

Conference & Event Neutrality Policy

MIND Foundation gGmbH · Berlin

Adopted by the non-profit shareholders and Board of MIND Foundation

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foundation.org · Registered non-profit: Amtsgericht Berlin-Charlottenburg HRB
220247 B

Preamble

MIND Foundation gGmbH organizes and may co-organize conferences, symposia, and other public-facing events in the psychedelic research and therapy field, including the INSIGHT Conference series. These events serve our non-profit goal of promoting public health and health education – they serve the broader professional and scientific community. They draw their credibility from being genuinely open platforms.

MIND Foundation also operates its own training and educational programs — among them the Augmented Psychotherapy Training (APT) program — which may place it in a competitive relationship with other field organizations. This policy establishes a governance firewall between MIND Foundation's role as a community event organizer and its role as a market participant.

§ 1 Purpose

This policy ensures that:

- MIND Foundation events remain neutral, open platforms for the European and global mental health field, psychedelic research and the therapy ecosystem;
- participation rights, access conditions, and promotional opportunities at MIND Foundation events are not used as instruments of competitive advantage;
- the institutional credibility of MIND Foundation events is protected long-term, for the benefit of the whole field.

§ 2 Scope

This policy applies to all conferences, symposia, and public events organized or co-organized by MIND Foundation gGmbH, including:

- the INSIGHT Conference series;
- the INSIGHT Symposium format;
- the INSIGHT Forum format;
- any future event formats operated under the MIND Foundation brand.

It applies to all decisions regarding exhibitor access, booth conditions, sponsorship, and promotional rights.

§ 3 Core Principle: Institutional Neutrality

Where MIND Foundation operates both a community event and programs that compete with offerings of other field organizations, it commits to maintaining a strict governance firewall between those two functions.

Specifically, MIND Foundation commits that:

- Booth access, sponsorship opportunities, and promotional rights **will not be conditioned** on whether a participating organization operates programs that compete with MIND Foundation's own offerings.
- Pricing, potential discounts, visibility, and participation terms **will be applied consistently** across comparable organizations — **comparable** meaning organizations operating within the same professional field and seeking the same exhibitor or sponsorship categories — regardless of competitive relationship.
- MIND Foundation staff responsible for event management **do not have authority to modify these terms for competitive reasons.**

§ 4 Conflict of Interest Procedure

Where a real or perceived conflict of interest arises — for example, a decision about booth access for an organization whose training program competes with APT — the following procedure applies:

1. The matter is escalated to the CEO or Board; it is not resolved at the operational level.
2. The conflict is documented in writing **before** the decision is made.
3. The rationale for the final decision is recorded and is available for internal review.

§ 5 Reciprocity

MIND Foundation welcomes and will actively seek reciprocal access at partner events. However:

- Reciprocal access is **not a precondition** for granting participation rights at MIND Foundation events.
- Community infrastructure obligations are independent of bilateral exchange arrangements.
- The absence of a current reciprocal platform — for example, due to a partner organization having paused its own conference — does not alter the access rights of that organization at MIND Foundation events.

§ 6 External Communication

MIND Foundation is prepared to share this policy with partner organizations, funders, and field bodies upon request. Where MIND Foundation proposes industry-wide adoption of a conference neutrality standard — it will do so on the basis of this internally adopted policy.

§ 7 Review and Amendment

This policy will be reviewed annually by the Board of Directors and updated as needed to reflect changes in MIND Foundation's programmatic portfolio or event operations. Amendments require non-profit Shareholder Assembly and Board approval and must be documented with version number and adoption date.

Adopted by the MIND Foundation non-profit shareholders assembly and the Board of Directors

Berlin, April 2026



Dr. sc. hum. Henrik Jungaberle
CEO & Director of Human Development



Prof. Dr. med. Gerhard Gründer
CEO & Medical Director

Attachment: Governance Standards and Context

This policy is grounded in established nonprofit governance standards. The following frameworks and precedents inform its rationale:

8.1 BoardSource — Conflict of Interest Standards

BoardSource, the leading international authority on nonprofit board governance, identifies as a prototypical conflict of interest the situation in which a board member or executive holds a leadership role in an organization with a competing mission or program structure. BoardSource's guidance requires that such conflicts be disclosed, documented, and actively managed — and that the affected individual recuse themselves from decisions where their competing interest is at stake. The principle underlying this policy — that an organization cannot simultaneously operate community infrastructure and use it as a competitive instrument — directly reflects this standard.

Reference: BoardSource. (2006). *Managing Conflicts of Interest: A Primer for Nonprofit Boards* (Kurtz, D. L., & Paul, S. E.). boardsource.org

8.2 National Council of Nonprofits — Duty of Loyalty

The National Council of Nonprofits identifies the "duty of loyalty" as a core legal obligation of nonprofit governance: board members and officers must act in the best interests of the organization and its mission, not in their personal or competitive interests. Where an organization operates both a public platform and market-facing programs, this duty requires that platform access decisions be made on mission grounds, not competitive ones.

Reference: National Council of Nonprofits. (n.d.). *Conflicts of Interest*. councilofnonprofits.org/running-nonprofit/governance-leadership/conflicts-interests

8.3 IRS Requirement for Written Conflict of Interest Policies

The United States Internal Revenue Service requires all 501(c)(3) nonprofit organizations to maintain a written conflict of interest policy, disclosed annually in Form 990. While MIND Foundation gGmbH operates under German nonprofit law (gemeinnützige GmbH), the IRS standard is widely regarded as an international benchmark for nonprofit governance. A written, board-adopted policy of this kind is the minimum standard expected by funders, partner organizations, and oversight bodies internationally.

Reference: Internal Revenue Service. (2023). Form 990, Part VI, Section B, Line 12a. [irs.gov](https://www.irs.gov)

8.4 The Structural Conflict of Interest: Conference Organizers as Market Participants

The specific governance challenge this policy addresses — a nonprofit that organizes a field-wide conference while simultaneously operating programs that compete with those of conference participants — is recognized in nonprofit governance literature as a structural conflict of interest. BoardSource notes that this situation creates "an apparent conflict of interest" that, even where no wrongdoing occurs, can cause observers to question whether decisions are being made impartially. The standard response, consistent across governance frameworks, is a formal firewall policy of the kind adopted here.

Reference: BoardSource. (2025). *Conflict of Interest Examples and Samples*. boardsource.org/resources/conflict-of-interest-examples-and-samples

Note on §8: The governance standards cited in this section are verifiable published sources. The citations establish the governance rationale and standard-setting context within which this policy operates.