

Minutes of the 57th meeting of the Management Board

Held from 19 to 20 March 2020 via remote connection

I. Summary record of the proceedings

The Chair opened the meeting by welcoming the participants to the first remote meeting of the Management Board. The Chair pointed out that the exceptional setup was due to the outbreak of the coronavirus pandemic and the travel restrictions implemented as emergency measures in many Member States, as well as in ECHA.

The Chair then provided a recap of the practical aspects of running the meeting remotely¹ and reminded Board members that all the conclusions reached in the meeting (and referenced in these minutes) are subject to being formally confirmed in written procedures. This was followed by a *tour de table*, whereby all members present or represented by a *personne of trust*² took the floor and confirmed that their connection is up and running. On this basis, the Chair confirmed that the quorum necessary to hold a meeting³ was achieved.

1. Agenda

The Chair pointed out that, due to the limitations of a remote meeting, certain agenda items had been prioritised and the meeting will start with the items on which a decision is required due to legal deadlines. Items from B.1 onwards on the first day would be discussed only if time allows. The order of these minutes reflect that in which the points were taken.

The Chair introduced the revised draft agenda⁴ and the following room documents:

- AP B.3.A Annual Report 2019 – Foreword
- B.1.A European Chemicals Agency – Activity and resource projections (2021-2027) (summary)
- AP 4 Any other business: COVID-19 Preparedness: MSCAs access to ECHA Information Systems while teleworking

The Chair noted the changes to the draft agenda, in particular the addition of an 'Any other business' point, regarding a request from the Commission services (DG SANTE) to ECHA to provide support in the area of biocides/disinfectants for EU-level COVID-19 relief measures.

The Chair further noted the updates to documents or additional documents distributed before the meeting through S-CIRCABC:

- AP 4 Any other business: COVID-19 measures taken
- B.3.B REV1 of the Management Board's Analysis and Assessment of the Annual Report 2019, with a proposal for amendment
- B.1 conclusions from the Subgroup Strategy Planning and Implementation (meeting of 26 February 2020)

¹ MB/16/2020.

² The full list of participants is available under Section IV of these minutes.

³ As defined in Article 6 of the Management Board Rules of Procedure.

⁴ MB/A/01/2020 REV1, as circulated on 18 March 2020 through S-CIRCABC.

- 4 AOB: Presentation of the report of the French Economic, Social and Environmental Council (*Gestion des risques: quel bilan tirer de REACH au regard des ambitions initiales*)
- B.6.B, Restricted
- B.6.C, Restricted

The agenda of the meeting was then adopted on this basis.

2. Declaration of specific interests

The Chair informed Management Board members that she has reviewed, together with the Secretariat, the members', observers', persons of trusts' and the Executive Director's declarations of interest in accordance with the ECHA procedure for the Prevention and Management of potential Conflicts of Interest (CoIs)⁵.

She concluded, based on the declarations, that there is no need for specific restrictions with respect to the agenda of this 57th 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 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.

The Chair reminded members of the importance of keeping their declarations up to date and invited them to regularly check their declarations for completeness.

4. Any other business: ECHA's preparedness and support to EU measures in the area of biocides/disinfectants

The Management Board took note of ECHA's response to the coronavirus pandemic to protect staff, meeting participants and to contribute to public health measures aimed at reducing the spread of the virus. It was noted that all ECHA staff are teleworking at the time of the Management Board meeting and all meetings with externals have been cancelled or will be held remotely.

The Management Board took note of a request from DG SANTE and the support the Agency intends to provide to the European Commission, Member States and industry in addressing disinfectant shortages due to COVID-19. The Secretariat also explained that, together with the Commission, it is exploring the possibility of allowing more flexibility for companies in meeting certain deadlines associated with ECHA's decisions, in a consistent manner.

Board members furthermore took note of the Secretariat's efforts to reach out to MSCAs to provide support to avail of the teleworking option in the current secure remote access policy to ECHA's IT systems. In this context, the Secretariat asked the Management Board to provide support in obtaining feedback on MSCAs' plans, as this knowledge would allow the Secretariat to provide training and support, as needed.

Board members acknowledged the particularly difficult situation and pointed out that industry and authorities will face significant difficulties in meeting regulatory deadlines. The Management Board welcomed the Secretariat's readiness to provide support to industry and Member States and asked to be informed of further developments in this regard.

3. Minutes of the 56th Management Board meeting

The public draft minutes of the 56th Management Board meeting⁶, held from 12 to 13 December 2019 in Helsinki, were adopted.

⁵ ECHA Policy on the Prevention and Management of potential Conflicts of Interest (PRO-0067.04).

⁶ MB/M/05/2019.

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

The Management Board Chair will, with the support of the Secretariat and in close cooperation with the Working Group Board of Appeal, implement the Management Board decision 35/2019.	ONGOING
The Secretariat will distribute the IAS final report on Performance Management in ECHA to Board members.	DONE
The Secretariat will send the Programming Document 2020-2023 to the Commission, the European Parliament and the Council and have it published.	DONE
The Secretariat will provide the extract of the Programming Document 2021-2023 to the Commission for its opinion by 31 January 2020.	DONE
The Secretariat will transmit the third amending budget 2019, for information, to the European Parliament and the Council, the Court of Auditors and the Commission, and publish them on the website of the Agency within four weeks.	DONE
The Secretariat will, when available, share the quality documentation with the Management Board, which will include the detailed description of the revised procedure for guidance development, as well as the criteria to select the steps.	DONE
The Secretariat will inform the Management Board about the agreement reached on the Terms and Conditions of the optional eDelivery service.	DONE
The Chair will inform the appointed candidates for the position of technically qualified alternate/additional members of the Board of Appeal and seek their acceptance of the appointment.	DONE
The Secretariat will implement the technical changes resulting from the new subgroups in the Management Board's Rules of Procedure, Code of Governance and Operating Framework.	DONE

A. Points for automatic adoption⁷

A.1 Composition of the Management Board Subgroups

The Management Board adopted the composition of its standing Subgroups⁸ on Strategy, Planning and Implementation; Finance, Audit and Risks and Board of Appeal. One change was agreed upon request of a Board member (Sofia ZISI, Greece, who decided to join the Subgroup Board of Appeal instead of the Subgroup Finance, Audit and Risks). The list of Subgroup members will be published on ECHA's website.

A.2 Implementing Rules to the EU Staff Regulations⁹

The Management Board decided to request the Commission's approval to opt-out from the implementing rules on administrative inquiries and disciplinary proceedings and adopted the Commission's model decision which enables the Agency to opt-out from the implementing rules on the maximum duration for the recourse to non-permanent staff. The Management Board also endorsed that two implementing rules apply by analogy at

⁷ All points for adoption or decision on which consensus was reached in the remote meeting are subject to being formally confirmed in written procedures, to be run in accordance with the Management Board's Rules of Procedure (Article 7).

⁸ MB/01/2020.

⁹ MB/02/2020.

ECHA nine months after their notification (Commission drivers and professional incompetence).

B. Points for discussion/decision¹⁰

B.2.B Committee appointments

The Management Board appointed¹¹ one new member for the Committee for Risk Assessment (RAC): Anca Oana DOCEA (RO). With this appointment, the RAC will have 53 members (including five co-opted members).

B.3 Annual Report on ECHA's activities in 2019

B.3.A Annual Report 2019

The Management Board adopted the REACH General Report (section 1) part of ECHA's Annual Report for 2019¹² and took note of the Consolidated Annual Activity Report of the Executive Director (sections 2-4).

Board members gave their appreciation for the results accomplished in the previous year and welcomed the new approach, i.e. that the report, for the first time, merges two previously separate reports.

The Management Board Subgroup on Strategy, Planning and Implementation had given input in February, and reviewed the previous draft of the report. The Subgroup recommended the adoption of the Annual Report 2019, noting that the Secretariat had taken into account the comments provided.

The final Annual Report will be submitted to the Member States, the European Parliament, the Council, the Commission, the European Economic and Social Committee and the Court of Auditors and will be published.

B.3.B Analysis and Assessment of the Consolidated Annual activity Report 2019

The Management Board took note of the Executive Director's Consolidated Annual Activity Report for 2019, drawn up in his capacity as ECHA's authorising officer under the Financial Regulation, and discussed its draft assessment¹³ of this report. The Subgroup on Strategy Planning and Implementation had previously also reviewed this report in February and had prepared the draft assessment for the Management Board.

The Management Board proposed a number of changes, including with respect to recommendations related to the authorisation process, ECHA's support to the Green Deal objectives, substitution and the BPR.

The Chair invited Board members to provide any final additional comments in writing to the Chair of the Subgroup Strategy Planning and Implementation by 23 March 2020. It was agreed that the Chair of the Subgroup on Strategy Planning and Implementation will consider all the input and the final assessment will be adopted on this basis in a written procedure. Once adopted, the assessment will be incorporated in the Annual Report and will be sent to the Court of Auditors, the European Parliament, and the Commission by 1 July 2020.

¹⁰ All points for adoption or decision on which consensus was reached in the remote meeting are subject to being formally confirmed in written procedures, to be run in accordance with the Management Board's Rules of Procedure (Article 7).

¹¹ MB/05/2020.

¹² MB/06/2020.

¹³ MB/07/2020 REV1.

B.1 Report from the Management Board Subgroup Strategy Planning and Implementation

The Management Board took note of the written conclusions¹⁴ of the 26 February 2020 meeting of the Subgroup on Strategy, Planning and Implementation.

B.1.A 2020 budget implementation and mid-term financing

The Management Board took note of information from the Secretariat¹⁵ about the 2020 budget implementation and ECHA's mid-term (2021-2027) resource planning, as provided to the Commission.

It was noted that ECHA's 2020 budget implementation faces significant challenges due to declining fee income¹⁶ and the reduced 2020 EU subsidy and that this will require continued close collaboration with and support from the Commission. The Secretariat explained that the continued financing of staff costs related to the poison centre and waste database (SCIP) activities from the REACH/CLP budget is at risk in the absence of additional funding for these tasks.

With respect to ECHA's mid-term financing, the Commission requested information on ECHA's projected income and expenditure for 2021-2027, and other related information. The Secretariat provided these projections based on the best available information at the time in the context of ECHA's current mandate, as provided in the relevant EU legislation and on the basis of specific service level agreements, irrespective of potential future changes to the portfolio of the Agency.

Board members expressed their concern with respect to ECHA's resourcing, in particular, in light of the expected economic hardships stemming from the coronavirus pandemic. It was acknowledged that ECHA needs to prepare for a significant decrease in resources and plan its activities accordingly, under considerable uncertainties.

A representative of the Commission thanked ECHA for closely monitoring and reporting on the fee income and shared the Commission's concerns on the observed trend. In this respect, the Commission asked to remain closely informed of future developments, in view of finding a timely solution. The representative acknowledged the significant uncertainties with respect to resource planning and suggested that ECHA focuses on its core tasks and considers delaying recruitments under these circumstances. With respect to the Fee Regulation¹⁷, it was pointed out that the Commission will review it and will ask for the opinion of the Management Board¹⁸ in due course. This opinion may foresee, according to the Commission's view, a screening of administrative and operational expenditure, possibly performed by the Internal Audit Capability. The representative of the Commission pointed out that it is very difficult to predict the long-term subsidy outlook of ECHA. ECHA's input will be duly considered, in particular, the demonstrated synergies and efficiencies.

B.7 Quarterly report on ECHA's activities

The Management Board took note of the quarterly report¹⁹ on ECHA's activities. It was agreed that written questions may be submitted to the Secretariat.

¹⁴ As circulated through S-CIRCABC on 16 March 2020.

¹⁵ MB/03/2020.

¹⁶ It was noted that as of 15 March 2020, ECHA's REACH and CLP fee income was €1.5 million (19 %) behind budget and the declining fee income trend that has been observed since September 2019 continued to materialise. With respect to the BPR, it was noted that ECHA's fee income was €1.4 million (85 %) behind budget and, based on the latest best estimates, this trend would continue in 2020.

¹⁷ Commission Implementing Regulation (EU) 2015/864.

¹⁸ Idem, recital 4.

¹⁹ MB/12/2020.

B.4 Substitution strategy²⁰

The Management Board did not discuss this item. It was agreed that written questions and comments may be submitted to the Secretariat by 2 April 2020. The Secretariat will take these comments into account and the strategy will be submitted for endorsement in written procedure in due course.

B.2. ECHA Committees

B.2.A Annual report from the Committees²¹

The Management Board did not discuss this item and decided to include the annual report and exchange of views with the Chairs of ECHA Committees in the agenda of its 58th meeting in June 2020.

B.5 REACH Review actions' implementation

The Management Board took note of a written update²² from the Secretariat on the status of implementing the REACH Review actions. It was agreed that questions or comments may be sent to the Secretariat in writing.

B.6 Board of Appeal

The Management Board discussed these items *in camera*²³.

B.6.A Report from the Subgroup Board of Appeal

The Management Board took note of the annual report on the work of its Subgroup on the Board of Appeal, provided orally by its Chair.

In this context, the Management Board decided to delegate the responsibility of approving future profiles and vacancy notices for members of the Board of Appeal to its Subgroup on the Board of Appeal²⁴.

B.6.B Restricted

B.6.C Restricted

C. Points for information

These points were not discussed in the 57th remote Management Board meeting.

²⁰ MB/08/2020.

²¹ MB/04/2020.

²² MB/09/2020.

²³ Separate, highly restricted draft minutes are prepared for this point.

²⁴ As foreseen in the Commission Guidelines on the selection and appointment procedure of the Chairman, two other members of the Board of Appeal (BoA) of the European Chemicals Agency, their alternates and additional members and their alternates (Ref. Ares (2018)5743847-09/11/2018), the Management Board, as appointing authority, approves the profile and vacancy notice.

C.1 Review of the Decision on the Transfer of Fees to Member States

The Management Board took note of the need to review its decision on the transfer of fees to Member States²⁵, as the currently applicable decision²⁶ foresees a review in 2020, with a view to adopt a revised decision, applicable as of 1 January 2021. The Management Board Subgroup on Finance, Audit and Risks (FAR) will prepare a proposal for the September 2020 Management Board meeting. A favourable opinion from the European Commission will be required before the decision can enter into force.

C.2 ECHA's chairing role of the EU Agencies Network

The Management Board took note of information²⁷ provided by the Secretariat about ECHA's chairing role of the EU Agencies Network in 2020-2021.

C.3 Update of the Management Board Rolling Plan 2020-2022

The Management Board took note of the update of its Rolling Plan for 2020-2022²⁸, as well as of a recap of its recurring topics per quarter.

C.4 Outcome of the Written Procedure MB/WP/01/2020

The Management Board took note of the positive outcome²⁹ of the written procedure on the approval of the profile and vacancy notice for the technically qualified member (TQM) of the Board of Appeal (BoA) of the European Chemicals Agency.

4. Any other business

- a. Presentation of the report of the French Economic, Social and Environmental Council (*Gestion des risques: quel bilan tirer de REACH au regard des ambitions initiales*)

The Management Board took note of a report and of a presentation circulated by Marie-Laure METAYER, the French Board member. The presentation was distributed to Board members and it was agreed that written questions on its content may be sent to the Board member.

- b. Debrief from Chair on the annual performance appraisal of the Executive Director

The Management Board took note of information provided by the Chair on the conclusion of the performance appraisal process of the Executive Director for 2019. It was noted that there are no issues of concern to be brought to the Board's attention³⁰.

- c. Litigation report 2019

The Management Board took note of the Litigation report 2019.

²⁵ MB/13/2020.

²⁶ Management Board Decision 46/2017 (ref. to document MB/36/2017).

²⁷ MB/14/2020.

²⁸ MB/15/2020.

²⁹ MB/WP/01/2020.

³⁰ According to Article 6(8) of the European Chemicals Agency's decision concerning the probationary period appraisal, managerial trial appraisal and the annual performance appraisal of the Executive Director and the members of the Board of Appeal, implementing Articles 43 and 44 of the Staff Regulations and Articles 14 and 15(2) of the CEOS (Management Board Decision 36/2018).

Next meeting and closure

The Chair thanked participants and the Secretariat for their support in the first remote meeting of the Management Board. It was noted that the next Board meeting will take place on 17-18 June 2020 and its location will be decided on the basis of information provided by the relevant public health authorities.

II. Documents submitted to the Management Board

Draft Agenda	MB/A/01/2020 REV1
Draft Minutes of the 56 th Meeting (public and highly restricted parts)	MB/M/05/2019
Composition of Management Board Subgroups	MB/01/2020
Implementing Rules to the EU Staff Regulations	MB/02/2020
2020 budget implementation and mid-term financing	MB/03/2020
Annual report from the Committees	MB/04/2020
Committee appointments	MB/05/2020
Annual Report 2019	MB/06/2020
Analysis and Assessment of the Consolidated Annual activity Report 2019	MB/07/2020 REV1
Substitution strategy	MB/08/2020
REACH Review actions' implementation	MB/09/2020
RESTRICTED	MB/10/2020
RESTRICTED	MB/11/2020
Quarterly report on ECHA's activities	MB/12/2020
Review of the Decision on the Transfer of Fees to Member States	MB/13/2020
ECHA's chairing role of the EU Agencies Network	MB/14/2020
Update of the Management Board Rolling Plan 2020-2022	MB/15/2020
Outcome of the Written Procedure MB/WP/01/2020	MB/WP/01/2020
Remote meeting arrangements	MB/16/2020

III. Decisions taken / Conclusions reached by the Management Board³¹

The Management Board:

- Adopted the agenda for its 57th meeting (Decision 2/2020).
- Took note of ECHA's response to the coronavirus pandemic to protect staff, meeting participants and to contribute to public health measures.

Took note of the support the Agency plans to provide to the European Commission, Member States and industry in addressing disinfectant shortages due to COVID-19 and by extending deadlines, if appropriate.

Agreed to help the Secretariat in reaching out to MSCAs to offer support to avail of the teleworking option in the current secure remote access policy to ECHA's IT systems.
- Approved the minutes of its 56th meeting (MB/WP/04/2020), both public and restricted parts, with one amendment in the restricted part.
- Adopted the composition of its standing Subgroups on Strategy, Planning and Implementation; Finance, Audit and Risks; and the Board of Appeal, with one change (MB/WP/05/2020).
- Decided to request the Commission's approval to opt-out from the implementing rules on administrative inquiries and disciplinary proceedings (C(2019)4231) and adopted the Commission's model decision which enables the Agency to opt-out from the implementing rules on the maximum duration for the recourse to non-permanent staff (C(2019) 2548); endorsed that the two implementing rules apply by analogy at ECHA nine months after their notification (Commission drivers (C(2019) 7822) and professional incompetence (C(2019) 6855)) (MB/WP/06/2020).
- Appointed one new member to the Committee for Risk Assessment (RAC): Anca Oana DOCEA (RO) (MB/WP/07/2020).
- Adopted ECHA's Annual Report for 2019 (MB/WP/08/2020).
- Took note of the Executive Director's Consolidated Annual Activity Report for 2019, as part of the Annual Report and agreed to adopt its assessment thereof in a written procedure (MB/WP/10/2020).
- Took note of the written conclusions of the 26 February 2020 meeting of the Subgroup on Strategy, Planning and Implementation.
- Took note of information provided by the Secretariat concerning the budget implementation in 2020 and ECHA's mid- and long-term income outlook and resource need projections.
- Took note of the quarterly report on ECHA's activities.
- Agreed that the substitution strategy is open for written questions and comments by 2 April 2020, further to which the strategy will be submitted for endorsement in written procedure in due course.
- Decided to include the annual report and exchange of views with the Chairs of ECHA Committees in the agenda of its 58th meeting in June 2020.
- Took note of the status of implementation of the REACH Review actions.
- Took note of the annual report of its Subgroup on the Board of Appeal.
- Decided to delegate the responsibility of approving upcoming profiles and vacancy notices for BoA members to its Subgroup on the Board of Appeal (MB/WP/09/2020).

³¹ The conclusions reached in the meeting are subject to formal confirmation in written procedures.

- Took note of the need to review its decision on the transfer of fees to Member States, as the currently applicable decision foresees a review in 2020, with a view to adopt a revised decision, applicable as of 1 January 2021.
- Took note of:
 - o ECHA's chairing role of the EU Agencies Network in 2020-2021
 - o The update of the Management Board Rolling Plan 2020-2022
 - o The outcome of the written procedure MB/WP/01/2020
 - o A presentation on the report of the French Economic, Social and Environmental Council (*Gestion des risques: quel bilan tirer de REACH au regard des ambitions initiales*) and
 - o The Secretariat's Litigation report 2019.

Agreed follow-up actions:

- The Secretariat will publish the list of members of its standing Subgroups on ECHA's website.
- The Secretariat will incorporate the final analysis and assessment of the Consolidated Annual Activity Report 2019 in the Annual Report 2019 and send it to the Court of Auditors, the European Parliament, and the Commission by 1 July 2020.
- The Secretariat will submit the final Annual Report 2019 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.
- The Secretariat will invite comments on the substitution strategy and submit it for written Management Board endorsement in due course.
- The Secretariat will schedule the annual report from and exchange of views with the Chairs of ECHA Committees for the 58th Management Board meeting in June 2020.
- The following written procedures will be launched to confirm the conclusions/decisions reached in the meeting:

MB/WP/04/2020	Draft Minutes of the 56 th meeting – public and restricted
MB/WP/05/2020	Composition of Management Board Subgroups
MB/WP/06/2020	Implementing Rules to the EU Staff Regulations
MB/WP/07/2020	Committee appointment (1 RAC appointment)
MB/WP/08/2020	Annual Report 2019
MB/WP/09/2020	Board of Appeal (approval of profiles and vacancy notices delegated to the Subgroup BoA)
MB/WP/10/2020	Analysis and Assessment of the Consolidated Annual activity Report 2019

IV. List of attendees³²

Representatives of the Member States

Paul KRAJNIK	(AT)	(Also acting as proxy to Anne France RIHOUX(BE))
Teodora VALKOVA	(BG)	
Tasoula KYPRIANIDOU-LEONTIDOU	(CY)	
Magnus LØFSTEDT	(DK)	
Enda VESKIMÄE	(EE)	
Hanna KORHONEN	(FI)	(Also acting as proxy to Judīte DIPĀNE (LV) and Tatjana KOLESNIKOVA (CZ))
Marie-Laure METAYER	(FR)	
Axel VORWERK	(DE)	
Sofia ZISI	(EL)	
Sharon McGUINNESS	(IE)	
Francesca GIANNOTTI	(IT)	
Donata PIPIRAITE-VALISKIENE	(LT)	
Paul RASQUE	(LU)	
Ingrid BORG	(MT)	
Hans MEIJER	(NL)	
Anna LEWANDOWSKA	(PL)	
Lilia MARTINS	(PT)	
Claudia DUMITRU	(RO)	
Helena POLAKOVICOVA	(SK)	
Alojz GRABNER	(SI)	(Also acting as proxy to Bojan VIDOVIC (HR))
Oscar GONZALEZ SANCHEZ	(ES)	
Lisa ANFÄLT	(SE)	

Representatives of the European Commission

Kestutis SADAUSKAS	(Also acting as proxy to DG GROW/Commission)
Sabine JÜLICHER	

Independent persons appointed by the European Parliament

Kristel BERNAERTS
Olwenn MARTIN

Representatives from interested parties appointed by the European Commission

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

Not participating, no substitutes

Tatjana KOLESNIKOVA	Czech Republic
Judīte DIPĀNE	Latvia
Bojan VIDOVIC	Croatia

³² 28 members with five proxies given, two persons of trust and two EEA/EFTA observers joined the remote meeting.

Krisztina BIRO
Anne-France RIHOUX

Hungary³³
Belgium

Observers from EEA/EFTA countries

Sverre Thomas JAHRE Norway
Sigurbjörg SAEMUNSDOTTIR Iceland

Persons participating on behalf of Board members / observers:

Ignacio DORESTE (ETUC) on behalf of Gertraud LAUBER (IGBCE)
Michael FLÜH representing DG GROW/Commission

Other observers

Klaus BEREND	European Commission
Abdel EL-AMELI	European Commission
Martinus NAGTZAAM	European Commission
Bernhard BERGER	European Commission

ECHA staff

Bjorn HANSEN	(Executive Director)
Jukka MALM	(Deputy Executive Director)
Jack DE BRUIJN	(Director of Prioritisation and Integration)
Luisa CONSOLINI	(Director of Information Systems)
Shay O'MALLEY	(Director of Resources)
Peter VAN DER ZANDT	(Director of Risk Management)
Minna HEIKKILÄ	(Head of Unit, Legal)
Tomas ÖBERG	(Chairman of the Committee for Socio-Economic Analysis)
Eric RIEGER	(Team Leader for Policy and Regulation, Human Resources Unit)
Frank BÜCHLER	(Head of Unit, Governance, Strategy and Relations)
Gabriella CSEH	(Management Board Secretary, Governance, Strategy and Relations Unit)
Timo RÖCKE	(Strategic Planning Officer, Governance, Strategy, and Relations Unit)
Jenni HOLSTI	(Management Board Assistant, Governance, Strategy and Relations Unit)

³³ Proxy not communicated.