

Bylaws of the Rare Earths Industry Association

(in accordance with the articles defined in Statutes)

1. MEMBERSHIP CONTRIBUTION

1. Structure and value of annual membership fees of the Association (2019)

Size of the organisation	Membership fee
Large organisations with 250 or more persons employed or turnover > €50 million or balance sheet total > €43 million	20 000 €
Medium-sized organisations with 50-249 persons employed or turnover ≤ €50 million or balance sheet total ≤ €43 million	10 000 €
Micro and small organisations with less than 49 persons employed or turnover ≤ €10 million or balance sheet total ≤ €10 million (e.g. junior miners)	5 000 €
Non-government organizations/ government departments/ universities/research institutes	3 000 €
Associate members-individuals (academia, freelancers)	500 €

2. In its meeting on February 8th 2019 in Leuven, it was proposed to the GloREIA board and have decided to collect half of the membership fee for 2019 from the founding members, considering the above criteria, which are based on the average benchmark of other critical material associations.
3. The fee for 2019 should be paid before July 31st 2019
4. For the consecutive years, the annual membership fee should be paid by November 30th in advance of the coming calendar year. (*to be discussed and finalized during the 1st general assembly).
5. Due fees have to be paid to the REIA Bank Account:
Account carrier: Rare Earths Industry Association AISBL
Bank Institute: XXX
BIC: XXX
IBAN: XXX
6. Apart from the financial membership contribution, also an in-kind contribution has to be guaranteed by the members, by e.g. sharing of intelligence and/or human resources, to secure the active participation of all members in the developments of the REIA.

2. ADVISORY BOARD (to be discussed and finalized during the 1st general assembly)

1. The Advisory Council quorum and deliberation rules. The Board of Directors may select a maximum of 10 persons as the advisory board members of the REIA for a term of three years from outside the general assembly as independent experts. A member can be selected on the basis of a simple majority vote of the presented Board of Directors' members during its meetings and needs to be approved by general assembly. An advisory board member can also be removed upon a simple majority vote of the Board of Directors and needs to be approved by general assembly.

2. An advisory board meeting can be convened if half of the existing members are agree to participate. The meeting should be coordinated by the secretary general upon the approval of the simple majority of Board of Directors.
3. The deliberations and recommendations of the advisory board to the Board of Directors and general assembly is non-binding.

3. BOARD OF DIRECTORS

1. General Assembly and Membership: The Board of Directors may take necessary steps on "balancing out of global value chain interests" to prevent the association from concentrating on a specific sector/industry, country or geographic region.
2. In its year of formal initiation, the EC will be represented by all its founding members. In following years, possible limitation of its constitution will be open for discussion.
3. Board of Directors may meet several times in a year either physically or through conference call.
4. A quorum is maintained when half of the members are present.
5. A meeting request can be initiated by any member, secretary general with the approval of president or the president himself.

4. ACCOUNTS, BUDGET AND COST

1. Travel, subsistence and accommodation costs of members (or their employees) in the performance of their activities for the Association may be reimbursed by the Association as determined by the Board of Directors. The rates and allowances of such reimbursement shall not exceed the rates and allowances paid at the time to experts engaged by the European Commission, requiring prior approval of the management team and providing within the constraints of the budget and in line with the purpose of their mandate.
2. The Board of Directors may resolve to make payments to members (or their employees or advisors) for Association work where such work involves an unusually high commitment of time to the Association. Such payments shall be made at rates less than or equal to the rates paid at the time to experts engaged by the European Commission, providing within the constraints of the budget and in line with the purpose of Association.

5. OFFICE / ADMINISTRATION AND SECRETARY-GENERAL

- Executes the daily management of the association under the leadership of secretary general. The role of office shall include but not limited to:
 - General management:
 - Carry out and coordinate the tasks of the secretariat
 - Secure administration
 - Secure bookkeeping
 - maintain REI website/platform and Reia archives
 - Coordination of further activities:
 - Facilitate and stimulate the communication between members
 - Facilitate and stimulate the communication towards the stakeholder groups

Confirmation by signature: