



SENIOR MANAGEMENT TEAM MEETING

1 October 2025

MINUTES

Participants

Stephanie Blenckner, Luc van de Goor, Karim Haggag, Florian Krampe, Kristina Sandberg

Absent

Sibylle Bauer, Charlotta Sparre

Note-taker

Priscilla Frimpong Boateng

Format

Hybrid

AGENDA

1. Minutes

- SMT approved the minutes of the 17 and 24 September SMT meeting.

2. Discussion on Strategic Grant

- SMT discussed the options for budget relocation and next steps for the Strategic Grant. SMT provided input on how to move forward with the Strategic Grant. Emphasis was placed on being cautious with direct costs while ensuring the delivery of the core objectives (delivering in accordance with the proposal). SMT will further discuss this with Nikos at the next SMT meeting.

3. Preparation for the Board meeting

- SMT discussed the upcoming workshop between the Governing Board members and staff. The workshop will be based on the outcome of the scenario exercise with staff which took place at the home day on 11 September 2025. A preliminary draft of the outcome of the scenario exercise has been prepared which will serve as the basis for the free flowing discussion between the Board and the staff.
- SMT also discussed the agenda and the format of the workshop. Staff members will be put into randomized groups with the Board members with assigned moderators.

4. Engagements with the SEB bank

- SMT discussed engagements with SEB and is awaiting completing information.

5. 2026 Munich Security Conference

- Karim has been in touch with Helga Schmid on the possibility of SIPRI having a session on the main stage of the 2026 MSC. Helga was responsive to the idea and will get back to Karim. Karim will further take the discussion with Benedikt.

- SMT agreed to move forward with the two side events with ICG and ZIF at the MSC. SMT to share thoughts and inputs for a theme for the side event with ICG.
- Florian had a discussion with Stephanie Speck and Elizabeth Dykstra-Mccarthy (office of the Executive Director, Green Climate Fund). They discussed the idea of joint MSC proposal against the backdrop of rising defense spending and shrinking climate finance.

6. Upcoming events

- SMT went through the list of upcoming events in October – see below:
 - Governing Board, Public event, 7 October
 - Outer Space and Strategic Stability, Research workshop, 9-10 October
 - Empowering Journalism: Transparency in Defense Spending and Arms Western Balkans, Research workshop, 15-16 October
 - Political and security developments in the Western Balkans, Public event, 16 October
 - Event on the Arctic with General Nicolas Vaujour, Public event, 21 October
 - Foreign Affairs Committee visit, 22 October
 - Strategic Stability on NATO's New Northern Flank: identifying disruptors of strategic stability, Research workshop, 22-23 October

7. Report back

- At the Helsinki Forum on 19 and 20 September, Karim met with the Chair of CMI Board, Marko Ahtisaari and the Deputy Director of CMI, Hanna Klinge. Their discussions focused on a potential collaboration between SIPRI and CMI. This will be further discussed during the visit of the Director of CMI to Stockholm. The date for the visit is yet to be confirmed.
- Florian met with Anne Leong, WWF Global and Ankin Ljungman, WWF Sweden. They discussed a joint roundtable around wetland restoration as a nature-based approach to security and resilience building in Ukraine and the wider Baltic Sea region. SIPRI is yet to identify a date and look into the possibility of hosting the roundtable.
- On 29 September, the PD cluster had their cluster meeting. The cluster took the opportunity of the momentum created by the scenario exercise and the introduction meeting and prompts by Karim to blend both together to have a very engaging discussion and gave some great entry points to develop further.
- The temporary arrangement put in place to cover the gap in GAD is operating smoothly in the Operations team.

8. Looking forward

- Florian will be traveling to Canada and USA the last week of October/first week November. During the visit, he intends on scheduling meetings with major donors, including Carnegie Corp, Rockefeller Brothers, Humanity United and Ford foundation.
- The Nobel Peace Prize announcement will be on Friday, 10 October 2025 at 11:00. Ahead of the announcements, Karim has been having several pre-interviews already with Reuters, AFP. Next week, he will speak with CNN and other news agencies.

9. Due Diligence

- N/A

10. Next week's SMT agenda

- Preliminary discussion on the GAD long term solution
- Pipeline for dialogue funds
- Engagements with the SEB bank
- Strategic Grant
- MSC

- Report back from Governing Board meeting

11. AOB

- N/A

12. Executive session

- SMT had an executive session.

Action items

- SMT to discuss the outcome of the scenario exercise at the upcoming SMT away day. The date is to be confirmed.
- SMT to have a discussion on the pipeline for the dialogue funds for the rest of the year.
- Steph to get back to SMT on the specific Advisory Board SEB would like SIPRI to be a member of.
- SMT to revisit the SIPRI Calendar
- Florian to share the participants list from the Aswan Forum with SMT and coordinate with Sepideh.

Follow up items

- SMT to have an agenda point on staffing and HR on 15 October.