



SENIOR MANAGEMENT TEAM MEETING

03 September 2025

MINUTES

Participants

Sibylle Bauer, Stephanie Blenckner, Luc van de Goor, Charlotta Sparre, Florian Krampe, Kristina Sandberg (and Karim Haggag as observer for this meeting ahead of taking up his post)

Note-taker

Priscilla Frimpong Boateng

Format

Hybrid

AGENDA

1. Welcome Karim

Karim was warmly welcomed to the Senior Management Team meetings

2. Matter arising

Brief discussion on SMT upcoming retreat on 4 and 5 September.

3. Minutes

SMT approved the minutes of the 27 August SMT meeting

4. Financial update

PMO/Nikos provided a brief description of the institute's financial model and gave a brief overview of where the finances currently stand (actual income and costs until August 2025). A preliminary forecast for the remaining months was provided. Uncertainties, risks and opportunities that need to be managed were also presented. A meeting on the institute's finances has been scheduled for Karim, on Monday 8 September and staff will receive a financial overview at the RSC meeting on September 18th.

5. HR issues

a) PAD and Salary Talks

Together with HR/Clarisa, SMT discussed the Performance Assessment and Development (PAD) process for 2025 which began on 25 August. PAD is an

opportunity to reflect on the past year, review goals and achievements, discuss challenges and working conditions, set new goals for the new year and identify future learning and development needs. SMT and HR also discussed the upcoming salary review and will revert to this issue at next meeting.

b) GAD

Given the urgent need to strengthen the capacity of the GAD team, SMT discussed a short-term interim solution to urgently address the current vacancy in the GAD team. A longer-term solution will be discussed in the coming weeks.

6. Report back

a) Reporting back from the clusters

- The Armament and Disarmament Summer School was a great success, and we received excellent feedback from the students.
- On Thursday, 28 August, Sibylle, Vitaly, Tytti and Vlad met with the Executive Secretary of Comprehensive Nuclear-Test-Ban Treaty Organization, CTBTO, Robert Floyd. He was accompanied by colleagues from UD-NIS.
- On Monday, 22 September, Pierre, Luc and Barbara will meet the Swedish MoD to discuss submarine cables protection
- The Saudi MFA has been in touch with SIPRI with a request for another training course on arms control, non-proliferation and disarmament issues in 2026. SIPRI will get back to them with a programme and timeline.
- On Tuesday, 21 October SIPRI will co-host an event on the Arctic at the French Residence. In attendance will be the Chief of the French Navy and the Swedish Navy.
- The Nordic Council of Ministers on Environmental Security and Cooperation co-hosted with the Finnish Institute of International Affairs which took place in Helsinki on 25 – 26 August was a great success. The Finnish MFA indicated a wish to find ways to continue the group work around Nordic Baltic work on environmental collaboration.
- Florian was in Bled Slovenia for the Bled Strategic Forum on 1-3 September. This was a very relevant event and very much in line with our work at SIPRI at large. The forum focused on a broader security framing, bridging hard security areas with more human security and international law ones.

b) Relations with other organizations

SIPRI has been approached by SEB with regards to SIPRI's interest in engaging with them in various ways in an advisory function.

c) Comms

SIPRI has also been approached by the Chinese embassy regarding references to Taiwan in our publications. As such, Luc and Siemon have drafted a language to be shared when this issue comes up with Chinese delegations. Steph is to share the language with SMT for review and approval.

d) Operations

- There has been a follow-up on the Radon issue. Ventilation has been increased in the rooms with elevated radon levels. A follow-up measurement will be done in all rooms in the basement starting in October.
- Over the summer break, there was an incident involving staff access to the roof. The matter is being addressed. The door to the roof is now locked. We also want to stress that it is absolutely prohibited to enter the roof, but also in general to use the office for anything that is not work related unless it has been agreed beforehand with a manager.

7. Delegation visits

- A delegation from the European Institute of Peace (EIP) will visit SIPRI on Monday 15 September to explore possible future collaboration.
- A delegation from the Foreign Affairs Committee will visit SIPRI on 22 October from 11:00 – 12:30. The agenda for the meeting is yet to be discussed. DOSes are to share inputs on relevant topics to discuss at the meeting.

8. Due diligence

- N/A

9. Next week's SMT agenda

- Upcoming events
- The agenda for the visit by the Foreign Affairs Committee

10. AOB

- N/A

Action items

- SMT to receive financial updates on 17 September ahead of RSC on 18 September.
- Steph to share a draft on the language to use when approached on issues regarding the use of Taiwan in our publications.
- SMT members were invited to share names of people Karim should potentially meet with in the coming months
- SMT members to share inputs of topics to discuss at the briefing with the Foreign Affairs Committee