

ANNEX I

to the Commission Implementing Decision approving the Reform Agendas and the multiannual work programme under the Reform and Growth Facility for the Western Balkans

Requirements set out in paragraphs 2 and 3 of Article 15 of Regulation (EU) 2024/1449 in relation to the Reform Agenda submitted by Albania, Kosovo*, Montenegro, North Macedonia, Serbia

The reforms to be implemented, including the investment areas to be supported, the payment conditions stemming from the Reform Agenda, the indicative timetable for Albania, Kosovo, Montenegro, North Macedonia, Serbia are presented in the tables in the Appendix 1.

The amount of funds indicatively allocated to Albania, Kosovo, Montenegro, North Macedonia, Serbia, the scheduled instalments¹, and the breakdown by instalment between loan support and non-repayable support are contained in the tables in Appendix 2.

The Commission's monitoring indicators for assessing progress towards the achievement of the general and specific objectives of the Facility are presented in Appendix 3.

The timetable of the planned implementation of measures is established over six-month periods starting on 31 December 2024 and ending on 31 December 2027. According to Regulation (EU) 2024/1449, the final implementation date of 31 December 2027 for the fulfilment of the payment conditions related to the final set of measures includes the time necessary for the Commission to evaluate the successful fulfilment of the payment conditions concerned and the subsequent adoption of the release decision by the Commission. Accordingly, and as prescribed by Article 13(1), point (i), Regulation (EU) 2024/1449, the beneficiaries must implement the agreed qualitative and quantitative steps by 31 August 2027 at the latest, and submit a duly justified request for the release of funds in respect of fulfilled payment conditions related to these quantitative and qualitative steps without delay and at the latest by 30 September 2027.

Pursuant to Article 21(5) Regulation (EU) 2024/1449, in case the Commission has negatively assessed the fulfilment of the payment conditions, the beneficiaries concerned may take the necessary measures to ensure satisfactory fulfilment of the corresponding conditions within a period of 12 months from the initial negative assessment referred to in Article 21(4) Regulation (EU) 2024/1449.

* This designation is without prejudice to positions on status, and is in line with UNSCR 1244/1999, and the ICJ Opinion on the Kosovo declaration of independence.

¹ An advance payment of 7% of the total allocation for each Western Balkan beneficiary will be disbursed upon the signature of the Facility and Loan agreement and request from the countries. This pre-financing amount will be systematically cleared by deducting a proportionate share from each subsequent instalment. The deduction for each instalment is calculated as a percentage, corresponding to the ratio of the outstanding pre-financing amount to the remaining undisbursed amounts. This methodology ensures the full clearing of the pre-financing amount over the course of the disbursement schedule.

During the first year of implementation, a deadline of 24 months applies, calculated from the initial negative assessment. In any event, and as established in Article 21(6) Regulation (EU) 2024/1449, any amount corresponding to payment conditions that have not been fulfilled by 31 December 2028 shall not be due to the beneficiaries.

The arrangements and timetable for the monitoring, reporting and implementation of the Reform Agenda are presented below. More detailed provisions are contained in the Facility Agreements that the Commission will sign with the Western Balkans beneficiaries, after adoption of this Commission Implementing Decision.

The Commission will monitor the implementation of the Facility and assess the achievement of the objectives set out in Article 3 of Regulation (EU) 2024/1449. The Commission will provide an annual report to the European Parliament and the Council on progress towards the achievement of the objectives of this Regulation. The annual report will also address synergies and complementarities of the Facility with other Union programmes, in particular support provided under Regulation (EU) 2021/1529, with a view to avoiding the duplication of assistance and double funding. The annual report will be complemented by presentations on the state of play of the implementation of the Facility twice per year. The Commission will provide the annual report to the Committee referred to in Article 31 of Regulation (EU) 2024/1449 and will hold, at least twice a year, a dialogue with the competent committees of the European Parliament, as relevant.

The Commission will establish a Facility scoreboard (the ‘Scoreboard’), which shall display the progress of the implementation of the Reform Agendas of the beneficiaries. The Scoreboard will be operational by 1 January 2025 and will be made publicly available online. The Scoreboard will be updated by the Commission twice a year.

The Commission will closely monitor the implementation of the Facility and take any action necessary in that context. For the purpose of this monitoring, the Commission will be assisted by a monitoring committee. This committee will assess the degree and quality of implementation of all reforms and investments towards meeting the objectives set out in the Reform Agenda and Regulation (EU) 2024/1449. The beneficiary will put in place regular and systemic monitoring and reporting arrangements to inform on progress towards planned results’ achievement, including data disaggregation (i.e. by sex, age, rural/urban, etc.) - and the extent to which relevant reforms and investments are taking into account the leaving no one behind principle and contribute to gender equality and women’s empowerment.

The monitoring committee will be composed of representatives of the Commission, the Coordinator and other relevant authorities and bodies of the beneficiary and, where relevant, bilateral donors, international organisations, international financial institutions and other stakeholders, such as civil society and private sector organisations.

The monitoring data gathered and treated by the beneficiary will: feed into a semi-annual report on the fulfilment of its Reform Agenda’s payment conditions which will accompany all requests for the release of funds. Every report will provide an accurate account of the implementation of the underlying reforms as measured by corresponding indicators (and related baselines and qualitative and quantitative steps); feed into an annual report on the overall progress in the implementation of the Reform Agenda vis-à-vis the overall and specific objectives of the Facility, in line also with the indicators included in the Reform Agenda, using the template to be provided by the Commission. The

annual report will cover the entire period of the Reform Agenda implementation. The annual report shall be submitted together with the beneficiary's Economic and Reform Programme, if possible, and in any case no later than 1 March of each year and will serve the purpose of fulfilling also the reporting requirements stipulated under Article 28 of Regulation (EU) 2024/1449.

APPENDIX 1

The deadline of Dec-27 is to be read as Aug-27, in accordance with Article 13(1), point (i) of Regulation (EU) 2024/1449, as explained above.

In its assessment of the satisfactory fulfilment of the qualitative and quantitative steps (payment conditions) detailed below, the Commission will take into account all relevant elements, in particular the baselines and the sources of verification.

Albania

Albania – Fundamental Rights and Rule of Law					
Sub-area	Reform	Payment Condition (Step)	Deadline		
Fight against corruption and Organised Crime	Establish an Asset Recovery Office, as a National Coordination Unit and regional/international contact point, contributing to improvement of seizures and confiscation	An Asset Recovery Office is established and operational	Jun-25		
		Submit an application to join the European Network of Asset Recovery Offices or in regional/international recovery platforms	Dec-25		
		At least 50% of the number and value of confiscated assets are re-used (include social re-use) within 6 months from the confiscation	Dec-26		
	Strengthen repression of corruption and organised crime, including in high-level cases	Produce the threat assessment of organized and serious crimes and review the National Strategy and its Action Plan, on Organized and Serious Crimes, accordingly	Jun-26		
		Expand access and interoperability of databases and use of IT tools /investigative methods in fight against organised crime investigation	Dec-26		
		Continuous progress with the quality of proceedings in full compliance with due process rights and improving the track record of effective and efficient investigations, prosecutions, final judgements, seizure, and final confiscations in corruption, including high-level corruption cases (by June 2026) repeated (by June 2027).	Jun-26		
		Continuous progress with the quality of proceedings in full compliance with due process rights and improving the track record of effective and efficient investigations, prosecutions, final judgements, seizure, and final confiscations in corruption, including high-level corruption cases, (by June 2026) repeated (by June 2027).	Jun-27		
		Continuous progress with results in the field of investigations, prosecutions, convictions, seizure and confiscations of assets in organised crime related cases	Jun-27		
		Cooperation in the field of Drugs	Strengthen the institutional capacity and strategic framework with the aim of reduction of illicit drugs supply and demand	A National Early Warning System is operational	Dec-25
				A National Drugs Observatory is operational	Dec-26

		Evaluate the implementation of the revised Action Plan on prevention, treatment and reduction of drug-related-harms 2023-2026	Jun-27
Money Laundering	Ensure a reliable and stable framework to prevent and counter money laundering	Adopt a new National Strategy on prevention of Money Laundering and Countering Terrorism Financing and its Action Plan 2024- 2030	Dec-24
		Effectively and timely implement the Action Plan of the National Risk Assessment (NRA) on Anti-Money Laundering 2024-2027	Jun-27
Judiciary	Consolidate judicial independence and accountability by transparency	Vetting cases with suspicion of criminal elements finalised at first instance (IQC) (with termination decision) referred to the prosecution office	Dec-24
		Effective judicial follow up for vetting cases resulting with suspicion of criminal elements continue to be referred to prosecution	Jun-25
		Amend provisions regulating pre-election of the non-magistrate members of the HJC and HPC, in line with the Constitution of the Republic of Albania, to align with the high standards of integrity, background check and asset declaration applicable to magistrates and to ensure fullest application of the merit-based principle based on independent ranking.	Dec-27
		The High Judicial and Prosecutorial Councils ensure high transparency, share publicly all the information related to appointments, (career periodic (evaluations), promotions and transfers, as well as the level of implementation of recommendations of thematic inspections by HJI	Jun-25
	Enhance judicial efficiency at all levels	Reduce overall backlog and disposition time by at least 30% in civil and commercial cases from the First Instance Court of General Jurisdiction in Tirana, by at least 25% from the Appeal Court and by at least 35% from the Administrative Court of Appeal	Dec-26
		HJC effectively adopts and implements a comprehensive road map to increase efficiency and reduce backlog based on the latest methodology as adopted by the CEPEJ backlog reduction tool-book, with measurable targets, statistics, and a robust monitoring structure	Jun-25

		Ensure a solution for the facilities for the Appeal Court to be accommodated as per the judicial map 2022	Dec-25
		ICMS (Integrated Case Management System), which ensures inter-operability between courts and prosecution offices and Government Gateway, - in full respect of legal safeguards related to state databases, and of judicial independence and prosecutorial autonomy, as well as automatic generation of statistics based on CEPEJ methodology and national regulations, is ready to be used	Dec-27
		Improve the national judicial statistics by adopting and implementing a new instruction of Minister of Justice on national justice statistics, based on CEPEJ methodology and in consultation with the self-government justice institutions,	Jun-25
		Increase the capacity of the High Justice Inspectorate by ensuring the ranks of inspectors at HJI gradually filled, by targeted measures, to ensure the attractiveness of the position. HJI adopts and conducts the yearly thematic inspections plan on issues of most concern following consultations with the Councils and School of Magistrates	Dec-26
		At least 70% of vacancies for magistrates and non-magistrate staff in first instance courts of general jurisdiction, and at least 80% at appeal court of general jurisdiction and administrative appeal court and 90% of non-magistrate staff at all court levels are filled	Dec-27
Fight against corruption	Effectively prevent corruption, decrease incidence of corruption	Enhance the transparency, by establishment of an open data platform on national and local budget and public spending in partnership with civil society, and publication of all asset declarations on the website of the High Inspectorate of Declaration and Audit of Assets and Conflicts of Interest (HIDAACI), in compliance with the law on right to information and protection of personal data	Dec-24
		Adopt amendments in legal framework on Supreme Audit Institution (SAI) to increase efficiency and prevent incidence of corruption	Dec-26

		The legal framework on donations and sponsorships, and on conflict of interest, and on political party financing, have been amended in line with European standards and VC/GRECO and OSCE/ODHIR	Jun-27
Democracy, Fundamental Rights and Civil Society	Enhance freedom of expression, in line with European standards	Increased capacities of law enforcement bodies to handle cases of violence, including on the margins of protests, and other criminal cases involving journalists, notably by ensuring high human rights compliance in handling incidents involving journalists, through binding instructions, data collection and capacity building measures	Jun-25
		Conduct a policy impact assessment and a legal gap analysis on the Digital Service Act Regulation with the aim to align it into the national legislation, to increase protection of users' rights and safe content	Jun-25
		adopt legal amendments to broadly align the Digital Service Act Regulation	Jun-26
		Criminal and civil aspects of defamation are aligned with European Standards	Dec-26
		Adopt amendments of legal framework on transparency of media ownership	Dec-24
		Audience reach, strengthen transparency of media financing, media plurality and editorial independence and autonomy of the media regulator and based on a structured and inclusive dialogue with media actors	Dec-26
		Adopt amendments of legal framework on anti-SLAPP, with EC support, in line with CoE/VC standards and in line with EU acquis and based on a structured and inclusive dialogue with media actors and civil society	Jun-27
Visa Policy	Aligning visa requirements with European standards	Terminating visa-free agreements with at least two countries in 2025, and at least one each in both 2026 and 2027, which are visa required for the EU (measured at the end of each year, i.e. December 2025, December 2026, and December 2027)	Dec 25
		Terminating visa-free agreements with at least two countries in 2025, and at least one each in both 2026 and 2027, which are visa required for the EU (measured at the end of each year, i.e. December 2025, December 2026, and December 2027)	Dec 26
		Terminating visa-free agreements with at least two countries in 2025, and at least one each in both 2026 and 2027, which are visa required for the EU (measured at the end of each year, i.e. December 2025, December 2026, and December 2027)	Dec 27

Albania – Green Energy				
Sub-area	Reform	Payment Condition (Step)	Deadline	
Market reforms	Align with electricity integration package to enable electricity market coupling of the EU and Albania, establish the intraday electricity market, operationalise the package in line with the market coupling operator integration plan by 2025	Continue implementation of the electricity integration package by making operational the intra-day electricity market, in line with Energy Community requirements	Dec-24	
		Adopt legal amendments to align with the electricity integration package in line with the Energy Community requirements and start implementation	Jun-25	
		Continue implementation of the electricity integration package by the Transmission System Operator (TSO) and the Nominated Electricity Market Operator (NEMO) by taking the necessary national actions to join day ahead market coupling with the EU in line with Energy Community requirements	Dec-25	
	Gradual tariff adjustments to market prices accompanied with measures to address energy poverty.	Gradual phase out of public intervention in the price-setting for the supply of electricity, through deregulation for mid and high voltage, in line with the law on Power Sector		Dec-25
		[adopt] Action Plan [December 2024] [Gradual phase out of public intervention in the price-setting for the supply of electricity, through deregulation for mid and high voltage, in line with the law on Power Sector]		Dec-24
		Develop methodology to define energy poor groups and monitoring tools, as well as energy efficiency measures targeting energy vulnerable households, by approving the action plan for addressing energy poverty		Jun-26
	Renewables	Develop transparent and competitive quantity-based action plan for renewable energy: Planning for 3 years in place.	Adopt a quantity-based auction plan for at least 600 MW of new renewable energy capacities installation for the following three years (ongoing for 300MW to be considered as part of the triennial Auction plan)	Dec-24
Implementation of the Renewable Energy Directive: adopt RES legislation, streamline permitting, establish the renewable energy communities, operationalise guarantees of origin.		Adopt law to align with 2018 Renewable Energy Directive on biomass/biofuels, including sustainability and greenhouse gas emissions saving criteria for biofuels;		Jun-25
		RES share of gross energy mix, according to the NECP in force achieved		Jun-27
		Adopt amendments to the in-force regulations for the permit issuance to simplify permit issuance procedures for renewables (households and large installation),		Jun-25
		At least 600 MW of new renewable energy capacities installed		Jun-27

		System to issue serviceable guarantees of origin for renewable energy operational	Dec-24
		Adopt the legal framework for energy communities' establishment	Jun-26
ETS Adoption	Work on carbon pricing with the aim of having an ETS in place by 2030: focus on MRVA package	Implementation of MRVA by adopting legal amendments and bylaws to fully align with the EU MRVA Acquis and by building institutional and market readiness to implement Monitoring, Reporting, Verification and Accreditation (MRVA),	Dec-25
Energy Efficiency and air pollution	Adoption and implementation of long-term building renovation strategy, and energy efficiency scheme	Long-term building renovation strategy adopted, with earmarked necessary financing for 2025 and 2026 to fulfil the 3% annual renovation goal in existing government public buildings	Dec-24
		Adopt the national legislation to align with the regulation on labelling	Dec-24
		Adopt eco-design regulations for solid fuel local space heaters and establish effective infrastructure and capacity for market surveillance accordingly	Dec-25
		measures in line with the Energy Efficiency Directive [EED] to be adopted, and measurement, control and verification systems in accordance with the requirements of the EED to be put in place	Jun-27
		Energy efficiency obligation scheme to be adopted in the Law for Energy efficiency	Dec-25
		bylaws [] [Energy efficiency obligation scheme to be adopted in the Law for Energy efficiency]	Dec-26
		Legal Amendments of relevant law/ ; [Implement annual rate of building renovation in accordance with indicative targets [number of public buildings renovated] included into the long-term building renovation strategy]	Jun-25
		2% of public buildings renovated target	Jun-27

Albania – Digitalisation			
Sub-area	Reform	Payment conditions (Step)	Deadline

Digital	Comply with the Digital Identity regulation and implement Digital eWallet for public services	Join the EU Third Countries trusted list for the validation of electronic signatures as advanced electronic signature to achieve legal effect of handwritten signature in the EU, first step towards pursuing mutual recognition of qualified trust services	Dec-25
		Adopt relevant legislation to align with new EU Digital Identity regulation (eIDAS 2, (Regulation (EU) 2024/1183)	Jun-26
		Implement a Digital Wallet for public e-services, in compliance with EU standards by piloting as part of the public e-services Digital Identity Wallet, at least 10 public e-services.	Dec-26
		Mutual recognition agreement requirements in place and ready for signature with other Western Balkans partners	Jun-27
		Allow for connection to the public administration digital services (including at least 22 actual e-services in e-Albania in tax, social and education) (December 2026)	Dec-26
		Full participation into the EU ID Wallet	Dec-27
		Full roll-out of electronic IDs (NFC User Identity Verification/June 2026)	Jun-26
		Update the framework for cyber resilience, by introducing requirements of NIS2 Directive and strengthening relevant institutions	Update the list of critical infrastructure in scope of the national law in line with the NIS2 Directive
	Frameworks introduced by NIS2 alignment (CVD framework, crisis management framework), are in place and fully operational		Dec-25
	National and governmental CERTs are fully operational in line with NIS2 requirements		Dec-25
	reach at least 'accredited' status on TF CSIRT Trusted Introducer.		Dec-26
	Digital Agency [AKCESK] [acting as a competent authority as defined in the NIS2 Directive] operational: sufficiently staffed, equipped with supervisory powers, performing supervisory checks.		Dec 26
	Update the framework for a secure and sustainable digital infrastructure .	Implement regulatory and institutional capacity measures to secure 5G infrastructures roll-out, in compliance with the EU 5G cybersecurity toolbox	Jun-25
		Adopt relevant legislation on Broadband to align it with the EU Acquis and the Gigabit Infrastructure Act, upon entry in force in EU	Jun-26
	Improve enabling environment for innovative businesses and their take up of the potential of the green and digital agenda, including enabling relevant financial support Update the framework for a secure and sustainable digital infrastructure .	Adopt the Innovative Entrepreneurship Strategy	Dec-24
		Adopt legal act(s) on Innovation support instruments by improving current practice in line with EU practices	Dec-25

		Prepare a grants scheme with focus on incubators/accelerators, targeting green and/or digital solutions	Dec-25
		Prepare and execute a grants scheme with focus on SMEs and/or start-ups, where 30% of total SMEs and/or start-ups funds target green and/or digital solutions	Dec-24
		Prepare [December 2024] [and execute a grants scheme with focus on SMEs and/or start-ups, where 30% of total SMEs and/or start-ups funds target green and/or digital solutions [December 2025]].	Dec 24
		Execute a grants scheme with focus on incubators/accelerators, targeting green and/or digital solutions (December 2026).	Dec-26

Albania – Human Capital			
Sub-area	Reform	Payment Conditions (Step)	Deadline
Education	Revise the VET system to better match the labour skills demand	Two additional Sectoral Skills Committees (Agriculture; (Energy) Green Skills) are established and operational by contributing to the adaptation of the VET content and training programs, including the development of VET curricula	Jun-26
		5 VET Curricula (including standards of respective professions) in areas as defined in S3 revised by National Agency of VET and Qualifications and approved by the ministry responsible for VET	Jun-26
		85% of respective VET teachers trained on revised VET curricula (December 2026) <ul style="list-style-type: none"> • Design teacher training programme based on the teachers needs for implementing 5 new/revised curricula (July 2026); <ul style="list-style-type: none"> • Conduct training programme (December 2026); • Conduct mid- assessment of current employment rates (December 2025) • Develop and implement new policies to enhance employability 	Dec-26
		(50)% of graduates from VET schools who have a job in the relevant sector of their studies (3 months/6 months) after graduation (disaggregated by gender and type (employed/self-employed/continuing higher studies & working at the same time); annually tracked (June 2027)	Jun-27
	Update of the curricula in primary and secondary education	Adopt and implement a new performance appraisal system [a methodology and instruments for evaluating the level of digital competencies] for teachers at primary and secondary levels with a particular emphasis on ICT competencies	Jun-27

		Update of the core curricula in basic pre-university education linking education with labour market needs, namely the subjects “Natural sciences, Arts, Technology and ICT and Languages and Communications”).	Dec-26
		95% of teachers trained in the new curricula	Jun-27
		Start implementation of the new curricula	Jun-27
		Professional Development Programs for 50% of SPs	Dec-25
		Expand the “Arts and Crafts” programme in 65% of basic and secondary education schools. (June 2027) (baseline is 200 schools	Jun-27
	Update the national Qualifications Framework by establishing a clear and transparent relationship between national qualification levels and the relevant European QF levels.	Partly implementing, the ESGs [respectively ESG 3.3 and ESG 2.7] and introduce clear references in the respective bylaws and regulations of QA as criteria for accreditation	Dec-25
		Regulate framework for the recognition/validation of previous non-formal and informal learning experience and include lifelong qualifications, including micro-credentials, in the AQF and adopt it	Jun-26
		90% of public and private VET providers go through the accreditation process	Jun-27
	Advance digital skills and literacy for youth and ensure the provision of sufficient ICT equipment to public schools and universities.	Connect 95% of public schools with high-speed (at least 30Mbits) broadband connection	Dec-25
		Introduce ICT subject to all grades of basic education and train 500 pre-university teachers to deliver this subject	Dec-26
		The establishment of Smart Labs, each accompanied by its distinct digital infrastructure, in 75% of public schools.	Jun-27
		Improving ICT capacities in HEIs, by developing and strengthening information management platform in higher education	Dec-26
		Systematic certification for digital skills programmes that would lead to 6000 individuals certified	Dec-26
Labour Market	Strengthen the efficiency of the Unemployment Policy Scheme	Offer diversified new ALMP targeting jobseekers’ beneficiaries of economic aid, long-term unemployed jobseekers and long-term unemployed jobseekers with basic/no prior education	Jun-25
		Increase the number of registered unemployed jobseekers in active labour market programmes to 8%	Jun-26

		Increase the number of total unemployed job seekers in Vocational Training to 20% of the total unemployed jobseekers	Dec-26
		Increase the number of unemployed jobseekers who get employed through NAES' EPP (Employment promotion programs) to 5000 [disaggregated data by gender and vulnerable groups]	Dec-27
		Increase the number of registered jobseekers at the employment offices to 60% of the total unemployed persons	Jun-26
Research & Development	Strengthen the R+I national environment by adopting enabling strategic framework	Adopt the S3 Strategy	Dec-24
		Adopt law and implementing legislation on science and research aligned with European Research Area policy	Dec-25
		Adopt an Action Plan with measures to ensure progress, for Albania to be classified as a moderate innovator in the European Innovation Scoreboard, resulting to the improvement of Albania's reporting of the EIS indicators	Dec-25
		NASRI to create a platform for promoting Open Science granting Albanian researchers' free access to the research publications guaranteed by their institutions	Jun-27

Albania – Private Sector Development and Business Environment			
Sub-area	Reform	Payment Conditions (Step)	Deadline
Business environment	Ensure transparency and efficiency of state cadastre services, for investors and citizens and provide clear policy for land usage.	Adopt an integrity plan	Dec-25
		First registrations have been completed in 95% of all the cadastral zones	Jun-26
		Digitalisation of all paper based immovable property cartellas is completed and digitalisation progresses consistent with the comprehensive Road Map to achieve tangible results to finalise the digitisation processes adopted in June 2025.	Jun-26
		Adopt a land policy and put in place all necessary administrative, budgetary and coordination steps for the start of its implementation in 2028	Jun-27

		[implement] robust anticorruption measures reflecting stakeholder's feedback [representatives of the civil society, bar association, notarial chamber, banks, and business associations, etc], with the view to improve transparency and accountability in service delivery and demonstrate good track of implementation, resulting in significantly improved quality, transparency, efficiency and accountability in service delivery for services as registration of property titles, registration of real rights on property or registration of liabilities, issuance of various certifications, provided by the State Cadastre Agency	Dec-27
		Adopt a comprehensive Road Map to achieve tangible results to finalise the digitisation processes, therefore, for previously paper-based cadastral ownership titles and cadastral maps in all cadastral zones to be digitalized and first registrations to be fully completed	Jun-25
	Improve the investment attractiveness framework and in particular the FDI framework and business environment by deregulation and modernisation of business services.	Prepare the Road Map to improve and facilitate reporting praxis of business to government	Dec-25
		Adopt legal amendments to facilitate administrative procedures for businesses	Dec-24
		Adopt an action plan for improving the ranking of Albania in the OECD Policy SME Index	Dec-25
		Adopt legal amendments to improve and facilitate inspection praxis for businesses	Dec-25
		Adoption of the unified investment law(s) and main bylaws implementing legislation, in line with EU best practices	Dec-26
	Increase domestic revenue mobilisation and the comprehensiveness of the tax system, notably via adopting and implementing the Medium-Term Revenue Strategy (MTRS).	MTRS updated and adopted	Dec-24

		<i>[implement]</i> a measure on (inter alia) an evaluation of all tax exemptions with a view to deciding whether any can be phased out, and with a view to deciding whether the use of the data sets from third parties enable unjustified wealth investigations can be possible	Jun-25
		Include in MTRS and implement measures related to improving tax administration, such as use of data from third parties [electricity, water, vehicle registration], to enable tax administration programme of unjustified wealth investigations on taxpayers' assets	Dec-26
		strengthen performance of anti-tax fraud investigations	Jun-27
		completing register of taxpayers' assets for 10% of taxpayers	Dec-26
		increasing prefilling of VAT and personal income tax returns (using information from Fiscalization)	Dec-26
	Increase the attractiveness and transparency of investments, in line with EU practices, improve State-owned Enterprises and State Aid governance	and amend relevant regulations to introduce rules on the appointment of board members of SOEs, subject to open and merit-based recruitment processes	Jun-25
		Adopt PPP/concession law in line with EU acquis and EU best practices	Jun-25
		PPP/concessions start to be fully integrated into the National Project Pipeline	Dec-25
		The extension of independent board members in the SOEs criteria, through open and merit-based procedures, will be made "wherever feasible" (i.e. to all those SOEs which are not classified as "bad performers" after a feasibility analysis)	Dec-26
		Ensure that all the new board members of SOEs are appointed through transparent and merit-based procedures	Dec-24
		Adopt legal base to ensure an operationally independent State Aid Authority and operational arrangements (budget)	Dec-25
E-freight and Transport systems	Deployment of e-freight and Intelligent Transport Systems	Adopt relevant legislation to align with the Regulation of EU 2020/1056 on electronic freight transport information (eFTI)	Jun-25

		Ratify the added Protocol to the United Nations Convention for the carriage of goods, on the “electronic consignment-note” (eCMR) for International Carriage of Goods by Road needed to deploy eFTI	Dec-25
		Adopt relevant legislation for ITS frameworks and standards for road, in line with EU Acquis	Dec-26
		Implement first phase of the traffic data collection systems and road user information systems	Jun-27
		Adopt relevant legislation for ITS frameworks and standards for rail, in line with EU Acquis	Jun-27
Private sector development	Promotion of export and internationalisation of enterprises, including the facilitation of exports and trade, and value chain support to selected industries with growth potential.	The laws on Animal Health and on Plant Health are adopted and are fully aligned with the EU acquis	Jun-25
		Export promotion and facilitation programme is adopted	Dec-25
		The laws on Official Controls is fully aligned with the EU acquis	Jun-26
		[The] bylaws [of the laws on Animal Health, Plant Health and Official Controls] are prepared	Dec-26
		Increase the share of exports [services and goods] to GDP, where share of exports to GDP in net value is 40%	Jun-27
		Progress in regulatory initiatives and/or support measures related to industrial value chain partnerships with European Union is made	Dec-27
		Progress in regulatory initiatives	Dec-25
		Progress in regulatory initiatives	Jun-26
		Continuous progress with Green Lanes initiatives for trade facilitation by adopting the Trade and Transport Facilitation Programme	Dec-25

Kosovo - Public Administration Reform (incl. Public Finance Management)				
Sub-area	Reform	Payment conditions (step)	Deadline	
Public Administration Reform	Strengthen administrative capacities by filling regularly vacancies in the public administration and reducing number of open vacancies and acting positions, while improving the management and evidence-based monitoring of human resources.	Adopt an annual monitoring report on human resource management based on the new methodology and continue adopting and publishing this report on a regular annual basis; 95 % of ministries and agencies within the state administration have approved and implemented the regulations on a new internal organisation in line with LOFSAIA; Each relevant department of the Ministry of Internal Affairs and HRM units in line ministries are established and adequately staffed and trained to perform key tasks, including HRM as relevant	Dec-25	
		95% of job positions correspond to the new job classification in the civil service and 95% of these positions are systematised fully in line with the new internal organisation of line ministries	Jun-26	
		80% planned open vacancies in the annual recruitment plan for state administration institutions are successfully filled through regular organisation of centralised recruitments and acting positions reduced to 20%	Dec-26	
	Establish a transparent remuneration system and streamlined organization of line ministries and subordinated bodies for an accountable administration.	70% of automation of payment of salaries for civil service by linking HRMIS with Kosovo Financial management information system	Dec-25	
		Data on salaries in the public service according to the new job classification regulation are published annually, easily accessible and broken down into categories, classes and positions.	Jun-26	
		All line ministries and subordinated agencies function efficiently based on the new performance management methodology	Dec-26	
		All salary grids are aligned with job analysis, qualification and correspond to the job description and job classification for the reclassified positions in the civil service according to the new internal organisation of line ministries	Jun-27	
		As per National Development Strategy, all policy sectors are reviewed in accordance with the LOFSAIA and the rationalisation methodology, leading to sector-specific actions of organisational rationalisation (i.e. Action Plan(s)). The defined rationalisation action plans and related regulations and operative steps are implemented fully and comprehensively.	Dec-27	
	Public Finance Management	Complete the legal and institutional framework for the Public Procurement system	Adoption by the Assembly of the new primary laws on Public Procurement and Public Private Partnership aligned with the latest EU acquis and EU standards	Dec-25
			The organisation and composition of the Public Procurement Review Body is fully aligned with the new PP law; All procurement procedures processed through the upgraded e-procurement platform following the new PP Law	Jun-26

		Annual performance audit on procurement activities in line ministries in high-risk areas to detect and prevent corruption and irregularities.	Jun-27
		10% of large public procurement contracts are awarded with the use of best price-quality ratio as the contract award criterion;	Dec-27
	Reform of the public investment management, encompassing the regulatory framework on public investments, the administrative set-up and the unified methodological approach to ensure compliance with the best international standards and allow for a more transparent and efficient implementation of the capital projects.	E-procurement system and Kosovo Financial Management Information System (KFMIS) are fully interoperable. Multi annual contractual commitment recordings are provided.	Jun-25
		At least 75% of large-scale project appraisals are reviewed by the central project review function established at the Ministry of Finance, Labour and Transfers (MFLT) for review of the application of methodologies and guidelines from line ministries - by either setting up a new division or tasking existing staff, for major projects covering all sources of funding	Jun-27
		The project appraisal and selection guidelines and methodologies, which are in line with best international standards, are systematically applied to all capital projects by all budget organizations.	Dec-27

Kosovo - Green (Energy)			
Sub-area	Reform	Payment conditions (step)	Deadline
Market Reforms	Transposition and implementation of the Clean Energy Package.	Align legislation with the electricity integration package in line with the Energy Community requirements by adopting the Law on Energy and the Law on Electricity and secondary legislation	Jun-25
		Adopt Law on Energy Regulator and secondary legislation.	Dec-25
		Further open retail electricity market in parallel with transitional phaseout of the Bulk Supply Agreement to deregulate retail electricity prices in line with the requirements of the Electricity Integration Package, by which public intervention in price setting for end users can only be temporary and limited for households and SMEs; KOSTT and Albanian Power Exchange (ALPEX) to join day ahead market coupling with the EU based on the Market Coupling Operation Integration plan (MCO IP), as approved by European Union Agency for Energy Regulators (ACER)	Jun-26

		Procurement of electricity to cover losses of DSO shall be in the market and at market prices comparable to prices set at day ahead market operated by ALPEX. Reasonable volumes of DSO losses at market prices to be recognized as costs by Regulator ERO at annual DSO tariffs revision	Dec-26
Decarbonisation policy	Implementation of climate and energy actions as per the National Energy and Climate Plan (NECP)	Adoption of a Just Transition Roadmap with an implementation timeline and indicators	Jun-25
		Revision and adoption of the package of the secondary legislation for the implementation of the climate change law, including the legislative framework to enable the establishment of the MRVA	Dec-25
		Full implementation of Monitoring, Reporting, Verification and Accreditation (MRVA)	Jun-26
		Establish a comprehensive register of vulnerable consumers and define a national objective to support energy poor households and vulnerable consumers in line with the Law on Energy and the NECP objectives	Dec-26
Renewables deployment	Development of transparent and competitive procedures for deployment of renewable energy	Announce 3-year auction plan and launch auction for deployment of 150 MW of wind power	Dec-24
		Simplify permitting procedures for renewables for households and large installations	Dec-25
		At least 100 MW of new solar renewable energy capacities installed and connected, and contracts signed for at least 150 MW of new renewable energy capacities in line with the NECP and the targets agreed within the Energy Community.	Dec-27
Energy Efficiency	Implementation of the Energy Efficiency Directive and the Energy Performance in Buildings Directive	Implementation of the adopted Building Renovation Strategy and the plan for nearly zero energy buildings is on track through renovation of existing public buildings in line with the annual 3% renovation target (Energy Efficiency Directive)	Jun-26
		Implementation of the Building Renovation Strategy and the plan for nearly zero energy buildings, through: Certification of all new residential buildings with an Energy Performance Certificate in line with the Energy Performance of Buildings Directive (EPBD); Roll-out of consumption-based metering and billing for district heating.	Dec-26
		Increase the total rate of building renovation and street lighting: 0.5 million square meters renovated	Jun-27

Kosovo - Digitalisation			
Sub-area	Reform	Payment Conditions (Step)	Deadline
Digitalisation of public services and infrastructures	Ensure user friendly digital public service delivery through administrative burden reduction and improved quality and increased number of services available online.	100% of the new laws imposing an administrative burden are reviewed in context of prevention of administrative burden according to Administrative Burden Reduction methodology	Jun-25
		Elimination of fiscal cash registers and their replacement with fully functional software platform;	Jun-26
		Strengthen interconnectivity of civil registry to other government registries (Agency for Business Registration (ABRK), Tax Administration Kosovo, Address System (ARIS))	Dec-26
		10 public registers standardised and digitalised by the administration to improve the 'once-only' principle	Jun-27
		50% of public services for citizens and businesses are offered online through an on-line e-Kosova portal;	Dec-27
	E-signature and deployment of digital identity wallet	Compliance with the EU Digital Identity Regulation	Jun-26
		Implementing the national electronic identification and trusted services legislation compliant with the eIDAS Regulation and achieving readiness for mutual recognition of eID/trust services; submit the request to join the list of EU third countries trusted list for e-signature validation as first step towards the EU Identity Wallet; achieve readiness to participate in the Balkan Identity Wallet	Dec-27
		Establish a secure, resilient and sustainable digital infrastructure including rural and mobile broadband and 5G roll-out, with strict compliance to the EU 5G Toolbox of mitigating measures to address security risks	Alignment with the Gigabit Infrastructure Act
	Roll-out of 5G network and services to reach the 20% of the households.		Jun-27
	Compliance with the EU 5G cybersecurity toolbox		Dec-27
Cybersecurity	Comprehensive framework for cyber resilience (introducing requirements of NIS2 Directive and strengthening relevant institutions)	National and governmental CERTs are operational and reach at least 'accredited' status on TF CSIRT Trusted Introducer	Jun-26
		Adoption of the new cybersecurity law by the Assembly in full alignment with the NIS2 directive	Dec-26
		Frameworks introduced by NIS2 alignment (National strategy on the security of network and information systems aligned with NIS2 requirements, single point of contact, crisis management cooperation framework at national level, CVD framework), are in place and in use	Jun-27
		Establishment of a competent authority and list of entities (the Cybersecurity Agency acting as competent authority as defined in the NIS2) is operational: sufficiently staffed, equipped with supervisory powers, performing supervisory checks; list of entities in scope of the national law corresponding to the NIS2 Directive is finalized)	Dec-27

Kosovo - Private Sector Development and Business Environment			
Sub-area	Reform	Payment Conditions (step)	Deadline
Business environment	Facilitate investments of private sector and improve mechanisms to attract FDI in strategic sectors promoting adoption of higher value-added products and services and innovation.	State Aid Commission established	Dec-24
		State Aid Control System functional.	Jun-25
		Agency of Investments and Export and the Agency for support of the Enterprises established and fully operational	Dec-25
		Establish investor grievance settlement mechanism as per Law on Sustainable Investment, and aftercare program and investor aftercare unit within Investment Promotion Agency	Jun-26
		Introduce incentives and necessary legislative reforms to attract FDI with a focus on FDI growth in strategic sectors	Dec-26
		FDI growth in strategic sectors (10% compared to baseline in 2024)	Dec-27
	Support the creation and scaling up of start-ups and MSME's specialised in ICT and green and circular economy, as well as the uptake of green technologies, through the Innovation Fund and business incubators.	Adoption of the law on innovation and entrepreneurship	Dec-24
		National Innovation Council and Innovation Fund established and fully operational	Jun-25
		Put in place a sustainable framework for supporting existing business incubators addressing innovative start-ups in the green and circular economy and ICT (minimum 30% to be covered by government)	Jun-26
		Creation of a window for innovation towards adoption of green technologies within Innovation Fund with sizeable number of beneficiaries (at least 40 companies)	Dec-26
	Enhance export profile of strategic sectors, including through implementation of the Industrial Development & Business Support Strategy 2030.	Export Market Information Centre established and fully operational	Dec-25
		6 testing laboratories supported and 4 certification bodies supported and ready to provide international accreditation	Jun-26
		Support SMEs to help them address conformity assessment challenges in priority sectors with the aim of export growth (100 beneficiary companies)	Jun-27
		Export growth in strategic sectors (15% compared to baseline in 2024)	Dec-27

	Implement bankruptcy legislation through alignment with EU acquis, simplification of procedures, insolvency policy measures and streamline processes through digital tools.	Primary and secondary legislation related to bankruptcy and insolvency amended and aligned with EU acquis (Insolvency Regulation, Restructuring and Second Chance Directive, Late payment Directive)	Jun-25
		Early warning system established to identify and prevent bankruptcy of SMEs. Early warning system enforced for viable SMEs facing major difficulties and preventive restructuring debt procedures for SMEs in place with 100 SMEs supported	Jun-26
		Data regarding number of active restructuring procedures and bankruptcy trustees is publicly available	Dec-26
	Improve the governance, efficiency, and accountability of Publicly-Owned Enterprises (POEs) to enhance their contribution to the economy.	Ensure that all POEs registry are publicly available and up-to-date, including information on the ownership. 100% of the POEs have established an independent audit committee to address findings from internal and external audits including the fiscal risk management findings. The unit responsible for monitoring POEs as a monitoring mechanism requires a report on the elimination of the auditor's findings and fiscal risk management findings within the deadline set by the Board of Directors, analysing and demanding accountability based on audit recommendations and fiscal risk elements	Dec-25
		50% of the independent external audit recommendations for the year 2023 have been fully implemented by the central POEs.	Jun-26
		Amendment of the Law on Publicly Owned Enterprises - This law should be amended in order to be aligned with OECD Guidelines on SOE's corporate governance; All POEs required to publish annual financial reports. Timely publication of the consolidated annual POE performance reports produced by the Ministry of Economy – Monitoring Unit of the POEs, with the aim of ensuring effective fiscal risk management and timely oversight of the POE sector; For all central POEs, objectives and KPIs have been defined, set out in their annual reports, which are annually evaluated based on their fulfilment.	Dec-26
	Deploy Intelligent Transport System (ITS) and e-freight fully aligned with ITS Directive.	Align with Regulation (EU) 2020/1056 on electronic freight transport information (eFTI)	Dec-25
		Implement ITS frameworks and standards for road and rail	Dec-26
		ITS on 60 Kms of the TEN-T road network is operational	Dec-27
Access to finance	Enhance the access to finance, payment system integration/services and financial inclusion, articulated in different law proceedings.	Adopt the law on Micro Finance Institutions and Non-Bank Financial Institutions and by-laws to address the status of the MFIs and NBFIs to allow for new investments and growth and support the efforts on access to finance	Dec-25

		Scale up the Kosovo Credit Guarantee Fund (KCGF) to improve access to financing with an emphasis on export-oriented manufacturers and service providers, as well as underserved MSMEs such as women in business, farmers and start-ups by creating two additional windows: an export-oriented MSME window and a start-up window (companies registered for less than 2 years). Providing an additional Governmental EUR 20m contribution to the Fund's Capital Structure.	Jun-26
		This funding should mediate, in 2027, at least a 30% increase in KCGF's activities compared with the 2022 baseline. This means lending at least 126.5 million euros by Financial Intermediaries over 2.627 loans for 2.275 MSMEs	Dec-27

Kosovo - Human capital			
Sub-area	Reform	Payment Conditions (Step)	Deadline
Education	Based on Education Strategy 2022 – 2026, introduce a digitalised education system by implementing digital infrastructure in schools, providing digital learning materials and developing the digital skills of teachers.	New technological devices purchased by Educational and Training Institutions and Higher Education Institutions. (KESP 5.3.4)	Dec-25
		At least 40% of teachers demonstrate a basic level of digital competence knowledge for teachers (based on DigCompEdu and KESP 5.4), sex disaggregated;	Dec-26
		At least 60% of educational institutions (ETI, HEI, MED, MESTI, Agencies, Institutes) meet the basic requirements of digital competences for educational organisations, as outlined in the DigCompOrg framework, particularly regarding descriptors pertaining to resources and benchmarking (i.e. descriptors 12 and 15 of the DigCompOrg framework of 2015). (KESP 5.6.4)	Jun-27
		Digital teaching materials developed and produced for basic subjects and secondary level and shared with all schools (J27) (KESP 5.2.2)	Dec-27
	Increase enrolment in and quality of the early childhood education by improving access to and quality of care system and services, promoting holistic development of children, and as a result also facilitate the participation of women in the labour market.	At least 80% of all ECEC institutions comply with at least 40% of the quality assurance framework;	Jun-25
		At least 8% of children aged 0-2 enrolled in pre-primary education. (KESP 1.1.4)	Dec-25

		At least 45% of children aged 3 to 5 years enrolled in pre-primary education. (KESP 1.1.3)	Dec-26
		At least 50% of private ECEC institutions have been assessed according to quality assurance framework.	Dec-27
	Enhance the quality of education and teaching profession, by improving quality and relevance of continuous professional development of teachers, implementation of the system for teacher licensing, undertaking quality review of textbooks, and improving efficiency of school performance evaluation	At least 40% of the school network reorganisation plan implemented (KESP 2.1.2)	Dec-25
		Adoption of revised curriculum for grades 1-5; Adoption of revised curriculum for grades 6-10 and 70% of textbooks and teaching materials according to pre-university education levels. (KESP 2.7.2); At least 50% of schools undergo internal and external assessments (KESP 2.2.3)	Jun-26
		At least 80% of new/accredited pre-service teacher training programmes are in line with teacher standards and curriculum philosophy offered at relevant Pre-University Education levels (KESP 2.9); 55% of children with special needs enrolled in compulsory Education and 30% enrolled in Upper Secondary Education, with adequate teacher/students' ratio (KESP 2.3.2.)	Dec-26
Labour market	Increase labour market participation of women, young people and vulnerable groups through the ongoing restructuring and improved administrative capacity of public employment services.	50% of Active Labour Market Measures to target women, youth (aged 15-29), people with disabilities, those living in rural areas and ethnic minority groups.	Jun-26
		The ratio of Employment Agency counsellor to client is reduced to 1:500.	Jun-27
	Align education, with labour market needs through close cooperation with the business community and through revising the legal framework on VET and adult education and increasing work-based learning in VET schools.	Full membership of ENQA	Jun-25
		Entry-into-force of new law regulating VET (including governance, curricula, funding formula and network of VET institutions) and adult education (AE) in line with European standards.	Dec-25
		At least 30% of VET and adult education teachers and trainers either trained in the new curricula or already have relevant professional experience; At least 50% of non-formal qualifications offered by PES, registered in the NQF qualifications register.	Jun-26
		50% of VET students benefiting from substantial (at least 25% of the programme) professional learning experience in workplaces, disaggregated by sex.	Dec-26
		At least 90% of formal qualifications offered by VETIs registered in the NQF qualifications register.	Jun-27

		At least 80% of VETIs provide career counselling and guidance services. (KESP 3.4.2)	Dec-27
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Kosovo – Fundamental Rights and Rule of Law			
Sub-area	Reform	Payment conditions (step)	Deadline
Judiciary	Improve the performance, integrity, accountability and efficiency of the judiciary, including by implementing the Joint Commitment Statement	Reinforcing the monitoring and reporting mechanism to ensure the full and effective use of the Case Management Information System (CMIS), based on accountability and linked to disciplinary measures;	Dec-24
		Ensure effective integrity checks in line with European standards through the regular full verification of the assets declarations of judges and prosecutors by the Agency for the Prevention of Corruption, including by crosschecking the information with relevant institutions; amend the Law on disciplinary liability of judges and prosecutors to address the findings of the TAIEX peer review mission, including by introducing a specialized investigation body; improve the recruitment system by strengthening the current mechanisms for background verification of candidates, including by clarifying its scope and procedures. Ensure that the legislative reforms implementing the Joint Commitment Statement are aligned with European Standards; and allowing sufficient time for their consultation and review to this end.	Jun-25
		Adopt the Civil Code	Dec-25
		Enhance accountability of court presidents and chief prosecutors in the functioning and management of courts and prosecution offices, including by introducing case processing monitoring, performance analyses of courts and prosecution offices, and reports on budget and staff needs	Jun-26
		Increase overall first instance clearance rate to 115%	Dec-27
Fight against corruption	Improve the efficiency to fight corruption through prevention and repression and by improving the strategic framework	Adopt an Anti-Corruption Strategy for 2024-2027, in line with European best practices and standards and national constitutional principles and including annual action plans with measurable objectives and a reporting mechanism on its implementation	Dec-24
		Increase the number of whistleblowing reports processed by the Agency (by 30% compared to 2024)	Jun-25
		Increased number of cases notified to prosecution office by the Agency for Prevention of Corruption (by 30% compared to 2023 baseline) in 2025; 15% of anti-corruption legislation assessed and 50% of integrity plans reviewed	Jun-26
		Disposition time by Courts' Special Departments in corruption, organised crime, and terrorism first instance cases in 2026 reduced to 1 year	Jun-27
		An increase in the number of investigations, confirmed indictments and convictions is demonstrated in cases of corruption, including at high level	Dec-27
Fight against organised crime	Effectively implement police organizational structure allowing for intelligence-led approach to fight organized crime, implement strategic approach to fighting organized crime and improve multi-disciplinary cooperation in	Strategy for fighting organised crime adopted, focusing on strengthening institutional cooperation, financial investigations and intelligence capacities; confiscation fund is established; establishment of intelligence structures at police regional and central level with sufficient human and technical resource	Jun-25

	complex cases, leading to increase in convictions.	An increase in the overall value of seizures, freezing and confiscations of the proceeds of crime is demonstrated	Jun-26
		Increased number of financial investigations and investigations by multi-disciplinary teams for complex cases by 50% in 2026 compared to baseline of 2023; an increase in the number of investigations, confirmed indictments and convictions is demonstrated in cases of organised and serious crime	Jun-27
Fundamental rights	Strengthen implementation of the legislative and strategic framework on the protection against domestic and gender-based violence and on the rights of non-majority communities.	The Director of the Office of Community Affairs is selected and appointed, in line with existing legislation	Dec-24
		Unit for Translation, Harmonisation and Linguistic control set up and operational in the Prime Minister's Office	Dec-25
		The National Coordinator Secretariat is established; Number of protection orders issued in 2025 by basic courts increased by 20% (Baseline 2023)	Jun-26
		Punishments for domestic violence are above the minimum legal threshold in at least 80% of cases; Number of final convictions related to domestic violence using the domestic relationship as an aggravating circumstance in 2026 increased by 40% (baseline 2023)	Jun-27
Democracy	Improve the Assembly's performance in law making and oversight through improved planning, internal management, and development.	Introduce an electronic voting system (presence & participation is included in this system)	Dec-24
		Adopt the program of the working sessions of the Assembly	Jun-25
		Introduce measures and/or penalties in the rules of procedure to ensure the Assembly can perform its role	Dec-25
Visa policy	Increase visa policy alignment with the EU acquis.	Terminating visa-free agreements with countries [at least one per year, starting in 2025] which are visa required for the EU [measured at the end of each year [December] during the lifetime of the Facility 2024-2027].	Dec-25
		Terminating visa-free agreements with countries [at least one per year, starting in 2025] which are visa required for the EU [measured at the end of each year [December] during the lifetime of the Facility 2024-2027].	Dec-26
		Terminating visa-free agreements with countries [at least one per year, starting in 2025] which are visa required for the EU [measured at the end of each year [December] during the lifetime of the Facility 2024-2027].	Dec-27

Montenegro

Montenegro – Private Sector Development and Business Environment			
Sub-area	Reform	Payment Condition (Step)	Deadline
Business environment	Reforming the governance of State-Owned Enterprises (SOEs). Improving the governance, efficiency, and accountability of State-Owned Enterprises (SOEs) to enhance their contribution to the economy.	Keeping a publicly available and up to date register of SOEs and companies with State's participation, including municipal companies. The register should be regularly updated with all relevant data on the financial performance of SOEs [liquidity, profitability, solvency], as well as the data on results of external audits	Dec-24
		Corporate governance and accountability. Amend corporate law or adopt new law/bylaw to introduce new rules and criteria for the nomination and selection of board members of SOEs. The nominations are to be subject to an open, independent and merit-based selection process, while also increasing diversity and number of independent board members. Strengthen the governance, ownership function and oversight of SOEs by establishing the performance-based incentives to assess the efficiency of SOEs based on mandatory annual financial reports, which should be available in the register of SOEs.	Jun-25
		Risk management, internal audit and audit committees. SOEs shall establish an independent internal audit function and risk management following internationally recognized frameworks and standards, as well as the EU good practice on public internal financial control (PIFC). Moreover, SOEs will establish the functional audit committees in line with the relevant Law.	Jun-26
		Appointments to management bodies and financial reporting. 100 % of the new Board members will be appointed in accordance with the newly established rules/criteria. The majority [at least 51 %] of the existing members of the board are subject to a re-evaluation in accordance with the newly established rules and criteria. 80 % of SOEs published annual financial reports	Dec-26
		Establish an effective oversight system of assessing, monitoring and reporting on financial performance and fiscal risks of SOEs. Fiscal risks of SOEs which potentially may have an impact on the central budget will be systematically assessed and monitored by, inter alia, publishing annual aggregate SOE portfolio reports and Statement on fiscal risks to the central budget that come from SOEs	Dec-26

	Revising public procurement processes and State Aid policies. Enhancing transparency, efficiency, and integrity in the public procurement processes and State Aid.	Inter-governmental agreements and third-country contracts. The level of transparency regarding all projects [completed, ongoing and future contracts] contracted under intergovernmental agreements is increased by introducing and making publicly available project-specific information in the e-procurement system. The following elements should be available: <ul style="list-style-type: none"> • Name of the project • Procurement contract value • Basic procurement contract information <ul style="list-style-type: none"> • Contracting authority • Main contractor • Procurement procedure followed <ul style="list-style-type: none"> • State of play of the project according to an established project management methodology. • Studies and public consultations made, including impact on environment and other technical surveys, cost-benefit and feasibility studies. • Information on how EU standards have been respected, including the principles of transparency and equal treatment in public procurement 	Dec-24
		100% of all intergovernmental agreements and contracts with third countries concluded since December 2026 fully comply with EU rules on public procurement (with exception of defense and security sectors).	Jun-27
		Anti-corruption framework. Following the adoption of the Law on amendments to the Law on the prevention of corruption, revise the anti-corruption, integrity and conflict of interest framework for public procurements and implement the changes	Jun-25
		Adoption by Parliament of the new Law on Protection of Competition and the new Law on the control of State aid, ensuring full financial independence of the Agency for Protection of State Aid and Competition to enforce state aid control and competition rules	Dec-25
		Competitiveness and efficiency of the procurement market. The value of procurements published without the publication of the contract notice (direct procurement with a value below 8.000,00 EUR) should be reduced to 2 percentage points of total public procurements value by December 2026. Annual reduction by at least 3 percentage points of the total public procurements value should take place in both 2024 and 2025	Dec-26
	Dismantling regulatory barriers and facilitating the conduct of business	Alignment with the Law on Business organisations registration, New Law on business organisation registration will recognise and define the status of active and inactive companies. Company register is updated regularly to remove defunct companies from the registers (in line with the Law on Business organisations registration). Consistency is ensured between debtor register of the Central bank and the company register (current discrepancy 15% of the companies with blocked accounts not shown as debtors in the company registers). Consistency of 100% between the CBCG register and the company register is achieved.	Jun-25
Public consultations and Regulatory Impact Assessments (primary and secondary legislation). 100% of new legislation is subject to public consultation with businesses and civil society organisations and the local self-governments. 100% of new legislation is subject to RIA prior to public consultation		Dec-25	

		Blocked SME accounts. Addressing the issue of small and medium-size debts and deblocking of SMEs accounts (e.g. abolition of small debts with maturity over 24 months, reduction of medium sized debts). Implement e-procedure for SMEs to request the reduction/abolition of debt lower than 5000 EUR. Target: 80% of small companies with a debt lower than 5000 EUR and a maturity of 24 months should be subject to a quick and simple restructuring procedure (including the removal of the debt and the reopening of their account). Electronic system of exchange of information to facilitate efficient deblocking of SME accounts established by CBCG.	Dec-26
		Feedback on administrative barriers to business. Activities for addressing barriers to business of the administrative nature, registered by the Competitiveness Council Secretariat, including new barriers, are initiated by the public administration within 6 months from their registration in the list. Proposed actions to resolve them, indicative timelines and updates on progress are reported biannually to the Competitiveness Council Secretariat and made available to all Council members	Dec-25
		E-registration for companies and e-payments. Electronic registration for all types of business entities is fully available. Overall preconditions for technical integration of the electronic register with the EU Business Register Interconnection System (BRIS) are established. Electronic payments of national and local fees, charges, levies and taxes are fully available	Jun-26
	Improving e-cadastre and spatial planning	Adopting the Spatial Plan of Montenegro (by the Parliament)	Dec-24
		Updating land registries. Migrating all data from the existing land ownership database to the e-cadastre	Dec-25
		Providing functionality to the e-cadastre. Implementing new online services for distributing cadastral data and documents, amending legal provisions to allow for electronic request submission, fully implementing the web application for electronic requests submission	Dec-25
		E- cadastre is accurate and updated for 100% of real property in the country.	Jun-27
		Addressing illegal constructions. Legal solution for the simplified legalisation procedure for the illegal constructions (including health and safety, updates to e-cadastre, taxation, connection to water, electricity, telecommunication and waste collection grids) is adopted by the parliament and implementation started. Adoption by parliament by December 2024. The legalisation process is completed for at least 20000 illegally constructed buildings by December 2027 (baseline: December 2023)	Dec-27
		Reforming inspections services. Increasing integrity, efficiency and performance of inspection services and reducing the informal economy	Improving legal framework and focusing on informal economy. Adopt and implement changes to the Law on Misdemeanours, the Law on Inspection Supervision, the Law on Prevention of Illegal Business, as well as the Criminal Code of Montenegro, to increase the supervisory oversight of inspectors (including right of entry to residential premises where suspected unregistered activities are carried out), introduce appeal procedures, lift their territorial assignments, remove the possibility of discretionary decisions and to ensure the prerequisites are met for a systematic fight against the informal economy

		Increasing efficiency of inspections. The Labour and Tax Inspectorates increase the number of inspections by 50% compared to the 2020-2023 period average.	Dec-26
		Inspections are carried on the principle of sectorial risk-base approach. At least 75% of inspections focus on economic sectors sensitive to grey economy (e.g. construction, gambling, tourism and agriculture).	Dec-27
		The size of total handed penalties increases by 100% compared to 2020-2023 period	Dec-26
		Implementation of the Government programme for suppression of the informal economy: At least 75% of the targets set in the action plan for 2024 – 2026 are achieved	Jun-27
		Improving integrity in the inspection services. Obligatory annual asset declaration and conflict of interest declaration for the inspectors introduced and subject to checks by the Anti-Corruption Agency	Dec-24
Business sector competitiveness	Deployment of e-freight and Intelligent Transport Systems	Align with Regulation (EU) 2020/1056 on electronic freight transport information (eFTI)	Dec-25
		Ratify road international convention (eCMR) needed to deploy eFTI	Jun-26
		Implement ITS frameworks and standards for road and rail	Dec-26
		ITS on 62 Kms of the TEN-T road network is operational	Dec-27
	Further development of the Research and Innovation (R&I) ecosystem for knowledge-based economy (in accordance with the Smart Specialization Strategy)	Number of funded R&I actors (physical persons – researchers and innovators, and legal entities – scientific research institutions, companies, clusters, NGOs) in the National R&I System is increased by 50% and the impact is demonstrated through improved figures in research and innovation statistical reporting,	Dec-25
		Number of companies benefiting from the services of the Innovation Centers / Technology Centers as a result of their launched and publicly made available list of services for companies increased by 50%	Dec-26
		R&D expenditure of the business sector in MNE reaches 15% of the EU average	Jun-27
		R&D expenditure of the public sector in MNE reaches 35% of the EU average	Jun-27

Montenegro – Green (Energy)			
Sub-area	Reform	Payment Conditions (Step)	Deadline
Energy market reforms	Full implementation of the electricity integration package	Complete transposition of the electricity integration package in line with the Energy Community requirements and continue its implementation	Dec-24

		Continue implementation of the electricity integration package by TSO and NEMOs joining day ahead market coupling with the EU	Jun-26
		Finalize implementation of the electricity integration package by coupling the intra-day electricity market	Dec-26
	Gradual tariff adjustments to cost recovery levels accompanied by energy poverty measures	Phase out of public intervention in the price-setting for the supply of electricity in line with Article 5 of the Directive 2019/944 on common rules for the internal market for electricity	Dec-24
		Implementation of measures aimed at protecting energy poor and vulnerable customers including developing methodology to define energy poor groups and monitoring tools	Jun-25
		Electricity price for households reflects the market price in line with EU best practice (for ex. Linking bilateral supply contracts between the generator and the supplier of electricity to annual average of the day-ahead market price) as a priority.	Dec-27
	Decarbonization policy and preparation for carbon pricing mechanism	Implementing priority policies and measures from the National Energy and Climate Plan (NECP)	Governance structures mandated to implement and monitor just transition actions are operational and have adopted a plan for training and job creation for people employed in mining and coal power production
Establishment of the training centre and scheme for retraining and re-employment focusing on implementation of comprehensive Programme as well as on other industry or service jobs			Dec-26
Law on protection from the negative impacts of climate change and protection of ozone layer in line with a climate neutrality target for 2050 enters into force.			Dec-25
At least 400 persons out of which 15% women trained under the scheme for retraining and re-employment focusing on implementation of comprehensive Programme as well as on other industry or service jobs. Baseline December 2024			Dec-27
Short-term human capital development measures focusing on retraining and re-employment in Pljevlja coal region are completed in line with the just transition action plan.			Dec-26
90% of the individual heating systems in the public buildings and 70% individual heating systems in the private buildings switched from coal to clean fuel			Dec-27
100 persons out of which 15% women are retrained under the action plan (pilot) baseline December 2024			Dec-26

		Implementation of the comprehensive Programme for renovation of public and private buildings in Pljevlja coal region, offering financial solutions for energy efficiency and replacement of fossil heating systems;	Dec-27
	Improvement of the national ETS system towards alignment with the EU ETS system	Full implementation of Monitoring, Reporting, Verification and Accreditation (MRVA)	Dec-25
Renewables deployment, energy efficiency and air pollution mitigation	Developing transparent, competitive procedures for deployment of renewable energy and foreseeing the entry of newcomers	Announce 3-year auction plan of at least 400 MW and launch the first auction	Jun-25
	Implementing the Renewable Energy Directive (permitting, guarantees of origin, prosumers)	Adopt legislation in line with the Renewable Energy Directive (RED II) including a regulatory framework for prosumers and streamlining of permit-granting procedures (e.g. designation of a single contact point)	Dec-24
		Operationalise the system of guarantees of origin	Jun-25
		One of energy communities established and operational	Jun-26
	Increasing power generation capacity through larger utilisation of RES and more efficient use of existing power plants	At least 200 MW new renewable energy (solar and wind) capacities installed and connected to the grid in line with the targets agreed within the Energy Community	Jun-27
	Implementing energy efficiency and air pollution legislation	Ensure the issuing of Energy Performance Certificates (in line with the EPBD regulation) and amend relevant legislation to enable effective decision-making on energy efficiency investments for homeowners	Dec-24
		Long-term renovation strategy and action plan adopted and starts to be implemented with retrofitting of existing public buildings ongoing and aligned with the annual 3% renovation target	Jun-25
		Adoption of the Strategy on Air Quality Management 2024-2029 including the development/update of air quality plans for zones where the NEC Directive limit values for air quality are exceeded	Dec-25
		Implementation of the Ecodesign regulation for solid fuel local space heaters through establishment of effective infrastructure for market surveillance and initiation of a replacement scheme for domestic heating	Dec-26
		Increase annual rate of building renovation and street lighting in accordance with the targets agreed in the Energy Community at least 60.000 sqm renovated	Dec-25
		Increase annual rate of building renovation and street lighting in accordance with the targets agreed in the Energy Community at least 130.000 sqm renovated	Dec-26
		Increase annual rate of building renovation and street lighting in accordance with the targets agreed in the Energy Community at least 200.000 sqm renovated	Dec-27

Montenegro – Digitalisation			
Sub-area	Reform	Payment Condition (Step)	Deadline
Digitalisation	Secure broadband infrastructure deployment, including 5G networks	Adoption of the National Plan for development of Broadband infrastructure by government	Dec-24
		Compliance with the Gigabit Infrastructure Act: legislation in place (primary and secondary) to set-up a secure information system	Dec-25
		Rulebook as bylaw of new Law on Electronic Communications in compliance with the EU 5G cybersecurity toolbox	Dec-26
		Secure broadband infrastructure and network deployment in rural areas	Dec-27
	E-signature and deployment of digital identity wallet	Compliance with the EU Digital ID resolution	Dec-25
		Implement a Digital Identity Wallet, including as a minimum: the new EU Digital Identity Regulation; Signing and implementation of the Mutual Recognition Agreement (MRA) of Trust Services with other countries of the Western Balkans; join the list of EU third countries trusted list for e-signature validation as first step towards the EU ID Wallet; Participation in Balkan Identity Wallet	Dec-26
		Full roll-out of electronic IDs allowing for connection to the public administration digital services (including tax, social and education services) and full participation into the EU ID Wallet	Dec-27
	User friendly digital public service delivery	Plan for full deployment of transactional national and local level public electronic services 2025-2027 adopted by the Government (additional to services piloted by 2024); e-government platform and inter-operability of registers functional.	Dec-24
		Legislative compliance with the Open Data Directive; Deployment of public e-services based on the Plan (1st step)	Dec-26
		Deployment of public e-services based on the Plan (1st step)	Dec-25
		Deployment of public e-services based on the Plan (2nd step)	Dec-27
	Cybersecurity -- Setting up a comprehensive framework for cyber resilience (introducing requirements of NIS2 Directive and strengthening relevant institutions)	Frameworks introduced through NIS2 alignment (Coordinated Vulnerability Disclosure framework, crisis management framework), are in place and in use	Dec-25
		Adoption of the Law on Information Security by the Parliament in full alignment with the NIS2 directive	Dec-24
		Establishment of a competent authority and list of entities. The Cybersecurity Agency (acting as competent authority as defined in the NIS2) is operational: sufficiently staffed, equipped with supervisory powers, performing supervisory checks. List of entities in scope of the national law corresponding to the NIS2 Directive is finalized	Dec-25

		National and governmental CIRT are operational in line with NIS2 requirements and reach at least 'accredited' status on TF CSIRT Trusted Introducer	Dec-25
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Montenegro – Human Capital			
Sub-area	Reform	Payment Condition (Step)	Deadline
Employability, activation support, social services	Address labor market mismatches through lifelong learning and increase employability of graduates with work-based practical learning, including for jobs in green and digital economy	Work based learning in higher education: 20% of total students (of which approx. 50% women) benefit from substantial work-based learning with employers during their respective education	Dec-25
		Upskilling and reskilling of work force: At least 7% of adults aged 25-64 (of which approx. 50% women) have participated in learning during the last 12 months	Dec-26
		Work-based learning in VET: At least 50% of graduates (of which approx. 40% women) from 3 year VET curricula benefit from substantial (at least 25% of the programme) work-based learning with employers during their respective education	Dec-27
		A new model for career guidance and counselling adopted within the Strategy on career guidance and counselling 2025-2030	Dec-25
		800 career guidance counsellors at primary and secondary schools and universities are trained in line with the new model	Dec-27
	Increasing female labor force participation	Two ALMM programmes that specifically target women are under implementation in the context of introduction of a revised gender targeting methodology, in line with ESF+ requirements	Dec-26
		Provision of quality childcare: Increase of the capacities of publicly funded childcare throughout the country available for children by 1800 new places (in line with rulebook standards), divided equally between age group 0-3, and 4-6	Dec-26
		Increase number of qualified personnel employed for childcare provision by 300	Dec-26
	Reforming system of social and child protection for more effective, efficient, and transparent use of public funds	Activation of beneficiaries of material support: Law on Social and Child Protection and its accompanying bylaws has been amended to enable sequenced transition from receiving material support to labour market activation	Dec-25
		500 (cumulative) beneficiaries of material support (of which approximately 50% women) participated in Active Labor Marker Measures for their labor market activation in the years 2026 and 2027	Dec-27
		Minimum package of guaranteed social services identified and an approach to their sustainable financing is defined in the Strategy for Deinstitutionalization	Jun-25
		One single inclusive and unified disability-related cash transfer covering all rights of a given beneficiary and processed through an electronic system in place	Dec-27
		As a step towards enhanced access, in each municipality, a minimum of three social services out of those described in the Law on social and child protection is accessible to citizens in accordance with their needs (including as a shared provision across multiple municipalities if appropriate). None of these three may support institutionalisation	Dec-27

		All financial allowances at national level relating to social and child protection are established and calculated through the upgraded Integrated Social Welfare Information System (e-social)	Dec-27
Education and skills development	Investing in all levels of education	Tendering procedures launched for construction or refurbishment of schools as required to reduce the number of shifts in most overcrowded primary schools from current 5 shifts to 3 by December 2027	Dec-25
		2000 of trained teachers for the implementation of new/revised curricula in line with Strategy of Development of Education 2025-2035	Jun-27
		Number of maximum shifts in most overcrowded primary schools reduced from current 5 shifts to 3	Dec-27
		Number of high school graduates who enroll in study programmes for teaching profession for STEM at University of Montenegro increased from 5% to 10%	Dec-26
		Inclusion: Completion rate of final grade of elementary school of Roma and Egyptian girls and boys increased to 90% and of final grade of secondary school to 50%, and transition rate to secondary increased by 25% as compared to school year 2022/2023	Dec-27
	Digital Education: Building on the concept and curricula of the Digital Academy beyond public administration and implementing to the society at large in an organized and socially inclusive way; Implementing Education System Digitalization Strategy (2022-2027) and its related action plans	2,000 teachers/participants participated in trainings on digital competences as per the adopted Framework on Teachers' Digital Competences.	Dec-25
		17% of the total number of primary and secondary schools have an EdTech hub, i.e. 25% of students (of which approx. 50% female) have the opportunity to use it	Jun-26
		34% of the total number of primary and secondary schools have an EdTech hub, i.e. 50% of students (of which approx. 50% female) have the opportunity to use it	Jun-27
		7,500 (cumulative for the entire period) teachers/participants participated in trainings on digital competences as per the adopted Framework on Teachers' Digital Competences.	Dec-27
		In elementary and secondary schools there is on average minimum one technological device (laptop, desktop, tablet, TV, projector) available per 11 students.	Jun-27

Montenegro – Fundamental Rights and Rule of Law			
Sub-area	Reform	Payment Conditions (Step)	Deadline
Democracy	A new, comprehensive, and harmonized legal framework for conducting elections adopted by the Parliament, in accordance with European standards and existing recommendations of the Organization for Security and Cooperation in Europe (OSCE)/Office for Democratic Institutions and Human Rights (ODIHR), as well as the Council of Europe.	A comprehensive review of the electoral legal framework, implementing ODIHR (2023) recommendations	Dec-25
		Amendments to the Law on the Election of the President of Montenegro	Jun-26

Judiciary	The judiciary and the prosecution are independent/autonomous, impartial, and accountable and act with integrity and professionalism.	Appointment of the Supreme Court president	Dec-24
		Amended Constitution, in accordance with the acquis of the EU and European standards on the independence, responsibility, integrity, impartiality and professionalism of the judiciary and prosecution, including addressing the already existing recommendations of the European Commission, opinions of the Venice Commission and recommendations of the Group of States of the Anti-Corruption Council (GRECO).	Jun-25
		Full implementation of the system of appointment, evaluation of performance and advancement of judges and public prosecutors in accordance with the amended Law on Judicial Council and Judges and the Law on State prosecution	Dec-27
Fight against corruption	Effective enforcement of legislation to combat corruption, including high-level corruption, including financial investigations and seizure and confiscation of assets, in line with the EU acquis, European and international standards, including the recommendations of the 2022 review mission as well as the recommendations of GRECO and OSCE	Anti-corruption strategy/action plan implementation): Integrity tests are created and delivered in the Customs Administration and the Tax Administration – target is reaching at least 30% of staff	Dec-25
		increase by 20% of filling in vacant positions - in accordance with the Rulebook on the internal organization and systematization of positions - in competent courts for the fight against corruption	Dec-25
		Improved results in the field of investigations, prosecutions, final judgments, confiscation and final confiscation in corruption, including cases of high-level corruption. Demonstrate an overall increase in the number of investigations, confirmed indictments and convictions, including high-level corruption cases; demonstrate an increase in the number and the overall value of seizures, freezing and confiscations of the proceeds of crime; demonstrate an increase of standalone financial investigations	Jun-26
		Improved results in the field of investigations, prosecutions, final judgments, confiscation and final confiscation in corruption, including cases of high-level corruption. Demonstrate an overall increase in the number of investigations, confirmed indictments and convictions, including high-level corruption cases; demonstrate an increase in the number and the overall value of seizures, freezing and confiscations of the proceeds of crime; demonstrate an increase of standalone financial investigations repeated	Dec-27
Fundamental rights and freedom of the media	Decrease of the level of gender-based violence in Montenegro.	Supreme state prosecutor has put in place and monitor standard operating procedures for the prosecution as regards the handling of sexual and gender-based violence cases, in line with relevant articles of the Istanbul Convention on preventing and combating violence against women and domestic violence, as well as of the EU Directive of Victim Protection; Standard operating procedures for the sentencing in cases of sexual and gender-based violence are put in place, in line with the new Criminal Code	Dec-24
		The Unique Database on Domestic Violence includes at least 95% domestic violence cases reported to the police or to the social welfare offices; Montenegro delivers on the GREVIO/Istanbul convention recommendations to put in place three Crisis Centres for victims of sexual violence in line with the standards outlined in the convention (i.e. integrated health, legal and psychological services for victims)	Dec-25

	Effective implementation of the Law on Protection of Equality and Prohibition of Discrimination	Decreased number of complaints before the Ombudsperson and Decreased number of incidents reported by LGBTIQ CSOs	Dec-25
		Improved track record of judicial follow up and final court decisions in cases of discrimination	Dec-26
	Effective implementation of the recommendations of the European Committee for the Prevention of Torture and inhuman or degrading treatment or punishment (CPT)	Action by authorities on alleged cases of ill-treatment of detained persons through police forces and on complaints by prisoners: Improved track record of suspension of police officers in cases on alleged ill-treatment to counter the current culture of impunity MoI puts in place SOPs on legally permitted interrogation procedures for Police Officers and assesses the police officers' annual performance based on those; Decreased number of complaints before the National Preventive Mechanism; Increased number of judicial follow up and conviction of prison staff in case of ill-treatment/torture	Dec-25
		All remand prisoners enjoy a comprehensive regime of out-of-cell structured activities [work, vocation, education, recreation and sport]	Dec-25
		The number of General Practitioners at the Spuž healthcare centre increased	Jun-26
		The prison in Mojkovac, the Special Prison Hospital, the new prison reception booth, the Multifunctional facility for the needs of IECS and the Open Type Prison are in operation, renovation and refurbishment of existing facilities	Dec-26
		Positive assessment after the next periodic visit of CPT	Dec-26
Fight against organized crime	Improving the results of investigations, confirmed indictments and final rulings in cases of organized crime (including money laundering, cybercrime, smuggling of cigarettes, weapons and drugs, human trafficking, including cases of sexual and labor exploitation)	Operational capacities to be assessed in two steps, including: increasing the number of officers in the Special Police Department, responsible for the areas of cigarette smuggling and money laundering; increasing the number of criminal police officers engaged in the fight against drugs at the central and regional level; increasing the number of criminal police officers engaged in combating the smuggling of weapons and explosive substances; increasing the number of criminal police officers at the regional level, who would only be responsible for criminal offenses of human trafficking.	Dec-26 Jun-27
		Linking and access to the databases of the Revenue and Customs Administration and other state bodies with which the Special Prosecution Office cooperates	Jun-25

		Demonstrate an overall increase in the number of investigations, confirmed indictments and convictions, including high-level corruption cases; demonstrate an increase in the number and the overall value of seizures, freezing and confiscations of the proceeds of crime; demonstrate an increase of standalone financial investigations (June 2026) to be repeated	Jun-26 Dec-27
Visa policy	Alignment of visa policy with the list of EU countries for which a visa is required, especially with regard to countries that pose an irregular migration or security risk to the EU	Montenegro reaches interoperability between its systems and databases used in the current visa approval system	Dec-25
		Montenegro, in a second phase, starts working on collecting biometric data (in view of future accession to the Schengen area)	Dec-26
		Terminating visa-free agreements with countries (at least one per year) which are visa required for the EU.	Dec-24 Dec-25 Dec-26 Dec-27
		The introduction of additional security measures with a view to terminate the remainder of visa free agreements with countries which are visa required by the EU upon accession.	Jun-27

North Macedonia

North Macedonia – Public Administration Reform			
Sub-area	Reform	Payment Condition (Step)	Deadline
Public Finance Management	Strengthen Public Internal Financial Control	PIFC Law is adopted by the Parliament	Dec-24
		Full implementation of the PIFC Law, including: i) At least 80% of Internal Audit Units of parent budget users meet the staff requirements established in the PIFC Law; ii) Minimum of 70% of Internal Auditors are certified.	Dec-27
		At least 80% of budget users at central level and 75% at local level submit a report on performed internal audits [related to Fiscal Year 2024]	Dec-25
		Minimum of 70% of parent budget users at central level have a risk management document, including anti-corruption risk and record the identified risks in mitigation plans	Dec-25
	Strengthen the public procurement system	Use of auctions in Tenders in Fiscal Year 2025 decreased to maximum 40% of Tenders	Dec-25
		E-market system is used to award at least 800 Tender procedures in Fiscal Year 2026	Dec-26
		At least 25% of tenders in value use most economically advantageous tender [MEAT] criteria as best price-quality ratio or the cost-effectiveness approach for award	Dec-27
	Full implementation of the 2022 Organic Budget Law, including the foreseen reform measures in Public Investment Management	Adoption of at least 17 bylaws foreseen in the Organic Budget Law, including establishing of the registry of public entities (Art 4), revision of the budget classification (art 5) and reduction of the number of primary (“parent”) budget users by at least 40% in the administrative classification and Public Investment Management Decree (art 20)	Dec-24
		Increased analytical capacity to improve efficiency in budget allocations: MoF has carried out spending reviews covering at least 20% of the budget (cumulative number since beginning of the Growth Plan. Baseline is 0)	Dec-26
		Reforms foreseen in the OBL are fully implemented: <ul style="list-style-type: none"> I. fiscal rules are applied in accordance with the OBL during the period 2025-2027; II. Fiscal Council is fully operational and has provided independent assessments of the Fiscal Strategy and Annual Budgets, including monitoring of compliance with the fiscal rules, III. A comprehensive risk register is operational including efficient systems to monitor risks from SOEs, large capital projects and PPPs, climate change and legal claims against the state. 	Dec-27

		IV. The 2028-2031 Fiscal Strategy is timely submitted in accordance with OBL requirements, including an analysis of fiscal risks and ceilings for parent budget users for 5 years, as well as assessment of tax expenditures.	
		A Single Project Pipeline for all capital projects regardless of the sources of funding is put in place and operational	Dec-27
		All budget users have prepared and submitted to the Ministry of Finance project concept notes for new public investment projects in accordance with the PIM Decree	Dec-26
		Developed adequate level transitory IT solution that will provide the MoF with a database of projects from which to select budget candidates and monitor financial implementation of projects	Dec-25
Public administration reform	Reorganisation reform	Adoption of the law on organisation and operation of state administrative bodies	Jun-25
		Harmonisation of 65 sectoral laws that establish administrative bodies with the new law on organisation and operation of state administrative bodies	Dec-26
		Complete the state reorganisation reform I. Clarified lines of accountability and reporting between ministries and subordinated bodies. II. Clarified mandates for each existing administrative body and clarified responsibilities, while eliminating duplication, for policy making, policy implementing and enforcement, evaluation and reporting.	Dec-27
	Civil service reform	Adopt laws and bylaws to increase staff motivation and reduce staff turnover, e.g. allow faster career progression based on merit, recruit at a grade that corresponds to qualification and previous working experience of candidates, facilitate later promotion, improve working conditions, i.e. flexible working arrangements, promote mobility, teleworking possibilities, etc. Data will be published on grounds for dismissal of public servants for 100% of dismissals.	Dec-25
		A new salary system with an adequate job classification is in place	Dec-26
		At least 90% of vacant managerial positions (Directors and Secretaries) per year are filled in following a competitive and transparent recruitment procedure, including ensuring that for each of these recruitment procedures there are at least 3 eligible candidates	Dec-25
		Civil service reform implemented, resulting in decrease the overall number of departures [people resigning] from the administration by 60%	Dec-26

		<p>Ongoing Civil service reform implemented resulting in:</p> <p>I. Maximum 10% of the total number of senior positions are occupied by acting senior managers.</p> <p>II. At least 45% of employees are receiving salaries according to the new salary system.</p> <p>III. No public service employees receiving a salary without having to show up to work</p>	Dec-27
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North Macedonia – Green (Energy)			
Sub-area	Reform	Payment Condition (Step)	Deadline
Market Reforms	Align with electricity integration package to enable electricity market coupling of the EU and North Macedonia: establish the day ahead electricity market, operationalise the package in line with the market coupling operator integration plan by the end of 2025.	Complete transposition of the electricity integration package and continue its implementation, in line with Energy Community requirements.	Dec-25
		Continue the implementation of the electricity integration roadmap by the Transmission System Operator (TSO) and the Nominated Electricity Market Operators (NEMOs) joining day ahead market coupling with the EU, in line with Energy Community requirements	Dec-25
	Gradual electricity price adjustments to market level accompanied with measures to address energy poverty	Gradual decrease of public intervention in the price-setting for the supply of electricity in line with Article 5 of the Directive 2019/944 on common rules for the internal market for electricity: Decreasing price setting intervention to 70%	Jun-25
		Gradual decrease of public intervention in the price-setting for the supply of electricity in line with Article 5 of the Directive 2019/944 on common rules for the internal market for electricity: Decreasing price setting intervention to 50%	Jun-26
		Gradual decrease of public intervention in the price-setting for the supply of electricity in line with Article 5 of the Directive 2019/944 on common rules for the internal market for electricity: Decreasing price setting intervention to 30%	Jun-27
	Implement measures aimed at protecting vulnerable customers with a methodology in place to measure energy poverty levels.	Dec-25	
Decarbonisation	Implementation of climate and energy policies and measures as foreseen in the National Energy and Climate Plan (NECP)	Governance structures foreseen in the Just Transition Roadmap are operational and have approved the annual implementation plan for 2025.	Dec-24
		Short-term human capital development measures focusing on retraining and re-employment of the workforce in Bitola and Oslomej/Kicevo coal regions are completed in line with the Just Transition Roadmap; 550/100 employees currently in the power plants in Bitola/Kichevo re-trained; 300/50 employees currently in the power plants in Bitola/Kichevo re-employed	Dec-26
		Medium-term human capital development measures focusing on retraining and re-employment of the workforce in Bitola and Oslomej/Kicevo coal regions are completed in line with the Just Transition Roadmap; 300/50 employees currently in the power plants in Bitola/Kichevo re-trained; 230/50 employees currently in the power plants in Bitola/Kichevo re-employed.	Dec-27

Renewables	Deployment of renewable energy: Implementation of the Renewable Energy Directive (permitting, guarantees of origin, energy communities) and transparent and competitive procedures for the deployment of renewable energy.	Trading platform on guarantees of origin is operational and trading with guarantees of origin is taking place.	Jun-26
		Reduce the timespan elapsed from the request to the permit issuance by 18 months for large installations, target to baseline of 3,5 years in 2022	Jun-26
		Reduce the timespan elapsed from the request to the permit issuance by 6 months for households, public buildings and small consumers, target to baseline of 12 months in 2022	Jun-26
		At least 0.8 GW of new renewable energy [solar and wind] capacities installed in line with the NECP and the targets agreed within the Energy Community.	Jun-27
ETS Adoption	Work on carbon pricing with the aim of having an ETS in place by 2030: development, adoption and full implementation of the Monitoring, review and verification (MRV) package.	Full implementation of Monitoring, Review and Verification and Accreditation [MRVA]	Dec-25
Energy efficiency and air pollution	Implementation of the Energy Performance in Buildings and Energy Efficiency Directives	I. Energy Performance Certificates issued for all newly constructed buildings [year 2026] – [December 2026]; II. Number of energy performance certificates issued for buildings and building units that have been subject to major renovation, sale or lease during 2026 – at least 30%	Dec-26
		3 year Renovation Plan for Central Government Buildings to be adopted aligned with the annual 3% renovation target.	Jun-25
		For consumption-based metering and billing at individual-level, individual meters shall be installed where technically feasible and cost effective in terms of being proportionate in relation to energy savings in line with Directive 2023/955, -all newly constructed buildings	Dec-25
		For consumption-based metering and billing at individual-level, individual meters shall be installed where technically feasible and cost effective in terms of being proportionate in relation to energy savings in line with Directive 2023/955, - up to 30 buildings of the existing building stock	Dec-27
		Floor area renovated: 89.000 square meters	Dec-27
		Street lighting: 81 municipalities refurbish street lighting	Jun-27

North Macedonia - Digitalisation			
Sub-area	Reform	Payment Conditions (Step)	Deadline
Cybersecurity	Setting up a comprehensive framework for cyber resilience (introducing requirements of NIS2 Directive and strengthening relevant institutions)	Adopt and implement cybersecurity legislative framework that is fully aligned with EU cybersecurity policy and EU cybersecurity acquis, i.e. the Law on security of networks and information systems and updated cybersecurity strategy.	Jun-25
		National and governmental CERTs operational in line with NIS2 requirements and with a SIM 3 model FIRST membership maturity profile.	Jun-26
		The competent authority in the sense of NIS2 Directive is operational: sufficiently staffed, equipped with supervisory powers, performing supervisory checks. List of entities in scope of the national law corresponding to the NIS2 Directive finalised	Jun-26
		Frameworks introduced by NIS2 alignment (CVD framework, crisis management framework), are in place and in use.	Dec-26
Digitalization	Secure Digital infrastructures roll-out	Adoption of the new Law on Electronic Communications, alignment of national legislation with the relevant EU Acquis to align it with the EU Acquis and the Gigabit Infrastructure Act, upon entry in force in EU	Jun-25
		Roll-out of a secure network infrastructure for the administration (Carry out Feasibility Study on development of Centralized Government digital infrastructure and for a secure data centre and cloud to ensure public administration system resilience; etc. Disaster Recovery with back-systems of other institutions' IT databases is set up)	Dec-27
		EU5G cybersecurity toolbox compliance: 5G security bylaw fully implemented and roll out of 5G network and services as per the national broadband strategy (expertise developed by the independent authority tasked with running the auction; launching and completing the 5G auction, including awarding of frequencies to the successful bidders)	Dec-27

Digital Public Services	Compliance with the EU Digital Identity Regulation and eIDAS2 Regulation by adoption of updated Law on Electronic Document, Electronic Identification and Trust Services, including compliance with the new EU Digital Identity Regulation, revising the eIDAS Regulation.	Jun-25	
	Join the EU Third Countries trusted list for the validation of electronic signatures as advanced electronic in the EU as a first step towards pursuing mutual recognition of qualified trust services; Trust services available and start issuing qualified certificates; Ensure implementation e-identity and e-signature services for citizens and businesses.	Dec-25	
	Establish infrastructure for storing data and an e-platform for keeping records and archival work	Jun-26	
	Adopt legislation to allow for archiving of electronic documents	Jun-25	
	Single document management system in place for all institutions at central level	Dec-26	
	Implement a Digital Identity Wallet, including as a minimum: the new EU Digital Identity Regulation; Signing and implementation of the Mutual Recognition Agreement (MRA) of Trust Services with other countries of the Western Balkans; Participation in Balkan Identity Wallet	Dec-27	
	Widen the offer of public e-services offered through the governmental e-platform and simplify administrative and electronic procedures.	Increase the offer of e-services by 50% (better public services, i.e. fiscal, health sector)	Jun-27
		Simplify administrative and electronic procedures (enhance exchange of data between institutions, provision of documents ex-officio, limiting the number of requirements for each service) for all services that are available online	Jun-27

North Macedonia - Human Capital			
Sub-area	Reform	Payment Condition (Step)	Deadline
Education and Skills	Reinforce the education system to address the skills mismatch, increase access to and quality of VET, and improve access to work-based learning and dual	4 new regional VET centres refurbished, equipped, and fully functional (baseline 2024 – in addition to the 3 existing – in Kumanovo, Ohrid and Tetovo through EU for Youth):	Dec-27

education (including private sector involvement).	Share of primary and secondary schools have at least one qualified career guidance professional [baseline 2023 – 0 – introduction in the new law on secondary education]: 95%	Jun-26
	Number of private companies involved in dual education: 700	Dec-26
	Number of students in IVET benefitting from exposure to work-based learning during their vocational education and training – 3000 with at least 30% women	Jun-27
	Number of 700 students [315 female] enrolled in the new education programs offered by the regional VET centres	Dec-26
Increase participation in adult education and improve recognition of non-formal and informal learning	Number of adults who have been awarded qualifications based on the procedure for completed programmes with validation of non-formal and informal learning (baseline 2024 – 5) 500 with at least 30% women	Dec-27
	Number of developed programmes in VET for validation of non-formal and informal learning: 16, of which 2 for women [one for female entrepreneurship]	Jun-27
Improve and ensure the quality of secondary and higher education	Implementation of new financing methodology in secondary and VET education applied when preparing the national budget of 2027	Dec-26
	90% of the accredited public and private higher education institutions have in place fully functional quality assurance systems (internal and external) and publish quality assurance reports, stating at least 80% of alignment with the Standards and Guidelines for Quality Assurance in the European Higher Education Area (ESG2015).	Dec-27
Ensure an effective, coherent, and inclusive digital transformation of the education by integrating improved digital skills in the country	95% of teachers participated in continuous professional development focused on digital and green skills	Dec-27
	Revised secondary school curricula integrating the European Digital Competences Framework is adopted; 50 % of the grades of secondary schools implementing revised curricula	Dec-27

	Increase the efficiency through rationalisation of the primary schools network and establish “smart” primary schools with IT tools and Internet infrastructure ensuring also their operability (“Smart” as in integrating digital technologies in teaching and school management, including communication with families, distance interactive learning)	Implementation of new financing methodology in primary education applied when preparing as of the national budget of 2026	Dec-25
		Number of primary schools equipped with Internet access and IT tools [number/share of primary schools concerned; number of pupils and teachers covered]: 160 schools [44% of schools]	Dec-25

North Macedonia – Private Sector Development			
Sub-area	Reform	Payment Condition (Step)	Deadline
Business environment	Address the informal economy in support of the recently adopted Strategy for Formalization of the Informal Economy	The number of inspections is increased for the Labour Inspectorate by 40% and for the Market Inspectorate by 30% compared to the 2020-2023 period average. Inspections are carried on the principle of sectorial risk with a focus on construction, tourism, and agriculture	Dec-27
		The number of inspections is increased for the Labour Inspectorate by 20% and for the Market Inspectorate by 15% compared to the 2020-2023 period average. Inspections are carried on the principle of sectorial risk with a focus on construction, tourism, and agriculture	Jun-25
		100 administrative procedures are mapped, selected on the principle of frequency, relevance, in regard to operating a SME and at least 50% of measures have their step, times of procedure and required documentation reduced by half	Dec-25
		Introduce early warning system to give alert of possible companies in distress	Jun-26
		Set up of a guarantee mechanism to guarantee payment of employees’ outstanding claims resulting from contracts of employment or employment relationships upon termination of employment relationships	Dec-26
		Number of non-formal employed in the total number of employed, as per the State Statistical Office, is reduced by 20% by 2025	Dec-25

		Number of non-formal employed in the total number of employed, as per the State Statistical Office, is reduced by 40% by 2027	Dec-27
		Informal economy as % of GDP (World Bank indicator) is reduced to 26 % of GDP	Dec-27
Make the state aid regime more transparent and efficient		A methodology for conducting ex-officio investigations, based on sectorial risk, intra-sectorial randomized targeting, considering granting cases of above 200,000 euro per company is established. A minimum of 2 ex-officio investigations, randomized, based on risk, will be carried per quarter	Jun-26
		A methodology for conducting ex-officio investigations, based on sectorial risk, intra-sectorial randomized targeting, considering granting cases of above 200,000 euro per company is established. A minimum of 4 ex-officio investigations, randomized, based on risk, will be carried per quarter	Jun-27
		Reassess state aid schemes and phase out all those that are not aligned with the EU acquis on state aid; Pre-condition: All modules of SAMIS are fully operational	Jun-26
		Self-sustainability and independence of the Competition Protection Commission is ensured with the establishment of a methodology allowing it to acquire its own resources to fund its activity, namely by raising a charge to the recipients of services, e.g. merger fee charge: i) CPC covers 50 % of its expenses from its own resources.	Dec-26
		Self-sustainability and independence of the Competition Protection Commission is ensured with the establishment of a methodology allowing it to acquire its own resources to fund its activity, namely by raising a charge to the recipients of services, e.g. merger fee charge: ii) CPC covers 100% of its expenses from its own resources.	Dec-27
		According to training needs, a sufficient number of Judges are specialised via training modules in the CPC procedure and the EU Acquis in order to increase the expertise on State Aid in the Courts. An extensive training module on State aid rules in the EU covering substantially the EU acquis including key case-law provided by a trainer with significant experience and expertise in this area.	Dec-25
	Foster SMEs development by adopting and implementing the new SME strategy	On the basis of the previous mapping of 377 charges and the recommendations of the related EU-funded technical assistance project, 28 such charges are optimized	Jun-25

		<p>Establish a digital public register mapping all charges, a unitary and comprehensive methodology in place ensuring its regular update and its synchronisation with an E-portal interface. All newly enacted para-fiscal charges and non-tax payments for the period 2025-2027 respect the unitary methodology, the principle of proportionality between fees and the cost of service and the principle of a centralized authority acting as controller and final approver</p> <p>[By end of 2025 the new unitary methodology should be in place in order to enable the assessment of the 2025-2027 period]</p>	Dec-27
		Ease the access to lending for SMEs by amending relevant legislation to allow the use of intangible assets as collateral in lending to SMEs	Jun-25
		Ease the access to lending for SMEs by expanding issued guarantees under State Credit Guarantee Schemes by 24%, compared to December 2023 and increasing the number of SMEs benefiting from CGSs by 23%, compared to December 2023	Jun-26
		Ease the access to lending for SMEs by expanding issued guarantees under State Credit Guarantee Schemes by 40%, compared to December 2023 and increasing the number of SMEs benefiting from CGSs by 35%, compared to December 2023	Dec-27
		Conduct a thorough research on SMEs' current use of leasing and the legal provisions, make the necessary amendments to encourage use for leasing as a financing option	Jun-26
	Support development of the innovation eco system through the implementation of the Smart Specialisation Strategy	Introduce a system for matchmaking between SMEs and EIC/EIT funding with co-funding from FITD in the priority areas of the Smart specialization strategy [SSS], including of Smart agriculture and food with higher added value, Electro-mechanical industry - Industry 4.0, ICT.	Dec-25
		A number of 50 companies are benefiting from the services of 2 newly established Innovation Centres/ Technology Centres / Centres of Excellence [CoE] /DIH/ NTTO, as a result of their launched publicly made available list of services for companies	Dec-27

		Amend corporate law to introduce new rules on the appointment of independent board members of State-Owned Companies	Dec-24
		With the new Law on State Owned Companies establish a system for linking the compensations of independent board members to the financial performance and efficiency of State-Owned Companies based on mandatory annual financial reports and key performance indicators (KPIs) related to financial performance, service delivery. SOCs shall establish an independent risk management and internal audit functions following BCBS principles and State-Owned Companies and SOEs should issue their fiscal risk statement	Jun-26
	Reform the governance of State-Owned Enterprises with focus on the Railways and Postal services	Adopt a restructuring plan for SOE Post Office by January 2025, and implement by December 2027 - improve efficiency in service delivery and reduction of costs by 15% and improve profitability indicators by 15%	Dec-27
		Increases in traffic indicators for transported goods, following the restructuring plan for state owned railways operator and railway infrastructure manager: ii) Tonnes per kilometre of goods (baseline 2023 – 238.780t/km, target 2027 – 274.597t/km)	Dec-27
		Increases in traffic indicators for transported passengers, following the restructuring plan for state owned railways operator and railway infrastructure manager: iii) Number of passengers (baseline 2023 – 280.440 pass/year, target 2027 – 322.506pass/year)	Dec-27

		Implementation of restructuring plan for state owned railways operator and railway infrastructure manager, with the goal of avoiding operating at loss from Fiscal Year 2027 and onward: i) Net Operating Income is 0 or positive for the fiscal year 2027, including revenue increase (baseline 2023 - negative, target 2027 – 0 or positive, revenue increases)	Dec-27
		Restructuring plan for state owned railways operator and railway infrastructure manager adopted by January 2025	Jun-25
		100% of new Board members of State-Owned Companies and SOEs are subject to open, independent and merit-based processes. 100% of existing Board members are subject to a reassessment. All State-Owned Companies and SOEs have published annual financial reports. 70% of State-Owned Companies and SOEs have issued their fiscal risk statement	Dec-26
		Adopt a State Ownership Strategy and a Law for State Owned Companies	Dec-25
		Create a register of SOEs and companies with State participation which is publicly available	Jun-25
	Expand the use of E-Customs services for economic operators and reduce the costs and increase the efficiency of customs procedures	The implementation of the New Computerised Transit System [NCTS] Phase 6 results in benefits and improvements in the transit procedure: Reduction of time by 2-5%, increase in transit declaration compared to NCTS Phase 4 and NCTS Phase 5 by 2-5% and increase in the number of the international transit declarations compared with domestic transit by 10%	Jun-26
		With the implementation of the new Automated Export System for Customs, the export control procedure is improved: Assessment of benefits such as time reduction by 2-4%, increase in the number of simplified export declaration compared to regular customs declarations and compared to the previous three years by 10%, increase in the number of the Authorised Exporter Authorizations compared to previous three years by 10%;	Jun-27

		Implemented new Import Control System leads to improved import control procedure: assessment of benefits such as time reduction by 2-4% and increase in risk assessment matching results by 8%	Dec-27
	Deployment of Intelligent Transport System (ITS) and e-freight	Implement ITS frameworks for road	Dec-25
		Align to ITS standards for rail	Dec-27
		Alignment with Regulation (EU) 2020/1056 on electronic freight transport information (eFTI)	Jun-26
		Implement ITS: i) Travel time between locations Tabanovce – Gevgelija, [baseline [2018] = 130 minutes, target [2027] = 17% decrease]; ii) Number of traffic accidents along corridor 10 [baseline [2018] = 67, target [2027] reduction by 16.6%]	Dec-27
		Ratify road international convention (eCMR) needed to deploy eFTI	Jun-26

North Macedonia – Fundamental Rights and Rule of Law			
Sub-area	Reform	Payment Condition (Step)	Deadline
Democracy	Review comprehensively the electoral legislation to address existing inconsistencies and further address the recommendations of the OSCE/ODIHR and Venice Commission.	Electoral code amended in line with ODIHR observations of elections 2024	Jun-25
Independence, quality and integrity of the judiciary	Improve judicial integrity by revising the processes of recruitment, selection, appointment, appraisal, promotion, transfer and dismissal of judges and prosecutors.	The vacant positions for judges and prosecutors are filled on regular basis based on the projections by the Judicial Council/Council of Public Prosecutors following the implementation of the Human resources management strategies in courts/PPOs	Dec-24
		Adopt amendments to the laws regulating salaries of judges and prosecutors as well as of the court and prosecutorial administrations	Jun-25
		The vacant positions for judges and prosecutors are filled on regular basis based on the projections by the Judicial Council/Council of Public Prosecutors following the implementation of the Human resources management strategies in courts/PPOs	Dec-26

		New Law on Public Prosecution and new Law on Council for Public Prosecutors adopted and timely implemented, in line with the EU acquis and European standards, including the opinion of the Venice Commission	Dec-25
		Ensure the financial independence of the judicial system to attain the goals of the Judicial Strategy (2024-2028), in line with the Law on Judicial Budget	Dec-25
	Adopt and implement a new Action plan for the prevention of corruption in the judiciary for (2026-2029)	Adopt the Action plan for the prevention of corruption in the judiciary for 2026-2029	Dec-25
		Average time required to resolve complaints against judicial officials reduced as per European standards	Jun-27
Consolidate the functioning of the Judicial Council	Implement an improve regulatory framework of the Judicial Council in particular regarding the disciplinary and appeal proceedings of judges (in line with the TAIEX peer review mission of Sep 2023).	New members of the Judicial Council [replacing those whose mandates have expired] elected in line with amended law December 2025	Dec-25
		Judges and prosecutors subject to disciplinary proceedings have all the guarantees of a fair trial	Dec-25
		New Law on Judicial Council adopted in line with the 'peer review' on the functioning of the Judicial Council, from Sep '23, and the opinion of the Venice Commission	Jun-25
Efficiency of the judiciary	Ensure a fully functional automated case management information systems in courts and in the Public Prosecutors' Office with no manual distribution of cases	Monitoring mechanism to ensure the full and effective use of the Court Management Information System (ACCMIS), based on accountability and linked to disciplinary measures, is fully operational and track record is established for conducted supervisions on courts and initiated disciplinary procedures	Dec-26
		Fully fledged and functional automated case management in line with EU MS best practices; increased clearance rate and decreased disposition time for civil and commercial, and criminal cases in first and second instance (to at least 100%) in line with the Methodology of CEPEJ.	Jun-27

Efficiency of the judiciary	Additional resources allocated to the Office of the Basic Public Prosecutor for Organised Crime and Corruption, notably specialised prosecutors, financial experts, and digital forensic analysts.	Public Prosecutor Office for Organised Crime and Corruption fully and adequately staffed with, notably specialised prosecutors, financial experts, and digital forensic analysts	Dec-25
Fight against corruption	Increase the number of investigations, prosecutions, final judgements, seizure, and final confiscations in corruption, including high-level cases.	Adoption of the Criminal Code in line with the EU acquis and European standards, including the definition of abuse of functions, with sufficiently long statutes of limitations and effective, proportionate and dissuasive sanctioning.	Dec-25
		Adoption of a new Code for criminal procedure, aligned with EU acquis and international practice	Dec-25
		An increase in the number of investigations, confirmed indictments and convictions is demonstrated in cases of corruption, including at high level; an increase in stand-alone financial investigations is demonstrated; an increase in the overall value of seizures, freezing and confiscations of the proceeds of crime is demonstrated	Jun-26
	An increase in the number of investigations, confirmed indictments and convictions is demonstrated in cases of corruption, including at high level; an increase in stand-alone financial investigations is demonstrated; an increase in the overall value of seizures, freezing and confiscations of the proceeds of crime is demonstrated	Jun-27	
	Increase the capacities of the investigative centres within the Public Prosecution Office, in line with the recommendations of the peer review mission from Sep 2023.	The investigative centres fully operational as per recommendations from the TAIEX Twinning Review Mission on Building institutional capacity of the Investigative Centre	Jun-26
Fight against organised crime	Introduce a target-based approach to combating serious and organised crime, with a concrete action plan and strategy that leads to improving the track record of investigations, prosecutions, final judgements, seizure, and final confiscations in cases of organised crime, including high-level cases	Amended the Law on Weapons with the EU classification of weapons harmonized	Dec-25
		A functional Early Warning system is connected to the EU system; staffing of the national drug observatory is increased	Dec-26
		List of psychoactive substances aligned with EU	Dec-27

		Increased number of investigations, prosecutions, final judgements, seizure, and final confiscations in cases of organised crime	Jun-26
		Increased number of investigations, prosecutions, final judgements, seizure, and final confiscations in cases of organised crime	Jun-27
Asset Recovery	Strengthen capacities with regard to assets confiscation and recovery. Establish an Asset Recovery Office ARO in charge of the identification and tracking of criminal assets, in line with the EU acquis.	All vacancies on the Agency for Management of Confiscated Property have been filled	Jun-25
		Increased number of investigations, prosecution and rendering convictions in organised crime and money laundering with a focus on confiscation of proceeds of crime [no. of cases of tracing and identification, freezing of illegally acquired assets, management of frozen assets to preserve their value, confiscation and disposal of the confiscated assets]	Jun-26
		ARO fully staffed, trained and operational; the Agency for Management of Confiscated Property has an efficient case management software and sufficient and quality storage space for the storage of confiscated property	Dec-27

Serbia

Serbia – Fundamental rights and Rule of Law			
Sub-area	Reform	Payment condition (Step)	Deadline
Democracy	Prepare a Roadmap/Plan and address recommendations of OSCE/ODIHR and Council of Europe bodies on the electoral framework	<ul style="list-style-type: none"> • WG composed in accordance with the ODIHR recommendation • A meaningful audit of voter register completed in accordance with ODIHR recommendations. • REM Council is re-elected (in line with the Law on electronic media) in a transparent and inclusive process 	Dec-24
		<ul style="list-style-type: none"> a. Relevant legislation to address ODIHR and Council of Europe key recommendations, revised and adopted b. Improved capacities of Republic Electoral Commission and granting it its own secretariat. 	Dec-25
Fundamental rights	Enhance fundamental rights protection of vulnerable individuals and persons belonging to national minorities.	The legislation foreseen following the adoption of action plans on gender-based violence, de-institutionalisation and national minorities is prepared and adopted (following transparent and inclusive consultations in Serbia and with the Commission, and in line with the EU acquis and European and UN standards)	Dec-25
		<p>The quantifiable targets for the implementation of the aforementioned action plans are reached in order to ensure effective protection of vulnerable individuals [December 2026]:</p> <ul style="list-style-type: none"> I central records are established on all forms of violence covered by the Istanbul Convention [remark: by 2026 in the draft action plan]; II 20 victims support services are established and victim support officers are systematised within the Act of Systematisation at each high court and the services are operational at the 20 high courts; III The number of users of community services by licensed service providers increased by 18%. 	Dec-26
	Enhance freedom of expression, by amending the laws on electronic media and on public information and media to align with the EU acquis and European standards and by adopting the law on public service media and ensure implementation.	The three following laws are adopted, following consultations with the Commission: The law on electronic media and the law on public information and media are amended to align fully with the EU acquis and Council of Europe's standards; a new law on public service media is adopted in line with the media strategy, the EU acquis and Council of Europe's standards	Dec-24
<p>Full implementation of media legislation is ensured, [December 2025] in particular:</p> <p>All external complaints received by REM in 2025 are decided upon and published, including explanations on REM reasoning.</p> <p>Public co-funding of media content complies with Article 24 of the Law on public information and media</p>		Dec-25	
Fight against organized crime	Tackling of organized and serious crime	New legislative framework is adopted, notably: a new Law on suppression and prevention of THB by Parliament; criminal code is amended in order to criminalise effectively the trafficking of weapons, in line with the provisions of the Convention on transnational organised crime and firearms protocol; adoption of a new Law on weapons and ammunition, in line with EU acquis	Jun-25

		Following consultations with the Commission, and (ii) new strategic document and accompanying Action Plan *(2025-2030) for the control of Small Arms and Light Weapons (SALW) in line with the provisions of the revised Regional SALW Roadmap for Western Balkans are adopted	Jun-25
		Adoption of operational plan on financial investigations	Dec-25
		Both Actions plans continuously implemented, leading to (i) increased number of investigations, indictments and final convictions in organised crime cases (track record), (ii) Increased number of investigations, indictments and final convictions for trafficking of weapons (track record), (iii) Increased number and value of seized and confiscated assets in serious and organised crime cases, (iv) Increased number of tracing of firearms and investigations on origin of seized weapons (track record), (v) Increased number of victims of THB granted especially vulnerable witness status in line with the Code of Criminal Procedure	Jun-26
		Both Actions plans continuously implemented, leading to (i) increased number of investigations, indictments and final convictions in organised crime cases (track record), (ii) Increased number of investigations, indictments and final convictions for trafficking of weapons (track record), (iii) Increased number and value of seized and confiscated assets in serious and organised crime cases, (iv) Increased number of tracing of firearms and investigations on origin of seized weapons (track record), (v) Increased number of victims of THB granted especially vulnerable witness status in line with the Code of Criminal Procedure	Jun-27
		The Law on internal affairs addressing the issue of police autonomy from the Ministry of Interior during pre-investigation and investigation phases and recommendations from the Committee for Prevention of Torture is adopted;	Jun-25
Security and migration	. Tackling of the security and migration challenges	A new strategic document and accompanying action plan that covers counter terrorism and all forms of radicalization and violent extremism (irrespective of political, religious or ethno-nationalist so-called justification) are adopted in line with EU policies, including envisaging concrete steps to prevent recruitment and participation of Serbian citizens as foreign fighters and to prosecute returning foreign fighters returned to Serbia	Jun-25

		<p>The documents are adopted to:</p> <p>a) Define the tasks of the multi-departmental Team for the initial assessment of the risk of radicalization and violent extremism, the modalities of its cooperation with other relevant actors in the field of prevention, as well as the roles and obligations of the various participants in the Initial Assessment Team</p> <p>b) Define the human capacities, resources and Plan of the activities/ Methodology (adopted by the Government) for responding to a terrorist attack, as well as establish a system for managing the consequences of a terrorist attack.</p> <p>c) Define work plans in different crisis situations and Plan of the activities/ Methodology (adopted by the Government) in order to define the tasks, human capacities, resources and procedures in order to reduce the consequences of a terrorist attack.</p>	Dec-26
	(Potential) Security risks for the EU linked to the visa-free travel rights for nationals of countries that would be otherwise visa required, addressed	Alignment with EU visa regime with at least three countries whose nationals need visa to enter the EU	Dec-24
Fight against corruption	Improved fight against and Prevention of Corruption	Following consultations with the Commission, the Anti-corruption strategy and action plan for 2025-2028 are adopted	Dec-24
		All vacant positions for prosecutors and judges in anti-corruption departments and in special prosecutor's office for organised crime, and special department of the higher court and of the appellate court in Belgrade for organised crime are filled in accordance with the Annual Schedule of Judges (adopted by the HJC) and the Decision of the High Prosecution Council on the number of public prosecutors and trained.	Dec-25
		The track record of effective and efficient investigations, prosecutions, final judgements, seizure, and final confiscations in corruption, including high-level corruption cases is improved (June) 2026	Jun-26
		The track record of effective and efficient investigations, prosecutions, final judgements, seizure, and final confiscations in corruption, including high-level corruption cases is improved (June) 2027	Jun-27
Judiciary	Reform of justice system	Number of elected judges and number of public prosecutors increased by 10%	Dec-25
		Reduce the disposition time (as compared to the situation in 2023) of first instance cases in the Administrative Court by at least 55%	Jun-27

Serbia – Human Capital

Sub-area	Reform	Payment condition (Step)	Deadline
Labor market	Improve labour market conditions including through ensuring adequate financial and institutional resources and capacities for activation in employment and social policies	Law on Traineeship adopted and entered into force and aligned with the quality framework and other relevant EU standards in the field of labour	Dec-27
		30% NEET (out of which at least 50% of women) registered in the Youth Guarantee	Dec-27
		30% of young people (out of which at least 50% of women and at least 3% of Roma) exiting the Youth Guarantee with a positive outcome (defined as “exits into employment, continued education/training, an apprenticeship or a traineeship”) within 4 months of registration	Dec-27
	Implement training and skill development programs in critical sectors such as education of teachers, to proactively address the core factors impacting workforce proficiency and retention in these fields	Short programs (60 ESPB) for Psychological-Pedagogical Methodological (PPM) skills are implemented at 8 state-founded Higher Education Institutions and first cohort of students is certified	Jun-27
Education and skills	The quality of teaching and learning, equity and accessibility at all levels of education is improved	93% of primary and secondary schools have at least one professional certified for career guidance and professional orientation	Dec-27
	The quality of teaching and learning, equity and accessibility at all levels of education is improved	At least 80% of children aged 3 to 5.5 years enrolled in pre-primary education	Jun-26
		At least 38% of children aged 6 months to 3 years participate in pre-school education	Jun-26
	Reduce the skills mismatch on the labour market and facilitate school-to-work transitions, including by stepping up further VET, including dual VET, strengthening adult education, training, and relevant up-skilling	Transition rates from elementary to secondary education increased to 99% and completion rates of secondary students increased to 93%, as projected considering an ambitious yet realistic increase rate. Specific targets for women and students with disabilities [students with individual education plans]	Jun-26
		7000 adults (at least 50% of which are women) obtain an official document (certificate of an appropriate type) through the system of informal education at PROAE (publicly recognized organizer of adult education) and 3000 adults complete short cycles at the higher education institutions in the year of measurement	Dec-26

		At least 15% of students follow secondary dual education and at least 5% of students in non-dual VET education follow a considerable (at least 25% of the programme duration) on-the-job training/internship in private or public companies and institutions	Jun-27
		A total of 60 qualification standards in higher education adopted and 5 higher education study programmes based on new standards are accredited	Dec-27
		All VET profiles in secondary education are based on qualification standards	Dec-26

Serbia – Digitalisation			
Sub-area	Reform	Payment condition (Step)	Deadline
Green and digital transition - Digitalisation	Secure and sustainable digital infrastructure including rural broadband and 5G roll-out	The 5G security bylaw is adopted by the Government (transposition of EU's 5G cybersecurity toolbox)	Dec-24
		Serbia is aligned with the Gigabit Infrastructure Act through the adoption of the Law on Broadband by the National Parliament	Dec-25
		The Law on broadband infrastructure is fully implemented (information system established and working)	Jun-27
		The 5G security bylaw is fully implemented and the 5G network and services is rolled out to reach 40% of households	Dec-27
	Further digitalization of public services and administrative procedures for businesses and citizens	Compliance with the EU digital identity Regulation and eIDAS Regulation is achieved through the adoption of the amendments of the Law on Electronic Document, Electronic Identification and Trust Services in Electronic Business (or a new law depending on % of amendments) by the National Parliament	Dec-25
		At least 30 new business episodes for digital public services (20 for businesses – G2B – and 10 for citizens – G2C) completed	Dec-27
		Serbia has joined the EU Third Countries trusted list for the validation of electronic signatures as advanced electronic in the EU as a first step towards pursuing mutual recognition of qualified trust services	Dec-25

		A Digital Identity Wallet is implemented, including the new EU Digital Identity Regulation; Signing and implementation of the Mutual Recognition Agreement (MRA) of Trust Services with other partners of the Western Balkans; Participation in the EU digital identity Wallet leading to the establishment of a Balkan Identity Wallet for cross-border interoperability of digital identities among Western Balkan partners, which will allow access to government services	Dec-27
		The framework for spatial and urban planning including digitalization of spatial and urban planning procedures (E-Space) is implemented	Dec-26
	Strengthen adult education, training and relevant upskilling opportunities of Digital Skills and Literacy	Digital Corners (adult digital skills training centre) are established and operative in 50+ municipalities	Jun-26
	Setting-up a comprehensive framework for cyber resilience and artificial intelligence	The Law on Information Security is adopted by the Parliament in full alignment with the NIS2 directive	Dec-25
		The Office for Information Security [within the Office for IT and e-Government] is operational [sufficiently staffed with at least 20 employees, equipped with supervisory powers, performing supervisory checks]	Dec-25
		The Office for Information Security is established as a separate institution / agency	Jun-27
		List of entities in scope of the national law corresponding to the NIS2 Directive is finalized and Frameworks introduced by NIS2 alignment (CVD framework, crisis management framework), are in place and in use	Dec-25
		National and governmental CERTs are operational in line with NIS2 requirements, nCERT reaching at least status 'certified' and govCERT reaching at least status 'accredited' on TF CSIRT-Trusted Introducer	Dec-26
		The AI Law is adopted, based on a high-risk approach, and with the necessary enforcement structures in place	Dec-25
		The adopted AI law is implemented	Dec-27
		National supercomputing platform expanded to at least 380 GPUs	Dec-26
		Deployment of the Intelligent Transport System and e-freight	The ITS frameworks and standards for road and rail are implemented
	Alignment is achieved with Regulation (EU) 2020/1056 on electronic freight transport information (eFTI);		Jun-26

		Road international convention (eCMR) needed to deploy eFTI is ratified	Dec-26
		Traffic data collection systems and road user information systems deployed and operational	Dec-26

Serbia – Energy			
Sub-area	Reform	Payment Condition (Step)	Deadline
Energy sector transformation	Implementation of the Third Energy Package for gas and of the electricity integration package	One certified Serbian TSO operates the whole gas transmission system in Serbia.	Jun-25
		Third-party access to gas infrastructure is in place	Jun-25
		Allocation of capacities at Horgos and IBS border points is opened	Jun-25
		Implementation of the Electricity Integration Package (December 2024) through: a. SRB Transmission System Operator (TSO) to suggest an acceptable reconfiguration within the ENTSO-E framework of the Shadow SEE CCRs including all SRB TSO bidding zone borders from Annex I of the Decision of the Ministerial Council of the Energy Community 2022/03/MC-EnC; b. SRB TSO and Nominated Electricity Market Operator (NEMO) agree to all steps and procedures as required for the implementation of day-ahead market coupling with EU, in line with the applicable decisions of the Energy Community Ministerial Council; c. The Serbian TSO will provide all necessary inputs required by the relevant RCC for capacity calculation to ensure capacity allocation within the market coupling process on all its bidding zone borders, as listed in Annex I of the Decision of the Ministerial Council of the Energy Community 2022/03/MC-EnC	Dec-24
		TSO to participate in Regional Coordination Centres and fulfil conditions to join EU balancing platforms	Jun-26
		TSO and NEMO to fulfil all requirements under the Electricity Integration Package to join intra-day electricity market coupling with the EU	Dec-26
	Gradual tariff adjustments to cost recovery levels accompanied with measures to address energy poverty if and when needed	Electricity price for households ensures that the average electricity tariff covers the cost of electricity supply in accordance with the Article 5 and Article 9 of Directive 2019/944	Dec-26

	Implementation of the Just Transition Action Plan	The establishment of the Just Transition governance process in accordance with the adopted Just Transition Action Plan and Just Transition Fund for Serbia is established with the financial support of the European Union (via the Reform and Growth Facility) and potentially other donors.	Dec-25
		Implementation of the pilot projects for “JP PEU Resavica” and Kostolac with recommendations focused on re-skilling and upskilling of workforce all in accordance with the adopted Just Transition Action Plan	Jun-27
	Ensure transparent and competitive procedures for the deployment of renewable energy	A national policy framework and measures for deployment of alternative fuels infrastructure in line with alternative fuels infrastructure regulation (EU) 2023/1804 are adopted	Dec-26
		Minimum 1,5 GW of renewable energy (cumulative in energy mix for solar and wind) capacities are installed in line with the adopted NECP	Dec-26
	Implementation of the Renewable Energy Directive (permitting, guarantees of origin, prosumers)	Designation of a single contact point in line with the RED II Directive.	Dec-25
		Adoption of the legal and institutional framework for designating renewable acceleration areas and permit granting procedures in line with the Directive (EU) 2023/2413.	June-26
	Implementation of MRVA	Competent authority [for the implementation of the rules of the ETS Directive] approves monitoring plans [in line with national legislation that transposes the Commission Implementing Regulation (EU) 2018/2066 (MMRR)]	Dec-25
	Implementation of the Energy Efficiency Directive, The Energy Performance of Building Directive, Eco-design and energy labelling legislation	The EPBD is implemented: recast of minimum energy performance standards for non-residential buildings and setting nearly zero energy building standards for new buildings, issuing of EPC in line with EPBD; independent control systems for EPC and inspection reports for heating and cooling systems	Dec-25
		Measurement control and verification systems in line with EED established; Consumption-based billing increased up to 40% comparing to the status in December 2023; Implementation of Eco-design regulation for solid fuel local space heaters and boilers through the establishment of effective infrastructure for market surveillance and initiation of a replacement scheme for domestic heating in line with the Air Quality Programme of the Republic of Serbia is implemented	Dec-26
		The annual rate of building renovation is increased in accordance with the NECP, for residential buildings (1%) and public buildings (3%) and other non-residential buildings (2.3%)	Jun-27

Serbia – Private Sector Development and Business Environment			
Sub-area	Reform	Payment Condition (Step)	Deadline
Private sector development	Enhanced investment and development opportunities for entrepreneurs and private sector	Final inventory submitted in line with the European Commission’s comments from March 2024	Dec-24
		The level of transparency regarding all projects contracted under intergovernmental agreements is increased by introducing project-specific information on the website of the ministry in charge of implementing the project on any completed, ongoing and new procurement contracts under intergovernmental agreements. All contracts under intergovernmental agreements will be published starting from December 2024 and this practice will be maintained in the following years for all new contracts, including: name of the project; basic procurement contract information; contracting authority; main contractor and procurement procedure followed	Jun-25
		Changes in the Rules of Procedure of the Government so that the decision to conduct a public hearing, the program of the public hearing and the deadline for its implementation are determined by the Government, instead of a competent committee, upon the proposal of the proponent	Dec-25
		All special and other laws/decrees introducing derogations from the public procurement legislation are lifted	Jun-27
		A time-bound action plan for alignment of state aid schemes with the EU acquis, based on a final inventory, is adopted and approved by the European Commission	Jun-25
		All remaining state aid schemes under the SAA are aligned with the EU acquis	Dec-27
		All public revenues (tax and non-tax) can be paid through electronic means	Dec-27
	Further Development of the science and innovation ecosystem for a knowledge-based economy	The number of funded researchers/innovative companies in the National Innovation System (Supported by Science Fund and Innovation Fund programs) is increased to 3400/600	Jun-25

		Full alignment with the European Research Infrastructure Consortium (ERIC) Regulation is reached	Dec-25
Business sector competitiveness	Enhance the competitiveness of the agriculture sector	At least 10 projects financed from the national budget, not exceeding EUR 299,999 per project, contracted under public calls aimed to improve rural public infrastructure in the areas of water supply and road infrastructure facilities	Dec-25
		At least 10 projects financed from the national budget, not exceeding EUR 299,999 per project, contracted under public calls aimed to improve rural public infrastructure in the areas of water supply and road infrastructure facilities	Dec-26
		At least 10 projects financed from the national budget, not exceeding EUR 299,999 per project, contracted under public calls aimed to improve rural public infrastructure in the areas of water supply and road infrastructure facilities	Dec-27
		All Framework Laws aligned with the EU acquis in the areas of food safety, veterinary and phytosanitary policy, necessary for opening Chapter 12, are adopted by Parliament and entered into force	Jun-27
Private sector development	Further Development of the science and innovation ecosystem for a knowledge-based economy	The private sector expenditure on research and innovation is increased to 50% of total expenditure on R&I, submitted to Eurostat by the National Statistics Office	Dec-26
		Serbia advances from 'Emerging innovator' to 'Moderate innovator' in the European Innovation Scoreboard	Dec-27
	Enhanced investment and development opportunities for entrepreneurs and private sector	100% of legislation: 1. that is of particular interest to citizens, the professional public or business entities, (interest means the introduction of rights or obligations for citizens and/or the economy or a completely new regulation of some area that will be of interest to the professional public); 2. that implies that the legal regime in some area changes significantly, 3. which, if a new law is passed or the changes and/or additions of existing law exceed 30% of the text of the law that is being amended or supplemented), is undergoing consultative procedures	Jun-27
Business sector competitiveness	Enhance the competitiveness of the agriculture sector	The Law on Land Consolidation is adopted	Jun-26
		All implementing legislation is adopted and entered into force	Jun-27

		Expert surveillance in land consolidation procedures is implemented	Dec-26
		The piloting for land consolidation has been rolled out	Dec-27
Business environment	Improvement of public investment management and sustainable and efficient management of business entities owned by the Republic of Serbia.	A Policy Paper and an adjoining time-bound Action Plan for the improvement of public investment management, following consultations with the European Commission, has been adopted and their implementation started	Dec-26
		An improved legal framework for public investment management, which establishes a unified, comprehensive and transparent mechanism for prioritising all public investments regardless of type and source of financing, following consultations with the European Commission and in line with the Policy Paper and Action Plan, as well as with the best international standards, is adopted	Dec-27
		100% of SOE's, applying the Law on SOE Governance, management bodies and directors meet the same requirements in the procedure of appointment	Dec-26
		100% of SOEs, which are obliged by the Law on SOE Governance to establish Audit Committee, will establish an Independent IA function in line with the Budget System Law	Dec-26
		All SOEs, applying the Law on SOE Governance, have defined annual goals, set out in the guidelines that are periodically evaluated based on their fulfilment	Dec-27
		All public enterprises, founded by the Republic of Serbia, are registered as joint stock companies or limited liability companies and publicly publish by the law prescribed information and documents	Dec-26

APPENDIX 2

Albania

Expected disbursement	Value	Loans - Treasury	Loans - WBIF	Grants - WBIF
Dec-24	76,715,139.13	35,691,000.56	19,007,850.87	22,016,287.70
Jun-25	127,858,565.22	59,485,000.93	31,679,751.45	36,693,812.84
Dec-25	151,926,059.85	70,682,177.58	37,642,998.79	43,600,883.49
Jun-26	100,782,633.76	46,888,177.20	24,971,098.20	28,923,358.35
Dec-26	213,599,014.84	99,374,942.73	52,923,820.08	61,300,252.03
Jun-27	185,018,864.97	86,078,295.47	45,842,463.87	53,098,105.63
Dec-27	66,185,610.23	30,792,235.78	16,398,930.16	18,994,444.29
Total	922,085,888.00	428,991,830.25	228,466,913.43	264,627,144.33
<i>Out of which Pre-financing (up to 7%)</i>	<i>64,546,012.16</i>	<i>30,029,428.12</i>	<i>15,992,683.94</i>	<i>18,523,900.10</i>

Kosovo

Expected disbursement	Value	Loans - Treasury	Loans - WBIF	Grants - WBIF
Dec-24	31,978,587.28	14,877,738.47	7,923,393.28	9,177,455.53
Jun-25	92,737,903.12	43,145,441.56	22,977,840.52	26,614,621.04
Dec-25	131,112,207.86	60,998,727.72	32,485,912.46	37,627,567.67
Jun-26	179,080,088.78	83,315,335.42	44,371,002.39	51,393,750.97
Dec-26	143,903,642.77	66,949,823.11	35,655,269.78	41,298,549.89
Jun-27	131,112,207.86	60,998,727.72	32,485,912.46	37,627,567.67
Dec-27	172,684,371.33	80,339,787.73	42,786,323.73	49,558,259.86
Total	882,609,009.00	410,625,581.73	218,685,654.64	253,297,772.64
<i>Out of which Pre-financing (up to 7%)</i>	<i>61,782,630.63</i>	<i>28,743,790.72</i>	<i>15,307,995.83</i>	<i>17,730,844.08</i>

Montenegro

Expected disbursement	Value	Loans - Treasury	Loans - WBIF	Grants - WBIF
Dec-24	29,544,116.42	13,745,123.68	7,320,199.97	8,478,792.77
Jun-25	22,592,559.61	10,510,976.93	5,597,799.98	6,483,782.70
Dec-25	83,418,681.64	38,809,760.98	20,668,799.91	23,940,120.76
Jun-26	27,806,227.21	12,936,586.99	6,889,599.97	7,980,040.25
Dec-26	91,528,831.25	42,582,932.18	22,678,266.57	26,267,632.50

Jun-27	38,233,562.42	17,787,807.12	9,473,199.96	10,972,555.35
Dec-27	90,370,238.45	42,043,907.73	22,391,199.90	25,935,130.82
Total	383,494,217.00	178,417,095.61	95,019,066.24	110,058,055.15
<i>Out of which Pre-financing (up to 7%)</i>	<i>26,844,595.19</i>	<i>12,489,196.70</i>	<i>6,651,334.63</i>	<i>7,704,063.86</i>

North Macedonia

Expected disbursement	Value	Loans - Treasury	Loans - WBIF	Grants - WBIF
Dec-24	17,126,494.79	7,967,941.43	4,243,463.06	4,915,090.31
Jun-25	70,646,791.01	32,867,758.38	17,504,285.12	20,274,747.51
Dec-25	134,871,146.47	62,747,538.73	33,417,271.59	38,706,336.15
Jun-26	133,800,740.55	62,249,542.39	33,152,055.14	38,399,143.01
Dec-26	96,336,533.20	44,819,670.52	23,869,479.70	27,647,382.97
Jun-27	93,125,315.42	43,325,681.51	23,073,830.38	26,725,803.53
Dec-27	204,447,531.56	95,117,300.78	50,656,340.26	58,673,890.52
Total	750,354,553.00	349,095,433.75	185,916,725.25	215,342,394.00
<i>Out of which Pre-financing (up to 7%)</i>	<i>52,524,818.71</i>	<i>24,436,680.36</i>	<i>13,014,170.77</i>	<i>15,073,967.58</i>

Serbia

Expected disbursement	Value	Loans - Treasury	Loans - WBIF	Grants - WBIF
Dec-24	112,097,892.84	52,152,495.60	27,774,700.72	32,170,696.52
Jun-25	163,051,480.50	75,858,175.42	40,399,564.69	46,793,740.39
Dec-25	264,958,655.81	123,269,535.05	65,649,292.62	76,039,828.14
Jun-26	197,020,538.93	91,661,961.96	48,816,140.66	56,542,436.31
Dec-26	319,309,149.31	148,555,593.53	79,115,814.18	91,637,741.60
Jun-27	230,989,597.37	107,465,748.51	57,232,716.64	66,291,132.22
Dec-27	298,927,714.24	139,073,321.60	74,065,868.59	85,788,524.05
Total	1,586,355,029.00	738,036,831.67	393,054,098.09	455,264,099.23
<i>Out of which Pre-financing (up to 7%)</i>	<i>111,044,852.03</i>	<i>51,662,578.21</i>	<i>27,513,786.87</i>	<i>31,868,486.95</i>

APPENDIX 3

List of indicators

The following list of monitoring indicators shall only be used by the Commission to assess the progress towards the achievement of the general and specific objectives in accordance with Article 25 of Regulation (EU) 2024/1449 on establishing the Reform and Growth Facility for the Western Balkans. They do not constitute payment conditions.

1. Degree of readiness on accession negotiation chapter 23 (source: European Commission).
2. Degree of alignment with Union Common Foreign and Security Policy (source: EEAS).
3. Media pluralism: Social inclusiveness composite indicator (source: Media Pluralism Monitor, Centre for Media Pluralism and Freedom).
4. Degree of alignment with the EU visa policy (source: European Commission).
5. Degree of readiness on Public administration reform (source: European Commission).
6. Degree of readiness on the second economic criterion: the capacity to cope with competitive pressures and market forces within the Union (source: European Commission).
7. EU enlargement beneficiaries intra-regional trade (source: Eurostat).
8. Share of exports to EU-27 countries in value of total exports (%) (source: European Commission).
9. Degree of alignment with Regulation EU 2020/1056 (source: European Commission).
10. MW of new renewable energy capacities installed (cumulative) (source: European Commission).
11. Extent to which a comprehensive framework for cyber resilience in line with the requirements of NIS2 Directive is set up and operational (source: European Commission).
12. European innovation scoreboard score (source: European Commission).
13. Degree of readiness on accession negotiation chapters 19 and 26 (average) (source: European Commission).