



Minutes of Meeting

Board of Directors meeting, online meeting, 14 October 2021, 15:00-16:20

The meeting of the Board of Directors of the International Cadmium Association was called to order by its Chairman, Howard Winbow at 15:00 CET. Due to travel restriction related to Covid-19 pandemic, the meeting was organized by webinar only. Those participating in the Board of Directors meeting included the following:

Participants:

- | | | |
|---------------------------|-------------------|---------------|
| 1. Howard Winbow | IZA | Chairman |
| 2. Patrick de Metz | SAFT S.A. | Vice-Chairman |
| 3. Paul Kolisnyk | IZA (Teck) | Vice-Chairman |
| 4. Christophe Laubignat | Flaurea Chemicals | |
| 5. Günter Halle | IZA (Glencore) | |
| 6. Parikhith Sinha | FIRST SOLAR | |
| 7. Colin Thirlaway | Black&Decker | |
| 8. Ian Shackley | JamesMBrown | |
| 9. Eric Nottez (by proxy) | SNAM | |

ICdA Staff present at the meeting:

1. Mik Gilles
2. Noömi Lombaert

Welcome

Howard Winbow (Chairman) 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.

The Chair noted that eight out of the association's nine Directors were present and one proxy was given by Eric Nottez to the Chair. Therefore, a quorum was established for the transaction of business. The agenda items were:

Agenda

Introduction by the Chairman, Agenda & Statement of Compliance

Administration

- Approval of the minutes: Board meetings 17 November 2020
- Confirmation members of the Board of directors
- Membership report

Finance

- Review of final P&L-2020, forecast P&L-2021, budget 2022
- ICdA membership fee 2022
- Next Meeting Date

Administration

Approval of the previous meeting minutes

The following remarks and corrections were made to the draft minutes reports that were distributed last year.

- The year is incorrect in title on first page: “2019” should be “2020”!
- In the table on page 2, Ian Shackley and Christophe Laubignat have as ‘date of first assignment’ wrongly taken over the one from their predecessor. These should be both corrected to 17/11/20.
- In that same table, the word “New” should be deleted.

With the above corrections, the meeting minutes of the Board meeting of 17 November 2020 were unanimously approved by the Board.

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

The mandate of Parikhit Sinha as Director at the Board has expired on 10/10/2021. Parikhit Sinha is candidate to take up a new term as director.

The board accepted the candidacy of Parikhit Sinha for a new 3-year mandate as Director at the Board.

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	23/10/2014	17/11/2023
KOLISNYK, Paul	TECK	Vice -Chairman	A	23/10/2014	17/11/2023
de METZ, Patrick	SAFT	Vice -Chairman	E	18/10/2012	17/11/2023
KOLISNYK, Paul	TECK	Director	A	10/10/2013	17/11/2023
HALLE, Günter	GLENCORE	Director	A	12/08/2016	06/11/2022
SHACKLEY, Ian	JAMESBROWN	Director	F	17/11/2020	17/11/2023
NOTTEZ, Eric	SNAM	Director	C	16/10/2008	06/11/2022
Laubignat, Christophe	FLAUREA CHEMICALS	Director	D	10/11/2020	17/11/2023
de METZ, Patrick	SAFT	Director	E	10/02/2006	17/11/2023
WINBOW, Howard	IZA	Director	A	06/10/2011	17/11/2023
SINHA, Parikhit	FIRST SOLAR	Director	G	10/09/2015	14/10/2024*
THIRLAWAY, Colin	STANLEY BLACK&DECKER	Director	G	14/10/2010	06/11/2022

*When the nomination is approved by the General Assembly

The composition of the Board is unanimously approved and will be proposed to the General Assembly.



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

- **Pigment manufacturer Venator has announced to resign from the ICdA**
 - Venator is ceasing cadmium pigment production and as of the end of the year, does not expect to sell these pigments anymore. In light of this decision, Venator has informed the ICdA of its intention to resign as member of the ICdA.
 - As set out in article 5.2 of the ICdA rules of association, a member's resignation shall take effect at the end of the year following the year it is submitted. Therefore, the Venator membership will end on 31 December 2022. Contributions for the current and for the following year will be payable.
- **Nyrstar: Cadmium and zinc refinery**
 - Nyrstar re-joined as member of IZA – therefore Nyrstar is again a member of the ICdA.

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

Audited Accounts 2020 (Mik): see slides 11-14, Annex I

The 2020 revenues of € 245,919 were € 7,966 above budget:

- Not in budget: reimbursement of legal cost EU pigment case (€11,274)

Total expenses were at € 190,103 which is € 9,547 below budget. Almost all expense lines were below budget:

- Higher staff cost: +€12,756 (Staff: 1/3 FTE Noömi and 124 days Mik)
- No external studies (environment, health, market): -€15,000
- Positive communication & website: -€10,000 (invoiced in 2021)
- Regulatory updates B&C: -€750
- Secretariat: -€2,600
- Accounting: -€2,489
- Office cost: -€4,791
- No travel and only virtual meetings: -€7,000
- -€21.968,27 revalorization of US \$ reserves per 31/12/2020. Fees received in US\$ are booked at the exchange rate at the time of invoicing. Each year 31/12, our US \$ account is revalorized.

Overall balance 2020:

- A net excess of € 55,816 as compared to a budgeted excess of € 38,303.
- On 31/12/2019 the ICdA reserves were at € 201,865.

The 2020 accounts are unanimously approved and will be proposed to the General Assembly.



Forecast Accounts 2021 (Mik) see slides 15-17, Annex I

An update of the 2021 expenses until 31/8 and forecast for 2021 was given. Most important anticipated deviations from the 2021 budget

Revenues: € +4,960

- Total assets expected higher due to higher €/€ exchange rate

Expenses: € -60,0947

- External studies in support of OEL revision: € 20,000 more than budget
 - EBRC additional work on workplace exposure and exposure scenarios which was expected to be invoiced in 2020 but which came only in 2021
- Advocacy: budget of €50,000 not used. Could be required in 2022. (delay in regulatory process)
- Contract with B&C for bi-monthly regulatory updates was ended: -€16,500
- Office and accountancy costs: € 10,000 below budget
- Only virtual travel and virtual meetings due to Covid-19 so the budget of €7,000 was not used.

Conclusion:

- With an expected surplus of €15,035, the forecasted 2021 result would be € 65,043 more positive as foreseen in the budget
- As a result, the consolidated reserves are forecast to rise to € 216,901 at the end of 2021

Paul Kolisnyk asked ICdA to look at the alert system from Chemycal as a replacement of the bi-monthly regulatory reporting from B&C to capture the most important changes on cadmium regulations worldwide. He suggested to approach ICMM to see if ICdA is eligible for an ICMM group discount.

Budget 2022 and membership fee 2022(Mik) see slides 18-20, Annex I and Annex II

Base assumptions for the 2021 budget:

- Considering the high level of reserves, a decrease of fees should be considered
 - A 10% reduction is suggested.
 - This would be more in line with typical annual spending.
 - Sufficient reserves for advocacy activities on OEL.
- No changes anticipated to IZA invoiced services.
- No change in membership, \$/€ exchange rate at 1,15.
- €15,000 for undefined scientific studies (€7,500 environmental and €7,500 health).
- €10,000 for website real.
- Advocacy budget of €50,000 for OEL revision.

Forecast:

- We propose to have a €47,572 draw down of Reserves in 2022.



- By 31/12/ 2022 consolidated reserves will be at € 169,329.

Mr Laubignat asked to keep the fees at the same level as in 2021. Due to upcoming revisions of the OEL for cadmium, the EU Green Deal and the pending Reach Authorisation, we need reserves to cover advocacy costs and external studies without need for raising extra funds from the membership.

The other board members unanimously supported the view of Mr Laubignat and asked not to reduce the fee.

When the fees are kept at 2021 level, the results will be € 20,000 more positive than what is shown on slide 18.

The Board is asked to propose the membership fees for 2022 for approval at the General Assembly. Considering the accumulated reserves, it is proposed to bring the fees back to the level of 2018.

The Board unanimously approved to keep the membership fees at the level of 2021 and will propose this ICdA membership fee schedule for 2022 for approval at the General Assembly.

The proposed 2022 budget as shown in Annex I slide, with correction of the membership fee which will not be reduced by 10%, is unanimously approved and will be proposed to the General Assembly.



A.o.b.

With respect to the market analysis report, Mr. de Metz made the remark that the reported share of NiCad batteries in worldwide cadmium consumption is largely overestimated. The portable NiCad batteries that represented 50% of the total Nicad battery market, have disappeared. H estimates that the total NiCad battery represents not more than 5,000 Mt/year. Mr. Laubignat estimates that the market for these compounds is at maximum 8000 Mt, but that would include 2,000 Mt that is still used as PVC stabilizer in Asia. We will adapt the pie chart accordingly. The unallocated tonnage will be added to the tonnages of Cd for alloys. Cd in jewelry has seen massive expansion in India. According to Mr. Laubignat, this alloy business has disappeared in China due to enforcement by President Ling Pi of a ban on Cd in jewelry in China.

Date of next Meetings

H&S-EU meeting

- June 2022

Next Board meeting:

- October 2022 in London, (during LME week 24-28 October).

General Assembly

- October 2022 in London, same day as Board meeting

As no other items were suggested by the participants, the meeting was closed by the Chair at 16:20.

Annex 1: Slides presented during the Board meeting.

Annex 2: Amended budget 2022

Respectfully submitted

Approved

Mik Gilles

Howard Winbow

Director ICdA

Chairman of the ICdA Board of Directors



ICdA - Board meeting

Webmeeting, October 14th, 2021, 15:00




ICdA Board Meeting 14 October 2021

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Agenda

- **Introduction by the Chairman**
- **Agenda and statement of compliance,**
- **Administration**
 - Approval of the minutes: Board meeting 17 November 2020
 - Confirm members at the Board of directors
 - Membership report
- **Finance**
 - Review of final accounts 2020
 - Forecast P&L 2021 and budget 2022
 - ICdA membership fee 2022
- **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

– **Board meeting November 17th, 2020**

- **No comments received.**

The Board 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	A	23/10/2014	17/11/2023
KOLISNYK, Paul	TECK	Vice-Chairman	A	23/10/2014	17/11/2023
de METZ, Patrick	SAFT	Vice-Chairman	E	18/10/2012	17/11/2023
KOLISNYK, Paul	TECK	Director	A	10/10/2013	17/11/2023
HALLE, Günter	GLENCORE	Director	A	12/8/2016	06/11/2022
WINBOW, Howard	IZA	Director	A	6/10/2011	17/11/2023
NOTTEZ, Eric	SNAM	Director	C	16/10/2008	06/11/2022
LAUBIGNAT, Christophe	FLAUREA CHEMICALS	Director	D	17/11/2020	17/11/2023
de METZ, Patrick	SAFT	Director	E	10/2/2006	17/11/2023
SHACKLEY, Ian	JAMESMBROWN	Director	F	17/11/2020	17/11/2023
SINHA, Parikhit	FIRST SOLAR	Director	G	10/9/2015	10/10/2021
THIRLAWAY, Colin	STANLEY BLACK&DECKER	Director	G	14/10/2010	06/11/2022

- The mandate of 1 Director at the Board has expired.
- Parikhit Sinha is candidate to take up a new term as director.



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Nomination of Directors at the Board

The mandate of Parikhit Sinha as Director at the Board has expired.

Parikhit Sinha is candidate to take up a new term as director.

The Board is requested to confirm his nomination for approval by the General Assembly



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Membership report

Changes to current Membership:

Venator has announced to resign from the ICdA

Venator is ceasing cadmium pigment production and as of the end of the year, does not expect to sell these pigments anymore. In light of this decision, Venator has informed the ICdA of its intention to resign as member of the ICdA.

As set out in article 5.2 of the ICdA rules of association, a member's resignation shall take effect at the end of the year following the year it is submitted. Therefore, the Venator membership will end on 31 December 2022. Contributions for the current and for the following year will be payable.

Nyrstar: Cadmium and zinc refinery

Nyrstar has renewed its membership of the IZA and hence will again be automatically member of the ICdA.



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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. 5N Plus | - Cd-compounds for PhotoVoltaic applications |
| 11. Venator | - Cd pigment manufacturer (until 31/12/2022) |
| 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 |




Finance

- Review of final P&L 2020
- Forecast P&L 2021
- Budget 2022
- ICdA membership fee 2022



Review Final 2020 Accounts

	2018 Audited	2019 Audited	2020 Budget	2020 Audited
INCOME				
Membership fees	204.244	224.508	237.953	234.645
Interest income	2	0		0
Exchange corrections	0	-15.402		0
Other income	150	0		11.274
TOTAL INCOME	204.395	209.107	237.953	245.919
STAFFING				
Headquarters	147.009	103.226	110.000	122.756
External studies				
Scientific Support - Health	0	0	7.500	0
Scientific Support - Environment	0	0	7.500	0
Positive communication & website	103.367	11.200	10.000	0
Cadmium market statistics	0	0		0
Regulatory support - B&C	15.681	16.146	16.500	15.749
Accounting	9.825	7.292	9.500	7.011
Secretarial	2.579	0	2.600	0
Total Costs Staff & external studies	278.461	137.864	163.600	145.516
OPERATIONS				
Office rent and services	17.437	11.567	14.000	11.764
Tel.-Postage-Office supplies-IT	6.780	3.881	5.000	2.425
Banking Costs	844	628	1.000	22.703
Meetings	5.855	2.546	5.000	0
Travel & Subsistence	661	693	2.000	0
Membership	7.914	7.766	8.800	7.675
Publication	249	0	250	0
Depreciation et non deductible	0	0		0
Taxes / Contingency	1	0		0
Total Operation Costs	39.740	27.082	36.050	44.587
PROGRAMS & SPECIAL STUDIES	0	0		0
TOTAL EXPENSES	318.201	164.946	199.650	190.103
BALANCE	-113.806	44.161	38.303	55.816
SURPLUS/(LOSS) BROUGHT FORWARD	215.694	101.588	162.424	146.049
SURPLUS/(LOSS) CARRIED FORWARD	101.888	146.049	200.727	201.865




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Most significant difference in 2020 accounts as compared to budget (1):

- 2020 Revenues:
 - Membership fees close to budget
 - Not in budget: reimbursement of legal cost EU pigment case (€11,274)
 - Total revenues €7,966 above budget



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Most significant difference in 2020 accounts as compared to budget (2):

- Expenses:
 - Higher staff cost: +€12,756
 - ✓ Staff: 1/3 FTE Noömi and 124 days Mik
 - No external studies (environment, health, market): -€15,000
 - Positive communication & website: -€10,000 (started only in 2021)
 - Travel & meetings: -€7,000
 - Office cost: -€4,791
 - Accounting: -€2,489
 - Secretariat: -€2,600
 - Regulatory updates B&C: -€750
 - Revalorization US \$ reserves per 31/12/2020: reduced value €21.968,27

(Membership fees from IZA and JMIA are received in US\$ and booked in our accounts at the exchange rate on the day of invoicing. A revalorization is done each time when US \$ are exchanges for €. Per 31/12, remaining funds on our US \$ account is revalorized. Both differences are booked in the line "banking and FX costs")

Total expenses are €9,547 lower than budget.



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Summary of Final Audited Accounts 2020

- Overall balance 2020 :
 - A net excess of € 55,816 as compared to a budget of € 38,303.
 - This excess was related to
 - ✓ No payment for external studies: invoice for contribution to EBRC exposure study delayed to 2021
 - ✓ Website renewal invoices will come in 2021
 - ✓ Settlement of piment legal case
 - ✓ No travel or meeting cost but higher staff cost (10% more staff time related to OEL revision)
 - On 31/12/2020 the ICdA reserves were at € 201,865


The Board is requested to propose the Final Audited 2020 accounts for approval to the General Assembly



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2021 forecast vs. budget

	2020 Audited	2021 Budget	2021 P&L Forecast 8+4
INCOME			
Membership fees	234.645	199.642	193.738
Interest income	0		0
Exchange corrections	0		10.853
Other income	11.274		0
TOTAL INCOME	245.919	199.642	204.602
STAFFING			
Headquarters	122.756	110.000	117.931
External studies			
Scientific Support - Health	0	7.500	35.000
Scientific Support - Environment	0	7.500	0
Positive communication & website	0	60.000	7.000
Cadmium market statistics	0		
Regulatory support - B&C	15.749	16.500	0
Accounting	7.011	9.500	6.815
Secretarial	0	2.800	0
Total Costs Staff & external studies	145.516	213.800	166.746
OPERATIONS			
Office rent and services	11.784	14.000	12.000
Tel.-Postage-Office supplies-IT	2.425	5.000	2.438
Banking Costs	22.703	1.000	942
Meetings	0	5.000	0
Travel & Subsistence	0	2.000	0
Membership	7.675	8.800	7.440
Publication	0	250	0
Depreciation et non deductible	0		0
Taxes / Contingency	0		0
Total Operation Costs	44.587	38.050	22.820
PROGRAMS & SPECIAL STUDIES	0		0
TOTAL EXPENSES	190.103	249.650	189.566
BALANCE	55.816	-50.008	15.035
SURPLUS/(LOSS) BROUGHT FORWARD	146.049	190.245	201.865
SURPLUS/(LOSS) CARRIED FORWARD	201.865	140.237	216.901


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2021 - 8+4 forecast (1)

Most important anticipated deviations from the 2021 budget

- Revenues: € +4,960
 - Total assets expected to gain value in € due to recovery of US\$

- Expenses: € -60,094
 - Main deviations from budget are:
 - ✓ External studies in support of OEL revision: € 20,000 more than budget
 - ❖ EBRC additional work on workplace exposure and exposure scenarios which was expected to be invoiced in 2020 but which came in 2021
 - ✓ Advocacy: budget of €50,000 not used. Could be required in 2022. (delay in regulatory process)
 - ✓ Contract with B&C for bi-monthly regulatory updates was ended: -€16,500
 - ✓ Office and accountancy costs: € 10,000 below budget
 - ✓ Only virtual travel and virtual meetings due to Covid-19 so the budget of €7,000 was not used.


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2021 8+4 forecast (2)

Conclusion

- With an expected surplus of €15 035, the forecasted 2021 result would be € 65 043 more positive as foreseen in the budget
- Main elements that will contribute to this change
 - ✓ No advocacy support required yet in 2021 but could be needed in 2022
 - ✓ End of contract with B&C on bi-monthly regulatory survey
 - ✓ Due to Covid-19, no travel nor meetings and lower office costs
- As a result, the Consolidated reserves would be forecast to rise to € 216 901 at the end of 2021
- Reserves are now higher than needed.

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2022 budget

	2020 Audited	2021 P&L Forecast 8+4	2022 Budget
INCOME			
Membership fees	234.645	193.738	179.978
Interest income	0	0	0
Exchange corrections	0	10.863	0
Other income	11.274	0	0
TOTAL INCOME	245.919	204.602	179.978
STAFFING			
Headquarters	122.756	117.931	120.000
External studies			
Scientific Support - Health	0	35.000	7.500
Scientific Support - Environment	0	0	7.500
Positive communication & website	0	7.000	50.000
Cadmium market statistics	0	0	0
Regulatory support - B&C	15.749	0	0
Accounting	7.011	6.815	7.500
Secretarial	0	0	0
Total Costs Staff & external studies	145.516	166.746	192.500
OPERATIONS			
Office rent and services	11.784	12.000	14.000
Tel-Postage-Office supplies-IT	2.425	2.438	5.000
Banking Costs	22.703	942	1.000
Meetings	0	0	5.000
Travel & Subsistence	0	0	1.000
Membership	7.675	7.440	8.800
Publication	0	0	250
Depreciation et non deductible	0	0	0
Taxes / Contingency	0	0	0
Total Operation Costs	44.587	22.820	35.050
PROGRAMS & SPECIAL STUDIES	0	0	0
TOTAL EXPENSES	190.103	189.566	227.550
BALANCE	55.816	15.035	-47.572
SURPLUS/(LOSS) BROUGHT FORWARD	146.049	201.865	216.901
SURPLUS/(LOSS) CARRIED FORWARD	201.865	216.901	169.329

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2022 budget

- Base assumptions for the 2022 budget
 - Considering the high level of reserves, a decrease of fees should be considered
 - ✓ A 10% reduction is suggested.
 - ✓ This would be more in line with typical annual spending.
 - ✓ Sufficient reserves for advocacy activities on OEL.
 - \$/€ exchange rate at 1,15
 - No changes anticipated for services invoiced IZA
 - Advocacy budget of €50,000 for OEL revision.
 - External studies: provision of € 15,000
 - ✓ €15,000 for undefined scientific studies
- Forecast
 - We expect to have a €47 572 loss over 2022.
 - By 31/12/ 2022 consolidated reserves will be at € 169 329.
 - We can for 2023 decide to further reduce fees, depending on how much spending was required for advocacy.

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ICdA Membership fees 2022

- The reserves are at a healthy level.
- For 2022, we propose to reduce the membership fees with 10%.

The Board is asked to propose the 2022 budget for approval at the General Assembly

The Board is asked to propose the ICdA membership fee schedule for 2022 for approval at the General Assembly.

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Next meetings

- **H&S-EU meeting**
 - Proposal: June 2022
- **Next Board meeting:**
 - October-November 2022
 - **Suggestions for a location??**
- **General Assembly**
 - October-November 2022, same day as Board meeting

ANNEX II Budget 2022

	2020 Audited	2021 P&L Forecast 8+4	2022 Budget
INCOME			
Membership fees	234.645	193.738	200.759
Interest income	0	0	
Exchange corrections	0	10.863	
Other income	11.274	0	
TOTAL INCOME	245.919	204.602	200.759
STAFFING			
Headquarters	122.756	117.931	120.000
External studies			
Scientific Support - Health	0	35.000	7.500
Scientific Support - Environment	0	0	7.500
Positive communication & website	0	7.000	50.000
Cadmium market statistics	0		
Regulatory support - B&C	15.749	0	0
Accounting	7.011	6.815	7.500
Secretarial	0	0	
Total Costs Staff & external studies	145.516	166.746	192.500
OPERATIONS			
Office rent and services	11.784	12.000	14.000
Tel.-Postage-Office supplies-IT	2.425	2.438	5.000
Banking Costs	22.703	942	1.000
Meetings	0	0	5.000
Travel & Subsistence	0	0	1.000
Membership	7.675	7.440	8.800
Publication	0	0	250
Depreciation et non deductible	0	0	
Taxes / Contingency	0	0	
Total Operation Costs	44.587	22.820	35.050
PROGRAMS & SPECIAL STUDIES	0	0	
TOTAL EXPENSES	190.103	189.566	227.550
BALANCE	55.816	15.035	-26.791
SURPLUS/(LOSS) BROUGHT FORWARD	146.049	201.865	216.901
SURPLUS/(LOSS) CARRIED FORWARD	201.865	216.901	190.110