MINUTES
of the ENISA Management Board meeting
held on 14-15 November 2024 online

<u>PRESENT:</u>

Fabienne Tegeler – MB Chairperson (DE), Christiane Kirketerp De Viron (DG CNECT), Grzegorz Minczakiewicz (DG DIGIT), Dinela Kaytazka (CNECT), Enrique Gomez (CNECT), Patricia Lampert (AT), Biserka Radeva (BG), Antonis Antoniades (CY), Tomas Minarik (CZ), Thomas Flarup (DK), Gert Auvaart (EE), Taavi Viilukas (EE), Tomi Kinnari (FI), Aude Le Tellier (FR), Theofanis Anagnostopoulos (GR), Kresimir Sipek (HR), Gianluca Galasso (IT), Mihails Potapovs (LV), Atanas Aleknavicius (LT), Matthew Yeomans (MT), Kirsty Westra (NL), Matthijs Van Amelsfort (NL), Katarzyna Prusak-Gorniak (PL), Dan Cimpean (RO), Marjan Kavčič (SI), Jaroslav Durovka (SK), Elena de la Calle (ES), Alica Selmanovic Monokrousos (SE), Sebastian Asberg (SE)

<u>OBSERVERS EEA COUNTRIES</u>: Wenche Andberg (NO), Elín Sif Kjartansdóttir (IS)

<u>OBSERVERS:</u> Clarissa Wilkie (DE), Anne Helbig (DE), Louis Delahaie (FR), Adam Fekete (HU), Deirdre Morris (IE), Dinela Kaytazka (CNECT), Enrique Gomez (CNECT), Antonio Moreno Hernando (CNECT), Nikolett Gagyi (Chair of the Horizontal Working Party on Cyber Issues for item 1), Rossen Naydenov (ENISA Staff Committee representative for items 6 and 10)

<u>ENISA ATTENDANCE:</u>

Juhan Lepassaar (Executive Director), Hans De Vries (Chief Cybersecurity Officer), Florian Pennings (Associate Chief Cybersecurity and Operational Officer), Ingrida Taurina (Head of Executive Director Office), Evangelos Ouzounis (Head of Policy Development & Implementation Unit), Andreas Mitrakas (Head of Market, Certification and Standardisation), Apostolos Malatras (Team Leader for Knowledge & Information Team), Dimitra Liveri (Team Leader for Awareness Raising & Education Team), Philippe Blot (Head of Sector for Cybersecurity Certification), Athanasios Drougkas (Cybersecurity Expert), Rossen Naydenov (Cybersecurity Officer), Stefano De Crescenzo (Head of Sector Operations & Situational Awareness), Johannes Clos (Seconded National Expert), Jo De Muynck (Head of Operational Cooperation), Erika Magonara (Cybersecurity Expert), Vangelis Stavropoulos (Policy and programme coordination officer), Alexandre Kim Huge (Accounting and Compliance Officer & Internal Control Coordinator), Renate Verheijen (Head of Sector Resources), Nikolaos Tantouris (Head of Sector Security and Infrastructure), Natalie Wenkers (MB Secretariat), Renata Jankowska (MB Secretariat), Natasa Tserou (MB Secretariat)

<u>APOLOGIES:</u>

Phedra Clouner (BE), Frank Lieser (LU), Isabel Baptista (PT), Lajos Szabo (HU), Kerri – Ann Woods (IE)

INTRODUCTION BY THE CHAIR

The Chair opened the ENISA Management Board (MB) meeting and welcomed the participants and the invited guest Nikolett Gagyi, the Chair of the Horizontal Working Party (HWP) on Cyber Issues.

She confirmed the quorum and announced newly nominated members and alternates since the previous meeting, as well as the apologies and observers. The floor was given to the recently appointed members and alternates for a brief introduction: Christiane Kirketerp De Viron (DG CNECT), Svetlana Schuster (DG CNECT), Taavi Viilukas (EE), Matthijs van Amelsfort (NL), Kirsty Westra (NL), Wenche Anbert (NO), Alica Selmanovic (SE).

The Chair outlined the agenda, which was adopted with the AOB point by EC DG DIGIT on appraisal of the Executive Director (ED).

The Chair congratulated the ED on the kick-off of his second term, which started in October, and expressed her gratitude for his commitment to ENISA.

The ED welcomed the participants and thanked the MB for their trust in him and the Agency. He reminded the MB about recent results of the EU Cybersecurity Index 2024 and the upcoming NIS 2 Directive, Article 18 report (also part of the meeting agenda under item 11) and invited the MB members to follow-up with their respective NLOs for more details about the project, data collection and indicators.

ITEM 1 –PRESENTATION AND DISCUSSION WITH THE CHAIR OF THE HORIZONTAL WORKING PARTY ON CYBER ISSUES, NIKOLETT GAGYI

The Chair introduced Nikolett Gagyi, the Chair of the HWP on Cyber Issues, who was invited to the MB meeting to present an insight on the work of the HWP on Cyber Issues.

Nikolett Gagyi presented an overview of the activities related to implementation of the cyber diplomacy toolbox and provided an update on other activities related to cybersecurity. She informed that the Council conclusions on the evaluation of the Cybersecurity Act (CSA) have been finalized and are subject to approval at the ministerial level. The MB members were informed about the recent visit of the HWP on Cyber Issues to ENISA in Athens and the main discussed topics. The HWP took a note of the reiterated issue of limited resources in view of increased number of ENISA operational obligations stemming from EU legislation. In 2025, it is planned to align the MB meeting on 20-21 November 2025 with a HWP on Cyber Issues visit to ENISA's Athens headquarters.

The Chair thanked on behalf of the MB for the overview of activities and suggested to include similar updates to agendas of future MB meetings.

ITEM 2 – REVIEW OF ENISA STRATEGY - DRAFT MB DECISION ON ADOPTING ENISA STRATEGY

The Chair reminded that the draft text of the ENISA Strategy with the updated Strategic Objectives (SO) was endorsed by the MB during the June MB meeting. She thanked ENISA and the MB group of volunteers who followed up with a discussion on evaluation indicators.

Ingrida Taurina (ENISA, Head of Executive Director's Office) presented the evaluation indicators for the updated ENISA SOs, which were adopted by the MB members.

On a question from the MB, the ED explained the governance model for the Strategy and the crucial role of the Chief Cybersecurity Operational Officer (COO) and the Associate Cybersecurity Operational Officer (ACOO) in its implementation. The ED took the opportunity to introduce Florian Pennings, the ACOO, who amongst other files, will be in charge of the review of the ENISA Stakeholder Strategy.

The item concluded with approval of the MB Decision adopting the ENISA Strategy, including the evaluation indicators, which will be published on the ENISA website. It was agreed to present regular updates on implementation of the ENISA Strategy to the MB in future meetings.

ITEM 3 – DRAFT MB DECISION ON ADOPTING SPD 2025-2027

Vangelis Stavropoulos (ENISA Work Programme Coordinator) presented an overview of the feedback received during the consultation of the draft Single Programming Document (SPD) 2025-2027 with the MB. He informed that the comments submitted (by EC, CZ, DE, SE) had been addressed by ENISA. Besides, following the EB suggestion, the cover note to the MB Decision provides more details on prioritisation methodology and NIS2 tasks in the respective activities. ENISA also produced a table mapping operational tasks deriving from the latest EU legislation. He continued with providing an overview of the ENISA resources evolution highlighting the key changes: centralisation of the budget for missions and large-scale events among others. The comparison of the resources' evolution (both human resources and budget) was provided as well as the figures of the ENISA draft budget 2025 per title. Finally, it was reminded that the SPD25-27 should be submitted to the EU authorities by 30 November.

The ED thanked the ED Office for diligent work during the process of producing the ENISA SPD25-27 as well as the EC and the MSs for the comments. He informed about inclusion of resources estimation in the process (prepared by the Budget Management Committee and in consultation with the activity managers), which is crucial for the estimation of the needs of the Agency.

In the discussion that followed, the MB suggested that the issue of resources constraints should be discussed with the EB in the next meeting in January, including next steps for budgetary hearings and how budgetary issues could be addressed in future SPDs.

ENISA informed also that the SPD process and template is well established, which in the future will allow the MSs to receive a well advanced first draft of the document for comments. Upon request by the Chair, the MB members, who commented on the SPD, shared their national experience with the commenting process for an exchange of best practices regarding consultation at national levels. With regards to the Cooperation Agreement between ENISA and CERT-EU, it was clarified that it is pending CERT-EU agreement.

The MB Decision on adopting ENISA SPD 2025-2027 was adopted. The latest draft document (incl. establishment plan 2024 updates from item 7) should be processed to be sent to the budgetary authorities.

ITEM 4 – OUTLOOK ON SPD 2026-2028

Vangelis Stavropoulos (ENISA Work Programme Coordinator) outlined the timeline for the first version of the draft SPD 2026-2028, for which the first MB consultation will be launched in December with the

deadline planned for 8 January (with possible extension until 13 January due to the holiday period). The results of the consultation will be discussed with the EB on 23-24 January and the first draft SPD26-28 is planned to be adopted by the MB via written procedure in late January in order to be sent to the budgetary authorities by the statutory deadline of 31 January 2025.

The ED anticipated a request for resources to be included in the first draft SPD. In this context, the MB members will be asked for feedback on priorities and preferences (impactful tasks and added value). The MB continued with a discussion on a model and mechanism of indicating priorities and it was agreed that ENISA will prepare guiding questions allowing to indicate potential areas with possibility for reprioritization, as well as will indicated non-negotiable outputs, which are subject to statutory, legal obligations.

ITEM 5 – UPDATE ON REPORT BY THE EUROPEAN COURT OF AUDITORS ON FINAL ACCOUNTS 2023

Alex Hugé (ENISA Accounting and Compliance Officer & Internal Control Coordinator) provided an update on the report by the European Court of Auditors (ECA) on the ENISA final accounts 2023. He reported a clean audit opinion on the reliability of the annual accounts and on the legality of revenues underlying the accounts and informed about two critical observations and other non-critical findings. He clarified that the use of the Contribution Agreement signed in December 2023 with DG CNECT shall offer the required operational flexibility to fully address the two critical observations identified by the auditors. The MB members were also informed about actions proposed to mitigate similar risks in the future. The ECA final report has been published on 24 October 2024.

ITEM 6 – UPDATE ON ENISA STRUCTURAL ADJUSTMENTS

The Chair welcomed Rossen Naydenov who was invited to the item as observer in his role as ENISA Staff Committee (SC) representative.

The ED provided an update on the ENISA structural adjustment process, which followed the adoption of the MB Decision No MB/2024/10 on establishment of ENISA's internal structures. He explained the main principles of the staff assignment process, which resulted with 99% successful agreement and thanked the activity managers for their effort to ensure transparency of the process. He informed that the Agency has recently concluded the recruitment calls to establish reserve lists for the remaining recruitment needs and obligations. The incoming Heads of Units were tasked to draw up assignment decisions. The SC representative confirmed the smooth structural adjustment process and understanding among the staff for the need for change.

The ED continued with explaining the rationale of the new organisational structure, where, in line with MB Decision No. MB/2024/10, the legislative baseline for creating units and defining their tasks shall be the SPD activities adopted for the applicable year.

Finally, the ED consulted the MB on his intention to assign Hans de Vries as the Chief Cybersecurity and Operational Officer (COO) as of 1 January 2025, in line with Art. 2 of MB Decision No. MB/2024/10. Since no reservations were voiced by the MB members, the Chair concluded that the MB has given its

consent on the COO appointment. The ED informed that the chairing of the National Liaison Officers' Network will be delegated to the COO.

The new organisational chart as annexed to the MB Decision on establishment of ENISA's internal structures (MB Decision No. MB/2024/10) shall be again circulated for information to the MB.

On the question from the MB on satisfaction rate among the ENISA staff, the ED informed that the results of the staff satisfaction survey 2024 and the planned follow-up process will be shared with the MB.

ITEM 7 - DRAFT MB DECISION ON MODIFYING THE ESTABLISHMENT PLAN 2024

Renate Verheijen (ENISA Head of Resources Sector) explained the process of the reclassification exercise and informed the MB members that as an outcome of the final assessment of the comparative merits for the year 2024, the number of staff proposed for promotion requires an amendment of the current Establishment Plan 2024. The proposed reshuffling of slots was presented to the MB, who were ensured that the proposed adjustment is budgetary neutral.

The draft MB Decision on modifying the Establishment Plan 2024 was adopted by the MB.

The EC highlighted that these modifications have to be reflected in the SPD 2025-2027.

ITEM 8 - DRAFT MB DECISION ON ADOPTING MEETING DATES IN 2025 FOR THE BODIES REFERRED TO IN ARTICLE 13 OF THE CYBERSECURITY ACT

The Chair reported that the EB expressed the wish for more physical meetings to ensure building a network between MB members and efficiency for decision making. The suggested changes by the EB as concluded during the EB meeting on 17-18 October were introduced by the MB Secretariat.

Natalie Wenkers (ENISA MB Secretariat) outlined the planned dates of the statutory meetings for 2025 as proposed in the draft MB Decision. The Decision foresees two ordinary MB meetings and one strategic MB meeting, which included a joint session with the Governing Board (GB) of the European Cybersecurity Competence Centre (ECCC) organised upon the initiative by the upcoming Polish Presidency in April in Warsaw, four meetings for the Executive Board, three National Liaison Officers meetings and three Advisory Group meetings. The proposed dates are based on the institutional timetable and are in line with the overall process of the development and implementation of the SPD. They respect statutory deadlines set in the legal acts and also take into account other key events organised by the Presidency of the Council of the EU and ENISA.

The MB adopted the draft MB Decision on statutory bodies meeting dates in 2025.

ITEM 9 - EUROPEAN COMMISSION UPDATE

Christiane Kirketerp de Viron (DG CNECT) provided an update on the recent developments of the cybersecurity related files. She referred to the transition period in the EC in terms of preparation for the next mandate. As per political guidance by the President of the EC, the cybersecurity topic was presented as one of the priorities for the EC with general focus on simplification, increasing speed, coherence and cooperation. The mission letter of the designated Commissioner includes an announcement of an action plan on cybersecurity of hospitals and healthcare providers, and emphasizes a broad agenda for cybersecurity in terms of preparedness to protect industries, citizens

and public administrations against internal and external threats as well as improving the adoption process of European cybersecurity certification schemes.

She informed that DG CNECT, in consultation with relevant stakeholder groups and bodies (including ENISA), is currently working on topics of cyber capacity building, blueprint review, evaluation of the Cybersecurity Act, implementation of the Cyber Solidarity Act and the Cyber Resilience Act, certification schemes and other.

The ED assured ENISA's preparedness to undertake the CRA related tasks by prioritising the activity in the SPD, but also emphasised the need for ensuring necessary resources for this workstream.

ITEM 10 - REVIEW OF ENISA PERFORMANCE AND TALENT MANAGEMENT

The Chair welcomed Rossen Naydenov (ENISA Staff Committee representative) who was invited as observer for the item. She informed the MB members that the topic was discussed for the first time with the EB at its meeting on 17-18 October 2024.

The ED introduced the topic and his intention to review the performance and talent management framework at ENISA in consultation with the EC services, MB, EB and SC. He described the current framework. He noted that the results of the staff satisfaction survey show that some of ENISA staff is not satisfied with the current performance and talent framework and therefore he plans a respective review. Following the analysis of the EUAN guidelines (which were outlined), the ED presented a new vision of ENISA's potential framework for TA and CA performance and talent management, its context and objectives and invited the MB to reflect on the proposal.

DG CNECT voiced the needs for review of the proposal by the EC HR services.

It was agreed that ENISA prepares a draft MB Decision, the text of which will be consulted with the EC legal department and the MB. The Chair invited the ED to provide an update on the development on this topic in the next MB meeting and to discuss possible open questions.

ITEM 11 - NIS2 ART. 18 REPORT AND EU CYBERSECURITY INDEX (WP 2024, OUTPUT 8.1)

Athanasios Drougkas and Erika Magonara (ENISA Cybersecurity Experts) were invited to present the first "Report on the state of cybersecurity in the Union" prepared according to NIS2 Directive Art.18.

Athanasios Drougkas informed the MB members that one of the key sources, which supported the drafting of the report, was the EU Cybersecurity Index (EU-CSI) and presented the content and the overview process of the report, as well as the policy recommendation highlights. The report is ready for publication after presentation in the European Parliament's ITRE committee and is planned to be presented to the European Parliament's ITRE committee in December.

Erika Magonara continued with presenting the status and next steps for the EU-CSI, which has become a fully-fledged ENISA product and is becoming a tool to support the evaluation and design of cybersecurity policies and implementation measures. For 2025 and beyond, it is planned to use the EU-CSI for other initiatives (e.g. Art. 18 Report 2026, peer-reviews, National Cybersecurity Strategies support). She reported that some MS raised the question if national EU-CSI results could be published by the respective MS on voluntary basis, and introduced two other topics for discussion: frequency of the EU-CSI (annual or biennial) and the role of the NLO sub-group for the EU-CSI.

The Chair invited the MB members to express their views on the strategic issues on the future of the EU-CSI: preference for EU-CSI frequency, publication of national results, the role of the NLO subgroup for submitting and validating national information for the EU-CSI. Following a tour de table exchange, the Chair summarised the outcome of the feedback. The majority of the MB members were in favour of a biennial edition of the EU-CSI. On the publication of national results, the feedback was more diverse, the compromise agreed upon was to stick to voluntary and only partial (executive summary) publication of national EU-CSI results. As to the governance, the NLO subgroup on EU-CSI is expected to hold main responsibility for future work on EU-CSI (including validation of indicators and data submission), in consultation with other committees and stakeholders as necessary and as legally required.

The ED thanked the responsible project leader, Apostolos Malatras and his team for the work on the development of the EU-CSI and the MB for the guidance during the pilot phase and ensured that ENISA will continue its work on the project based on the MB feedback.

ITEM 12- UPDATE ON REQUEST FOR EUROPEAN DIGITAL IDENTITY WALLET CERTIFICATION SCHEME

Andreas Mitrakas (ENISA Head of Market, Certification and Standardisation Unit) presented an update on the preparatory work regarding the draft European Digital Identity Wallets (EUDI Wallet) certification scheme. The initial work includes clarification of the scope, identifying the requirements, analysis of the concept of the European scheme vis-à-vis existing national schemes and main challenges, such as harmonisation, multiple architectures, pace of development and a very short and demanding timeline. It was clarified that, in developing the EUDI Wallet scheme, it is planned to utilise the existing major assets, namely the already existing standards and schemes. It is also planned to gather the community, and in this regard ENISA launched the call for the ad-hoc Working Group (ahWG) on EU Digital Identity Wallets Cybersecurity Certification, also inviting the MSs to assign representatives to participate in the work of the group.

The EC thanked ENISA for support in producing the draft scheme and highlighted the importance of support by the MSs and incorporating national perspectives.

ITEM 13 - NIS2 EU VULNERABILITY DATABASE (ENISA STATUS UPDATE)

Johannes Clos (Second National Expert) provided an update on the development status of the NIS2 EU Vulnerability Database (EUVD), highlighting that the timeline follows the initial coordination schedule and the EUVD should be publicly available in December 2024.

The MB highlighted the importance of a trusted data process and indicated the need for close cooperation on the database with the national CSIRTs and required consultation at MSs level.

ITEM 14- UPDATE ON CYBER RESILIENCE ACT (CRA) CONTRIBUTION AGREEMENT

The Chair informed that the Cyber Resilience Act (CRA) Contribution Agreements (CA) topic was discussed during the July and October EB meetings and proposed to be presented as an update to the MB.

Stefano De Crescenzo (ENISA Head of Sector Operations and Situational Awareness) reminded that in preparation for the implementation of the CRA, ENISA was tasked to work on development and operation of a single vulnerability reporting platform. This action envisages establishing a CA between the EC and ENISA for the purpose of providing ENISA with a financial contribution to start the

preparations, to conduct the feasibility study on and support for the establishment, management and maintenance of the platform. He provided an update on the tasks already undertaken by ENISA, which include establishment of an internal ad-hoc task force and two working groups (on architecture and technical aspect of the platform), as well as consultations with the CSIRTs Network on preparatory analysis. As for the status of the CA, it is still under negotiation with the EC.

The ED highlighted that without clear legislative arrangement on resources, the Agency undertakes a risk of not being able to fulfil the commitment of delivering the platform. The ED informed also that in view of the ongoing process for the CA finalisation, and in order to boost the preparatory steps, the Agency plans to allocate its possible surplus to margin the risks in the development on the CRA platform.

The Chair thanked for this initiative. However, she noted that this does not solve the resources issue in long-term planning and proposed that the MB supports the Agency at strategic level. The idea was brought up to prepare a letter from the MB to the Commission during the next EB meeting, highlighting the urgency of the matter. It was agreed to table the point on resources for discussion during the EB's January meeting.

AOB

- ### Planning for vacancy of 1 EB alternate

Natalie Wenkers (MB Secretariat) informed the EB members that, following the call for expression of interest for the vacant EB positions, no candidate came forward for the EB alternate vacancy. It was agreed to launch a new call for expression of interest for the vacancy of 1 EB alternate on 29 November 2024 and schedule a digital vote on 7 February 2025. The Chair encouraged the MB members to apply for the EB position.

- ### Planning for upcoming ENISA Advisory Group call for expression of interest

Natalie Wenkers (MB Secretariat) informed the MB that the mandate of the current ENISA Advisory Group (AG) expires on 31 July 2025 and according to the MB Decision on establishment and operation of the AG (MB Decision No. MB/2020/2), the draft text of the call for expression of interest shall be approved by the MB before its publication. It was agreed that the draft text of the call will be presented to the EB at the January meeting for endorsement and as a next step submitted to the MB for approval by written procedure. The schedule should allow to adopt the AG composition in the June MB meeting and start the new AG mandate as of 1 August 2025.

- ### Status update from ENISA Security Committee

Nikolaos Tantouris (ENISA Head of Security and Infrastructure Sector) provided an update on the implementation of MB Decision No. MB/2020/21 on drawing up security rules and on handling sensitive non-classified and EU classified information up to the level secret UE/EU secret. Following the audit inspection for work stations foreseen for handling classified information, which took place in September, the Agency was accredited with the right to handle EU Classified Information up to the level EU secret. The accreditation applies to the ENISA Brussels office and a formal decision is expected in a few months.

The ED thanked the ENISA Security Committee for the support in reaching this important milestone for ENISA.

- ### Reporting officers of the Executive Director: Appraisal 2023

Grzegorz Minczakiewicz reminded that in June 2024 the MB agreed on a Reporting Panel for the ED's appraisal 2023. As a member of the Panel, he proposed to conduct an evaluation covering the period 2023-2024 and requested the MB to include the appraisal 2023 and 2024 in one report. Since no objections were raised by the MB, the MB Secretariat was instructed to amend the respective MB Decision accordingly.

CLOSING REMARKS

The Chair reminded that the next MB meeting will be an extraordinary MB strategic meeting which will be held in Warsaw on 7-8 April 2025 and will include a joint session with the ECCC GB.

The Chair closed the meeting by thanking the MB members for discussions and the ENISA team for preparing the meeting.

For the Management Board

[signed]

Ms Fabienne Tegeler
Chairperson of the Management Board

DAY 1

TIME (CET)	ITEM	COMMENTS & SUPPORTING DOCUMENTS
14.00 – 14.10	**WELCOME - DAY 1** - Opening remarks by the Chair - Adoption of the agenda	- MB meeting minutes of 6-7 June 2024 (adopted by written procedure on 21 August 2024) - Draft meeting agenda
14.10 – 15.00	**ITEM 1** **Short presentation and discussion with the Chair of the Horizontal Working Party on Cyber Issues, Nikolett Gagyi** **Action**: For exchange of views	
15.00 – 15.20	**ITEM 2** **Review of ENISA Strategy - Draft MB Decision on adopting ENISA Strategy** **Action**: For adoption *[Please note that the draft text excluding indicators was endorsed by the MB during the June MB meeting]* **Presented by** ENISA and MB volunteers (Fabienne Tegeler, Stefan Lee, Arno Spiegel, COM DG Connect)	- Cover note - Draft MB Decision on adopting ENISA Strategy - Draft ENISA Strategy - Annex on indicators
15.20 – 15.35	BREAK	
15.35 – 16.00	**ITEM 3** **Draft MB Decision on adopting SPD 2025-2027** **Action**: For adoption **Presented by** ENISA	- Cover note - Draft MB Decision on adopting SPD 2025-2027 - Draft SPD 2025-2027 - European Commission opinion
16.00 – 16.15	**ITEM 4** **Outlook on SPD 2026-2028** **Action**: For information and exchange of views **Presented by** ENISA	- Slides to be distributed in advance of the meeting
16.15 – 16.35	**ITEM 5** **Update on report by the European Court of Auditors on final accounts 2023** **Action**: For information **Presented by** ENISA	- Slides to be distributed in advance of the meeting
16.35 – 16.55	**ITEM 6** **Update on ENISA structural adjustments** - Current state of play	- Oral update and consultation

	- Consultation with the Management Board regarding the appointment of the Chief Cybersecurity & Operations Officer as of 01.01.2025 (MB Decision MB/2024/10, Art. 2) **Action**: For information and consultation **Presented by** ENISA	
16.55 – 17.10	**ITEM 7** **Draft MB Decision on modifying the Establishment Plan 2024** **Action**: For adoption **Presented by** ENISA	- Cover note - Draft MB Decision on modifying the Establishment Plan 2024 - Annex I Summary of Changes in the Establishment Plan & Budget Impact
17.10 – 17.25	**ITEM 8** **Draft MB Decision on adopting meeting dates in 2025 for the bodies referred to in Article 13 of the Cybersecurity Act** **Action**: For adoption **Presented by** ENISA	- Cover note - Draft MB Decision on adopting meeting dates in 2025 for the bodies referred to in Article 13 of the Cybersecurity Act
17.25 – 17.30	**DAY 1 – Closing remarks**	

TIME (CET)	ITEM	COMMENTS & SUPPORTING DOCUMENTS
09.30 – 09.35	**WELCOME - DAY 2**	Opening remarks by the Chair
09.35 – 09.55	**ITEM 9** **European Commission update** **Action**: For information and exchange of views **Presented by** European Commission	- Oral update
09.55 – 10.35	**ITEM 10** **Review of ENISA performance and talent management** **Action:** For information and exchange of views **Presented by** ENISA	- Slides to be distributed in advance of the meeting - EU Agencies Network Guidelines on dealing with professional inadequacy and underperformance of TAs and CAs
10.35 – 11.00	**ITEM 11** **NIS2 Art. 18 report and EU Cybersecurity Index (Work Programme 2024, output 8.1)** **Action:** For information and exchange of views **Presented by** ENISA	- Slides to be distributed in advance of the meeting - Draft NIS2 Art. 18 report
11.00 – 11.15	BREAK	
11.15 – 11.35	**ITEM 12** **Update on request for European Digital Identity Wallet certification scheme** **Action**: For information and exchange of views **Presented by** ENISA	- Slides to be distributed in advance of the meeting
11.35 – 11.55	**ITEM 13** **NIS2 EU Vulnerability Database (ENISA status update)** **Action**: For information and exchange of views **Presented by** ENISA	- Oral update
11.55 – 12.15	**ITEM 14** **Update on Cyber Resilience Act (CRA) contribution agreement** **Action**: For information and exchange of views **Presented by** ENISA	- Oral update
12.15 – 12.35	**AOB** - Planning for vacancy of 1 EB alternate - Planning for upcoming ENISA Advisory Group call for expression of interest - Status update from ENISA security committee	
12.35 – 12.45	**DAY 2 – Closing remarks**	