

REF: MB/25/AG2

DRAFT MANAGEMENT BOARD MEETING AGENDAⁱ

Meeting: 20th Meeting of the Management Board (Hybrid)

Date: 2-3 December 2025

Venue: Hotel Carlton (Plaza Moyúa, 2 – Bilbao) and Interactio platform

The agenda items are distributed in four categories:

- *Procedural items – such as the agenda and the minutes*
- *A items – administrative issues discussed with the Executive Board and the outcome of the discussion will be reported to the Management Board*
- *B items – content-related items which require active action from the Management Board*
- *C items – content-related information items which are presented to the Management Board, but where no action is required, though feedback is welcome*

It is important to clarify that Management Board members may ask to discuss any A item.

1 Procedural Items

- Opening of the meeting
- Approval of the agenda (MB/25/AG2)
- Approval of the minutes of the previous meeting (19 June 2025) (MB/25/M1)

2 “A” items – Administrative items for decision or information

- *“A” items are previously discussed in detail and where applicable agreed by the Executive Board.*
- *Some items require a decision by the Management Board; others are submitted for information. Whereas the full documentation will be provided to the Management Board, the Agency will not present “A items” at the Management Board meeting but will refer to the Executive Board’s recommendations as relevant.*
- *Unless requested by the Executive Board or by any Management Board member, the Management Board will take note or take a decision on these items based on the Executive Board’s recommendations.*

No.	Item Title	Documentation:	Action required	Background
A.6	Final 2024 anti-fraud action plan	MB/25/A6.1 PPT MB/25/A6.2 Action plan	For information	Update on the action plan of the anti-fraud strategy

3 “B” items – Content-related items for decision¹

- “B” items require discussion and action by the Management Board.
- The Agency will present these items in detail at the Management Board meeting.
- Items on the current agenda are all for decision.

No.	Item Title	Documentation:	Action Required	Background
B.3	Final Single Programming Document 2026-2028 and draft 2027-2029	MB/25/B3.1 PPT MB/25/B3.2 Master document MB/25/B3.3 Annexes SPD 2026-2028 MB/25/B3.4 Annexes SPD 2027-2029 MB/25/B3.5 Performance monitoring framework MB/25/B3.6 Commission opinion on draft SPD 2026-2028	For decision**	The MB is invited to adopt the final SPD 2026-2028 and to agree on the draft SPD 2027-2029. For ease of reading, the two documents are presented in one master document where it is clearly indicated which actions will be carried out respectively as part of the work programme 2026 and 2027. The 2026 work programme document includes follow-up on the consultation of the Commission and other EU Agencies.
B.4	Budget and establishment plan 2026	MB/25/B4.1 PPT MB/25/B4.2 Budget and establishment plan 2026	For decision**	The MB is invited to adopt the budget and establishment plan 2026
B.5	Theme for the Healthy Workplaces Campaign starting in 2029	MB/25/B5.1 PPT	For decision*	The next HWC is scheduled to begin in 2029, and a decision on the campaign theme is required now. This will enable the Agency to initiate

¹ Voting requirements:

- Items marked with * require an absolute majority of the Management Board members voting in favour (that is, at least 43 positive votes) – cf EU-OSHA’s Founding Regulation, article 9(1).
- Items marked with ** require a 2/3 majority of the Management Board members voting in favour. The decisions related to the Single Programming Documents (B.3) and the Budget 2026 (B.4) require also a majority of the Government groups’ members voting in favour – cf EU-OSHA’s Founding Regulation, articles 5.(1) (b) and (c); 7.(1) and 9(1).

No.	Item Title	Documentation:	Action Required	Background
		MB/25/B5.2(a-c) HWC Theme proposals: a) Cardiovascular diseases b) Climate change and OSH c) Work-related accidents		preparations in 2026 and reflect it in the SPD 2026–2028. The proposed themes are: - Cardiovascular diseases - Climate change and OSH - Work-related accidents
B.6	MS level engagement	MB/25/B6.1 PPT MB/25/B6.2 Follow-up to MB/FOP Seminar MB/25/B6.3 Report from MB/FOP Seminar	For decision*	In June the MB and focal points participated in a joint seminar on way to increase engagement and impact at MS level. EU-OSHA tables proposals for follow-up to the discussions.
B.7	Designation of Chair, Deputy-Chairs, Coordinators and other actors	MB/25/B7.1 PPT MB/25/B7.2 Composition of EB, RO, and AGs	For decision**	The MB should elect its chairperson and three deputy chairpersons. The MB and the groups are also invited to take a number of other decisions on representation in advisory groups, the Executive Board and for reporting officers for the Executive Director's appraisal.

4 “C” items – Content-related items for information

- “C” Items are for information.
- The Agency will present these items at the Management Board meeting.
- Any comments or requests for clarification by the Management Board are welcome.

No.	Item Title	Documentation:	Background
C.9	Executive Director's Progress Report	MB/25/C9.1 PPT MB/25/C9.2 ED progress report MB/25/C9.3 Outputs report MB/25/C9.4 PPT Update on Target Audience Project	Update on work programme implementation, audit recommendations, and recent developments. An update on the Target audience project will also be provided.

No.	Item Title	Documentation:	Background
		MB/25/C9.5 PPT Update on NAPO MB/25/C9.6 Follow-up on recommendation from audit on HR management and ethics at EU-OSHA MB/25/C9.7 Link ECA Annual report on EU Agencies for the financial year 2024	
C.10	Research findings from the Supporting Compliance project	MB/25/C10.1 PPT	Presentation of findings from the research projects, Supporting Compliance
C.11	Update from European Commission	N/A	The Commission will provide an update on the latest Commission's initiatives relevant to EU-OSHA's work and mandate.
C.12	Update on EU Presidencies	N/A	The Governments' representatives of the EU Presidency countries (DK and CY) will deliver an update on the OSH initiatives under their tenure

5 Any Other Business (AOB)
