

**To the attention of the Members of EMMA and ENPA**

Brussels, 17 July 2025

The Boards and Executive Committees of EMMA and ENPA have unanimously decided that it is appropriate to reorganize the executive management of our two Associations.

With this in mind, Ilias Konteas was notified last Friday, July 11<sup>th</sup>, of the unanimous decisions of both organizations to terminate his employment contract. The termination of his functions as Executive Director of EMMA and ENPA was effective immediately.

The Boards and Executive Committees of EMMA and ENPA have also unanimously decided to appoint José Guimarães as ad interim Director of the EPA for a one-year period.

Yours sincerely,



Mike Koedinger  
President EMMA



François Le Hodey  
President ENPA