



Minutes of Meeting

ICdA General Assembly, hybrid meeting, 14 November 2023, 16:30-17:00 CET.

The meeting of the ICdA General Assembly was called to order by its Chairman, Howard Winbow at 16:30 CET. The meeting was organized in the ICdA office in Brussels with the option to call in remotely. Those participating in the meeting included the following:

Participants:

- | | |
|-----------------------------|----------------------------|
| 1. Howard Winbow | IZA |
| 2. Patrizio Bartolini | Flaurea Chemicals |
| 3. Rodrigo Rodriguez | IZA (Glencore) |
| 4. Ian Shackley | James M Brown |
| 5. Patrick de Metz (online) | SAFT S.A. |
| 6. Paul Kolisnyk (online) | IZA (Teck) |
| 7. Chris Baker (online) | ACME |
| 8. Colin Thirlaway (online) | Stanley Black & Decker |
| 9. Claudio Piga (online) | 5N Plus |
| 10. Inge Maes(online) | Aurubis (associate member) |

Proxy provided by

- | | |
|---------------------|----------|
| 1. Dieter Henke | Hoppecke |
| 2. Jörg Seidel | GAZ |
| 3. Cornelius Fink | SNAM |
| 4. Stephane Larizza | Lynred |

ICdA Staff present at the meeting:

1. Mik Gilles
2. Noömi Lombaert

Welcome

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

The Chairman noted that thirteen out of the Association's seventeen full members were present or represented by proxy 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: Board meetings 15 November 2022

Confirmation of Directors of the Board

Membership report

Finance

Review of final P&L 2022, forecast P&L 2023, budget 2024

ICdA membership fee 2024

Next Meeting Date

Administration

Approval of the previous meeting Minutes

The chairman summarized the 2022 meeting minutes. No remarks or corrections were made to the draft Minutes that were distributed last year.

Resolution 1: The General Assembly unanimously approved the Minutes of the General Assembly of 15 November 2022.

Confirmation of Directors of the Board (Mik) (Annex I, slides 6-7)

The mandate of the following directors at the Board will expire on November 17th 2023:

- Howard Winbow
- Patrick de Metz
- Ian Shackley
- Paul Kolisnyk

The board proposes to give these directors a new 3-year mandate.

Mik Gilles informed the meeting that Parikhit Sinha and Christophe Laubignat have left their respective companies and resigned as directors at the ICdA Board.

The Board proposes the following persons as new directors:

- Rodrigo Rodriguez Glencore (representing IZA), replacing Gunter Halle who left in 2022.
- Patrizio Bartolini Flaurea Chemie, replacing Christophe Laubignat
- Claudio Piga 5NPlus, replacing Parikhit Sinha



Resolution 2: *The General Assembly unanimously approved the renewal of the mandate of Howard Winbow, Patrick de Metz, Paul Kolisnyk and Ian Shackley as Directors at the Board.*

Resolution 3: *The General Assembly unanimously approved the mandates of Rodrigo Rodriguez, Patrizio Bartolini and Claudio Piga as new directors at the Board and confirms the composition of the Board of Directors as listed in the table below.*

The new composed Board of Directors consists of 8 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	14/11/2026
KOLISNYK, Paul	TECK	Vice -Chairman	A	23/10/2014	14/11/2026
de METZ, Patrick	SAFT	Vice -Chairman	E	18/10/2012	14/11/2026
KOLISNYK, Paul	TECK	Director	A	10/10/2013	14/11/2026
RODRIGUEZ, Rodrigo	Glencore	Director	A	14/11/2023	14/11/2026
WINBOW, Howard	IZA	Director	A	06/10/2011	14/11/2026
Vacancy	Recycler position	Director	C		
BARTOLINI, Patrizio	FLAUREA CHEMICALS	Director	D	14/11/2023	14/11/2026
de METZ, Patrick	SAFT	Director	E	10/02/2006	14/11/2026
SHACKLEY, Ian	JAMESMBROWN	Director	F	17/11/2020	14/11/2026
PIGA, Claudio	5NPlus	Director	G	14/11/2023	14/11/2026
THIRLAWAY, Colin	STANLEY BLACK&DECKER	Director	G	14/10/2010	15/11/2025

Changes to the current membership. (Annex I, slides 8-9)

New members

Vital Pure Metal Solutions (VPMS) has requested membership of the ICdA. VPMS is a wholly-owned subsidiary of the Vital Materials Group, global leader in minor metals-based products. VPMS took over the assets of PPM-Recylex in Langelsheim Germany, who when bankrupt. VPMS develops, produces and recycles ultra-pure minor metals and compounds, including CdTe, used for high technology and low-carbon industries such as semiconductors, telecommunications, thin-film solar, optoelectronics, clean energy, and advanced sensors. VPMS has accepted to respect the ICdA code of conduct.



Resignations

Battery manufacturer Arts Energy and copper alloy wire manufacturer Lamifil have resigned from the ICdA. Arts Energy and Lamifil have decided to phase out cadmium containing product from their respective product portfolios and hence have no interest anymore to continue their membership of the ICdA. Membership fees are due until the year following the year of resignation. ICdA will aim to collect outstanding fees from Arts Energy and Lamifil.

With one new member and the termination of the Arts Energy and Lamifil membership, the ICdA will have 15 full Members and 2 Associate as listed below.

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

*Associate Member



Finance

Audited Accounts 2022 (Mik): see slides 10-15, Annex I

The 2022 revenues of €223,053 were €22,294 above budget:

- Difference is related to higher \$/€ exchange rate as compared to budget. Fees received in US\$ are booked at the exchange rate at the time of invoicing. At the end of each year, our US \$ account is revalorized.
 - At 01/01/2022 the US\$/€ ratio was at 1.137
 - At 31/12/2022 the US\$/€ ratio was at 1.066

Expenses - Staffing and external studies were €73,516 below budget

- Staff cost: -€9,869 (anticipated update of the IZA service contract was delayed)
- External studies: -€15,000: No engagement in external studies in 2022
- Positive communication & website: -€57,000: We concluded a much lower contract fee for renewal of the website (€3,000) while more work was done by ICdA staff.
- Accounting: -1,647

Expenses - Operations: -€11,299

- Lower office cost: -€3,822
- No Travel & meetings in 2022: -€6,000

Overall balance 2021:

- positive result over 2022 of €80,318 as compared to a budgeted loss of €26,791.
- On 31/12/2022 the ICdA reserves were at € 323,910.

Resolution 4: The General Assembly unanimously approved the 2022 final audited accounts and released the Directors of their duty.

Forecast Accounts 2023 (Mik) see slides 16-18, Annex I

An update of the 2023 expenses until 31/8 and forecast to end of 2023 was given. Most important anticipated deviations from the 2023 budget are:

Revenues: expected to be in line with budget

Expenses: €140,000 below budget

Main deviations from budgeted expenses are:

- ✓ Staff: -€25,000 (no correction yet to IZA staff service fee contract)



- ✓ External studies on endocrine disruption (ED) -€30,000: waiting for clarification in ED definition before engaging in studies.
- ✓ Positive communication: €75,000 in budget not spent due to political situation on OEL review. This will be discussed in more detail in the ICdA technical session.
- ✓ Office costs: €3,500 below budget
- ✓ Travel and meetings: €5,500 below budget

Conclusion:

- ✓ With an expected surplus of €60,451, the forecasted 2023 result would be €139,202 more positive as foreseen in the budget.
- ✓ As a result, the consolidated reserves are expected to rise to €384,361 by the end of 2023.

Budget 2024 and membership fee 2024 (Mik) see slides 19-21, Annex I

Base assumptions for the 2024 budget:

- ✓ Expected \$/€ exchange rate at 1,05
- ✓ Increase for IZA staff cost (update for 10 years of inflation)
- ✓ 2024 membership fee same as in 2023 (open for discussion)
- ✓ External studies:
 - provision of €15,000 in human health (incl. share in Endocrine Disruptor studies)
 - provision of €15,000 in environmental scientific studies (incl. share in ED studies)
- ✓ Positive communication
 - €25,000 to address sustainability, responsible Cd management, recycling, etc.

Forecast:

- ✓ We anticipate a negative result of -€9,147 over 2024.
- ✓ By 31/12/ 2024, reserves are estimated at €375,214.

The Board proposes to keep the Membership fee schedule for 2024 at the same level as in 2023. The studies on endocrine disruption might be costly and it is better to have sufficient reserves to finance such potentially required studies. The board proposes to keep the membership fees unchanged until there is more clarity on how much will be needed to finance such studies.

Resolution 5: The General Assembly unanimously approved to keep the 2024 Membership fees at the level of 2023.

Resolution 6: The General Assembly unanimously approved the proposed 2024 budget as shown in slide 19 of Annex I.



Date of next Meetings

H&S-EU meeting

- June 2024

Next Board meeting:

- October-November 2024

General Assembly

- October-November 2024, same day as Board meeting

As no other items were suggested by the participants, the meeting was closed at 17:00 CET.

Annex 1: Slides presented during the General Assembly.

Respectfully submitted

Approved

Mik Gilles

Howard Winbow

Director ICdA

Chairman of the ICdA Board of directors



ICdA – General Assembly

November 14th, 2023, 16:00




ICdA General Assembly 14 November 2023

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Agenda

- **Introduction by the Chairman**
- **Agenda and Statement of Compliance**
- **Administration**
 - Approval of the Minutes: General Assembly 15 November 2022
 - Confirm members of the Board of Directors
 - Membership report
- **Finance**
 - Review of final accounts 2022
 - Forecast P&L 2023 and budget 2024
 - ICdA membership fee 2024
- **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 15th, 2022**
 - **No comments received.**

Resolution 1

The General Assembly is requested to approve the meeting minutes of the 2022 General Assembly meeting.



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Confirmation of directors at the board

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
WINBOW, Howard	IZA	Director	A	6/10/2011	17/11/2023
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	JAMESBROWN	Director	F	17/11/2020	17/11/2023
SINHA, Parikhit	FIRST SOLAR	Director	G	10/9/2015	14/10/2024
THIRLAWAY, Colin	STANLEY BLACK&DECKER	Director	G	14/10/2010	06/11/2022

- The mandate of 5 Directors at the Board will expire on November 17th 2023.
- There is no director anymore to represent group C “cadmium recycling”.
- There is a vacancy for an IZA member to take up a seat as director at the Board.
- The mandates of the chairman and the two vice-chairmen also expires.



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Nomination of Directors at the Board

The Board of Directors nominated Howard Winbow, Patrick de Metz, Paul Kolisnyk and Ian Shackley for a new 3-year mandate as Director at the Board.

The Board of Directors nominated 3 new Directors at the Board

- Rodrigo Rodriguez Glencore, representing IZA.
- Patrizio Bartolini Flaurea Chemie
- Claudio Piga 5NPlus

The board has re-elected Howard Winbow as its chairman

The board has re-elected Patrick de Metz and Paul Kolisnyk as vice-chairmen

Resolution 2: The General Assembly is requested to approve the renewal of the mandate of Howard Winbow, Patrick de Metz, Paul Kolisnyk and Ian Shackley as Director at the Board.

Resolution 3: The General Assembly is requested to approve the mandates of Rodrigo Rodriguez, Patrizio Bartolini and Claudio Piga as new directors at the Board.



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Membership report

Changes to current Membership:

Arts Energy and Lamifil have resigned from the ICdA

- Arts Energy and Lamifil have decided to phase out cadmium containing product from their product portfolio and hence have no interest anymore to continue their membership of the ICdA.

VPMS has joined the ICdA

- VPMS will start operations at the previous PPM site in Langelsheim, Germany.
- The activity will include manufacturing of CdTe



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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. SAFT Batteries | - Ni-Cd Battery manufacturer & recycler |
| 12. SNAM | - Ni-Cd Battery recycler |
| 13. First Solar | - CdTe Solar Cell manufacturer |
| 14. Nimetal | - Ni-Cd Battery recycling/dismanteling |
| 15. Lynred | - CdTe and CdHgTe IR-detectors |
| 16. Lamifil | - CuCd alloy trolley wire |
| 17. VPMS | - CdTe compounds manufacturing |
| Affiliate members | |
| 18. ACSIEL | - Electric and electronic connectors
(Radiall, TE Connectivity, Amphenol, Souriau) |
| 19. Metallo/Aurubis | - Cu&Sn recycler |



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Finance

- Review of final P&L 2022
- Forecast P&L 2023
- Budget 2024
- ICdA membership fee 2024



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Review Final 2022 Accounts*

	2020 Audited	2021 Audited	2022 Budget	2022 Audited
INCOME				
Membership fees	234 645	193 738	200 759	202 741
Interest income	0	0		0
Exchange corrections	0	23 678		20 312
Other income	11 274	0		0
TOTAL INCOME	245 919	217 416	200 759	223 053
STAFFING				
Headquarters	122 756	111 411	120 000	113 131
External studies				
Scientific Support - Health	0	35 000	7 500	0
Scientific Support - Environment	0	0	7 500	0
Positive communication & website	0	0	50 000	0
Cadmium market statistics	0	0	0	0
Regulatory support - B&C	15 749	0	0	0
Accounting	7 011	6 077	7 500	5 853
Secretarial	0	0	0	0
Total Costs Staff & external studies	145 516	152 488	192 500	118 984
OPERATIONS				
Office rent and services	11 784	11 825	14 000	12 353
Tel.-Postage-Office supplies-IT	2 425	2 201	5 000	2 826
Banking Costs	22 703	1 734	1 000	931
Meetings	0	0	5 000	0
Travel & Subsistence	0	0	1 000	0
Membership	7 675	7 440	8 800	7 642
Publication	0	0	250	0
Depreciation et non deductible	0	0		0
Taxes / Contingency	0	0		0
Total Operation Costs	44 587	23 200	35 050	23 781
PROGRAMS & SPECIAL STUDIES				
	0	0		0
TOTAL EXPENSES	190 103	175 689	227 550	142 735
BALANCE	55 816	41 727	-26 791	80 318
SURPLUS/(LOSS) BROUGHT FORWARD	146 049	201 865	216 901	243 592
SURPLUS/(LOSS) CARRIED FORWARD	201 865	243 592	190 110	323 910

*accounts audited by Deloitte

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Most significant difference in 2022 accounts as compared to budget (1)

- 2022 Revenues: €22,294 above budget
 - Membership fees close to budget (difference related to \$/€ exchange)
 - ✓ Difference between expected rate during budgeting and rate when invoiced
 - Increased \$/€ rate resulted in correction of the reserves: €20,312
 - ✓ Difference in exchange rate between 31/12/2020 and 31/12/2021 on US\$ account reserves: vast majority of ICdA reserves are in US\$
 - 01/01/2022: \$/€ = 1.137
 - 31/12/2022: \$/€ = 1.066

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Most significant difference in 2022 accounts as compared to budget (2)

- Expenses Staffing and external studies : -€73,516
 - Staff cost below budget: -€9,869
 - ✓ Staff: 1/3 FTE Noömi and 104 days Mik
 - External studies: -€15,000
 - ✓ No engagement in external studies in 2022
 - Positive communication & website: -€57,000
 - ✓ Only €3,000 for website
 - Accounting: -1,647



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Most significant difference in 2022 accounts as compared to budget (3)

- Expenses Operations: -€11,299
 - Office cost: -€3,822
 - No Travel & meetings in 2021: -€6,000
- Status 31/12/2022: positive result over 2022 of €80,318



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Summary of Final Audited Accounts 2022

- Overall balance 2022 :
 - A net excess of € 80,318 as compared to a budgeted loss of € 26,791.
 - This excess was related to
 - ✓ Stronger position of US\$ per 31/12/2022
 - ✓ No specific action on communication that required funds. Website was only €3,000.
 - ✓ Slightly lower staff hours, no travel or meeting cost, lower cost for office and secretariat and accounting
 - On 31/12/2022 the ICdA reserves were at € 323,910
 - ✓ Euro was at 1,066US\$ on 31/12/2022. Most of the ICdA reserves are on a US\$ account.

Resolution 4

The General Assembly is requested to approve the 2022 final audited accounts and to release the Directors of their duty.



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2023 forecast vs. budget

	2022 Audited	2023 Budget	2023 P&L Forecast 8+4
INCOME			
Membership fees	202 741	217 999	217 559
Interest Income	0	0	0
Exchange corrections	20 312	0	0
Other Income	0	0	0
TOTAL INCOME	223 053	217 999	217 559
STAFFING			
Headquarters	110 131	150 000	125 000
External studies			
Scientific Support - Health	0	15 000	0
Scientific Support - Environment	0	15 000	0
Positive communication & website	3 000	75 000	0
Cadmium market statistics	0	0	0
Regulatory support - B&C	0	0	0
Accounting	5 853	7 500	7 500
Secretarial	0	0	0
Total Costs Staff & external studies	118 984	262 500	132 500
OPERATIONS			
Office rent and services	12 353	14 000	13 000
Tel.-Postage-Office supplies-IT	2 826	5 000	2 500
Banking Costs	931	1 000	800
Meetings	0	5 000	500
Travel & Subsistence	0	1 000	0
Membership	7 642	8 000	7 800
Publication	0	250	0
Depreciation et non deductible	0	0	0
Taxes / Contingency	0	0	0
Total Operation Costs	23 751	34 250	24 600
PROGRAMS & SPECIAL STUDIES	0	0	0
TOTAL EXPENSES	142 735	296 750	157 108
BALANCE	80 318	-78 751	60 451
SURPLUS/(LOSS) BROUGHT FORWARD	243 592	323 321	323 910
SURPLUS/(LOSS) CARRIED FORWARD	323 910	244 570	384 361



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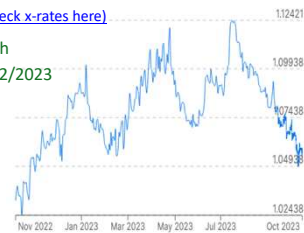
2023 8+4 forecast (1)

Most important anticipated deviations from the 2023 budget

- Revenues: as in budget

- Actualization of Reserves: not much change expected ([check x-rates here](#))

- ✓ Almost all of our reserves are in US\$. We do not expect much difference between exchange rate on 1/1/2023 and on 31/12/2023



- Expenses: € -140,000

- Main deviations from budget are:

- ✓ Staff: -25,000 (no correction to IZA staff)
 - ✓ External studies on endocrine disruption -€30,000: waiting for clarification in ESD definition before engaging in studies
 - ✓ Positive communication: €75,000 in budget not spent
 - ✓ Office costs: € 3,500 below budget
 - ✓ Travel and meetings: €5,500 below budget



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2023 8+4 forecast (2)

Conclusion

- With an expected surplus of €60,451, the forecasted 2023 result would be € 139,202 more positive as foreseen in the budget
- Main elements that will contribute to this change
 - ✓ No review of IZA fees
 - ✓ No extensive advocacy
 - ✓ No external studies
- As a result, the consolidated reserves are expected to rise to € 384,361 by the end of 2023




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2024 budget

	2022 Audited	2023 P&L Forecast 8+4	2024 Budget
INCOME			
Membership fees	202 741	217 559	211 603
Interest income	0	0	0
Exchange corrections	20 312	0	0
Other income	0	0	0
TOTAL INCOME	223 053	217 559	211 603
STAFFING			
Headquarters	110 131	125 000	130 000
External studies			
Scientific Support - Health	0	0	15 000
Scientific Support - Environment	0	0	15 000
Positive communication & website	3 000	0	25 000
Cadmium market statistics	0	0	0
Regulatory support - B&C	0	0	0
Accounting	5 853	7 500	7 500
Secretarial	0	0	0
Total Costs Staff & external studies	118 984	132 500	192 500
OPERATIONS			
Office rent and services	12 353	13 000	14 000
Tel.-Postage-Office supplies-IT	2 826	2 500	3 000
Banking Costs	931	800	1 000
Meetings	0	500	1 000
Travel & Subsistence	0	0	1 000
Membership	7 642	7 808	8 000
Publication	0	0	250
Depreciation et non deductible	0	0	0
Taxes / Contingency	0	0	0
Total Operation Costs	23 751	24 608	28 250
PROGRAMS & SPECIAL STUDIES	0	0	0
TOTAL EXPENSES	142 735	157 108	220 750
BALANCE	80 318	60 451	-9 147
SURPLUS/(LOSS) BROUGHT FORWARD	243 592	323 910	384 361
SURPLUS/(LOSS) CARRIED FORWARD	323 910	384 361	375 214




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2024 budget

- Base assumptions for the 2024 budget
 - Expected \$/€ exchange rate at 1,05
 - Increase for IZA staff cost (update for 10 years of inflation)
 - 2024 membership fee same as in 2023 (open for discussion)
 - External studies:
 - ✓ provision of € 15,000 in human health (incl. share in Endocrine Disruptor studies)
 - ✓ provision of € 15,000 in environmental scientific studies (incl. share in ED studies)
 - Positive communication
 - ✓ €25,000 to address sustainability, responsible Cd management, recycling,...
- Forecast
 - We anticipate a negative result of € -9,147 over 2024.
 - By 31/12/ 2024, reserves are estimated at € 375,214



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ICdA Membership fees 2024

- The level of reserves is considered necessary to finance future advocacy and external studies during a period of negotiations on regulatory changes, without a need for sporadically increasing contributions from members.
- For 2024, we propose to maintain the membership fees at the same level as in 2023.

Resolution 5

The General Assembly is requested to approved the ICdA membership fee schedule for 2024 proposed by the Board of Directors.

Resolution 6

The General Assembly is requested to approved the 2024 budget proposed by the Board of Directors.



Next meetings

- **H&S-EU meeting**
 - Proposal: June 2024
- **Next Board meeting:**
 - October-November 2024
 - **Suggestions for a location??**
- **General Assembly**
 - October-November 2024, same day as Board meeting

