



## 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.