

MINUTES 49th MB MEETING

Event:	49th Management Board Meeting
Date:	19 September 2025
Place:	Steigenberger Hotel Herrenhof, Herrengasse 10, 1010 Vienna
Status:	Final
Participants:	
Members:	Jim Clarken (Chairperson, IE), Martien Schotmans (BE), Christos Giakoumopoulos (CoE), Astrid Kjeldgaard-Pedersen (DK), Paulina Starski-Lutoborski (DE, alternate), Paloma Krööt Tupay (EE), Miltiadis Sarigiannidis (EL), Sonia García-Vázquez (ES), Pascal Montfort (FR, alternate), Luka Mađerić (HR), Aristoteles Constantinides (CY), Mārtiņš Mits (LV), Juozas Valčiukas (LT), Grazio Mercieca (MT, alternate), Katharina Pabel (AT), Catarina Santos Botelho (PT), Zsolt Molnár (RO), Katarina Vatovec (SI, alternate), Katarína Batková (SK), Päivi Pietarinen (FI), Jenny Jansson Pearce (SE, alternate)
Representatives COM:	Julien Mousnier (DG JUST) Ingrid Bellander Todino (DG JUST) Paul Hafellner (DG JUST, alternate)
Director	Sirpa Rautio
Operational services:	Andreas Accardo (Head of Institutional Cooperation and EU Charter Unit), Xavier Català (Head of Administration Unit <i>ad interim</i>), Joanna Goodey (Head of Justice, Digital and Migration Unit), Siobhán McInerney-Lankford (Head of Equality, Roma & Social Rights Unit), , Nicole Romain (Head of Communications and Awareness Raising Unit), Friso Roscam Abbing (Head of Brussels Liaison Office), Saverio Liguori (Head of Planning Sector), Luisa Lopez (Legal Officer Administration), Elena Balzarini (MB Secretariat), Katarina Lugofer (Head of Director's Office), Colin Hendrickx (Trainee at Director's Office)
Excused:	Ana Dzhumalieva (BG), Balázs Gerencsér (HU), Helena Hofmannová (CZ), Sam Muller (NL)
Alternates (when Members are present)/Observers/Guests/:	Dace Šulmane (LV, alternate), Evis Alimehmeti (Obs AL), Daniele Cangemi (Obs CoE Secretariat), Carlien Scheele (Obs EIGE), Gentian Zyberi (Obs SC)

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1 Opening remarks and approval of the draft agenda, possible conflicts of interest

Main Conclusions:

- 1.1 The Chairperson, Jim Clarken, opened the 49th MB meeting.
- 1.2 He welcomed all participants including ten new members present from Belgium, Spain, Croatia, Cyprus, Latvia, Lithuania, Portugal, Finland, the new observer of North Macedonia, and the new independent member appointed by the Council of Europe. The members from Bulgaria, Czech Republic, Hungary, and The Netherlands were excused.
- 1.3 The Chairperson asked the MB members about any conflict of interest pertaining to the agenda of the meeting. No conflict of interest was reported.
- 1.4 The draft agenda was approved.

Decision:

- A. The agenda of the 49th Management Board meeting was approved

2 Approval of the draft minutes of the 48th MB meeting

Main Conclusions:

- 2.1 The draft minutes of the 48th MB were approved.

Decision:

- B. The draft minutes of the 48th MB were approved.

3 a) Report from the 78th Executive Board Meeting b) Report of the Director on the work of FRA in the last period

Main Conclusions:

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- 3.1 The Chairperson informed about the 78th Executive Board Meeting that took place online on 15 September. The meeting was dedicated to the preparation of the MB Retreat and MB meeting.
- 3.2 The FRA Director presented the Director's Report to the Board. She informed that the new report is a streamlined document presenting the work of FRA in the period 1 May – 1 September 2025, including important milestones such as the opening of the Brussels Liaison Office on 1 September 2025. She informed about her meetings with EU and national stakeholders; she reported on her country visit to Lithuania, on the engagement with the Council of Europe, and participation in several high-level meetings.
- 3.3 The FRA Heads of Unit presented highlights from their respective unit's activities.
- 3.4 The Management Board also discussed the situation in Gaza in the context of the Agency's mandate. The Director informed the Board on her upcoming meeting with the EU Special Representative for Human Rights Ms Kajsa Ollongren. She also informed that the Agency is currently preparing a legal analysis of certain aspects of its mandate focusing on external action, which will be shared with the MB.

4 Update and discussion on EU-fundamental rights policy developments (COM)

Main Conclusions:

- 4.1 The Commission representative provided an overview on EU Fundamental Rights Policy developments at the Commission level with a particular focus on the Multi-Annual Financial Framework (MFF) for 2028-2034 and the issue of conditionality; the 25th anniversary of the proclamation of EU Charter and its activities; the Democracy Shield; the civil society strategy and plan to set up CSO platform, the Rule of Law Report and the Rule of Law Dialogues; Rights of the Child and ongoing negotiation of CSAM; Combating hate speech online and the Code of Conduct; the development of a new Anti-racism strategy by the end of 2025; the expected Roma report in 2026 following the Member States reporting on the implementation of the strategy in June 2025; the Antisemitism activities under the Polish presidency; the LGBTIQ new strategy 2026-2030 planned to be adopted by the end of 2025; the new strategy on Gender equality to be adopted in March 2026; CSDDD, GDPR and the simplification process; the EU accession to ECHR; the Migration Pact and Return proposals; the establishment of the EU anti-trafficking hub in June.

5 Election of the Vice-Chairperson of the Management Board

Main Conclusions:

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- 5.1 The Chairperson informed that, following the end of the mandate of the previous Vice-Chairperson on 1 September 2025, the position had become available.
- 5.2 Katharina Pabel of Austria submitted her candidacy and presented her credentials.
- 5.3 The Management Board elected Katharina Pabel as new Vice-Chairperson of the Management Board. Her mandate will start on 20 September 2025.

Decision: C. The Management Board elected Katharina Pabel as Vice-Chairperson starting on 20 September 2025 for a term of two and a half years, or until the end of the mandate as MB member.

6 Election of one member of the Executive Board

Main Conclusions:

- 6.1 The Chairperson informed that the mandate of Katharina Pabel (AT) as member of the Executive Board would come to an end on 25 November 2025. Following her election as Vice-Chairperson under the previous agenda item, the post in the Executive Board has become available immediately.
- 6.2 Astrid Kjeldgaard-Pedersen (DK) submitted her candidacy and presented her credentials. The Chair also informed having received a candidacy of a member who was absent.
- 6.3 The Management Board elected Astrid Kjeldgaard-Pedersen as member of the Executive Board for a term of two-and-a-half years starting on 20 September 2025.
- 6.4 A second vacant post in the EB was announced. Miltiadis Sarigiannidis (EL) presented his candidacy and was elected for the second vacant position in the EB.

Decision: D. The Management Board elected Astrid Kjeldgaard-Pedersen as member of the Executive Board starting on 20 September 2025 for a term of two and a half years, or until the end of the mandate as MB member.
E. The Management Board elected Miltiadis Sarigiannidis for a second vacant position in the EB.

7 Appointment of new members of the Annual Report Editorial Committee (AREDIT) and of the Budget Committee (BC)

Main Conclusions:

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7.1 The Chairperson informed that the mandates of five members in the Annual Report Editorial Committee (AREDIT) ended in July and the mandate of another AREdit member would end on 25 September 2025.

7.2 The Management Board appointed Martien Schotmans (BE), Aristoteles Constantinides (CY), Catarina Santos Botelho (PT), Christos Giakoumopoulos (CoE), and Paloma Krööt Tupay (EE) as members of the Annual Report Editorial Committee starting on 20 September. The Board reappointed Miltiadis Sarigiannidis (EL) for a second mandate starting on 26 September 2025. The term of the appointed members is of two-and-a-half-year term, or until the end of the mandate as MB members.

7.3 The Chairperson informed the Management Board of two vacant positions in the MB Budget Committee (BC). Therefore, the Management Board is requested to elect two members of the Budget Committee among the full members of the MB, whose terms will start on 20 September 2025 for a two-and-a-half-year term.

7.4 The Management Board appointed Aristoteles Constantinides (CY) as member of the Budget Committee starting on 20 September 2025 for a two-and-a-half-year term.

Decision:	<p>F. The Management Board appointed Martien Schotmans (BE), Christos Giakoumopoulos (CoE), Aristoteles Constantinides (CY), Catarina Santos Botelho (PT) and Paloma Krööt Tupay (EE) as members of the AREdit Committee for a term of two-and-a-half years starting on 20 September. It appointed Miltiadis Sarigiannidis (EL) for a second term starting on 26 September 2025. The term of the appointed members is of two-and-a-half-year term, or until the end of the mandate as MB members.</p> <p>G. The Management Board appointed Aristoteles Constantinides (CY) as member of the Budget Committee for a term of two-and-a-half years starting on 20 September 2025.</p>
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8 In camera

Main Conclusions:

8.1 The Management Board discussed confidential matters.

8.2 The Management Board appointed the Accounting Officer of the European Maritime Safety Agency (EMSA), Katalin Duarte, as a Deputy Accountant of FRA and repealed the MB Decision 2020/05 of 26 May 2020.

Decision:	<p>H. The Management Board appointed, the Accounting Officer in the European Maritime Safety Agency (EMSA), Katalin Duarte, as FRA Deputy Accountant.</p> <p>I. The Management Board repealed MB Decision 2020/05 of 26 May 2020.</p>
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9 Financial Matters

Main Conclusions:

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9.1 Head of Administration <i>ad interim</i> updated the Board on the financial matters, including information on budgetary execution of this year.

10 a) Budget transfer 2025-02 and b) Amendment n. 2 of the Programming Document 2025-2027

Main Conclusions:

10.1 The Head of Administration <i>ad interim</i> introduced the second budget transfer of 2025.
10.2 The Head of the Planning Sector summarised the amendment n. 2 of the Programming Document 2025-2027.

Decision:

J. The Board adopted the second budget transfer of 2025.
K. The Board adopted the Amendment n. 2 of the Programming Document 2025-2027.

11 Update of the cooperation with the EEA and Norway Grants

Main Conclusions:

11.1 The Head of Institutional Cooperation and EU Charter Unit gave an overview on the cooperation between FRA and the EEA and Norway Grants to date.
11.2 The Head of Planning Sector provided an update on the status of the negotiations on the new Framework Arrangement between FRA and the Financial Mechanism Office (FMO) of the EEA and Norway Grants. He informed about the upcoming conclusion of the new Framework Arrangement pending the receipt of the European Commission's official Opinion.
11.3 The MB agreed to the submission of the adoption of the new Framework Arrangement via written procedure in the upcoming weeks following the MB.

12 Approval of the EB and MB calendar 2026-2027

Main Conclusions:

12.1 The Management Board approved the calendar of EB and MB meetings to be held in 2026 and 2027.
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Decision:

L. The Management Board approved of the EB and MB meetings of 2026-2027.
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13 AoB

Main Conclusions:

- 13.1 The Chairperson informed the MB that the next 50th MB meeting will take place on 11 and 12 December 2025 at the FRA premises.
- 13.2 Outgoing observer member Evis Alimehmeti (Obs AL) took stock of her experience on FRA's Management Board. The Chairperson thanked her for her contribution to the work of the MB during her mandate.

Date of the next meeting: 11-12 December 2025

Approved on:	11 December 2025
By the Chair:	