



# GENERAL ASSEMBLY

25 September 2025 – Warsaw Congress



# Code of conduct

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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.



# Agenda

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- 16.00**    **1. Opening and procedure**
- a. Code of Conduct*
  - b. Approval of minutes of 20 March 2025*
  - c. Approval of agenda*
  - d. Status of open actions*
- 16.10**    **2. Congress 2025 – Words from the President**
- 16.20**    **3. For decision: Vice-presidency**
- a. Information about the Vice-Presidency*
  - b. New candidate*
  - c. Vote on new candidate*
- 16.25**    **4. For decision: new statutes of the association**
- 16.35**    **5. Overview of the accounts**
- a. Overview of the 2025 budget*
  - b. Specific situation of the Director General*
  - c. Provisional 2026 budget*
- 16.50**    **6. Membership update**
- 17.05**    **7. For information: WG activities and website**
- a. ETIM x FEST Agreement for Master Data*
  - b. Update on WG Sustainability*
  - c. Website revamp up and running*
- 17.25**    **8. Next meeting and closing**





# 1. Opening & Procedure



# Action items from 20 March 2025

## (1/2)

Action	Who	When
Reach out to national members and suggest names of experts that could participate in the working groups	Members	N/A
Review tax rules for non-profit organisations related to net income	SEC/BoD	Done
Send list of Associate Members to GA members, together with the names associated	SEC	Pending
Send list of associate members that were part of FEST in the last 5-6 years, and who may be asked to re-join the association	SEC	Pending
Check with personal contacts within the Associate Members to maintain the relationship with them	Members	N/A
Prepare and send a letter on the non-increase of membership fees	Presidium	Pending
Correct the budgets 2024-2025 with the adopted numbers (website, and Congress revenue)	SEC	Done
Adapt the 2024 Auditor's report with the adopted numbers	SEC	Done



# Action items from 20 March 2025

## (2/2)

Action	Who	When
Adapt the statutes to include the Treasurer Role	SEC	Done
Adapt the statutes to modify the nomination procedure of Director General	SEC/BoD	Done
Create a special sponsorship package for trade fairs and reach out to them to propose the idea	SEC/DK	Done
Push for members and colleagues to register to the Congress	Members	Done
Propose a special type of ticket for suppliers that would include 1-year trial to the Associate Membership	SEC	Done
Send new logo to all the members	SEC	Done
ARGE: Prepare draft minutes of the meeting, to be shared to Johan, Magnus and Karolina	Uwe	Done
Prepare proposal for ARGE on Master Data	BoD	Delayed





# 2. Welcome to Congress 2025





# Witamy w Warszawie!



## About the Congress:

- 112** On-site participants
- 125** Total onsite participants, *including partners*
- 25+** Online participants
- 14** Countries represented
- 9** Sponsors

SPONSORS

Platinum



Gold



Silver



MEDIA PATRONS





# AGENDA

## DAY 1

### Thursday, 25 September

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

## DAY 2

### Friday, 26 September

**FEST Congress 2025**  
**Empowered to impact: Sustainable Transformation of the Sanitary and HVAC Sector**

- 08:30 - 09:00** • Welcome coffee break
- 09:00 - 09:35** • Shaping the future together - Welcome to FEST Congress 2025
  - 09:00 - 09:20* Dobrochna Pelsma - Kasperek, President,
  - 09:20 - 09:35* Karolina Hagberg-Chinell, Director General, FEST
- 09:35 - 10:10** • From recycling to circularity - Redefining the future of Sanitary and HVAC sector
  - Voytech Vosecky, Founder, The Circular Economist
- 10:10 - 10:40** • Partners in impact - the next chapter of water sustainability
  - Thomas Schachner, GROHE
- 10:40 - 11:10** • Coffee break
- 11:10 - 11:50** • Panel discussion: Turning ambition into action - What sustainability means for the Sanitary and HVAC sector?
  - (Moderator: Aga Biedalak)
  - Voytech Vosecky, Founder, The Circular Economist
  - Jonas Brennwald, President, GF Building Flow Solutions EMEA
  - Alistair Hoyes, Vice President EMEA Sales
  - Marek Słaboń, Managing Director, ROCA GROUP

## DAY 2

- 11:50 - 12:20** • From logistics to data - The new role of wholesalers in sustainable supply chains
  - Hanna Hallin, Chief Sustainable Impact Officer, Saint-Gobain Distribution Sweden
- 12:20 - 13:20** • Lunch break
- 13:20 - 13:55** • Rethinking systems - How circular business models can drive systemic change
  - Sabine Oberhuber, Co-founder, TurnToo
- 13:55 - 14:25** • Leading from the middle - The wholesaler's role in circular economy
  - Henk Jan Wegman, CEO, Rensa
- 14:25 - 15:05** • Panel discussion: Working together - Is collaboration the key to implementing circular business models?
  - (Moderator: Aga Biedalak)
  - Sabine Oberhuber, Co-founder, TurnToo
  - Henk Jan Wegman, CEO, Rensa
  - Ramon Westplate, Vice President, Grundfos
  - Hanna Hallin, Chief Sustainable Impact Officer, Saint-Gobain Distribution Sweden
- 15:05 - 15:30** • Coffee break
- 15:30 - 16:00** • Beyond compliance - How CSRD can unlock sustainable business opportunities and mitigate risks
  - Christina Lindbäck, Chief Sustainability Officer CSO, Ahlsell AB
- 16:00 - 16:20** • From inspiration to action - Key takeaways from FEST Congress 2025
  - Aga Biedalak, Independent

**10:00-13:00** • Partner Programme - Discovering Warsaw for Partners with lunch

**19:00 - 0:00** • Gala dinner in Royal Castle Warsaw Kubicki Arcades

## DAY 3

### Saturday, 27 September

- 9:30 - 12:30** • Discovering Warsaw
- 12:30** • Lunch



# 3. For decision: Vice-Presidency



# Vice-Presidency

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01

Resignation of  
Karolina  
Hagberg  
Chinell as VP

02

New Vice-  
President  
appointed by  
the BOD

03

New Vice-  
President to  
be appointed  
by March



# David Juan Navarrete

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- CEO of JUJUUU AQUACENTER, S.L., a company specialized in the distribution of HVAC materials, since 1998.
- President of AMASCAL (Spanish Association of Wholesalers in Sanitation, Heating, Plumbing, HVAC, Gas, and Related Sectors) since 2016.
- Chairman of the Board of Directors of the purchasing group Termoclub, S.A. since 2024.





# Votes

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**For your approval:** Appoint David Juan Navarrete as Vice-President of the Association

• **Yes / No / Abstain**





# 4. For decision: new statutes



# Objective in reviewing statutes

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**Modifying objectives** of the association in the statutes

**Modification of the conditions** on the nomination of FEST Director General:

- 2 years period like BoD members
- **To be nominated by the BoD and not by the GA**

**Adding role of Treasurer** in the statutes

**Authorizing FEST's official** administrative rights to change statutes

**For Legal compliance** the official statutes must be in French. An English copy will be available



# Article 2.5 - Objectives

2.4. The Federation will always operate within the guidelines of EU Competition Law.

2.5 **(new)** In pursuing its objectives, the Association shall be guided by the principles of free enterprise, competition and fair trade in Europe and worldwide.

To this end, the Association may, alone or in cooperation with third parties, directly or indirectly, carry out any activities related, directly or indirectly, to its purpose. The Association may in particular, without limitation, develop the following activities, for the general or specific benefit of its Members and/or third parties:

- Facilitate interaction with policymakers, scientists, professionals and consumers;
- Disseminate information and issue publications;
- Organise and arrange congresses, seminars, workshops and other programmes and meetings at national and international level;
- Collect and analyse statistical data; and
- Cooperate with and support other initiatives and/or organisations having a purpose similar to that of the Association

The activities of the Association may include commercial and profit-making operations, provided that any profits generated by such activities are always and entirely allocated to the pursuit of the Association's non-profit purpose.



# Article 6.2 – Office Bearers/Bureau

6.2. The Office Bearers consist of the President, the immediate Past-President, the Vice-President and the Director General.

In the event one of the directors' mandate ends, the Board of Directors may co-opt a new director. The General Assembly shall confirm the co-optation at its next meeting. In the event of confirmation, the co-optation will continue until the end of the mandate of the director being replaced. Failing a confirmation, the co-optation shall end at the end of the meeting.

6.2. The Office Bearers consist of the President, the immediate Past-President, the Vice-President, **the Treasurer** and the Director General.

In the event one of the directors' mandate ends, the Board of Directors may co-opt a new director. The General Assembly shall confirm the co-optation at its next meeting. In the event of confirmation, the co-optation will continue until the end of the mandate of the director being replaced. Failing a confirmation, the co-optation shall end at the end of the meeting.



# Article 6.6 – Treasurer

6.6. Board Appointments: The Vice-President is elected by the General Assembly from the regular members to serve a two-year term before taking office as President. The immediate Past-President remains a member of the Board for two years at which point the roles change and he/she leaves the Board. The President, Vice-President and immediate Past-President are honorary roles, without remuneration.

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**The Treasurer shall be elected by the General Assembly. They shall be responsible for the custody of the Association's funds, for ensuring the proper keeping of the accounts, and for authorising expenditures.**

**The Treasurer shall be responsible for depositing all revenues of the Association in banks or other institutions designated by the Board of Directors and shall recommend to the Board the investment of surplus funds.**

**The Treasurer shall present a report to the Annual General Assembly.**

**Upon expiry of his/her mandate, the Treasurer shall hand over to his/her successor all records, funds or other property of the Association under his/her custody or possession.**



# Article 6.7 – Director General rules

6.7. The Director General is appointed by the Board of Directors and is subject to election every two years by the General Assembly. He/she may be re-elected after this term. He/she is responsible for the daily management of the Federation

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# Legal obligations

**Beginning** -. The General Assembly decides to annul the previous Articles of Association and to replace them with the following Articles, in order to bring them into compliance with the new Code of Companies and Associations.

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**End** - The General Assembly authorises Marion de Crombrugghe, and any lawyer from the firm Pierstone BV to take all necessary measures in relation to this decision of the General Assembly, including the signing of the forms to be published in the *Moniteur Belge*.



**Beginning** - The General Assembly decides to annul the previous Articles of Association and to replace them with the following Articles, in order to bring them into compliance with the new Code of Companies and Associations.

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**End** - The General Assembly authorises **William Coenraets**, and any person from **Cabinet Accounting and Tax Solution** to take all necessary measures in relation to this decision of the General Assembly, including the signing of the forms to be published in the *Moniteur Belge*.



# Votes

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**For your approval:** Modification to article 2.5  
•Yes / No / Abstain

**For your approval:** Modification to article 6.2  
•Yes / No / Abstain

**For your approval:** Modification to article 6.6  
•Yes / No / Abstain

**For your approval:** Modification to article 6.7  
•Yes / No / Abstain

**For your approval:** Legal obligations  
•Yes / No / Abstain

**For your approval:** Adoption of the new statutes for submission to the  
Moniteur Belge  
•Yes / No / Abstain





# 5. Overview of the accounts





# Actuals 2025

## Current for 2025 – without Grohe/Vasco – Incl. projected P&L from Congress

Income: €333,817.72  
Expenses: €340,638.74

**TOTAL: - €6,821.01**

## Expected for 2025 – with Grohe/Vasco Incl. projected P&L from Congress

Income: €344,317.72  
Expenses: €340,638.74

**TOTAL: + €3,678.99**

**Main expenses:**  
*One-time project*

**Website revamp** (*taken from reserves*)

- €6,000

	Provisional 2025	Actuals 2025 (with Congress)
<b>Current income</b>		<b>333,817.72</b>
<i>Projected income (if everyone pays)</i>	140,576.66	344,317.72
<b>Expenditure</b>	<b>141,922.30</b>	<b>340,638.74</b>
Projects (from reserves)		6,000
<b>Current total</b>		<b>- 6,821.01</b>
<i>Projected total (if everyone pays)</i>	<b>- 1,345.64</b>	<b>+ 3,678.99</b>

**Vasco & Grohe** did not pay yet.  
*Interrogation on Vasco*  
**Kaldewei** has resigned as of end 2024



# Congress projected P&L



## PROJECTED INCOME

€ 231,741.06



## PROJECTED COSTS

€ 214,974.00



## TOTAL PROJECTED PROFIT

€16,754.00

- Fees will be shared 50/50 between FEST & Sanpol.
- Projected profit for FEST: **€8,383.39**



# Actual 2025 with vs without Congress

**2025 with projected Congress P&L**

**Income:** €344,317.72  
**Expenses:** €340,638.74

**TOTAL:** + €3,678.99

**Agenda consultant would be accounted in DG fees:** €6,030

**LinkedIn sponsoring:** €1,053.65

**Total exp:** €7,083.65

**2025 without projected Congress P&L**

**Income:** €112,576.66  
**Expenses:** €116,227.42

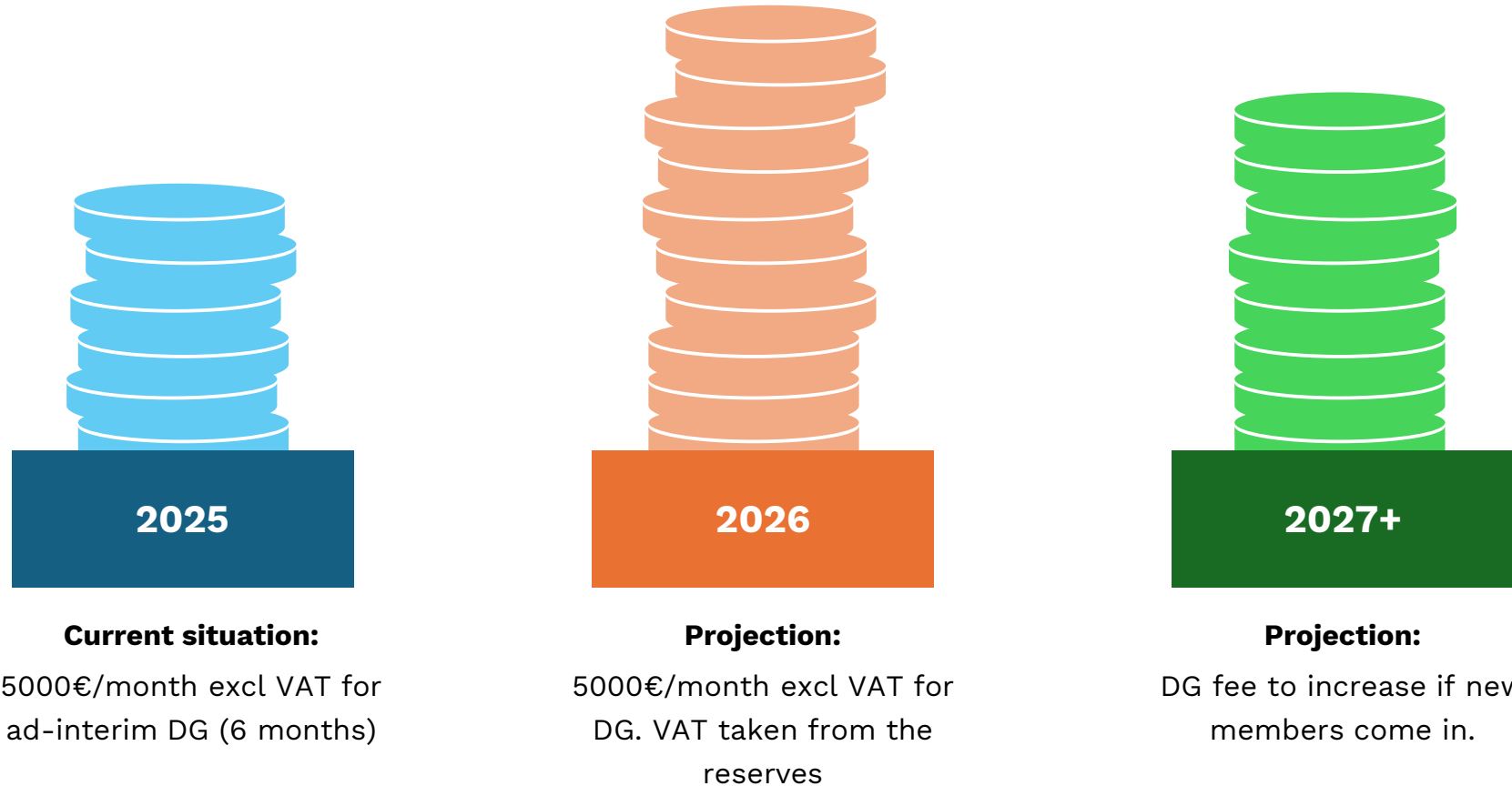
**TOTAL:** - €3,650.76

**Congress projected profit:** €8,383

	Actuals 2025 (with Congress)	Actuals 2025 (excl. Congress)
<b>Current income</b>	<b>333,817.72</b>	<b>102,076.66</b>
<i>Projected income (if everyone pays)</i>	344,317.72	112,576.66
<b>Expenditure</b>	<b>340,638.74</b>	<b>116,227.42</b>
Projects (from reserves)	6,000	6,000
<b>Current total</b>	<b>- 6,821.01</b>	<b>- 14,150.76</b>
<i>Projected total (if everyone pays)</i>	+ 3,678.99	- 3,650.76

# Director-General fees

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# 6. Membership update



# Membership situation



Ideal Standard



**1 year trial**



Ideal Standard



**KALDEWEI**



**+GF+**



# 7. For information: WG activities and website



# Master Data WG

- Objective and assignment clarified

- Purpose
- Scope of work
- Exclusions (**not** the MDWG's task)
- Key Principles for the working group composition
- Meetings
- Mandate

- Members appointed by national associations to secure advanced master data knowledge and skill set

**Fest**  
FEST Master Data Working group  
Assignment

**EMDG Master Data Working Group (MDWG)**

**Purpose**  
The MDWG is established to create and maintain a unified data model (EMDG) for the exchange and use of master data within the industry representing FEST's product areas and member countries.

**The OUTCOME is to:**

- Ensure the continuous development and adaptation of the EMDG component in the ETM exchange format to meet evolving needs from customers, suppliers, and regulatory bodies.
- Serve as a standing expert committee representing FEST's product areas and member countries, ensuring broad and relevant expertise.
- Act as a central forum for evaluating, updating, and aligning on master data requirements, ensuring a unified voice towards suppliers, customers, regulatory bodies and other stakeholders.
- The group's focus is strictly on the **content** of the data model (the "what"), not on technical implementation or exchange methods (the "how"), **technical aspects are handled by ETM International.**

**Scope of Work**  
The main scope is to develop and maintain the EMDG component in the ETM exchange format to make sure it's contemporary and meets the unified needs of FEST members.

The initial focus is primarily on establishing a minimum standard that applies to everyone—a common data foundation that is not dependent on national particularities or specific local requirements. The goal is to ensure that all parties operate from the same baseline, creating a unified framework that supports consistency and interoperability across different countries and organizations.

**Key Principles for the working group composition**

- Membership is by appointment from FEST's Board of Directors, ensuring representation across products, industries, and geographies first.

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# Master Data WG – to work out the message house

## Message house

Example

The purpose of the Master Data WG is to create and maintain a unified data model for the exchange and use of master data within the industry representing FEST’s product areas and member countries.

<b>Message 1 (we are):</b>	<b>Message 2 (we need):</b>	<b>Message 3 (call for):</b>
A forum to evaluate, update and align on master data requirements, ensuring a unified voice towards suppliers, customers, regulatory bodies and other stakeholders.	Ensure the continuous development and adaptation of the EMDG in the ETIM xChange format to meet evolving needs from customers, suppliers, and regulatory bodies	Collaboration between wholesalers and suppliers to align on and reassure transparent access of market requested data in the ETIM xChange format
<b>Sub-message 1:</b> xx	<b>Sub-message 1:</b> xx	<b>Sub-message 1:</b> xx
<b>Sub-message 2:</b> xx	<b>Sub-message 2:</b> xx	<b>Sub-message 2:</b> xx
<b>Sub-message 3:</b> xx	<b>Sub-message 3:</b> xx	<b>Sub-message 3:</b> xx

# ETIM update

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- FEST is about to enter and agreement with ETIM international, likely to be signed in Q4 2025 and effectuated latest by 2026
- The Master Data Guidelines will become an integral part of the ETIM xChange standard.
- ETIM xChange is governed by ETIM Technical Committee (TC). Recommendations received from the FEST Master Data WG will be evaluated by ETIM TC and when approved processed into the latest ETIM xChange by ETIM International
- Any costs related to the change requests will be borne by ETIM International
- FEST will actively promote the usage of the ETIM xChange standard
- The agreement may be terminated at any time upon mutual written consent of all Parties.



# Sustainability WG

## Message house

FEST is at the heart of Europe’s trade ecosystem, uniquely positioned to drive the transition towards a more sustainable society. By combining our extensive market reach with accurate data, greater transparency, and ambitious yet adaptable targets, wholesalers can harness sustainability as a catalyst for innovation and long-term competitiveness.

### Message 1 (we are):

Wholesalers play a pivotal role in advancing sustainability across the entire trade sector.

### Message 2 (we need):

Wholesalers require transparent and reliable information and data to enable informed and sustainable decision-making.

### Message 3 (we call for):

Wholesalers endorse ambitious sustainability targets, while embracing the flexibility required to foster innovation.

**Sub-message 1:** We have the technology to meet reduction targets and to build the energy security Europe needs.

**Sub-message 1:** We need comparable product data (such as EPDs) to effectively assess sustainability across suppliers and markets.

**Sub-message 1:** We advocate for ambitious targets that remain achievable for SMEs operating under cost and resource constraints.

**Sub-message 2:** We operate in Europe and deliver European quality of work and products

**Sub-message 2:** We need harmonized European databases and standards to minimize fragmentation.

**Sub-message 2:** We call for regulatory flexibility that fosters innovation and practical solutions.

**Sub-message 3:** Our competitiveness comes from building smart, future-ready supply chains.

**Sub-message 3:** We need clear and consistent ESG reporting (including Scope 3) to help customers make informed, sustainable decisions.

**Sub-message 3:** We call for clear and fair rules to safeguard competitiveness and long-term sustainability



# Website is live!

As new EU regulations for the HVAC and sanitary wholesale sector are being implemented, learn how FEST can support you: [More info.](#)



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[Members Area](#)

## THE EUROPEAN FEDERATION OF THE SANITARY AND HEATING WHOLESALE TRADE

[Members Area](#)



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Discover upcoming FEST events, workshops, and congresses where members connect,



### Our members

Meet the diverse network of FEST members across Europe—wholesalers, associations, and

### Upcoming Events



#### Congress 2025

25-27 Sep 2025 | Warsaw

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### Welcome to Intranet

Dear member, welcome to the FEST intranet. This serves as a depository for all documents from meetings of the association. [Click on the box you are interested in below](#)

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[Board Of Directors | Meeting Documents](#)

[Sustainability WG | Meeting Documents](#)

[Master Data WG | Meeting Documents](#)

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# 8. Next meeting & closing



# Next meeting

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Mostra Convegno 2025 (Milano, Italy)  
**Thursday 26 March 2026**

