**Appendix 1: Interview Selection Process and Sample Interview Questions**

**Interviewee Selection**

We found relevant interviewees using following methods:

1. Internet search for the environmental ministries/departments of national governments described in Bennett et al. (2017) as engaged in biodiversity offsetting programs. We then identified the authorities involved in biodiversity conservation or mitigation.
2. Contacting the authors of peer-reviewed journal articles or reports that directly addressed biodiversity offsetting.
3. Searching for universities or environmental NGOs (e.g., Wildlife Conservation Society, The Nature Conservancy) performing conservation / offsetting work or research.
4. Searching lists of attendees for past biodiversity offsetting conferences.
5. Finding contacts through the Biodiversity Offsets Blog (<http://www.biodiversityoffsets.net>).
6. Recommendations from offsetting experts in the academic and non-governmental fields.

Necessary criteria for interview candidates must:

1. Have current or recent experience in biological conservation strategies, compensatory mitigation and/or biodiversity offsets.
2. Be a government official, academic expert, or a non-governmental or private corporate employee.
3. Demonstrate an understanding of the legal and regulatory status of mitigation and/or biodiversity offsets in their country.

**Interview questions**

Although we utilized a semi-structured interview process, which allowed for conversation and clarification between the interviewer and interviewees, we employed a “core” set of questions, listed below. In addition to these core questions, we asked for reasons and justifications for any answers provided to better understand the interactions between policy, practice, and intent.

1. Are there mandated biodiversity offsetting programs in place in your country?
   1. If yes, under which law(s) are offsets mandated?
   2. If yes, how do these programs actually quantify the biodiversity offset?
   3. If no, is there official policy (either corporate or government) pertaining to mitigation/offsets?
   4. If no, are there any specific reasons as to why offsetting implementation and standards for measuring biodiversity in offsets are still developing in your country?
2. Are there offsetting guidelines in place to suggest specific measurements of biodiversity in offsetting projects?
   1. What are the criteria and indicators of these guidelines?
3. Which aspects of biodiversity are most represented in mitigation or offsetting measurements (referring to Reed Noss’ hierarchy of biodiversity)?
   1. Composition, structure and/or function
   2. Genetic, species, population and/or landscape scale
   3. What is the biodiversity target(s) of the offsetting program/policy (e.g., species, habitat and/or ecosystem)?
4. Which aspects of biodiversity are consistently not being measured in mitigation or offsetting projects?
   1. E.g., Are genetic components considered in offsets?
5. If habitat quality is considered in offset measurements, how is habitat quality measured?