

PUBLIC SUMMARY
OF THE 143RD MANAGEMENT BOARD MEETING
Warsaw, 25-26 June 2025

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Introduction

Mr Ireneusz Sieńko, Chairperson of the Management Board (MB), welcomed all MB members, greeting the new member for Cyprus and the alternate members for France and Spain, as well as all delegates, the Executive Director and Europol staff attending the 143rd MB meeting, taking place in Warsaw.

The Chairperson also welcomed Mr Kazimierz M. Ujazdowski, Co-Chair of the Joint Parliamentary Scrutiny Group (JPSG), and Mr Tomasz Siemoniak, Minister of Interior and Administration of Poland, who delivered opening remarks.

1. Agenda

The MB adopted the agenda.

A Points

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The MB took note of all the "A Points".

MB Focus Discussion

10. Future of Europol

The MB Focus Discussion was introduced by the Polish Presidency, the JPSG, the Commission, and the Executive Director.

The MB discussed aspects of key relevance to the future development of Europol, such as: enhancing cooperation with private parties to add value to national investigations; further investing in innovation and new technologies, including scaling up the Europol Innovation Lab; strengthening Europol's function as the European criminal information and data analysis hub, including by expanding opportunities for national law enforcement authorities to work together in joint, collaborative environments; and the need to achieve greater coordination between Europol and other Justice and Home Affairs (JHA) agencies and bodies. The Board acknowledged that any widening of Europol's mandate should be based on concrete operational needs and strictly remain within the current Treaty boundaries. Further, the Focus Discussion highlighted the importance of securing appropriate and sustainable resources, including highly specialised human resources to tackle growing technological challenges, in close cooperation with the Member States.

B Points

11. Strategic and corporate matters

a. Consolidated Annual Activity Report (CAAR) 2024

Europol presented the key highlights of the CAAR 2024, such as: the continued, successful implementation of the operational and strategic priorities set under Europol's "Delivering Security in Partnership" Strategy; the adoption of the new Europol External Strategy; the release of the first iteration of the Research & Innovation Sandbox; the overall increase in Europol's operational delivery; the obtention of a Diversity & Inclusion award; as well as the robust and efficient organisational and financial management. The challenges faced by Europol in 2024 originated from factors such as the resource-related limitations, experienced in particular in the ICT domain, housing difficulties, and the challenges arising

from enhanced supervision.

The MB discussed the merits of the CAAR 2024, which reflected Europol's growth and the positive results achieved, as well as aspects which Europol would consider for future CAAR iterations.

The MB adopted the CAAR 2024, including the related MB Analysis and Assessment, and took note that, in accordance with the applicable legal framework, the MB Chairperson would transmit the CAAR 2024 to the relevant EU Institutions and to the JPSG by 1 July 2025.

b. Europol Anti-Fraud Strategy

Europol presented the revised Anti-Fraud Strategy, developed on the basis of the latest fraud risk assessment and in line with the guidance issued by OLAF in June 2024. The risk assessment had concluded that Europol's anti-fraud culture was well developed. The areas of possible improvement were identified and addressed in the revised Strategy.

The MB discussed the process for tackling possible detected fraud. Europol described such process and noted that it was based on a structured anti-fraud cycle and a robust internal control mechanism.

The MB adopted the revised Europol Anti-Fraud Strategy and took note of Europol's fraud risk assessment.

c. Public Access Requests

The Secretary of the MB presented the suggested response to the proposal for a solution addressed by the European Ombudsman to Europol in the context of an inquiry triggered by a complaint concerning a public access request to the minutes of a number of MB meetings, challenging in particular the redactions made to the requested minutes in reply to a confirmatory application. The Ombudsman had invited Europol to reconsider its position, with a view to granting wider access to the requested documents. The approach proposed to the MB consisted, on the one hand, in maintaining the redactions made to the minutes, since the latter should be deemed to be subject to a general presumption of confidentiality, and, on the other hand, in revisiting the approach to the public summaries by complementing them with a more granular record of the MB proceedings with a view to satisfying, to a greater extent, the public interest in Europol's and its Board's activities.

The MB supported the proposal, which allowed for a balance between the transparency principle and the need to preserve the sensitivity and confidentiality of the Board deliberations. In this context, it also discussed the overall increasing public expectation for transparency and the growing public interest in Europol's activities, which advocated for a more transparent position.

The MB approved the proposed response, agreeing to its transmission to the Ombudsman. In the context of such response, it decided to revisit the public summaries accordingly and - concerning the aforementioned public access request - to maintain the partial access to the requested minutes.

d. Strategic Housing Roadmap (SHR)

The Executive Director introduced the subject matter, emphasising its urgency, given that Europol's workforce had been steadily increasing throughout the years to support Member States' growing operational demand. Such growth, which had naturally caused substantial housing constraints, along the Agency's envisioned development, made it essential to find appropriate housing solutions. Europol appreciated the continued efforts deployed by the Host State and welcomed the letter recently authored by the Minister of Justice and Security of The Netherlands, expressing the Host State's firm commitment to addressing the Agency's housing requirements, in partnership with all concerned actors.

A representative of the Host State provided an update on the alternative short-, medium- and long-term housing solutions.

The MB discussed the challenges arising from the difficult housing situation, acknowledging the intense efforts being made by the Host State and Europol.

The MB welcomed the assurances provided by the Minister of Justice and Security of the Netherlands with regard to the Host State's determination to find a viable and future-proof solution for Europol's housing needs.

e. EU Cybersecurity Regulation for EU entities – Europol's preparedness

The Chairperson noted that the subject matter concerned the implementation of the EU Cybersecurity Regulation which required all EU entities, hence including Europol, to take specific steps within pre-defined deadlines and to approve a comprehensive cybersecurity plan by early January 2026.

Europol informed the MB that, thus far, the Agency had performed the required activities in a timely manner, namely by conducting the initial cybersecurity review, establishing the internal cybersecurity risk-management, governance and control framework, and carrying out the cybersecurity maturity assessment. Europol would complete the next steps, including the required cybersecurity plan by the due deadlines. Notwithstanding the high level of cybersecurity preparedness already achieved, the Agency would strive to develop a more structured approach, and related processes, in light of the rapidly changing threats and their potential consequences on Europol, hence also on the Member States.

The MB received an update on Europol's cybersecurity measures and on the steps taken to ensure a robust and sustainable implementation of the requirements foreseen under the referred Regulation.

12. Personnel matters

- a. Selection committees for restricted posts – Second semester 2025
- b. *[Closed session]*
- c. Executive Director and Deputy Executive Directors – Term of office

The MB took decisions on confidential, personnel-related matters.

13. Information Management (IM)

- Status update, including EU Interoperability and IM priorities for 2026-2027

Europol updated the MB on the developments pertaining to the SIENA, including the ongoing revision of the SIENA Roadmap prompted by the Information Exchange Directive; recently held Topic Oriented Workshops; a new tool available on Europol's Platform for Experts; and the progress made in several other areas, such as with regard to EPRIS and EU Interoperability. Europol also noted that the ICT implementation of the IM priorities for 2026-2027 would largely depend on the available resources.

The MB praised Europol for the important results achieved in areas of key relevance to the Member States. Further, the MB discussed the IM priorities 2026-2027, which reflected the obligations arising from the applicable legal frameworks, as well as new developments, contingent upon the actual availability of appropriate budgetary resources.

14. Operational matters

- a. Joint Operational Analysis Case (JOAC)

Europol provided the Board with an update on the JOAC, emphasising the operational value of joint analysis for an intensified and more effective collaboration amongst Member States and with Europol.

The MB discussed the operational urgency of a preliminary technical solution and the underlying data protection-related aspects, and agreed to take a decision on the way forward at its forthcoming meeting, ideally upon consideration of any possible feedback by the EDPS on the aspects brought by Europol to the Supervisor's consideration.

- b. Operational and Analysis Centre (OAC)

Europol presented the main results achieved by the Operational Centre in receiving, processing and monitoring operational information, as well as the work performed by the Analysis and Strategic Coordination unit, and by the Integrated Operational Services unit. Overall, the OAC had excelled across all business domains. Consolidating its services and capabilities would be its main focus for the future.

The MB congratulated Europol on the intense activities carried out by the OAC, expressing gratitude for its decisive support to national investigations. Further, the MB took note of the measures taken by the Agency to keep any backlog from data intake under strict control.

c. European Union Terrorism Situation and Trend Report (TE-SAT) 2025

Europol presented the latest TE-SAT, its flagship report providing a comprehensive situational overview on terrorism in the EU Member States. The findings for 2025 showed that terrorism and violent extremism continued to pose a major threat to the EU internal security. Those threats were fuelled by the current geopolitical tensions, the increasing violence-as-a-service trend, the growing impact of online communities inciting violence, the rise in the number of involved youngsters, including minors, and the misuse of emerging technologies. The activities of the European Counter Terrorism Centre (ECTC) continued to prove instrumental. In particular, the ECTC coordinated and supported national investigations, including by cooperating with private parties, delivered information hub services, and provided strategic support, also focusing on situational awareness.

The MB discussed the main findings of the TE-SAT 2025, in particular: the impact of the identified trend of grooming minors into violent crime; the increasing propaganda observed across the entire ideological spectrum, further stirred up by the turbulent geopolitical context; as well as the need to develop specific and innovative solutions to counteract crime.

15. External relations and partnerships

The Executive Director highlighted the importance of the cooperation with private parties for law enforcement purposes, and commented that private party-operated platforms and social media were instrumental to law enforcement authorities in the fight against serious organised crime and terrorism. In close alignment with Europol's "Delivering Security in Partnership" Strategy, the proposed Strategy on cooperation with private parties aimed at adding operational value to Member States by encouraging effective and strong partnership, in full compliance with data protection and due diligence obligations. In addition, in line with its External Strategy and the goals set under the ProtectEU Strategy, Europol would step up its cooperation with the Schengen Associated Countries, which were close partners of the EU Member States, and of the Agency itself.

a. Cooperation with private parties

- i. Draft Strategy on cooperation with private parties
- ii. Quantitative and qualitative criteria for the annual report to the MB and the JPSG on the personal data exchanged with private parties

Europol presented the draft Strategy, which resulted from thorough consultations with the Member States and the Commission, outlining the identified priorities, the guiding principles, the objectives and the key actions set out thereunder, as well as the proposed approach to monitoring and reporting. Further, Europol presented the proposed quantitative and qualitative criteria for the annual report on the personal data exchanged with private parties pursuant to Articles 26, 26a and 26b of the Europol Regulation.

The MB discussed the importance of background checks to strengthen compliance assurance and due diligence, Europol's role in facilitating cooperation between national law enforcement authorities and private parties, as well as the MB's role in overseeing the Strategy implementation, to be facilitated through regular reporting.

The MB adopted the Strategy on cooperation with private parties, as well as the quantitative and qualitative criteria for the annual report to the MB and the JPSG on the personal data exchanged with private parties.

b. Cooperation with the Schengen Associated Countries (SACs)

Europol presented proposals for enhancing cooperation with the SACs, in light of the Agency's External Strategy 2025+.

The MB's discussion revolved around the importance of the Schengen area and of Europol's cooperation with the SACs.

The MB endorsed Europol's short-term implementing proposals, which included extending a standing invitation to the SACs to participate as observers for the whole agenda in the meetings of the MB Working Group on Information Management.

c. Working Arrangements

i. Argentina

ii. EU Naval Force Operation ATALANTA

Europol presented the proposed Working Arrangements (WAs) with Argentina and the EU Naval Force Operation ATALANTA, emphasising their operational relevance. The Data Protection Officer and the Fundamental Rights Officer had been duly consulted during the respective negotiations.

The MB discussed the implementing modalities underpinning the WA with the EU Naval Force Operation ATALANTA, including as concerns the exchange of information, as well as the importance of establishing a solid partnership with Argentina, a key country in a region of particular relevance for the overall EU's Internal Security.

The MB approved the WAs with Argentina and the EU Naval Force Operation ATALANTA, respectively.

d. International Agreements

The MB received an update from the Commission concerning the recent developments towards the conclusion of International Agreements, including the steps undertaken with the selected Latin American countries and Interpol.

16. Fundamental rights and Data protection matters

a. Fundamental Rights Officer Annual Report 2024

The Europol Fundamental Rights Officer (FRO) presented the key findings and conclusions of his Annual Report 2024. In this context, the FRO underlined that his monitoring activities had not identified any violation of fundamental rights. Notwithstanding the potential risks arising, for instance, from new technologies such as the use of Artificial Intelligence, and the cooperation with third countries, Europol had proved to respect fundamental rights in all its activities, as well as towards its staff, also taking concrete initiatives to further enhance the staff awareness of fundamental rights.

The MB expressed its appreciation for the work performed by the FRO and the assurance provided, thereby enhancing Europol's fundamental rights profile and its democratic accountability. Further, the MB took note of the role of the FRO vis-à-vis Europol's cooperation with third parties.

b. EDPS-related developments

Europol updated the Board on the latest developments, including the upcoming annual inspection, the outcome of recent EDPS prior consultations in areas of key operational importance such as the handling of personal data for machine learning models, and the dialogue established with the EDPS on AI-related matters.

The Data Protection Officer presented recent trends concerning data subject access requests.

The MB discussed the opportunity of implementing the 'urgency procedure' laid down under Article 39 of the Europol Regulation.

17. Auditing and financial matters

a. Europol's status report on audit matters and budget discharge

Europol updated the MB on latest and upcoming developments. In this context, it highlighted that the European Parliament had granted discharge to the Executive Director for the implementation of the budget 2023. Further, Europol reported on the activities performed following audits by the European Court of Auditors and the Internal Audit Service, and noted that -by the end of 2024-, it had implemented 85% of all the recommendations issued by the Internal Audit Capability since 2015.

The MB welcomed the budget discharge granted to the Executive Director, and the positive results of several auditing activities.

b. MB Opinion on Europol's Final Accounts 2024

The Chairperson invited the MB to consider the information provided, i.e. the related observations of the European Court of Auditors, the statements of assurance, as well as the adopted CAAR 2024.

The MB adopted a positive opinion on Europol's final accounts 2024 and agreed to their transmission to the relevant institutions, together with the related MB opinion, in line with the applicable legal framework.

c. Model Arrangement on the exchange and mutual protection of information classified as RESTREINT UE / EU RESTRICTED

Europol presented the Model Arrangement, as endorsed in its updated version by the Security Committee.

The MB adopted the Model Arrangement on the exchange and mutual protection of information classified as RESTREINT UE / EU RESTRICTED.

18. Any other business

The MB took note of the priorities of the incoming Danish Presidency of the Council of the European Union, and of the meeting calendar for the first semester of 2026. Further, it bid farewell to departing colleagues.
