



Minutes of Meeting

ICdA General Assembly, online meeting, 17 November 2019, 16:30-17:30

The meeting of the ICdA General Assembly was called to order by its Chairman, Howard Winbow at 16:30 CET. Due to travel restriction related to Covid-19 pandemic, the meeting was organized by webinar only. Those participating in the meeting included the following:

Participants:

- | | |
|-----------------------------|-------------------|
| 1. Howard Winbow | IZA |
| 2. Patrick de Metz | SAFT S.A. |
| 3. Paul Kolisnyk | IZA (Teck) |
| 4. Robert Van Quickelberghe | Flaurea Chemicals |
| 5. Christophe Laubignat | Flaurea Chemicals |
| 6. Günter Halle | IZA (Glencore) |
| 7. Parikhith Sinha | First Solar |
| 8. Colin Thirlaway | Black&Decker |
| 9. Ian Shackley | JamesMBrown |
| 10. Claudio Piga | 5nplus.com |
| 11. Alain Renard | 5nplus.com |
| 12. Chris Baker | Acme-aero |
| 13. Mark Booth | Venator |
| 14. Peter Hermans | Lamifil |
| 15. Dieter Henke | Hoppecke |
| 16. Inge Maes | Metallo |

ICdA Staff present at the meeting:

1. Mik Gilles
2. Noömi Lombaert

Welcome

Mik Gilles ICdA welcomed all attendees to the meeting and reviewed the day's meeting agenda and the Statement of Compliance as shown on slide #3 of Annex 1. All participants accepted to comply with the Statement of Compliance.

Mik Gilles noted that 13 out of the association's seventeen full members were present and thus a quorum was established for validating decisions. The agenda items were:



Agenda

Introduction by the chairman, Agenda & Statement of Compliance

Administration

Approval of the minutes: General Assembly 6 November 2019

Confirmation members of the Board of directors

Membership report

Finance

Review of final P&L-2019, forecast P&L-2020, budget 2021

ICdA membership fee 2021

Next Meeting Date

Administration

Approval of the previous meeting minutes

The meeting minutes of the General Assembly of 6 November 2019 were unanimously approved by the General Assembly (GA).

Confirmation members of the Board of directors (Mik) (Annex I, slides 6-8)

1. SANYO ELECTRIC CO.,Ltd was removed as member of ICdA. Takeo Hamamatsu can therefore no longer be a Director at the Board. His seat at the Board is available to the membership
2. Howard Winbow left James M Brown Ltd. JMB proposes Ian Shackley as candidate to take over the seat of Howard.
3. NYRSTAR is at this moment not a member of IZA. Ann Vos can therefore no longer represent IZA as Director at the Board. IZA proposes Howard Winbow to take up this position.
4. Robert Van Quickelberghe announced he will retire soon from Flaurea and will not take up a new term of 3 years. Flaurea proposes Christophe Laubignat to take over the seat of Robert.
5. The mandates of Patrick de Metz and Paul Kolisnyk as Director and Vice-Chairman have expired. Both accept to take up another 3-year mandate as Vice-Chairmen.

No other candidacies were received from the membership.

The GAOard accepted all candidacies for the position of Director at the Board and confirmed the new Directors.

The GA elected Patrick de Metz and Paul Kolisnyk as Vice-Chairmen.

The GA elected Howard Winbow as Chairman.



The new composed Board will consist of 9 directors as listed in the next table.

NAME	COMPANY	POSITION	GROUP	DATE OF FIRST ASSIGNMENT	EXPIRATION DATE OF MANDATE
WINBOW, Howard	IZA	Chairman	A	New 23/10/2014	17/11/2023*
KOLISNYK, Paul	TECK	Vice -Chairman	A	New 23/10/2014	17/11/2023*
de METZ, Patrick	SAFT	Vice -Chairman	E	New 18/10/2012	17/11/2023*
KOLISNYK, Paul	TECK	Director	A	New 10/10/2013	17/11/2023*
HALLE, Günter	GLENCORE	Director	A	New 12/8/2016	6/11/2022
SHACKLEY, Ian	JAMESMBROWN	Director	F	New 23/10/2014	17/11/2023*
NOTTEZ, Eric	SNAM	Director	C	New 16/10/2008	6/11/2022
Laubignat, Christophe	FLAUREA CHEMICALS	Director	D	New 2/11/2017	17/11/2023*
de METZ, Patrick	SAFT	Director	E	New 10/2/2006	17/11/2023*
WINBOW, Howard	IZA	Director	A	New 6/10/2011	17/11/2023*
SINHA, Parikhith	FIRST SOLAR	Director	G	New 10/9/2015	10/10/2021
THIRLAWAY, Colin	STANLEY BLACK&DECKER	Director	G	New 14/10/2010	6/11/2022

*When the nomination is approved by the General Assembly

The General Assembly unanimously approved the proposed nomination of directors at the Board, and the selection of its chairman and vice-chairmen.

Changes to the current membership. (Annex I, slides 9-10)

- **SANYO ELECTRIC CO.,Ltd** : Ni-Cd Battery manufacturer
 - Sanyo has not paid its fees since 2017. All mails remained unanswered. The last mail message we received was a UPS return of all invoices. Sanyo was therefore removed from our membership.
- **Nyrstar**: Cadmium and zinc refinery
 - Activities of Nyrstar have been taken over by metals trader Trafigura. Trafigura is an IZA member as trader (at reduced fee) and refused to pay for the full membership fee for the zinc miner and refiner Nyrstar. Since Nyrstar is no longer a member of IZA, Nyrstar is automatically no longer a member of the ICdA.

Remark: Metallo was taken over by Aurubis but continues to operate as legal entity Metallo with plants in Beerse, Belgium and Berango, Spain.



The ICdA has now 17 full members and 2 associate members as listed below.

- | | |
|---------------------------|---|
| 1. ACME Aerospace Inc. | Ni-Cd Battery manufacturer |
| 2. Arts Energy | Ni-Cd Battery manufacturer |
| 3. Stanley Black & Decker | Article-user > Ni-Cd Battery user |
| 4. Gaz/Bochemie | Ni-Cd Battery manufacturer |
| 5. Flaurea Chimie | Cd compounds manufacturer |
| 6. Hoppecke | Ni-Cd Battery manufacturer |
| 7. IZA | Zinc Association representing Cd producers |
| 8. JMIA | Japanese Association of Miners & smelters |
| 9. James M Brown | Cd pigment manufacturer |
| 10. 5N Plus | Cd-compounds for PhotoVoltaic applications |
| 11. Venator | Cd pigment manufacturer |
| 12. SAFT Batteries | Ni-Cd Battery manufacturer & recycler |
| 13. SNAM | Ni-Cd Battery recycler |
| 14. First Solar | CdTe Solar Cell manufacturer |
| 15. Nimetal | Ni-Cd Battery recycling/dismantling |
| 16. LYNRED | CdTe and CdHgTe IR-detectors |
| 17. Lamifil | CuCd wire producer |
| 18. Metallo* | NFM scrap and waste recycler specialized in Cu&Sn |
| 19. ACSIEL* | Electric and electronic connectors
(Radiall, TE Connectivity, Amphenol, Souriau) |

*Associate member



Finance

Accounts 2019 (Mik): see slides 11-15, Annex I

The 2019 revenues of € 224,508 were € 24,928 below budget:

- End of Inmetco membership (-€9,049)
- End of Sanyo membership and write off fees 2017-2018-2019 (-€8757)
- End of Bochemie affiliate membership contributions (-€995)
- Calculation error in 2019 fees presented in the 2019 budget (-€6,128)
- Less favorable Exchange rate \$/€
- -€15,402 revalorization of US \$ reserves per 31/12/2019. Fees received in US\$ are booked at the exchange rate at the moment of invoicing. Per 31/12, our US \$ account is revalorized.

Total expenses were at € 164,946 which is € 102,704 below budget. Almost all expense lines were below budget:

- Lower staff cost: -€16,771 (Staff: 1/3 FTE Noömi and 112 days Mik)
- No external studies (environment, health, market): -€15,000
- Positive communication & website: -€48,800 (€11,200 for Jose Lalloum)
- Regulatory updates B&C: -€3,850
- Secretariat: -€2,600
- Accounting: +€1,292
- Office cost: -€3,552
- Travel & meetings: -€5,760

Overall balance 2019:

- A net excess of € 44,161 as compared to a budgeted loss of € 18,213.
- On 31/12/2019 the ICdA reserves were at € 146,049.

The General Assembly unanimously approved the 2019 accounts.



Accounts 2020 (Mik) see slides 16-18, Annex I

An update of the 2020 expenses until 31/8 and forecast for 2019 was given. Most important anticipated deviations from the 2020 budget:

Revenues: € +4,366

- End of Sanyo membership: €-3,600
- Reimbursement artist paint case: € 11.274
- Total assets expected lower due to lower exchange rate: € -3,500
- Could be recovered in 2021 (most ICdA assets are on a US \$ account)

Expenses: € -1,527

- External studies in support of OEL revision: € 35,000
 - EBRC additional work on workplace exposure and exposure scenarios
- Website renewal budget € 10,000 not used: propose to shift towards 2021
- Only virtual travel and virtual meetings due to Covid-19

Conclusion:

- With an expected surplus of € 44.196, the forecasted 2020 result would be € 5.893 more positive as foreseen in the budget.
- As a result, the Consolidated reserves would be forecast to rise to € 190.245 at the end of 2020.

Budget 2021 and membership fee 2021(Mik) see Annex I slides 19-21 and Annex II

Base assumptions for the 2021 budget:

- All fees at 2018 level.
- No changes anticipated to IZA invoiced services.
- No change in membership, \$/€ exchange rate at 1,15.
- External studies: provision of € 25,000.
- €15,000 for undefined scientific studies (€7,500 environmental and €7,500 health).
- €10,000 for website renewal.
- We will end the contract with B&C for bi-monthly regulatory updates. Much of the info is not relevant. Another much cheaper provider was contracted by IZA and results look good. You can expect that next year's regulatory updates will be more to the point than the extensive reports generated by B&C.

Forecast:

- We expect expenses and revenues will be in balance in 2021.
- By 31/12/ 2021 consolidated reserves will be at € 190,237.



The General Assembly considers the reserves too high without specifying need for funding activities.

Mik Gilles informed the Assembly that, although not included in the 2021 budget, there could be a need for substantial funds to contract a lobbyist to help us with the ongoing revision of the Carcinogens and Mutagens Directive. The draft proposals for a new occupational exposure limit submitted at the RAC meeting include very low limit values. There could be a need to address the MEPs to achieve a higher limit value.

Since the need for a lobbyist in 2021 is likely, a budget line of € 50,000 was proposed by the members and will be included in the 2021 budget.

Further, there is still the pending authorisation of cadmium and cadmium compounds which likely also require extra funds. Although the reserves are high in relation to the typical annual spending of the association, they are in absolute terms rather modest once we need to contract external experts to assist the association and its members to face the afore mentioned challenges. Therefore, ICdA considers that the actual level of reserves is justified.

The Assembly agrees with the addition of a budget of € 50.000 for advocacy. In the context of the upcoming authorisation, the actual reserves are considered justified.

The update of the ICdA website has not materialized. The content has been updated but the visuals need to be addressed. This update is pending now for several years and cannot be postponed any further. ICdA engages to materialize this task in 2021.

Cadmium market analysis will continue, including attention to potential evolutions in the Indian chemicals regulation. Although a budget was allocated for this activity, the work has been done by ICdA staff without spending for third party assistance.

The Board proposed to the General Assembly to set the membership fees for 2021 back to the level of 2018.

The General Assembly unanimously approved to bring the membership fees back to the level of 2018.

With an addition of a budget € 50.000 for lobbying in the CMD revision, the General Assembly unanimously approved the proposed 2021 budget as shown in Annex II.



Date of next Meetings

H&S-EU meeting

- June 2021

Next Board meeting:

- Friday 15 October 2021 in London, (during LME week 11-15 October). To provide more time for discussion in the technical sessions, it is suggested to have the technical session organized in the afternoon of the day before (Thursday 14 October). Board and General Assembly can then be concluded on Friday before lunchtime.

General Assembly

- Friday 15 October 2021 in London

As no other items were suggested by the participants, the meeting was closed at 17.45.

Annex 1: Slides presented during the General Assembly.

Annex 2: Amended budget 2021

Respectfully submitted

Approved

Mik Gilles

Howard Winbow

Director ICdA

Chairman at the ICdA Board of Directors





Annex I: Slides presented at the General Assembly.

Annex II: Budget 2021 approved by the General Assembly.


	2019 Audited	2020 P&L Forecast 8+4	2021 Budget
INCOME			
Membership fees	224.508	234.645	199.642
Interest income	0	0	
Exchange corrections	-15.402	-3.600	
Other income	0	11.274	
TOTAL INCOME	209.107	242.319	199.642
STAFFING			
Headquarters	103.226	117.716	110.000
External studies			
Scientific Support - Health	0	35.000	7.500
Scientific Support - Environment	0	0	7.500
Positive communication & website	11.200		60.000
Regulatory support - B&C	16.146	15.741	16.500
Accounting	7.292	6.533	9.500
Secretarial	0	0	2.600
Total Costs Staff & external studies	137.864	174.991	213.600
OPERATIONS			
Office rent and services	11.567	12.000	14.000
Tel.-Postage-Office supplies-IT	3.881	2.769	5.000
Banking Costs	628	688	1.000
Meetings	2.546	0	5.000
Travel & Subsistence	693	0	2.000
Membership	7.766	7.675	8.800
Publication	0	0	250
Depreciation et non deductible	0	0	
Taxes / Contingency	0	0	
Total Operation Costs	27.082	23.132	36.050
PROGRAMS & SPECIAL STUDIES	0	0	
TOTAL EXPENSES	164.946	198.123	249.650
BALANCE	44.161	44.196	-50.008
SURPLUS/(LOSS) BROUGHT FORWARD	101.888	146.049	190.245
SURPLUS/(LOSS) CARRIED FORWARD	146.049	190.245	140.237

Positive communication & website: includes €10.000 for the website development and €50.000 for lobbying services during the revision of the Carcinogens and Mutagens Directive.



ICdA – General Assembly

Webmeeting, November 17th, 2020, 16:30




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Agenda

- **Introduction by the Chairman**
- **Statement of Compliance, Agenda**
- **Administration**
 - Approval of the Minutes: General Assembly 6 November 2019
 - Confirm members of the Board of Directors
 - Membership report
- **Finance**
 - Review of final P&L 2019, forecast P&L 2020, budget 2021
 - ICdA membership fee 2021
- **Next Meeting Date**



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STATEMENT OF COMPLIANCE

- The purpose of the meeting is to address, under the applicable confidentiality rules, issues concerning Cadmium and Cadmium compounds producers and importers and more particularly their obligations under the several regulations.
- The minutes kept during the meeting will have to reflect all significant matters discussed during the meeting.
- No discussions will be held, formally or informally, during specified meeting times or otherwise, involving, directly or indirectly, express or implicit agreements or understandings related to: (a) any company's price; (b) any company's terms or conditions of sale; (c) any company's production or sales levels; (d) any company's wages or salaries; (e) the division or allocation of customers or geographic markets; or (f) customer or suppliers boycotts; or (g) any disclosure of information which may affect applicable rules on Competition Law.
- The International Cadmium Association (ICdA), as a group will make no recommendations of any kind and will not try to reach any agreements or understandings with respect to an individual company's prices, terms or conditions of sale, production or sales levels, wages, salaries, customers or suppliers.



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Administration



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Approval of the Minutes

– **General Assembly meeting November 6th, 2019**

- **No comments received by mail.**

The General Assembly is requested to approve the meeting Minutes



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Confirmation of directors at the board

NAME	COMPANY	POSITION	GROUP	DATE OF FIRST ASSIGNMENT	EXPIRATION DATE OF MANDATE
WINBOW, Howard	JAMESMBROWN	Chairman	F	New 23/10/2014	02/11/2020
KOLISNYK, Paul	TECK	Vice-Chairman	A	New 23/10/2014	02/11/2020
de METZ, Patrick	SAFT	Vice-Chairman	E	New 18/10/2012	02/11/2020
KOLISNYK, Paul	TECK	Director	A	New 10/10/2013	02/11/2020
HALLE, Günter	GLENCORE	Director	A	New 12/8/2016	06/11/2022
VOS , Ann	NYRSTAR	Director	A	New 23/10/2014	02/11/2020
NOTTEZ , Eric	SNAM	Director	C	New 16/10/2008	06/11/2022
VAN QUICKELBERGHE, Robert	FLAUREA CHEMICALS	Director	D	New 2/11/2017	02/11/2020
de METZ, Patrick	SAFT	Director	E	New 10/2/2006	02/11/2020
HAMAMATSU, Takeo	SANYO ELECTRIC CO.,Ltd	Director	E	New 10/9/2015	10/10/2021
WINBOW, Howard	JAMESMBROWN	Director	F	New 6/10/2011	02/11/2020
SINHA, Parikhit	FIRST SOLAR	Director	G	New 10/9/2015	10/10/2021
THIRLAWAY, Colin	STANLEY BLACK&DECKER	Director	G	New 14/10/2010	06/11/2022

- The mandate of 6 Directors at the Board has expired.
- The mandate of the Chair and 2 Vice-Chairs has expired



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Confirmation of Directors at the Board

1. SANYO ELECTRIC CO. Ltd was removed as member of ICdA. Takeo Hamamatsu can therefore no longer be a Director at the Board.
 - His seat at the Board is available to the membership
2. Howard Winbow has left James M Brown. He cannot represent JMB anymore.
 - The Board accepted Shackley from JMB as candidate to take over the seat of Howard
3. NYRSTAR is at this moment not a member of IZA. Ann Vos can therefore no longer act as Director at the Board.
 - The Board accepted Howard Winbow from IZA to take up this position
4. Robert Van Quickelberghe announced he will retire soon from Flaurea and will not take up a new term of 3 years.
 - The Board accepted Christophe Laubignat, Flaurea to take over the seat of Robert.
5. The mandates of Patrick de Metz and Paul Kolisnyk as Director and Vice-Chairman have expired.
 - Both accept to take up another 3-year mandate as Director and Vice-Chair.

The General Assembly is requested to confirm and approve the nominations



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Chairman and Vice-Chairmen

The 3-year mandate of the Chairman and both Vice-Chairmen has expired. The Board of Directors informs the General Assembly of its election of a Chair and two Vice-Chairmen

- The Board re-elected Howard Winbow as Chairman
- The Board re-elected Patrick de Metz and Paul Kolisnyk as Vice-Chairmen



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Membership report

Changes to current Membership:

SANYO ELECTRIC CO.,Ltd : Ni-Cd Battery manufacturer

Sanyo has not paid its fees since 2017. All mails remained unanswered. The last mail message we received was a UPS return of all invoices. Sanyo was therefore removed from our membership.

Nyrstar: Cadmium and zinc refinery

Activities of Nyrstar have been taken over by metals trader Trafigura. Trafigura is an IZA member as trader (at reduced fee) and up till now did not agree to pay for the full membership fee for the zinc miner and refiner Nyrstar. Since Nyrstar is no longer a member of IZA, Nyrstar is automatically no longer a member of the ICdA. Negotiations between IZA and Nyrstar are still ongoing and we hope to have Nyrstar again in our membership in the near future.



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Membership report

Updated membership:

- | | |
|--------------------------------|---|
| 1. ACME Aerospace Inc. | - Ni-Cd Battery manufacturer |
| 2. Arts Energy | - Ni-Cd Battery manufacturer |
| 3. Stanley Black & Decker | - Article-user > Ni-Cd Battery user |
| 4. Gaz/Bochemie | - Ni-Cd Battery manufacturer |
| 5. Flaurea Chimie | - Cd compounds manufacturer |
| 6. Hoppecke | - Ni-Cd Battery manufacturer |
| 7. IZA | - Zinc Association representing Cd producers |
| 8. JMIA | - Japanese Association of Miners & smelters |
| 9. James M Brown | - Cd pigment manufacturer |
| 10. SN Plus | - Cd-compounds for PhotoVoltaic applications |
| 11. Venator | - Cd pigment manufacturer |
| 12. SAFT Batteries | - Ni-Cd Battery manufacturer & recycler |
| 13. SNAM | - Ni-Cd Battery recycler |
| 14. First Solar | - CdTe Solar Cell manufacturer |
| 15. Nimetal | - Ni-Cd Battery recycling/dismanteling |
| 16. Lynred | - CdTe and CdHgTe IR-detectors |
| 17. Lamifil | - CuCd alloy trolley wire |
| 18. ACSIEL (affiliate member) | - Electric and electronic connectors
(Radiall, TE Connectivity, Amphenol, Souriau) |
| 19. Metallo (affiliate member) | - Cu&Sn recycler |



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Finance

- Review of final P&L 2019
- Forecast P&L 2020
- Budget 2021
- ICdA membership fee 2021



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Most significant difference in 2019 accounts as compared to budget (1)

- 2019 Revenues:
 - End of Inmetco membership (-€9,049)
 - End of Sanyo membership and write off fees 2017-2018-2019 (-€8757)
 - End of Bochemie affiliate membership contributions (-€995)
 - Error in estimated 2019 fees (-€6,128)

Total revenues € 224,508 (€24,928 less than budget)
- Less favorable Exchange rate \$/€
 - -€15,402 revalorization US \$ reserves per 31/12/2019

(fees received in US\$ are booked at the exchange rate at the moment of invoicing. Per 31/12, our US \$ account is revalorized and the difference is booked in the line "banking and FX costs")



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Most significant difference in 2019 accounts as compared to budget (2)

- Expenses:

- Lower staff cost: -€16,771
 - ✓ Staff: 1/3 FTE Noömi and 112 days Mik
- No external studies (environment, health, market): -€15,000
- Positive communication & website: -€48,800 (€11,200 for Jose Laloum)
- Regulatory updates B&C: -€3,850
- Secretariat: -€2,600
- Accounting: +€1,292
- Office cost: -€3,552
- Travel & meetings: -€5,760

Total cost €97,625 lower than budget.



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Review Final 2019 Accounts

	2017 Audited	2018 Audited	2019 Budget	2019 Audited
INCOME				
Membership fees	206.401	204.244	249.437	224.508
Interest income	72	2	0	0
Exchange corrections	0	0	0	-15.402
Other income	0	150	0	0
TOTAL INCOME	206.474	204.395	249.437	209.107
STAFFING				
Headquarters	100.674	147.009	120.000	103.226
External studies				
Scientific Support - Health	18.000	0	7.500	0
Scientific Support - Environment	15.321	0	7.500	0
Positive communication & website		103.367	60.000	11.200
Cadmium market statistics		0	5.000	0
Regulatory support - B&C	19.284	15.681	20.000	16.146
Accounting	3.848	9.825	6.000	7.292
Secretarial	625	2.579	2.600	0
Total Costs Staff & external studies	157.752	278.461	228.500	137.864
OPERATIONS				
Office rent and services	4.445	17.437	14.000	11.567
Tel.-Postage-Office supplies-IT	895	6.780	5.000	3.881
Banking Costs	1.023	844	2.000	628
Meetings	2.772	5.855	5.000	2.546
Travel & Subsistence	1.907	661	4.000	693
Membership	7.721	7.914	8.800	7.766
Publication	0	249	250	0
Total Operation Costs	18.782	39.740	39.050	27.082
PROGRAMS & SPECIAL STUDIES	-259	0	0	0
TOTAL EXPENSES	176.275	318.201	267.550	164.946
BALANCE	30.199	-113.806	-18.213	44.161
SURPLUS/(LOSS) BROUGHT FORWARD	185.495	215.694	101.294	101.888
SURPLUS/(LOSS) CARRIED FORWARD	215.694	101.888	83.081	146.049



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Summary of Final Audited Accounts 2019

- Overall balance 2019 :
 - A net excess of € 44,161 as compared to a budgeted loss of € 18,213.
 - This excess was related to
 - ✓ Overall lower expenses
 - ✓ No external studies.
 - On 31/12/2019 the ICdA reserves were at € 146,049

The General Assembly is requested to approve the 2019 final audited accounts and to release the Directors of their duty.



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2020 8+4 forecast (1)

Most important anticipated deviations from the 2020 budget

- Revenues: +€ 4,366
 - End of Sanyo membership: €-3,600
 - Reimbursement artist paint case: € 11.274
 - Total assets expected lower due to lower exchange rate: € -3,500
 - ✓ Could be recovered in 2021 (most ICdA assets are on a US \$ account.)
- Expenses: € -1,527
 - External studies in support of OEL revision: € 35,000
 - ✓ EBRC additional work on workplace exposure and exposure scenarios
 - Website renewal budget € 10,000 not used: propose to shift towards 2021
 - Only virtual travel and virtual meetings due to Covid-19



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2020 8+4 forecast (2)

- Conclusion

- With an expected surplus of €44 196, the forecasted 2020 result would be € 5 893 more positive as foreseen in the budget
- As a result, the Consolidated reserves would be forecast to rise to € 190 245 at the end of 2020



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2020 forecast vs. budget

	2019 Audited	2020 Budget	2020 P&L Forecast 8+4
INCOME			
Membership fees	224.508	237.953	234.645
Interest income	0		0
Exchange corrections	-15.402		-3.600
Other income	0		11.274
TOTAL INCOME	209.107	237.953	242.319
STAFFING			
Headquarters	103.226	110.000	117.716
External studies			
Scientific Support - Health	0	7.500	35.000
Scientific Support - Environment	0	7.500	0
Positive communication & website	11.200	10.000	
Regulatory support - B&C	16.146	16.500	15.741
Accounting	7.292	9.500	6.533
Secretarial	0	2.500	0
Total Costs Staff & external studies	137.864	163.600	174.991
OPERATIONS			
Office rent and services	11.567	14.000	12.000
Tel.-Postage-Office supplies-IT	3.881	5.000	2.769
Banking Costs	628	1.000	688
Meetings	2.546	5.000	0
Travel & Subsistence	693	2.000	0
Membership	7.766	8.800	7.675
Publication	0	250	0
Depreciation et non deductible	0		0
Taxes / Contingency	0		0
Total Operation Costs	27.082	36.050	23.132
PROGRAMS & SPECIAL STUDIES	0		0
TOTAL EXPENSES	164.946	199.650	198.123
BALANCE	44.161	38.303	44.196
SURPLUS/(LOSS) BROUGHT FORWARD	101.888	162.424	146.049
SURPLUS/(LOSS) CARRIED FORWARD	146.049	200.727	190.245



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2021 budget

- Base assumptions for the 2021 budget
 - All fees at 2018 level.
 - No changes anticipated to IZA invoiced services
 - No change in membership, \$/€ exchange rate at 1,15
 - External studies: provision of € 25,000
 - ✓ €15,000 for undefined scientific studies (€7,500 environmental and €7,500 health)
 - ✓ €10,000 for website renewal
- Forecast
 - We expect a break-even situation over 2021
 - By 31/12/2021 consolidated reserves will be at € 190,237.



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2021 budget

	2019 Audited	2020 P&L Forecast B=4	2021 Budget
INCOME			
Membership fees	224.508	234.645	199.642
Interest income	0	0	
Exchange corrections	-15.402	-3.600	
Other income	0	11.274	
TOTAL INCOME	209.107	242.319	199.642
STAFFING			
Headquarters	103.226	117.716	110.000
External studies			
Scientific Support - Health	0	35.000	7.500
Scientific Support - Environment	0	0	7.500
Positive communication & website	11.200		10.000
Regulatory support - B&C	16.146	15.741	16.500
Accounting	7.292	6.533	9.500
Secretarial	0	0	2.600
Total Costs Staff & external studies	137.864	174.991	163.600
OPERATIONS			
Office rent and services	11.567	12.000	14.000
Tel-Postage-Office supplies-IT	3.881	2.769	5.000
Banking Costs	628	686	1.000
Meetings	2.546	0	5.000
Travel & Subsistence	693	0	2.000
Membership	7.766	7.675	8.800
Publication	0	0	250
Depreciation et non deductible	0	0	
Taxes / Contingency	0	0	
Total Operation Costs	27.082	23.132	36.050
PROGRAMS & SPECIAL STUDIES	0	0	
TOTAL EXPENSES	164.946	198.123	199.650
BALANCE	44.161	44.196	-8
SURPLUS/(LOSS) BROUGHT FORWARD	101.888	146.049	190.245
SURPLUS/(LOSS) CARRIED FORWARD	146.049	190.245	190.237



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ICdA Membership fees 2021

- Fees were exceptionally increased by 30% in 2019 (IZA in 2020) with agreement from members that this would be a temporary increase to deal with unexpected high cost for advocacy support in the revision of the CMD.
- With this one-time increase of the fees, the reserves are back to a healthy level.
- For 2021, the Board propose to bring all the membership fees back to the level of 2018

The General Assembly is requested to approved the ICdA membership fee schedule for 2021 proposed by the Board of Directors.

The General Assembly is requested to approved the 2021 budget proposed by the Board of Directors.



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Next meetings

- **H&S-EU meeting**
 - Proposal: June 2021
- **Next Board meeting:**
 - Proposal: spring 2021 by conference call
 - October-November 2021
- **General Assembly**
 - October-November 2021, same day as Board meeting



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Annex II: Budget 2021 approved by the General Assembly.

	2019 Audited	2020 P&L Forecast 8+4	2021 Budget
INCOME			
Membership fees	224.508	234.645	199.642
Interest income	0	0	
Exchange corrections	-15.402	-3.600	
Other income	0	11.274	
TOTAL INCOME	209.107	242.319	199.642
STAFFING			
Headquarters	103.226	117.716	110.000
External studies			
Scientific Support - Health	0	35.000	7.500
Scientific Support - Environment	0	0	7.500
Positive communication & website	11.200		60.000
Regulatory support - B&C	16.146	15.741	16.500
Accounting	7.292	6.533	9.500
Secretarial	0	0	2.600
Total Costs Staff & external studies	137.864	174.991	213.600
OPERATIONS			
Office rent and services	11.567	12.000	14.000
Tel.-Postage-Office supplies-IT	3.881	2.769	5.000
Banking Costs	628	688	1.000
Meetings	2.546	0	5.000
Travel & Subsistence	693	0	2.000
Membership	7.766	7.675	8.800
Publication	0	0	250
Depreciation et non deductible	0	0	
Taxes / Contingency	0	0	
Total Operation Costs	27.082	23.132	36.050
PROGRAMS & SPECIAL STUDIES	0	0	
TOTAL EXPENSES	164.946	198.123	249.650
BALANCE	44.161	44.196	-50.008
SURPLUS/(LOSS) BROUGHT FORWARD	101.888	146.049	190.245
SURPLUS/(LOSS) CARRIED FORWARD	146.049	190.245	140.237

Positive communication & website: includes €10.000 for the website development and €50.000 for lobbying services during the revision of the Carcinogens and Mutagens Directive.