



## Remuneration policies

The following extracts from our Bylaws highlight the remuneration policies in Biodiversa Foundation:

### **PURPOSES AND LIMITATIONS Section D:**

Unless authorized by applicable law, no part of any contributions, donations, assets, net earnings, of other finances of the BF inure to the benefit of, or be distributed to, its Members, Directors, Officers, or other private persons, except to pay reasonable compensation for services rendered and to make payments and distributions in furtherance of the corporate purposes.

### **BOARD OF DIRECTORS Section B:**

**Compensation for Services.** Unless authorized by applicable law, voting Board Directors, including Officers, shall not receive any compensation or other tangible or financial benefit for service on the Board of Directors. However, the Board of Directors may authorize payment by BF of: actual, reasonable expenses incurred by Directors regarding attendance at Board meetings and other approved activities; and, a reasonable honorarium to the BF President and other Directors as determined by the Board.

**Compensation from Activities.** Unless authorized by applicable law, voting Board Directors, including Officers, shall not receive any compensation or other tangible or financial benefit from any element or activity of, or related to, BF except as reimbursement for actual, reasonable expenses directly associated with such corporate element or activity, when authorized by the Board of Directors.

### **EXECUTIVE DIRECTOR Section A:**

Compensation of the Executive Director shall be comparable to independent third party salary data, and shall not exceed prevailing market rates. The Executive Director shall serve as an ex-officio, corporate officer and not as a member of the Board, but shall have no voting powers. The Executive Director has the right to attend and participate at all meetings of the Board, except when excused by the Board for executive session.