

**LIST OF DECISIONS AND GUIDANCE
114TH BUREAU MEETING, 3 DECEMBER 2025**

Agenda item	Outcome	Comments
Opening of the meeting	The Chair welcomed participants.	Participants did not declare any interests which could be considered to be prejudicial to their independence with respect to any of the points on the agenda of the open session of the Bureau.
FOR ADOPTION		
1 Agenda of the 114 th Bureau meeting	The meeting agenda was adopted.	
FOR DISCUSSION		
2 Follow-up to the previous Bureau meeting (3 November 2025)	<p>The Bureau took note of follow-up items to the Bureau meeting of 3 November 2025 and of the draft agenda of the Bureau meeting that is foreseen on 28 January 2026.</p> <p>The MB Chair invited members to start reflecting on how to bring more strategic items and interactivity to MB and Bureau meetings.</p>	Follow-up items mainly covered topics which are on the December MB and Bureau agendas, including the finalisation of the renovated EEA-Eionet Strategy 2021-2030, Topic Centres, the Single Programming Document 2026-2028 and a verbal update on the designation of members of the European Scientific Advisory Board on Climate Change.
FOR BUREAU ORIENTATION IN PREPARATION OF THE 107TH MANAGEMENT BOARD		
3 107 th MB meeting agenda	<p>The Bureau took note of the MB meeting agenda.</p> <p>The Bureau also took note that MB written procedure WP/MB/2025/06 on the procurement plan 2025 that had remained open following comments from the member representing the European Commission (DG ENV) was ready to be concluded.</p>	The member from the European Commission (DG ENV) had submitted feedback on one of the procurement procedures that had been managed as an exception, and asked for assurance that the recurring nature of using some exceptions would be discontinued. The member also asked the EEA to follow a more standard contracting approach next time. The EEA's Executive Director confirmed that the procedure was finished and that lessons had been learnt based on the feedback.
4 Preparation of Management Board discussions and Bureau recommendations for MB decisions related to MB meeting agenda items 5A to 5F	<p>A. <u>Adoption of the renovated EEA-Eionet Strategy 2021-2030</u></p> <p>The Bureau recommended the MB to adopt the renovated EEA-Eionet Strategy 2021-2030, pending some minor editorial corrections.</p> <p>B. <u>Single Programming Document (SPD) 2026-2028</u></p> <p>The Bureau recommended the MB to adopt the Single Programming Document 2026-2028, pending some edits on the policy context, the EEA's organisation chart. The Bureau also recommended the MB to adopt the EEA's budget 2026 with some</p>	<p>A. The MB Chair will mention the minor edits to the Strategy in the MB meeting.</p> <p>B. The member from the European Commission (DG ENV) submitted minor edit suggestions to adapt the part on the policy context so that it shows initiatives that have effectively been adopted. The organisation chart and staff figures will be updated following organisational changes from 1 January 2026. The Executive Director highlighted the scarcity of the EEA's operational budget, which has led</p>



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	finetuning, and the financing decision for European Topic Centres for 2026.	to some negative priorities as presented in the SPD.
	C. <u>Decision on new Topic Centre design from 2027 onwards</u>	C. The EEA noted that all 12 volunteer countries had put forward organisations which could become Topic Centres.
	The Bureau prepared the discussion and decision on the new Topic Centre design from 2027 onwards and welcomed the outcome of the first phase with the 12 volunteering countries. Members asked clarifying questions on the duration of contracts and on the role of the Scientific Committee in the process.	A member expressed some concerns that, due to their location in regions with higher costs, parts of the current European Topic Centres may not be as competitive in the new landscape.
	Following the request from some members, the Bureau agreed to have Topic Centres as a standing item on future Bureau and MB meetings.	The MB member from the European Commission (DG ENV) proposed to further elaborate the wording of article 5 of the implementing rule to make more specific the link and adherence to the Financial Regulation in the context of the contracting process. The amendment will be shown to the MB on 4 December.
	D. <u>Adoption of the Eurostat Work Programme for 2026 in the field of environment</u>	Katja Rosenbohm will take over the senior management lead role on Topic Centres after Martin Adams's departure in January 2026.
	The Bureau recommended the MB to adopt the Eurostat Work Programme for 2026 in the field of environment.	D. The Bureau did not raise any issues to be brought to the attention of the MB.
	E. <u>Amendment to EEA budget 2025</u>	E. A revised decision was shared with the MB to reflect the increase of the EFTA contribution following newly adopted legislatives.
	The Bureau recommended the MB to adopt the second amendment to the EEA budget 2025.	
FOR INFORMATION		
5 Feedback from Bureau members	The Bureau took note of the update by the MB Chair, the ED and the member from the European Commission on EEA enlargement, and of the suggestion from the non-EU observer (Switzerland) to celebrate Switzerland's 20 years of work with the EEA at the March 2026 MB meeting.	Following the principle MB decision in March 2025 that Moldova would be granted cooperating country status once the budget is in place, the adoption of the budget 2026 will mark the beginning of the cooperation with Moldova as a cooperating country from 1 January 2026.

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		<p>The EEA aims to formalise the cooperation with Ukraine in 2026 pending discussions with the European Commission, as Ukraine has sent a letter to Director-General Mamer (DG ENV) and the EEA's Executive Director, expressing interest to join the Agency as a cooperating country. The MB budget decision 2026 will cover the cooperation with both Moldova and Ukraine.</p>
CLOSED SESSION		
<p>6 Preparing the MB decision on the designation of new members of the European Scientific Advisory Board on Climate Change (ESABCC)*</p>	<p>The Bureau took note of the declaration of interest of one member regarding a shortlisted candidate and agreed that the member would participate in the deliberations and take part in the final decision-making (except in relation to the candidate), but would refrain from commenting on any aspect related to this candidate in relation to which they have a conflict of interest.</p>	<p>A member suggested to ask new members of the ESABCC to make sure that there is a sufficient and adequate link to EU Member States, especially national Advisory Boards, with a main focus on those that are not represented in the ESABCC members' nationalities.</p>
	<p>The Bureau recommended the MB to designate the new members of the European Scientific Advisory Board on Climate Change (ESABCC) and to establish the reserve list based on the recommendation from the evaluation committee. The Bureau welcomed the high amount of applications for the Advisory Board, as well as the pluridisciplinarity, geographical, and gender balance of candidates. Bureau members asked clarifying questions about geographical coverage and the selection process.</p>	
<p>7 Preparing the MB approval of Key Performance Indicators for the Executive Director (reporting year 2025)*</p>	<p>The MB Chair thanked the participants who had provided ideas for specific ED KPIs related to their individual performance.</p> <p>The Bureau prepared a recommendation to the Management Board for a decision on a few additional KPIs for the appraisal of the Executive Director for reporting year 2026 and beyond.</p>	<p>At the previous meeting, the Bureau recommended the Management Board to take a decision to maintain the same Key Performance Indicators (KPIs) for Executive Director appraisals for reporting year 2025. For reporting year 2026 and onwards, the Bureau supported the proposal from the Chair to align the ED KPIs to the new set of the Agency's KPIs (pending decision from MB on 4 December). The Bureau confirmed that they would keep the target level of ED KPIs and Agency KPIs aligned.</p> <p>The MB Chair will present the proposed KPIs for the Executive Director in the MB meeting closed session as a tabled document.</p>
<p>8 Preparing the MB decision on appointment of reporting officers (reporting year 2025)*</p>	<p>The Bureau recommended the MB to take a decision to appoint the reporting officers for the Executive Director's appraisal for reporting year 2025.</p>	<p>The MB Chair invited members to reflect whether one of them would like to become a reporting officer in a year from now when one of the member's second mandate expires.</p>

The meeting closed at 18:30

Approved by the EEA Bureau at its 114th meeting
3 December 2025

Signed

André Weidenhaupt
Chair, EEA Management Board

Annexes

Annex 1: Final agenda of 114th Bureau meeting, 3 December 2025

Annex 2: Participants list, 114th Bureau meeting, 3 December 2025

Draft agenda of the 114th Bureau meeting
Wednesday, 3 December 2025, 16:00-18:30, Copenhagen

AGENDA ITEM	DOCUMENTS
FOR ADOPTION	
1. Agenda of the 114 th Bureau meeting	EEA/BU/114/01

FOR DISCUSSION	
2. Follow-up to the previous Bureau meeting (3 November 2025)	Verbal update

FOR BUREAU ORIENTATION IN PREPARATION OF THE 107th MANAGEMENT BOARD MEETING	
3. 107 th MB meeting agenda	EEA/MB/107/01
4. Preparation of Management Board discussions and Bureau recommendations for MB decisions related to MB meeting agenda items 5A to 5F	EEA/MB/107/5A-F

FOR INFORMATION	
5. Feedback from Bureau members	Verbal update

CLOSED SESSION	
6. Preparing the MB decision on the designation of new members of the European Scientific Advisory Board on Climate Change (ESABCC)*	EEA/MB/107/10
7. Preparing the MB approval of Key Performance Indicators for the Executive Director (reporting year 2025)*	EEA/BU/114/07 EEA/MB/107/11
8. Preparing the MB decision on appointment of reporting officers (reporting year 2025)*	EEA/MB/107/12

Documents provided for information (no discussion in the meeting unless raised by a Bureau member under agenda item 5 Feedback from Bureau members):

- Overview of audits (EEA/BU/114/09)
- Outcome EEA discharge process 2023 and follow-up of discharge 2024 (EEA/BU/114/10)
- EEA identification of risks 2025-2026 (EEA/BU/114/11)
- Draft agenda of the next Bureau meeting on 28 January 2026 (EEA/BU/114/12)

Documents for agenda points 6, 7 and 8 are confidential Bureau or MB documents and will not be uploaded to Teams. MB members will receive them separately.


Participants list, 114th Bureau meeting, 3 December 2025 16:00-18:30 CET, EEA

Name	Represented country/ organisation	Role	Presence
André Weidenhaupt	Luxembourg	Chair	Present
Elisabeth Freytag-Rigler	Austria	Vice-Chair	Present
Aljoša Duplić	Croatia	Vice-Chair	Present
Laura Höijer	Finland	Vice-Chair	Present
Julia Werner	Germany	Vice-Chair	Present
Stefano Laporta	Italy	Vice-Chair	Present
Valerie Drézet-Humez	European Commission (DG ENV)		Present
Lena Neij	Member designated by the European Parliament		Present
Leena Ylä-Mononen	EEA	Executive Director	Present
Louis Meuleman	Chair of the Scientific Committee		Present
Martine Rohn-Brossard	Switzerland	Observer from non- EU member state	Present
Yvon Slingenberg	European Commission (DG CLIMA)	Standing observer	Present
Saverio Marcaletti	European Commission (DG ENV)	Invited observer	Present
Jürgen Salay	European Commission (DG CLIMA)	Invited observer	Present
Martin Adams	EEA		Present
Eva Jensen	EEA		Present
Riyong Kim	EEA		Present
Karl Hamilton	EEA		Present
Katja Rosenbohm	EEA		Present
Søren Nielsen	EEA		Present
Milan Chrenko	EEA		Present
Anne-Marie Buttolo	EEA		Present
Jasmiina Laurmaa	EEA/MB Secretariat		Present