

## EU-HYBNET 5th Future Trends Workshop (#FTW2025): “Rising Foreign Influences”



**Maison des Associations  
Internationales (MAI)  
Rue de Washington 40,  
1050 Brussels, Belgium**



**09.00- 18.00 CET**

*The purpose of the Future Trends workshop is to support the practitioners' and stakeholders' everyday work by providing a future outlook for strategic planning and use of innovative solutions and to consider consequences of today's policy choices in long-term.*

The EU-HYBNET consortium will hold its Final Future Trends Workshop (#FTW2025), on the 13th February 2025, in Brussels, at the heart of the EU!

4 years into the EU-HYBNET project, this workshop builds on the project findings and provides a platform of interaction for various stakeholders to discuss hybrid threats in the EU's neighbourhood, implications for the future of EU security and innovations to counter them.

Since the landscape of hybrid threats is continuously evolving, foresight and creative thinking is central for understanding, detecting and responding to emerging threats. It focuses on a more anticipatory and prospective outlook, highlighting the weak signals and outliers of disruptive and paradigmatic change to the European security environment.

In recent years, the EU has seen its borders being regularly challenged as part of larger campaigns, including the use of hybrid threats. The weaponization of migrants, drug trafficking, flooding the market with fake goods are all examples of how actors can try and destabilize the EU and weaken it.

Who? EU-HYBNET Partners, stakeholders, EAB members, network members, and interested innovation providers, industry, SMEs and NGOs, according to registration check.

When? 13th February 2025, from 09.00 to 18.00 CET

Where? Maison des Associations Internationales (MAI), Rue de Washington, 40, B-1050 Brussels, Belgium

Registration: Open online until 31st January 2025. <https://euhybnet.eu/events/>

More information: : Julien Théron (Julien.THERON@ec.europa.eu) European Commission Joint Research Centre

## Agenda

Time CET	Topic	Speaker
09.00-09.30	Registration	
09.30-09.45	Official Introductory Speech	Georgios Giannopoulos, Deputy Director, EC DG Joint Research Centre
09.45-10.00	Welcome & Practical Information	Julien Théron, Researcher, EC DG Joint Research Centre Isto Mattila, EU-HYBNET Coordinator, Laurea University of Applied Sciences
10:00-10:15	Keynote Speech	Jacob Tamm, Deputy Head of Division, European External Action Service
10:15-10:30	Audience Q&A	Moderator: Julien Théron, Researcher, EC DG Joint Research Centre
10:30-10:45	Coffee Break	
10:45-12:15	How foresight can increase preparedness and disaster resilience – Presentation of the European Strategy and Policy Analysis System's (ESPAS) horizon scanning process and the Risks on the Horizon foresight report with the Polycrisis exploration workshop toolkit.	Maija Knutti, Policy Analyst, EC DG Joint Research Centre Tommi Asikainen, Policy Officer, EC DG Joint Research Centre
12:15-13:15	Lunch Break	
13:15-15:15	Session #1: Cyber & Future Technologies & Resilient Civilians, Local Level and National Administration Topic: Future Trends in Cyber and Future Technologies	Co-Chair: Evaldas Bružė, Lithuanian Cybercrime Center of Excellence for Training, Research, and Education Co-Chair: Gunhild Hoogensen Gjørvi, UiT The Arctic University of Norway
15:15-15:30	Coffee Break	
15:30-16:30	Session #2: Information & Strategic Communication Topic: Trends and emerging issues in disinformation/FIMI: anticipatory analysis and identity-based disinformation/FIMI	Chair: Rubén Arcos Martín, Rey Juan Carlos University Beatriz Marin Garcia, Data analyst, European External Action Service
16:30-17:00	Session #3: Wrap-up session - Future Trends of Hybrid Threats	Chair: Maxime Lebrun, European Centre of Excellence for Countering Hybrid Threats
17:00-17:30	Ending keynote Closing Remarks	Nicolas Bessot, EC DG HOME Tomasz Tokarski, Polish presidency

## Core theme Sessions

### CORE THEME SESSION 1

**Core theme:** Cyber and Future Technologies & Resilient Civilians, Local Level and National Administration

**Title:** Future Trends in Cyber and Future Technologies

**Led by:** Evaldas Bružė, L3CE & Gunhild Hoogensen Gjørnv, UIT

**Description:** This theme will focus on how the interplay between technological advancements and security dynamics increasingly defines the vulnerabilities of democracies, critical infrastructures, and societal resilience, and how recent (as well predicted for near future) application of next generation technologies changes risks through their potential misuse for disinformation, sabotage, and targeted disruption of essential services. Dynamically evolving domains like Generative AI, Cognitive AI, LLMs, quantum computing, edge AI, autonomous systems and neurotechnology are particularly topical, as they represent the cutting edge of innovation and areas where hybrid threats are likely to manifest through weaponization of tech economy, exploitation of digital arena and development of digital cognitive warfare. The workshop will address broader societal impacts, such as the influence of synthetic media on public trust, the fragility of global supply chains, and the rising threats to shared cultural and natural resources. By anticipating the convergence of technological, social, and geopolitical drivers, this FTW session seeks to discuss strategies that can mitigate risks and foster innovation in countering hybrid threats, including threats to democratic processes, economies, cultural and historical heritage, rise of offensive AI and AI defence models, cybersecurity in autonomous systems, weaponization of open-source intelligence, LLMs and GenAI based systems and global digital environments.

Key points:

- Next generation AI
- Global shifts in technological supremacy
- Speed of next generation technologies adoption
- Societal and Policy resilience to new types and scales of hybrid threats
- New era of dual use technologies and solutions
- Increased societal tiredness and apathy

### CORE THEME SESSION 2

**Core theme:** Information & Strategic Communication

**Title:** Trends and emerging issues in disinformation/FIMI: anticipatory analysis and identity-based disinformation/FIMI

**Led by:** Rubén Arcos Martín, URJC

**Supported by:** Beatriz Marin, EEAS

**Description:** Anticipatory analysis and identity-based disinformation/FIMI

### CORE THEME SESSION 3

**Core theme:** Future Trends of Hybrid Threats

**Title:** Wrap-up session – Future trends of hybrid threats

**Led by:** Maxime Lebrun, Hybrid CoE

**Description:** Wrap-up session – Future trends of hybrid threats

## Speakers

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### Rubén Arcos Martín

Dr. Rubén Arcos is a senior lecturer in communication sciences at University Rey Juan Carlos (URJC) in Madrid, Spain, and researcher of Cyberimaginario research group. He serves as program co-chair of the Intelligence Studies Section at the International Studies Association. He is a cofounder and codirector of IntelHub—International Online Intelligence Hub, a joint initiative between the American Public University System (APUS), the University of Leicester in the UK, and URJC. Dr. Arcos is currently a researcher and core theme leader (information and strategic communications) in the EU-HYBNET project—Empowering a Pan-European Network to Counter Hybrid Threats (a five year-long project funded by the European Commission’s Horizon 2020 Programme).

### Tommi Asikainen

Tommi Asikainen works as a Policy Officer at the European Commission EU Policy Lab’s Competence Centre on foresight. He holds a Master of philosophy in mathematical statistics with focus on modelling of pandemics. He has a long experience in pandemic planning and use of foresight in public health. He worked before at the European Centre for Disease Prevention and Control as a mathematical modeller. Currently leading the Future Risk project at the EU Policy Lab, developing quantitative tools for use in foresights. Leading the project on the use of AI in foresight and using foresight methods to identify future risks and their impact on policy making.

### Nicolas Bessot

Nicolas Bessot is the Head of Unit for Innovation and Security Research in the European Commission’s Directorate General for Migration and Home Affairs. In his current functions, Nicolas is responsible for the management of the Security Research part (Cluster 3) of the EU Framework Programme for Research and Innovation, by setting the research agenda, in cooperation with the Member States, in the areas of Fighting Crime and Terrorism, Border Security, Disaster Resilient Societies and Infrastructure Protection. Nicolas is also co-chair of the EU Innovation Hub of EU Agencies in the field of Justice and Home Affairs since 2022. Nicolas Bessot has been working in the European Commission since 2006. He joined the Directorate-General for Migration and Home Affairs early 2015 to prepare the Commission's Internal Security Strategy for the period 2015-2020, and then coordinated its implementation within the Commission.

## Evaldas Bružė

Evaldas Bružė is an experienced coordinator, project manager, WP leader, researcher and contributor to several national and EU-wide research, evaluation and technology projects focused on cyber security issues, cyber-crime, hybrid threats, radicalization, violent extremism and organized crime. Mr. Bružė has been the main architect for national information and hybrids threats methodology development (project ECOPOL and further). Have been coordinator of few H2020&Horizon projects, Research Programme Manager in SPARTA project, Core Team Leader for Cyber and Future technologies in EU-Hybnnet project, Development Manager in STARLIGHT. He has created innovation uptake methodology for security domain practitioner and managing national project NAAS for innovations ecosystem development to counter information and hybrid threats. He is an IT expert with a strong technical background as a solution architect & with operational skills in process management, including 15- year experience in IT systems development projects (incl. various certifications in project management, business analysis, system architecture, professional development, software quality engineering and testing). Recently he has been focusing on OSINT, AI, DLT, Quantum innovations' transformative aspects and their uptake opportunities into LEA, security and defense end-user organizations. He played a significant role in the establishment of MRU's security LAB as a competence gateway for Cyber Security experts, R&D centres and security practitioners, and international networks of academia, as well as LEA in the cybercrime domain. Actively contributing to security domain communities being Board Member of Lithuanian Cybersecurity Experts' Association, Crypto Economy Organization (LT), EACTDA Technical Board and independent innovation strategy advisory to Security and Defense Institutions.

## Georgios Giannopoulos

Dr. Georgios Giannopoulos holds a degree in Mechanical and Aeronautical Engineering, a PhD in Engineering from Vrije Universiteit Brussel and the Royal Military Academy of Belgium, and a Management degree from Solvay Brussels School of Economics and Management. He currently serves as the Head of the Space, Connectivity, and Economic Security Unit and Deputy Director of the Societal Resilience and Security Directorate at the Joint Research Centre (DG JRC) of the European Commission. His areas of expertise and research activities involve security-related topics such as critical infrastructure risk and resilience, CBRNE, Hybrid Threats, Positioning, Navigation, and Timing with a focus on Galileo, 5G applications, Satellite Communications and analysis of critical technologies through the Observatory of Critical Technologies (OCT). This research is aimed at providing scientific advice for policy-making to promote the European Union's Economic Security and Technological Sovereignty. Dr. Giannopoulos has authored over 50 scientific publications and book chapters and has trained officials in several European countries to enhance the protection of their technological systems and critical infrastructures including countering Hybrid Threats.

## Gunhild Hoogensen Gjørsv

Gunhild Hoogensen Gjørsv is Professor in Critical Peace and Conflict Studies (Security and Geopolitics) at the UiT- The Arctic University of Norway, and Arctic 5 Chair in Security Studies ([arcticfive.org](http://arcticfive.org)). Hoogensen Gjørsv's research examines comprehensive security dynamics in the context of hybrid threats and warfare, civil-military interaction (out of area operations, and Norwegian total defence), and Arctic perceptions of security focusing on "bottom-up" and intersectional approaches. She leads a variety of projects regarding hybrid threats and civilians. UiT profile page: <https://uit.no/ansatte/gunhild.hoogensen.gjorv>

### Maija Knutti

Maija Knutti works as a Policy Analyst in the EU Policy Lab's Competence Centre on Foresight, which is part of European Commission Joint Research Centre. She has the master's degree on Futures Studies from the University of Turku and master's degree on Education from the University of Helsinki. She has a long experience in the field of education, mainly versatile roles in the vocational education as teacher, developer and education manager. Her current task in the Policy Lab is bringing futures thinking into the policy making. She is organising the horizon scanning process of the inter-institutional European Strategy and Policy Analysis System (ESPAS) and managing various foresight communities of the Competence Centre on Foresight.

### Maxime Lebrun

Prior to taking up his post as Deputy Director R&A at The European Centre of Excellence for Countering Hybrid Threats, Maxime worked at the Baltic Defence College in Tartu as a Lecturer in War and Conflict Studies and as Acting Department Director. During that time, he was also a Non-Resident Research Fellow at the International Centre for Defence and Security. Maxime holds a master's degree in International Relations from Sciences Po Lyon with a specialization in strategic, military and security studies from Sciences Po Aix-en-Provence.

### Isto Mattila

Professor Isto Mattila works for international security research in the University of Turku, Finland in the Department of Information Technology. Prof. Mattila has wide working experience covering diverse assignments in different organisations national and international level. He is a Captain Navy, Finnish Border Guard. As from 2008 to 2014 he has worked for the European Commission, DG MARE. He was a second penholder for Maritime Security Strategy and designed new information sharing mechanism (CISE) between maritime authorities in EU, which is now hosted by EMSA. He has held the position of R&D Director at Laurea UAS and he was the project coordinator of the AI-ARC Horizon 2020 project, which aims to build information sharing and anomaly detection to Arctic stakeholders.

### Jacob Tamm

Jacob is an EEAS official and EU diplomat who joined the Information Integrity and Countering Foreign Information Manipulation and Interference Division in September 2023. Prior to that, Jacob served in different services at the EEAS HQ, including as Deputy Head of the US and Canada and the Regional Affairs Divisions. He has done several postings abroad, including in the EU Delegation in Nigeria, where he led the democratic governance/counter-terrorism team, and also served as a political advisor in the EU Delegation in Bolivia. Before joining the EU institutions, Jacob was posted in Swedish Embassies in Bolivia and Guatemala, where he was engaged on Sweden's bilateral cooperation on issues related to peace, security and democratic governance, and was also working for the UNDP/UNV in Brazil and various civil society organisations. Jacob is a graduate from London School of Economics and Political Science and the University of Sussex.

### Julien Théron

Political scientist, Dr Julien Théron taught at the universities of Budapest (BME), Beirut (USJ, USEK), Paris (Nanterre, Versailles, Panthéon-Assas). He collaborated with the French Institute of International Relations (IFRI) and the International Institute for Strategic Studies (IISS), and is a former Senior Fellow of the Norwegian Institute for Defence Studies (IFS). In policy, he worked for the French government (MFA, MoD, INSP), European Union's projects (EU) and the United Nations (UN). Specialized in complex conflicts and international security, he conducted field research in Bosnia-Herzegovina, Serbia, Kosovo, Egypt, West Bank, Lebanon, Syria, Iraq, Georgia, and Ukraine. He is a lecturer in War Studies at Sciences Po's Paris School of International Affairs (PSIA) and a researcher in Hybrid Threats at the European Commission Joint Research Centre (DG JRC).

### Tomasz Tokarski

Tomasz Tokarski is a diplomat based at the Permanent Representation of Poland to the EU. Currently, as Poland holds the rotating Presidency of the Council of the EU, he chairs the Horizontal Working Party for Enhancing Resilience and Countering Hybrid Threats. This group is responsible for supporting the strategic and horizontal coordination of efforts to strengthen the preparedness and the resilience of the EU and its Members States, as well as enhance their ability to respond collectively, raise awareness and promote coherence in EU policies related to hybrid threats and FIMI. Previously, Tomasz served at Poland's MFA as well as Permanent Missions to the UN in Geneva and New York, where he worked on various aspects of security policy, with a particular focus on arms control and non-proliferation.

## Practical Information

### VENUE

The “*Maison des Associations Internationales (M.A.I)*” will host the event. It is a unique meeting and networking place for international organisations in Brussels. EU-HYBNET’s FTW and AW will primarily take place in the “Brussels” Room, a fully equipped space with a capacity of 200 participants and with a state-of-the-art live streaming and videoconference equipment.



The venue is located in Rue Washington 40, Ixelles, Brussels.

### Arrival in Brussels

For those arriving from the **Brussels International Airport (Zaventem)**:

- By Taxi or Uber/Bolt (approximately 40-60 euro, 30 mins)
- By bus number 12 (Airport Line) from the Airport to Schuman. From Schuman bus number 60 (direction Uccle Calevoet) and get off at the bus stop Washington (1 hour, 12 euro)
- By train from the Airport to Gare Centrale.

From Gare Centrale you have few options:

- Bus 38 (direction Héros) and get off at the bus stop Vleurgat (25 mins, 2.10 / 2.60 euro)
- Tram 93 (direction Legrande) and get off at the tram stop Vleurgat (25 mins, 2.10/2.60 euro)

For those arriving from **Charleroi Airport**:

- By Taxi/Uber/Bolt (80 – 100 euro, 1 hour)
- By Flibco to Gare du Midi (1 hour, 14 Euro)

For Those arriving from **Gare du Midi (Train Station)**:

- Bus 136 (direction Groot-Bijgaarden – Alseberg) and get off at the bus stop Lepoutrelaan (20 mins, 2.10/2.60 euro)
- Tram 81 (direction Montgomery) and get off at the tram stop Trinité (20 mins, 2.10/2.60 euro)

Please note that for Trains you need to buy the proper ticket at the vendor machines in the station. For bus and trams, it is possible to pay directly with your credit card on the voiture.

For more information, please visit the official Brussels Transports website [STIB-MIVB - Brussels Intercommunal Transport Company](https://www.stib-mivb.be)

### SOCIAL DINNER

Following the 4<sup>th</sup> Annual Workshop, in the evening of 12<sup>th</sup> of February 2025, a social dinner will be arranged at the site of the conference.



## HOTELS

### Adagio Access Brussels Europe Aparthotel

4.3 (1,274) Q

Overview Prices Reviews About



Directions



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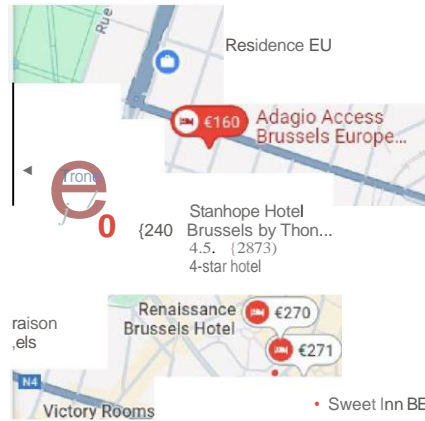


Nearby



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CHECK AVAILABILITY



### Le Chatelain Brussels Hotel

4.5 \* \* \* \* (715) Q • 5-star hotel

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Directions



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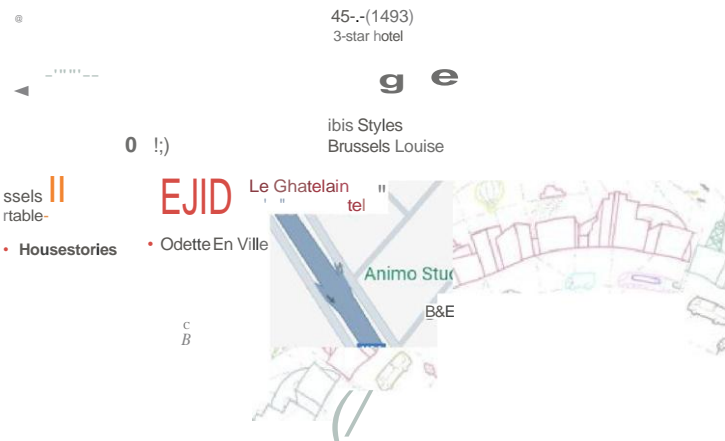


Nearby



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### Hotel NH Brussels Carrefour de l'Europe

4.0 (911) Q

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Directions



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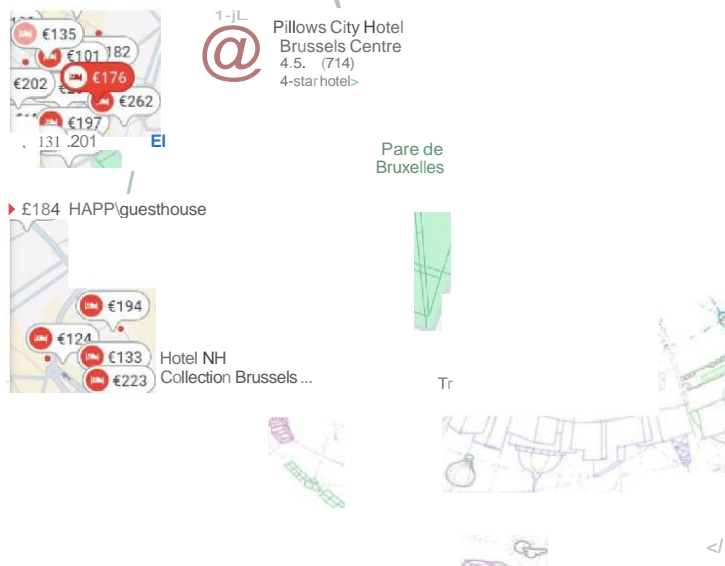


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### MORE INFORMATION

For more information about Brussels, you can consult the Brussels Tourist information website: <https://www.visit.brussels/en/visitors>

For any questions around the event, you can contact Dr. Julien Theron ([julien.theron@ec.europa.eu](mailto:julien.theron@ec.europa.eu))

More info and updates on the EU-HYBNET project at:



[euhybnet.eu](http://euhybnet.eu)



[EU-HYBNET LinkedIn Group](#)



[@EuHybnet](#)

EU-HYBNET Project Coordinator Laurea University of Applied Sciences – Isto Mattila [isto.mattila@laurea.fi](mailto:isto.mattila@laurea.fi)

 *Annual Workshops will foster network activities, raise awareness of the project and bring together relevant practitioners and stakeholders who may join the EU-HYBNET network and its activities.*