

DECLARATION OF INTEREST

Surname and First Name: Keber, Tillmann

Job Title: ED

hereby declares any **financial, professional, or other interests**, whether **related or unrelated to eu-LISA**, that may be relevant to their position or responsibilities and that could influence or be perceived to influence their decision-making.

Each of the four sections **must be completed** unless otherwise indicated; if you have **no relevant interests** to declare in a section, please write "N/A".

1. Financial Interests of the Staff Member

Please declare any actual or estimated **direct financial interests** equal or over EUR 10,000 net per year, including:

- **Income from any other sources**, outside of your current role as a staff member¹
- **Ownership stakes** in companies, patents, or intellectual property rights.
- **Investments**, such as shares or securities in companies.
- **Grants, sponsorships**, or other **funded benefits**, including **training**, or **certifications**.

Excluded: mutual funds, personal insurance, managed portfolios, or regular bank deposits.

Financial interest	Period From/To (Month/year)	Organization	Subject matter
N/A			

2. Current and Past Activities of the Staff member

Please list any **current or past employment activities** from the last three years, including unpaid leave, and any past work for eu-LISA (for example, as a contractor). Please exclude your current role as a staff member.

Current and past activities over the last 3 years		
Period From/To (Month/year)	Organization	Subject matter
2 1/2 years	eu-LISA	MB, PMB, ACFC

¹ This declaration doesn't replace the request for authorization for outside activity (Art 10 IR / 12b SR)

3. Spouse or Partner's Gainful Employment

In accordance with **Article 13 of the Staff Regulations**, you must declare whether your **spouse or legally recognized partner** is engaged in **gainful employment** (i.e., paid work)².

Spouse's/partner's current activity	Period From/To (Month/year)	Organization	Domain or subject of activity
Administrative staff	2021-	DKJS	Public Foundation in Germany

4. Other Relevant Interests of the Declarant and Close Relations

This section applies to all declarants, their **spouse or legally recognized partner**, **dependent family members** (direct descendants under 21 or financially dependent), and any other **close personal relationships** that may give rise to an actual or perceived conflict of interest.

Please declare any activities, financial interests, or other relevant interests, past or current, held by you (except your current formal role) or your close relations that fall within **eu-LISA's remit** and could **influence or be perceived to influence decision-making**. This includes interests or roles held by close relations if they may present a potential conflict of interest, for example:

- **Memberships** in professional, trade, or lobbying organizations
- **Non-remunerated positions**, such as honorary roles, advisory boards, or charity involvement
- **Any personal or family affiliations** that could affect your impartiality

Any other relevant interests	Period From/To (Month/year)	Description
N/A		

² This information serves the purpose of assessment of any potential conflict of interests and does not replace an obligation of the staff member to provide or update such information in Sysper for the purpose of the JSIS coverage or management of individual entitlements

DATA PROTECTION

eu-LISA processes all declarations of interest (DoI), pursuant to Regulation (EU) 2018/1725 of the European Parliament and of the Council of 23 October 2018 on the protection of natural persons with regard to the processing of personal data by the Union institutions, bodies, offices and agencies and on the free movement of such data, and repealing Regulation (EC) No 45/2001 and Decision No 1247/2002/EC. The purpose of the processing operations aims at avoiding conflicts of interests to protect the integrity of eu-LISA decisions from illegitimate interests.

The DoI processing is based on Article 5 of Regulation (EU) 2018/1725 according to the following legal instruments:

- Article 48 of Regulation (EU) 2018/1726 and Article 41(4) of the Financial Regulation of eu-LISA ;
- As concerns DoI of the Executive Director and of eu-LISA staff, Article 11 and 11(a) of the Staff Regulations;

The Human Resources Unit (HRU) collects, keeps, and safeguards all DoIs completed by staff members in line with the form in Annex 1, together with assessments results for 5 years after submission. Data subjects can exercise their rights of access and rectification of the factual data at any time before the closure of the appraisal process by contacting the unit at EULISA.HR@EULISA.EUROPA.EU. The categories of data processed are: name, position, previous or current employments, ownership or other investments including shares, membership of a managing body or entity, intellectual property rights, spouse/partner's /dependent family members current activity, and other relevant interest, which might create a conflict of interests in the performance of duties of the declarant.

DoIs may be completed on paper or electronically. Upon request submitted to the HRU, the completed DoIs shall be made available on paper or electronically for internal consultation by all staff members who shall treat such information with due confidentiality. The recipients of the DoI are the persons and bodies identified in these rules. DoIs may be transferred to bodies in charge of a monitoring or inspection task in conformity with Union Law, including the European Court of Auditors, the Internal Audit Service, OLAF, the European Ombudsman and the European Data Protection Supervisor.

The conservation period of DoI per category of data subjects is 5 years from the date of submission of the relevant DoI, that can be extended for a specific period as long as duly justified.

Data subjects have a right to access their DoI and to update or correct it at any time. In case eu-LISA has knowledge of information that is not consistent with the declared interest, or in case of failure to submit a DoI, the data subject concerned are contacted with the purpose to update the DoI on the missing information. In case a breach of the rules procedure is opened, the data subject is notified without delay.

Data subjects also are entitled to have recourse at any time to eu-LISA's DPO (dpo@eulisa.europa.eu) or directly to the European Data Protection Supervisor (edps@edps.europa.eu) <http://www.edps.europa.eu>

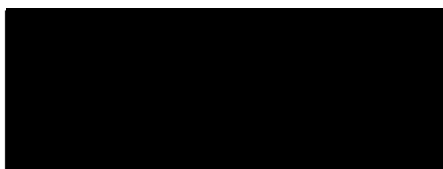
I confirm that (please indicate the relevant point below):

☐ I believe that I have a conflict of interest with respect to the following eu-LISA activity (please specify below).

or

☒ I believe I do not have conflict of interest related to my activities or links to eu-LISA.

I declare that I have read the eu-LISA rules on the prevention and management of conflict of interests³ and that the above declaration is truthful and complete.



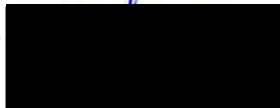
Signed in ARES

Line Manager's, and if necessary, Executive Director's assessment shall be completed in Ares.

Definition of conflict of interest

A conflict of interest generally refers to a situation where the impartiality and objectivity of a decision, opinion or recommendation of eu-LISA is or might be perceived as being compromised by a personal interest held or entrusted to a given individual.

I confirm that I do not see any conflict of interest.



*/R. Viskum/
16.09.25.*

³ Decision 2020-405 of 23.12.2020 of the Management Board of eu-LISA on the implementing rules on the prevention and management of conflicts of interests of the staff members