



GENERAL ASSEMBLY

20 March 2025 – ISH Frankfurt



Code of conduct

The FEST Antitrust Guidelines stipulate that:

- 1) Under no circumstances shall members exchange competitive-sensitive information.
- 2) Exchange of competitive-sensitive information shall be limited to what is necessary to achieve the FEST objectives and shall be provided through an independent third party that can guarantee that confidentiality is maintained.
- 3) Every meeting of the FEST shall have a specific, demonstrable purpose.





General Assembly participants

Name	Organisation	Country	Present	Number of votes	Proxy from...
Dobrochna Kasperek	FEST President	Poland	Online	-	
Karolina Hagberg- Chinell	FEST Vice-President	Sweden	In person	-	
Achim Laubenthal	DG Haustechnik	Germany	In person	1	
Hans Henning	DG Haustechnik	Germany	In person	-	
Uwe Niederprum	DG Haustechnik	Germany	In person	-	
Johan Stevens	ACPMC	Portugal	In person	1	
Christoph Pauli replacement (name unknown)	Dasbad	Switzerland	Unknown	1	
Corrado Oppizzi	ANGAISA	Italy	In person	1	
David Juan	AMASCAL	Spain	In person	-	
Ester Esthevez	AMASCAL	Spain	In person	1	
Sven Machielsen	FESAH	Belgium	In person	2	Austria
Janette Van De Scheur	TGF – FEDET	Netherlands	Unknown	-	
Katarina Swahm	RGF	Sweden	In person	1	
Kim Host	Branchehuset	Denmark	In person	1	
John Newcomb	BMF	UK	In person	1	
Magnus Siren	LVI-Info	Finland	In person	2	Poland
Samuel Michel	FEST Secretariat	N/A	In person	-	

Agenda

- 09.00** 1. **Opening and procedure**
- a. Presentation by ISH President (10 min)*
 - b. Code of Conduct*
 - c. Approval of minutes of 14 March 2024*
 - d. Approval of agenda*
 - e. Confirmation of presence and voting proxies*
- 09.30** 2. **For information: Secretariat's report**
- 09.50** 3. **For information: President's report**
- 10.15** 4. **For decision: statutory financial administration**
- 10.45** 5. **For decision – FEST Governance Structure - Treasurer**
- 11.10** 6. **For decision: Director General**
- 11.30** 7. **For information: Congress 2025 in Warsaw, Poland**
- 11.45** 8. **For information: new branding**
- 12.00** 9. **Next meeting and closing**
-





1. Welcome to ISH



Action items from 14 March 2024

Action	Who	When
Continue discussion on common audits for suppliers in the WG Sustainability	SEC	N/A
Finalise and distribute the final outcomes of the Strategy Session with members	SEC/BoD	Done
Prepare handover regarding the Congress organisation for DK and ZHI	SEC	Done
Prepare follow-up communication in case associate members will want to cancel, incl. “special discounts”	SEC	Done
Facilitate Auditors’ report over 2023	SEC	Done
Adapt website and distribute lists in accordance with the latest BoD composition	SEC	Done
Encourage experts from members wholesalers to participate in the FEST WG	ALL	N/A
Inform ETIM International and its BoD about the EMDG activities between FEST and ARGE	SEC	Done





2. Secretariat' report



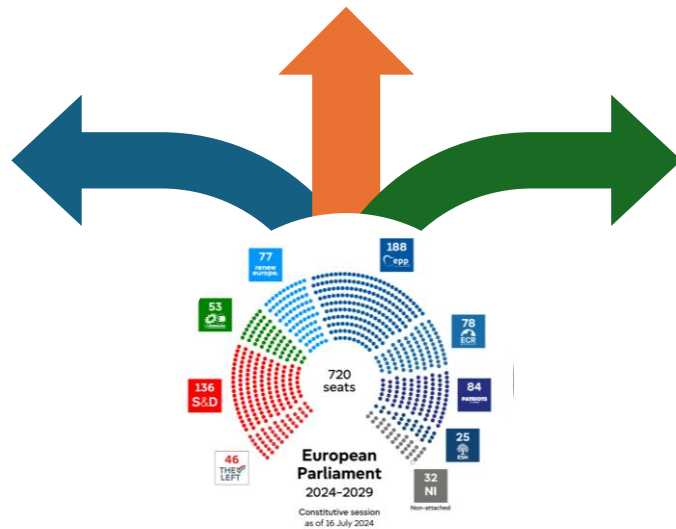


A new environment

New Committee on Housing

- 33 members
- Temporary Committee (1 year)
- Deals with housing crisis

50% of new MEPs



A shift towards the right

- 68% of MEPs are from the liberals (Renew) to the far right (ESN)
- Centrist coalition still holds (S&D, EPP, Renew)



Priorities and threats

- ◆ **Competitiveness is the new priority**
- ◆ **Dedicated Commissioner for Housing**
- ◆ **The Green Deal is not dead but complemented**
- ◆ **A much-awaited Clean Industrial Deal**



WITH A THREAT OF DISRUPTION

**US TARIFFS (+/- 25%)
& Potential Reciprocity**





Clean Industrial Deal

1. Access to affordable energy

2. Lead markets: boosting supply and demand for clean energy

3. Public and private investments



4. Powering the circular economy: a secure access to materials and resources

5. Global markets and international partnerships

6. Skills and quality jobs for social fairness and a just transition



Working groups activities



SUSTAINABILITY

SUMMARY:

- One fruitful meeting
- Agreement on drafting guidelines and positions

TOPICS:

- CSRD
- CS3D
- ESPR & DPP



MASTER DATA

SUMMARY:

- Waiting for ETIM/ARGE agreement
- Call for participants launched

TOPICS:

- Master Data
- Standardization
- Regulation revision (2026)



SUPPLY CHAIN

SUMMARY:

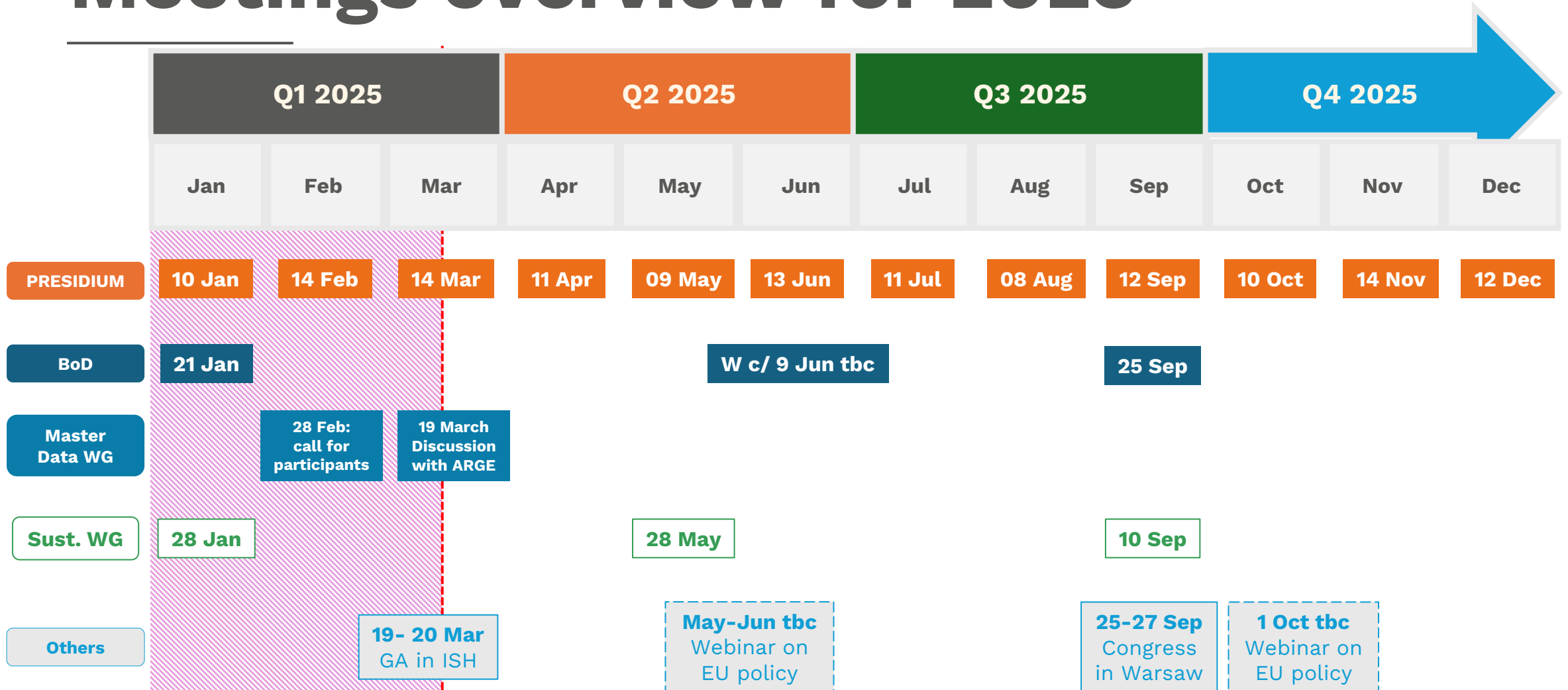
- One meeting
- Not much traction
- Several repetitions between Sustainability and Master Data

Decision:

- Set aside for now



Meetings overview for 2025





3. President's report





2024 financial report

	Budget 2023	Actuals 2023	Budget 2024	Actuals 2024
Income	110,315.60 €	112,980.73 €	137,576.66 €	131,076.66 €
Members	59,145.20 €	61,810.33 €	54,826.66 €	54,826.66 €
Associate Members	51,170.40 €	51,170.40 €	68,250.00 €	68,250.00 €
Other	- €	- €	2,000.00 €	8,000.00 €
Interest fees back account			2,000.00 €	- €
RX sponsorship - MCE				8,000.00 €
Expenditures	120,665.00 €	129,664.69 €	133,800.00 €	120,207.52 €
OPERATIONS	115,665.00 €	120,299.78 €	122,830.00 €	111,198.74 €
Secretariat	89,105.00 €	75,105.00 €	89,105.00 €	88,956.21 €
General Administration	4,800.00 €	3,846.70 €	5,475.00 €	6,775.97 €
Meetings & Events	12,000.00 €	36,798.58 €	7,500.00 €	2,823.95 €
Marketing & Communication	9,760.00 €	4,549.50 €	15,750.00 €	12,642.61 €
Membership and Coalition Fees, Tools	- €	- €	5,000.00 €	- €
ETIM International				
PROJECTS	5,000.00 €	9,364.91 €	10,970.00 €	9,008.78 €
Projects & Studies	5,000.00 €	9,364.91 €	10,970.00 €	9,008.78 €
BRG (Industry Statistics Report)				
Strategic Review & Session	5,000.00 €	9,364.91 €	10,970.00 €	9,008.78 €
Working Groups	- €	- €	- €	- €
INCOME OVER EXPENDITURES	-10,349.40 €	-16,683.96 €	3,776.66 €	10,869.14 €
Available reserves at start of the year	274,166.84 €	274,166.84 €	257,482.88 €	257,482.88 €
Loan for the 2022 Congress				
Strategic reserves (= 1 year operations budget)	100,000.00 €	100,000.00 €	100,000.00 €	100,000.00 €
Available reserves that can be utilised	163,817.44 €	157,482.88 €	161,259.54 €	168,352.02 €

SUMMARY FOR 2024

Income: €131,076.66

Outcome: €120,207.52€

TOTAL: + €10,869.14

Main expenses:
One-time projects

Strategy Session:

- €9,008.78

Communications

Website + Design

- €12,642.61€



2024 finances and 2025 budget

National association membership fees

National turnover of association

€ 0 - 250 M

€ 250 - 500 M

€ 500 M - 1 B

€ 1 B - 4 B

+ € 4 B

2023 fees

€ 1,066.05

€ 2,132.00

€ 3,731.18

€ 4,264.20

€ 6,929.33

2024 fees

€ 1,119.35

€ 2,238.60

€ 3,917.74

€ 4,477.41

€ 7,275.80

Associate membership fees

€ 4,264.20

€ 5,250.00



Auditor's report

Dear Delegates of the General Assembly,

Dear President,

In our capacity as Auditors over the financial year 2024, we hereby certify that the accounts of FEST have been verified for the period starting from 1 January 2024 throughout the year until 31 December 2024.

After having assessed the balance sheet and the accounting prepared by the Grayling Accounts Department, in conjunction with the Secretariat, we are confident that the accounting function has been undertaken accurately and that all relevant documents have been submitted.

For the accounts of 2024, we confirm the following:

- **A result (income over expenditures) in the financial year of € 10,869.14**
- **Total assets with a worth of € 304,573.84 on 31 December 2024**

We are pleased to approve the balance sheet as of 31 December 2024 and the accounting in the period from 1 January to 31 December 2024.

Best regards,

Ms Esther Estévez & Mr Achim Laubenthal



2025 provisional budget

	Actuals 2024	Provisional Budget 2025
Income	131,076.66 €	140,576.66 €
Members	54,826.66 €	54,826.66 €
Associate Members	68,250.00 €	68,250.00 €
Other	8,000.00 €	5,000.00 €
Interest fees back account	- €	5,000.00 €
RX sponsorship - MCE	8,000.00 €	
Expenditures	120,207.52 €	138,721.60 €
OPERATIONS	111,198.74 €	138,721.60 €
Secretariat	88,956.21 €	115,021.60 €
General Administration	6,775.97 €	5,400.00 €
Meetings & Events	2,823.95 €	12,600.00 €
Marketing & Communication	12,642.61 €	5,700.00 €
Membership and Coalition Fees, Tools	- €	- €
ETIM International		
PROJECTS	9,008.78 €	- €
Projects & Studies	9,008.78 €	- €
BRG (Industry Statistics Report)		
Strategic Review & Session	9,008.78 €	
Working Groups		- €
INCOME OVER EXPENDITURES	10,869.14 €	1,855.06 €
Available reserves at start of the year	257,482.88 €	268,352.02 €
Loan for the 2022 Congress		
Strategic reserves (= 1 year operations budget)	100,000.00 €	100,000.00 €
Available reserves that can be utilised	168,352.02 €	170,207.09 €

SUMMARY FOR 2025

Income: €140,576.66

Outcome:
€138,721.60€

TOTAL: + €1,855.06

Question mark

Membership of Ideal
Standard and Uponor

Main difference in expenses

One-year budget allocated for Director General (*instead of 6 months*):
€60,000€ incl VAT



2025 fees

National association membership fees

National turnover of association	2023 fees	2024 fees	2025 fees
€ 0 - 250 M	€ 1,066.05	€ 1,119.35	€ 1,119.35
€ 250 - 500 M	€ 2,132.00	€ 2,238.60	€ 2,238.60
€ 500 M - 1 B	€ 3,731.18	€ 3,917.74	€ 3,917.74
€ 1 B - 4 B	€ 4,264.20	€ 4,477.41	€ 4,477.41
+ € 4 B	€ 6,929.33	€ 7,275.80	€ 7,275.80
Associate membership fees	€ 4,264.20	€ 5,250.00	€ 5,250.00



4. Statutory financial admin





4) Statutory financial admin

For your approval: 2024 financial report

- **Auditors (Ms Esther Estévez and Mr Achim Laubenthal) confirm the 2024 invoices, expenses, bank statements, and the correctness of the financial reports and documentation**

For your approval: discharge of the Board of Directors over 2024

For your approval: the 2025 budget and membership fees

For your approval: appointment of Auditors for 2025



5. FEST governance Structure





Treasurer in the statutes

Proposal to create an **official Treasurer role** in the statutes of the association:

- BoD member
- Avoid concentration of powers
- Watch the accounts, approve expenses/invoices and budgets
- Election for 2 years, at the GA
- Member of the Presidium

Will require to **adapt the statutes** and a change in the *Moniteur Belge*

Role description	
Official title	Treasurer
Date created	31 January 2025
Duration:	Rotating 2 years position among BoD members Appointed and selected at the General Assembly
Role conditions:	<ul style="list-style-type: none"> • Being member of the BoD of FEST • To not serve a current mandate of President, Vice-President or Past-President in the FEST BoD
Reports to:	FEST Board of Directors and FEST General Assembly
General overview of the position	As Treasurer, you will work with the Secretariat and the Presidium in preparing and overseeing the budget and expenses of the association. You will have a permanent position in the Presidium.
Main duties and responsibilities	<ul style="list-style-type: none"> • Oversee the yearly budget of the association and safeguarding the associations' funds • Present an overview of the yearly budget to the General Assembly of the Association • Recommend the BoD and the GA on investment of surplus funds. • Depositing all funds received by the association into banks or other institutions designated by the BoD • Procuring a liability insurance covering the directors and personnel, with the cost borne by the association. • Upon expiration of their term, hand over all account books, funds, and any other property of the association that may be in their possession to their successor. • Hold one of the two bank mandates of the association.

Suggestion for the statutes

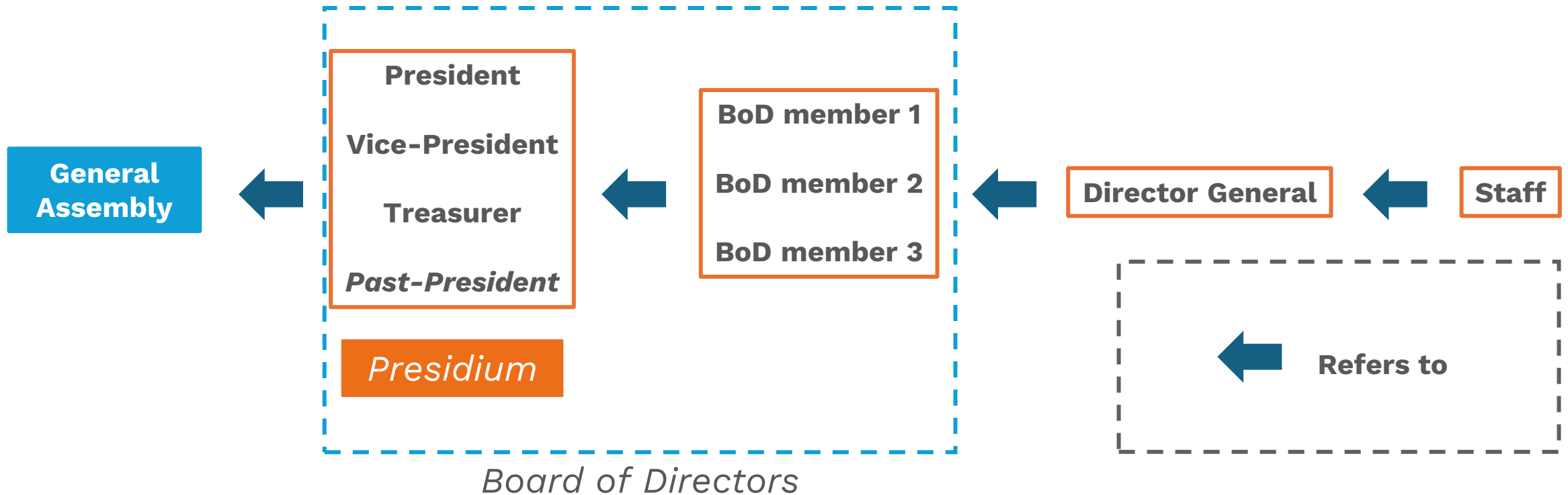
The Treasurer is responsible for safeguarding the association's funds, maintaining a register of all funds received and expended by the association, and making authorized disbursements as prescribed by the Board of Directors (BoD). The Treasurer is accountable for depositing all funds received by the association into banks or other institutions designated by the BoD and recommending to the BoD the investment of surplus funds. The Treasurer is required to provide an annual report to the General Assembly of the Association.

Additionally, the Treasurer is responsible for procuring a liability insurance covering the directors and personnel, with the cost borne by the association. Upon the expiration of their term, the Treasurer must hand over all account books, funds, and any other property of the association that may be in their custody or possession to their successor.





How the Organigram would look like





John Newcomb

- Chair of the BMF, the trade association for the building materials supply chain, since 2012
- Current President of UFEMAT, the European trade body for the merchant industry.
- Former vice-chair of the Construction Product Association's executive committee
- Also sits on the board of the Trade Association Forum.





Votes

For your approval: Give the BoD a mandate to include a Treasurer role in the Statutes of the Association

•Yes / No / Abstain

For your approval: Appoint John Newcomb as Treasurer of the Association for the next 2 years

•Yes / No / Abstain

For your approval: continuation of the remaining composition of the BoD until the General Assembly taking place on 2025:

Johan Stevens, Past-President -

Karolina Hagberg-Chinell, Vice-President -

Kim Holst -

John Newcom -

Sven Machielsen -

Uwe Niederprüm -

•Yes / No / Abstain



6. Director General



Current situation

01

Resignation of
Eric Delforge

02

Interviews for
a DG
currently in
the process

03

Additional
support from
Grayling until
new DG





Candidates



Frank Van Zeebroeck

- German - Belgian citizen
- **Commercial Director Western Europe** of Marshalls – Member of the Board (2018-2019)
- **Business Unit Director Europe** of Saint Gobain GYPROC B. Member of the Board (2002-2018)
- **Sales & Marketing Director Europe** of Deko Marty Belgium (Skanska Grp) – *flooring division (1994-2002)*
- **Sales Director Europe** of Royal Doulton – *luxury (1984-1994)*



Frédéric Van Houte

- Belgian – Austrian citizen
 - **Secretary General** of CIPEL – *EU Cellulose films association (2020 to date)*
 - **Director General** of CIRFS – *European Man-made fibers Association (2010 to date)*
 - **Secretary-General** of CPIV – *European confederation of the glass industry (1998 - 2010)*
 - **Secretary-General** of EDG / ESGA – *Domestic glass and EU special glass Associations (1999-2010)*
-

Proposed changes

Proposal to **modify the conditions** on the nomination of FEST Director General:

- 3 years period like BoD members
- Probation period of 6 months, *if allowed in Belgian law*
- **To be nominated by the BoD and not by the GA**

Suggestion to also **prepare a draft contract template**, to be verified by Belgian employment lawyers:

- Ensure the contract specifies the details in case of a termination period

Will require to **adapt the statutes** and a change in the *Moniteur Belge*





Period without a DG

#	Actions
1	WG participants – recruitment – Continuously ongoing
2	Communication on WG – newsletter and social media
3	Recruitment process DG – ongoing
4	Congress – Speakers and Communication
5	Regular FEST website – lead from Samuel
6	Annual calendar
7	Once per quarter - Broadcast live seminar on legislation

Period after hiring DG

#	Actions
1	On-site WG meeting
2	EMDG – set-up / relaunch
3	Congress playbook
4	Potential new members (both regular and associate) – list and contact
5	Facilitate exchange of information on specific topics between the associations
6	Planning of 2026 field trip



Votes

For your approval: Modification of the Director General nomination rules in the Statutes of the Association

- **Yes / No / Abstain**

For your approval: Give the BoD a mandate to modify the Statutes of the Association accordingly

- **Yes / No / Abstain**
-



7. Congress 2025 in Warsaw



DAY 1

Thursday, 25 September

- Check-in Sofitel Warsaw Victoria hotel and congress registration | 15:00 - 19:00
- Welcome reception and cocktail dinnatoire | 19:00 - 23:00 (Belweder Room - hotel's 2nd floor)

DAY 2

Friday, 26 September

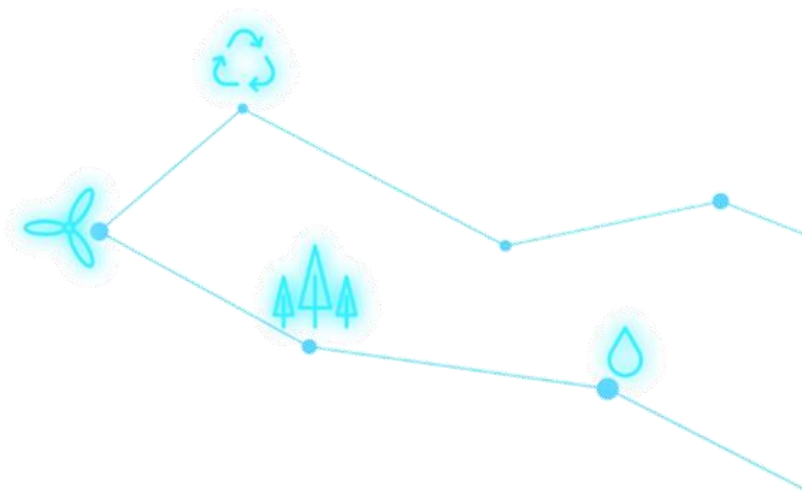
- **FEST Congress 2025 | 8:30 - 16:30**
Empowered to impact:
 Sustainable Transformation of the Sanitary and HVAC Sector
 Key Topics of the Congress:
 - Circularity in the Sanitary and HVAC Sector
 - Sustainable Supply Chains
 - New Business & Service Models
 - Regulations & Compliance in a Changing Market
- **Gala dinner in Royal Castle Warsaw Kubicki Arcades | 19:00 - 0:00**

Partner Programme
 Discovering Warsaw for Partners | 10:00 - 13:00

DAY 3

Saturday, 27 September

- Discovering Warsaw | 9:30 - 12:30
- Lunch | 12:30



| SPONSORS

Platinum



Gold



Silver





Agenda

**CIRCULARITY IN THE
SANITARY AND HVAC
SECTOR**

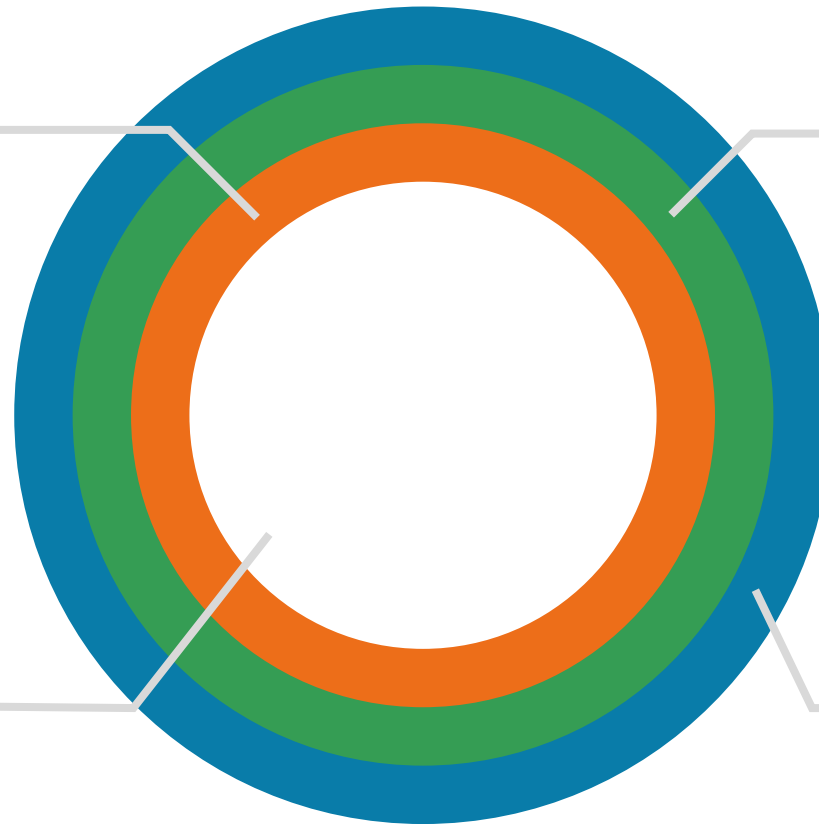


**SUSTAINABLE
SUPPLY CHAINS**

**NEW BUSINESS AND
SERVICE MODELS**



**REGULATIONS AND
COMPLIANCE IN A
CHANGING MARKET**





Sponsors financial report

Sponsor	Type of sponsorship	Amount in EUR (excl. VAT)	Confirmed
Geberit International AG	Silver	12,000	Yes
Grundfos	Gold	27,500	Yes
Uponor GmbH (Georg Fischer)	Gold	27,500	Yes
Grohe	Platinum	46,750 (15% discount)	Yes
Caleffi SPA	Silver	12,000	Yes
Roca	Silver	12,000	Yes
Galmet	Silver	10,800 (10% discount)	Yes
Resideo <i>Honeywell Home</i> <i>First Alert</i>	Gold	27,500	Yes
TOTAL		176,050	

LOCATION

Welcome to **Warsaw**, a vibrant and modern capital that perfectly blends history with innovation. Known for its dynamic skyline, rich cultural heritage, and lively atmosphere, the city offers a unique experience for every visitor. Stroll through **Łazienki Park** or the **Vistula Boulevards**, where nature meets urban design, creating perfect spaces for relaxation. Explore the **Old Town**, a UNESCO World Heritage site, and feel the charm of cobbled streets and colorful facades.

Warsaw is not just Poland's economic and cultural hub but also a green capital, with over **90 parks** and countless green spaces scattered across the city. From world-class museums and theaters to innovative cuisine and bustling nightlife, Warsaw welcomes you with open arms and endless opportunities.

The **FEST 2025 Congress** will take place at the elegant **Sofitel Warsaw Victoria Hotel**, located in the heart of the city.



The Gala Dinner will be held at the historic **Kubicki Arcades**, an architectural gem nestled at the foot of the **Royal Castle**. This beautifully restored space combines history with elegance, offering an unforgettable atmosphere for the evening's celebrations.

Discover a place where tradition meets modernity and every corner tells a story.
See you in Warsaw - a place where great ideas are born!



Congress pricing

PRESALE TILL 01.06.2025

STATIONARY TICKET

~~600€~~
510€

EARLY BIRD PRICE

PARTNER PACKAGE

~~480€~~
410€

EARLY BIRD PRICE

PRICE FOR FEST MEMBERS*

~~500€~~
425€

EARLY BIRD PRICE

PARTNER PACKAGE

~~400€~~
340€

EARLY BIRD PRICE

Hotel payed separately

SINGLE ROOM

180€
/ night

DOUBLE / TWIN ROOM

195€
/ night

Can't be with us in Warsaw?
Join FEST Congress 2025 live in online broadcast!

ONLINE TRANSMISSIONS TICKET

~~200€~~
170€

EARLY BIRD PRICE

*Members - wholesalers / merchants and trade associations. Promotional price after entering the discount code received from the association or company.



Registrants

Name/surname	Company	Full Price – Members Price – Sponsor
Dick Knut (2 tickets + 2 partners)	VGH International GmbH (2	Member
Marc Habets (1 ticket)	ETIM International	Full price
Marc Holst (1 ticket)	Rørforeningen	Member
Achim Laubenthal (1 ticket)	DG Haustechnik	Member
Thomas Leth (1 ticket)	Hansgrohe SE	Member
Marvin Limbach (2 tickets + 2 partners)	VGH International GmbH	Full price
Sven Machielsen (1 ticket + 1 partner)	Van Oirschot Verwarmingsgroothandel N.V.	Member
Mauel Volker Hubert (1 ticket)	Reflex Winkelmann GmbH	Member
John Newcomb (1 ticket + 1 partner)	BMF	Member
Frederic Passot (1 ticket)	Reflex Winkelmann GmbH	Member
Johan Stevens (1 ticket + 1 partner)	APCMC	Member
Carlos Velazquez Vega (1 ticket)	ROCA CORPORACION EMPRESARIAL, S.A.	Sponsor
Freek Wiesenhaan (1 ticket)	Hansgrohe SE	Member



8. New branding





Logic behind

Vision description:

The logo represents FEST as a focal point, bringing together many elements. The circle-shaped emblem symbolises the association's central position in Europe between the different stakeholders, the cooperation between them and the industry's drive towards circularity and sustainability.

The emblem is made up of subdivisions, they stand for the different stakeholders working together within FEST: national industry associations and wholesalers from Europe, suppliers, EU institutions and other European associations.

The combination of the emblem with the letter 'E' signifies the central position of the FEST association in Europe.

Colours:

- Blue - symbolises water and trust and the sanitary industry, and V & AC .
- Orange - symbolises heat energy and the H industry.
- Green - symbolises sustainability and care for the environment.

Message:

The logo represents FEST as a focal point for cooperation highlighting its contribution to sustainability and cooperation across Europe



A brand-new identity

Fest  

Fest 

Fest 

Fest 

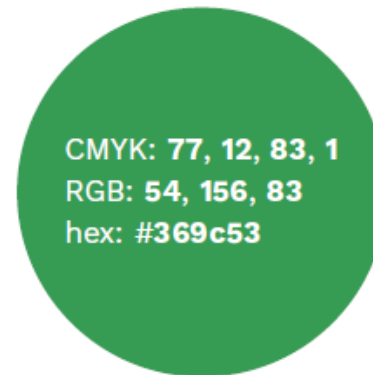
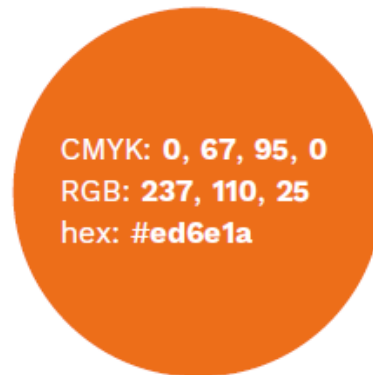


Use for main headlines

Work Sans Bold

ABCDEFGHIJKLMNOPQRSTUVWXYZ

abcdefghijklmnopqrstuvwxyz

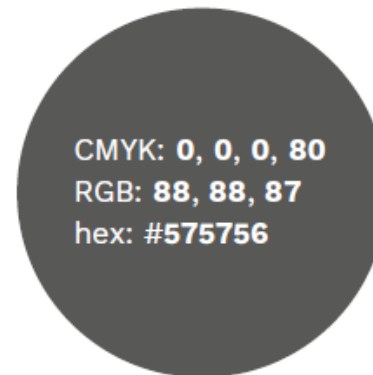
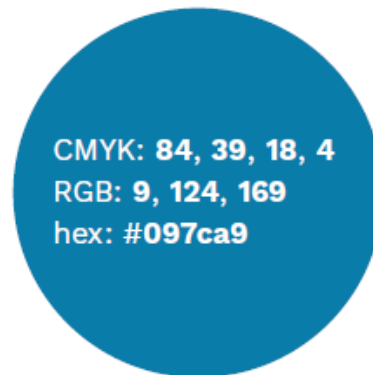


Use for body text

Work Sans Regular

ABCDEFGHIJKLMNOPQRSTUVWXYZ

abcdefghijklmnopqrstuvwxyz

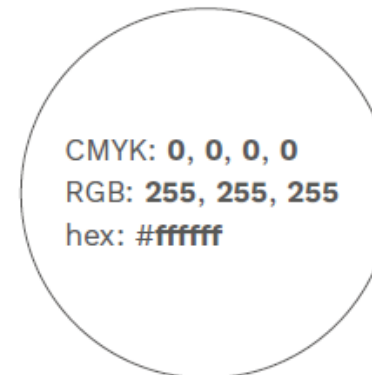


Other options (when needed in body text)

Work Sans Light

ABCDEFGHIJKLMNOPQRSTUVWXYZ

abcdefghijklmnopqrstuvwxyz



Work Sans Medium

ABCDEFGHIJKLMNOPQRSTUVWXYZ

abcdefghijklmnopqrstuvwxyz



Circle

It can be used as a branding element in various forms.



An updated website

Website is currently being revamped.
Budget is accounted under 2024
Estimated end: **April 2025**

Objective:

- Make it easier to navigate
 - Dedicated intranet with individual passwords for Members, Associate Members, and BoD
 - Easy to update
-





9. Next meeting



Next meeting

Proposal:

Mostra Convegno 2026 –
24 – 27 March 2026
Milano, ITALY





**Thank you for your
attention!**

