



## SENIOR MANAGEMENT TEAM MEETING

8 October 2025

### DRAFT MINUTES

#### Participants

Sibylle Bauer, Stephanie Blenckner, Florian Krampe, Luc van de Goor, Karim Haggag, Kristina Sandberg, Charlotta Sparre

#### Note-taker

Priscilla Frimpong Boateng

#### Format

In person

#### AGENDA

##### **1. Minutes**

- SMT approved the minutes of the 1 October SMT meeting.

##### **2. Discussion on Strategic Grant**

- SMT had a discussion with Nikos on the allocation of parts of the Strategic Grant. Nikos presented the current status of the Strategic Grant and highlighted the need to update the budget based on the updated plan until the end of the year. SMT agreed to revisit the issue in end of October.

##### **3. Report back from Governing Board meeting**

- Karim and Charlotta shared initial impressions from the Governing Board meeting. The Board members had:
  - noted that the financial situation for 2025 was reassuring
  - emphasised maintaining the Forum and Yearbook
  - noted plans to mark SIPRI's 60th anniversary
  - appreciated the engagement with SMT, union representatives and staff
  - discussed upcoming nomination for new board members, highlighting the need for diverse geographical representation, as well as generational diversity, and they expressed a wish to explore possible candidates from the Corporate Sector.
- The dinner at Steninge House was well attended and included participation from the Government and Government Offices, the Foreign Affairs Committee and high-level private sector participants.
- SMT discussed the Workshop with staff members and the Board and the overall assessment was that it had been productive, covered many important questions showing a strong engagement from everyone involved. The workshop had among other things – highlighted the need to reflect on neutrality/impartiality, and institutional identity, as well as been a recognition that data alone isn't enough— analysis and communication matter.

**4. MSC**

- SIPRI's engagement at MSC was discussed, including a joint event with ICG. Based on the discussion, Sepideh will follow-up with ICG on possible topic.

**5. Due Diligence**

- N/A

**6. Next week's SMT agenda**

- Staffing and HR
- MSC (continuation)
- Pipeline for dialogue funds

**7. AOB**

N/A

**8. Executive session**

- SMT had an executive session.

**Action items**

- Sepideh to have a meeting with SEB to discuss the kind of engagements they would like to have with SIPRI.
- Karim to reach out to Benedikt Franke, Vice-Chair and CEO with the Munich Security Conference for a meeting.
- Luc to forward the information on the breakfast session with ZIF at the MSC when available with SMT.
- SMT to share notes of the group discussions from the workshop with the Board.