NON-PROFIT CONFLICT INQUIRY FORM

STEP 1: DESCRIPTION OF PARTIES & TRANSACTION		
Name of non-profit organization entering into transaction with TNC:		
Type of Transaction (select one):	☐ Contract for Services ☐ Grant Agreement ☐ Purchase Order	☐ Licensing Agreement ☐ Real Estate Transaction ☐ Other
**"Organization" includes a for-profit corporation, partnership, trust, estate, joint venture, limited liability corporation, professional corporation, an unincorporated entity, a foundation, public board, or commission.*		
If you selected "Other" or "Real Estate," include description here (for real estate, describe property, size, fair market value and type of deal (sale, gift, lease, etc.)). **Note:** The purchase or sale of any interest in real property or water rights to or from any Related Party is a prohibited transaction and requires review by the Conflicts Committee and the TNC Global Board of Directors. A donation of a conservation easement by a Covered Person or Controlled Entity also requires review by the Conflicts Committee.		
Total Amount of Proposed Contract:		

STEP 2: DEFINITIONS & QUESTIONS

(1) **TNC Key Employees and Board of Directors:** Please refer to the **attached list** of Key Employees and members of Board of Directors (includes individuals who have left relevant TNC positions within the past five (5) years).

(2) **Covered Person:** A Global Board Member, Key Employee, Trustee/Advisor, Staff Member, Substantial Contributor, Close Relative/Family Member or persons who have the ability to influence the decisions of TNC because of their relationship with TNC or their access to material information about TNC's work.

(3) **Controlled Entity:**

- For-profit entity of any kind where a Covered Person, individually or collectively with other Covered Persons:
  a. owns more than 35% of the stock or value of an organization (directly or indirectly); or
  b. has a controlling influence over the organization's management or policies (ex. key management or board member).
- Nonprofit entity where a Covered Person, individually or collectively with other Covered Persons, is a board member, officer, director or key employee of the entity and has the ability to influence management of the entity.

(4) **Related Party:** Any individual who is, or was at any time during the 12-month period ending on the date of the purchase or sale, a member of the Board of Directors, a Trustee (or comparable volunteer advisor, such as a Regional Council member), or an employee of TNC; any individual who is a close relative of such an individual; and/or an entity in which the individual (or their close relatives) directly or indirectly own(s) more than 5% of the equity interest therein.

(5) **TNC Trustee:** Individuals serving as a Trustee or Advisor to TNC.

(6) **Substantial Contributors:** Individuals or organizations who have made total aggregate contributions to TNC of (i) ≥ US $5 million during the current fiscal year or (ii) ≥ US $25 million within the last five (5) fiscal years. Fiscal years run from July 1st through June 30th.

(7) **Family Members and Close Relatives:** Family members of any individual listed above, such as spouse, domestic partner, parent, sibling, child, dependent, other progeny, and ancestors.

STEP 2. SECTION 1. **NON-PROFIT ORGANIZATIONS** (explain any "yes" answers in Step 3):	**Yes**	**No**
a. Now, or at the time of the proposed transaction, do any of the following (individually or collectively with other such persons) have the ability to influence management of the entity: • TNC employee (or former employee who left within the last twelve (12) months); • TNC Key Employee; • TNC Board Member; • Substantial Contributor to TNC; • TNC Chapter Trustee or Advisory Council Member for TNC or TNC's related entities (or former trustees/members who left within the last twelve (12) months; and/or • Family members or close relatives of the above individuals.		

STEP 3: COMMENTS (Explain any "yes" answers checked above. Attach additional pages as necessary.)

STEP 4: NOTICE OF TNC CODE OF CONDUCT & SIGNATURES

TNC expects itself and everyone with whom it does business to conduct themselves in ways that are consistent with TNC's Code of Conduct found at www.nature.org/codeofconduct. Anyone (whether a part of TNC or not) may contact the TNC Helpline (anonymously, if desired) with questions, concerns, or suspected violations at www.nature.org/tnchelpline.

The undersigned certifies the information in the inquiry form is true and correct to the best of their knowledge.

Signature:	
Printed Name:	
Title *(if for an organization)*:	
Address:	
Date of Signature:	

TNC COVERED PERSONS

The following are individuals who are currently or have been, during the preceding five (5) fiscal years, a TNC "Key Employee" or a member of the Board of Directors of TNC or one of its U.S. Related Entities.

List Current as of May 13, 2025

Current Key Employees/ Officers	Former Key Employees/ Officers	Current Board of Directors	Prior Board Members
Nathalie Augustin David Banks James Bond Neel Broker Matt Brown Jan Glendening Tom Neises Asha Shah	James Asp Hans Birle William Ginn Wisla Heneghan Brian McPeek Bola Olusanya Hugh Possingham Michael Sweeney Leonard Williams	James Attwood, Jr. Amy Batchelor John Bernstein Stuart Brown Michelle DePass William Frist Harry Hagey Margaret Hamburg Fred Hu Shirley Ann Jackson Sally Jewell Nancy Knowlton Edwin Macharia Jennifer Morris Roshni Nadar Malhotra Douglas Petno Sergio Rial Fawn Sharp Anna Skoglund Kent J. Thiry Kevin Weil	Shona L. Brown Laurence Fink Joseph H. Gleberman Andrew Liveris Jack Ma Claudia Madrazo Craig McCaw Ana M. Parma Vincent Ryan Rajiv Shah Brenda Shapiro Thomas J. Tierney Moses Tsang Frances A. Ulmer Margaret C. Whitman Ying Wu

U.S. Related Entity Covered Persons

BIN = Blue Investments in Nature; CF&R – Conservation Farms & Ranches

Current Key Employees/ Officers	Former Key Employees/ Officers	Current Board of Directors	Prior Board Members
Leah Carriere (BIN) Jerred Dixon (CF&R) Teela Pejsa (CF&R) Angela Ortegon (CF&R)	Stephen Valdes-Robles (BIN) Felicity Fyfe (CF&R) Charlotte Kaiser (BIN)	Svetoslav Gatchev (BIN) Melissa Garvey (BIN) Jeffery Schutes (BIN) Mark Kramer (CF&R) Rodd Kelsey (CF&R) Susan North (CF&R) Ankith Patel (CF&R) Sandi Matsumoto (CF&R)	Diane Miller (BIN) Michael McFadden (CF&R) Scott Morrison (CF&R) Ann Marie Nemanich (CF&R) Jason Pelletiier (CF&R)

Other TNC Related Entity Covered Persons (If applicable)

Key Employees (members of Related Entity leadership team):	Current Fiduciary Board Members, if applicable: