

1) **Fiche to be used for each step:**

The step under review	Governance structures foreseen in the Just Transition Roadmap are operational and have approved the annual implementation plan for 2025 and for 2026
Baseline	Current governance structure on JTR (2024)
Deadline of the step	December 2024 (The step has entered the grace period (December 2026))
Actual results	<p>The activities related and directed toward JTAIP 2025 drafting and finalization were the following:</p> <p>I. Formulation of annual implementation plan for just transition for 2025 (JTAIP 2025), including detailed action items, timelines and resource allocation and list of projects/pipeline with input from all relevant stakeholders. The overall formulation of JT AIP 2025 was carried out in several areas:</p> <p>I.1. Development, drafting and finalization of JTAIP 2025</p> <p>The Ministry of Energy, Mining, and Mineral Resources coordinated the development, drafting and finalization of the JT AIP 2025, using as a baseline information data from the Just Transition Roadmap adopted by the Government of the Republic of North Macedonia as of 13 June 2023, and the Investment Plan for Accelerated Coal Transition (ACT IP) for the coal affected regions (Pelagonija and Southwest region), adopted by the Government of the Republic of North Macedonia as of 22 January 2024. During the development process, the working groups, the regional representatives and the Just transition council had their own contribution and engaged extensively in the finalization of the JTAIP 2025. The plan comprises relevant just transition projects and interventions for implementation during 2025 providing details on each action regarding reference document, responsible institutions, stakeholders involved, budget estimate, budget source, baseline for monitoring and evaluation, a milestone (indicator) and source of verification to be used. A relevant timeline and schedule is also provided for each listed action. Please refer to JTAIP 2025 document No.1a_Reform 2.1.2.1_Step 1_2025 JTAIP North Macedonia for detailed overview of the plan. The plan is also translated to Macedonian (please refer to document No.1b_Reform 2.1.2.1_Step 1_2025 JTAIP North Macedonia_mk) for the purpose of government approval and is also published on the MoEMMR webpage. Links are provided below.</p> <p>The JTAIP 2025 is structured around three core pillars: (i) Renewable Energy Sources (RES), (ii) Economic Diversification, and (iii) Prequalification and Training, with</p>

infrastructure development as a cross-cutting enabler. The key objectives for 2025 include expansion of renewable energy and grid infrastructure, economic diversification of coal-affected regions, and workforce reskilling aligned with labour market needs. Under the RES pillar, priorities include construction of 30 MW of new renewable capacity by ESM as part of the 0.8 GW target by 2027, modernization of grid infrastructure, development of competitive solar and wind auctions, introduction of secondary legislation for energy storage, and preparation of a Contract-for-Difference scheme.

Economic diversification measures focus on promoting green industries and SMEs through targeted investment support, development of a business plan for a Centre for Energy Excellence, strengthening supplier linkages, supporting innovation, and improving investment conditions in coal-affected areas (Bitola and Kichevo), including infrastructure development and industrial zone enhancement.

The prequalification and training pillar addresses socio-economic impacts through skills gap assessments, reskilling programs for affected workers, and implementation of training modules in renewable energy, energy efficiency, manufacturing, logistics, and related sectors, with partnerships involving vocational institutions and training providers. Training curricula are to be finalized by Q3 2025.

Complementary actions under the JTAIP include:

- Capacity building and governance – revision of the NECP 2025–2030, update of the national energy strategy, establishment of a Technical Support Unit (TSU), capacity-building for public administration, and development of a communication strategy and monitoring dashboard;
- Renewable energy and grid infrastructure – development of solar and wind projects (including Bitola and Bogdanci), feasibility studies for battery storage and hydrogen, and regulatory support through CfD mechanisms;
- Economic diversification – legal and financial incentives for green investments, SME support schemes, development of energy and innovation centers, industrial zone development, and workforce support measures;
- Energy efficiency – renovation of public buildings, implementation of EPBD requirements, energy poverty mitigation measures, and promotion of RES-based heating solutions;
- Prequalification and training – retraining of coal workers, establishment of vocational training centers, support for SMEs through wage subsidies, and alignment of skills with labour market demand;
- Transport infrastructure – upgrading road and rail connectivity, promotion of e-mobility, and integration with national and EU transport corridors;
- Waste management – modernization of regional waste management systems,

updating regional waste plans, strengthening municipal capacities, and alignment with EU environmental standards.

Implementation involves a wide range of stakeholders including national ministries, municipalities, ESM, MEPSO, IFIs (EBRD, KfW), educational institutions, and local communities, with funding from national budgets and international partners. Collectively, these actions aim to enable a structured, socially balanced and economically sustainable transition of coal-dependent regions, while aligning North Macedonia's energy and development policies with EU standards and long-term decarbonisation objectives.

Progress made to date:

Considering the Assessment of the Conditions for Payments – North Macedonia published by the Delegation of the European Union (EUD) on 28 August 2025, it is important to distinguish between the formal/procedural and the qualitative/operational aspects of JTAIP 2025.

Formally, the Annual Implementation Plan for Just Transition 2025 (JTAIP 2025) was duly prepared in accordance with the established governance procedures and formally adopted by the Government, thereby fulfilling the procedural requirement for annual approval by the operational governance structures.

However, in its qualitative assessment, the EUD concluded that the JTAIP 2025 could not be considered implementable as an operational plan. The EUD noted that the document lacked specific 2025 actions with timelines and resource allocations, included activities beyond the just transition scope and timeframe, and did not clearly confirm budget availability. Consequently, evidence of systematic monitoring and reporting (monthly/quarterly reports from January 2025 onwards) was not yet available for verification.

Building on this feedback, the Ministry of Energy, Mining and Mineral Resources coordinated the preparation of the JTAIP 2026, drawing on the Just Transition Roadmap adopted by the Government on 13 June 2023 and the Investment Plan for Accelerated Coal Transition (ACT IP) adopted on 22 January 2024. The preparation of JTAIP 2026 builds on the experience from 2025 and reflects a shift towards stronger operationalization, clearer prioritization, and enhanced implementation readiness.

Throughout the drafting process, the established Just Transition governance structures – including the three thematic Working Groups, regional representatives from coal-affected municipalities, and the Just Transition Council – actively contributed through consultations and coordination meetings, providing substantive inputs for defining, prioritizing, and sequencing actions.

The JTAIP 2026 comprises a focused set of just transition actions, projects and interventions planned for implementation during 2026. For each action, the Plan provides information on the reference strategic pathway, responsible institutions, involved stakeholders, indicative budget estimates and funding sources (where

applicable), implementation timeline for 2026, baseline values for monitoring and evaluation, defined milestones and indicators, as well as sources of verification. A detailed implementation schedule is included for each action to support effective monitoring and reporting.

The JTAIP 2026 is prepared in Macedonian for the purpose of Government adoption and is published on the website of the Ministry of Energy, Mining and Mineral Resources.

Please refer to JTAIP 2026 document No.1a_Reform 2.1.2.1_Step 1_2026 JTAIP North Macedonia for detailed overview of the plan. The plan is also translated to Macedonian (**please refer to document No.1b_Reform 2.1.2.1_Step 1_2026 JTAIP North Macedonia_mk**) for the purpose of government approval and is also published on the MoEMMR webpage.

The JTAIP 2026 is structured around four main pillars, in line with the Just Transition Roadmap:

- Clean energy transition
- Economic transition
- Green and smart infrastructure
- Skills development and human capital

Accordingly, the key objectives of the Just Transition process for 2026 are:

- **Clean energy transition:** accelerating the preparation and implementation of renewable energy projects in coal-affected regions, enabling energy storage solutions, strengthening electricity grid infrastructure, and creating regulatory conditions for increased integration of renewable energy sources and prosumers.
- **Economic transition:** supporting economic diversification in coal-affected regions through investments in industrial zones, enhanced investment incentives, support to SMEs, and improved conditions for attracting new economic activities and value chains.
- **Green and smart infrastructure:** improving environmental and municipal infrastructure in coal-affected regions, including water management, waste management and sustainable transport solutions, as enabling factors for economic transition and improved quality of life.
- **Skills development and human capital:** addressing the social dimension of the transition by reskilling and upskilling workers affected by the coal phase-out, identifying labour market skills gaps, strengthening vocational education and work-based learning, and supporting job creation linked to the just transition.

Based on these pillars, the JTAIP 2026 defines a set of priority objectives and actions to be implemented and monitored during 2026:

(a) Clean energy transition

- Preparation and advancement of renewable energy projects in coal-affected regions, including solar PV development on former coal mining sites.
- Assessment of energy storage options and system flexibility needs, including regulatory and technical aspects.
- Strengthening and modernization of electricity transmission and distribution infrastructure to enable higher penetration of renewable energy.
- Simplification of permitting procedures for renewable energy projects and promotion of prosumers and energy communities.
- Energy efficiency initiatives

(b) Economic transition

- Development and upgrading of industrial zones in coal-affected regions to attract new investments.
- Introduction of enhanced investment incentives and targeted support measures for businesses operating in coal-affected regions. Support to SMEs and entrepreneurship as drivers of local job creation and economic diversification.

(c) Green and smart infrastructure

- Implementation of integrated water management measures, including pilot projects aimed at reducing water losses.
- Strengthening regional waste management systems, including institutional capacity building and waste prevention measures.
- Promotion of sustainable transport solutions, including greening of public transport fleets and expansion of electric vehicle charging infrastructure.

(d) Skills development and human capital

- Continuation and expansion of reskilling and upskilling programmes for workers affected by the coal phase-out, including ESM employees.
- Identification of labor market skills gaps and development of Regional Skills Agreements, with a focus on youth.
- Strengthening vocational education, work-based learning, career guidance and STEM education.
- Support to SMEs for job creation linked to just transition priorities.

I.2. Consultations, meetings, feedback gathering

For the preparation of the JTAIP 2025 and the finalisation of the just transition governance structure, a series of consultations were held within the established JT governance framework. The process was led through the three working groups – Renewable Energy and Storage, Economy Transition, and Prequalification and Training – which met on 21 November 2024, 12 December 2024, and 25 February

2025. These meetings focused on the structure and content of the JTAIP 2025, including infrastructure priorities, economic diversification measures, and workforce reskilling needs. Participants actively contributed to defining actions relevant to regulatory aspects, private sector development in coal-affected municipalities, and capacity-building requirements. Consultations also included local stakeholders from Bitola and Kichevo, whose representatives participated in working group meetings and provided input on local challenges, priorities, and transition needs. The Ministry of Energy, Mining and Mineral Resources ensured continuous coordination with all stakeholders through regular communication and feedback exchanges. Minutes of the working group meetings are provided as supporting evidence (Documents 4f–4j). In parallel, ESM and MEPSO were actively engaged through dedicated meetings and written exchanges to identify infrastructure priorities and review investment plans related to coal phase-out and energy transition for 2025. Evidence of these consultations is provided in the email correspondence and meeting records listed under the “Evidence provided” section.

Progress:

For the purpose of preparing the Annual Implementation Plan for Just Transition 2026 (JTAIP 2026), a series of consultations, coordination meetings and feedback exchanges were carried out within the already established Just Transition governance framework at national and local level.

The consultation process was led through the existing Just Transition governance system, in particular through regular coordination with the three thematic Working Groups:

- Working Group on Renewable Energy Sources and Storage,
- Working Group on Economic Transition, and
- Working Group on Prequalification and Training.

Meetings with the Working Groups focused on reviewing in details the Just Transition Roadmap adopted by the government in 2023, identifying priority actions suitable for implementation in 2026, assessing implementation readiness, and ensuring alignment with sectoral strategies, available resources and institutional capacities. Discussions covered key areas such as clean energy transition measures, grid and infrastructure priorities, economic diversification actions in coal-affected municipalities, and workforce reskilling and skills development needs.

The Working Groups played a key role in identifying regulatory, technical and operational issues relevant for the just transition process, proposing refinements to planned actions, and ensuring that the JTAIP 2026 reflects realistic implementation timelines and responsibilities. Their inputs also contributed to aligning actions with private sector development needs, municipal priorities and labor market requirements in the coal-affected regions.

Consultative exchanges were held with representatives of local self-governments and local stakeholders from Bitola and Kichevo. These inputs helped identify local challenges, opportunities and investment priorities, ensuring that the JTAIP 2026 adequately reflects the needs of communities directly affected by the coal phase-out. Local representatives also participated, where relevant, in Working Group discussions, contributing to informed decision-making.

Throughout the preparation process, the Ministry of Energy, Mining and Mineral Resources maintained continuous communication with relevant institutions and stakeholders through meetings and written exchanges, enabling iterative feedback and timely adjustments to the draft JTAIP 2026.

Energy generation and transmission enterprises – ESM and MEPSO – were closely involved in the consultation process, particularly with regard to clean energy transition measures, grid infrastructure needs and investment planning. Dedicated coordination meetings and exchanges were held to align planned actions under the JTAIP 2026 with the investment plans and operational priorities of ESM and MEPSO, and to identify infrastructure-related actions critical for the successful implementation of the just transition.

Minutes of meetings and records of consultations with the Working Groups and other stakeholders are available as supporting documentation.

1.3. Adoption of the 2025 JTAIP

As national coordinator of the Just Transition process, the Minister of Energy, Mining and Mineral Resources reviewed the draft JTAIP 2025, which was formally submitted on 28 November 2024. Following the review, the draft was circulated to all working group members for further input, incorporating feedback from municipalities, energy companies, and relevant ministries. This process coincided with the adoption of an amended Government Decision on 30 July 2024, which redefined the mandate of the Just Transition Council (JTC) and formally empowered it to review, approve, and oversee all documents and activities related to the just transition process.

The JTC subsequently convened on 17 December 2024, where the JTAIP 2025 was reviewed and discussed in detail, and the revised draft was endorsed. Further refinements were made in January–February 2025 based on additional inputs from the working groups, including a final coordination meeting held on 25 February 2025. On the same date, the Minister circulated the final version of the JTAIP 2025 to all Council members for formal approval, including the monitoring and reporting framework and governance arrangements. All members confirmed their approval within three days. The final JTAIP 2025 was subsequently submitted for Government approval on 28 February 2025, which was formally granted, as evidenced in the relevant Government decisions and supporting documentation.

The JTAIP 2025 is also published on the Ministry of energy, mining and mineral resources website. Please find the relevant [link](#).

Progress made to date:

As the national coordinator of the Just Transition process, the Minister of Energy, Mining and Mineral Resources reviewed the draft Annual Implementation Plan for Just Transition 2026 following the completion of consultations with the Working Groups, relevant institutions and local stakeholders.

The reviewed draft JTAIP 2026 was circulated to members of the Just Transition Council and relevant line ministries for final comments and confirmation. The Just Transition Council discussed the proposed JTAIP 2026, provided strategic guidance and endorsed the final version of the Plan.

[Reference to Just Transition Council meeting minutes to be inserted].

Following endorsement by the Just Transition Council, the JTAIP 2026 was submitted for approval to the Government of the Republic of North Macedonia. The Government adopted the Annual Implementation Plan for Just Transition 2026 in accordance with applicable procedures.

[Reference to Government decision for approval of JTAIP 2026 to be inserted].

The adopted JTAIP 2026 is published on the website of the Ministry of Energy, Mining and Mineral Resources. Please find the relevant [link](#).

II. Establish monitoring and reporting system to monitor progress against workplan milestones

The JTAIP 2025 defines a robust monitoring and evaluation framework to track progress, identify gaps, and adjust strategies as follows:

- a) Regular gathering of quantitative and qualitative data through a real-time dashboard, with monthly progress reports prepared by the Just Transition Working groups (JTWG).
- b) Includes field visits and on-site assessments to verify progress and tackle implementation challenges, with quarterly progress reports consolidated by MoEMMR.
- c) Through annual reviews and consultations, stakeholder input on the impact and outcomes of the transition plan is collected and integrated.
- d) Conducted audit reports and third-party verifications to assess the plan's effectiveness and financial management.

Reporting templates are structured for monthly and quarterly updates which facilitate clear communication of progress, challenges, and next steps:

a) Monthly Reporting - Managed by JTWG and escalated to MoEMMR and JTC, includes detailed activity updates, KPI tracking, and stakeholder engagement summaries.

b) Quarterly Reporting - Summarizes progress by action area (e.g., renewable energy, workforce development, economic diversification), with a detailed analysis of performance against KPIs and financial overviews.

These templates and processes ensure that all stakeholders are well-informed and engaged in the Just Transition process, contributing to a managed and effective transition strategy. Early 2025 will see the development of standard templates for uniform reporting and dashboards for better visualization and tracking of progress and challenges. **Please refer to document No.2a_Reform 2.1.2.1. Step 1_Monitoring and reporting_JTAIP 2025 for details on the monitoring and reporting framework.** The document is published on the MoEMMR webpage and is available on the following [link](#). The document is also translated in Macedonian (**please refer to document No.2b_Reform 2.1.2.1. Step 1_Monitoring and reporting_JTAIP 2025_mk**).

The first monitoring report was already published covering the period until October 2025 which was based on the full review of the Just Transition Roadmap. (Please refer to document Monitoring report_JTR status_October 2025 and Monitoring report_JTR status_November 2025)

Based on the lessons learned, subject to the monitoring and reporting, changes will be made as follows:

a) Monthly data collection - Managed by JTWG and escalated to MoEMMR and JTC, includes detailed activity updates, KPI tracking, and stakeholder engagement summaries.

b) Quarterly Reporting - Summarizes progress by action area (e.g., renewable energy, workforce development, economic diversification), with a detailed analysis of performance against KPIs and financial overviews. However, if the monthly data indicates issues or the need for follow-up on specific projects/measures/actions, an ad-hoc report will be prepared to ensure timely coordination and support for implementation.

III. Governance structure fully operational with defined roles, responsibilities, and decision-making processes. Coordination, meetings and approvals to be obtained by the Just Transition Council.

The governance structure of the Just Transition process consists of the Just Transition Council (JTC), the Technical Support Unit (TSU), three Working Groups (WGs), and the Regional Forum, each with clearly defined roles. The JTC acts as the highest decision-

making body, responsible for approving annual implementation plans, funding priorities, and key strategic documents, as well as reviewing progress reports submitted by the TSU and WGs. The TSU functions as the operational and coordination body, providing administrative and technical support, consolidating inputs from the working groups, and ensuring timely reporting and implementation.

Three thematic Working Groups—Renewable Energy and Storage, Economic Diversification, and Prequalification and Training—are responsible for developing project proposals, implementing activities, and providing technical input based on sectoral analyses. A Regional Forum covering the coal-affected areas (notably Bitola and Kičevo) ensures local participation, identifies regional needs, and feeds inputs into the national process. Information flows between all bodies are coordinated by the TSU, ensuring alignment and consistency.

The governance structure was formally established through Government decisions in June and November 2023, with the first WG meetings held in November 2023 and January 2024. Following changes in government in mid-2024, the governance framework was revised, and an amended decision on the JTC was adopted on 30 July 2024, strengthening its mandate. The JTC met on 26 August 2024 and 17 December 2024, where it reviewed and endorsed the JTAIP 2025. Subsequent feedback from ministries was incorporated, and final approval was confirmed in February 2025.

The Working Groups were reconstituted in October 2024, with meetings held on 21 November, 13 December 2024, and 25 February 2025. These meetings focused on finalizing the JTAIP 2025, aligning actions with the four Just Transition pathways (private investment, green infrastructure, clean energy, and skills development), and agreeing on the monitoring and reporting framework. It was agreed that monthly progress reports would commence from March 2025 onward.

In parallel, the Ministry of Energy, Mining and Mineral Resources maintained continuous coordination with ESM and MEPSO regarding renewable energy investments and grid modernization. The Regional Forum in Bitola was established in May 2024 and held three meetings to ensure alignment with local needs and priorities. All governance bodies are operational, and their activities are documented in official decisions, meeting minutes, and correspondence referenced in the Evidence section.

Progress made to date:

The Just Transition governance arrangements established and reported under JTAIP 2025 remain fully operational. Coordination and oversight of the JTAIP 2026 is ensured through regular meetings of the Just Transition Council and the thematic Working Groups, with already prescheduled monthly meetings (the first week of each month) supported by ongoing coordination with relevant institutions, and local self-governments from the coal-affected regions. These meetings are used to review

	<p>implementation progress, address bottlenecks, agree follow-up actions, and validate priorities and updates as needed.</p> <p>Minutes of meetings and related communication records are available as supporting evidence.</p>
<p>Evidence provided</p>	<p>No.1a_Reform 2.1.2.1. Step 1_2025 JT AIP North Macedonia</p> <p>No.1b_Reform 2.1.2.1_Step 1_2025 JTAIP North Macedonia_mk</p> <p>No.2a_Reform 2.1.2.1. Step 1_Monitoring and reporting_JTAIP 2025</p> <p>No.2b_Reform 2.1.2.1. Step 1_Monitoring and reporting_JTAIP 2025_mk</p> <p>No.3_Reform 2.1.2.1. Step 1_Governance structure_JTAIP 2025</p> <p>No.4a_Reform 2.1.2.1. Step 1_List of participants WG RES and storage_1 21.11.2023</p> <p>No.4a_Reform 2.1.2.1. Step 1_Minutes of meetings WG RES and storage_1 21.11.2023</p> <p>No.4b_Reform 2.1.2.1. Step 1_List of participants WG economy transition_1 28.11.2023</p> <p>No.4b_Reform 2.1.2.1. Step 1_Minutes of meetings WG economy transition_1 28.11.2023</p> <p>No.4c_Reform 2.1.2.1. Step 1_List of participants WG prequalification and training_1 28.11.2023</p> <p>No.4c_Reform 2.1.2.1. Step 1_Minutes of meetings WG prequalification and training_1 28.11.2023</p> <p>No.4d_Reform 2.1.2.1. Step 1_List of participants WG economy transition_2 12.01.2024</p> <p>No.4d_Reform 2.1.2.1. Step 1_Minutes of meetings WG economy transition_2 12.01.2024</p> <p>No.4e_Reform 2.1.2.1. Step 1_List of participants WG prequalification and training_2 12.01.2024</p> <p>No.4e_Reform 2.1.2.1. Step 1_Minutes of meetings WG prequalification and training_2 12.01.2024</p> <p>No.4f_Reform 2.1.2.1. Step 1_Minutes of meetings WG RES and storage_2 21.11.2024</p> <p>No.4g_Reform 2.1.2.1. Step 1_Minutes of meetings WG economy transition_3 21.11.2024</p> <p>No.4h_Reform 2.1.2.1. Step 1_Minutes of meetings WG prequalification and training_3 21.11.2024</p> <p>No.4i_Reform 2.1.2.1. Step 1_Minutes of meetings WG RES and storage_3 13.12.2024</p> <p>No.4j_Reform 2.1.2.1. Step 1_Minutes of meetings WG economy transition and prequalification and training_4 13.12.2024</p> <p>No.4k_Reform 2.1.2.1. Step 1_Minutes of meetings WG economy transition_5 25.02.2025</p> <p>No.4l_Reform 2.1.2.1. Step 1_Minutes of meetings WG RES and storage_5 25.02.2025</p> <p>No.4m_Reform 2.1.2.1. Step 1_Minutes of meetings WG prequalification and training_5 25.02.2025</p> <p>No.5a_Reform 2.1.2.1. Step 1_Decision for the Council for Just transition 30 July 2024_MK</p>

No.5b_Reform 2.1.2.1. Step 1_Decision for the Council for Just transition 30 July 2024_ENG

No.6a_Reform 2.1.2.1. Step 1_Minutes of meetings Just Transition Council_1 26.08.2024

No.6b_Reform 2.1.2.1. Step 1_Minutes of meetings Just Transition Council_2 17.12.2024

No.7a_Reform 2.1.2.1. Step 1_Decision for WG RES and storage 22.10.2024-MK

No.7a_Reform 2.1.2.1. Step 1_Decision for WG RES and storage 22.10.2024-ENG

No.7b_Reform 2.1.2.1. Step 1_Decision for WG prequalification and training 22.10.2024-MK

No.7b_Reform 2.1.2.1. Step 1_Decision for WG prequalification and training 22.10.2024-ENG

No.7c_Reform 2.1.2.1. Step 1_Decision for WG economy diversification 22.10.2024-MK

No.7c_Reform 2.1.2.1. Step 1_Decision for WG economy diversification 22.10.2024-ENG

No.8a_Reform 2.1.2.1. Step 1_Minutes of meetings Regional forum Bitola_1 10.05.2024

No.8b_Reform 2.1.2.1. Step 1_Minutes of meetings Regional forum Bitola_2 31.05.2024

No.8c_Reform 2.1.2.1. Step 1_Minutes of meetings Regional forum Bitola_3 14.06.2024

No.9_Reform 2.1.2.1._Step 1_JTAIP_Governance system schedule of meetings and events verification process

No.10_Reform 2.1.2.1._Step 1_Request for approval of the annual implementation plan for just transition 25.02.2025

No.11a_Reform 2.1.2.1._Step 1_Government decision for approving the JTAIP 2025_mk

No.11b_Reform 2.1.2.1._Step 1_Government decision for approving the JTAIP 2025_eng

No.12_Reform 2.1.2.1. Step 1_Minister review of JTAIP 2025_28 November 2024

Folder_ Email communication_meeting invitations

Folder_JTAIP 2025 Comments received from WG members

Folder_JTAIP 2025 comments received from Council members

Mail - Feedback from the Minister on the 2026 Plan

Mail - Information shared with the Working Group on Reskilling and Training

Mail - Invitation Economic Transition

Mail - Invitation to the Council 23122025

Mail - Invitation to the Working Group on Economic Transition 06112025

Mail - Invitation to the Working Group on Renewable Energy Sources and Energy Storage 09102025

Mail - Invitation to the Working Group on Renewable Energy Sources and Energy Storage 04122025

Mail - Invitation to the Working Group on Renewable Energy Sources and Energy Storage 04122025

Mail - MoM Council 23092025

Mail- Communication and update with ESM – 072025

	<p>Mail Final Annual Implementation Plan for Just Transition 2026 shared with the Council</p> <p>Mail -Information shared with the Working Group on Economic Transition</p> <p>Mail- Information shared with the Working Group on Renewable Energy Sources and Energy Storage</p> <p>Mail -Invitation to the Council 23092025</p> <p>Mail -Invitation to the Working Group on Economic Transition 09102025</p> <p>Mail- Invitation to the Working Group on Renewable Energy Sources and Energy Storage 04092025</p> <p>Mail -Invitation to the Working Group on Reskilling and Training 04122025</p> <p>Mail -Invitation to the Working Group on Reskilling and Training 06112025</p> <p>Mail -Invitation to the Working Group on Reskilling and Training- 09102025</p> <p>Mail -Plan shared with the Council-19122025</p> <p>Mail-Invitation to the Working Group on Economic Transition 04092025</p> <p>Mail-Invitation to the Working Group on Reskilling and Training 04092025</p> <p>MoM_JETIP Council MK 23092025</p> <p>MoM_JETIP Council MK 23122025</p> <p>JTAIP_Plan_2026_MK 04122025</p> <p>Just Transition Roadmap – Project Mapping Meeting (06 November 2025) – Meeting Report</p> <p>Just Transition Roadmap – Project Mapping Meeting (09 October 2025) – Meeting Report</p> <p>Present members of the Working Group – Meeting 04092025</p> <p>Present members of the Working Group – Meeting 04122025</p> <p>Present members of the Working Group – Meeting 06112025</p> <p>Present members of the Working Group – Meeting 09102025</p> <p>MoM_JETIP Working Group MK– Economic Transition 04092025</p> <p>MoM_JETIP Working Group MK– Renewable Energy Sources and Energy Storage 04092025</p> <p>MoM_JETIP Working Group MK– Reskilling and Training 04092025</p> <p>MoM_Working Group on Economic Transition 04122025</p> <p>MoM_Working Group on Economic Transition 06112025</p> <p>MoM_Working Group on Economic Transition 09102025</p> <p>MoM_Working Group on Renewable Energy Sources and Energy Storage 04122025</p> <p>MoM_Working Group on Renewable Energy Sources and Energy Storage 06112025</p> <p>MoM_Working Group on Renewable Energy Sources and Energy Storage 09102025</p> <p>MoM_Working Group on Reskilling and Training 04122025</p> <p>MoM_Working Group on Reskilling and Training 06112025</p> <p>MoM_Working Group on Reskilling and Training 09102025</p> <p>Government Conclusion</p>
<p>Checks performed in the verification of the step and related findings</p>	<p>The Ministry of Energy, mining and mineral resources, assigned a Just Transition (JT) coordinator of the process, who, based on the governance structure defined, is responsible for strategic monitoring of the JT implementation process, overseeing stakeholder engagement and inter-institutional coordination. This role is pivotal in ensuring the strategic monitoring of the process, facilitating effective stakeholder</p>

engagement, and coordinating actions across various institutions in line with the established governance structure.

The JT Coordinator verified the implementation process through a structured review and coordination approach. A comprehensive checklist of all meetings, participants, and invitations was prepared to verify governance activities (Document No. 9). The Coordinator reviewed all meeting minutes and participant lists from earlier phases to ensure continuity and, from July 2024 onward, actively participated in all key meetings of the Just Transition Council and Working Groups.

The Coordinator led the drafting process of the JTAIP 2025 by coordinating inputs from all stakeholders, organizing internal drafting sessions, and consolidating contributions. The draft JTAIP was submitted to the Minister of Energy, Mining and Mineral Resources on 28 November 2024, after which feedback was collected and incorporated. The revised version was then circulated to JTC members and SOE representatives, with the Coordinator ensuring that all comments were properly reflected. The updated draft was presented to the JTC on 17 December 2024, with the Coordinator leading the presentation and addressing requested amendments.

Prior to government submission, the Coordinator verified that all comments from working groups and council members were fully integrated and that meeting conclusions were reflected in the final document. Following JTC endorsement, the JTAIP 2025 was submitted for Government approval on 28 February 2025. After approval, the Coordinator oversaw publication of the JTAIP on the MoEMMR website, including preparation of Macedonian translations and coordination with legal and communication teams to ensure formal publication and accessibility.

Progress to date:

The JT Coordinator developed a checklist of all meetings, including participants and invitations sent, and verified the minutes and participant lists from meetings held prior to assuming the role to ensure continuity. From July 2024 onward, the Coordinator actively participated in all key JT Council and Working Group meetings to maintain oversight. For the JTAIP 2026, the Coordinator (with the TSU) coordinated drafting and finalisation by consolidating inputs from thematic Working Groups, institutions and municipalities, supported by regular internal coordination meetings; the draft was reviewed with the Minister of MoEMMR and circulated to JTC members and relevant institutions for comments, which were consolidated and reflected in the final version presented to the JTC for endorsement. Before Government submission, the Coordinator verified that all key conclusions and written feedback were integrated, after which the endorsed JTAIP 2026 was submitted for Government approval. Following approval, the Coordinator managed publication on the MoEMMR website, including Macedonian translations and coordination with legal and PR teams to ensure formal publication and accessibility.

<p>Compliance with general principles and DNSH principle</p>	<p>The implementation of the steps does not contravene the general principles outlined in Article 4 and 11(4) of Regulation (EU) 2024/1449 and Article 3 of the Facility Agreement.</p> <p>The implementation of the steps does not contravene the ‘Do No Significant Harm’ principle (DNSH).</p>
<p>Double funding</p>	<p>Contributions from third parties were identified and reported in support of the achievement of this step.</p> <p>The Technical Support Unit (TSU), financed by Bloomberg Philanthropies, provides complementary technical and coordination support to the Just Transition process. The TSU does not finance, implement or deliver any costs, outputs, or results claimed under the Reform and Growth Facility (RGF). Its role is strictly limited to facilitation, coordination, technical assistance, and administrative support. In accordance with Article 4(3) of the RGF Regulation, support from other donors is permitted provided that it does not cover the same costs or results and that appropriate oversight and budget control are ensured. The TSU’s role is limited to facilitation, coordination, technical assistance and administrative support, while ownership, decision-making authority, and delivery of results remain with the national institutions, including the Ministry of Energy, Mining and Mineral Resources, the Just Transition Council, and the Working Groups. <i>In accordance with the RGF guidance on double funding, the TSU does not deliver the steps or results reported under the Reform Agenda, nor does it substitute national authorities in the implementation of actions. Its support falls under acceptable complementary assistance, as it contributes know-how, coordination and process support without replacing or financing the substantive outputs of the reform steps. This is consistent with the guidance stating that technical assistance and methodological support are permissible, provided they do not constitute extensive or substitutive delivery of the results.</i></p>
<p>Clear conclusion on the achievement of the step</p>	<p>Fully achieved</p>