

**Outcomes of Proceedings of the
6th online meeting of CEPOL Management Board
18 May 2021, 10:00 – 15:00 CEST
Chairperson: Mr. José LEITÃO**

ITEM 1. Welcome by the Chair

Presenter : Mr. José LEITÃO, Chair of CEPOL Management Board
Took the Floor : -

Mr. José LEITÃO, Chair of CEPOL Management Board welcomed the participants to the 6th online Management Board meeting.

ITEM 2. Adoption of the Agenda

Presenter : Chair
Took the Floor : Dr.h.c. Detlef SCHRÖDER, Executive Director; Mr. Laurent MUSCHEL, European Commission

The **Chair** invited Voting Members to comment on the draft Agenda. **Dr.h.c. Detlef SCHRÖDER, Executive Director** requested to remove agenda point 5.6, concerning the Evaluation report on the pilot phase of the Liaison Office's operation, further to CEPOL having realized that – due to internal misunderstanding - the evaluation report was not distributed among the meeting documents. The ED proposed to treat the subject through a written procedure; however, the **Commission** reiterated its doubts about the added value of the LO, and requested to discuss the topic in a meeting rather than via a written procedure. The **Chair** recommended to keep the agenda point for discussion (B), when the favoured way of proceeding can also be decided (see also Item 5.6) and invited Voting Members to vote on the draft Agenda. (**Lithuania** has given its proxy vote to the Chair, while **Luxemburg** was absent without proxy vote).

Voting results: In favour: 26 members; **Against:** 0; **Abstained:** 1 (Luxemburg)

Conclusion: The MB adopted the draft Agenda

ITEM 3. Announcements

ITEM 3.1 Announcement by the European Commission

Presenter : Mr. Laurent MUSCHEL, European Commission
Took the Floor : -

Mr. Laurent MUSCHEL informed the MB that on 14th April the Commission adopted three key initiatives to strengthen internal security: an EU Strategy to tackle Organised Crime, to better respond to the threat of organised crime groups and tackle their business model; an EU Strategy on combatting Trafficking in Human Beings, aimed at reducing demand, breaking the criminal model of trafficking for exploitation and protecting, assisting and empowering victims; as well as a recommendation to the Council to open negotiations with Interpol on an EU-Interpol cooperation agreement in order to allow EU agencies to exchange information with Interpol.

Mr. MUSCHEL also announced that later this year the Commission will adopt two important pieces of legislation, one on the revision of the PRÜM decisions, and the other on the new EU Police Cooperation Code, facilitating police cooperation in Europe. Besides, the Commission has agreed with the Parliament and the Council on the legislation on tracing online content (already adopted by Parliament in April), and fighting against child sexual abuse, including mandatory measures to detect, remove and report on such illegal content online. All these policy developments are highly relevant for CEPOL as they all imply the need for more training of course.

At the end of the Commission's announcements a video message of **Commissioner Ylva Johansson** was shared with the Management Board on the occasion of CEPOL's 20th anniversary.

Conclusion: The MB took note

ITEM 3.2 Strategic statement of the Executive Director

Presenter : Executive Director

Took the Floor : -

The **Executive Director** welcomed all participants and expressed his sorrow that due to the current situation with the COVID-19, the Lisbon meeting of the Management Board still needs to be held online. Regarding the celebration of CEPOL's 20th anniversary, he reviewed the Agency's main achievements and expressed his hope that a physical celebration event can be organised in the second half of the year.

In his presentation, he underlined the wide range of online services delivered so far and planned for the coming months, as well as the importance of the LEEed platform in this regard. He also expressed his gratefulness to the Lithuanian Mykolas Romeris University for the good cooperation regarding the organisation of CEPOL's Research and Science Conference held on 5-7 May 2021. The conference was a great success, it hosted excellent presentations and had 550 registered participants. Regarding CEPOL's progress towards Higher Education he summarised the state of the art, and hoped, that the planned new approach can be initiated by the end of 2021.

Concerning residential activities the **Executive Director** told the Assembly, that even though it was hoped that activities can be planned already from the beginning of July 2021, several Framework Partners had to report on cancellations or postponements. Should further cancellations be foreseen, the **Executive Director** asked Member States to inform CEPOL, as soon as possible. According to recent calculations 1 - 1.5 million EUR are already foreseen as potential underspending from the budget, originally allocated to residential activities.

Regarding the current situation at CEPOL the **Executive Director** informed the MB that from the 1st of June the Agency is planning to return to the office, meaning that office work shall be the standard. Concerning internal aspects, he reported on a high turnover of staff mainly due to the low correction coefficient rate, combined with a low grading structure. In this regard he underlined the urgent need for higher grades, especially in the area of Procurement, HR and IT.

He also underlined the good cooperation with the European Institute of Innovation & Technology (EIT), the other EU Agency located in Budapest. Apart from the already established fields of collaboration, CEPOL and EIT are planning to set up a mutual IT back-up and recovery solution and a shared document management, while EIT is supporting CEPOL's preparation for ARES.

Under strategic priorities he highlighted the importance of strengthening CEPOL's cybercrime related service portfolio, with special emphasis on cybercrime and digital competences, artificial intelligence, big data analysis, and the Agency's aim to become the e-Learning Hub of the EU in the field of Law Enforcement.

Conclusion: The MB took note

ITEM 4. Agency Progress report

Presenter : Executive Director

Took the Floor : -

The **Executive Director** invited participants to comment on or raise questions regarding the Agency's Progress report summarising CEPOL's progress made from January to March 2021. No comments were made.

Conclusion: The MB took note

ITEM 5. Core Business

ITEM 5.1 CEPOL's Expert Group on the Enhancement of Cooperation between CEPOL and the MS

Presenter : Executive Director; Mr. José Leitão, co-chair of the EG

Took the Floor : -

In his introductory presentation, the **Executive Director**, as co-chair of the Expert Group (EG) reported on the EG's work. The experts were divided into two sub-groups in order to further elaborate on the four key points of focus: Commitment, Engagement, Communication and Relevance. The results of the work of the two sub-groups will be discussed in the third meeting, to be held on 17 June. The final aim of the Expert Group is to present its recommendations to the MB in November. **Mr. José Leitão**, co-chair of the

EG underlined that there is no overlap between the Commission's 5-year evaluation on CEPOL and the work of the EG and expressed his hope that the recommendations of the EG will be taken on board together with the findings and recommendations of the Commission's 5 year evaluation.

Conclusion: The MB took note

ITEM 5.2 CEPOL's new Expert Groups on Fundamental Rights

Presenter : Executive Director; Mr. Gerhard Haberler, Co-Chair of the EG on FR

Took the Floor : -

The **Executive Director**, as co-chair of the Expert Group on Fundamental Rights told the MB that the EG has been set up to analyse possible ways of improving the Agency's profile towards Fundamental Rights (FR) from a very comprehensive perspective.

The EG consists of nine experts from Austria, Greece, Spain, Ireland, Italy, Latvia, Poland, Portugal and Slovenia, and 4 experts from the European Commission, EIGE, Europol and FRA. The online kick-off meeting of the EG was held on 26 March, when 3 sub-groups were formed. The results of the sub-groups' work will be discussed in the 2nd meeting on 29 June.

Mr. Gerhard Haberler, co-chair of EG FR underlined the importance of the proper mindset concerning Fundamental Rights, which is not only a topic, but a horizontal aspect of all topics. He also referred to the pandemic, when everybody could experience situations when some fundamental rights were limited, and related demonstrations have sometimes even challenged law enforcement in respecting fundamental rights during interventions.

Conclusion: The MB took note

ITEM 5.3 Business adjustments required regarding SPD 2021 (Draft MB Decision 04/2021/MB amending the actual SPD 2021)

Presenter : Executive Director

Took the Floor : Commission

The **Executive Director** explained the main reasons for amending the SPD 2021, including budget correspondence and procurement related aspects, as well as the cancellation of a granted activity. Prompted by the **Commission's** remark on the necessity to timely report any unspent budget the Agency envisages to return, the **Executive Director** told the MB that CEPOL is in contact with the Commission on the remaining budget and there is a follow-up meeting scheduled already for June where a budget and forecast analysis will also be shared.

The **Chair** invited Voting Members to vote on Draft MB Decision 04/2021/MB.

Voting results: In favour: 26 members; **Against:** 0; **Abstained:** 1 (Luxemburg)

Conclusion: The MB adopted 04/2021/MB

ITEM 5.4 Portfolio planning for 2022 (Draft MB Decision 05/2021/MB on the list of granted CEPOL Activities 2022)

Presenter : Executive Director

Took the Floor : France, Finland, Belgium, Commission, Executive Director, Head of Operations

The **Executive Director** gave a short introduction to the Agency's portfolio planning for 2022 and explained the further steps to be taken for launching the call for the 2022 grants.

Replying to the **Commission's** request on harmonising the foreseen new EMPACT priorities with CEPOL priorities, the **Executive Director** told the Assembly, that CEPOL is engaged in all EMPACT groups, hence the Agency is following up all EMPACT related developments, as well, and via the recently introduced procedure for including ad-hoc, emerging topics into the planning cycle, new activities can also be integrated in the list and presented to the MB for approval during the November MB meeting.

France welcomed the list of granted CEPOL Activities for 2022 and hoped that the Agency will find the way to manage the shift towards the new CKC business model.

Referring to its *Future leaders' course* jointly organised with Austria, **Finland** asked about the proper way to further improve the course based on the identified needs and asked some clarifications on the recently introduced process for taking ad-hoc courses on board. Regarding the way to further develop the *Future leaders' course* the **Executive Director** promised to contact CEPOL's Training and Research Unit. Concerning the ad-hoc courses **Mrs. Mailis PUKONEN, Head of Operations** referred to the last informal CNU meeting, where the process was discussed in detail and explained that these ad-hoc courses are planned to reflect on emerging needs brought forward by Member States, because they are not reflected in

the EU-STNA, to be able to react on them without delay. She underlined, that these courses have to comply with the priorities and the available budget. The procedure is ongoing throughout the year, starting with the filling in the related form to be submitted to the OTNA Task Force (via the otna@cepol.europa.eu mailbox). The Task Force will study the request and contact the initiator.

Replying to **Belgium**, the **Executive Director** proposed to inform CNUs about the submitted ad-hoc topics during the course of informal CNU meetings.

The **Chair** invited Voting Members to vote on Draft MB Decision **05/2021/MB**.

Voting results: In favour: 25 members; **Against:** 0; **Abstained:** 2 (Belgium, and Luxemburg)

Conclusion: The MB adopted 05/2021/MB

ITEM 5.5 Programming principles for SPD 2023

Presenter : Executive Director

Took the Floor : Commission

In his presentation, the **Executive Director** explained that in November, CEPOL will table its Draft SPD 2023 to the Management Board for approval. The currently presented document only outlines the planning principles and considerations for the SPD 2023 related core business and administrative areas, including a brief outlook on resources that will be necessary to meet the strategic objectives.

The **Commission** reminded that the planned budget needs to be kept in line with the indicative annual budget figures earmarked for CEPOL in the MFF.

Conclusion: The MB took note

ITEM 5.6 Evaluation report on the pilot phase of the Liaison Office's operation (Draft MB Decision **06/2021/MB** on the continuity of the Liaison Office's operation)

Presenter : Executive Director

Took the Floor : Austria, Belgium, Finland, France, the Netherlands, Portugal, Slovakia, Commission

Following the Executive Director's earlier proposal for voting on Draft MB Decision **06/2021/MB** via Written Procedure, the **Chair** invited the Management Board to express its opinion. The **Commission (supported by Austria, Belgium, Finland, France, the Netherlands, Portugal and Slovakia)** considered it important to have an in-depth oral discussion on the subject and proposed to include it in the agenda of the Extraordinary MB meeting of early June 2021.

Conclusion: The Evaluation Report and the related draft MB Decision 06/2021/MB will be discussed and voted on during the Extraordinary MB meeting of early June 2021

ITEM 5.7 Update on new office premises at Aradi street and on new CEPOL Building

Presenter : Executive Director

Took the Floor : -

In his update the **Executive Director** informed the MB about the new rental contract concluded in the spring of 2020 on a bigger office space near the HQ (Aradi street), in order to accommodate the Agency's new capacity building projects launched in the 2nd half of 2020. Consequently, the contract on the earlier office space of the International Cooperation Unit in Mozsar street has been terminated. Regarding CEPOL's new HQ, according to the latest official information received from the Hungarian Authorities a new a centre will be built in Budapest near the Heros' Square, aiming to accommodate various international organizations, including CEPOL. The first plans for CEPOL's new offices and rooms are foreseen by August/September, while the new premises would be ready for moving-in, as of the first quarter of 2024. Regarding budgetary aspects no information has been communicated so far. In this regard the Agency will be in close contact with the Commission.

Conclusion: The MB took note

ITEM 5.8 Selection procedure for new ED and Voting on draft Vacancy Notice

Presenter : Chair; Mr. Hugo CRUZ, assistant to the Chair; European Commission

Took the Floor : Mr. Uwe MARQUARDT, Deputy Chair, Finland, Netherlands, Executive Director

Mr. Hugo CRUZ, assistant to the Chair summarised the main milestones of the Selection procedure for the new Executive Director (ED), underlining the importance of receiving sufficient nominations to the Selection Committee (SC), so that the MB can have its extraordinary meeting already in early June, in order to appoint the members of the SC.

The **Deputy Chair** announced that there seems to be no German candidate for the ED post, however, Germany would like to support the selection procedure by nominating candidates to the SC. **Finland** asked clarifications regarding the Intention Letter and the contradictions between 07/2017/MB Article 1 (4) and Article 1 (5) concerning nominating vs voting on Members and Alternate Members.

Mr. MUSCHEL underlined that there is no conflict of interest between nominating candidates to the SC and having candidates for the ED post from the same MS. The **Commission** (supported by the **Netherlands**) recommended not to require an additional intention letter and proposed to vote during the Extraordinary MB meeting only for the Members of the SC, while the alternate members would be considered automatically from the same MS. This would facilitate the possible transfer of roles and tasks between members and their alternates, too.

The **Chair** announced that a corrigendum will be circulated regarding the nomination for SC candidates and supported the Commission's proposal for voting only for the Members of the SC during the Extraordinary MB meeting and consider their alternates as nominated by their respective countries.

The **Chair** informed the Assembly that three countries submitted proposals for amending the Vacancy Notice (VN): **Germany** and **Portugal** recommended the strengthening of the LE related requirements regarding the post, while **Finland** proposed the inclusion of LE related research experience. Answering Germany, the **Executive Director** told the MB that during his directorship it was very helpful for him to have a strong police background.

The **Chair** invited the MB to express its opinion whether the VN should be restricted to Law Enforcement experience or if it should be widened to Law Enforcement "related" experience. With 3 votes against and with 2 abstentions the MB voted in favour of restricting the VN to Law Enforcement experience. The Vacancy Notice has been amended accordingly.

Conclusion: The MB approved the draft Vacancy Notice with the discussed amendments.

ITEM 6. Core Business

ITEM 6.1 Update on EU-STNA and OTNA

<i>Presenter</i>	: Mrs. Mailis PUKONEN, Head of Operations
<i>Took the Floor</i>	: -

In her presentation **Mrs. Mailis PUKONEN, Head of Operations** gave an update on the EU Strategic Training Needs Assessment (EU-STNA) and on the training needs analyses conducted by CEPOL on the operational level. Concerning the 2021 timeline of the EU-STNA process the Desk research is already completed, while the Expert group consultations are planned to be finalised by end May, to be followed by the Prioritisation exercise in Q3, and the EU-STNA Report itself, which is expected to be published in December 2021.

Regarding CEPOL's Operational Training Needs Analysis (OTNA), three thematic areas are in the focus: (1) Counterterrorism; (2) Law enforcement cooperation, information exchange and Interoperability; and (3) Child sexual exploitation, sexual abuse. Based on the outcomes of the OTNAs, respective CKCs and expert groups will design CEPOL's training portfolio 2022 in these thematic areas.

Conclusion: The MB took note

ITEM 6.2 Update on CKCs

<i>Presenter</i>	: Head of Operations
<i>Took the Floor</i>	: -

The **Head of Operations** updated the MB regarding the current progress with CKC CT and the recently started new CKC on Law Enforcement Cooperation, Information Exchange and Interoperability (CKC INT). The first meeting of CKC CT was held on 11 February, when the state of play of the 2020 and 2021 activities were discussed and the work for year 2021 was planned. The second meeting took place on 15 April and was dedicated to the OTNA outcomes and planning of activities for 2022. The finalisation of curricula is foreseen by end October 2021.

CKC INT is co-chaired by the Head of Operations, and Mr. Vladimirs Zaguzovs from Latvia, and consists of another seven MS experts, and 9 EU experts (5 from the Commission and 4 from JHA Agencies - eu-LISA, Europol, FRA and Frontex). In addition to the kick-off meeting of 18 March 2021, five more meetings are planned for 2021, dedicated to the methodology of OTNA and curricula design; planning activities/online products for 2022; and drafting curricula and quality assessment.

Conclusion: The MB took note

ITEM 6.3 Short update on CEPOL's new e-Learning products

Presenter	: Head of Operations
Took the Floor	: Austria, France, Ireland, Executive Director

In her presentation the **Head of Operations** summarised CEPOL's new eLearning products, including Moodle Workshops for Activity Managers, E-Learning Certification Training, E-Lessons, E-Workshops, as well as Personal and Business Skills' development. In addition to the current achievements, there are three new e-Workshops planned for 2021, all in the field of Cyber-crime.

As LEEd is currently approaching its 2nd phase of development, new enhancements will become available and new features will also be introduced, including multitenancy arrangements, Exchange plugin, high-quality search engine and Participants' event management.

The **Head of Operations** also informed the Assembly about a comprehensive catalogue of various self-paced online learning modules provided by a 3rd party vendor called OpenSesame. As a first step, 500 preselected new training assets are available to 1.000 registered LEEd users. The modules are grouped under the following five categories: Leadership, Communication, Diversity and Inclusion, Computer and technology skills, Mental health.

Answering **Austria**, the **Head of Operations** informed the Assembly that the event management plug-in tool is planned to be developed during Q3 and Q4 of 2021. Replying to **France** on the possibility of further clarification between the different type of online products and tools she promised to contact CEPOL's Training and Research Unit.

Responding to **Ireland** regarding the wider availability of OpenSesame courses the **Executive Director** informed the MB that the Agency can enhance the number of licences, depending upon the reaction and feedback from the target groups.

Conclusion: The MB took note

ITEM 6.4 International cooperation projects

Presenter	: Head of Operations
Took the Floor	: -

The **Head of Operations** gave a comprehensive summary on the four new capacity building projects, which CEPOL started to implement in Q2 of 2020 (WB PaCT, CT INFLOW, EUROMED Police and TOPCOP). The projects are supported by the European Commission (DG NEAR and FPI) and are targeting the EU Southern and Eastern Neighbourhood areas, as well as the Western Balkans region.

Conclusion: The MB took note

ITEM 7. Reporting

ITEM 7.1 Consolidated Annual Activity Report 2020 and its assessment by the MB (Draft MB Decision: **07/2021/MB**)

Presenter	: Executive Director
Took the Floor	: -

Following the **Executive Director's** introduction, the **Chair** invited the MB members to vote on draft decision **07/2021/MB**.

Voting results: In favour: 26 members; **Against:** 0; **Abstained:** 1 (Luxemburg)

Conclusion: The MB adopted 07/2021/MB

ITEM 7.2 Provisional Annual Accounts 2020 and the opinion of external auditors

Presenter	: Ms. Nicoleta COZACIUC, DG BUDGET; Mr. Theo MESTROM, DG BUDGET
Took the Floor	: Executive Director

In her presentation **Ms. Nicoleta COZACIUC, DG BUDGET**, overviewed the process and status of the 2020 Annual accounts and summarised the financial statements for 2020. The assets increased mainly due to a new contribution agreement with DG DEVCO (+15,961k EUR), while the liabilities increased mainly due to the pre-financing liability related to the operating subsidy (+14 860k EUR) partially compensated by the decrease in accrued charges (-276k EUR). As for the Statement of financial performance she underlined that the Subsidy from the Commission was smaller than in the previous year, and the Operating costs were decreased by 5,063k EUR (-58%), due to the inception phase for the new projects and COVID 19 pandemic

effects. The next step of the procedure will be the issuing and submission of the final annual accounts to the discharge authorities, to the European Parliament, to the Court and to the Council by the statutory deadline of 1 July 2021, and ultimately the accounts will be published, as will the Court's final report by the 15th of November 2021.

Regarding Budget implementation **Mr. Theo MESTROM, DG BUDGET** told the MB that the Budget result and budgetary revenue were 773k EUR and 25,320k EUR respectively. He added, that 92% of the C1 budget has been committed, out of which 74% has been paid, and underlined that understandably, COVID 19 had a major impact on the budget implementation and financial statement.

The **Executive Director** thanked EU BUDGET for the smooth cooperation.

Conclusion: The MB took note

ITEM 8. Regulatory matters

ITEM 8.1 Voting on draft MB Decisions

Presenter : Executive Director, Head of Operation

Took the Floor : -

8.1.1 Meeting calendar for 2021 2st half – 08/2021/MB

Following the **Executive Director's** introduction, the **Chair** invited the MB members to vote on draft decision **08/2021/MB**.

Voting results: In favour: 26 members; **Against:** 0; **Abstained:** 1 (Luxemburg)

Conclusion: The MB adopted 08/2021/MB

8.1.2 Draft WA with the FRA – 09/2021/MB

Following the **Executive Director's** introduction, the **Chair** invited the MB members to vote on draft decision **09/2021/MB**.

Voting results: In favour: 26 members; **Against:** 0; **Abstained:** 1 (Luxemburg)

Conclusion: The MB adopted 09/2021/MB

8.1.3 Draft WA with the Centre national de formation continue de sûreté nationale à Carthage Byrsa – 11/2021/MB

Following the **Executive Director's** introduction, the **Chair** invited the MB members to vote on draft decision **11/2021/MB**.

Voting results: In favour: 26 members; **Against:** 0; **Abstained:** 1 (Luxemburg)

Conclusion: The MB adopted 11/2021/MB

8.1.4 Draft WA with the National Police Commissioner of Iceland – 12/2021/MB

Following the **Executive Director's** introduction, the **Chair** invited the MB members to vote on draft decision **12/2021/MB**.

Voting results: In favour: 26 members; **Against:** 0; **Abstained:** 1 (Luxemburg)

Conclusion: The MB adopted 12/2021/MB

8.1.5 Adopting Provisions on LEEd – 10/2021/MB

Following the **Head of Operations'** introduction, the **Chair** invited the MB members to vote on draft decision **10/2021/MB**.

Voting results: In favour: 26 members; **Against:** 0; **Abstained:** 1 (Luxemburg)

Conclusion: The MB adopted 10/2021/MB

ITEM 9. AOB

Presenter : Executive Director

Took the Floor : Commission

The **Executive Director** informed the Assembly that according to Article 32 of CEPOL's Regulation, "by 1 July 2021 and every five years thereafter, the Commission shall ensure that an evaluation assessing, in particular, the impact, effectiveness and efficiency of CEPOL and of its working practices is carried out".

This report shall be commented by the MB within one month from the date of receipt. For this task, the ED suggested that an MB reporting panel will need to be set-up, and another extraordinary meeting might need to be scheduled.

The **Commission** stated that - due to the tight timing of the study - the consultation of the MB on the Commission's report is likely to slip after summer. Hence, the Evaluation report is likely to be discussed during the November MB meeting. The **Commission** also reassured the MB that sufficient time will be provided for the MB to formulate their comments.

The **Chair** requested the Agency to anticipate the needed timing for preparing the MB observations after the Commission's submission of its 5-year evaluation on CEPOL.

Conclusion: The MB took note

ITEM 10. Slovenian Presidency Priorities

Presenter : Slovenia

Took the Floor : -

The **Slovenian incoming Presidency** presented the priorities of Slovenia. In the field of home affairs, the Slovenian Presidency will put emphasis on the strengthening and full functioning of the Schengen area and enhancing the control of external borders of the EU; on a comprehensive migration management; and on ensuring a high level of security in the EU. As regional priority, prominence will be given to the Western Balkans.

Concerning internal security, the ensuring of a high level of security in the EU through enhanced police cooperation will be in the focus, supported by the following priorities:

- ensuring the conditions for the operation and development of Europol
- finalizing the new EMPACT 2022-2025
- stepping-up police cooperation with the Western Balkans (missing persons; child sexual exploitation; counterterrorism)
- promoting inter-agency cooperation
- other key files: revision of the Prüm Decisions, EU Police Cooperation Code

Conclusion: The MB took note

ITEM 11. Closing of the meeting

Presenter : Chair

Took the Floor : -

The **Chair** thanked the participants and presenters for their attendance and contribution and officially closed the meeting.

Munster, 26 August 2021

<< Signature on file >>

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Mr. Uwe MARQUARDT

Deputy Chair of CEPOL Management Board

Budapest, 04 October 2021

<< Signature on file >>

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Dr.h.c. Detlef SCHRÖDER

Executive Director of CEPOL

Annex 1 – List of Meeting Participants

Annex 1. List of Meeting Participants

Chairperson and Deputy Chairperson of the Management Board:

Country	First Name	Last Name
PORTUGAL (Chair)	José	LEITÃO
Germany (Deputy Chair)	Uwe	MARQUARDT

Members/Alternate members designated to replace a voting member:

Country/Institution	First Name	Last Name
AUSTRIA (alternate member)	Gerhard	HABERLER
BELGIUM	Alain	RUELLE
BULGARIA (alternate member)	Desislava	DRAGOVA
CROATIA	Iva	BALGAČ
CYPRUS	Themistos	ARNAOUTIS
CZECH REPUBLIC	Jan	PECHÁČEK
ESTONIA	Kalvi	ALMOSEN
European Commission – DG HOME (alternate member)	Laurent	MUSCHEL
FINLAND	Kimmo	HIMBERG
FRANCE (alternate member)	Ingrid	PEYRATOU
GERMANY	Carsten	TWELMEIER
GREECE	Emmanouil	DASKALAKIS
HUNGARY	Nikolett	UJFALUSSY
IRELAND (alternate member)	Brian	CONWAY
ITALY (alternate member)	Lorena	CAPOLUPO
LATVIA	Inese	VOLOSEVICA
LITHUANIA	- Proxy vote -	- Proxy vote -
LUXEMBOURG	No attendance	No attendance
MALTA	Kenneth	HABER
NETHERLANDS	Sandra	WIJKHUIJS
POLAND (alternate member)	Piotr	SOCHACKI
PORTUGAL	João	OLIVEIRA
ROMANIA	Ovidiu	MACOVEI
SLOVAKIA (alternate member)	Stanislav	STRAKA
SLOVENIA	Danijel	ZIBRET
SPAIN (alternate member)	Roberto	WHYTE FLORES
SWEDEN	Pia	LINDBERG

Member State observers:

AUSTRIA	Carina	MAYER
BELGIUM	Bart	D'HOOGHE
CYPRUS	Floris	NIKANDROU
CZECH REPUBLIC	Vendula	KWASNIAKOVÁ
CZECH REPUBLIC	Zora	VALÁŠKOVÁ
ESTONIA	Dorel	KÄOSAAR
FINLAND	Pasi	KEMPPAINEN
FRANCE	Cindy	BOURGEOIS
FRANCE	Thomas	PETIT
FRANCE	Bernard	DELBE
FRANCE	Marielle	SUISSA
GERMANY	Denise	THADDEY
GREECE	Marita	KYRITSI
HUNGARY	András	GAÁL
ITALY	Massimo	TULINI
LATVIA	Ieva	KLAVINA
LITHUANIA	Simona	IVANOVIENĖ
NETHERLANDS	Ronald	BRON
PORTUGAL	Rui	ALFARO PEREIRA
PORTUGAL	Hugo	CRUZ
PORTUGAL	Sérgio	GONÇALVES
PORTUGAL	Paulo	DIAS
ROMANIA	Calin	BALAEI
SLOVENIA	Egidij	GLAVIC
SLOVENIA	Ivo	HOLC
SLOVENIA	Aleksander	MALI
SPAIN	Antonio Jesús	CASADO ORTEGA
SWEDEN	Ulf	SYDORF

Other observers:

Institution	First Name	Last Name
European Commission – DG HOME	Cristina	CALABRÓ
European Commission – DG HOME	Giovanna	LEGNOME
European Commission – DG BUDG	Nicoleta	COZACIUC
European Commission – DG BUDG	Theo	MESTROM
European Commission – DG BUDG	Sarah	JANSSENS

CEPOL HQ:

Function	First Name	Last Name
Executive Director	Detlef	SCHRÖDER
Head of Operations	Mailis	PUKONEN
Head of Corporate Services Department	Roeland	WOLDHUIS
Head of Finance, Procurement and Travel Unit	Henrietta	SINKOVITS

Deputy Head of Training and Research Unit	Vera	PAVINSKA
Finance & Accounting Correspondent	Anikó	KOVÁCS
Communications Officer	Maria	MOLINA-SIERRA
Liaison Officer	Annika	TALMAR
Governance Assistant (Outcomes)	Gyorgy	ISPANKI
Governance Support Assistant (WebEx Host)	Cecilia	DUBOIS