

EA CONGRESS – BAKU (AZE) 10 OCTOBER 2026

PROPOSAL FOR THE ELECTION OF MEMBERS

European Aquatics Audit Committee

European Aquatics Integrity Council

Background

Following the ad interim appointments communicated to the European Aquatics Member Federations and as indicated in the below letter dated 8 April 2026 and sent on 13 April 2026, the Congress is formally asked to elect the following individuals to the respective governance bodies of European Aquatics.

1. European Aquatics Audit Committee

In accordance with the applicable European Aquatics governance procedures, the Bureau proposes the formal election of:

- **Ms. Gerlint Gatternigg (AUT)**
- **Ms. Kerry Smith-Norden (UK)**

The above appointments were made by the Bureau on an ad interim basis in December 2025, following the call for nominations launched in 2025, in order to ensure the continued functioning of the Audit Committee and the timely commencement of the annual audit process.

Upon election by Congress, Ms. Gatternigg and Ms. Smith-Norden will serve alongside **Mr. Simon Renno (EST)**, who was elected by the Congress in Athens in 2024.

2. European Aquatics Integrity Council

Following the amendments to the European Aquatics Constitution and Integrity Code approved by Congress on 27 September 2025, requiring all members of the European Aquatics Integrity Council (EAIC) to be fully independent from European Aquatics, its Member Federations and Registered Federations, the Bureau initiated a new nomination process for the Integrity Council.

Following consideration of nominations submitted by the Member Federations, the Bureau, at its meeting in Antalya (TUR) on 28 March 2026, appointed the following individuals on an ad interim basis:

- **Mr. Jouni Karvo (FIN) – Chair**

- **Ms. T. Kaufman (ISR)**
- **Mr. D. Iatridis (GRE)**

In accordance with the Constitution, the Bureau now submits these appointments to Congress for formal election.

Nominations for Congress Election

On 10 October 2026, the Congress will be invited to formally elect the below indicated persons, nominated by the European Aquatics Bureau:

1. EUROPEAN AQUATICS AUDIT COMMITTEE

- **Ms. Gerlint Gatternigg (AUT)**
- **Ms. Kerry Smith-Norden (UK)**

2. EUROPEAN AQUATICS INTEGRITY COUNCIL

- **Mr. Jouni Karvo (FIN)**, serving as Chair
- **Ms. T. Kaufman (ISR)**
- **Mr. D. Iatridis (GRE)**

The election of these individuals will ensure the continuity, independence and effective functioning of the respective European Aquatics governance bodies.

Short bios of all nominees can be found down below

EA letter dated 8 April 2026 and sent on 13 April 2026

Nyon (CH) 8.4.2026

TO: EA MEMBER FEDERATIONS

CC: EA REGISTERED FEDERATIONS

**Ad interim appointment of
European Aquatics Integrity Council
European Aquatics Audit Committee**

Dear European Aquatics Federations,

European Aquatics would like to inform you of recent developments concerning the governance structures of the organization, namely the European Aquatics Audit Committee and the European Aquatics Integrity Council (EAIC).

Audit Committee

Following the request launched in 2025 to submit nominations to fulfill vacancies within the EA Audit Committee, at its meeting held in Lublin (POL) on 5 December 2025, the Bureau of European Aquatics has proceeded with the nomination of two new members:

Ms. Gerlint Gatternigg (AUT)

Ms. Kerry Smith-Norden (UK)

These nominations are effective immediately and were made in accordance with European Aquatics governance procedures.

Given the operational needs of the organization, in particular starting of the annual audit process, the newly nominated members have been invited to begin their functions on an ad interim basis, pending their formal election by the Congress at its next meeting in 2026.

The Audit Committee, which also includes Mr. Simon Renno (EST) – elected by the Congress in Athens (GRE) in 2024 - will continue to play a key role in overseeing the audit process, reviewing financial reporting, and supporting strong financial governance within European Aquatics.

Integrity Council (EAIC)

Following the approval of amendments to the Constitution and Integrity Code by the Congress on 27 September 2025 in Tbilisi (GEO), all members of the Integrity Council were required to be fully independent from European Aquatics, its Member Federations and Registered Federations.

As a result of these new requirements, the previous Integrity Council members were no longer in a position to serve, and the Integrity Council ceased to have the legal capacity to operate.

As already communicated with the EAIC nomination process letter circulated at the end of January 2026, the ad interim solution, approved by the EA Bureau in December 2025 and in full alignment with World Aquatics, was found in temporarily appointing three Members from the AQUA Integrity Council to serve as EAIC.

Nevertheless, given the temporary nature of the then appointed EAIC, the EA Bureau also agreed to initiate the process for the appointment of a new EAIC, to be nominated by the Bureau at its meeting in March 2026, and to be subsequently elected by the Congress in 2026.

In line with the above, at its meeting held in Antalya (TUR) on 28 March 2026, the Bureau of European Aquatics, based on nominations proposed by the Member Federations, proceeded with the nomination of three new members to the European Aquatics Integrity Council on an ad interim basis:

Mr. Jouni Karvo (FIN) – EAIC Chair

Ms. T. Kaufman (ISR)

Mr. D. Iatridis (GRE)

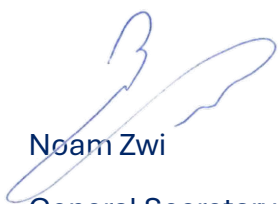
These nominations are effective immediately and have been made in accordance with European Aquatics governance procedures.

As foreseen by the Constitution, these appointments will be submitted for formal election by the Congress at its next meeting in 2026.

In the meantime, the nominated members will begin their duties to ensure continuity in integrity oversight.

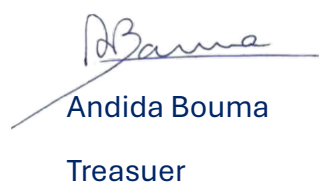
European Aquatics remains committed to the highest standards of governance, integrity and transparency, and we thank all Member Federations for their continued engagement and support.

Yours sincerely,



Noam Zwi
General Secretary

European Aquatics



Andida Bouma
Treasurer

European Aquatics

Nominees' Bios

AUDIT COMMITTEE

Kerry Smith-Norden (UK)



- Partner at Deloitte UK leading external financial audit as well as other accounting services to various clients and reporting to the audit committee on the challenge, status and findings of the audit. Range of client include:
 - *sport & leisure retail, hospitality, media, and manufacturing sectors.*
 - *privately owned, private equity backed, as well as multi-national FTSE 100 and 250 listed entities.*
- Expert in reporting in line with International Financial Reporting Standards
- Broad knowledge of systems and processes of diverse clients and industries
- Former Artistic Swimming international athlete
- Artistic Swimming international judge
- UK & South Africa nationality

Gerlint Gatternigg (AUT)



- Tax consultant since 11/2016
- Auditor since 06/2021
 - *Preparation of annual financial statements, special balance sheets, income-expenditure*
 - *accounts, and surplus calculations*
 - *Tax and business consulting*
 - *Supervision and training of new employees in accounting and auditing*
 - *Participation in the implementation of IT projects and adaptation of workflows*
 - *Auditing activities, including as audit team leader*
- Master's Degree in International Business and Economics

INTEGRITY COUNCIL

Jouni Karvo (FIN)



Advisor and a Board Professional with more than 40 years and 300 customer projects experience in strategy, development and execution as well as 60 years accumulated experience of Board Work, mainly as Chairperson.

Served the Aquatics Community as:

- Chairperson ad-interim for the European Aquatics' Integrity Unit's (EAIU) Integrity Council since January 2026,
- Member-elect of World Aquatics' Aquatics Integrity Unit's (AQIU) Supervisory Council since July 2022
- Member of World Aquatics' Aquatics Integrity Unit's (AQIU) Supervisory Council since January 2023.
- Board Member, Vice President and Executive Committee member of Finnish Swimming Federation during 2020-2022.
- Liaison during 2022-2023 between AQIU Supervisory Council and the European Aquatics

Language skills

- Finnish / mother tongue,
- English / fluent verbal and written,
- Swedish / moderate verbal and written,
- German / basic

Tal Kaufmann (ISR)



- Dynamic entrepreneur with a proven track record in establishing and leading innovative technology ventures, specializing in advanced nano-coating solutions.
- Adept at driving business growth through strategic planning, technical expertise, and a commitment to groundbreaking research and development
- Engineering degree in Electrical and Electronics Engineering
- Language skills: Hebrew & English
- Nationality: Israel & Canada
- Former competitive athlete in swimming and triathlon

Dimitrios Iatridis (GRE)

- Attorney at Law
- Strong finance and legal experience with outstanding track record.
- Successfully served twice in executive government posts at the Ministry of Rural Development and Food and the Ministry of Migration and Asylum.
- Managed, supervised and monitored European resources and infrastructure projects, fast accelerating fund absorption.
- Held managerial and advisory posts at Ministries of Foreign Affairs, Health, Hellenic Parliament, Hellenic Broadcasting Corporation and Defence.
- Extensive management experience in public and private sector projects with decision-making power as well as consensus-building among multiple stakeholders.
- Broad top-level experience in international negotiations as leader or member of delegations.
- Multi-discipline education at distinguished international academic institutions.
- Education:
 - Law degree - University of Edinburgh Law School,
 - Bachelor in Economics International Relations - Brown University.

- Executive Education Certificate ‘Public Leaders in Southeast Europe’ - Harvard University Kennedy School of Government
 - Ph.D., Department of Business Administration - University of Patras
 - Master of Business Administration (MBA) - Athens University of Economics and Business
 - Master of Science (M.Sc.) in Finance and Applied Economics - Athens University of Economics and Business
- Languages: English: Excellent, French: Very Good, Italian: Good