



## Minutes of Meeting

### Board of Directors meeting, hybrid meeting, 12 November 2024, 13:30-14:50

The meeting of the Board of Directors of the International Cadmium Association was called to order by its Chairman, Howard Winbow at 13:30 CET. The meeting was organized in the ICdA office in Brussels with the option to call in remotely. Those participating in the Board of Directors meeting included the following:

#### Participants:

- |                               |                        |               |
|-------------------------------|------------------------|---------------|
| 1. Howard Winbow              | IZA                    | Chairman      |
| 2. Ian Shackley               | James M Brown          |               |
| 3. Patrick de Metz (remote)   | SAFT S.A.              | Vice-Chairman |
| 4. Paul Kolisnyk (remote)     | IZA (Teck)             | Vice-Chairman |
| 5. Rodrigo Rodriguez (remote) | IZA (Glencore)         |               |
| 6. Colin Thirlaway (remote)   | Stanley Black & Decker |               |

#### Proxy given to the Chairman by

- |                            |         |
|----------------------------|---------|
| 7. Claudio Piga (by proxy) | 5N Plus |
|----------------------------|---------|

#### 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 Chair noted that six Directors were present, and a proxy was given by one director. 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 meeting 14 November 2023
- Confirmation of Directors of the Board
- Membership report

#### Finance

- Review of final P&L 2023, forecast P&L 2024, budget 2025
- ICdA membership fee 2025
- Next Meeting Date



## Administration

### Approval of the previous meeting Minutes

The chairman summarized the 2023 meeting minutes. No remarks or corrections were made to the draft Minutes that were distributed last year.

***The Minutes of the Board meeting of 14 November 2023 were unanimously approved by the Board.***

The Minutes were duly signed off and will be placed on the Members website.

### Confirmation of Directors of the Board (Mik) (Annex I, slide 6)

None of the mandates of the Directors at the Board will expire in 2024. None of the Directors has resigned. With no new candidates proposed, the composition of the Board as it stands today is confirmed. No new candidates will be proposed to the General Assembly.

Each Director has one vote. The Chairman and Vice-Chairmen have no additional vote linked with their function at the Board of Directors. The vote of the Chairman is decisive in the event of a 50/50 outcome of a voting.

The Board will have 8 Directors as listed in the next table.

NAME	COMPANY	POSITION	GROUP	DATE OF FIRST ASSIGNMENT	EXPIRATION DATE OF MANDATE
Positions elected by the Board:					
WINBOW, Howard	IZA	Chairman	A	23/10/2014	14/11/2026
KOLISNYK, Paul	IZA (TECK)	Vice -Chairman	A	23/10/2014	14/11/2026
de METZ, Patrick	SAFT	Vice -Chairman	E	18/10/2012	14/11/2026
Directors:					
KOLISNYK, Paul	IZA (TECK)	Director	A	10/10/2013	14/11/2026
RODRIGUEZ, Rodrigo	IZA (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	JAMES M BROWN	Director	F	17/11/2020	14/11/2026
PIGA, Claudio	5N Plus	Director	G	14/11/2023	14/11/2026
THIRLAWAY, Colin	STANLEY BLACK & DECKER	Director	G	14/10/2010	15/11/2025

***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)

### New members

The ICdA did not receive new requests for membership of the Association.

### Resignations

Acsiel has resigned as associate member from the ICdA during 2024. ACSIEL represents the industrial electronics value chain in France. Membership fees are due until the year following the year of resignation.

With no new member and the termination of the Acsiel membership, the ICdA will have 15 Full Members and 1 Associate Member 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. Aurubis*               | Copper primary and secondary smelter       |
- \*Associate Member



## Finance

**Audited Accounts 2023 (Mik):** see slides 10-14, Annex I

The 2023 revenues of €205,386 were €13,509 below budget:

- Difference is related to end of membership of Arts Energy and 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.

Expenses - Staffing and external studies were €131,080 below budget

- Staff cost: -€26,950 (anticipated update of the IZA service contract was delayed). The costs include services by Mik based on hourly cost and hours performed and services by other IZA staff at a fixed annual cost of €27,636.28 as agreed in the MoU between IZA and ICdA, renewed per 1/1/2015.
- External studies: -€30,000: No engagement in external studies in 2023.
- Positive communication & website: -€75,000: No new initiatives taken as it was concluded there was no current possibility to change the outcome of the OEL review at the Working Party Chemicals (WPC).
- Accounting: +870

Expenses - Operations: -€11,299

- Lower office cost: -€3,250 (share in actual office cost as per MoU of 1/1/2015). Includes office rent, heating, water & electricity, cleaning, office supplies).
- Limited cost for travel & meetings in 2023: -€4,385

Status 31/12/2023:

- Positive result over 2023 of €36,375 as compared to a budgeted loss of €78,751.
- Reserves are at €360,285

***The 2023 accounts are unanimously approved and will be proposed to the General Assembly.***



## Forecast Accounts 2024 (Mik) see slides 15-17, Annex I

An update of the 2024 expenses until 31/8 and forecast to end of 2024 was given. Most important anticipated deviations from the 2024 budget are:

### Revenues:

3,996 below budget due to resignation of Arts Energy.

- During the presentation, Mik reported that the estimated budget was made before the US elections. The strong performance of the US\$ will likely lead to an increase in revenues, even above budget.

### Expenses:

€51,704 below budget

Main deviations from budgeted expenses are:

- ✓ Staff: -€7,222 (no correction yet to IZA staff service fee contract).
- ✓ External studies on endocrine disruption (ED) -€15,000: first contribution in the literature study on ED. A second contribution to the financing of this study will be paid in 2025. Total cost of this study will be approximately €80,000, and will be shared by ICdA and the Cadmium Reach Consortium. Several offers from consultants have been received and reviewed.
- ✓ Positive communication: €25,000 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: €2,700 below budget

### Conclusion:

- ✓ With an expected surplus of €38,561, the forecasted 2024 result would be €47,708 more positive than foreseen in the budget.
- ✓ Main elements that will contribute to this change:
  - No review of IZA fees
  - No extensive advocacy
  - Less contribution to external studies
- ✓ As a result, the consolidated reserves are expected to rise to €398,846 by the end of 2024.
- ✓ Reserves are now reasonably high and a reduction of the fees could be considered.
- ✓ When reserves are excessive and not justified, Belgian tax authorities will charge a patrimonial tax on excess assets on our bank account. (0,15% up to 250k€, 0,3% up to 500k€ (total tax: €820)



## Budget 2025 and membership fee 2025 (Mik) see slides 18-20, Annex I

Base assumptions for the 2025 budget:

- ✓ Expected \$/€ exchange rate at 1,08
- ✓ 2024 membership fee same as in 2024 (open for discussion)
- ✓ External studies:
  - €7,500 for share in human health Endocrine Disruptor studies
  - €7,500 for share in environmental Endocrine Disruptor studies
- ✓ Positive communication
  - €15,000 to address sustainability, responsible Cd management, recycling etc.

Forecast:

- ✓ We anticipate a positive result of €11,881 over 2025.
- ✓ By 31/12/2025, reserves are estimated at €410,727.

The Board was asked to decide the Membership fee schedule for 2025.

The Board agreed to pay a 50% share in the endocrine disruption literature study. Based on received offers by consultants, the cost will be approximately €80,000. The Board agreed that with a first payment of €15,000 in 2024, an amount of €25,000 shall be allocated to the 2025 ICdA budget.

The outcome of the literature study is uncertain and might require additional lab testing to come to a more solid conclusion. The laboratory studies on endocrine disruption might be very 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. However, the Board does not want a further increase of the reserves and therefore proposes to give a one-time 10% discount on the 2025 membership fees. This discount shall explicitly be mentioned on the 2025 membership invoice.

With these changes, the balance of 2025 is expected to be at a net loss of €18,119 and the reserves by the end of 2025 are expected to be at €380 727.

***The Board unanimously approved to keep the Membership fees at the level of 2024, but with a one-time 10% discount on the 2025 fee and will propose this ICdA membership fee schedule for 2025 for approval at the General Assembly.***

***The proposed 2025 budget as shown in Annex I slide 18 is unanimously approved after correction for a 10% discount on the 2025 membership fee and an increase of each of the contributions in external studies on endocrine disruption from €7,500 to €12,500. This revised budget will be proposed to the General Assembly.***



### **Date of next Meetings**

H&S-EU meeting

- June 2025

Next Board meeting:

- October-November 2025

General Assembly

- October-November 2025, same day as Board meeting

**As no other items were suggested by the participants, the meeting was closed by the Chair at 14:50.**

Annex 1: Slides presented during the Board meeting.

Respectfully submitted

Approved

Mik Gilles

Howard Winbow

Director ICdA

Chairman of the ICdA Board of Directors



# ICdA - Board meeting

## November 12th, 2024, 13:30-15:00




ICdA Board Meeting 12 November 2024

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## Agenda

- **Introduction by the Chairman**
- **Agenda and statement of compliance,**
- **Administration**
  - Approval of the minutes: Board meeting 14 November 2023
  - Confirm members at the Board of directors
  - Membership report
- **Finance**
  - Review of final accounts 2023
  - Forecast P&L 2024 and budget 2025
  - ICdA membership fee 2025
- **Next Meeting Date**



ICdA Board Meeting 12 November 2024

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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 14<sup>th</sup>, 2023

- No comments received.

**The Board is requested to approve the meeting Minutes**



ICdA Board Meeting 12 November 2024

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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	14/11/2026
KOLISNYK, Paul	IZA/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
WINBOW, Howard	IZA	Director	A	6/10/2011	14/11/2026
BARTOLINI, Patrizio	FLAUREA CHEMICALS	Director	D	14/11/2023	14/11/2026
de METZ, Patrick	SAFT	Director	E	10/2/2006	14/11/2026
SHACKLEY, Ian	JAMESMBROWN	Director	F	17/11/2020	14/11/2026
PIGA, Claudio	SNPlus	Director	G	14/11/2023	14/11/2026
THIRLAWAY, Colin	STANLEY BLACK&DECKER	Director	G	14/10/2010	15/11/2025
RODRIGUEZ, Rodrigo	IZA/Glencore	Director	A	14/11/2023	14/11/2026

- None of the mandates of the Directors at the Board will expire in 2024.
- None of the Directors has resigned.
- There is a vacancy for an IZA member to take up a seat as director at the Board.

With no new candidates proposed, the composition of the board at it stands today is confirmed. No new candidates will be proposed to the General Assembly.



ICdA Board Meeting 12 November 2024

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## Membership report

### Changes to current Membership:

**ACSIEL has resigned from the ICdA**

- ACSIEL represents the industrial electronics value chain in France

**The board is asked to take note of the resignation of ACSIEL**



ICdA Board Meeting 12 November 2024


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## Membership report

### Updated membership:

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



ICdA Board Meeting 12 November 2024

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# Finance

- Review of final P&L 2023
- Forecast P&L 2024
- Budget 2025
- ICdA membership fee 2025



ICdA Board Meeting 12 November 2024


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## Review Final 2023 Accounts\*

	2021 Audited	2022 Audited	2023 Budget	2023 Audited
<b>INCOME</b>				
Membership fees	193 738	202 741	217 999	204 489
Interest income	0	0	0	0
Exchange corrections	23 678	20 312	0	897
Other income	0	0	0	0
<b>TOTAL INCOME</b>	<b>217 416</b>	<b>223 053</b>	<b>217 999</b>	<b>205 386</b>
<b>STAFFING</b>				
Headquarters	111 411	110 131	150 000	123 050
<b>External studies</b>				
Scientific Support - Health	35 000	0	15 000	0
Scientific Support - Environment	0	0	15 000	0
Positive communication & website	0	3 000	75 000	0
Accounting	6 077	6 853	7 500	8 370
Secretarial	0	0	0	0
<b>Total Costs Staff &amp; external studies</b>	<b>152 488</b>	<b>118 984</b>	<b>262 500</b>	<b>131 420</b>
<b>OPERATIONS</b>				
Office rent and services	11 825	12 353	14 000	14 321
Tel-Postage-Office supplies-IT	2 201	2 826	5 000	1 430
Banking Costs	1 734	931	1 000	13 416
Meetings	0	0	5 000	615
Travel & Subsistence	0	0	1 000	0
Membership	7 440	7 642	8 000	7 608
Publication	0	0	250	0
Depreciation et non deductible	0	0	0	0
Taxes / Contingency	0	0	0	0
<b>Total Operation Costs</b>	<b>23 200</b>	<b>23 781</b>	<b>34 200</b>	<b>37 691</b>
<b>TOTAL EXPENSES</b>	<b>175 689</b>	<b>142 735</b>	<b>296 750</b>	<b>169 011</b>
<b>BALANCE</b>	<b>41 727</b>	<b>80 318</b>	<b>-78 751</b>	<b>36 375</b>
<b>SURPLUS/(LOSS) BROUGHT FORWARD</b>	<b>201 866</b>	<b>243 592</b>	<b>323 321</b>	<b>323 910</b>
<b>SURPLUS/(LOSS) CARRIED FORWARD</b>	<b>243 592</b>	<b>323 910</b>	<b>244 570</b>	<b>360 285</b>

\*accounts audited by Deloitte



ICdA Board Meeting 12 November 2024

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## Most significant difference in 2023 accounts as compared to budget (1):

- 2023 Revenues: €13,509 below budget
  - Membership fees close to budget (difference related to \$/€ exchange)
    - ✓ Difference between expected rate during budgeting and rate when invoiced
  - End of membership Arts Energy: no fee paid in 2023



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## Most significant difference in 2023 accounts as compared to budget (2):

- Expenses Staffing and external studies : -€131,080
  - Staff cost below budget: -€26,950
    - ✓ Staff: 1/3 FTE Noömi and 105 days Mik
  - External studies: -€30,000
    - ✓ No engagement in external studies in 2023
  - Positive communication & website: -€75,000
    - ✓ No new initiatives taken as there was no possibility to change the outcome of the OEL review at the Working Party Chemicals (WPC)
  - Accounting: +€870



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## Most significant difference in 2023 accounts as compared to budget (3):

- Expenses Operations: €3,341 above budget
  - Office cost: -€3,250
  - Limited cost for Travel & meetings in 2021: -€4,385
  - Exchange corrections and banking costs: +12,416
- Status 31/12/2023: positive result over 2023 of €36,375



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## Summary of Final Audited Accounts 2023

- Overall balance 2023 :
  - A net excess of € 36,375 as compared to a budgeted loss of € 78,751.
  - This excess was related to
    - ✓ No specific action on communication or advocacy that required funds.
    - ✓ Slightly lower staff hours, low travel and meeting cost
  - On 31/12/2023 the ICdA reserves were at € 360,285
    - ✓ Euro was at 1,066US\$ on 31/12/2022.
    - ✓ Euro was at 1,103US\$ on 31/12/2023.
    - ✓ Euro was at 1,075US\$ on 08/11/2024.


The Board is requested to propose the Final Audited 2023 accounts for approval to the General Assembly



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## 2024 forecast vs. budget

	2023 Audited	2024 Budget	2024 P&L Forecast 8+4
<b>INCOME</b>			
Membership fees	204 489	211 603	207 607
Interest income	0	0	
Exchange corrections	897	0	
Other income	0		
<b>TOTAL INCOME</b>	<b>205 386</b>	<b>211 603</b>	<b>207 607</b>
<b>STAFFING</b>			
Headquarters	123 050	130 000	122 278
<b>External studies</b>			
Scientific Support - Health	0	15 000	7 500
Scientific Support - Environment	0	15 000	7 500
Positive communication & website	0	25 000	
Accounting	8 370	7 500	7 360
<b>Total Costs Staff &amp; external studies</b>	<b>131 420</b>	<b>192 500</b>	<b>144 638</b>
<b>OPERATIONS</b>			
Office rent and services	14 321	14 000	12 889
Tel-Postage-Office supplies-IT	1 430	3 000	1 406
Banking Costs	13 416	1 000	1 015
Meetings	615	1 000	360
Travel & Subsistence	0	1 000	1 000
Membership	7 808	8 000	7 738
Publication	0	250	
<b>Total Operation Costs</b>	<b>37 591</b>	<b>28 250</b>	<b>24 408</b>
<b>TOTAL EXPENSES</b>	<b>169 011</b>	<b>220 750</b>	<b>169 046</b>
<b>BALANCE</b>	<b>36 375</b>	<b>-9 147</b>	<b>38 561</b>
<b>SURPLUS/(LOSS) BROUGHT FORWARD</b>	<b>323 910</b>	<b>384 361</b>	<b>360 285</b>
<b>SURPLUS/(LOSS) CARRIED FORWARD</b>	<b>360 285</b>	<b>375 214</b>	<b>398 846</b>



ICdA Board Meeting 12 November 2024


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## 2024 - 8+4 forecast (1)

Most important anticipated deviations from the 2024 budget

- Revenues: -€3 996 below budget
  - Resignation of Arts Energy
  - Weaker dollar versus Euro position
- Expenses: € -51,704
  - Main deviations from budget are:
    - ✓ Staff: -7,722
    - ✓ External studies on endocrine disruption -€15,000: half of the budget shifted to next year.
    - ✓ Positive communication: €25,000 in budget not spent
    - ✓ Office costs: € 2,700 below budget



ICdA Board Meeting 12 November 2024

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## 2024 - 8+4 forecast (2)

### Conclusion

- With an expected surplus of €38,561, the forecasted 2024 result would be € 47,708 more positive as foreseen in the budget
- Main elements that will contribute to this change
  - ✓ No extensive advocacy
  - ✓ Payment of external literature studies on ED split over 2024 and 2025
- As a result, the consolidated reserves are expected to rise to € 398,846 by the end of 2024
- Reserves are now higher than needed and a reduction of the fees can be considered. When reserves are excessive and not justified, Belgian tax authorities will charge a patrimonial tax on excess assets on our bank account. (0,15% up to 250K€, 0,3% up to 500k€ (total tax: €820)



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### 2025 budget

	2023 Audited	2024 P&L Forecast 8+4	2025 Budget	
<b>INCOME</b>				
Membership fees	204 489	207 607	<del>202 181</del>	182 131
Interest income	0			
Exchange corrections	897			
Other income	0			
<b>TOTAL INCOME</b>	<b>205 386</b>	<b>207 607</b>	<b><del>202 181</del></b>	<b>182 131</b>
<b>STAFFING</b>				
Headquarters	123 050	122 278	125 000	
<b>External studies</b>				
Scientific Support - Health	0	7 500	<del>2 600</del>	12 500
Scientific Support - Environment	0	7 500	<del>2 600</del>	12 500
Positive communication & website	0		15 000	
Accounting	8 370	7 360	8 000	
<b>Total Costs Staff &amp; external studies</b>	<b>131 420</b>	<b>144 638</b>	<b><del>163 000</del></b>	<b>173 000</b>
<b>OPERATIONS</b>				
Office rent and services	14 321	12 889	14 000	
Tel.-Postage-Office supplies-IT	1 430	1 406	2 000	
Banking Costs	13 416	1 015	1 000	
Meetings	615	360	1 000	
Travel & Subsistence	0	1 000	1 000	
Membership	7 808	7 738	8 000	
Publication	0		250	
<b>Total Operation Costs</b>	<b>37 591</b>	<b>24 408</b>	<b>27 250</b>	
<b>TOTAL EXPENSES</b>	<b>169 011</b>	<b>169 046</b>	<b><del>190 250</del></b>	<b>200 250</b>
<b>BALANCE</b>	<b>36 375</b>	<b>38 561</b>	<b><del>11 881</del></b>	<b>-18 119</b>
<b>SURPLUS/(LOSS) BROUGHT FORWARD</b>	<b>323 910</b>	<b>360 285</b>	<b><del>398 846</del></b>	
<b>SURPLUS/(LOSS) CARRIED FORWARD</b>	<b>360 285</b>	<b>398 846</b>	<b><del>410 727</del></b>	<b>380 727</b>



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## 2025 budget

- Base assumptions for the 2025 budget
  - Expected \$/€ exchange rate at 1,08
  - 2025 membership fee structure same as in 2024 (open for discussion)
  - External studies:
    - ✓ € 7,500 in human health (share in Endocrine Disruptor studies)
    - ✓ € 7,500 in environmental scientific studies (share in ED studies)
  - Positive communication
    - ✓ €15,000 to address sustainability, responsible Cd management, recycling,...
- Forecast
  - We anticipate a positive result of € 11,881 over 2025.
  - By 31/12/ 2025, reserves are estimated at € 410,727
- Questions
  - Do you agree with the suggested work? Other activities we should engage in?

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## ICdA Membership fees 2025

- For 2025, we propose to set the membership fees at the same level as in 2024.

The Board is asked to propose the 2025 budget for approval at the General Assembly

The Board is asked to propose the ICdA membership fee schedule for 2025 for approval at the General Assembly.

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## Next meetings

- **H&S-EU meeting**
  - Proposal: June 2025
- **Next Board meeting:**
  - October-November 2025
  - **Suggestions for a location??**
- **General Assembly**
  - October-November 2025, same day as General Assembly

