



LIST OF DECISIONS AND GUIDANCE
107TH MANAGEMENT BOARD MEETING, 4 DECEMBER 2025

Agenda item	Outcome	Comments
AGENDA AND FOLLOW-UP FROM PREVIOUS MEETINGS	The Management Board (MB) Chair welcomed participants and new members since the 1 October MB meeting.	The meeting was streamed and recorded for EEA internal purposes. Recordings are kept for a month after the meeting.
	The MB Chair thanked Laura Burke for all her work as Management Board member and MB Chair for two mandates.	Prevention and management of conflicts of interest: One participant declared an interest that they considered to be prejudicial to their independence with respect to agenda item 5C. The Chair decided that as a mitigating measure, the participant would refrain from contributing to the deliberations on the topic and from taking part in the decision-making on this item. The topic of conflicts of interest was handled separately for the closed session. Interests declared and mitigating measures are reflected anonymously in the decision list to ensure transparency whilst protecting confidentiality.
	The MB Chair also thanked Martin Adams for his work as EEA senior management.	Laura Burke, MB member from Ireland, will step down from her role as MB member when she finishes her mandate of head of Environment Protection Agency in January 2026. Martin Adams, Head of the EEA's Environment Department, will leave the EEA at the end of 2025.
FOR ADOPTION		
1	Agenda of the 107 th Management Board meeting	The Management Board (MB) adopted the agenda of the meeting.
FOR INFORMATION AND FEEDBACK		
2	MB decision list: 106 th meeting (1 October 2025)	The MB took note that the 106 th MB meeting decision list was adopted following a 72-hour silent procedure.
3	Update by the Management Board Chair	The MB took note of the update by the Chair. Decisions/written procedures since October MB meeting: <ul style="list-style-type: none"> - 105th Bureau decision list 1 October - 106th Bureau decision list 3 November: finetuning of the renovated EEA-Eionet Strategy 2021-2030 - MB written procedure: revision of sensitive posts guideline



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	<ul style="list-style-type: none"> - MB written procedure on procurement plan 2025: The Bureau discussion allows the MB Secretariat to close the written procedure. <p>Upcoming:</p> <ul style="list-style-type: none"> - MB written procedure on the adoption of the procurement plan 2026 - Revision of MB and Bureau rules of procedure 	<p>MB written procedure on procurement plan 2025: the member from the European Commission (DG ENV) had submitted feedback on one of the procurement procedures that had been managed as an exception. In the Bureau meeting, the EEA provided them assurance that the recurring nature of using some exceptions would be discontinued.</p>
4	<p>Outcomes of the Danish Presidency of the Council of the EU (second half of 2025) and priorities of the Council of the EU and priorities of the upcoming Cypriot Presidency</p> <p>The MB took note of the outcomes of the Danish Presidency of the Council of the EU (second half of 2025) and of the priorities of the incoming Cypriot Presidency of the Council of the EU (first half of 2026), in particular in the fields of environment and climate.</p>	<p>The Executive Director (ED) congratulated the Danish Presidency for their achievements and thanked them for the close cooperation with the EEA, including for the launch of Europe's Environment 2025.</p>
FOR DECISION (PREPARED IN THE BUREAU)		
5A	<p>Adoption of the renovated EEA-Eionet Strategy 2021-2030</p> <p>The MB adopted the renovated EEA-Eionet Strategy 2021-2030 with broad consensus for its second period of implementation until 2030, pending some finetuning of the wording based on the MB discussions.</p> <p>The MB thanked the EEA for the well-run strategy renovation process, including the MB consultation. The MB welcomed the fact that their comments and the ones from other stakeholders were considered.</p>	<p>The EEA will adjust some of the wording in the Strategy, namely in the paragraph which mentions cooperating countries, SO3 to reflect the deployment of new technologies, and adding a reference to reducing disproportionate administrative burden.</p>
5B	<p>Adoption of the Single Programming Document (SPD) 2026-2028 including EEA Annual budget 2026 and financing decision on European Topic Centres for 2026</p> <p>The MB adopted the Single Programming Document (SPD) 2026-2028 pending some minor adjustments. The MB also approved the EEA Annual budget 2026 and adopted the financing decision on European Topic Centres for 2026.</p>	<p>Minor adjustments to the SPD include the EEA's latest organisation chart and headcount following the reorganisation of 1 January 2026, adequate references to the status of Moldova and Ukraine towards the EEA and slight amendments suggested by the European Commission (DG ENV) to reflect the ongoing evolution of the policy context.</p> <p>The MB can expect an amendment to the budget 2026 early in the year, as the current budget includes funds related to the withdrawn Forest monitoring proposal.</p>
5C	<p>Decision on new Topic Centre design from 2027 onwards, based on lessons learnt from the first phase with</p> <p>The MB agreed to move forward to the second phase of the new Topic Centre design from 2027 onwards, based on the experience from the first phase with the twelve volunteering countries.</p> <p>The MB also designated the first 83 Topic Centre organisations from the twelve volunteering countries.</p>	<p>Prevention and management of conflicts of interest: One participant declared an interest given that they chair one of the topic centre organisations. Following the mitigating measures as decided by the MB Chair at the beginning of the meeting, the participant did not contribute to the</p>



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volunteering countries	<p>On the request from a member, the MB agreed to have Topic centres as a regular item on MB and Bureau agendas to ensure that the process in running well, in addition to the formal review which is foreseen.</p> <p>The MB Chair concluded that the role of the MB will be to update the list of topic centre organisations when needed. The Chair also highlighted that the MB will be more involved in the new Topic Centre setup than in the previous one.</p>	<p>deliberations under this agenda item and did not take part in the decision-making.</p> <p>Members asked clarifying questions and highlighted aspects that will require attention when implementing the new topic centre model: implications on the contracting model to be chosen on the different countries including the ones with higher costs, the administrative burden on Eionet representatives, how the short-term and long-term contracts will work, and the role of the MB in the next steps.</p> <p>The EEA confirmed that continuity is a priority and this will be considered in the contracting model. The EEA will continue discussions with countries on how the model can work best for the countries and involved organisations.</p> <p>The MB will receive a new list of topic centre organisations to be approved ahead of their March and June meetings. Countries who had volunteered for the first phase will be able to nominate further organisations in the next phases.</p>
5D Adoption of the Eurostat Work Programme for 2026 in the field of environment	The MB adopted Eurostat's Work Programme 2026 in the field of environment.	The representative from Eurostat thanked the member from Cyprus for their supportive comments during the MB written procedure.
5E Amendment to EEA budget 2025	The MB approved the amendment to the EEA's budget 2025.	
FOR INFORMATION AND FEEDBACK		
6 Update by the EEA Executive Director	The MB took note of the update by the EEA's Executive Director, including on Europe's Environment 2025 launch events in Brussels and member countries and the migration of Reportnet to the new cloud structure.	Members welcomed the news about Reportnet, which will be key for implementation and cybersecurity.
7 Update by the European Commission	The MB took note of the update by the European Commission, including elements from all DGs represented in the MB (DG ENV, DG RTD, JRC, Eurostat and DG CLIMA).	
8 Update by the Scientific Committee Chair (including progress on SC opinion on future research needs for sustainability)	The MB took note of the update by the Scientific Committee Chair.	



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9	Feedback from Management Board members	The MB did not have any further feedback.
CLOSED SESSION		
10	Designation of members of the European Scientific Advisory Board on Climate Change (ESABCC)	<p>The MB designated 15 new members of the ESABCC for a mandate starting on 1 April 2026, and established a reserve list of 6 candidates, based on a recommendation from the evaluation committee.</p> <p>The MB thanked the evaluation committee for their work to ensure a robust process, and welcomed the high number of applications. The MB also welcomed the pluri-disciplinarity of the members, as well as the improved gender and geographical balance in the new Advisory Board composition compared to the previous time.</p> <p>Prevention and management of conflicts of interest: One representative declared an interest regarding a shortlisted candidate. The Chair decided that as a mitigating measure, the representative 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>The MB discussed what could be further improved for the next selection process, namely to improve the visibility of the call in Central and Eastern Europe to encourage more applications from the area, find a balance between the aspiration to involve young scientists and the experience requirement enshrined in the European Climate Law. The Bureau will take this discussion further in 2026. A member asked to receive the number of candidates per country to assess how successful outreach efforts have been. The MB Secretariat will follow up on this.</p> <p>To ensure confidentiality, the names of suitable candidates on the reserve list for the Advisory Board will not be disclosed in the final decision to be published on the Management Board Teams site and on the European Environment Agency's intranet. The names will be kept on file by the MB Secretariat for future reference.</p>
11	Approval of Key Performance Indicators for the Executive Director (reporting year 2025)	<p>The MB decided to maintain the current Key Performance Indicators (KPIs) for the Executive Director's appraisal for reporting year 2025.</p> <p>The MB also decided on the new set of KPIs for the Executive Director for reporting year 2026, aligning the current set of ED KPIs to the new set of Agency KPIs. The MB confirmed that the target levels of ED KPIs and Agency KPIs would remain aligned.</p> <p>In addition, the MB agreed on a few additional ED KPIs on individual</p> <p>The MB Secretariat will send the agreed ED KPIs to members separately, and to reporting officers for the Executive Director's appraisal.</p>



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	performance based on a proposal from the MB Chair following the Bureau discussion.	
12 Appraisal of the Executive Director: Appointment of reporting officers (reporting year 2025)	The MB appointed the reporting officers and the appeals assessor for the appraisal of the Executive Director for reporting year 2025.	

The meeting closed at 16:00.

Approved by the EEA Management Board at the 105th Management Board meeting
4 December 2025

Signed

André Weidenhaupt
Chair, EEA Management Board

Annexes

- Annex 1: Final agenda of 107th Management Board meeting, 4 December 2025
- Annex 2: Participants list, 107th Management Board meeting, 4 December 2025

Annex 1

Agenda of 107th Management Board meeting
Thursday, 4 December, 9:00-16:00 CET, Copenhagen

AGENDA AND FOLLOW-UP FROM PREVIOUS MEETINGS
FOR ADOPTION
1. Adoption of draft agenda
FOR INFORMATION AND FEEDBACK
2. MB decision list: 106 th meeting (1 October 2025)
3. Update by the Management Board Chair
4. Outcomes of the Danish Presidency of the Council of the EU and priorities of the upcoming Cypriot Presidency
FOR DECISION – prepared in the Bureau
5. 114 th Bureau meeting 3 December 2025: Decision list, including: <ul style="list-style-type: none"> A. Adoption of the renovated EEA-Eionet Strategy 2021-2030 B. Adoption of the Single Programming Document (SPD) 2026-2028 including EEA Annual budget 2026 and financing decision on European Topic Centres for 2026 C. Decision on new Topic Centre design from 2027 onwards, based on lessons learnt from the first phase with volunteering countries D. Adoption of the Eurostat Work Programme for 2026 in the field of environment E. Amendment to EEA budget 2025 F. Adoption of the 2026 procurement plan
FOR INFORMATION AND FEEDBACK
6. Update by the EEA Executive Director
7. Update by the European Commission
8. Update by the Scientific Committee Chair (including progress on SC opinion on future research needs for sustainability)
9. Feedback from Management Board members
CLOSED SESSION: FOR DECISION
10. Designation of members of the European Scientific Advisory Board on Climate Change (ESABCC)*
11. Approval of Key Performance Indicators for the Executive Director (reporting year 2025)*
12. Appraisal of the Executive Director: Appointment of reporting officers (reporting year 2025)*

Documents provided for information (no discussion in the meeting unless raised by a Management Board member under agenda item 9 Feedback from Management Board members):

- Extended work programme 2025-Q1 2026 of the European Scientific Advisory Board on Climate Change (EEA/MB/107/13)

* Documents for agenda points 10, 11 and 12 are confidential and will not be uploaded to Teams. MB members will receive them separately.

Annex 2 Participants list Management Board meeting 4 December 2025

Represented country/ organisation	Name	Role (member, alternate member, observer/ expert)
Luxembourg	André Weidenhaupt	Chair, Member
Austria	Elisabeth Freytag-Rigler	Vice-Chair, Member
Croatia	Aljoša Duplić	Vice-Chair, Member
Finland	Laura Höijer	Vice-Chair, Member
Germany	Julia Werner	Vice-Chair, Member
Italy	Stefano Laporta	Vice-Chair, Member
European Commission – DG ENV	Valérie Drézet-Humez	Bureau member, member
Designated by the EP	Lena Neij	Bureau member, member
EEA	Leena Ylä-Mononen	EEA Executive Director
Austria	Verena Ehold	Alternate member
Belgium	Christelle Van Wesembeeck	Member
Bulgaria	Tanja Vladimirova	Alternate member
Cyprus	Savvas Michaelides	Alternate member
Czech Republic	Michal Pastvinský	Member
Czech Republic	Markéta Suslíková	Alternate member
Denmark	Henrik Hedeman Olsen	Member
Estonia	Indrek Laas	Invited observer
France	Amélie Coantic	Member
Greece	Konstantinos Dimopoulos	Alternate member
Hungary	Krisztina Prém	Member
Iceland	Bergþóra Guðmundsdóttir	Member
Ireland	Laura Burke	Member
Ireland	Gerry Clabby	Alternate member
Latvia	Kristīne Kazerovska	Member
Luxembourg	Paul Rasqué	Alternate member
Netherlands	Jennefer Baarn	Alternate member
Norway	Torfinn Sørensen	Member
Norway	Madelen Hegrestad	Invited observer
Poland	Paweł Jaworski	Member
Portugal	Agueda Silva	Alternate member
Romania	Claudia Dumitru	Alternate member
Slovakia	Marek Engel	Alternate member
Sweden	Anna Otmalm	Alternate member
Switzerland	Martine Rohn-Brossard	Member
Türkiye	Fatma Nur Cebecioğlu	Invited observer
Designated by the EP	Franziska Tanneberger	Member
European Commission – DG ENV	Gabriella Manganelli	Invited observer
European Commission – DG ENV	Saverio Marcaletti	Invited observer
European Commission – DG RTD	James Morrison	Member

European Commission – DG RTD	Alison Burns	Invited observer
European Commission – DG RTD	Sophie De Vinck	Invited observer
European Commission – JRC	Greet Maenhout	Invited Observer
European Commission – Eurostat	Arturo de la Fuente	Alternate member
European Commission – DG CLIMA	Yvon Slingenberg	Standing observer
European Commission – DG CLIMA	Jürgen Salay	Invited observer
EEA Scientific Committee	Louis Meuleman	SC Chair
EEA Scientific Committee	Markku Rummukainen	SC member/ invited observer for item 10
EEA	Martin Adams	EEA
EEA	Eva Jensen	EEA
EEA	Karl Hamilton	EEA
EEA	Riyong Kim	EEA
EEA	Søren Nielsen	EEA
EEA	Katja Rosenbohm	EEA
EEA	Milan Chrenko	EEA
EEA	François Dejean	ESABCC Secretariat
EEA	Sanne Van Der Mijl	EEA/ Invited observer for item 10
EEA	Ine Vandecasteele	EEA Staff Committee
EEA	Jasmiina Laurmaa	MB Secretariat
EEA	Dana Bjurner	MB Secretariat