

# Minutes of the 70<sup>th</sup> meeting of the Management Board

Held on 20-21 June 2023 in Helsinki

## I. Summary record of the proceedings

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The Chair opened the meeting by welcoming participants<sup>1</sup> to the 70<sup>th</sup> meeting of the Management Board (MB). Special welcome was extended to the new Board members who participated in their first meeting:

- Catheline DANTINNE (Belgium)
- Charlotta WALLENSTEN (Denmark)
- Annemari LINNO (Estonia)
- Agnes LEFRANC (France)
- Yvonne MULLOOLY (Ireland)
- Kristine KAZEROVSKA (Latvia)
- Dilia JARDIM (Portugal)
- Katarina ZGALINOVICOVA (Slovak Republic)

On the first meeting day, an induction session was organised for new Board members, which also served as a refresher for current members. Furthermore, the MB held a session to discuss elements of the future ECHA strategy statement.

On the second meeting day, the Chair provided an overview of the proxy votes notified before the meeting and verified that the necessary quorum<sup>2</sup> was achieved.

### 1. Agenda

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The Chair introduced the draft agenda<sup>3</sup>, which was adopted as proposed.

### 2. Declaration of specific interests

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The Chair informed Management Board members that he had reviewed, together with the secretariat, the members' (including new ones), observers' and the Executive Director's declarations of interest and commitment in accordance with ECHA's procedure for the Prevention and Management of potential Conflicts of Interest (CoIs)<sup>4</sup>.

He concluded, based on the declarations, that there was no need for specific restrictions with respect to the agenda of this 70<sup>th</sup> Management Board meeting.

The Chair then invited members to further declare any specific interests that could not be drawn from their declarations of interest and commitment, and which could be considered to be prejudicial to their independence with respect to any items on the agenda. No further specific interests were declared in response to this.

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<sup>1</sup> The full list of participants and attendees is available under Section IV of these minutes.

<sup>2</sup> As defined in Article 6 of the Management Board Rules of Procedure.

<sup>3</sup> MB/A/02/2023.

<sup>4</sup> ECHA's Policy on the Prevention and Management of potential Conflicts of Interest (PRO-0067).

### 3. Minutes of the 69<sup>th</sup> Management Board meeting

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The draft minutes of the 69<sup>th</sup> MB meeting of 30 March 2023 were circulated on 24 April 2023. No amendment proposals were put forward and, therefore, the minutes<sup>5</sup> were adopted as proposed.

The Chair pointed out the status of agreed follow-up actions as follows:

Action	MB	Status
The Administrative arrangements for safeguarding the independence of the Board of Appeal will be updated to reflect the decision taken with respect to the reclassification of BoA members.	66	PENDING
The secretariat will regularly update the MB about scientific-technical considerations related to the ECHA committees' structure and functioning, including the necessary additional competences, once further information is available on potential new tasks.	65	ON-GOING
The Management Board Subgroup Strategy, Planning and Implementation, with the assistance of the secretariat, will follow the activities with respect to the reattribution of technical and scientific tasks to ECHA, and report back to the Management Board, as necessary.	66	DONE
The secretariat will incorporate the Management Board's analysis and assessment of the Consolidated Annual Activity Report 2022 in the Annual Report 2022 and send it to the Court of Auditors, the Commission, the European Parliament, and the Council, no later than 1 July 2023	69	DONE
The secretariat will submit the Annual Report 2022 to the Member States, the European Parliament, the Council, the Commission, the European Economic and Social Committee and the Court of Auditors and have it published.	69	DONE

#### **A. Points for automatic adoption**

No points for automatic adoption were scheduled for this meeting.

#### **B. Points for discussion / decision**

##### B.1 Executive Director report

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The Management Board (MB) took note of the Executive Director's (ED) oral report on the status of the Agency. The presentation highlighted key developments and data related to strategy and work programme implementation, people and organisational development, finance, audit, quality and risks, engagements with stakeholders and the main workstreams related to the implementation of the Commission's Chemicals Strategy for Sustainability (CSS) and new tasks foreseen for ECHA.

Board members welcomed the comprehensive report and reflected on a number of items of particular interest. These included:

Board members noted with concern that the ECHA Committees, in particular the Committee for Risk Assessment (RAC), is at capacity, due to gaps in membership, a very high workload

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<sup>5</sup> MB/M/01/2023.

in REACH applications for authorisation and the increasing complexity of restriction dossiers. Board members pointed out that this problem is likely to worsen in the future, with the addition of potential new tasks, requiring novel expertise from members and the secretariat. It was noted that the secretariat is exploring short- and medium-term measures with the aim to increase the attractiveness of committee work, while long-term solutions are being explored in cooperation with the European Commission, as part of the preparation of the future ECHA basic regulation.

Board members emphasised the importance of the on-going work on the generic PFAS restriction opinion and pointed out the high public attention thereon. While the MB expressed confidence that the secretariat has put in place measures to deliver the opinions timely and with proper scrutiny, it was acknowledged that there is a risk that the legal deadline will not be met, due to the size and complexity of the proposal.

The MB took note of a recent ruling of the Court annulling a Commission decision on an authorisation for the uses of Chromium trioxide ('Chemservice')<sup>6</sup>. Acknowledging that the Commission is still assessing the impacts of this ruling, Board members pointed out that it would have impacts not only on the Commission but also on ECHA, as the decision in question was based on an ECHA opinion and its effects may impact the workload of the ECHA Committees.

Board members thanked the secretariat for the successful workshop on New Approach Methodologies, which helped to clarify the milestones for developing the Commission's roadmap to transition to an animal-free regulatory system under all relevant pieces of chemical legislation and which will also inform the Commission's reply to a recent European Citizens Initiative<sup>7</sup>. Board members also thanked the secretariat for the support in the implementation of the Commission's Chemicals Strategy for Sustainability, including the preparation of the relevant legislative proposals.

## B.2 Update from the European Commission

The Management Board took note of an oral update from its members representing the European Commission regarding pending and upcoming Commission initiatives with an impact on ECHA's mandate and/or resourcing.

The update included a confirmation concerning the timing of the proposal for the REACH revision (Q4 2023) and it was explained that the timing of the future ECHA basic regulation will be aligned with this. The preliminary structure of the basic regulation was presented, clarifying that this follows, to a large degree, standard provisions, applicable to most EU decentralised agencies. Board members representing the Commission thanked ECHA for the support provided in preparing the basic regulation, in particular the targeted consultations (Management Board, Forum) and the retrospective evaluations (financing and committees), which will inform the Commission's proposal.

The importance of the future provisions related to the ECHA committees was underlined, with a view to maintaining their ability to deliver on their mandate, in particular in light of additional and new tasks. In this context, reference was made to a workshop organised by the Commission, with ECHA's participation, in April 2023, which provided useful input for drafting the future committee provisions.

The update furthermore included recent information about the progress with the re-attribution of tasks to EU agencies since the last MB meeting<sup>8</sup>. It was noted that work is ongoing to finalise the horizontal legislative proposal for reallocation and the proposal on chemicals data, with the date of publication to be confirmed (in 2023). The timing of other proposals (re-)allocating tasks to ECHA remains also to be confirmed, with steady progress being made in their preparation.

In this context, the Management Board also took note of information concerning the evaluation of the PIC Regulation and the preparation of the proposal on the ban of

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<sup>6</sup> Case C-144/21.

<sup>7</sup> Save Cruelty Free Cosmetics – Commit to a Europe without animal testing.

<sup>8</sup> See MB/M/01/2023 for a detailed description of new tasks planned to be (re-)attributed to ECHA.

production for export of hazardous chemicals banned in the EU. Depending on the option retained by the Commission, and subject to the outcome of the legislative process, the proposal is likely to have an impact on ECHA's work.

Board members thanked the Commission for the comprehensive update and asked clarifying questions concerning the distribution of tasks among ECHA committees in the future, as well as concerning the remuneration of rapporteur work performed by committee members. It was pointed out that the basic regulation should also ensure the sustainability of ECHA's financing, and the Agency should have sufficient resources to deliver on its mandate. A Board member representing interested parties explained that, in the view of this stakeholder community, legislative changes are necessary to address some of the current challenges in chemicals management, and in this respect, the delay in publishing the proposal for the REACH revision is regrettable.

### **B.3 Reports from the Management Board Subgroups**

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The Management Board took note of oral reports from the Chairs of its Subgroups on Strategy, Planning and Implementation (SG SPI), which met on 30 May 2023, and on Finance, Audit and Risks (SG FAR), which met on 2 June 2023.

In its meeting, the **SPI** Subgroup supported the secretariat's intention to start preparing two separate Programming Documents (PD), one for each of the respective 3-year periods, instead of the current practice of preparing one combined PD covering 4 years. The SG SPI received an update on the planned new tasks for ECHA and the current timelines for the proposals.

The SG SPI also supported the Executive Director's proposal to streamline reporting to the MB. As a result of the agreed changes, the MB will receive, in each plenary meeting, an Executive Director report, highlighting key items for organisational development and operational delivery, as well as highlights of Agency risks. In addition, a full Quarterly report will be circulated in writing after each quarter concludes. This will include expanded data showing the progress in selected indicators, summary information on the trends in fee income and budget implementation, as well as the quarterly Information Security and IT business continuity report. The monthly dashboards, providing numerical information on the status of selected processes, will be discontinued, and their content integrated in the expanded quarterly report.

In the MB plenary meeting, a Board member expressed concern about whether the streamlined reporting would provide sufficient information in the future and asked for clarification about the context in which questions on the Quarterly reports may be provided. The Executive Director confirmed the secretariat's commitment to providing comprehensive information in the Quarterly reports and allowing for questions, as well as for feedback about their content. It was clarified that these may be provided in writing and if an item requires discussion, the MB Chair may be invited to schedule it for the agenda of the next plenary meeting and/or it may be included in the next Executive Director report.

In its meeting, the **FAR** Subgroup prepared the adoption of the 1<sup>st</sup> amending budget and amended procurement plan 2023, prepared the draft MB opinion on ECHA's 2022 Annual Accounts and heard a report on the evolution of ECHA's fee income to date, which is in line with the trends observed in the past. The secretariat reported on measures to comply with an article in the ECHA Financial Regulation, which foresees regular ex-ante and retrospective evaluations. The SG FAR noted that ECHA has been compliant and will make improvements in being more systematic about ex-ante evaluations in the future. The MB will receive more information on the criteria to select retrospective evaluation topics in the future.

With respect to audit topics, the SG FAR heard the 2022 report of the Internal Audit Capability (IAC), who conducted two audits in 2022, on the Review of the Agency's IT Security Governance Framework and Stakeholder relationship management activities, while follow-up audits concerned the Identification and Evaluation of Environmental Aspects at ECHA and Agency-wide Implementation of the planning, reporting and monitoring process. The IAC also presented to the SG FAR the outcome of the 2023 audit

on Meetings' Management and explained that the Commission's Internal Audit Service is conducting an audit on budget preparation, monitoring and reporting, the results of which will be available in Q3/4 2023.

The secretariat presented the outcome of the retrospective evaluation of ECHA's financial model to the SG FAR and informed the SG of the ongoing retrospective evaluation of the ECHA Committees (Risk Assessment, Socio-Economic Analysis and Member State Committee) and the Board of Appeal.

The SG FAR also received an update on the status of Agency risks from the Director of Resources and the Chair of the SG FAR explained to other Board members that risks will be brought to the MB more systematically in the future and a new Agency Risk Policy is in development.

#### B.4 Regular Information Security and IT business continuity report

The Management Board took note of the regular Information Security and IT business continuity report<sup>9</sup>.

#### B.5 Opinion on the final accounts 2022

The Management Board took note of ECHA's Final Annual Accounts and the draft report of the European Court of Auditors for the financial year 2022. The Management Board adopted its opinion on the Final Annual Accounts 2022<sup>10</sup>, based on the draft opinion prepared by its Subgroup FAR.

Board members congratulated the secretariat for the clean draft report from the European Court of Auditors. In response to a question from a Board member, the accounting officer clarified that the applicable accounting rules do not make it possible to factor in inflation. It was furthermore discussed that the establishment of a financial reserve would be useful for the sustainability of ECHA's financing, however, this requires a derogation from the Financial Regulation, with a view to the principle of annuity. A Board member representing the European Commission confirmed that the establishment of a reserve is seen as needed, and steps are being taken to explore its feasibility, in the context of designing ECHA's future financing model.

The MB instructed the Executive Director to forward the final accounts and the MB's opinion thereon to the relevant European Union institutions by 1 July 2023, according to the ECHA Financial Regulation<sup>11</sup>. A link to the pages of ECHA's website where the Final Annual Accounts 2022 are disclosed will be published in the Official Journal of the EU by 15 November 2023.

#### B.6 1<sup>st</sup> amending budget 2023, amendment to the procurement plan 2023 and budget transfers

The Management Board adopted the first amending budget for 2023 as well as the amended procurement plan 2023 and took note of the budget transfers carried out under the responsibility of the Executive Director since the last notification<sup>12</sup>.

The budget amendment reflects contribution and service-level agreements, while the three newly included procurements relate to advance planning for 2024 and beyond, and do not impact the 2023 budget.

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<sup>9</sup> MB/15/2023.

<sup>10</sup> MB/16/2023.

<sup>11</sup> Article 102 of MB/29/2019 final.

<sup>12</sup> MB/17/2023.

## B.7 Appointment of Committee members

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The Management Board renewed the mandates of six current members<sup>13</sup> (Manuel FACCHIN, Wendy RODRIGUEZ GONZALEZ, Irina KARADJOVA, Peter Hammer SØRENSEN, Laure GEOFFROY and Iftekhar Ali MOHAMMED) and appointed one new candidate (Levonas MANUSADŽIANAS) to the Committee for Risk Assessment (RAC).

The Management Board also renewed the mandates of four current members (Silke GABBERT, Stéphane JOMINI, Karen THIELE and Alex TURVEY) of the Committee for Socio-Economic Analysis (SEAC).

In this context, the MB welcomed the future Chair of the RAC, Roberto SCAZZOLA, who will take up this role on 1 October 2023 and who attended this part of the MB meeting. The MB also took note of information from the secretariat concerning the newly appointed future Chair of the Biocidal Products Committee (BPC), Joost VAN GALEN, who will take up this role on 1 August 2023.

## B.8 Revision of the ECHA conflict of interest policy

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The Management Board adopted the revised ECHA conflict of interest policy<sup>14</sup>. The agreed changes concern strengthening the monitoring of compliance with post-employment duties by former ECHA staff members, providing guidelines for Member States Competent Authorities to ensure the independence of Member State Services provided to ECHA, replacing the existing Memoranda of Understanding, and separating the duties applicable to ECHA staff from those applicable to external contributors.

A representative of the ECHA Staff Committee, present in the meeting, expressed the Staff Committee's support to these changes.

As building blocks of the revised policy, the Management Board

- Adopted the revised procedure for Prevention and Management of potential Conflicts of Interest for members of ECHA bodies;
- Endorsed the draft Implementing Rules for the Prevention and Management of potential Conflicts of Interest for ECHA staff. The Chair asked the Executive Director to submit the draft Implementing Rules for consultation with the Staff Committee and for the approval of the European Commission;
- Adopted the Guidelines for Member State Competent Authorities to ensure the independence of Member State services to be provided to ECHA. These guidelines will replace the Memoranda of Understanding between ECHA and Member State Competent Authorities and will be published on ECHA's website;
- Adopted the amended Code of Conduct for the members of the Management Board and
- Adopted the amended Management Board Operating Framework.

## B.9 Annual report from the Chairman of the Board of Appeal

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The Management Board took note of the 2023 annual report<sup>15</sup> from Antoine BUCHET, the Chairman of the Board of Appeal. The report included an overview of the activities of the BoA over the previous year, information on the organisation of the activities of the BoA, as well as its membership and data related to appeals and workload.

Board members thanked the Chairman for his report and congratulated the BoA on its performance. The exchange of views focused on elements related to the outcome of appeal cases and the legal base of certain ECHA decisions.

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<sup>13</sup> MB/18/2023.

<sup>14</sup> MB/19/2023.

<sup>15</sup> MB/20/2023.

## B.10 Report from the Subgroup Board of Appeal

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This point was discussed *in camera* and the minutes are restricted.

The Management Board took note an oral report from the Chair of its Subgroup Board of Appeal (BoA). The report included information on the activities of the Subgroup, as well as on the main files discussed. In this context, the MB took a decision with respect to the reclassification of the full-time members of the BoA, and instructed the Executive Director to implement this decision.

## C. Points for information

### C.1 Discharge 2021 recommendations

The Management Board took note<sup>16</sup> of the European Parliament's decisions of 10 May 2023 on discharge in respect of the implementation of the budget of the European Chemicals Agency for the financial year 2021; on the closure of the accounts of the European Chemicals Agency for the financial year 2021 and of the European Parliament resolution of 10 May 2023 with observations forming an integral part of the decision on discharge in respect of the implementation of the budget of the European Chemicals Agency for the financial year 2021.

## 4. Any other business

### Debrief from the Reporting Officers for the Executive Director

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This point was discussed *in camera* and the minutes are restricted.

The Management Board took note of a debrief from the Reporting Officers for the Executive Director, as well as of the upcoming MB written procedure with respect to the conclusion of the probationary period of the Executive Director.

### Next meeting and closure

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The Chair thanked all participants and the secretariat for their participation in the 70<sup>th</sup> MB meeting and recalled that the next Board meeting is scheduled take place on 28-29 September 2023. In this context, it was noted that this date coincides with the fifth session of the International Conference for Chemicals Management and, subject to the availability of Board members, a new date for the 71<sup>st</sup> MB meeting may be explored.

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<sup>16</sup> P9\_TA(2023)0168.

## II. Documents submitted to the Management Board

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Draft Agenda	MB/A/02/2023
Draft Minutes of the 69 <sup>th</sup> Management Board meeting	MB/M/01/2023
Regular Information Security and IT business continuity report	MB/15/2023
Opinion on the final accounts 2022	MB/16/2023
1 <sup>st</sup> amending budget 2023, amendment to the procurement plan 2023 and budget transfers	MB/17/2023
Appointment of Committee members	MB/18/2023
Revision of the ECHA conflict of interest policy	MB/19/2023
Annual report from the Chairman of the Board of Appeal	MB/20/2023
Discharge 2021 recommendations	P9_TA(2023)0168



### III. Decisions taken/conclusions reached by the Management Board

The Management Board:

- Adopted the agenda for its 70<sup>th</sup> meeting (Decision 13/2023).
- Approved the minutes of the 69<sup>th</sup> Management Board meeting held on 30 March 2023 (Decision 14/2023).
- Took note of the Executive Director report.
- Took note of an update from the European Commission.
- Took note of reports from its Subgroups Strategy, Planning and Implementation and Finance, Audit and Risks.
- Took note of the regular Information Security and IT business continuity report.
- Adopted its opinion on ECHA's Final Annual Accounts 2022 (Decision 15/2023).

Instructed the Executive Director to forward the Final Accounts, together with the opinion of the Management Board, to the accounting officer of the Commission, the Court of Auditors, the European Parliament and the Council, by 1 July 2023.

- Adopted the first amending budget for 2023 and the amended procurement plan 2023 (Decision 16/2023).
- Took note of the budget transfers carried out under the responsibility of the Executive Director until 10 May 2022 since the last notification 30 November 2023.
- Appointed one new member and renewed the mandate of six members to the Committee for Risk Assessment (RAC), and renewed the mandate of four members to the Committee for Socio-economic Analysis (SEAC) as follows (Decision 17/2023):

RAC new member	Levonas MANUSADŽIANAS (LT)
RAC renewed mandates	Manuel FACCHIN (AT) Wendy RODRIGUEZ GONZALEZ (BE) Irina KARADJOVA (BG) Peter Hammer SØRENSEN (DK) Laure GEOFFROY (FR) Ifthekhar Ali MOHAMMED (SE)
SEAC renewed mandates	Silke GABBERT (NL) Stéphane JOMINI (FR) Karen THIELE (DE) Alex TURVEY (SE)

- Adopted a revision of the ECHA conflict of interest policy (Decision 18/2023).
- Adopted the Procedure for Prevention and Management of potential Conflicts of Interest for members of ECHA bodies (Decision 19/2023).
- Endorsed Draft Implementing Rules for the Prevention and Management of potential Conflicts of Interest for ECHA staff.  
Instructed the Executive Director to submit it for consultation with the Staff Committee and for the approval of the European Commission (Decision 20/2023).
- Adopted the Guidelines for Member State Competent Authorities to ensure the independence of Member State services to be provided to ECHA (Decision 21/2023).
- Adopted the Amended Code of Conduct for the members of the Management Board (Decision 22/2023).
- Adopted the Amended Management Board Operating Framework (Decision 23/2023).
- Took note of the Annual Report 2023 from the Chairman of the Board of Appeal.
- Took note of a report from its Subgroup Board of Appeal.

- Took a decision with respect to the reclassification of the three full-time members of the Board of Appeal (Decision 24/2023).  
Instructed the Executive Director to implement this decision.
- Took note of the of the European Parliament's decisions of 10 May 2023 on discharge in respect of the implementation of the budget of the European Chemicals Agency for the financial year 2021; on the closure of the accounts of the European Chemicals Agency for the financial year 2021 and of the European Parliament resolution of 10 May 2023 with observations forming an integral part of the decision on discharge in respect of the implementation of the budget of the European Chemicals Agency for the financial year 2021.
- Took note of a debrief from the Reporting Officers for the Executive Director, including the launch of a MB written procedure in July 2023.

Agreed follow-up actions:

- The Executive Director will forward the Final Accounts, together with the opinion of the Management Board, to the accounting officer of the Commission, the Court of Auditors, the European Parliament and the Council, by 1 July 2023.
- The secretariat will circulate the final report of the Court of Auditors on the annual accounts of ECHA for 2022 when it becomes available.
- The Executive Director will submit the endorsed Draft Implementing Rules for the Prevention and Management of potential Conflicts of Interest for ECHA staff for consultation with the Staff Committee and for the approval of the European Commission.
- The Executive Director will implement the Management Board's decision with respect to the reclassification of the full-time members of the Board of Appeal.
- The MB Chair will launch a MB written procedure with respect to the conclusion of the probationary period of the Executive Director.

#### IV. List of attendees<sup>17</sup>

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##### Representatives of the Member States

Paul KRAJNIK	(AT)	
Catheline DANTINNE	(BE)	
Teodora VALKOVA	(BG)	
Tasoula KYPRIANIDOU- LEONTIDOU	(CY)	
Tatjana KOLESNIKOVA	(CZ)	
Hanna KORHONEN	(FI)	(On 20 June 2023)
Axel VORWERK	(DE)	
Charlotta WALLENSTEN	(DK)	
Annemari LINNO	(EE)	(Also acting as proxy for Hanna KORHONEN (FI) on 21 June)
Sofia ZISI	(EL)	
Oscar GONZALEZ SANCHEZ	(ES)	
Agnes LEFRANC	(FR)	
Dubravka Marija KREKOVIC	(HR)	
Szilvia DEIM	(HU)	
Yvonne MULLOOLY	(IE)	
Pasqualino ROSSI	(IT)	
Donata PIPIRAITE- VALISKIENE	(LT)	
Jerome FAE	(LU)	
Kristine KAZEROVSKA	(LV)	
Ingrid BORG	(MT)	(On 20 June 2023)
Kees HOPPENER	(NL)	
Anna LEWANDOWSKA	(PL)	
Dilia JARDIM	(PT)	
Claudia DUMITRU	(RO)	
Per ÄNGQUIST	(SE)	
Alojz GRABNER	(SI)	(Also acting as proxy for Ingrid BORG (MT) on 21 June)

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<sup>17</sup> 31 members with three proxies given (for the second meeting day) and one EEA/EFTA observer joined the meeting.

Katarina ZGALINOVICOVA (SK)

Representatives of the European Commission

Aurel CIOBANU-DORDEA (DG ENV)

Kristin SCHREIBER (DG GROW)

Klaus BEREND (DG SANTE)

Independent persons appointed by the European Parliament

Olwenn MARTIN (Also acting as proxy for Kristel BERNAERTS)

Representatives from interested parties appointed by the European Commission

Marco MENSINK Cefic

Alexander ROESKE Industriegewerkschaft Bergbau, Chemie, Energie

Stefan SCHEUER EEB-BEUC – European Environmental Bureau/European Consumer Organisation

Observers from EEA/EFTA countries

Heidi MORKA (NO)

Not participating, no substitutes

Steinunn Fjóla  
SIGURDARDOTTIR (IS)

Kristel BERNAERTS Independent person appointed by the European Parliament

European Commission observers

Peter KORYTAR (DG ENV)

Abdel EL-AMELI (DG GROW)

ECHA staff and representatives of ECHA bodies

Sharon MCGUINNESS (Executive Director)

Mercedes VIÑAS (Director of Submissions and Interaction)

Ofelia BERCARU (Director of Prioritisation and Integration)

Peter VAN DER ZANDT (Director of Risk Management)

Kai TAKA-AHO (Director of Information Systems)

Shay O'MALLEY (Director of Resources)

Tim BOWMER (Chair of the Committee for Risk Assessment)

Roberto SCAZZOLA (Future Chair of the Committee for Risk Assessment)

Maria OTTATI	(Chair of Committee for Socio-Economic Analysis)
Antoine BUCHET	(Chairman of Board of Appeal)
Frank BÜCHLER	(Head of Governance, Strategy and Relations Unit)
Tuula HAKALA	(Head of Finance Unit)
Minna HEIKKILÄ	(Head of Legal Affairs Unit)
Eric RIEGER	(Head of Human Resources Unit)
Gabriella CSEH	(Management Board Secretary, Governance, Strategy and Relations Unit)
Bo BALDUYCK	(Policy Officer, Governance, Strategy and Relations Unit)
Maurizio GIARDINI	(Policy and Improvement Officer, Governance, Strategy and Relations Unit)
Simos BOURSALIAN	(Accounting Officer, Finance Unit)
Hristina RANGELOVA	(Budget Officer, Finance Unit)
Jochen MATTHES	(Staff Committee representative)