

## Membership Benefits, Terms and Conditions

### Individuals:

All qualified professionals, whether employees or academics, from any sector of economic activity, who are of legal age and wish to join PIBhub in their personal capacity. This does not apply to individuals affiliated with any company or business activity. It offers professionals and entrepreneurs the opportunity to expand their professional networks and stay connected to the growing landscape of Portugal-India relations.

| List of Benefits                                   | Individual |
|----------------------------------------------------|------------|
| Access to all PIBhub events at member rates        | ✓          |
| Access to all communication from PIBhub            | ✓          |
| Access to the PIBhub network                       | ✓          |
| Voting rights at the PIBhub General Assembly       | ✓          |
| Invitations to trade shows/ events in India        | ✓          |
| Sponsorship opportunities at various PIBhub events | ✓          |

### QUOTAS

#### JEWEL - NEW MEMBER ENROLMENT FEE

|                       |      |
|-----------------------|------|
| Individual Membership | 100€ |
|-----------------------|------|

#### ANNUAL MEMBERSHIP FEE

|                                 |      |
|---------------------------------|------|
| Individual Membership (Renewal) | 150€ |
|---------------------------------|------|

### Payment:

Payment value as per the category applicable.

Mode of Payment – Bank Transfer

(Bank details to be provided after approval of registration)

### REQUIRED DOCUMENTATION

- Membership form duly completed and signed
- Payment of the Jewel and the annual membership fee

### ANNUITY

After the first membership year, PIBhub members are subject to the payment of annual fees made in January of each year. Membership fees are non-refundable for cancellations part way through the year.

## **MEMBER'S RIGHTS**

1. The rights of the members are:
  - a) Access to all the Association's activities and services provided, also enjoying all the rights and privileges legally, statutorily and regularly granted;
  - b) To enjoy all the advantages and rights arising from the existence and Action of the Association;
  - c) Appeal, under the legal terms, of resolutions or sanctions that they consider undue;
  - d) Request and obtain information about the Association's activity.
  - e) To present to the board, in writing, any suggestions that it deems useful for the best pursuit of the purposes of the Association.
  - f) Attend and participate in General Meetings.
  - g) Request, in writing, the resignation of his/her status as an associate, satisfying the payment of his/her contributions;
2. In addition to the previous number, the following are special rights of effective members:
  - a) Elect and be eligible for all positions in bodies of the Association;
  - b) Request, under the terms of the bylaws, the convening of the General Meeting;
  - c) Participate in General Meetings, present proposals, intervene in the discussion and vote;
  - d) Maintain all their rights until the end of their term of office and for as long as they exercise their respective functions.
3. Effective members are entitled to the following number of votes:
  - a) Members up to 1 (one) year of membership are entitled to 1 (one) vote;
  - b) Members with more than 1 (one) year and less than 3 (three) years of membership are entitled to 3 (three) votes;
  - c) Members with more than 3 (three) years of associative membership are entitled to 5 (five) votes.
4. The number of votes attributed to members, under the terms of the previous paragraphs, is also relevant for the purposes of requests, requests to convene General Meetings, proposal of candidacies and referendums.
5. Only effective members who, cumulatively, are in full enjoyment of their associative rights and have at least 12 (twelve) months of associative life are eligible for the governing bodies.
6. Honorary members may not hold social positions.
7. Honorary members may attend and participate in the General Assembly, without the right to vote, and may not participate in their convocation.

## **DUTIES OF THE MEMBERS**

1. The duties of the Associates are:
  - a) To pay punctually the annual dues and other financial contributions, established in Internal Regulations or by resolution of the General Assembly;
  - b) To participate and monitor the social activities of the Association, contributing to its proper functioning and prestige;
  - c) To exercise with responsibility and commitment the positions and missions for which they are elected or appointed;
  - d) Comply with other legal and statutory provisions, as well as regulations and notices made accordingly, sanctioned by the General Assembly;

- e) Inform, in writing, the Association of any change in the data contained in its proposal for admission to membership, under penalty of not enjoying its membership rights.
2. Effective members who hold positions in the governing bodies of the Association, maintain all their obligations until the end of the term of office and as long as they exercise their respective functions.
3. Honorary members are exempt from social duties.
4. Members who violate the duties established in these Statutes, Association regulations and current legislation, are subject to the application of sanctions, under the terms and conditions defined in the Internal Regulations.
5. Members who are in arrears, for more than 3 (three) months, regarding the payment of their dues or other debts to the Association, will be suspended from their rights.
6. The suspension mentioned in the previous number will be communicated to the sending member, by registered letter with notice of retraction, sent to the address contained in the Association's files, so that he, within 30 (thirty) days, counted from the receipt of the communication, proceeds to regularize the situation, under penalty of exclusion.

## **LOSS OF MEMBERSHIP**

1. The following lose the quality of Associate:
  - a) Members who request their disengagement, by registered letter, addressed to the President of the Board of Directors, sent at least 10 (ten) days in advance of the date on which they intend the disengagement to take effect;
  - b) Members who, at the end of the period referred to in number six of the article six, have not regularized the situation mentioned therein;
  - c) Members who, in a serious and repeated manner, violate the statutes, regulatory provisions or deliberations of the associative bodies, or deliberately promote discredit or practice acts to the detriment of the Association;
  - d) Those who refuse to hold office in the associative bodies to which they have been elected, unless there is a well-founded impossibility.
2. The decision to exclude a member based on the cases provided for in paragraphs b), c) and d) of the previous number is the responsibility of the Board of Directors.
3. The exclusion decision depends on prior communication to the member of the facts of which he is accused, and he is granted the right to reply, in writing, within 10 (ten) days.
4. The decision of exclusion by the Board of Directors may be appealed to the general meeting, within 10 (ten) days, counted from the knowledge of the decision.
5. The Member who disengages or is excluded loses his rights over the company's assets and the right to repeat the dues he has paid.
6. The loss of membership status does not exempt him from the payment of dues and other outstanding charges.