

BEEKEEPER CORPORATE RESPONSIBILITY AND CODE OF ETHICS

Statement of Commitment:

At Beekeeper, we are passionate about building technologies that connect the unconnected in innovative ways. By bridging communication gaps, we enable the seamless transfer of ideas, foster meaningful partnerships, and nurture thriving company cultures.

To achieve this vision sustainably, we commit to upholding our company culture by:

- Acting responsibly towards our local and global communities.
- Competing fairly while challenging the status quo.
- Honoring our contracts, and complying with applicable laws and regulations.
- Respecting our environment and maintaining ethical integrity in all our practices.

We are guided by a commitment to transparency and accountability to all stakeholders, including employees, communities, customers, and investors. Every step we take toward achieving our commercial goals reflects sound ethical practices, understanding, and trust.

Our Guiding Principles:

At Beekeeper, our guiding principles are based on our values:

- **BEE Frontline First:** Our customers come first. By truly listening, understanding their challenges, and solving their needs, we build trusted, long-term partnerships that drive results.
- **BEE the Solution:** We lead by example, keeping things simple, staying proactive, and always delivering on our promises.
- **BEE Stronger Together:** We believe in the power of teamwork to achieve more — collaborating with our teams, customers, partners, and investors to succeed together.
- **BEE Open:** We stay curious, embrace new ideas, and communicate with transparency and candor, even when it's uncomfortable.

These values shape our commitments to stakeholders, ensuring that our business practices align with ethical standards and societal expectations.

In addition to our values, our **Corporate Social Responsibility and Code of Ethics** are guided by the following principles:

- **Transparency:** We maintain clear and honest communication in all our interactions with stakeholders, fostering understanding and accountability.
- **Trust:** We build and prioritize trust as the foundation of all our relationships, ensuring mutual respect and confidence.
- **Diligence:** Every action we take is guided by meticulous attention to detail, care, and responsibility, ensuring high standards in all aspects of our business.
- **Compliance:** We strictly adhere to and uphold:
 - Our contractual commitments.

- All applicable legal and regulatory requirements governing our operations.
- Policies designed to protect the confidentiality and privacy of personal data entrusted to us by our customers and our users.

Our Commitment to Ethical Practices

At Beekeeper, ethical behavior is at the heart of everything we do. Our commitment to integrity, fairness, and transparency is not just a guiding principle but a standard that defines our interactions with all stakeholders. We believe that upholding strong ethical practices is essential for fostering trust, maintaining accountability, and achieving sustainable success. The following principles outline how we integrate ethics into every aspect of our business operations.

The following commitments form the cornerstone of Beekeeper’s ethical and socially responsible approach. They reflect our dedication to building trust, fostering inclusivity, and ensuring integrity across all aspects of our business operations:

- **Governance and Accountability**
 - We cooperate fully with internal and independent auditors.
 - Conflicts of interest, both internal and external, are avoided and addressed promptly.
 - Partnerships are built on trust, selecting partners who demonstrate a shared commitment to ethical behavior.
- **Integrity and Compliance**
 - Conduct business in full compliance with local, national, and international laws and regulations.
 - Avoid conflicts of interest and disclose any potential conflicts promptly.
- **Respect for Human Rights**
 - Commit to international human rights principles, including those outlined in the Universal Declaration of Human Rights and the UN Guiding Principles on Business and Human Rights.
- **Community Engagement**
 - We take responsibility for contributing positively to local economies by creating employment opportunities and investing in social and environmental initiatives.
 - We support employees in achieving a work-life balance that aligns with their individual needs and life circumstances.
- **Diversity, Inclusion, and Fairness**
 - We are committed to equal employment opportunities irrespective of religion, gender, ethnicity, race, caste, culture, disability, age, gender identity, or sexual orientation.
 - We adhere to and advocate for laws and practices that support individuals with disabilities or handicaps.
- **Prohibition of Exploitation and Corruption**
 - We refuse to cooperate with suppliers or partners involved in forced labor, slavery, or exploitative practices.
 - We maintain a zero-tolerance policy for bribery and corruption in any form.
 - As a politically neutral organization, we do not support political parties or election campaigns, allowing employees to engage in political activities on their personal time.
- **Data Privacy and Security**
 - Continuously improve technical and organizational measures to safeguard personal and customer data.
 - Ensure compliance with applicable data protection regulations.

International Principles and Standards

In addition of applicable laws and regulations, we are guided by internationally recognized standards and principles in shaping our CSR and ethical practices. These serve as a framework for our policies and actions, including but not limited to:

- Universal Declaration of Human Rights
- UN Convention on the Rights of the Child
- ILO (International Labour Organization) Core Conventions on Forced Labor, Child Labor, and Non-Discrimination
- Global Anti-Slavery and Anti-Trafficking Standards
- Global Anti-Discrimination Standards
- Global Disability and Equal Opportunity Standards
- Global Anti-Bribery and Anti-Corruption Regulation
- Fair Labor Practices and Compensation Guidelines
- Applicable legal and regulatory frameworks for data protection and privacy, such as GDPR, Swiss Data Protection Act, CCPA and similar legislation.

While these standards guide and inspire our approach, we strive to adapt and apply them in ways that align with our values and business practices.