



INTERNATIONAL CHROMIUM
DEVELOPMENT ASSOCIATION

BY-LAWS

AS PER GENERAL ASSEMBLY
ON 16 MAY 2024

Electronic vote from 16 April 2024 to 16 May 2024

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ART. 1

NAME

1.0

“The International Chromium Development Association” is organised according to the French law of July 1st and the edict of 16th August 1901 as a non-profit association. The ICDA is a non-political association and is not affiliated to any political party.

ART. 2

PURPOSE

The main purpose for which the Association is established is :

2.0

To foster and encourage the sustainable growth and development of the world-wide use of chromium in all its forms by means of:

- Communications;
- Industry forums and conferences; and
- Specific research and development projects.

Subsidiary to the main purpose are the following:

2.1

To promote best industry practice.

2.2

To communicate frequently and participate with individuals and organisations who can encourage the sustainable use of chromium.

2.3

To collect, evaluate and share information relating to the chromium industry in accordance with the ICDA antitrust policy and any other Association guidelines to ensure data confidentiality.

2.4

To provide a regular forum for Members with a common purpose that is entirely removed from and has no bearing on competitive relationships between the Members.

2.5

To establish and maintain high standards of efficiency and probity among its Members.

2.6

To provide guidance and support in relation to decarbonisation and ESG best practice.

2.7

To conduct all other activities directly or indirectly related to the above notably with a view to procuring resources necessary to promote the Association's purpose provided always that they shall not place the status of the Association in jeopardy.

In pursuance of the purposes set out in this Article 2, the Association shall be able to perform any such activity as deemed necessary by the General Assembly or the Council in accordance with respective powers and duties.

ART. 3

CONTROL PRINCIPLE

3.0

No single industrial or geographic regional grouping of Members or individual(s) shall be allowed to dominate or control the activities of the Association.

ART. 4

GUIDING PRINCIPLES

4.0

Non-commercial principle.

The Association shall not indulge in any activity of a commercial nature relating to chromium containing materials and products, save within the limits resulting from Article 2.8 above.

4.1

No restraint of trade principle.

The Association shall not allow its resources, human financial or otherwise, to be used to engage or otherwise encourage, tolerate, or permit any activity which imposes, tends to impose, or could be perceived as imposing on its Members or any other association or enterprise any rules, limitations, concerted practices or other restraints or conditions whatsoever which, without prejudice to the generality of the following, restrict trade or create any cartel or monopoly in violation of any laws which apply to the Association or to any of its individual Members.

THE ABOVE PRINCIPLE IS REFLECTED, MONITORED AND UPDATED IN THE ICDA ANTITRUST POLICY STATEMENT AND GUIDELINES DOCUMENT TO WHICH ALL MEMBERS ADHERE WITHOUT ANY EXCEPTION.

ART. 5

REGISTERED OFFICE

4.0

The registered office of the Association shall be in France and its subsidiaries' offices may operate anywhere in the world according to need, and as determined by the Council.

ART. 6

MEMBERSHIP

6.0

There must at all times be no fewer than twelve members of the Association.

Membership is open to companies or organisations, including academia and government agencies, operating anywhere in the world with an interest in the production, processing, supply, use, research and development or promotion of chromium-containing materials or the provision of technological solutions.

The activity of "Processing" will be interpreted as follows:

- adding value
- owning facilities
- operating on a commercial basis
- having a track record as a major processor in his field.

Processing will therefore exclude crushing, sizing, packaging and agglomerating.

There shall be three classes of Members:

- Ordinary Members with full rights
- Associate Members with limited rights (see Article 6.2 hereunder)
- Affiliate Members with limited rights (see Article 6.3 hereunder).

All Members shall be of good standing and repute within the Industry.

Members will be recorded as per their respective membership category in the Association's Register of Members and be considered legally as a Member of the Association.

Membership is valid only upon payment of the first year's fees and acceptance of the ICDA by-laws, code of conduct and antitrust policy.

Membership fees must be paid at the start of the year (ie. a year in advance rather than in arrears). Furthermore, a Member shall have 30 days to pay the invoice in full; failure to do so will result in a reminder from ICDA giving 15 days' additional time for payment following which the membership may be suspended / terminated at the discretion of the ICDA Council.

To benefit from membership rights, including voting, attending members-only conferences or any other ICDA conferences, and accessing ICDA Member Resources, a Member must maintain good standing (i.e. have paid all outstanding dues) and must be of good repute.

Members will be required to annually confirm in writing their continuing obligation to comply with the Association by-laws, code of conduct and antitrust policy.

Membership fee invoices are generally sent out in the month of December prior to the start of the year for which the invoice is due.

6.1 REPUTATION AND GOOD STANDING WITHIN THE INDUSTRY

Applying and current Members must have a good industry reputation and standing.

To comply with this obligation, a Member or applicant must:

- demonstrate integrity and professionalism,
- limit its environmental impact and safeguard the environment,
- mitigate its carbon footprint,
- ensure safe processes and best practices,
- ensure ethical treatment of people and communities
- prohibit child labour and modern slavery
- not being involved in fraud, corruption, bribery, conflict of interest, and any other illegal activities
- ensure that suppliers and contractors also comply with these standards

Entities with a questionable reputation and standing may be refused membership of the Association, and existing Members may be expelled by decision of the ICDA Council.

The Association cannot be held responsible for any action, whether public or private, taken by any of its Members or by any person acting on behalf of any of its Members.

6.2 MEMBERSHIP APPLICATION

A candidate for any category shall complete and sign an application form and a membership questionnaire for admission thereby accepting to be bound by these by-laws and to comply with the ICDA antitrust rules and code of conduct.

The Association will determine the applicable membership category as per the applicant company's activities.

The Association may, at the discretion of the Council, grant membership in another category (from Ordinary to Associate only) for a maximum of two years. This is in order for a producer to gain experience of the ICDA.

If requested by the ICDA Council, the membership application process could include an interview with an Association representative to assess the applicant's qualification for membership.

If necessary, the Association may carry out a limited desktop due diligence of the applicant, in cases of doubt, the Association may request further documentation and information from the applicant, including recent due diligence and sustainability reports.

The application for admission must be supported and signed by two current Ordinary Members of the Association who are in good standing with the ICDA and have been members for a minimum of two consecutive years.

Furthermore, applicants shall be required to furnish all the requested information concerning their company as per the membership questionnaire provided by the Association.

It shall be the sole right of the Council, deciding on a two-thirds majority of the elected Council Members, to accept a candidate for membership.

Objections based on tangible facts regarding a candidate's industry reputation must be addressed, regardless of a two-thirds majority or above in favour of the applicant joining the Association.

If these facts compromise the Association's reputation and are incompatible with the Association's

values, the application may be rejected.

The Association reserves the right to reject an application for membership if the reputation of a company is deemed to be unsatisfactory or if international sanctions imposed on a country, company or individual prevent the company from becoming a Member.

6.3 MEMBERSHIP RESIGNATION

Any Member shall be able to resign at any time provided that six months' notice is given to the Association and upon payment of all sums due to the Association.

Any Member who, for any reason, would cease to be engaged in the activities defining eligibility or who remains in default for a period of time in excess of the time limit set by Council for the compliance with his financial obligations to the Association, or who shall be, in the opinion of the Council, in breach of the Association's Guiding Principles, shall be deprived of his membership rights following a resolution adopted by the Council to this effect.

Nevertheless, any such Member shall be liable for the compliance of his financial contribution up to the date of his expulsion or withdrawal.

Companies that withdraw from membership without paying the corresponding fees, which should correspond to a six-month notice period, will not be allowed access to Association conferences, including open meetings, until the fees are settled. The same rule applies to companies that wish to reinstate their Association membership and have left without good standing.

6.4

Ordinary Membership shall be reserved to legally established organisations engaged in the production and processing of chromium-containing materials for sale.

Ordinary members benefits are as follows:

- They have access to an online resource library including market research, market development, ESG reports and conference papers. The number of users is unlimited provided it is reasonable.
- They receive weekly market newsletters
- They are eligible for a free ESG assessment, which is carried out annually by a reputable independent sustainability rating agency.
- They benefit from reduced fees to attend the Association's open conferences and members only events including regional networking events.
- They have access to exclusive events for Members.
- They can participate in ICDA committees, projects, and research.
- They may stand for election to the ICDA Council.
- They may stand for election as ICDA President or Vice President.
- They have one vote in the General Assembly

6.5

Associate Membership shall be open to legally established organisations whose connection with chromium products is principally of a trading nature as opposed to a production or processing activity, or which are engaged in researching and promoting materials containing chromium.

Organisations which may be contemplating or engaged in the actual production and processing of chromium containing materials without establishing sales in the calendar year prior to membership shall take associate membership, this requirement also applies to greenfield projects.

Organisations representing collective and trade groupings of participants in the chromium materials industry shall take associate membership. The number of Associate Members may be limited by decision of the Council.

Associate Members shall benefit from all advantages available to Ordinary Members but subject to the following restrictions:

- They shall not have the right to vote at any General Assembly of the Association,
- Their representative shall not be eligible for the Presidency or Vice Presidency of the Association unless under certain conditions as defined in article 13 of the by-laws.
- Their financial contribution shall be determined by the Council at an amount less than applicable to Ordinary Members
- They shall not be subject to special levies as defined in Article 7.
- Nevertheless, an Associate Member, following agreement by the Council, may participate in a particular study or activity subject to contribution to the costs of such activities (as may be decided by the Council).

6.6

Affiliate Membership shall be open to legally established organisations whose connection with chromium products is restricted to that of an end-user - except stainless steel producers - or chromium industry service provider as opposed to the activities of the Ordinary or Associate Members.

The number of Affiliate Members may be limited by decision of the Council.

Affiliate Members shall benefit from advantages available to Ordinary Members but subject to the following restrictions:

- They shall not have the right to vote at any meeting or General Assembly of the Association.
- Their representative shall not be eligible for election to the Council or for the Presidency or Vice Presidency of the Association.
- Their representative may only serve on Committees on a consultative basis and cannot therefore chair a Committee.
- Statistical and market research reports available to Ordinary and Associate Members may be purchased by Affiliate Members on conditions to be defined from time to times by the Council.
- Their financial contribution shall be determined by the Council at an amount less than that applicable to Ordinary or Associate Members.
- They shall not be the subject to special levies as defined in Article 7.
- Nevertheless, an Affiliate Member, following agreement by the Council, may participate in a particular

study or activity subject to contribution to the costs of such activities (as may be decided by the Council).

ART. 7

INCOME

7.0

The income of the Association shall consist of :

- Annual contributions by all classes of Members, the rates and conditions for payment of which shall be fixed by the Council and approved by the General Assembly.
- Such other amounts as may be contributed by Members or third parties by way of services rendered by the Association or for any other reason.
- Special levies assessed on Ordinary Members as defined by the Council and approved by the General Assembly in order to meet expenditures required to undertake any activity within the Association's objectives (e.g. scientific research and studies), such levies shall only be applied for the purpose for which they were raised.
- Such funds as may be procured to the Association by activities contemplated in Article 2.8 hereinabove.

The Council may at any point in time require that applicants for membership shall pay an entry fee in such amount as the Council may determine.

ART. 8

ASSETS AND LIABILITY

8.0

The financial liability of the Association is limited to its own assets, to the exclusion of any individual liability of its Members.

ART. 9

THE GENERAL ASSEMBLY

9.0

The General Assembly is the ultimate authority of the Association and it shall be constituted by all Ordinary Members of the Association whose in-person attendance shall be at their own expense. A meeting of the General Assembly shall require that a quorum of at least one third of its Ordinary Members plus one be present and participate.

Under normal circumstances, the General Assembly shall hold an Ordinary Annual General Meeting each year. It may also hold Extraordinary General Meetings at the discretion of the Council or by the request of one-half plus one of its Ordinary Members.

Electronic vote: the Council may, if it deems it necessary, proceed with an electronic consultation of the Ordinary Members and the result of such a consultation shall have the full force and effect of a decision of the Members in General Assembly. The Council considers that electronic voting is

presently the best option for voting, as it allows participation by a majority of members, as opposed to the traditional in-person meetings.

The rules applicable to such in-person or electronic consultation shall be drawn up by the Council. The General Assembly shall be convened with at least thirty days notice for Ordinary or Extraordinary General Meetings. Invitations shall include the corresponding agenda and state the place, date and hour of the Meeting and whether it is online or an in-person Meeting. The General Assembly may be convened online or in any country and place chosen by the Council.

Any member unable to attend an in-person meeting of the General Assembly may be represented by any other Ordinary Member of the Association by proxy, on condition that such proxy has been received by the secretariat of the Association prior to the meeting, or may participate by submitting an online vote. Each Ordinary Member in good standing shall be limited to two proxies per company.

Each Ordinary Member in good standing is entitled to one vote.

9.1 REPRESENTATIVES

By default, the principal representative of a Member Company shall be deemed to be the company's representative at all Annual and Extraordinary General Meetings of the Association until further notice in writing from that Member Company.

Other delegates from the same Member Company may attend but shall not be entitled to vote at the Annual or Extraordinary General Meetings. Should the named representative not be able to attend a given Annual or Extraordinary General Meeting, a colleague from the same company holding a signed proxy from such named representative shall be entitled to cast a vote on his behalf.

ART. 10

POWERS AND DUTIES OF THE GENERAL ASSEMBLY

10.0 THE GENERAL ASSEMBLY HAS ULTIMATE POWERS AND IN PARTICULAR MAY:

- approve or reject the Annual Report,
- approve or reject the Audited Balance Sheet and Annual Accounts,
- approve or modify the budget for the current financial year,
- approve or modify the rate of the annual contribution of Members as proposed by the Council,
- approve the policy recommendations made by the Council,
- amend the By-laws or pass a resolution concerning the winding up of the Association, elect the Members other than the ex officio Members of the Council.

Powers of decision within the General Assembly shall be subject to the payment of annual fees to the Association and to the Member being of good reputation and standing.

The decisions of the General Assembly shall be adopted by a simple majority of votes except for decisions on modification of the By-laws and dissolution of the Association which shall be adopted by a two-thirds majority of the votes cast.

The President of the Assembly has a casting vote only in the case of a tie.

It is the duty of every Member to participate in the General Assembly, if a Member repeatedly fails to participate in the General Assembly, including online, and ignores reminders to participate, the ICDA Council reserves the right to expel the member from the Association.

ART. 11

MEMBERS' FORUM

11.0

All Members of the Association, whether Ordinary, Associate, Affiliate or any other category created in the future, will be eligible to participate in a Members' Forum convened at the time of the Association's meetings or online.

The purpose of the Members' Forum, which is chaired by the Association's President, is to provide a regular framework for debate and discussion of all matters concerning the purpose and the life of the Association.

The Members Forum shall not vote but may, through the President, table recommendations and suggestions for consideration by the Council and the General Assembly.

It is also currently accepted that this Members' Forum could take the form of an online consultation to allow maximum participation by members.

ART. 12

THE COUNCIL

12.0

The Council shall consist of a minimum of seven persons. A maximum of twenty two seats on the Council will be elected by the General Assembly from Ordinary Members in good standing who shall appoint representatives to serve on their behalf as provided in the terms of Article 9.1. (with the possibility of other Members sitting ex officio as provided hereunder).

Companies standing for Council election must have been an Association Member in good standing for a minimum of two consecutive years.

Although seats are allocated based on geography and activity, Members will vote to support the project proposed by the candidate standing for election.

Each Member Company can only appoint one candidate to represent them in the Council. By default, this person is the principal representative of the company.

The elected seats will give proper geographical and industrial representation in the manner described below:

> Six chrome ore producers including one UG2 producer with not more than the numbers indicated from each of the following areas:

- Europe and CIS: 2

- Other Africa: 1
- South Africa: 2
- UG2: 1

> Nine ferrochromium producers with not more than the numbers indicated from each of the following areas:

- Africa: 2
- China: 3
- Europe and CIS: 2
- India: 2

> Three stainless steel producers including scrap processors

> One chrome chemicals producer

> One chrome metal producer

> Two Associate Members

In addition to the elected Members, two Members may be appointed by proposition to the Council. Nominees are defined as: any Ordinary or Associate Member of the Association in good-standing can be considered upon proposal of the President and subject to the vote of the incumbent Council with simple majority.

Should any of the above elected seats not be occupied, or subsequently become vacant, it will be the prerogative of the Council to co-opt another Council member from any given industry or regional sector and subject to the vote of the incumbent Council with a simple majority.

The term of office of each elected seat is for two years, thereafter each Council member shall be eligible for re-election. The term of office of each appointed or co-opted seat will coincide with the end of the current two-year cycle.

The Member Company elected to the Council shall appoint a new representative as soon as reasonably possible in the event of such representative no longer being an employee of the Member Company or being prevented from carrying out his or her functions for any reason whatsoever.

The Member Company elected to Council shall also designate an alternate who, under exceptional circumstances, may replace the declared representative.

Further seats on the Council shall be reserved for:

- The Chairperson of each of the Standing Committees of the Association, as appropriate, If the Chairperson is not an elected Council Member, they will have no voting rights.
- The person responsible for the administration of the Association as provided in Article 16.0 hereunder, but without a vote.

Council Members who do not participate in council meetings, strategy sessions, or online consultations cannot be considered as candidates for future elections and may be replaced during their term at the initiative of the ICDA Council.

The Council shall be convened as deemed necessary by the President or at the request of at least one

half of the serving Members of the Council. All Council Members whether elected, appointed or coopted by the Council shall be deemed serving Members.

If at any time, there is not an even number of serving Members one half shall be calculated taking account of the immediately lower even number.

The meetings of the Council shall be convened at least thirty days in advance. The Council may meet in any place at its discretion.

The quorum for the meetings of the Council shall be constituted by the physical presence of one-half of the Council.

The decisions and resolutions shall be adopted by a simple majority of votes cast by Council Members present or represented.

The President shall have a casting vote in the case of a tie. In the absence of a Council Member or his alternate, the said Council Member may delegate his representation by proxy to another Member of the Council and by informing the Association beforehand.

ART. 13

THE PRESIDENT AND THE VICE PRESIDENT

13.0

The President and Vice President shall be elected from elected Members of the Council by its serving Members for a two-year term. They will also serve as President and Vice President of the General Assembly.

A simple majority of the votes cast by the Members serving on the Council shall be required to elect the President and Vice-President of the Association.

They will be eligible for re-election with a maximum of 2 consecutive mandates for each position. A former President or Vice President can be re-elected for a third and subsequent mandates, on the condition that it is not consecutive.

Associate Members who have served the Association for at least five years in good standing and have a successful track record of involvement in the Association's projects may be exceptionally qualified to serve as President or Vice President of the Association, subject to acceptance by the ICDA Council prior to submitting an official application.

ART. 14

POWERS AND DUTIES OF THE COUNCIL

14.0

The management of the Association's affairs and business, and its control, shall be vested in the Council who may exercise all the powers, and do whatever may be exercised or done by the Association that is not in terms of these By-laws expressly directed or required to be exercised or done by the General Assembly.

The Council's powers and duties shall include the obligation to:

- ensure that all the business of the Association is conducted in accordance with the law applicable to the Association, the By-laws, antitrust rules, code of conduct and any internal rules which the Council may draw up from time to time, on behalf of the Members of the Association;
- approve new applicants for membership and to expel any Member as may become necessary for reasons laid down in Article 6 above;
- organise standing or temporary Sub-Committees as may be necessary to effectively accomplish its duties;
- appoint staff officials and to set their remuneration packages;
- report adequately to the General Assembly of Members both on performance and development of the Association and its activities;
- make recommendations to the General Assembly on the policies to be adopted;
- adopt any Internal Rules which it may deem necessary to facilitate the Association's activity provided always that such Internal Rules do not run counter to the provisions of these By-Laws.

The elected members of the Council and the members of the Sub-Committees shall receive no remuneration from the Association. Their expenses in connection with attendance at Council and Sub-Committee Meetings will not normally be covered by the Association, other than in exceptional circumstances at the discretion of the Council.

During its meetings or among council members, the Council must not discuss topics unrelated to the Association's activities and must comply with the Association's antitrust regulations. Furthermore, the Council will not engage in any activity that may violate these laws.

The Council is not an appropriate platform to address concerns specific to a company. Such concerns should be addressed individually, unless the Council is required to vote on an admission, expulsion, or other publicly known matter involving a Member and requiring a consensus decision. The Council may also address company-specific concerns if the situation threatens the reputation of the Association.

Council Members receive the same level of information as any other members of their category. Their status does not entitle them to access any data or information other than those made available to members in Association publications.

14.1 THE MANAGEMENT BOARD

The Management Board is a group of Council members who act on behalf of the Council and have been delegated the power to manage the Association's affairs and business, as stated in Article 14, on behalf of the entire Council.

The Management Board comprises a maximum of ten delegates, including the ICDA President, ICDA Vice President and ICDA Executive Director. They oversee Association activities regularly and are kept informed on a weekly and monthly basis, and they also attend monthly online and face-to-face meetings as required.

The Management Board oversees Association matters related to finances, human resources, strategy, and governance including ethics issues. They work closely with the ICDA Executive Director,

who reports to the Management Board regularly.

The Management Board reports any decisions made on behalf of the ICDA Council to the latter. The ICDA Council may object to decisions taken by the Management Board

The term of office for the Management Board coincides with that of the Council. A call for candidates shall be made accordingly. The previous Management Board members will not be reappointed unless they apply and are re-elected.

The newly elected Council has the responsibility to vote for its Management Board representatives. A simple majority of votes is required for a Management Board representative to be elected.

Management Board delegates should have knowledge of the functioning of the Association, but it is not mandatory. They must also commit to taking part in management activities. A member who repeatedly fails to participate in the activities of the Management Board may be replaced during his/her term of office.

ART. 15

STANDING COMMITTEES OF THE COUNCIL

15.0

Pursuant to the authority granted in Article 1 hereinabove, the Council will appoint Committees with the responsibility of strategic, environmental, statistical, communication and country-related activities, as appropriate. The following active Committees have been established by the ICDA:

- Environment, Social and Governance
- Market Research
- Market Development
- Communications (ICDA-related)
- China
- Chrome Chemicals and Metal

Terms of reference for each committee, along with their corresponding duties and responsibilities, can be found in the annex document.

Each committee will provide detailed feedback and reports on its activities on a regular basis to the Council and Members.

Should a Committee be deemed to no longer have relevance to the Association's activities, the Council reserves its rights to either replace the committee with a more relevant Committee or dissolve the Committee.

ART. 16

MANAGEMENT

16.0

Administration of the Activities of the Association shall be entrusted to a permanent staff under the direction of the Executive Director appointed by the Council and who shall perform his/her duties in accordance with the authority and with the title granted to him/her by the Council and its standing Committees.

Such person will have authority delegated by, and will report to the Council.

ICDA team members are employees of the Association who will execute the daily administration and programme undertaken by the Association under the direction of the ICDA Executive Director.

16.1

For its normal administrative activities, the Association shall be validly bound in its relations with third parties by the signature of its President or of persons delegated by himself/herself after approval of the Council.

The ICDA Executive Director has the authority to engage the Association's responsibility to third parties and can sign on behalf of the Association.

The ICDA Council may suspend this authority in the event of a resignation or dismissal.

ART. 17

ACCOUNTING RECORDS / ANNUAL FINANCIAL STATEMENTS

17.0

The Association will keep accounts and an income statement will be prepared for each financial year.

The accounts of the last three years will be available for consultation at the registered office of the Association or sent electronically upon request by any Member in good standing.

The ICDA Executive Director will report monthly about the Association's financial situation to the ICDA Management and Council.

ART. 18

FINANCIAL YEAR

18.0

The financial year of the Association is the calendar year from 1st January to 31st December.

ART. 19

MINUTES OF MEETINGS/NOTICE

19.0

Minutes of Council Meetings, Annual and Extraordinary General Meetings will be kept, approved by the President and will be available at the registered office of the Association or sent electronically upon request by any Member in good standing.

ART. 20

REPRESENTATIONS

20.0

No representation shall be made by a Member or group of Members in the name of the Association to any person, organisation, public body or government, unless the Council has been informed of the nature and purpose of such representation and has approved it in advance.

Should any Member disagree with a view taken by the majority, such a Member may require that the said representation mention his name and dissent.

ART. 21

EXCLUSION OF LIABILITY

21.0

The Association disclaims all responsibility in respect of any and all information provided to its Members and the Members agree to indemnify and hold harmless the Association in this regard.

ART. 22

WINDING UP

22.0

If the Association is wound up, its assets shall be liquidated in accordance with the directions of the General Assembly and distributed in accordance with French law governing the Association.

ART. 23

INTERPRETATION

23.0

In the case of a difference of opinion as to the meaning or interpretation of any terms or clauses to be found in these By-laws, the French text shall prevail.

ANNEX DOCUMENT

COMMITTEES TERM OF REFERENCES

All committees carry out their activities in accordance with the ICDA's antitrust rules and code of conduct.

Chairpersons and Committee delegates are volunteers chosen from member companies and according to their area of expertise. Regular participation is required to ensure that projects can be successfully completed. Committee delegates who do not participate regularly may be expelled.

There is no specific term of office for Chairperson Committees at both global and regional levels. However, the ICDA Management and Council may decide at all times to renew the Chairperson and/or Committee delegates in line with the Association's strategic roadmap.

1. ENVIRONMENTAL, SOCIAL AND GOVERNANCE COMMITTEE

The ESG Committee is responsible for creating and overseeing the implementation of the chromium industry ESG goals and providing ESG guidance to the chromium industry.

It serves as a forum for researching and sharing ESG best practices, as well as addressing compliance and regulatory matters.

The ESG Committee is organized both globally and regionally to ensure relevance. The Association can review the geographical organisation at any time to meet the needs of the industry on a regional basis.

There is one global Chairperson for the ICDA ESG activities, as well as a Chairperson for each defined geographic area.

It is the Global Chairperson only who reports to the ICDA Council and who drives the strategy of the ESG Committee in collaboration with other Regional Chairpersons, the ICDA team, the Management Board and the Council.

The Global Chairperson is a volunteer selected from a Member Company and, given the technical nature of this committee, both the Global and Regional Chairpersons must work in the field of ESG or have the necessary ESG expertise.

Committee delegates are volunteers from Member Companies and work in the field of ESG or have the necessary ESG expertise.

2. MARKET RESEARCH

The Market Research Committee offers expert support to the ICDA analyst and selects relevant thematic areas for market research based on current issues.

The Chairperson of the Committee is a volunteer selected from a Member Company with a strong understanding of the market and ideally works in the field of market research.

Committee delegates are volunteers from Member Companies who participate in discussions and

projects related to the Market Research Committee.

While not mandatory, it is important to have a diverse geographic representation to ensure all major chromium markets are covered.

The Market Research Committee regularly informs the ICDA analyst of the latest global and regional market trends and issues.

The Market Research Committee can support the ICDA Market Research Analyst by sharing contact details of relevant individuals at organizations, companies, research institutes, and government authorities who may assist the Analyst's work.

The Committee, in collaboration with the ICDA Executive Director, Management, and Council, selects the appropriate market research thematic area in line with members expectations and agrees on the Analyst's annual roadmap.

3. MARKET DEVELOPMENT

The Market Development Committee promotes the uses of chromium in all its forms, including sustainable and innovative uses.

The Committee's Chairperson is a volunteer chosen from a Member Company with a strong understanding of market challenges, ability to anticipate megatrends that will shape the chromium markets and technical skills.

Committee delegates are volunteers from member companies and participate in discussions and projects related to the Market Development Committee.

Committee delegates must have a genuine interest in innovation and new sustainable uses of chromium and should make proposals during meetings based on their knowledge and existing technical papers.

The Market Development Committee is closely linked to the work of the Team Stainless group. It provides guidance on the relevance of projects selected and funded by the Association.

The Market Development Committee is also responsible for promoting non-stainless uses of chromium through publications, interviews, technical papers, and potentially videos. The emphasis should be on innovative and sustainable uses including chromium in batteries for renewable storage, photocatalysts in hydrogen production, solar panel technology. (This is a non-exhaustive list).

4. COMMUNICATIONS

The Communications Committee oversees ICDA Communications strategy and ensure the Association is well represented in countries which have chrome-related activities.

The Committee Chairperson is a volunteer chosen from a Member Company and ideally with a background in corporate communications.

Committee delegates are volunteers from Member Companies with skills or interest in

communications-related issues and participate in discussions and projects related to the Communication Committee.

The Communications Committee has the capacity to review the format of publications issued by the ICDA, suggest improvements to the website, PR strategy, service development and may encourage the ICDA to organise any events that would ensure the further reach of the Association to new segments or geographical areas.

5. CHINA

The China Committee facilitates Chinese Members' participation in ICDA activities and serves as a communication channel between the Association membership in China and the Association. It organizes activities that align with Chinese culture and chromium industry needs.

The Committee Chairperson is a volunteer chosen from a Chinese Member Company.

Committee delegates are volunteers from Chinese Member Companies and including Association Representatives in China.

The China Committee organises local activities in line with the Association's main goals in the areas of market research, market development, technical and ESG projects and in accordance with local business culture and regulatory requirements.

The China Committee is responsible for establishing partnerships with local associations and market research companies, as well as organizing networking and technical events.

6. CHROME CHEMICALS AND METAL

The Chrome Chemicals and Metals Committee supports the development of existing and new uses for chromium chemicals and metal, as well as promoting industry best practice.

The Committee Chairperson is a volunteer chosen from a Chrome Chemicals or Chrome Metal related company.

Committee delegates are volunteers from Chrome Chemicals and Chrome metal related companies. The Chrome Chemicals and Metal Committee promotes the use of chrome chemicals and metal through publications and reports.

Its mission is to educate end-users on best practices and establish partnerships with end-user associations in the leather, plating, aerospace, and other industries to promote sustainable use. The Committee also provides regulatory updates and supports its members in reaching industry ESG goals.



INTERNATIONAL CHROMIUM DEVELOPMENT ASSOCIATION

11 rue Dulong
75017 Paris
FRANCE

info@icdacr.com
www.icdacr.com



www.icdacr.com

Association loi 1901
Siret : 332 077 007 00059
TVA : FR 02332077007
Code APE : 8230Z