

SENIOR MANAGEMENT TEAM MEETING

10 December 2025

MINUTES

Participants

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

Absent

Charlotta Sparre

Note-taker

Sepideh Soltaninia

Format

In-person meeting

1. Minutes

- SMT approved the minutes of the 3 December meeting.

2. 2026 Budget

- SMT discussed potential cost cutting measures ahead of 2026. SIPRI will continue to work on a plan for both revenue generation and cost cutting in the remainder of 2025 and the beginning of 2026.
- Scenarios for the 2026 budget are being developed for the Governing Board meeting. As per SIPRI's statutes, the Board must approve a balanced budget.

3. Due Diligence

- N/A

4. Executive session

- N/A

Action items:

- N/A

Follow-up items:

- Discussion on language for publications
- SMT to look into models for flexibilities for RA positions (later).

- SMT to have a strategic discussion on SIPRI Associates, including on diversity, need for due diligence and ensuring associates' active involvement.