, unless it intends, or will be compelled, either to liquidate the entity or to cease operations.



16. Those charged with governance are responsible for overseeing the agencies' financial reporting process.

*The auditor's responsibilities in connection with the audit of the accounts and underlying transactions*

17. Regarding the financial information reported for each agency, we obtain sufficient appropriate audit evidence to express an opinion with reasonable assurance on the accounts and the underlying transactions.

- o In auditing the accounts, which comprise the financial statements<sup>16</sup> and the reports on the implementation of each agency's budget<sup>17</sup> for the financial year, we consider the audit work carried out by the independent external auditor as stipulated in Article 70(6) of the EU Financial Regulation. For the agencies not falling under this provision, i.e. for which we are the only external auditor, our audit consists of a review of accounting and budgetary procedures, substantive testing of significant accounts and analytical procedures.

- o In auditing revenue, we verify subsidies received from the EU budget or cooperating countries and assess each agency's procedures for collecting fees and other income, if any.

- o In auditing expenditure, we examine payment transactions once costs have been incurred, recorded and accepted. This covers all categories of payments at the point they are made, with the exception of advances. We examine advance payments once the recipient of funding provides justification for its proper use and the agency accepts the justification by clearing the advance, whether in the same year or later. For our overall assessment, we also take account of the results of ex post audits carried out by the agencies

18. We are solely responsible for our audit opinions. In accordance with the ISAs and ISSAIs, we exercise our professional judgement and maintain professional scepticism throughout the audit. We also take the following steps.

- o We identify and assess the risks of material misstatement of the accounts and material non-compliance of the underlying transactions with the EU's legal requirements, whether due to fraud or to error. The risk of failing to detect a material misstatement or non-compliance is higher for fraud than it is for errors, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the overriding of internal controls. We design and perform audit procedures responsive to those risks.

- o We obtain an understanding of the internal controls relevant to the audit. We do this not to reach an opinion on the effectiveness of those controls, but so that we can design appropriate audit procedures. If we find serious internal control weaknesses, we try, if possible, to quantify their impact and adjust the risk assessment for the following year.
- o We review the appropriateness of accounting policies and the reasonableness of accounting estimates and the related management disclosures.

- o We assess the appropriateness of the management's use of the going-concern basis for accounting and, based on the audit evidence we have obtained, we also assess whether there is any material uncertainty in the form of events or circumstances that may cast significant doubt on an agency's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention, in our report, to the related disclosures in the accounts or, if those disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence we have obtained up to the date of our report. However, events or circumstances arising after that date may cause an entity to cease to continue as a going concern.

- o Lastly, we evaluate the overall presentation, structure and content of the accounts, including all disclosures, and assess whether the accounts fairly represent the underlying transactions and events

19. We communicate with the management on matters such as the planned scope and timing of the audit and any significant audit findings, including findings of significant internal control weaknesses

20. In our report, we describe matters that we consider to be of most significance for our audit of the accounts and their underlying transactions. We do this unless public disclosure is legally prohibited or, as happens extremely rarely, we determine that a matter should not be disclosed in our report



because the adverse consequences of disclosure would reasonably be expected to outweigh the public-interest benefits.

21. There can be no guarantee that an audit will always detect all instances of material misstatement or non-compliance in the audited accounts. These instances, which can arise from fraud or error, are considered material if, seen separately or together, they could reasonably be expected to influence the economic decisions taken by users on the basis of those accounts.

This Report was adopted by Chamber IV, headed by Mr. Petri Sarvamaa, Member of the Court of Auditors, in Luxembourg at its meeting of 23 September 2025.

*For the Court of Auditors*

Tony Murphy

*President*

## ANNEX

### Follow-up of previous years' comments

Number	Year of our observation	Our observation (summary)	Corrective action taken and other relevant developments (summary)	Status of ECA observation (Open/Closed)
1	2014	Although the CPVO became operational in 1995, no headquarters agreement has yet been signed with the host Member State.	A headquarters agreement was signed on 9 December 2024 and is awaiting ratification by the French Parliament.	Open
2	2016	The CPVO's founding Regulation does not require periodic external performance evaluations.	The Commission recently started a process to review the legislation on <a href="#">Community plant variety rights</a> .	Open
3	2021	A procurement procedure for security services (which concluded with a contract of €249.6 thousand) and the associated payments considered irregular because of the application by the evaluation committee of illegal tender specifications to demonstrate tender's financial capacity which lead to the exclusion of two tenderers.	The contract expired in December 2023 and CPVO made no payments in this connection in 2024. A new contract entered into force on 1 January 2024.	Closed
4	2022	For two grants (amounting to €469 037) funding research projects, we detected weaknesses in the criteria used to evaluate the	In 2023, the CPVO's President adopted a new procedure related to grants. One new grant was awarded under this procedure in 2024, with	Closed



		projects, the ex ante and ex post checks on the reality and eligibility of the activities, and the required supporting documentation for the final payment.	final payment scheduled for 2026. No grants were awarded in 2023.	
5	2023	Two contracts of the same nature (total value €339 250) and the associated payments (also €339 250) were considered irregular because the CPVO had awarded both to the same provider using the cascade mechanism, although the underlying framework contract did not allow this mechanism to be used for contracts worth more than €200 000. Use of the cascade mechanism instead of reopening the contracts to competition contravened Article 160 of the EU Financial Regulation, which prohibits the splitting of contracts	The CPVO's procurement team has been strengthened by the arrival of a new procurement officer.  In 2024 all staff were given compulsory training on the "expenditure lifecycle" and procurement rules.	Closed
6	2023	The CPVO's budget for 2023, and two amending budgets, were not published in the Official Journal of the European Union, contravening the principle of transparency.	similar issue arose with the budget for 2024 (paragraph 3.36.8 of the original report).	Open

### The CPVO's reply

3.36.8. The CPVO takes note of the Court's finding and is committed to assure the timely publication of the budget in the future.

3.36.9. Delays in payments are mainly due to technical examination reports issues. CPVO system suspends payment of invoices while correcting the errors detected but does not consider the suspension period to reflect the actual payment period. Given the current set-up of the system, it is difficult to calculate the actual payment period, although the CPVO will explore possibilities for improvement

## 2.8. Follow-up Internal Control

### 2.8.1. Follow up of recommendations and action plans for audits and evaluations

The 2025 Internal Audit work programme was finalised in July 2025.

The following tables show some statistics on IA recommendations for the last three years.

#### ***Status by Unit for 2022, 2023 and 2024***



Unit	Status		Grand Total
	Completed	In progress	
Digital Transformation		2	2
Legal & Governance Affairs	6		6
People & Resources	1		1
<b>Grand Total</b>	<b>7</b>	<b>2</b>	<b>9</b>

When broken down by audit, the view is as follows:

***Status by audit***

Audit	Status		Grand Total
	Completed	In progress	
BoA Process and Legal expenses	1		1
Discretionary expenditure	3	2	5
General Services Contract Management	3		3
<b>Grand Total</b>	<b>7</b>	<b>2</b>	<b>9</b>

### 3. Follow up of recommendations issued following investigations by the European Anti-Fraud Office (OLAF)<sup>5</sup>

The CPVO was not subject to one investigation by OLAF in 2025.

#### 3.2. Follow up of observations from the Discharge authority

The Discharge Authority (the Administrative Council), on the basis of the Audit by the Court of Auditors, Internal Audit results and reporting from the Agency gave a discharge to the President, without specifying corrective actions.

#### 3.3. Environment management

Notwithstanding the resource constraints faced by the CPVO, an environmental management strategy was adopted in December 2020, which is updated regularly. The last version dates from 2025. . The CPVO's vision is to be a cost-effective and environment-friendly working place. At present, the CPVO's aim is to follow and to promote good sustainability practice and to reduce the environmental impacts of its activities. In the future, the aim would be to help its stakeholders to do the same, if possible.

Baselines were identified for 8 environmental issues, and the results for 2025 are reported on in Annex VII.

#### 3.4. Assessment by Management

The CPVO regularly checks the efficiency of its internal control system through ex post controls and makes immediate mitigating actions when needed.

<sup>5</sup> Article 11 Regulation (EU/Euratom) 883/2013 of the European Parliament and of the Council concerning investigations conducted by the European Anti-Fraud Office (OLAF)

The number of non-compliance and exception reports remained stable, with the exception of issues related to the new building. "Late commitments" and "saisine a posteriori" are still recurrent and reminders of the rules were carried out to staff.

The system is globally working well. The Court of Auditors' final report on 2024 accounts and financial management is positive but with some remarks.

Based on the above, the Management assesses that the internal control system is effective, that all measures were taken to prevent irregularities and fraud and that the underlying transactions were legal and regular and complied with sound financial management

### **3.5. External Evaluations**

The Commission started an external evaluation of the Community Plant Variety system in 2025.



## 4. Assessment of the effectiveness of internal control systems

### 4.1. Effectiveness of internal control systems

Methodology:

In 2025 the CPVO applied, for the third year, the Internal Control Strategy and Self-Assessment Methodology, which were adopted in 2023 and are following the guidelines developed by the Performance Development Network of the Agencies (which is based on the Commission self-assessment). This self assessment includes the result of the audits, the ex-post controls, the reports in the register of non-compliance and exceptions, the result of the staff engagement survey, and a self-assessment carried out by the management of each principle of the framework. The result of the self-assessment is consolidated in a report where the assessment of each principle is explained and where strengths and weaknesses are identified. A conclusion is drawn on the areas where improvements can be made and how to achieve this. The report is published to all staff on the internal web site of the CPVO.

#### **Implementation and compliance:**

The internal control principles are well implemented in the CPVO and they are all complied with. Trainings and awareness of staff are carried out regularly.

The compliance and effectiveness of internal control systems are regularly assessed by the Court of Auditors in its mission in the CPVO, as well as by the Internal Auditor.

An annual calendar is drawn up with the timing of the ex-post controls to be carried out during the year, which mainly concerns budgetary operations. In 2025 four ex-post controls were carried out, as well as a follow-up on the outstanding recommendations from previous controls.

#### **Fraud prevention:**

The CPVO is monitoring the action plan agreed on in the Anti-Fraud policy, which was adopted in 2023.

This monitoring is coordinated by the Internal Control Coordinator.

The CPVO adopted a policy on Prevention and Management of Conflict of Interests in 2018, which has regularly been assessed and improved. The last version was adopted by the AC in April 2025. The CPVO has also adopted the Commission Decision C(2018) 4048 of 29 June 2018 on outside activities by analogy. These policies include the implementation of Article 16(3) of the Staff Regulations concerning senior officials leaving the service. The senior officials are asked to fill out a declaration on honour when leaving the service and a declaration of intention to engage in an occupational activity after leaving the service, if they do so. These declarations were updated in 2025.

#### **Cost and Benefits:**

No major weaknesses were identified in the CPVO Internal Control Framework in 2025. The CPVO considers the balance between effectiveness, efficiency and economy of controls to be fair taken into account the resources of the Office. The estimated cost for internal control in 2025 amounted to 27 000 €, which corresponds to 20% of the annual basic salary for an AD9 post. This includes the ex-ante controls by authorising officers and the ex-post controls of the Internal Control Coordinator.

### 4.2. Conclusions of assessment of internal control systems

The overall result of the assessment on the CPVO internal control system is effective. No reservations have been made during 2025.

### 4.3. Declaration of assurance

In 2026, the Head of People & Resources Unit, on the basis of a number of supporting audits and evaluations has made the following declaration:



## Declaration of assurance

In 2026, the Head of People & Resources Unit, on the basis of a number of supporting audits and evaluations, has made the following declaration:

On the basis of:

- The self-assessment of internal controls
- Follow-up of internal audit recommendations
- Result of ex-post controls

I declare that in accordance with the CPVO's internal control framework, I have reported my advice and recommendations on the overall state of internal control in the CPVO to the President.

I hereby certify that the information provided in the present Annual Activity Report and in its annexes is, to the best of my knowledge, accurate, reliable, and complete.

Date: 11 March 2026

Signed:

*Annamaria Sideri*

**Annamaria Sideri**



## 5. Management Assurance

The assurance below is based on, *inter alia*, the declaration of the Head of People & Resources Unit, the results of the Internal Audits of the CPVO, the ex-Post controls put in place in 2025 and previous years, and the findings of the Court of Auditors.

On the basis of the facts in his possession, the President of the CPVO declares that the information contained in this report gives a true view. He has reasonable assurance that the resources assigned to the activities described in this report have been used for their intended purpose and in accordance with the principles of sound financial management, and that the control procedures put in place give the necessary guarantees concerning the legality and regularity of the underlying transactions. He is unaware of any matter not reported which could harm the interests of the CPVO.

### 2025 Declaration of Assurance the President of the CPVO

I, the undersigned, Francesco Mattina, President of the CPVO, in my capacity as authorizing officer,

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

State that I have reasonable assurance that the resources assigned to the activities described in this report have been used for their intended purpose and in accordance with the principles of sound financial management, and that the control procedures put in place give the necessary guarantees concerning the legality and regularity of the underlying transaction. This reasonable assurance is based on my own judgment and on the information at my disposal, such as the results of the self-assessment, ex-post controls, the work of the Internal Auditor and the lessons learnt from the reports of the Court of Auditors for years prior to the year of this declaration.

Confirm that I am not aware of anything not reported here, which could harm the interests of Community Plant Variety Office.

Angers, 11 March 2026

**Francesco Mattina**



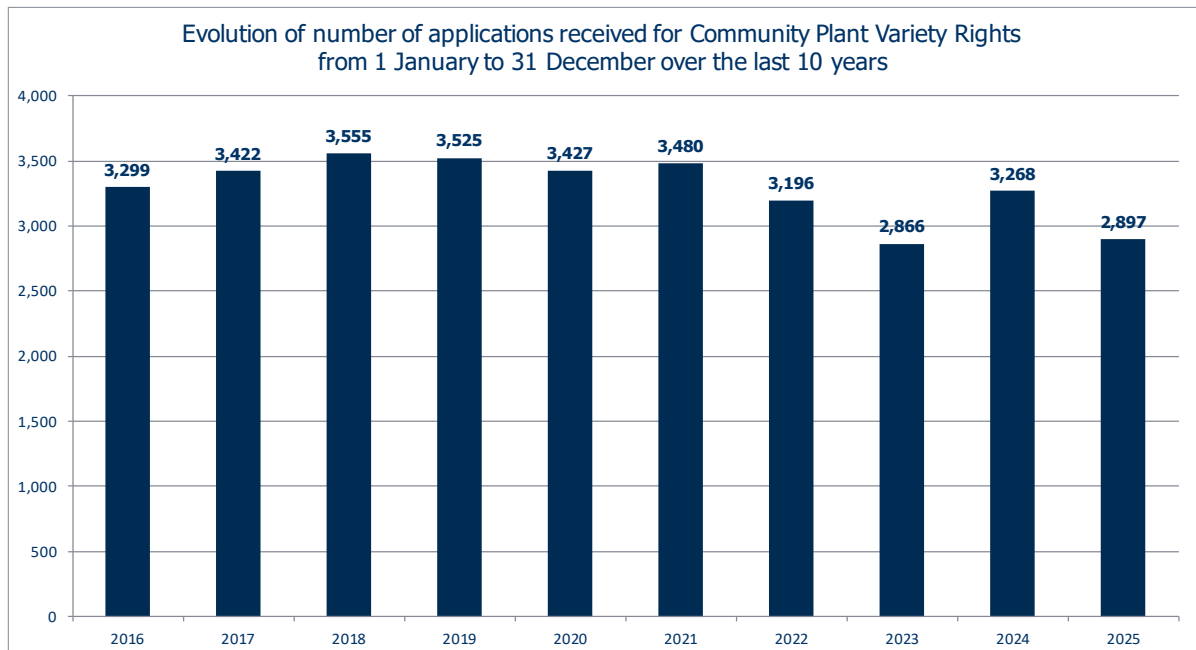
**President of the CPVO**

## 6. Declaration of assurance

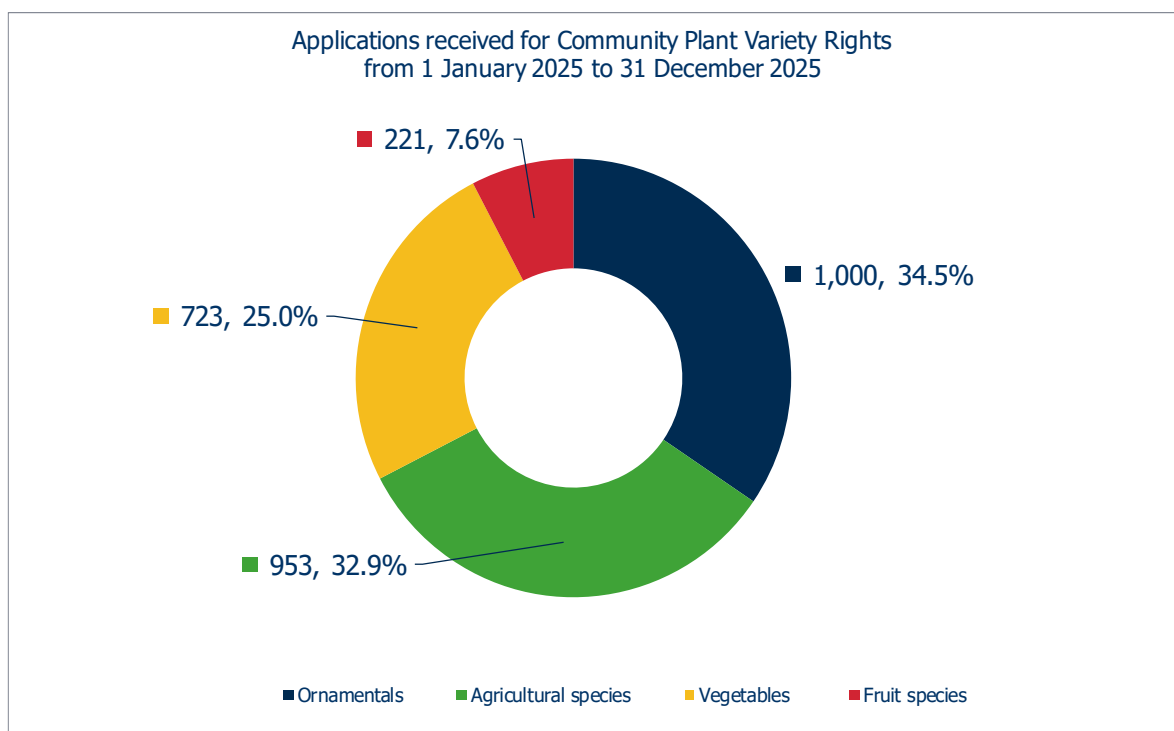
This document is a declaration signed by the President, as Authorising Officer and representing the CPVO, together with the Accounting Officer giving their assurance on the accounts of the Office, according to the provisions of the Financial Regulations of the CPVO. The original document was sent to the President of the Court of Auditors (**Annex VIII**).

## Annex I. 2025 Core Business Statistics

**Graph 1: Evolution of the annual number of applications for Community plant variety protection over the last 10 years**



**Graph 2: Shares of application numbers per crop sector in 2025**



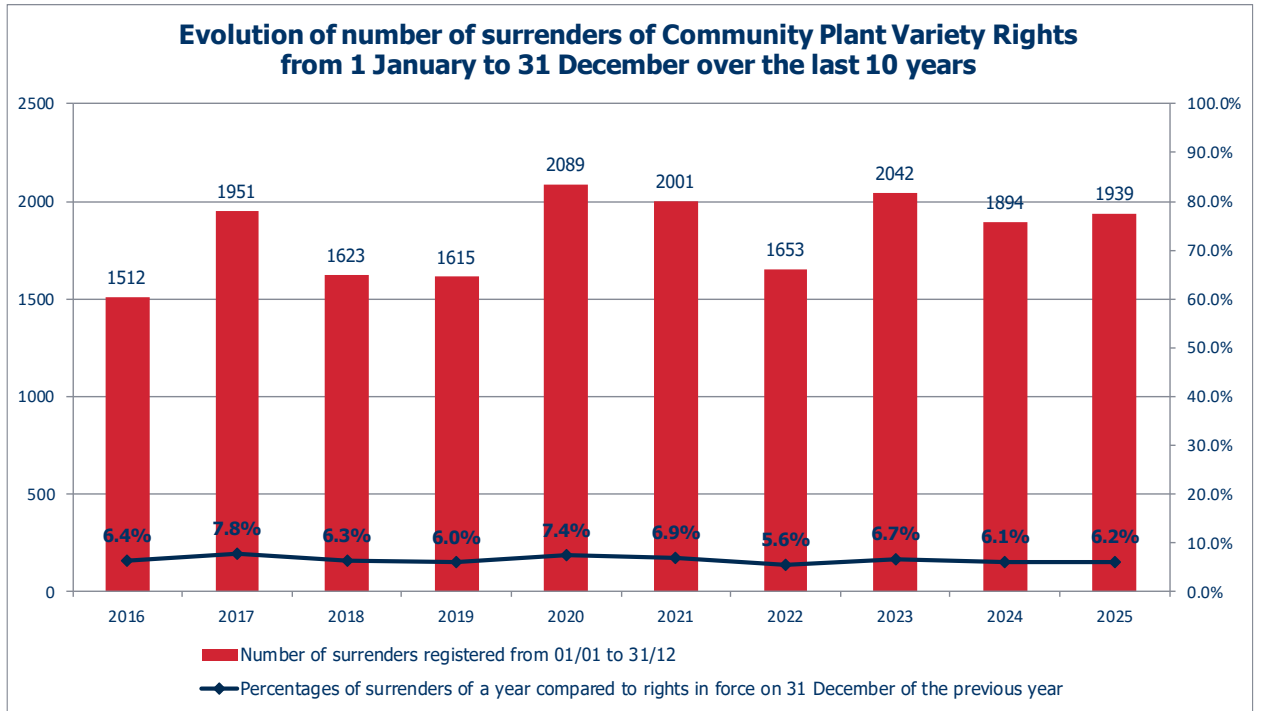
**Table 1: Member States from which CPVR applications were filed in 2025**

<b>Member State of main applicant</b>	<b>Number of applications received in 2025</b>
Netherlands	997
France	448
Germany	344
Denmark	116
Italy	104
Spain	83
Belgium	39
Poland	33
Austria	29
Hungary	15
Greece	12
Sweden	11
Czechia	10
Portugal	6
Ireland	5
Finland	1
Romania	1
<b>Total</b>	<b>2254</b>

**Table 2: Non-EU countries from which CPVR applications were filed in 2025**

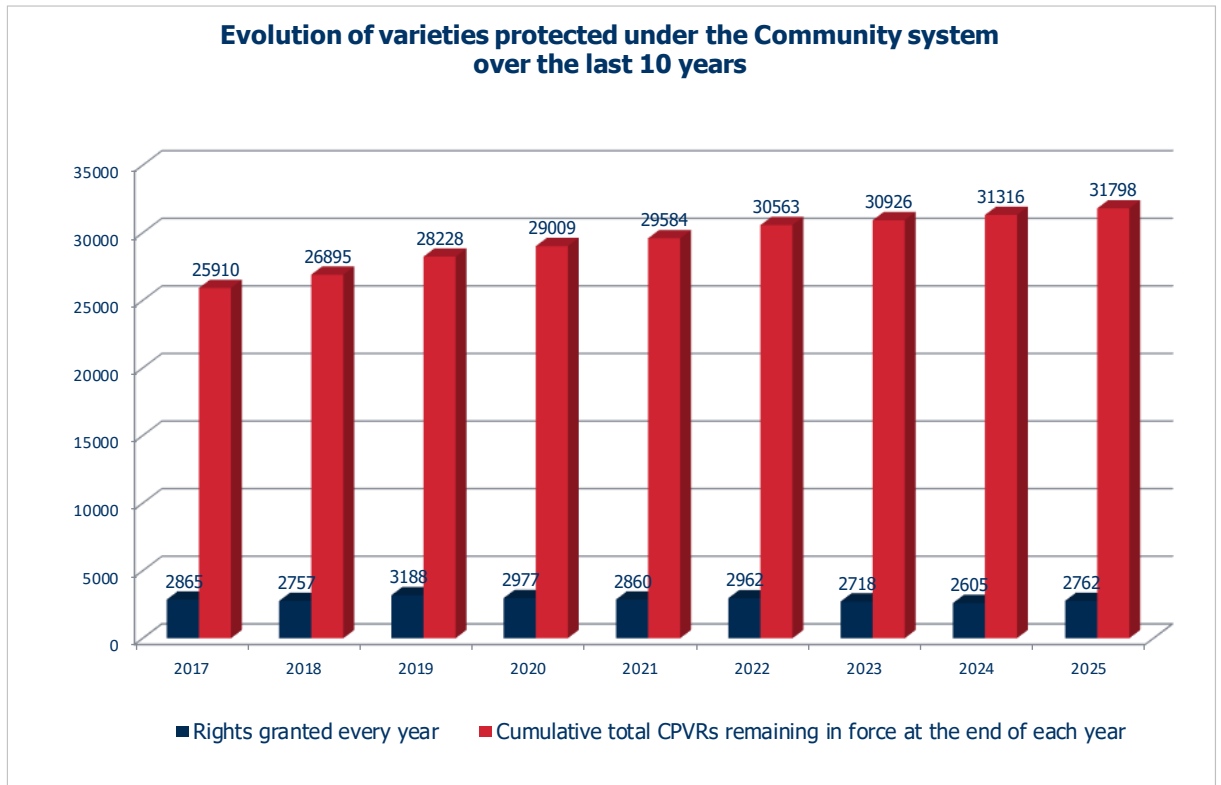
Country of main applicant	Number of applications received in 2025
United States of America	270
Switzerland	162
United Kingdom	47
Japan	33
Australia	30
Israel	24
Thailand	12
Canada	11
South Africa	11
Mexico	10
New Zealand	9
China	5
Colombia	3
Mauritius	3
Argentina	2
South Korea	2
Norway	2
Turkey	2
India	1
Peru	1
Republic of San Marino	1
Taiwan	1
Ukraine	1
<b>Total</b>	<b>643</b>

**Graph 3: Number of surrenders of CPVRs over the last 10 years**



NB (\*) Situation at 31/12/2025. Comparison 2025 surrenders with 2024 - period from 01/01 to 31/12: +45 surrenders or +2.4%

**Graph 4: Number of rights granted each year over the last 10 years and those remaining in force on 31 December 2025 from those granted per year (every other year shown)**

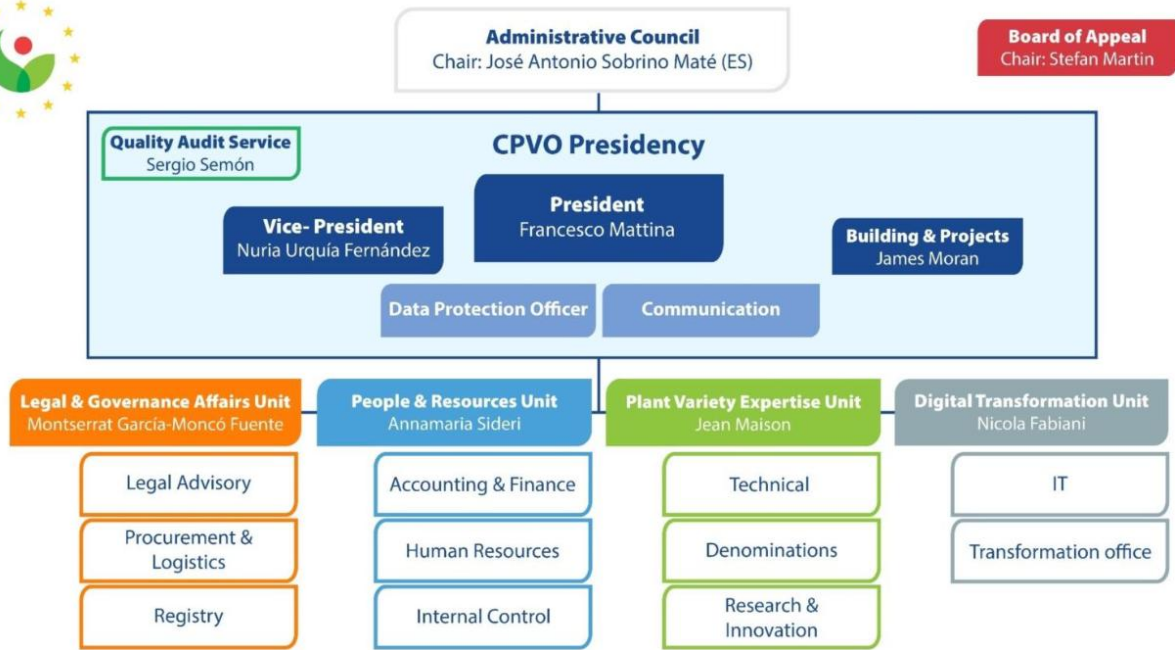


At the end of 2025, of the 70 467 rights granted in total, 31 798 (45 %) were still in force.

**Annex II. Statistics on financial management**

All information is provided above.

# Organisational chart



CPVO organization chart September 2025

### Annex III. Establishment plan and additional information on Human Resources management

- Information on the entry level recruitment grade/function group for each type of post

**Indicative table - Information on recruitment grade/function group for each type of post**

<b>Key functions (examples – terminology should be adjusted to each agency’s job titles)</b>	<b>Type of contract (official, TA or CA)</b>	<b>Function group, grade of recruitment*</b>	<b>Indication whether the function is dedicated to administrative support or operations [subject to definitions used in screening methodology]</b>
<i>Head of Unit</i>	TA	AD 09 (external)	Operations
<i>Legal Advisor – Legal Unit</i>	TA	AD 05 (external)	Operations
<i>Legal Advisor - DTU</i>	TA	AD 05 (external)	Neutral
<i>Procurement Officer</i>	TA	AD 05 (external)	Neutral
<i>Technical Expert</i>	TA	AD 05 (external)	Operations
<i>IT Project Manager</i>	CA	FG IV (external)	Operations

- For TA, please specify if the recruitment was internal, inter-agency or external as well as the specific grade of recruitment (No brackets)

**Table Job screening/benchmarking against previous year results<sup>6</sup>**

Screening category	Screening sub-category	31/12/2022		31/12/2023		31/12/2024		31/12/2025	
		%	Staff	%	Staff	%	Staff	%	Staff
Operational	Evaluation & impact assessment	2%	1	2%	1	2.0%	1	2%	1
	General Operational	10%	5	10%	5	10.0%	5	18%	9
	Programme management and implementation	58%	30	60%	30	60.0%	30	49%	25
	Top level operational coordination	2%	1	2%	1	2.0%	2	4%	2
	<b>Total</b>	<b>71%</b>	<b>37</b>	<b>74%</b>	<b>37</b>	<b>74.0%</b>	<b>38</b>	<b>73%</b>	<b>37</b>
Neutral	Neutral - finance and procurement	8%	4	8%	4	8.0%	4	6%	3
	<b>Total</b>	<b>8%</b>	<b>4</b>	<b>8%</b>	<b>4</b>	<b>8.0%</b>	<b>4</b>	<b>6%</b>	<b>3</b>
Administrative support and coordination	Administrative support	19%	10	16%	8	16.0%	8	20%	10
	Coordination	2%	1	2%	1	2.0%	1	2%	1
	<b>Total</b>	<b>21%</b>	<b>11</b>	<b>18%</b>	<b>9</b>	<b>18.0%</b>	<b>9</b>	<b>22%</b>	<b>11</b>
<b>Grand Total</b>		<b>100%</b>	<b>52</b>	<b>100%</b>	<b>50</b>	<b>100.0%</b>	<b>51</b>	<b>100%</b>	<b>51</b>

- Information on the list of HR implementing rules in place

		Y e s	N o	If no, which other implementing rules are in place
Engagement of CA	Model Decision C(2019)3016	X		
Engagement of TA	Model Decision C(2015)1509	X		
Middle management	Model decision C(2018)2542	X		
Type of posts	Model Decision C(2018)8800	X		

**B. Appraisal and reclassification/promotions**

Implementing rules in place:

		Y e s	N o	If no, which other implementing rules are in place
Reclassification of TA	Model Decision C(2015)9560	X		

<sup>6</sup> Table as per Methodology for Agencies job screening (2014)

Reclassification of CA	Model C(2015)9561	Decision	X		
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**Table 1 - Reclassification of TA/promotion of officials**

Grades	Average seniority in the grade among reclassified staff						
	2021	2022	2023	2024	2025	Actual average over 5 years	Average over 5 years (According to decision C(2015)9563)
AD05							2.8
AD06	2.4		2.3	2.6	2.4	2.4	2.8
AD07		2		2	4	2.7	2.8
AD08	3	3			3	3	3
AD09			2	3.5		2.8	4
AD10			4			4	4
AD11							4
AD12	4					4	6.7
AD13							6.7
AST1							3
AST2							3
AST3							3
AST4		2				2	3
AST5							4
AST6	4.3	3	3	4	5	3.9	4
AST7		4	3.5	5		4.2	4
AST8				5		5	4
AST9							N/A
AST10 (Senior assistant)						5	5
AST/SC1							4
AST/SC2							5

AST/SC3							5.9
AST/SC4							6.7
AST/SC5							8.3

**Table 2 -Reclassification of contract staff**

Function Group	Grade	Staff in activity at 1.01. 2024	How many staff members were reclassified in 2025	Average number of years in grade of reclassified staff members	Average number of years in grade of reclassified staff members according to Decision C(2015)9561
CA IV	17				Between 6 and 10 years
	16				Between 5 and 7 years
	15				Between 4 and 6 years
	14	1	0		Between 3 and 5 years
	13	1	0		Between 3 and 5 years
CA III	11				Between 6 and 10 years
	10	2	0		Between 5 and 7 years
	9	1	0		Between 4 and 6 years
	8				Between 3 and 5 years
CA II	6				Between 6 and 10 years
	5				Between 5 and 7 years
	4				Between 3 and 5 years
CA I	2				Between 6 and 10 years
	1				Between 3 and 5 years

**Gender representation**

**Table 1 - Data on 31/12/2025 /statutory staff (only officials, AT and AC)**

		Official		Temporary		Contract Agents		Grand Total	
		Staff	%	Staff	%	Staff	%	Staff	%
Female	Administrator level	1	2%	11	22%	2	4%	14	27%
	Assistant level (AST & AST/SC)	1	2%	14	27%			15	29%
	Total	2	4%	25	49%			29	57%
Male	Administrator level	2	4%	11		1	2%	14	27%
	Assistant level (AST & AST/SC)			6		2	4%	8	16%
	Total	2	4%	17		3	6%	22	43%
Grand Total		4	8%	42	82%	5	10%	51	100%

The CPVO commits to attract and recruit female candidates for managerial positions.

**Table 2 - Data regarding gender evolution over 5 years of the Middle and Senior management<sup>t13</sup>**

	2021		2025	
	Number	%	Number	%
Female Managers	0	0	3	43%
Male Managers	4	100%	4	57%

**In case of significant continuous imbalance, please explain and detail action plan implemented in the agency.**

**Geographical Balance**

**Explanatory figures to highlight nationalities of staff (split per Administrator/CA FG IV and Assistant /CA FG I, II, III)**

**Table 1 - Data on 31/12/2025**

Nationality	AD + CA FG IV		AST/SC- AST + CA FGI/CA FGII/CA FGIII		TOTAL	
	Number	% of total staff members in AD and FG IV categories	Number	% of total staff members in AST SC/AST and FG I, II	Number	% of total staff

				<b>and III categories</b>		
Belgian		0%	2	4%	2	4%
Estonian	1	2%		0%	1	2%
French	8	16%	15	29%	23	45%
German	1	2%	1	2%	2	4%
Greek		0%	1	2%	1	2%
Irish	1	2%	1	2%	2	4%
Italian	8	16%	1	2%	9	18%
Polish	1	2%		0%	1	2%
Portuguese	1	2%	1	2%	2	4%
Romanian	1	2%		0%	1	2%
Slovak	1	2%		0%	1	2%
Slovenian	1	2%		0%	1	2%
Spanish	4	8%		0%	4	8%
Swedish		0%	1	2%	1	2%
<b>Total</b>	<b>28</b>	<b>55%</b>	<b>23</b>	<b>45%</b>	<b>51</b>	<b>100%</b>

- statutory staff only (officials, AT and AC)

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

Most represented nationality	2021		2025	
	Number	%	Number	%
French	23	47%	23	45%

## Annex IV. Human and financial resources by activity

Actual consumption of the human and financial resources by the end of year split between activities.

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

### A. Statutory staff and SNE

Staff	Year 2025			2026	2027	2028	2029
	Authorised Budget	Actually filled as of 31/12/2025	Occupancy rate %				
<b>ESTABLISHMENT PLAN POSTS</b>							
<b>Administrators (AD)</b>	29	25	86%	31	32	32	32
<b>Assistants (AST)</b>	22	21	95%	20	19	19	19
<b>Assistants/Secretaries (AST/SC)</b>	-	-	-	-	-	-	-
<b>TOTAL ESTABLISHMENT PLAN POSTS</b>	51	46	90%	51	51	51	51
<b>EXTERNAL STAFF</b>							
<b>Contract Agents (CA)</b>	5	5	100%	5	5	5	5
<b>Seconded National Experts (SNE)</b>	1	1	100%	1	1	0	0
<b>TOTAL EXTERNAL STAFF</b>	6	6	100%	1	1	0	0
<b>TOTAL STAFF</b>	57	51	90%	57	57	56	56

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

None

Human Resources	Year N	Year N+1	Year N+2	Year N+3
	Envisaged FTE	Envisaged FTE	Envisaged FTE	Envisaged FTE
<b>Contract Agents (CA)</b>	-	-	-	-

<b>Seconded National Experts (SNE)</b>	-	-	-	-
<b>TOTAL</b>				

**C. Other Human Resources**

- Structural service providers<sup>[1]</sup>

	<b>Actually in place as of 31/12/2025</b>
<b>Security</b>	1
<b>IT</b>	0.5

- Interim workers

	<b>Total FTEs in year 2024</b>	
<b>Number</b>	0	

**Table 2 – Multi-annual staff policy plan Year N+1, Year N+2, Year N+3**

Function group and grade	2025				Year 2026		2027		2028		2029	
	Authorised budget		Actually filled as of 31/12		Authorised budget		Envisaged		Envisaged		Envisaged	
	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Per m. posts	Temp. posts	Per m. posts	Temp. posts	Per m. posts	Temp. posts	Per m. posts	Temp. posts
AD 16												
AD 15								1		1		1
AD 14	1	1		1	1	1	1		1		1	
AD 13		1	1			1		1		1		1
AD 12	1	1		2	1	1	1	1	1	1	1	1
AD 11	1	2	1		1	2	1	2	1	2	1	2
AD 10		3	1	3		2		2		2		2
AD 9		2		3		2		2		2		2
AD 8		3		2		4		4		4		4
AD 7		5		5		3		3		3		3
AD 6		2				4		4		4		4
AD 5	1	5		6	1	7	1	8	1	8	1	8
<b>AD TOTAL</b>	<b>4</b>	<b>25</b>	<b>3</b>	<b>22</b>	<b>4</b>	<b>27</b>	<b>4</b>	<b>28</b>	<b>4</b>	<b>28</b>	<b>4</b>	<b>28</b>

AST 11		2		2		2		1		1		1
AST 10		1				1		1		1		1
AST 9		3		4		5		5		5		5
AST 8	1	4	1	2	1	2	1	2	1	2	1	2
AST 7		7		9		6		6		6		6
AST 6		1				1		1		1		1
AST 5		2		3		2		2		2		2
AST 4												
AST 3		1										
AST 2												
AST 1												
AST TOTAL	1	21	1	20	1	19	1	18	1	18	1	18
AST/S C 6												
AST/S C 5												
AST/S C 4												
AST/S C 3												
AST/S C 2												
AST/S C 1												
AST/S C TOTAL												
TOTAL	5	46	4	42	5	46	5	46	5	46	5	46
GRAND TOTAL	51		46		51		51		51		51	

## External personnel

### Contract Agents

Contract agents	FTE corresponding to the authorised budget 2025	Executed FTE as of 31/12/2025	Headcount as of 31/12/2025	FTE corresponding to the authorised budget 2026	FTE corresponding to the authorised budget 2027	FTE corresponding to the authorised budget 2028	FTE corresponding to the authorised budget 2029
Function Group IV	3	3	3	3	3	3	3
Function Group III	2	2	2	2	2	2	2
Function Group II							
Function Group I							
TOTAL	5	5	5	5	5	5	5

### Seconded National Experts

Seconded National Experts	FTE corresponding to the authorised budget 2025	Executed FTE as of 31/12/2025	Headcount as of 31/12/2025	FTE corresponding to the authorised budget 2026	FTE corresponding to the authorised budget 2027	FTE corresponding to the authorised budget 2028	FTE corresponding to the authorised budget 2029
TOTAL	1	1	1	1	1	0	0

**Table 3 – Recruitment forecasts N+1 following retirement/mobility or new requested posts (information on the entry level for each type of posts: indicative table)**

Job title in the Agency	Type of contract (Official, TA or CA)		TA/Official		CA
			Function group/grade of recruitment internal (Brackets) and external (single grade) foreseen for publication *		
	Due to foreseen retirement/mobility	New post requested due to additional tasks	Internal (brackets)	External (brackets)	Recruitment Function Group (I, II, III and IV)
Assistant	01.01.2027	1	AST 1 – AST 9	AD 5	

\*Indication of both is required

\*\* Justification to be added

**This is just an indicative forecast of retirement and pre-retirements based on the age of existing staff.**

<sup>[1]</sup> Service providers are contracted by a private company and carry out specialised outsourced tasks of a horizontal/support nature. At the Commission, following general criteria should be fulfilled: 1) no individual contract with the Commission 2) on the Commission premises, usually with a PC and desk 3) administratively followed by the Commission (badge, etc) and 4) contributing to the added value of the Commission

<sup>[2]</sup> The CPVO approach for future recruitments is to replace AST posts with AD to correspond to the type of duties, tasks and responsibilities (when applicable).

## Annex V. Contribution, grant and service level agreements, Financial Framework Partnership Agreements

Actual state of play of implementation

	General information <sup>7</sup>					Financial and HR impacts				
	Actual or expected date of signature	Total amount	Duration	Counter part	Short description		N	N+1	N+2	N+3
<b>Grant agreements</b>										
1. 7524698 Lettuce	02/12/2024	192 750	36 months 02/01/2025 to 31/12/2027	NAKT	International harmonization and validation of a SNP set for the management of lettuce reference collection	Amount				
						Number of CA	N/A			
						Number of SNEs	N/A			
2. 7515996 Harmorescoll	23/12/2019	262 000	36 months extended to 54 months 01/01/2020 to 30/06/2024	GEVES	Setting up an EU system for harmonized collections of reference isolates, controls and differentials to facilitate disease resistance testing	Amount				
						Number of CA	N/A			
						Number of SNEs	N/A			
3. 7523258 Rapeseed III (SNPsNAP)	19/01/2024	112 757	24 months extended to 30 months 01/05/2024 to 30/10/2026	GEVES	SNP markers for guiding DUS testing in winter oilseed rape: Validating the new model.	Amount				
						Number of CA	N/A			
						Number of SNEs	N/A			
4. 7519702 Updating DUS resistance tests (ToBrAg)	20/01/2022	206 646	36 months extended to 54 months 01/02/2022 to 31/07/2026	GEVES	“Updating DUS resistance tests according to pests’ evolution: - Setting up resistance tests to ToBRFV for tomato and pepper - Improvement of resistance test melon/Aphis gossypii”	Amount				
						Number of CA				
						Number of SNEs				

<sup>7</sup> For on-going agreements, please provide the requested general information. For expected agreements, please provide the information available. When the information is not known, please put “not known”

5. 7519780	04/04/2022	141 277	17 months extended to 25 months 30/10/2023 to 30/06/2024	GEVES	"Harnessing molecular data to support DUS testing in ornamentals: a case-study on Hydrangea"	Amount Number of CA Number of SNEs				
6. 7526344	11/12/2025	239 878	24 months 01/03/2026 to 28/02/2028	NAKT	Development and implementation of an internationally accepted SNP database to assist the tomato DUS testing	Amount Number of CA Number of SNEs				
Expected grant agreements	Not known	(max EUR 500.000/year)				Amount				
Total grant agreements: 6							Amount			
							Number of CA	N/A		
							Number of SNEs	N/A		
<b>Service-level agreements</b>										
SLA-Sysper	01/01/2018		1-year renewable		European Commission-HR	Amount				
							Number of CA	N/A		
							Number of SNEs	N/A		
DIGIT 009 Global Services Level Agreement including: 1. Appendix 02 ICT Procurement 2. Appendix 04 NDP 3. Appendix 05 Cloud 4. Appendix 06 e-Procurement 5. Appendix A-7 to DIGIT.CERT.EU	20/03/2019	EUR 112.000 (Environ)  1. €12.687 2. €2.500 3. €60.000 4. €10.000 5. € 26.000	1-year automatically renewable		European Commission - DIGIT	Amount				
							Number of CA	N/A		
							Number of SNEs	N/A		
Recruitment	31/05/2007		1-year renewable		EPSO	Amount				
							Number of CA	N/A		
							Number of SNEs	N/A		
HR management	01/03/2020		1-year renewable		PMO	Amount				
							Number of CA	N/A		
							Number of SNEs	N/A		

Permanent Secretariat	01/01/2019		1-year renewable		EFSA	Amount				
						Number of CA	N/A			
						Number of SNEs	N/A			
CDT	2012		1 year renewable		CDT	Number of CA/ Number of SNEs	N/A			
Internal audits, renewed with Global SLA	First signed on 2/02/2015. Renewed on 27/07/2021	€48.000	Last renewal for indefinite period		EUIPO	Number of CA/ Number of SNEs	N/A			
Board of Appeal activities	17/05/2021		For indefinite period		EUIPO	Number of CA/ Number of SNEs	N/A			
Administrative arrangement	21/07/2021		For indefinite period		EPO	Number of CA/ Number of SNEs	N/A			
Total service-level agreements: 9						Amount				
						Number of CA				
						Number of SNEs				
<b>TOTAL</b>						<b>Amount</b>				
						<b>Number of CA</b>	N/A			
						<b>Number of SNEs</b>	N/A			

## Annex VI. Environmental management

The table below provides concrete actions that has been taken by the CPVO in order to meet the environmental policy

Environmental issue	Source of impact	Action plan	Performance indicator per year	Baselines 2024	Results 2025
1.Paper consumption	1. Printing documents and emails	Raising awareness to move towards paperless office, e.g. further digitalisation of administrative workflow, including applications.	Number of new digitalised procedures  % on-line applications          10% reduction of printed copies in absolute and per FTE figures (establishment plan)	New FlowForma procedures adopted.  Nearly 100% on-line applications (only 16 paper applications out of 3268).      86 397 printed copies in total/1 694 copies per FTE (51)	New FlowForma procedures adopted.  Nearly 100% on-line applications (only 2 paper applications out of 2897).      60 836 printed copies in total/1 193 copies per FTE (51) – 30 %
	2. Printing publications externally	Continue to reduce the number of paper publications through close management of publication plan as well as through more print on demand and web publishing.	Reduction of paper publications.	Digital Newsletters and greeting cards  10 copies of the Annual Report	Digital Newsletters and greeting cards  Annual Report not produced any more

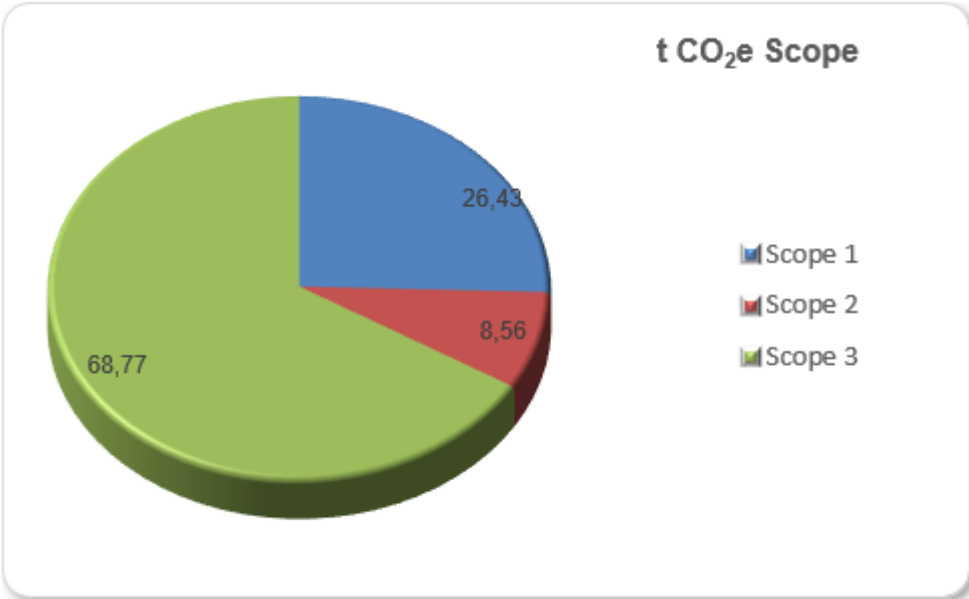
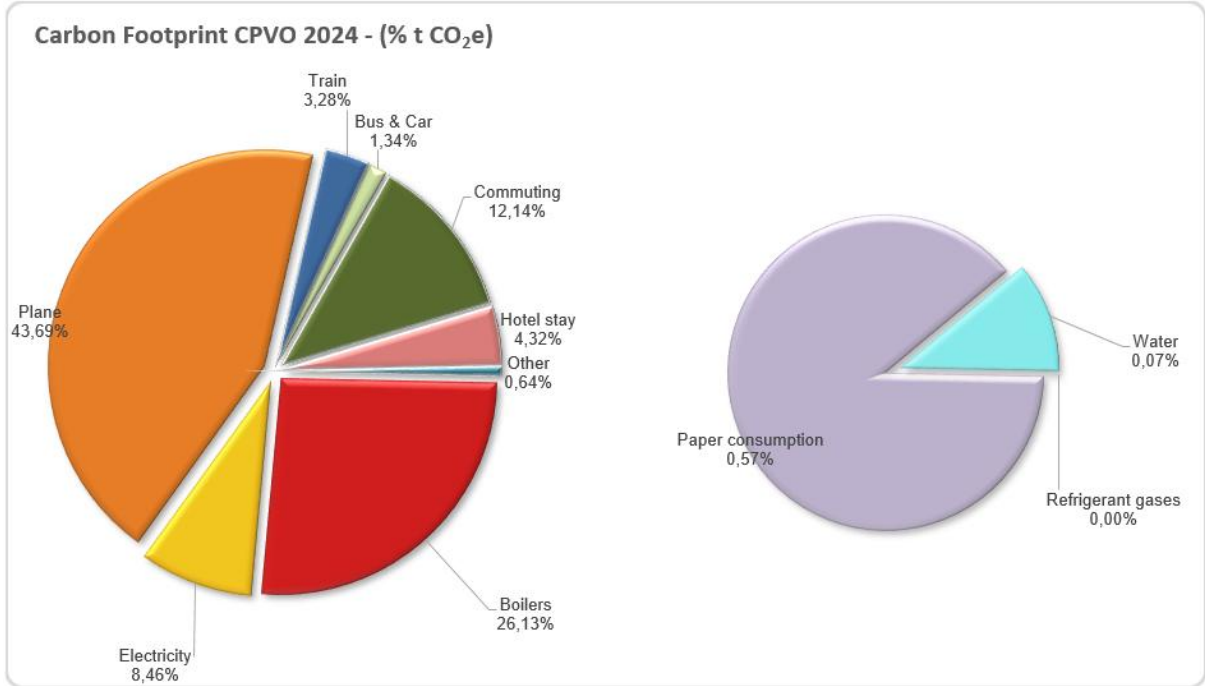
2.Sustainable resource use	3. Electricity, heat and water consumption	<p>Optimising existing LED system and electrical equipment (e.g. sleep mode) throughout the year aimed at achieving measurable reductions.</p> <p>Close one building during certain periods of the year.</p>	<p>10% reduction in absolute and per FTE figures (establishment plan)</p> <p>Report on the number of times one building was closed during the year.</p>	<p>166 348 kWh in total/3 262per FTE (51) (electricity)</p> <p>143 271 kWh in total/2 0809 per FTE (51) (gas)</p> <p>486 m3 in total/9,5 m3 per FTE (51) (water)</p> <p>One building closed during seven weeks during school holidays.</p>	<p>149 293 kWh in total/2 927 per FTE (51) – 10%</p> <p>137 569 kWh in total/2 697 per FTE (51) -4%</p> <p>462 m3 in total/9 m3 per FTE (51) - 5%</p> <p>One building closed during 7 weeks during school holidays.</p>
3.Waste sorting and reduction	4. Waste sorting and reduction	Provide proper information and training to staff and cleaning staff. Follow-up on the handling by the garbage company.	% of trainings/initiatives to staff to reduce waste consumption and increase recycling.	Greening cleaning activity (Loire Propre) organised where waste was picked up on the borders of the Loire river.	No initiative carried out in 2025  5 of each

		Purchase wired mice and keyboards to reduce the battery consumption.	Number of mice and keyboards bought		
4.Greenhouse gas emissions	5. Business travel of staff	<p>Making virtual meetings the default and physical missions the exception where possible.</p> <p>Adopt new Mission Guide</p> <p>Encourage travel by train instead of plane when the distance is less than 800 km. If high speed trains are used the limit is 1000 km.</p>	<p>Reporting on number of virtual and physical missions.</p> <p>Adoption of the new Mission Guide.</p> <p>Report on number of missions by train/plane.</p>	<p>137 physical missions</p> <p>Not adopted since no new Mission Guide adopted by the Commission.</p> <p>72 by plane, 49 by train.</p>	<p>173 physical missions.</p> <p>New Mission Guide adopted.</p> <p>64 by plane, 76 by train.</p>
	6. External participants coming to CPVO-organised meetings by plane	<p>Using videoconferencing when possible, in ad hoc meetings. For regular periodic meetings, a balanced approach is required.</p> <p>Adopting internal policy on ration of visio/in-person meetings across the office.</p> <p>Organise meetings at a location centrally placed in Europe.</p>	<p>Reporting on number of virtual and physical meetings.</p> <p>Policy adopted.</p> <p>Find a suitable location.</p>	<p>Virtual : 8</p> <p>Physical: 5</p>	<p>Virtual : 3</p> <p>Physical: 3</p> <p>Policy not adopted.</p> <p>EBA premises in Paris used for several meetings.</p>

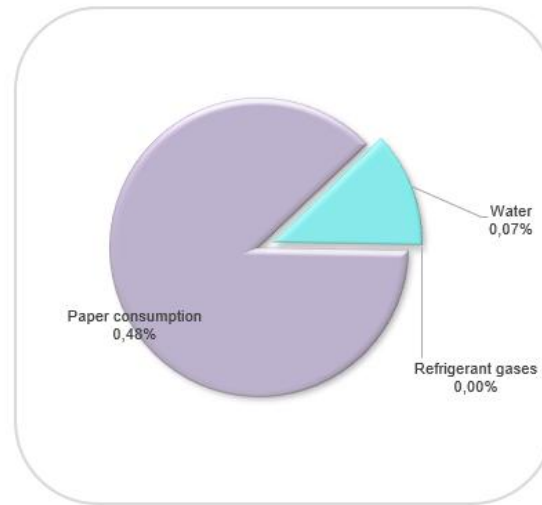
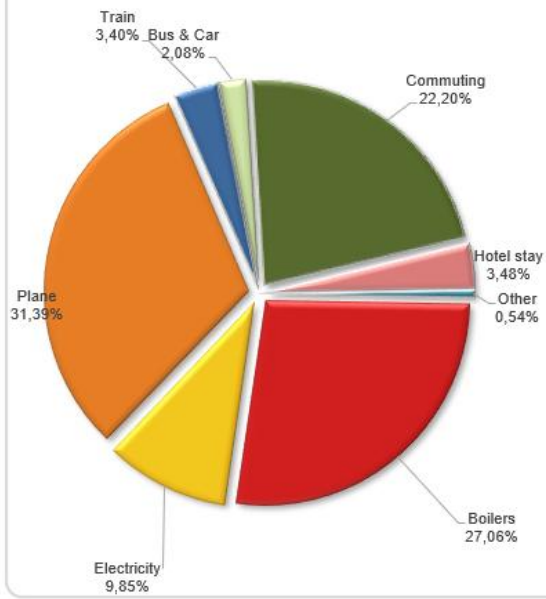
5. Various negative environmental impacts of the CPVO	7. All procurement	Calls for tender or relevant services must include environmental criteria according to the type of goods purchased. All purchases are carried out against best available environmental criteria.	All procurement aligned to EU directives.	All calls for tender include environmental requirements..	All calls for tender include environmental requirements.
6. Various positive environmental impacts of CPVO awareness raising	8. Green communication/awareness-raising activities	Develop and implement an integrated approach to awareness raising.	Reporting on the results	Greening corner in Teams with regular communication on awareness raising (water use campaign, switch off lights campaign). Greening cleaning activity (Loire Propre) organised.	Greening corner in Teams with regular communication on awareness raising (water use campaign, switch off lights campaign).
7. Environmental economic and social impacts	9. All CPVO activities	Using synergies between CPVO and staff health and well-being aspects.  Encourage the use of car sharing, public transport and bicycles, whenever feasible. Co-finance public transportation subscriptions. for staff	Reporting on the results.  Number of subscriptions per year.	Information session organized for staff with EBA on their experiences with EMAS certification	Information session organized for staff with EBA on their experiences with EMAS certification.  No subscriptions.
8. Internal environment	10. Environment in buildings/health and safety aspects	Involve the CPVO and staff well-being coordinator in office space optimisation projects.	Reporting on the results	Greening and staff committee representatives included in the Real Estate Committee..	Greening and staff committee representatives included in the Real Estate Committee.

	11. Review the possibility of rationalising office spaces	Look into possibilities to move to a new, environmental friendly building	Reporting on the researches	Purchase of new building made (move foreseen end 2025/beginning 2026).	Purchase of new building made (move foreseen in 2026).
	12. Environmental legal compliance	To implement the action plan developed by Eco-Conseil Méditerranée.	Number of non-compliance issues becoming compliant.	Environmental legal compliance check carried out.	. Postponed to 2026 due to the moving into a new building.

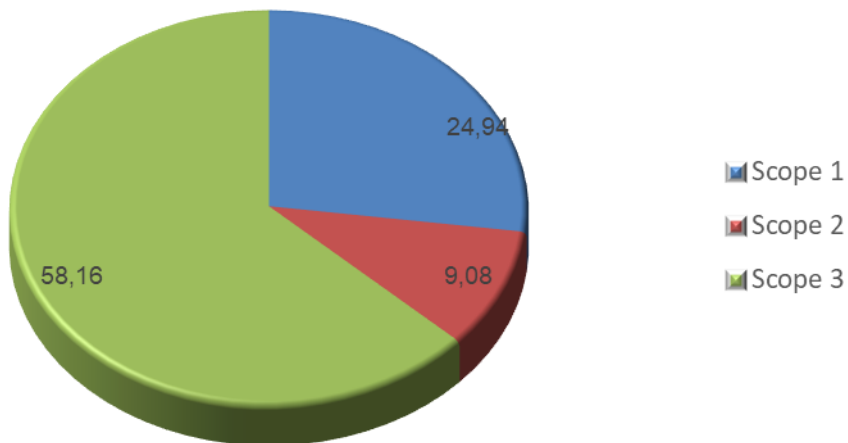
In 2025 the CPVO realised its fourth carbon footprint calculation for the year 2024. The methodology remained the same, using a table kindly shared by the EUIPO, and adapted to the CPVO needs. A comparison with the results of 2024 shows that the emission have increased, mainly due to an increase of travel by plane.



**Carbon Footprint CPVO 2023 - (% t CO<sub>2</sub>e)**



**t CO<sub>2</sub>e Scope**



## **Annex VII. (draft/final) Annual Accounts**

Document provided separately (DOC-AC-2026-1-1 Annex II)