



Brussels, 6.11.2025
C(2025) 7357 final

ANNEXES 1 to 2

ANNEXES

to the

Commission decision

**on the general provisions for implementing Article 27 of the Staff Regulations of
Officials of the European Union and Article 12(1) of the Conditions of Employment of
Other Servants of the European Union**

ANNEX 1
Classification of nationalities on the day of entry into force of this Decision

Nationality	Classification
AT	Under-represented
BE	Appropriately represented
BG	Appropriately represented
CY	Under-represented
CZ	Under-represented
DE	Under-represented
DK	Under-represented
EE	Under-represented
ES	Appropriately represented
FI	Under-represented
FR	Appropriately represented
EL	Appropriately represented
HR	Appropriately represented
HU	Appropriately represented
IE	Under-represented
IT	Appropriately represented
LT	Appropriately represented
LU	Under-represented
LV	Appropriately represented
MT	Under-represented
NL	Under-represented
PL	Under-represented
PT	Under-represented
RO	Appropriately represented
SE	Under-represented
SI	Appropriately represented
SK	Under-represented

ANNEX 2
Guiding rates applicable until 31 December 2025

Nationality	Guiding rate
AT	2.6%
BE	3.1%
BG	2.4%
CY	0.8%
CZ	3.1%
DE	13.8%
DK	1.8%
EE	0.8%
ES	8.9%
FI	1.8%
FR	11.6%
EL	3.1%
HR	1.6%
HU	3.0%
IE	1.6%
IT	11.2%
LT	1.5%
LU	0.8%
LV	1.0%
MT	0.6%
NL	3.9%
PL	8.2%
PT	3.1%
RO	4.5%
SE	2.7%
SI	1.0%
SK	1.8%
Total	100%

