

**Structural Nucleic Acid Anticancer  
Research Society, Inc.**

A Georgia Non-profit Corporation

**COMPENSATION POLICY**

**ARTICLE I**

**PURPOSES AND USES**

**1.01 Purpose and Uses**

It is important that Structural Nucleic Acid Anticancer Research, Inc. directors, officers, and staff perform their charitable work on a voluntary basis, but:

- if any orders of goods or services were directly purchased and used for a STARS event, program, or activity,
- if there is clear documentation or receipts on the purchase being made by a STARS director, officer, or staff/volunteer/member
- if the initial compensation request is made within a year and a half of the purchase
- if the compensation request is now less than or equal to 5% of all STARS HQ cash/bank account funds,
- if the initial compensation request clearly included receipt/recordings showing:
  - o the date of purchase
  - o the company/service provider
  - o the amount of the good/service
  - o the person who was charged for the purchase

then a compensation request can be approved with the approval of 2/3 of the board of directors, if it is determined by the board that the purchase activity was clearly for a STARS program/purpose and not for private gain.

**ARTICLE II**

**AMENDMENT OF COMPENSATION POLICY**

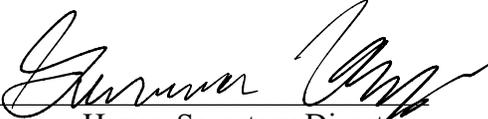
**2.01 Amendment**

Any amendment to the Compensation Policy may be adopted by approval of two-thirds (2/3) of the board of directors.

## CERTIFICATION

### CERTIFICATE OF ADOPTION OF CONFLICT OF INTEREST POLICY AND AGREEMENT

I do hereby certify that the above stated Conflict of Interest Policy and Agreement for Structural Nucleic Acid Anticancer Research Society, Inc. was approved and adopted by the board of directors on July 23<sup>rd</sup>, 2025, and constitute a complete copy of the Conflict of Interest Policy of the corporation.

  
Gurnoor Hayer, Secretary Director

Date: 08/03/25