

## ANNUAL DECLARATION OF INTEREST

Title (Ms., Mr., Dr., Prof.)..... *Mr.*  
First Name: ..... *PAVEL*  
Surname: ..... *HEIDUK*  
ENISA Position / Role: ..... *ad personam member*

*NB! Please specify your position in the Advisory Group for the particular Declaration (ad personam member or nominated representative).*

hereby declares to have the following direct or indirect interest of relevance to ENISA:

1. Work and activities in organisations relevant to the operating area of ENISA.

During the past 3 years, all activities performed for or on behalf of an organization operating in a related field, whether related to the substance of ENISA mandate or to its operational support, and whether or not these activities have been subject to regular or occasional remuneration in cash or kind, either by the declaring member or to the best of his/her knowledge the members of his/her household, including: i) participation in the internal decision-making of a company (e.g. Board membership, executive or non-executive directorship), ii) permanent or temporary member of the personnel of a company/institute (Other activities performed within a company (e.g. traineeship) are also subject to declaration.), iii) work contracted out by companies/institute, through consultancy or otherwise.

Indicate names of organisation/Position/Period:

*CEPA S. / CISO (without ownership interest)  
2017 - now; the company is regulated in cyber*

2. From the moment of taking the post of the member on relevant statutory body of ENISA, any financial interests, in a company relevant to the operating area of ENISA and/or voting rights in a company, including holding of stocks and shares, equity, bonds, partnership interests<sup>1</sup> in the capital of a company, one of its subsidiaries or a company in the capital of which it has a holding (names of the companies):

<sup>1</sup> When declaring financial interests e.g. stocks and shares, only the kind, number and company name need be stated.

none

3. Other links with the field of activity of ENISA during the preceding 3 years, including the participation in relevant activities supported by EU grants or contracts. All assistance and support received from stakeholders of ENISA, whether associated with direct or indirect pecuniary or material benefits, including: i) grants for study or research, ii) fellowships or sponsorships endowed by a company operating in the related business and iii) any other relevant activity related to EU grants and contracts. If such assistance or support is still subject to compensation in any form then declaration of any activity independently of granting period:

none

4. Any membership role or affiliation, or any other links with the organisations relevant to ENISA.

During the preceding 3 years, interests of non-pecuniary or material benefit to the declaring member, arising from professional activities or affiliation with national or international organisations or bodies with tasks similar to ENISA. It also includes the participation in public interest groups, professional societies, clubs or organisations which have an agenda or an interest or involvement in ENISA's work:

none

4. Other interests or facts whether or not related to such organisations which you consider should be made known to ENISA, including matters relating to the members of your household:

none

I hereby declare that I have read the MB Decision for prevention and management of conflicts of interest and that the above Declaration of Interest is at my knowledge complete.

I further declare that should any changes occur and should it appear that I have or acquire additional interests that should be made known to ENISA I shall forthwith declare them and complete a new declaration of interests detailing the changes.

I understand that this Declaration will be entered in a register held by the Agency, and will be accessible to the public, on request, at the headquarters of the Agency and will be made public on the Agency's website.

Please note that the European Union Agency for Cybersecurity (ENISA) will ensure on its part that your personal data hereby submitted is processed as required by *Regulation (EU) 2018/1725 on the protection of natural persons with regard to the processing of personal data by the Union institutions, bodies, offices and agencies and on the free movement of such data. The purpose of processing this data is to safeguard the independence of ENISA's advice, clarify its credibility as a body of expertise, and to protect the brand value of ENISA and its constituent bodies. To this end, your Declaration of Interest will be publicly accessible upon request and will also be made available at ENISA's website for reasons of transparency. ENISA will make any possible effort to remove any potential sensitive data from the public version of your Declaration of Interest, unless this is not possible in the context of the pursued purpose. ENISA will not keep any Declaration of Interests for a period longer than 5 years after the end of your mandate.*

*You have the right of access to your personal data and to relevant information concerning how we use it. You have the right to rectify your personal data. Under certain conditions, you have the right to ask that we delete your personal data or restrict its use. You have the right to object to our processing of your personal data, on grounds relating to your particular situation, at any time. We will consider your request, take a decision and communicate it to you.*

*In case in the Declaration of Interest you include information about other data subjects (i.e. your family), you are requested to inform them about this fact and provide them with access to the relevant information.*

*If you have any queries concerning the processing of your personal data, you may address them to the Secretariat of the respective statutory body. You may also contact at any time the ENISA DPO at [dataprotection@enisa.europa.eu](mailto:dataprotection@enisa.europa.eu).*

*You have the right of recourse at any time to the European Data Protection Supervisor at <https://edps.europa.eu>.*

Signature

SIGN

Date:.....

20.3.2024

*(If you need more sheets to declare your interests, do not hesitate to use blank ones, but please sign each one of them and attach them to this form.)*

