

# MANAGEMENT BOARD DECISION

**DECISION No MB/2025/04**

**OF THE ENISA MANAGEMENT BOARD**

**of 6 March 2025,**

**ON THE APPOINTMENT OF REPORTING OFFICERS FOR THE APPRAISAL EXERCISE  
2023-2024 OF THE EXECUTIVE DIRECTOR  
(Recast of the MB Decision 2024/09)**

## **THE MANAGEMENT BOARD OF THE EUROPEAN UNION AGENCY FOR CYBERSECURITY**

### **Having regard to:**

- 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 259/68<sup>1</sup>, and in particular Articles 43, 44 and 46 of the Staff Regulations and Articles 14, 15 and 20 of the CEOS;
- 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)<sup>2</sup> and in particular Article 15(1), points (m) and (n), and Article 36(1) thereof;
- The Commission's Decision C (2021) 8697 of 25.11.2021. giving its agreement pursuant to Article 110(2) of the Staff Regulations;
- Decision No MB/2024/09 of the Management Board of the European Union Agency for Cybersecurity (ENISA) of 7 June 2024, on the appointment of reporting officers for the appraisal exercise 2023 of the Executive Director;
- Decision No MB/2022/02 of the Management Board of the European Union Agency for Cybersecurity (ENISA) of 17 February 2022, concerning the probationary period, the management trial period and the annual appraisal of the Executive Director of ENISA.

### **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) Decision No MB/2022/02 foresees that the Reporting Panel shall be composed of three members of the Management Board 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;

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<sup>1</sup> OJ L 56, 4.3.1968, p. 1

<sup>2</sup> OJ L 151, 7.6.2019, p.15.

- (4) Decision No MB/2022/02 foresees that the appeal assessor shall be the Chair of the Management Board;
- (5) The composition of the Reporting Panel was discussed by the Executive Board on 24 May 2024 and agreed by the Management Board at its meeting held on 6-7 June 2024;
- (6) The Management Board decided at its meeting held on 14-15 November 2024 to extend the period of the appraisal exercise of the Executive Director for the years 2023-2024;
- (7) One of the reporting officers appointed by means of the Decision No MB/2024/09, Mr Stefan Lee representing Finland, has resigned from the Management Board with effect as of 3 December 2024;
- (8) During the Executive Board meeting held on 23-24 January 2025, the Executive Board proposed that Mr Tomi Kinnari shall take over the role of reporting officer as current Finnish Management Board alternate and in the absence of a new nominated Finnish Management Board member. On 4 February 2025, Mr Tomi Kinnari confirmed his availability to serve as reporting officer in the appraisal exercise of the Executive Director for the years 2023-2024.
- (9) Therefore, the composition of the Reporting Panel for the appraisal of the Executive Director for the years 2023-2024 shall be amended accordingly.

## HAS DECIDED:

### **Article 1 Appointment of reporting officers**

The representative of the European Commission in the Management Board Mr Grzegorz MINCZAKIEWICZ, the representative from Finland Mr Tomi KINNARI and the representative from Cyprus Mr Antonis ANTONIADES are appointed reporting officers for the annual appraisal exercise of the Executive Director for the period 2023-2024.

### **Article 2 Implementing provisions**

1. This decision shall take effect on the day following its adoption.
2. This decision amends and recasts Decision No MB/2024/09.
3. The Management Board Secretariat shall publish it on the Agency's website.

**Done in Athens, 6 March 2025**

On behalf of the Management Board,

[signed]

Ms Fabienne Tegeler  
Chair of the Management Board of ENISA