

Rainforest Trust CEO Compensation Policy

Established by the Compensation Committee

Committee Members: John Mitchell, Sally Davidson, Jeffrey Zack, Brett Byers

This policy was extracted from the 2014 Compensation Committee report submitted to and approved by the entire Board during the Board meeting of December 5, 2014.

Approved CEO Compensation Committee Process:

Our CEO compensation review process includes the following elements, which appear below in this order:

1. A review of the CEO performance.
2. A review of the current compensation level.
3. Benchmarking via two compensation reports for non-profits.
4. Study of compensation by at least ten other charities similar in size and nature to Rainforest Trust (data from Charity Navigator).
5. A review of financial and efficiency constraints on compensation.
6. Compensation recommendations and vote.