

MANAGEMENT BOARD DECISION

DECISION No MB/2026/01

OF THE ENISA MANAGEMENT BOARD

of date, 20 January 2026

**ON THE APPOINTMENT OF REPORTING OFFICERS FOR THE APPRAISAL EXERCISE
2025 OF THE EXECUTIVE DIRECTOR**

THE MANAGEMENT BOARD OF THE EUROPEAN UNION AGENCY FOR CYBERSECURITY

Having regard to:

- Regulation (EU) 2019/881 of the European Parliament and of the Council of 17 April 2019 on ENISA (the European Union Agency for Cybersecurity) and on information and communications technology cybersecurity certification and repealing Regulation (EU) No 526/2013 (Cybersecurity Act)¹ (hereinafter referred to as the 'ENISA Regulation'), and in particular Article 15(1), points l), (m) and (n), 34 and 36(1) thereof;
- The Staff Regulations of Officials ('Staff Regulations') and the Conditions of Employment of Other Servants ('CEOS') of the European Union, laid down by Council Regulation (EEC, Euratom, ECSC) No 259/68², and in particular Article 43, of the Staff Regulations and Article 15(2) of the CEOS;
- Commission's Decision C (2021) 8697 of 25 November 2021 giving its agreement pursuant to Article 110(2) of the Staff Regulations;
- MB Decision No MB/2022/02 concerning the probationary period, the management trial period and the annual appraisal of the Executive Director of the European Union Agency for Cybersecurity, in particular its Article 10 and 12;

Whereas:

- (1) The Executive Director of the European Union Agency for Cybersecurity shall be subject to an annual appraisal exercise, organised at the beginning of each calendar year.
- (2) The framework model provided by the Commission services requires three reporting officers.
- (3) MB Decision No MB/2022/02 foresees that the Reporting Panel shall be composed of three members of the Management Board (MB) and shall include one representative of the European Commission. The members of the Reporting Panel cannot be designated to any other functions within the appraisal procedure of the Executive Director of ENISA.
- (4) MB Decision No MB/2022/02 foresees that the appeal assessor shall be the Chair of the Management Board.

The composition of the Reporting Panel was discussed by the Executive Board on 24 October 2024 and by the Management Board at its meeting held on 20-21 November 2025.

¹ OJ L 151, 7.6.2019, p.15.

² OJ L 56, 4.3.1968, p. 1

HAS DECIDED:**Single Article**

Ms Christiane KIRKETERP DE VIRON (representing the European Commission, DG Connect, in the ENISA Management Board), Mr Arno SPIEGEL (representing Austria in the ENISA Management Board) and Mr Frank LIESER (representing Luxembourg in the ENISA Management Board), are appointed as reporting officers for the annual appraisal exercise of the ENISA Executive Director for the reference year 2025.

This decision shall take effect on the day following its adoption. The Management Board secretariat shall publish it on the Agency's website.

Done in Athens, 20 January 2026

On behalf of the Management Board,

[signed]

Ms Fabienne Tegeler
Chair of the Management Board of ENISA

