

GWMH STATUTES – ENGLISH TRANSLATION

NON-PROFIT ASSOCIATION

Statutes revised on 9 June 2026

Coordinated statutes filed with the registry on 24 June 2026

Global Wo.Men Hub (GWMH)

Company number: 867 607 491

Translator's note: this is a working translation of the original French statutes provided for reference purposes. The French version remains the only legally binding text for filing with the Belgian authorities.

Title I. Name, registered office, purposes and activities

Article 1. Name

An international non-profit association named "Global Wo.Men Hub", abbreviated "GWMH", is hereby established.

Article 2. Address of the registered office

The registered office of the association is established at 7 rue général Lotz, box 4, 1180 Brussels (Brussels-Capital Region). The registered office may be transferred to any other location in Belgium by decision of the Board of Directors, to be communicated to the Federal Public Service Justice within one month of the decision, and to be published in the Annexes of the Belgian Official Gazette (Moniteur belge).

Article 3. Corporate purpose

The association pursues the following non-profit purposes:

1. Promote education and research
 - Improve multidisciplinary research for both sexes
 - Create and develop training modules for businesses, schools, the public sector and associations
 - Mentoring and coaching for both sexes
 - Database of role models and services
2. Promote professional life – Professional equality between women and men
 - Make work-life balance a reality for both sexes
 - Create a culture of mutual understanding between women and men at work
 - Train women to hold leadership positions
 - Empower women to become entrepreneurs
3. Private life – Support shared responsibility of both sexes in parenting
 - Define the evolving role of motherhood and fatherhood
 - Promote effective communication between women and men at home
 - Prevent domestic violence against both sexes
 - Promote the contribution to society of stay-at-home mothers or fathers
4. Empower women to participate in decision-making processes

5. Promote specific policies
 - Increase girls' participation in STEM industries (science, mathematics) worldwide
 - Strengthen digital literacy and the transition to the digital economy among women of all ages and in all life situations
 - Empower women to act on sustainable development themes, particularly in developing countries
 - Raise women's awareness of sustainable development issues and act on these same issues
 - And other policies depending on the evolution of society

Article 4 – Activities

The activities that the association proposes to implement in order to achieve its purposes are notably the following:

6. Create a digital database of good practices and initiatives undertaken by women and men in the field of gender,
7. Organize training,
8. Organize symposia, international conferences, workshops,
9. Organize expert meetings,
10. Awareness campaigns,
11. Drafting of position papers and reflection notes, newsletters, books and scientific studies, scientific articles,
12. Implementation of doctoral and postdoctoral research, particularly multidisciplinary research, where possible with the support of NGOs and companies,
13. Apply for European and international projects funded by the European Commission or by national and international bodies, particularly projects involving universities, businesses and NGOs,
14. Networking of training professionals, human resources professionals, universities and NGOs,
15. Networking of gender-related projects and initiatives led by local, national, European and international NGOs,
16. Creation of national chapters on a case-by-case basis to implement the association's objectives.
17. All other activities consistent with the association's purposes.

Title II. Members

Article 5. Members

The association is open to Belgians and foreigners, whether legal entities lawfully established under the laws and customs of the State to which they belong, or natural persons.

The association is composed of different types of members depending on their contributions and their role within the association.

Members include in particular:

18. Large companies;
19. Consulting firms;
20. Public and quasi-public institutions;
21. SMEs meeting the criteria for small and medium-sized enterprises as defined by European regulations;

22. Local, regional, national, European and international non-profit associations active in the field of women and gender;
23. Natural persons;
24. University research centers or research groups;
25. Primary and secondary schools;
26. Non-university higher education institutions.

Members or their representatives have the right to attend the General Assembly and each have one deliberative vote. Alternates have the right to attend the General Assembly and only have a deliberative vote in the absence of their respective representative. To retain member status, every member must pay an annual membership fee set by the Board of Directors and approved by the General Assembly.

Associate members

In addition to members, the association includes associate members.

Associate members have access to:

- the association's activities;
- the association's network and contacts;
- information and documents distributed to members.

They are authorized to attend the General Assembly and to participate in discussions, but do not have voting rights. And do not represent the association in external events.

They are not entitled to the preferential rates granted to active members or other categories of members for the association's paid events and activities.

Article 6. Admission, resignation, exclusion

1. The Board of Directors decides on the admission of new members.

Legal entities wishing to join the association shall send a written admission request to the president, the secretary general, or the managing director of the association.

2. Conditions for natural persons joining as members or associate members

Any natural person wishing to join the association is exempt from submitting a written request.

Membership is completed via an electronic form made available on the association's official website, duly completed and accompanied by payment of the fee set by the Board of Directors.

Validation of this form constitutes acceptance of these statutes and the internal rules.

3. Members are free to withdraw from the association at any time, by sending their decision by letter, or any other written means of communication, to the president, the secretary general or the managing director of the association.

4. The Board of Directors, after hearing the defense of the person concerned, may propose the exclusion of a member from the association. The General Assembly pronounces the exclusion by a two-thirds majority of members present or represented. The Board of Directors may suspend the person concerned pending the General Assembly's decision.

5. Members lose their member status through:

- Withdrawal addressed in writing to the President of the association;
- Non-payment of the annual membership fee;
- Exclusion pronounced by the General Assembly;
- Death, for natural persons;

- Dissolution of the association.

5. Right to the corporate assets: A resigning, suspended or excluded member, as well as the heirs or successors of a deceased member, have no rights to the corporate assets.

They may not claim or demand any statement of accounts, rendering of accounts, sealing, inventory, or reimbursement of fees paid.

Article 7. Membership fees

The General Assembly sets the amount of members' fees.

The annual fee for a natural person may not exceed 500 Euros per year. The annual fee for a legal entity may not exceed 10,000 Euros per year.

The association's other resources are:

- Subsidies,
- Sponsor contributions,
- Financial donations (gifts) and donations in kind, as well as donations from public-benefit institutions.

Without prejudice to Article 9.22 of the Code of Companies and Associations (CSA) of 1 May 2019, and with the exception of manual gifts, any inter vivos donation to the association whose value exceeds 100,000 euros must be authorized by the Minister of Justice or his delegate. The donation is deemed authorized if the Minister of Justice or his delegate has not responded within three months from the date of the request for authorization sent to him.

Article 8 – Register of members

The administrative body maintains an electronic register of the association's members at the registered office.

This register includes the name, first name and domicile of members, or, in the case of a legal entity, the name, legal form and address of the registered office.

The administrative body records all decisions regarding the admission, resignation or exclusion of members in this register within eight days of becoming aware of the decision.

All members may consult the register of members at the registered office of the association. To do so, they send a written request to the administrative body, with which they agree on a date and time for consulting the register. This register may not be moved.

Title III. General governing body

Article 9. General Assembly

9.1. Powers

The General Assembly has full powers to enable the achievement of the association's purposes and activities.

In particular, the following matters are reserved to its competence, in accordance with the CSA law of 1 May 2019:

1. amendment of the statutes;
2. appointment and removal of directors;
3. appointment and removal of the auditor and determination of his remuneration;

4. discharge to be granted to directors and the auditor in accordance with Article 9.20 of the CSA of 1 May 2023, as well as, where applicable, the initiation of an action by the association against directors and auditors;
5. approval of the annual accounts and the budget;
6. dissolution of the association;
7. exclusion of a member;
8. transformation of the non-profit association (ASBL) into an international non-profit association (AISBL), into a cooperative company recognized as a social enterprise, and into a recognized social enterprise cooperative company;
9. making or accepting the gratuitous transfer of a universality of assets;
10. defining the types of members.
11. members' fees
12. adoption of internal rules of procedure

9.2. Composition

The General Assembly is composed of all members or their representatives. Only members have voting rights.

Each member has one vote.

9.3. Meeting and method of convening

The General Assembly meets as of right, every year, at the location indicated on the notice of meeting.

All members, directors and auditors are convened to the General Assembly at least fifteen days beforehand. Any proposal signed by at least one-twentieth of the members is placed on the agenda.

This notice, which contains the agenda, is given by the secretary and is sent by letter, fax, email or any other written means of communication, at least eight days before the General Assembly meeting.

When the General Assembly deliberates on the basis of a report drawn up by the auditor, the latter takes part in the assembly.

In addition, the Board of Directors will decide to convene an extraordinary meeting of the General Assembly if it deems it necessary.

Furthermore, at the proposal of the Board of Directors, the General Assembly may deliberate and decide in writing, via fax, email or internet platform, on specific agenda items.

9.4. Decision-making procedure

The General Assembly may only validly deliberate if half of the members are present or represented.

Members may each be represented at the General Assembly by another member holding a special proxy. However, no member may hold more than one proxy.

Except in the exceptional cases provided for in these statutes, resolutions are adopted by simple majority of the members present or represented.

On any matter not included on the agenda and submitted for written approval, deliberation shall only take place by absolute majority.

Resolutions adopted are communicated to all members by letter, fax, email or any other written means of communication within 30 days following the General Assembly.

The resolutions of the General Assembly are recorded in a register signed by the president and the secretary, and kept by the president or the secretary, who shall make it available to members at the registered office of the association, and in electronic form.

Article 10. Amendment of the statutes and dissolution of the association

Without prejudice to Article 9.21 of the CSA law of 1 May 2023, any proposal aiming to amend the statutes or dissolve the association must originate from the Board of Directors.

The Board of Directors must inform the association's members, at least four months in advance, of the date of the General Assembly meeting that will decide on said proposal.

Notices shall be given by letter, fax, email or any other written means of communication.

The General Assembly may not validly deliberate on the proposal to amend the statutes or dissolve the association unless two-thirds of the members entitled to vote, present or represented, are in attendance.

No decision shall be adopted unless it is voted by a two-thirds majority of the votes of the members present or represented.

However, if the General Assembly does not gather two-thirds of the association's members, a new meeting will be convened, which will rule definitively and validly on the proposal, by the same two-thirds majority of votes, regardless of the number of members present or represented, at the earliest fifteen days after the first meeting.

The General Assembly shall determine the method of dissolution and liquidation of the association.

Any net assets remaining after liquidation shall be allocated to a private non-profit legal entity pursuing a similar corporate purpose.

Title IV. Administrative body

Article 11. Administrative body

11.1. Powers

The Administrative Body has all powers of management and administration, subject to the powers of the General Assembly.

It may delegate day-to-day management to its president, and/or to one or more director(s) or to one or more agent(s) whose powers it shall determine.

11.2. Composition

11.2.1 The association is managed by an Administrative Body composed of a minimum of 2 members.

11.2.2 The president and the directors are appointed by the General Assembly by a two-thirds majority under the following conditions:

- the term of office is three years, renewable
- duties shall end through death, resignation, civil incapacity or provisional administration, removal, and expiration of the term;
- the office of director is performed free of charge, except for the managing director responsible for day-to-day management.

11.2.3 The administrative body elects from among its members a secretary, one or two vice-presidents and a treasurer, as well as any other necessary functions.

11.2.4 The administrative body has all powers of management and administration, subject to the powers of the General Assembly. It may delegate day-to-day management to its president and/or to one or more directors or to one or more agents whose powers it shall determine.

11.2.5 Directors may be removed by the General Assembly deciding by a two-thirds majority of the active members present or represented. In the event of a vacancy during a term of office, the Administrative Body may provisionally appoint a replacement who will fulfill the term of the person being replaced.

11.2.6. A director may be represented by another director at a meeting of the Administrative Body.

11.2.7. All acts relating to the appointment, removal and termination of office of directors, drawn up in accordance with the CSA law of 1 May 2019, are communicated to the Federal Public Service Justice for filing in the dossier and are published, at the association's expense, in the Annexes of the Belgian Official Gazette.

11.2.9. Internal rules of procedure for the Administrative Body shall be established.

11.3 Meeting and method of convening

The Administrative Body meets, both in Belgium and abroad, at least once a year, upon notice from the secretary general or the managing director, or at the request of the president or a director. A written notice, mentioning the place, day and time of the meeting as well as its purpose, shall be given to the directors before each meeting. This notice shall be sent to the directors by letter, fax or email.

11.4 Decision-making procedure

The Administrative Body may only validly deliberate if at least half of its members are present or represented.

A director may be represented by another director, who may not hold more than one proxy.

Resolutions of the Administrative Body are adopted by a majority of the directors present or represented. In the event of a tied vote, the president's vote is decisive.

A meeting may be adjourned by a vote of two-thirds of the directors present or represented entitled to vote. No matter that could not be addressed at the initial meeting shall be discussed at the adjourned meeting.

11.4 Register of resolutions of the Administrative Body

Resolutions are recorded in a register signed by the president and by at least one other director, and kept by the secretary or the person delegated to day-to-day management, who shall make it available to the association's members at the registered office, and in electronic form.

Title V: Delegation of powers

Article 12

The Administrative Body may delegate certain powers of the association to committees or sub-committees made up of persons deemed capable of handling the association's activities, under conditions defined by the Board of Directors. The Board of Directors nevertheless reserves the power to make any decision when it comes to acts that constitute a legal commitment for the association.

The Administrative Body appoints a secretary general for a term and under conditions to be defined by the Board of Directors. The Administrative Body has the power to remove the secretary general according to its usual deliberation procedure.

In place of the secretary general, the Administrative Body may appoint a managing director / a person delegated to day-to-day management for a term and under conditions to be defined by the Board of Directors.

The secretary general, or the managing director, or the person delegated to day-to-day management, or the President, is responsible for convening the members of the General Assembly and the Administrative Body, and manages the operation of the association as part of day-to-day management. The Board of Directors may delegate other powers to the secretary general, the managing director, the person delegated to day-to-day management, or to a third party, where this proves necessary for achieving the association's objectives.

Article 11

Acts that bind the association, other than those of day-to-day management, are signed, except by special delegation of the Administrative Body, by the president or a director, who shall not be required to justify his authority to third parties.

Article 12

Directors, as well as the secretary general, the managing director, or the person delegated to day-to-day management, do not, by reason of their office, incur any personal obligation and are only liable for the performance of their mandate.

Article 13

Legal actions, whether as defendant or as plaintiff, are brought or defended in the name of the association by the Administrative Body, represented by a director or by the secretary general.

Article 14

Acts relating to the appointment, removal and termination of office of persons authorized to represent the association, drawn up in accordance with the law, are published in the Annexes of the Belgian Official Gazette and filed in the dossier established in the association's name with the registry of the relevant Commercial Court.

Title VI – Budget, accounts

Article 15

The amount of the regular members' fee is set annually by the General Assembly, on the proposal of the Board of Directors. The association's management costs, as well as any other cost incurred by the association in pursuing its objectives, shall be borne by the members in accordance with the rules set out in the association's internal rules of procedure.

Article 16

The financial year begins on the first of January and ends on the thirty-first of December.

The annual accounts for the past financial year, as well as the budget for the following year, are prepared by the Board of Directors each year and submitted to the General Assembly at its next meeting for approval.

The annual accounts are filed, in accordance with Article 3.47, §2 of the CSA, in the association's name, with the registry.