

MINUTES

Meeting:	20 th MEETING OF THE MANAGEMENT BOARD
Date:	2-3 December 2025
Place:	Bilbao (Hybrid meeting)

This Management Board meeting was held in a hybrid format with simultaneous interpretation into EN, FR, DE, and ES. The meeting was organised around a joint introductory session in plenary for all groups, followed by interest group meetings and a final plenary session. During the joint introductory session (2 December in the morning), EU-OSHA presented to the groups and the Commission those agenda items that required more in-depth discussion. On the same day, the groups met and the Agency staff replied to questions and requests for clarifications as required. Finally, on 3 December in the morning, the Management Board convened in plenary where conclusions were drawn, and necessary decisions taken. These minutes are intended to cover both the Agency's presentations, comments and remarks from the groups and the Commission as well as to report the discussions and decisions taken by the Management Board at the final plenary.

1 PROCEDURAL ITEMS

Opening of the meeting

The Chairperson opened the meeting by welcoming all participants, both those present in Bilbao and those joining online. Interpretation was provided in English, French, German, and Spanish. The Chairperson invited any new members attending for the first time to introduce themselves: the Employer's representative from the Netherlands; the Government representatives from Austria (alternate), France, Norway and Slovak Republic (alternate).

Following that, the Chairperson bid good-bye to two long-standing Management Board members that attended the Management meeting for the last time. That was the case for the Government representative from Luxembourg and the Workers representative from The Netherlands

Before proceeding, the Chairperson reminded members of their obligation to declare any conflict of interests. No conflicts were reported.

Approval of the Agenda

The Chairperson presented the draft agenda, structured into procedural items, administrative items (A), strategic items (B), and information items (C). The new format, introduced in December 2024, was confirmed as effective in enhancing strategic focus. Members were invited to raise any additional items under “Any Other Business.” No changes were requested, and the agenda was adopted by consensus.

The Chairperson informed about the delegations of votes received for the meeting (date of delegation in brackets).

EMPLOYERS GROUP

- Representative from Austria to the representative from Belgium (19.11.2025)
- Representative from Croatia to representative from Ireland (26.11.2025)
- Representative from Finland to representative from Denmark (13.11.2025)

GOVERNMENTS GROUP

- Representative from Estonia to representative from Latvia (28.11.2025)

WORKERS GROUP

- Representative from Bulgaria to representative from Greece (02.12.2025)

To establish the quorum for the meeting, the rules of procedure (Article 9.1) require that the majority of the members from each of the three groups and at least one Commission representative attend the meeting. As this was the case¹, the Chairperson informed that the Management Board could work through the agenda and take the necessary decisions.

Approval of the minutes of the June 2025 meeting

The draft minutes of the June meeting had been circulated earlier after having been reviewed by the Executive Board. As no comments were raised, the minutes are considered as adopted.

¹ The quorum requirement only applies to the session on 3 December 2025, where the Management Board took the required decisions. The numbers that follow are related to the mentioned session. No of members from Governments group: 25, No of members from Workers' group: 29, No of members from Employers' group: 27, No of members from the Commission: 2. The alternate member is counted only if replacing the member; delegated votes are also counted.

2 “A” ITEMS – ADMINISTRATIVE ITEMS

A.7 Anti-fraud action plan 2024

The Chairperson referred to the Executive Board’s recommendation to take note on the 2024 Anti-Fraud Action Plan and status update. Documentation had been shared in advance, and no member requested discussion. The Management Board took note of the information, and the Workers in particular expressed their appreciation of OLAF methodology and congratulated the Agency for the good records (no fraud cases reported).

CONCLUSION	<u>The Management Board took note of the anti-fraud action plan 2024 update as recommended by the Executive Board.</u>
DECISION-MAKING PROCESS REQUIRED	N/A
RECORD OF VOTES	N/A

3 “B” ITEMS – CONTENT/STRATEGIC ISSUES

B.3 Final Single Programming Document 2026–2028 and Draft SPD 2027–2029

The Agency introduced the SPD master document, which for ease of reading included the final SPD for 2026–2028 and the draft SPD for 2027–2029, explaining that the document would be split into two after adoption/endorsement. The presentation highlighted the alignment with EU policy priorities, including the EU OSH Strategic Framework 2021–2027, and the reflection of the new EU-OSHA Strategy 2025–2034. The Agency explained that the feedback from the external consultation, including the Commission’s and the other EU Agencies’, was included in the revised draft SPD 2026–2028 submitted for adoption. The new performance monitoring framework discussed with the Executive Board in October and presented to the Management Board in November had also been included. It was designed to strengthen the focus on results through specific KPIs for each Strategic Line of Action.

In support of the EU’s enlargement objectives, the Agency was in the process of negotiating a new 48-month IPA programme, scheduled to commence in 2026. The total proposed budget was 1 million EUR, and, in addition to the Western Balkans, the scope of the programme will extend to Ukraine and Moldova. The Agency expressed appreciation for the valuable assistance provided by DG EMPL throughout the negotiation process.

Regarding new premises, the Agency briefed the Management Board on the outcome of the process leading to the selection of new offices for EU-OSHA in Bilbao, with an overview of the

anticipated implications for organisational arrangements and resource allocation. The Agency's staff and Staff Committee were engaged through the process and will remain involved in the development of the office spaces and arrangements.

COMMENTS FROM THE MANAGEMENT BOARD:

The Management Board commended the Agency for successfully identifying new office premises as the move is expected to deliver substantial savings for the budget and offer a more visible, central, well-connected location with modern, environmentally sustainable facilities. Staff involvement via direct feedback and through staff representative was identified as a good and effective practice.

The Governments expressed appreciation for the positive trend observed in the operational budget and emphasised the importance of ensuring that Agency products are user-friendly and accessible for practical use in workplaces. They also suggested reconsidering the terminology around "negative priorities" and welcomed the new performance monitoring framework, with key performance indicators that effectively track progress. They highlighted the value of conducting evaluations, noting that such assessments represent good practice in public administration.

The Workers brought attention to the opportunity to leverage on the upcoming ILO Convention on biological hazards and deliver a dedicated OiRA tool. They raised questions about the potential for the Agency to contribute to the EU level debate around the simplification of legislation and queried whether there is scope for the Agency to carry out research in this area in order to assess the impact on OSH. The group also remarked the importance of compliance with existing legislation, stressing the need to balance simplification with the imperative that employers provide comprehensive information and training to workers.

The Employers welcomed the Agency's move towards greater reliability and transparency, acknowledging the efficiency gains achieved. With regard to the EU debate on simplification of legislation, they asked about evidence demonstrating how simplification translates into a reduced administrative burden for small and medium-sized enterprises.

The Commission welcomed the clarity and prioritisation of the SPD and noted that its opinion had been well taken into account in the development of the SPD, in particular with respect to emerging risks, gender mainstreaming, and cooperation with other EU agencies.

The Agency took note of the comments. On the issue of legislation and simplification, the Agency noted that the ESENER survey results include relevant data that will be analysed in the light of the Management Board's information requests.

CONCLUSION	<u>The Management Board adopted the final SPD 2026-2028 and endorsed the draft SPD 2027-2029.</u>
DECISION-MAKING PROCESS REQUIRED	Two-third majority, incl. majority of Government members.
RECORD OF VOTES	N/A, decision taken by consensus.

B.4 Budget and Establishment Plan 2026

The Agency presented the proposed budget for 2026, amounting to EUR 18.222.900, reflecting a 2% increase compared to 2025, as foreseen in the Multi-annual Financial Framework. Staffing will remain stable at 65 posts, with the conversion of one AST post to AD and the addition of two Seconded National Experts to strengthen technical expertise.

COMMENTS FROM THE MANAGEMENT BOARD:

The Workers highlighted the importance of budgetary stability and inquired whether inflationary pressures were being adequately considered in the Agency's financial planning. They welcomed the adoption of the IPA programme, recognising its value, but also raised concerns about the recurring gaps that often occur between successive programme cycles. The Workers requested the Agency to explain the use of temporary workers and Seconded National experts within the organisation and asked the Agency's Staff Committee to share their perspective on the matter.

The Agency explained that EU-OSHA's budgetary situation is comparatively better than that of other EU agencies as its budget includes a comparatively lower share for staff costs (and higher share of the budget for operational costs). The preliminary assessment of the Multiannual Financial Framework (MFF) foresees an annual inflation correction of 2%. However, the MFF approach depends on Member States first agreeing on new EU own resources, such as taxes on high wealth, tobacco, carbon-intensive industries and plastics.

Regarding the use of temporary workers contracts, the Agency explained that this is essential to cope with staff absences, short-term staff fluctuations, or periods of high workloads. These contracts are in no way used to compensate for structural staffing needs. Regarding seconded national experts, the Agency emphasised that they are considered by all to be a win-win solution, as they are the only way to increase staff resources within the budget currently available to the Agency. The Staff Committee confirmed that both temporary workers and Seconded National Experts are an important resource for the Agency, considering the staffing limitation and workload.

The Governments commended the innovative approach of leveraging new resources, such as Seconded National Experts, and asked how the costs and savings associated with the Agency's new premises—both refurbishment and operational efficiencies—would be reflected in the budget. They also pointed to the impact of inflation on the FAST initiative in Member States and encouraged the Agency to reflect on this in its financial planning.

The Agency highlighted that the use of seconded national experts will be an important source of support. It further noted that in past situations of high salary indexation reflecting general inflation, the European Commission provided additional support to the Agency. EU-OSHA is also exploring opportunities for new resources, and the upcoming move to the new building is expected to bring further efficiencies in this regard. The Agency explained that the savings associated with the Agency's change of premises are already reflected in the budget 2026 and the estimations for 2027 and beyond.

The Agency took note of the comment on inflation in Member States and the impact on FAST resources and committed to look into the matter.

CONCLUSION	The Management Board adopted the final budget and <u>establishment plan 2026.</u>
DECISION-MAKING PROCESS REQUIRED	Two-third majority, incl. majority of Government members.
RECORD OF VOTES	N/A, decision taken by consensus.

B.5 Theme for the Healthy Workplaces Campaign starting in 2029

The Agency presented three proposed themes for the next campaign: cardiovascular diseases, climate change and OSH, and work-related accidents. The rationale for each theme was explained, including alignment with EU priorities and opportunities for synergies.

COMMENTS FROM THE MANAGEMENT BOARD:

The selection of the theme for the 2029 Healthy Workplaces Campaign prompted a rich exchange of views. The Governments expressed their preference for work-related accidents, with the understanding that the potential for impact of the campaign would be higher. They suggested that it might be possible to incorporate elements from the other themes, given their significance for occupational safety and health. The group also discussed the campaign cycle, advocating for flexibility in how Member States implement the campaign, whether over two or three years.

The Workers supported climate change as a highly relevant topic for occupational safety and health, noting that climate change is creating urgent, wide-ranging risks for workers' health and safety, particularly among the most vulnerable. The trade union movement at EU level supports a Directive on the prevention of occupational heat and ETUI has worked extensively on the identification of OSH-related risk associated with climate change and green transition. Relying on accurate and reliable statistical data from the Member State level is key to an effective risk assessment and to enable targeted preventative measures. However, current data often fails to meet ESAW (SEAT) methodology standards, either because of underreporting or insufficiently coded at source.

The Employers emphasised that while climate change and cardiovascular diseases are important, the focus of the campaign should remain firmly on workplace impact rather than broader policy implications. They called for clarity regarding the campaign's goals and focus, and expressed a strong preference for work-related accidents.

The European Commission observed that the SLIC campaign on accidents had recently concluded, and agreed that it was a highly relevant topic, like climate change. They found the theme on cardiovascular diseases to be novel and interesting, and expressed openness to incorporating elements from all three themes.

The Employers further noted that the OKAG had been involved in discussions on all these topics and requested that information be shared with both members and alternates.

The Agency indicated its intention to try to combine the themes of accidents and climate change, but acknowledged that no compromise had been reached at this stage, with the matter to be revisited at the next Management Board meeting in June 2026, based on a prior exchange, discussion and proposal from the Executive Board.

CONCLUSION	<u>The Management Board will re-discuss and decide on the theme for the Healthy Workplaces Campaign starting in 2029 at their meeting in June 2026. The executive Board will meet in early 2026 to prepare the Management Board's discussion and decision.</u>
DECISION-MAKING PROCESS REQUIRED	Absolute majority.
RECORD OF VOTES	N/A, decision taken by consensus.

B.6 Member State-Level Engagement

The Agency presented proposals for strengthening engagement at national level, following the June seminar. These included prioritising Agency presence at Member States events, organising regular webinars to present recent work and research, experience exchange within the interest groups on Management Board/Focal Points cooperation at Member State level, and data collection amongst Management Board members' efforts in disseminating the Agency's work at national level. The actions proposed were based on the exchange and discussions that the Management Board and the Focal Points had during their joint seminar in June 2025 and are actions additional to what EU-OSHA is already carrying out (for example through FAST etc).

The Agency further noted that the Visiting Expert Exchange Programme at EU-OSHA will kick off again in early 2026, commencing with the hosting of two experts from Sweden. This initiative is aimed at enhancing links with national stakeholders.

COMMENTS FROM THE MANAGEMENT BOARD:

The proposals were broadly supported.

The Governments remarked that the participation of Agency staff to national events, including in online formats, are of great added value and highlighted that webinars where recent Agency's research and work would be presented and where national policy experts could be invited to listen in as very useful. They sought clarification on what was meant by "data on Management Board dissemination actions," particularly in relation to the role of Governments, and requested greater clarity on this point.

The Agency responded by noting that the role of the Government Interest Group differs from that of the social partners, and that Member States actions are already monitored through the Focal point action plan. The proposed action is aiming specifically at social partners that are members of the Management Board.

The Workers remarked that Focal Points should be encouraged to actively promote cooperation with social partners at the national level, recognising that such involvement is a key element of the Agency's governance model. Furthermore, Focal Points should set specific targets in relation to their involvement in the Agency's activities, and regularly review their progress. There should also be a formal, well-defined process linking each country's Focal Points with their three Management Board members. This process should clearly outline how they will work together, particularly to agree on responsibilities for sharing and promoting the Agency's work at national level. The Workers finally also that that reports on Focal Point work, which could serve as inspiration to others, be shared with the Management Board. Finally, they requested the Agency to clarify what would be expected from the Management Board members in terms of exchanging experiences on Focal point and Management Board cooperation at national level within the interest groups.

The Agency took note of the suggestions and will provide further clarification on the action related to information exchange within the interest groups on Focal point/Management Board cooperation at national level.

CONCLUSION	<u>The Management Board discussed and endorsed the actions envisaged to support Member State- level engagement further to the joint Seminar between the Management Board and the Focal Points.</u>
DECISION-MAKING PROCESS REQUIRED	Absolute majority.
RECORD OF VOTES	N/A, decision taken by consensus.

B.7 Designation of Chairperson and Other Roles

The Management Board appointed Andreas Stoimenidis from the Workers as new Chairperson and the following Deputy Chairpersons: Marie Dalton (Governments), Michael Gillen (Employers), and Charlotte Grevfors Ernoult (Commission).

The Management Board also agreed on representation in Executive Board and Advisory Groups, and designated reporting officers for the Executive Director's appraisal.

CONCLUSION	<u>The Management Board appointed the Chairpersons and the deputy Chairpersons.</u>
DECISION-MAKING PROCESS REQUIRED	Two-third majority.
RECORD OF VOTES	N/A, decision taken by consensus.

4 “C” ITEMS – FOR INFORMATION

C.9 Executive Director’s Progress Report

The Agency outlined the implementation and results of projects under the 2025 work programme, aligned with the new Agency Strategy. The focus was on main results across the Strategic Lines of Action (SLAs) and key project highlights.

Under SLA 1, EU-OSHA data and research (e.g., ESENER, OSH Pulse) were widely used by EU institutions, national agencies, and international bodies for policy, research, and benchmarking. Notable achievements included the publication of ESENER 2024 findings, a new OSH Pulse survey edition, integration of new data into the OSH Barometer, and policy support for the revision of the Carcinogens and Mutagens Directive and EC guidance on asbestos.

Under SLA 2, there was increased uptake of OiRA risk assessment tools at national level, new workplace guidance resources, and qualitative research informing project development. Over 570,000 OiRA risk assessments were completed, new EU tools were developed, and guidance on Long COVID rehabilitation and biological monitoring was advanced. OSHwiki published articles on digitalisation, cyber-violence, precarious work, and neurodiversity.

Under SLA 3, successful campaigns included the finalisation of “Safe and healthy work in the digital age” and preparation for “Together for mental health at work,” both achieving broad engagement and strong political support. The “Safe and healthy work in the digital age” campaign featured 77 awareness-raising activities across 27 countries, and the mental health campaign was recognised as a flagship initiative by the Commission. Good Practice Awards and events received high-level participation and positive feedback.

The Agency reported a high implementation rate of the 2025 work programme (96%), the positive discharge decision for 2023 which confirmed sound governance, as well as ongoing strategy implementation and audit activities, with cybersecurity efforts meeting requirements.

In 2025, several non-substantial amendments were made to the work programme, and the Management Board was kept informed throughout the process. One recent non-substantial amendment involved reallocating EUR 270,000—originally intended for staff costs and other procurements that did not take place—to FAST activities in anticipation of 2026 work.

Additional documents included a note from the Internal Audit Service confirming closure of recommendations on HR management and ethics, and the Court of Auditors report for 2024, which validated the legality and regularity of accounts and transactions, noting only minor observations regarding carry-overs and a procurement procedure irregularity.

Under this item, the Agency provided an update on the implementation of the project aimed at defining target audiences for EU-OSHA’s products, and on the status of the issues related to the animated character NAPO, noting that all existing Napo films remain available for permanent use by the Focal Points and that the NAPO website would be continued and updated.

COMMENTS FROM THE MANAGEMENT BOARD:

The Management Board commended the Agency for its good work during 2025 and acknowledged its responsiveness to stakeholders’ needs. The matter concerning NAPO demonstrated a constructive dialogue among the Management Board, the Focal Points, and the Agency.

C.10 Research findings from the Supporting Compliance project

The Agency presented key research findings from the Supporting Compliance project.

With this project, EU-OSHA has aimed to provide an insight into the environment or 'context' that incentivises and assists enterprises – including small and micro – to fulfil their obligations under OSH regulations. The five themes identified as part of this OSH overview were: (1) innovation in enforcement, (2) prevention services, (3) social reporting, (4) supply chains and (5) business incentives. The selected themes aligned with current EU policy on OSH and respond to interest expressed by the Agency's stakeholders and follow up to the Commission's ex-post evaluation of the OSH acquis. EU-OSHA has pursued two strands of research with in-depth projects, i.e. on market influence and on state influence.

Outputs included literature review and case studies looking at the situation and practise in different member states, namely Germany, Portugal, Ireland, Sweden and Poland.

Additionally, an overall analysis looking across the five country studies will be published at the beginning of 2026, based on the discussions of an expert meeting which included Focal points nominations at the end of 2024. The country reports and in particular the complementary case studies show concrete examples of the challenges and possible solutions to support compliance of OSH regulations for SMEs.

COMMENTS FROM THE MANAGEMENT BOARD:

The Management Board congratulated the Agency on the successfully delivery of this research.

Under this item, the Workers' representative from France read out a position statement denouncing the severe degradation of the French labour inspectorate due to a decade of chronic underfunding, which has resulted in severe lack of resources, accompanied by logistical shortages such as missing asbestos protective equipment. These constraints were reported to have significantly reduced inspectors' capacity to conduct effective workplace inspections. The statement also noted structural challenges affecting occupational risk prevention, including precarious employment arrangements, extensive subcontracting practices, and the removal of workplace health and safety committees.

Concern was further expressed by the French worker representative over increasing political and managerial interference, with inspectors reportedly being diverted from occupational safety responsibilities to security and immigration-related tasks, and facing pressures that undermined their independence. The representative also raised alarm over a rise in threats and attacks against inspectors, including physical violence, vehicle damage, and vandalism, particularly in agricultural regions. A call was made for the Ministry of Labor and the DGT to take urgent measures to ensure inspectors' safety, uphold their independence, and protect the integrity of their enforcement mandate.

C.11 Update from the European Commission

The Commission outlines the main relevant strategic actions and legislative initiatives for the coming year, based on the Commission's work programme for 2026, presented in October.

The Quality Job Act, a legislative proposal forming part of the wider QJ roadmap, is scheduled for Q4 of 2026. Ongoing efforts include implementation of the European Pillar for Social Rights action

plan, looking to achieve the 2030 social headline targets, as well as work on the fair labour mobility package, the anti-poverty strategy, and the gender equality strategy, all relevant for OSH. In the context of omnibus packages and rules simplification initiative, the focus is on reducing administrative burdens by 25% overall and by 35% for SMEs, without compromising standards, including OSH standards.

In core OSH matters, there is positive news regarding the 6th revision of the Carcinogens, Mutagens and Reprotoxic substances Directive (CMRD). In July, additional substances were proposed for occupational exposure limits. While discussions in Council have been intense, a general approach has been agreed upon and adopted. Parliament is also making progress, having appointed a rapporteur and shadow rapporteurs, with a draft report expected in March and its approval by the plenary anticipated in May. The proposal will be further discussed among the three institutions during trialogues.

The possible next update of the CMRD would be based on the Commission's ongoing study supporting an impact assessment, which is collecting information on seven substances. Asbestos guidelines are set to be finalised and adopted by year-end, aligning with relevant Directive revisions. Work continues on the Workplace and Display Screen Equipment Directives, with supporting studies underway. The ex-post evaluation of the OSH directives is nearing completion, with results to be presented early next year.

A data sharing platform is being developed among agencies—an EU interagency project. A contribution agreement exists between DG EMPL and Eurofound, which will host the platform. The initiative will launch in December. Feedback from all agencies, including EU-OSHA, has been addressed. A project steering committee will be established to discuss forthcoming steps.

COMMENTS FROM THE MANAGEMENT BOARD:

The Workers expressed concern regarding the chemical omnibus package published in July, noting that it may adversely affect occupational safety and health protection for workers in the cosmetics, hairdressing, and agricultural sectors. The Workers expressed the wish that the Parliament and the Council would strengthen the Commission's proposal on CMRD6 during the legislative process.

C.12 Update on EU Presidencies

The Government representatives from Denmark and Cyprus reported on OSH initiatives carried out and planned under their respective presidencies.

The Danish Government representative provided an overview of the key OSH initiatives undertaken during Denmark's presidency. Notably, Denmark played an active part in the sixth revision round of the Carcinogens, Mutagens and Reprotoxic Substances Directive (CMRD), with the inclusion of isoprene as a substance eligible for occupational exposure limits (OELs), as recommended by both ECHA and the Advisory Committee on Safety and Health. During the presidency, Denmark hosted the plenary meeting of the Senior Labour Inspectors' Committee (SLIC) in November, where an opinion was adopted regarding the enforcement of EU OSH legislation for artists and creative professionals—building on the 2023 European Parliament resolution on the subject. The representative highlighted the unique enforcement challenges within this sector, suggesting it could be the focus of a future information campaign. There was also an exchange of experiences related to OSH enforcement among the police, army, and other defence-linked professions. A thematic day was held to explore and strengthen initiatives beyond standard inspections, with

participants sharing best practices. EU-OSHA contributed to the discussions with its research findings from the supporting compliance project. Additionally, a decision was taken on the topic for a planned SLIC thematic day in Ireland. The focus will be on hidden workplace risks that extend beyond physical hazards, such as psychosocial risks.

Looking ahead, the Cypriot representative outlined plans for the upcoming presidency's OSH-related activities. The SLIC will meet in plenary on 20 May 2026, and the meeting will be followed by a thematic day focused on "Three decades of SLIC contribution to EU OSH enforcement and challenges for the future." This will provide an opportunity to share knowledge and experience and to inform the development of the SLIC workplan and enforcement strategy for the period post-2028. A meeting of the national Focal Points is scheduled for 9–10 June 2026, immediately preceding an OSH conference on 11 June 2026, which will address the topic "Positive safety culture towards Vision Zero." The conference is expected to gather 150–170 OSH professionals, including Management Board members, Focal Points, EU-OSHA staff, and Advisory Committee members, and will feature keynote speeches from academia and institutions. The presidency will also oversee ongoing discussions concerning the CMRD and the associated dialogue procedure. The representative also outlined the planned meetings of the Advisory Committee and EPSO.

COMMENTS FROM THE MANAGEMENT BOARD:

The Workers expressed their disappointment at the limited engagement the Danish Presidency had with members of the EU-OSHA Management Board, as well as their dissatisfaction with the presidency's opening debate on rules simplification at the recent EPSO Council. However, they acknowledged and congratulated the efforts and achievements made in relation to the CRMD revision.

5 ANY OTHER BUSINESS

As there were not any other business, the Chairperson thanked the Management Board members for their contributions and reminded participants of the 2026 meeting dates.

- Management Board meeting I: 16-17 June 2026
- Management Board meeting II: 2-3 December 2026

SUMMARY OF KEY DECISIONS

- Adoption of SPD 2026–2028 and endorsement of draft SPD 2027–2029.
- Adoption of the 2026 budget and establishment plan.
- Agreement on proposals for Member State-level engagement.
- Appointment of Chairperson, Deputy Chairs, and other roles

ANNEX – LIST OF PARTICIPANTS²

Name	Surname	Group	Role	Country
Alexandra	MARX	Government	Alternate	AUSTRIA
Julia	NEDJELIK-LISCHKA	Workers	Titular	AUSTRIA
Kris	DE MEESTER	Employers	Titular	BELGIUM
Véronique	CRUTZEN	Government	Titular	BELGIUM
Caroline	VERDOOT	Workers	Titular	BELGIUM
Boril	TASHEV	Employers	Titular	BULGARIA
Darina	KONOVA	Government	Titular	BULGARIA
Isaline	OSSIEUR	Employers	Observer	BUSINESSEUROPE
Marina	PRELEC	Government	Titular	CROATIA
Ivana	ŠEPAK-ROBIĆ	Workers	Titular	CROATIA
Philippos	VASSILIOU	Government	Alternate	CYPRUS
Evangelos	EVANGELOU	Workers	Titular	CYPRUS
Martin	RÖHRICH	Employers	Titular	CZECH REPUBLIC
Jaroslav	HLAVÍN	Government	Titular	CZECH REPUBLIC
Clemens	ETZERODT	Employers	Titular	DENMARK
Annemarie	KNUDSEN	Government	Titular	DENMARK
Ulrik	SPANNOW	Workers	Titular	DENMARK
Marju	PEÄRNBERG	Employers	Titular	ESTONIA
Argo	SOON	Workers	Titular	ESTONIA
Ignacio	DORESTE HERNANDEZ	Workers	Observer	ETUC
Menekse	SALAR BARIM	Workers	Ad hoc	ETUI
Agnes	PARENT THIRION	EUROFOUND	Observer	EUROFOUND
Luisa	CABRAL	Commission	Titular	EUROPEAN COMMISSION
Charlotte	GREVFORS ERNOULT	Commission	Titular	EUROPEAN COMMISSION
Zinta	PODNIECE	Commission	Alternate	EUROPEAN COMMISSION
Liisa	HAKALA	Government	Alternate	FINLAND
Ida	NUMMELIN	Workers	Titular	FINLAND

² The Luxembourg Government alternate member Patrice FURLANI joined briefly the first plenary to address the Management Board for her farewell.

Name	Surname	Group	Role	Country
Franck	GAMBELLI	Employers	Titular	FRANCE
Maxime	PRADIER	Government	Titular	FRANCE
Abderrafik	ZAIGOUCHE	Workers	Titular	FRANCE
Melek	GECICI	Employers	Titular	GERMANY
Thomas	VOIGTLÄNDER	Government	Titular	GERMANY
Ioannis	KONSTANTAKOPOULOS	Government	Titular	GREECE
Andreas	STOIMENIDIS	Workers	Titular	GREECE
István	KOMORÓCZKI	Employers	Titular	HUNGARY
Sára	FELSZEGHI	Workers	Titular	HUNGARY
Jón R.	PÁLSSON	Employers	Observer	ICELAND
Hanna	GUNNSTEINSDÓTTIR	Government	Observer	ICELAND
Björn Ágúst	SIGURJÓNSSON	Workers	Observer	ICELAND
Michael	GILLEN	Employers	Titular	IRELAND
Marie	DALTON	Government	Titular	IRELAND
Fiona	KILCULLEN	Government	Alternate	IRELAND
Dessie	ROBINSON	Workers	Titular	IRELAND
Fabiola	LEUZZI	Employers	Titular	ITALY
Antonio	VALENTI	Government	Titular	ITALY
Renārs	LŪSIS	Government	Titular	LATVIA
Mārtiņš	PUŽULS	Workers	Titular	LATVIA
Rūta	JASIENĖ	Employers	Titular	LITHUANIA
Rasa	JAKUBĖNIENĖ	Government	Titular	LITHUANIA
Hernani	GOMES	Workers	Titular	LUXEMBOURG
Victor	CARACHI	Workers	Titular	MALTA
Pascal	BOUGIE	Employers	Titular	NETHERLANDS
Janneke	FABER	Government	Titular	NETHERLANDS
Wim	VAN VEELEN	Workers	Titular	NETHERLANDS
J. Aleid	RINGELBERG	Workers	Observer	NETHERLANDS
Gunn Robstad	ANDERSEN	Government	Observer	NORWAY
Ingvill	KVERNMO	Government	Observer	NORWAY

Name	Surname	Group	Role	Country
Bergljot Fuhr	LUNDE	Workers	Observer	NORWAY
Rafal	HRYNYK	Employers	Titular	POLAND
Katarzyna	BUSZKIEWICZ-SEFERYŃSKA	Government	Titular	POLAND
Marcelino	PENA COSTA	Employers	Titular	PORTUGAL
Carlos	NUNES	Government	Titular	PORTUGAL
Paula	SOUSA	Government	Alternate	PORTUGAL
Vanda	CRUZ	Workers	Alternate	PORTUGAL
Elena	PERJU	Government	Titular	ROMANIA
Nicolae	BĂICAN	Workers	Titular	ROMANIA
Marian	LIZANEC	Government	Alternate	SLOVAKIA
Peter	RAMPAŠEK	Workers	Titular	SLOVAKIA
Nikolaj	PETRIŠIČ	Government	Titular	SLOVENIA
Lučka	BÖHM	Workers	Titular	SLOVENIA
Miriam	PINTO LOMEÑA	Employers	Titular	SPAIN
Mercedes	TEJEDOR AIBAR	Government	Alternate	SPAIN
Rubén	PINEL BALLESTEROS	Workers	Alternate	SPAIN
Cecilia	ANDERSSON	Employers	Titular	SWEDEN
Anders	WESTLUND	Employers	Alternate	SWEDEN
Magnus	FALK	Government	Titular	SWEDEN
Karin	FRISTEDT	Workers	Titular	SWEDEN
William	COCKBURN	Executive Director		EU-OSHA
Rory	HARRINGTON	Head of Communication and Promotion Unit		EU-OSHA
Donianzu	MURGIONDO	Head of Resource and Service Centre		EU-OSHA
Vibe	WESTH	Head of Prevention and Research Unit		EU-OSHA
Jesper	BEJER	MB Secretariat		EU-OSHA
Ilaria	PICCIOLI	MB Secretariat		EU-OSHA
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Marine	CAVET	Observer		EU-OSHA
Roland	HORTEA	Observer		EU-OSHA