Minutes
of the ENISA Management Board meeting
held on 17-18 June (online)

PRESENT MB MEMBERS AND ALTERNATES:

Fabienne Tegeler – MB Chairperson (DE), Christiane Kirketerp De Viron (DG CNECT), Grzegorz Minczakiewicz (DG DIGIT), Patricia Lampert (AT), Miguel De Bruycker (BE), Antonis Antoniades (CY), Kirsty Westra (NL), Adam Fekete (HU), Alica Selmanovic (SE), Biserka Radeva (BG), Clarissa Wilkie (DE), Elena De La Calle Vian (ES), Aude Le Tellier (FR), Frank Lieser (LU), Gabriel Dinu (RO), Gianluca Galasso (IT), Emma Hokkanen (FI), Jaroslav Durovka (SK), Kerri Ann Woods (IE), Tomi Kinnari (FI), Krzystof Silicki (PL), Tomas Minarik (CZ), Pedro Matos (PT), Lino Santos (PT), Jonas Magnusson (SE), Kresimir Sipek (HR), Lajos Szabo (HU), Taavi Viilukas (EE), Matthew Yeomans (MT), Zdravko Jukic (HR), Ioannis Alexakis (GR), Mark Fiedel (DK), Dan Cimpean (RO), Freya Hoier Hvass (DK);

OBSERVERS EEA COUNTRIES:

Michael Valersi (LI), Bente Lund Michaelsen (NO);

OBSERVERS:

Despina Spanou (DG CNECT), Agnieszka Wawrzyk (DG CNECT), Emoke Maembe (DG CNECT), Anna Ciesielska (DG CNECT), Caroline Schmidt (AT), Anne Helbig (DE), Kaido Tee (EE), Ruta Apeikyte (LT), Dovile Survilaite (LT), Liga Astaja-Gudzuka (LV), Daphne Schieven (NL), Liliaa Tanasa (RO), Alexandru Constantinescu (RO), Pawel Pawlinksi (Chair CSIRTs Network – item 11), Rossen Neydenov (Staff Committee representative - Item 13);

ENISA ATTENDANCE :

Juhan Lepassaar (ED), Hans De Vries (COO), Florian Pennings (ACOO), Alexandre-Kim Huge (Accounting and Compliance Officer), Andreas Mitrakas (HoU Executive Director's Office), Apostolos Malatras (HoU Market, Technology and Products), Dimitra Liveri (HoU Resilience of Critical Sectors), Evangelos Ouzounis (HoU Capacity Building), Jo De Muynck (HoU Operational Cooperation), Martin Spaet (TL International Cooperation), Natalie Wenkers (MB Secretariat), Natasa Tserou (MB Secretariat), Philippe Blot (Deputy HoU Cybersecurity Certification), Renata Jankowska (MB Secretariat), Stefano De Crescenzo (HoU Operations and Situational Awareness), Vangelis Stavropoulos (Policy and Programme Coordination Officer), Vicente Gonzalez Pedros (CS Expert), Georgia Pappa (HoU Corporate Support Services), Ingrida Taurina (HoU Policy Monitoring and Analysis), Laura Heuvinck (HoS Reputation and Trust), Rossella Mattioli (HoS Crisis Response & Operational Stakeholders Support), Rossen Naydenov (CS Officer, Staff Committee representative), Demosthenes Ikonomou (HoU Operational Support);

APOLOGIES:

Uros Svete (SI).

OPENING REMARKS BY THE CHAIR

The Chair opened the ENISA Management Board (MB) meeting by announcing the quorum and welcoming the participants, including the newly elected ENISA MB Deputy Chair, Tomas Minarik, to his first meeting in this role.

The Chair continued with announcing the newly nominated members and alternates since the previous meeting, as well as observers. The floor was given to the recently appointed members/alternates for a brief introduction: Bente Lund Michaelsen (NO), Ieva Krekovska (LV), Linda Mestere (LV).

Finally, the Chair outlined the agenda, which was adopted with an additional AOB information point on the Common Vulnerabilities and Exposures (CVE). The adoption of the draft minutes from the strategy meeting of 7-8 April will be done by written procedure after the deadline for comments (27 June 2025).

ITEM 1
FOLLOW-UP OF THE MB STRATEGY MEETING OF 7-8 APRIL 2025

The Chair reminded the MB members that the conclusions of the Joint ECCC Governing Board and ENISA Management Board Session had been shared with both Boards, and that the document would serve as a guide for following up on the identified activities. The MB members were invited to provide feedback on the identified conclusions. It was agreed to launch a call for volunteers to continue work on the follow-up of strategic topics discussed at the strategy meeting.

ITEM 2
DRAFT MB DECISION ON THE ASSESSMENT OF THE ANNUAL ACTIVITY REPORT 2024

ENISA informed the members that the draft Annual Activity Report (AAR) 2024 includes conclusions summarising the consolidated achievements, along with additional remarks based on lessons learned. Some sections of the Report had been updated based on the comments received from DG CNECT. The Report is still pending editorial review and design.

The MB adopted the draft MB Decision on the assessment of the AAR 2024 and congratulated ENISA for its achievements.

ITEM 3
DRAFT MB DECISION ON MB OPINION ON FINAL ACCOUNTS FOR THE FINANCIAL YEAR 2024

ENISA’s Accounting Officer (ACCO) presented an overview of the timeline and the milestones of the process and the Agency’s overall budgetary results. In continuation, the overview of the audit results was presented reporting a clean audit opinion on the reliability of the annual accounts and on the legality and regularity of revenues and payments in its draft audit report, with some minor findings by ECA identifying areas for improvement.

Without further comments, the MB members adopted the draft MB Decision on MB opinion on final accounts for the financial year 2024.

ITEM 4
ENISA'S CYBERSECURITY MATURITY PLAN

The Chair introduced the item explaining that the concept of the cybersecurity masterplan/maturity plan was presented to the Executive Board (EB) for the first time during its May meeting.

The ED explained the background of the project, which is also linked to the implementation of Regulation (EU, Euratom) 2023/2841 of the European Parliament and of the Council of 13 December 2023) laying down measures for a high common level of cybersecurity at the institutions, bodies, offices and agencies of the Union.

ENISA's Head of Executive Director's Office presented the action plan including proposals for financial and human resourcing, as well as the proposed governance model and milestones for the project. Further discussion on resources and their impact on the work programme 2026-2028 planning, was addressed under item 5.

ITEM 5
DRAFT MB DECISION ON ENDORSING V2 DRAFT WORK PROGRAMME 2026-2028

ENISA outlined the proposal to amend the draft SPD2026-2028_V1. The ED explained the background of this extraordinary measure, which is needed for implementation of the proposed ENISA cybersecurity masterplan/maturity plan and the planned migration of the data centre. The MB was informed that the EB had endorsed formalising the amendment to the SPD2026-2028_V1 by including the request for additional resources. The ED presented possible options for addressing the resources needs. In the discussion that followed, the MB elaborated on various options and solutions.

The MB endorsed the presented cybersecurity masterplan/maturity plan along with its associated resource needs and adopted the draft WP, including the proposed amendment. The Chair concluded by noting that the proposed changes will be consolidated and discussed again at the November MB meeting, prior to final adoption of the SPD 2026-2028. DG CNECT noted that the European Commission opinion on the draft SPD 2026-2028 will be issued based on V1 of the SPD 2026-2028.

The Chair also concluded that ENISA shall provide an overview on budgetary planning for the closing of its Heraklion office (MB Decision No MB/2024/06) to the MB.

ITEM 6
EUROPEAN COMMISSION REQUEST FOR A CYBERSECURITY CERTIFICATION SCHEME ON MANAGED SECURITY SERVICES

ENISA's Acting Head of Cybersecurity Certification Unit informed the members about the received EC request for a cybersecurity certification scheme on Managed Security Services (MSS) building on the amendment of the CSA (Regulation (EU) 2025/37).

Taking into consideration the recognised challenges and following the consultation with the EB during its meeting on 22-23 May 2025, ENISA proposed accepting the request with certain reservations - specifically, adjusting the concept and timeline by adopting a gradual approach and delivering the scope in blocks. The importance of close collaboration with the EC and the need for active participation from the MSs in the development process were also emphasized.

ENISA presented the proposed implementation way forward, taking the above conditions into account.

The Chair concluded that the MB acknowledged the existing limitations and agreed on the proposed way forward.

ITEM 7
UPDATE ON ENISA'S INTERNATIONAL ACTIVITIES & REVIEW PROCESS OF ENISA'S INTERNATIONAL STRATEGY

ENISA's Head of Operational Cooperation Unit provided an overview of the current international engagements within the framework of its International Strategy, highlighting recent activities with Ukraine, US, Western Balkans, and the UK request for cooperation. The MB members were informed about the increased number of international requests received by the Agency and the regular coordination meetings on international engagements with the DG CNECT team.

The ENISA Associate Chief Cybersecurity and Operation Officer (ACOO) provided an update on the status of the International Strategy review. He outlined the plan to include the MB in the review process.

The Chair welcomed the initiative to gather guidance from the MB and proposed to address the evaluation of ENISA's International Strategy in the Group of Volunteers (see Item 1).

ITEM 8
UPDATE ON ENISA'S CHAIRMANSHIP OF THE EU AGENCIES NETWORK (EUAN)

The ENISA Head of Executive Director's Office provided an update on ENISA's chairmanship of the EU Agencies Network, which which was taken up in March 2025.

The ED highlighted the main takeaways from the chairmanship, which, in addition to coordinating specific pillars/domains, also involve promoting a harmonised EU cybersecurity framework.

ITEM 9
UPDATE BY THE EUROPEAN COMMISSION

The DG CNECT representative provided an update on key legislative and strategic initiatives:

- The NIS2 Directive
- European action plan on the cybersecurity of hospitals and healthcare providers
- Adoption of the revised Cyber Blueprint with a follow up on various elements and roles
- The EU Cyber Solidarity Act, and close cooperation with ENISA on its implementation
- The evaluation of the Cybersecurity Act (CSA)

The Principal Adviser for Cybersecurity at the European Commission joined the meeting, . She proposed that the MB submits its opinion on the functioning of the MB, which shall feed into the evaluation of the CSA.

The Chair welcomed the initiative to incorporate the MB's opinions into the CSA review process. The collected feedback would be endorsed by the MB through a written procedure.

ITEM 10
UPDATE ON THE IMPLEMENTATION OF REGULATION 2023/2841 LAYING DOWN MEASURES FOR A HIGH COMMON LEVEL OF CYBERSECURITY AT THE INSTITUTIONS, BODIES, OFFICES AND AGENCIES OF THE UNION

The DG DIGIT representative provided an update on the implementation of the Regulation of the European Parliament and the Council laying down measures for a high common level of cybersecurity at the institutions, bodies, offices and agencies of the Union. He presented the results of the Annual Report 2024 of the Interinstitutional Cybersecurity Board (IICB),

Regarding ENISA's role in the concept, the EC noted that the Agency is already contributing to its implementation at a working level.

ITEM 11
EXCHANGE WITH CHAIR OF THE CSIRTS NETWORK, PAWEŁ PAWLIŃSKI

The Chair introduced the Chair of the CSIRTs Network, who was invited to the meeting to discuss collaboration with ENISA, potential future challenges and opportunities.

The CSIRTs Network Chair referred to the main challenges faced by the group - namely, its diversity and size - and expressed appreciation to ENISA for its ongoing support in the secretariat role. He also shared with the MB some observations regarding ongoing challenges, including limited resources and the need for improvement regarding IT requirements the Network.

During the discussion with the MB, the role of the Secretariat in fostering engagement was highlighted, along with the importance of having a well-defined information-sharing process, both in terms of procedures and systems.

The MB Chair thanked the CSIRT Network Chair for the input, noting that it would be taken into consideration in future strategic discussions of the MB.

ITEM 12
ENISA ADVISORY GROUP

- ### 12.1 UPDATE ON ENISA ADVISORY GROUP ACTIVITIES 2023-2025

The Advisory Group (AG) Secretariat reminded the role and tasks of the AG and outlined the activities carried out by the current AG composition. The current AG will finish its mandate on 31 July 2025.

- ### 12.2 UPDATE ON ENISA ADVISORY GROUP CALL 2025

ENISA's ACOO, provided a status update on the selection process for the membership of the next AG. He highlighted the high-relevance topics expected during the upcoming AG term. MB members requested further information on the profiles of candidates to be able to take an informed decision.

The draft MB Decision, including a list of proposed candidates and a reserve list, was distributed to the MB.

The Chair concluded that the adoption of the MB Decision on the establishment of the AG would be launched through written procedure following the meeting.

ITEM 13
UPDATE ON HUMAN RESOURCES

- 13.1 ENISA STRUCTURAL ADJUSTMENTS
- 13.2 2024 STAFF SATISFACTION SURVEY RESULTS AND FOLLOW UP ACTIONS

The Chair welcomed the ENISA Staff Committee (SC) representative, who was invited to attend this agenda item as an observer.

ENISA provided a regular update on the implementation of structural adjustments and presented the results of the 2024 staff satisfaction survey.

The ED referred to the annual review of workforce planning, and emphasised ongoing efforts to ensure that staff are informed about strategic directions and aligned with ongoing changes. In light of these changes, the Agency aims—where possible—to offer opportunities to develop new skills and expertise. It is also taking meaningful steps to maintain open dialogue with the staff (directly or through the SC).

The Chair confirmed her regular meetings with the SC, offering staff the opportunity to be heard and have their voices represented.

ITEM 14
UPDATE ON CYBER SOLIDARITY ACT IMPLEMENTATION

ENISA provided an update on its recent activities related to the implementation of the Cyber Solidarity Act (CSoA). The Agency shared lessons learned from the process. An update on service delivery statistics was provided, along with a trend analysis of the Incident Response (IR) retainer.

The MB was informed about the establishment of an informal stakeholders' group composed of trusted managed security service providers in the EU (CySIG), which will support ENISA in delivering cybersecurity services to EU MSs.

MB members exchanged views on the EU Cybersecurity Reserve and on the framework for assessing their services. The EC acknowledged the good cooperation with ENISA on the EU Cybersecurity Reserve and shared updates on the ongoing work regarding the conversion modality.

ITEM 15
UPDATE ON DEVELOPMENT OF THE CYBER RESILIENCE ACT SINGLE REPORTING PLATFORM

ENISA provided an update on the development of the Cyber Resilience Act single reporting platform. The MB was informed that, the Agency had been able to begin work on various components of the platform and the associated services. The tentative timeline and the plan for specific contracts were presented, along with proposed methods for collecting CSIRTs Network feedback.

ITEM 16
UPDATE ON NEXT ITERATION OF NIS 2 DIRECTIVE ART.18 REPORT

Following initial publication of the Art. 18 Report in Q4 2024, ENISA provided the MB members with an update on the next steps for its upcoming iteration. It was clarified that, given the biennial structure, this year's activities focus primarily on the follow-up to the 2024 Report and the development of the recommendations concept. In contrast, next year will be dedicated to drafting and consulting on the next edition,

AOB

- Update on Shadowserver service (follow-up of April MB meeting)

ENISA's Chief Cybersecurity and Operations Officer (CCOO) provided background information on Shadowserver service

An update will be provided at the next MB meeting.

- Information on Common Vulnerabilities and Exposures

ENISA's Head of Operational and Situational Awareness Unit informed that, in the context of the Common Vulnerabilities and Exposures (CVE) programme, ENISA was asked to propose support for the CVE process. ENISA will explore possible options, which will be presented to the MB.

- Update on ENISA's corporate strategy, in particular on the aspect of "sustainable organisation"

The Chair reminded that ENISA's corporate strategy 2023–2026 includes the point on "Sustainable Organisation", where the Agency assumes social and environmental responsibility for its operations to achieve climate neutrality by 2030. It also has an obligation to support the EC Green Deal initiative in line with its SPD objectives and the values set by the MB.

ENISA's Head of the EDO updated the MB members on latest activities undertaken within this commitment (EMAS certification).

- Overview of written procedures

The Chair outlined pending written procedure for adoption of three draft MB Decisions which was launched on 13 June with deadline on 27 June:

- Draft MB Decision extending the appointment of the Accounting Officer;
- Draft MB Decision repealing the Decision No MB/2013/12 on practical arrangements concerning requests to the Agency;
- Draft MB Decision on laying down general implementing provisions on the conduct of administrative inquiries and disciplinary proceedings.

The written procedure for MB Decision adopting the AG composition will be launched after the MB meeting.

CLOSING REMARKS

The Chair reminded the MB members about an open alternate position in the EB and informed that the call for expressions of interest will be extended. The MB members were invited to apply.

The Chair concluded the meeting by thanking the MB members for their engagement. She announced that the next MB meeting will take place on 20-21 November 2025 in Athens.

For the Management Board

[signed]
Ms Fabienne Tegeler
Chairperson of the Management Board

DAY 1 – 17 JUNE 2025

TIME (CET)	ITEM	COMMENTS & SUPPORTING DOCUMENTS
14.00 – 14.10	**WELCOME - DAY 1** - Opening remarks by the Chair - Adoption of MB meeting minutes (7-8 April 2025) - Adoption of the agenda	- Draft MB meeting minutes of 7-8 April 2025 - Draft meeting agenda
14.10 – 14.20	**ITEM 1** **Follow-up of the MB Strategy Meeting of 7-8 April 2025** **Action**: For discussion **Presented by** ENISA MB Chair	
14.20 – 14.50	**ITEM 2** **Draft MB Decision on the assessment of the Annual Activity Report (AAR) 2024** **Action**: For discussion and adoption **Presented by** ENISA	- Draft MB Decision on the MB assessment of AAR 2024 and cover note - Draft AAR 2024 - Consolidated achievements of Draft AAR 2024
14.50 – 15.20	**ITEM 3** **Draft MB Decision on MB opinion on final accounts for the financial year 2024** **Action**: For discussion and adoption **Presented by** ENISA	- Accounting Officer's Note on the Draft MB Decision on final accounts 2024 - Annex 1 Draft MB Decision on MB opinion on final accounts for the financial year 2024 - Annex 2 Final accounts 2024 - Annex 3 ECA report
15.20 – 15.40	**ITEM 4** **ENISA's cybersecurity maturity plan** **Action**: For information and discussion **Presented by** ENISA	- Slides to be shared in advance of the meeting
15.40 – 15.50	BREAK	
15.50 – 16.10	**ITEM 5** **Draft MB Decision on endorsing V2 draft work programme 2026-2028** **Action**: For discussion and adoption **Presented by** ENISA	- Draft MB Decision and cover note - Annex 1 V2 draft work programme 2026-2028 (clean) - Annex 2 Draft Budget 2026 - Annex 3 Draft Establishment Plan 2026 - Annex 4 V2 draft work programme 2026-2028 (track changes)
16.10 – 16.30	**ITEM 6** **European Commission request for a cybersecurity certification scheme on Managed Security Services** **Action**: For information and discussion **Presented by** ENISA	- Slides to be shared in advance of the meeting - Feasibility study on contextual analysis
16.30 – 16.50	**ITEM 7**	- Verbal update

	Update on ENISA's international activities & review process of ENISA's International Strategy **Action**: For information **Presented by** ENISA	
16.50 – 17.00	**DAY 1 – Closing remarks**	

DAY 2 – 18 JUNE 2025

TIME (CET)	ITEM	COMMENTS & SUPPORTING DOCUMENTS
09.30 – 09.40	**WELCOME - DAY 2** - Opening remarks by the Chair	
09.40 – 10.00	**ITEM 8** **Update on ENISA's chairmanship of the EU Agencies Network (EUAN)** *[previously item 11]* **Action**: For information and discussion **Presented by** ENISA	- Slides to be shared in advance of the meeting
10.00 – 10.20	**ITEM 9** **Update by the European Commission** **Action**: For Information **Presented by** European Commission (DG CONNECT)	- Verbal update
10.20 – 10.40	**ITEM 10** **Update on the implementation of Regulation 2023/2841 laying down measures for a high common level of cybersecurity at the institutions, bodies, offices and agencies of the Union** **Action**: For Information **Presented by** European Commission (DG DIGIT)	- Verbal update
10.40 – 10.50	BREAK	
10.50 – 11.10	**ITEM 11** **Exchange with Chair of the CSIRTs network, Paweł Pawliński** *[previously item 8]* **Action:** For exchange of views	
11.10 – 11.30	**ITEM 12** **ENISA Advisory Group** - **12.1** Update on ENISA Advisory Group activities 2023-2025 - **12.2** Update on ENISA Advisory Group Call 2025 **Action**: For information **Presented by** ENISA	- Verbal update

11.30 – 11.50	**ITEM 13** **Update on Human Resources** - **13.1** ENISA structural adjustments - **13.2** 2024 Staff Satisfaction Survey results and follow up actions **Action**: For information and discussion **Presented by** ENISA	- **13.1** Note “Update on the organisational structure changes in Activities 7 and 8” - **13.2** Roadmap of measures to be implemented as a follow-up of the 2024 Staff Satisfaction Survey and slides on 2024 Staff Satisfaction Survey and follow-up
11.50 – 12.10	**ITEM 14** **Update on Cyber Solidarity Act implementation** **Action**: For information and discussion **Presented by** ENISA	- Slides to be shared in advance of the meeting
12.10 – 12.30	**ITEM 15** **Update on development of the Cyber Resilience Act single reporting platform** **Action**: For information and discussion **Presented by** ENISA	- Slides to be shared in advance of the meeting
12.30 – 12.50	**ITEM 16** **Update on next iteration of NIS 2 Directive Art.18 report** **Action**: For information and discussion **Presented by** ENISA	- Slides to be shared in advance of the meeting
12.50 – 13.05	**AOB** - Update on Shadowserver service (follow-up of April MB meeting) - Update on ENISA's corporate strategy, in particular on the aspect of "sustainable organisation" - Overview on written procedures	
13.05 – 13.15	**DAY 2 – Closing remarks**	