BEEWISE

Impact Report
2023

Contents

About us

CEO statement

"With improved AI models and better technology, we have been able to accelerate our work toward saving the bees."

Dear Beewise Community,

As I reflect back on 2023, I am grateful for our growth, including our largest pollination season yet. I celebrate the positive impact we've made on bee health as a result—for every dollar we make, we save 12 bees. However, last year, we also felt an increased urgency to protect these vital pollinators. The threats bees face have only intensified and it's clear to us that the only way Beewise can succeed is at scale.

Our second annual Impact Report covers our activity from January through December of 2023, and aligns with industry-specific standards of the Sustainability Accounting Standards Board (SASB) for Agricultural Products and Software & IT Services. We hope this report engages the food and environmental sustainability community in a dialogue about the critical role AI paired with precision robotics will have in saving bees, a species responsible for pollinating the majority of what we eat.

I want to begin our report with a story about this mighty insect: as bees fly, they collide with microscopic particles in the air, and as a result of this friction, their bodies build up a positive charge. Meanwhile, flowers' proximity to the ground tends to give them a negative charge. When the positively charged bee arrives at the negatively charged flower, sparks don't fly, but pollen does. What this

tells us is that while we tend to think of pollinators as "part" of nature, in reality they are the embodiment of Mother Nature; a catalyst in a complex, dynamic system. Many species on the planet, including butterflies, birds, bats, and even rats, can, and do pollinate, but bees alone have evolved over the course of 150 million years to be the world's most effective generalist pollinator: they pollinate the majority of the fruit, vegetables, seeds, and nuts that feed eight billion people.

Humans have allowed bee colony collapse rates to climb from single digits to 48% in less than 50 years. How dare we undo in decades that which took eons to perfect? We all must take notice. Colony collapse is not only a problem for beekeepers who manage bees at scale. It is not only a problem for crop growers who provide produce as part of the global food supply. It is a problem for every being that eats and breathes.

Beewise exists to give bees a fighting chance in the face of modern stressors, because as we see it, our future is clear: "To bee, or not to be."
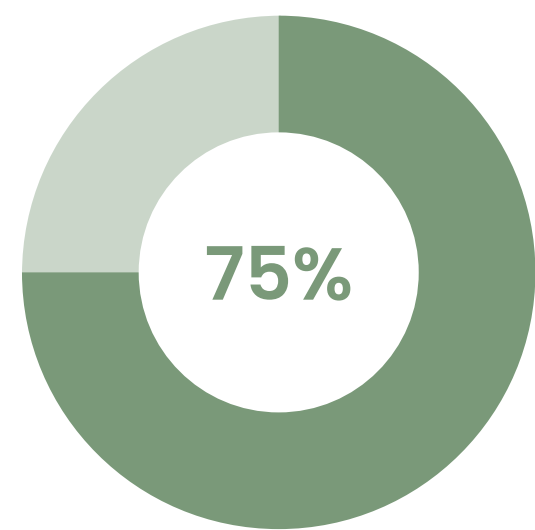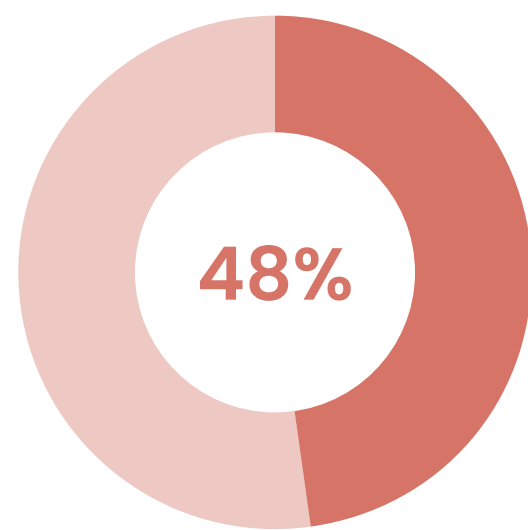
Sincerely,
Saar Safra

Saar Safra
Beewise CEO and Co-Founder

Our mission

At Beewise, we are on a mission to save bees in order to feed the world.

75%

48%

75% of the crops the world consumes are **pollinated by bees**

But **48% of bee colonies collapsed** last year.

We are here to help.

Commercial beekeeping is an industry that has barely seen any major innovations in more than 170 years. Until now. Since 2018, we have been applying our expertise across a broad range of technological disciplines to save bees and protect the global food supply.

This transformation is urgently needed. Global warming, as well as monoculture-related health threats, such as pesticides and pathogens, are devastating honey bee populations. Exacerbating the problem is the fact that beekeepers are not well positioned to treat their bee colonies because of challenges intrinsic to their profession. Apiary locations can be hundreds of miles apart, which means that a given hive might only receive a visit once every few weeks. As a result, bees, already under heightened stress, aren't receiving the right care at the right time.

Additionally, because experienced beekeepers are scarce, it is often unskilled labor providing the majority of hive care. **The net result is that annual colony losses are approaching 50%,** a drastic rise from the single digits beekeepers saw a few decades ago. Since bees are facing a complex, interrelated set of problems , a holistic, real-time, in-field solution is necessary to keep bees alive and healthy. This can only be achieved at scale with what is referred to as remote beekeeping.

At Beewise, we use AI and robotics to perform remote beekeeping for healthy hives and superior pollination. **In the last two years, we have saved more than 200M bees and we are working to save more every day.**
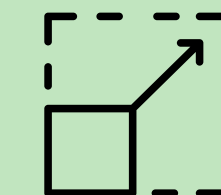
Beewise's Momentum at a Glance
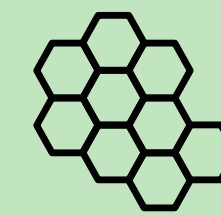
250K — hives placed annually

1,000+ — BeeHome™ devices in the field

150K+ — acres pollinated annually

150 — employees across 4 countries: US, Mexico, Poland, and Israel
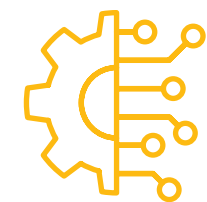
60+ — engineers and researchers on our team

Our vision

Save bees using technology

We apply artificial intelligence and precision robotics innovations to help beekeepers remotely care for their bees in real-time, at scale. It is as if every bee had her own beekeeper–24/7.

Improve outcomes using automation

We streamline our partners' beekeeping operations. Our AI-powered solution, combined with master beekeepers' expertise, helps bees not only survive, but also thrive.

Deliver superior pollination with healthier hives

Strong colonies provide improved pollination, which in turn increases crop yields for growers. Higher yields maximize land use, which can help make nutritious food both more accessible and affordable.
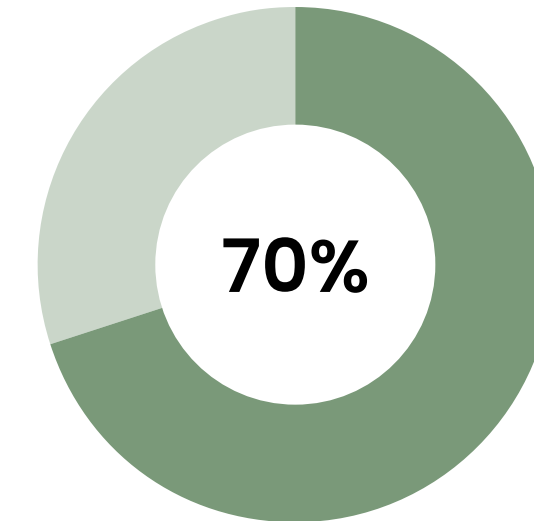
Our solution

Remote Beekeeping for Improved Outcomes

We are the world's **first pollination as a service platform.** Our service is based on the BeeHome™ , a device that uses **AI and robotics** to deliver remote, automated beekeeping at scale. It was designed with one goal in mind: **saving bees.**
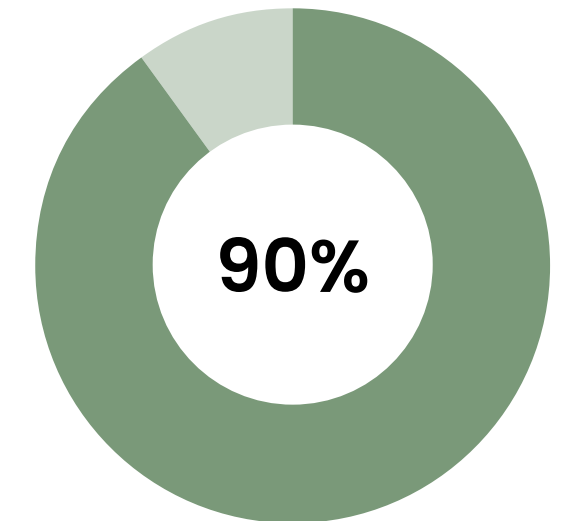
Compared to traditional wooden beehives, the BeeHome™ delivers:

70%

50%

90%

Reduction in annual colony loss, allowing beekeepers to keep up with the pollination needs of growers
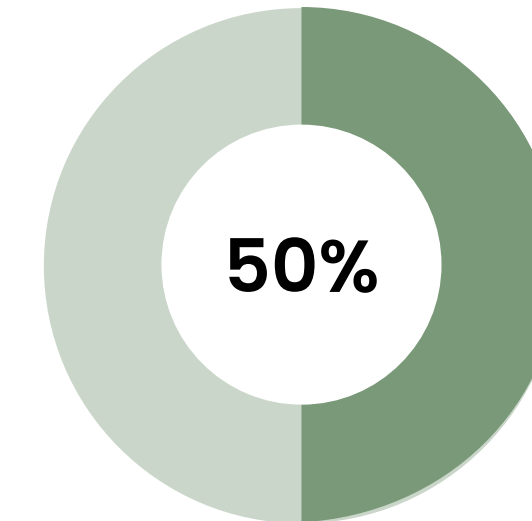
Improved yields, as healthier bees provide superior pollination and more honey

Reduction of manual labor through a robotic system that automates many time-consuming, repetitive tasks

Today's beekeepers

Commercial beekeepers report that their biggest challenges are:

Hive 1
Hive 2
Fresno
CALIFORNIA
Bakersfield
Hive 3
4h29 min
264 miles
Santa Barbara
Los Angeles
Long Beach

Distance

Typical commercial beekeepers manage thousands of hives, that are often spread over hundreds of miles and multiple states. As a result, they can only visit a limited number of hives at any given time.

Timing

Due to distance and scarce labor, most hives only receive a beekeeper visit every few weeks. Rarely are the hive's problems treated in time–help is always almost too late.

Expertise

Labor shortages, particularly a lack of experienced beekeepers, lead to generalized and inconsistent care, often done by inexperienced workers. The net effect results in poorer bee health.

Grounded in user feedback

In every new version of the BeeHome™, our approach has been to make design decisions based on feedback from beekeepers who are on the front lines of the fight to save bees. The result is remote beekeeping.

The BeeHome™ solves the distance, timing, and expertise challenges facing beekeepers: they know exactly what their bees need and can provide the right solution when it's needed, all from their phone or desktop. It's good for their bees, and for their business.
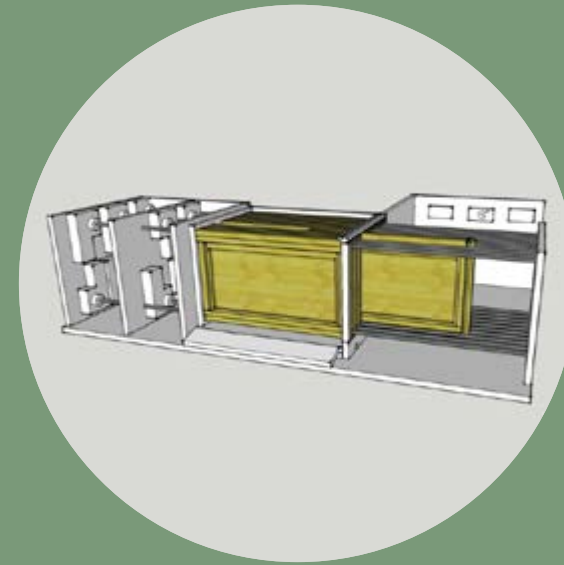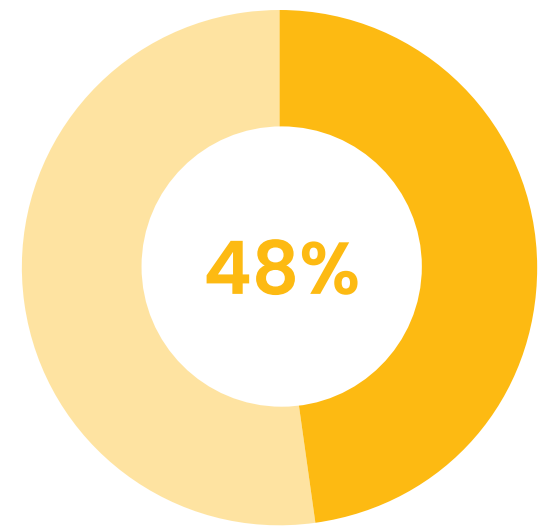

2018

2019

2020

2021

2022

2023

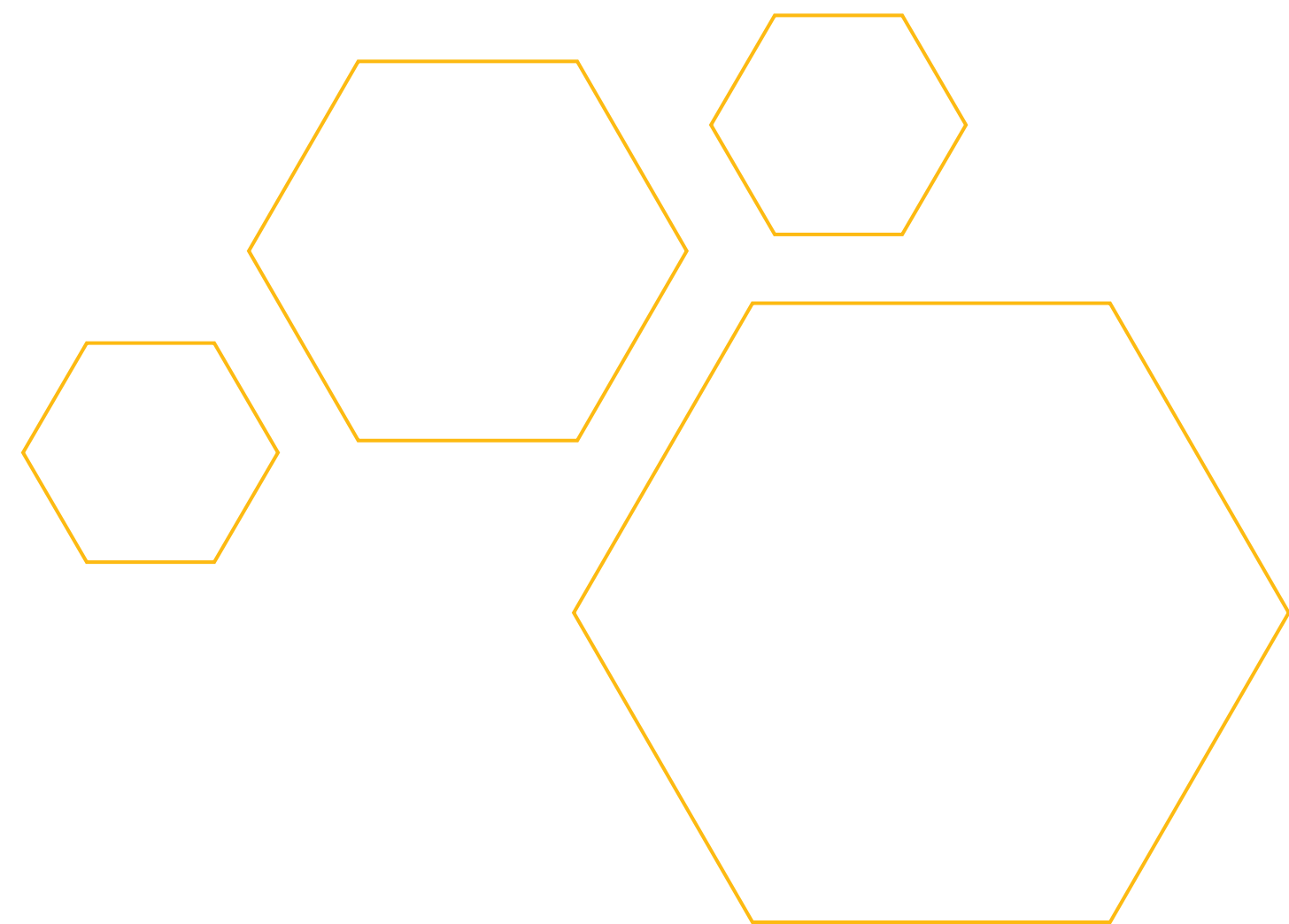# The state
# of global bee
populations

Bees are in trouble

In 2023, 48% of commercially-managed **honeybee colonies in the US collapsed.**

48%

Today's widespread colony collapse can be attributed to a variety of modern stressors on bees, that unfortunately amplify each other.

Climate Change

Extreme weather impacts plants and bees in many ways: altered flowering times, fires and storms that destroy hives and forage, and conditions ideal for invasive pests. And these formerly "once-in-a-lifetime" climate events are now commonplace.

Insufficient Forage

The prevalence of monoculture has led to fewer available plant species for forage throughout the year. Pollinators can struggle to find adequate nutrition, often leading to starvation.

Pests & Disease

Varroa mites and American foulbrood, as well as other pathogens and viruses, have a significant impact on pollinator health and devastate an increasing percentage of hives around the world.

Updates from the field

Updates from the field.

Bee supply is not meeting pollination demand. Globally, there has been a rapidly increasing demand for honeybee pollination, but bee pollination service capacity is not catching up quickly enough. In 2019, A recent study found the demand for honeybee pollination around the world grew 2.3 times more than the supply of stocked honeybee colonies. Economists project that even the short-term effects of these shortages have led to a 1-2% net loss to global GDP.

During the 2023-2024 pollination season, we saw evidence of this shortage first-hand. While Beewise was able to meet all of its pollination obligations, the number of last-minute requests for bees we received indicated that there was not an adequate supply of bees to meet the demand from almond growers and other farmers.

Automation is essential.

With the future of our global food supply at stake, we believe that the effective solution for saving bees to feed the world will have to scale without dependence on manual labor. Beekeepers don't have enough workers to visit hives as often as their bees require care. According to the American Farm Bureau Federation, there are 2.4 Million unfilled farm jobs in the United States alone, and volatile fuel prices can make additional hive visits even more prohibitive. While we believe experienced beekeepers will always be a crucial part of providing bees with quality care, a real-time, distributed, robotic solution will become increasingly essential to saving this species at scale.

At Beewise, what we see in the field makes us all the more determined to use our technology to save the bees in order to secure the global food supply.

> "Information without automation is useless."
>
> **Eliyah Radzyner,**
> **Co-Founder of Beewise**
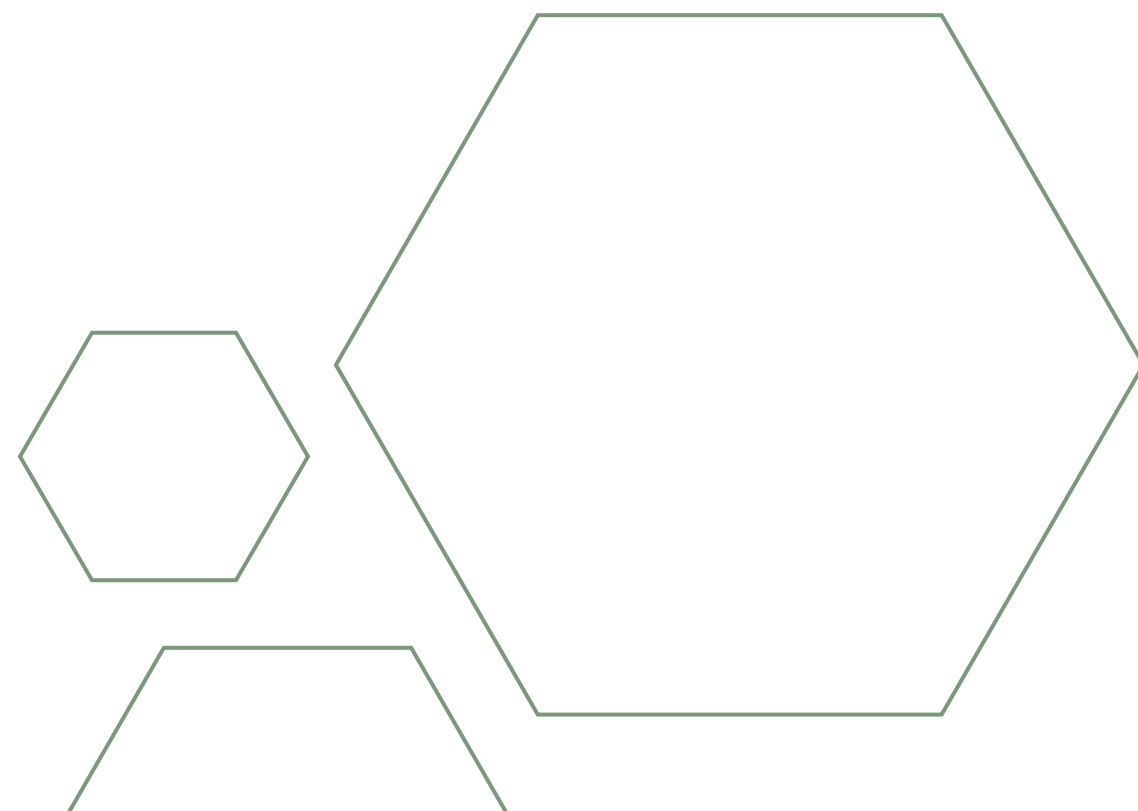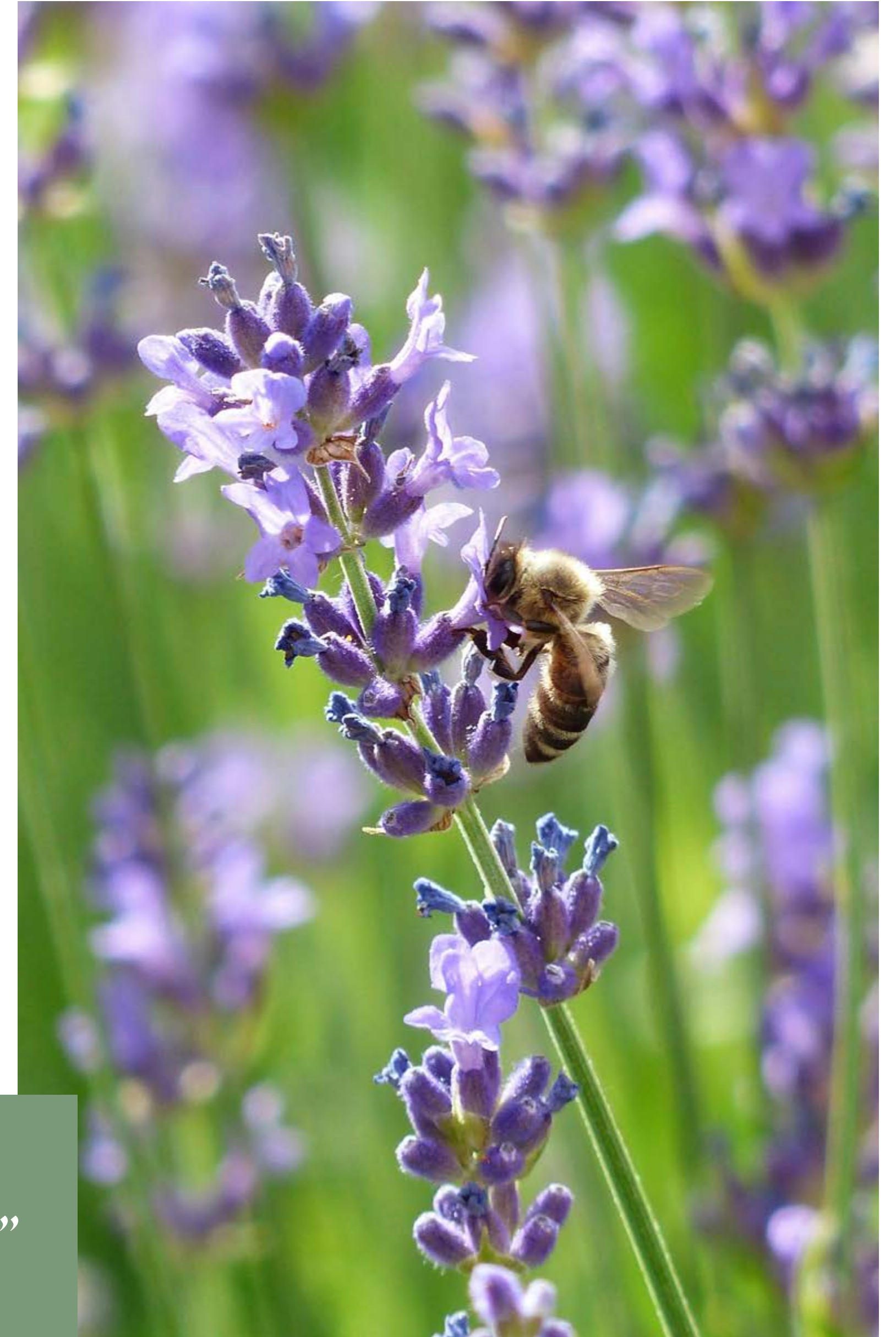
Emerging trends in the industry

Almond industry leaders focus on bee-friendly practices

Leading food brands across the grocery and consumer-packaged goods industries committed to bee health initiatives. KIND snacks, a division of Mars Inc., pledged to source 100% of their almonds from bee-friendly farms by 2025. Meanwhile, Danone granted millions to support pollinators, and Nestle and General Mills continued ongoing bee forage projects. With this sort of industry-wide emphasis on bee health, we predict that growers will become increasingly motivated to adopt bee-friendly practices, including their pollination providers.

"Honeybee pollination is one of my biggest expenses and amounts to over 10% of my annual variable costs of almond production. I am very excited about Beewise solutions to managing hives more efficiently and effectively."

Dan Cummings,
Chair at Blue Diamond Almond Growers

Research on human deaths caused by global loss of pollinators

A study from Harvard University's School of Public Health found the global loss of pollinators is already causing an estimated 500,000 early human deaths a year due to reduced availability of healthy foods. With less supply of healthy foods, like fresh produce and nuts, comes less consumption, more disease, and ultimately, increased deaths. Before this research, discussions around biodiversity and pollinator protections had been missing a direct link between pollinator losses and human health.
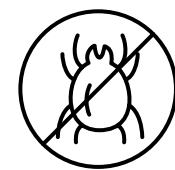
Beekeepers, facing colony losses near 50%, had fewer tools to protect bees

In 2022-23, beekeepers lost nearly half of their colonies, largely due to diseases and parasites. Compounding this challenge, chemical treatment options, which already lose efficacy over time, became increasingly scarce due to heightened regulatory enforcement. This meant beekeepers faced more difficulty protecting their colonies from deadly pests such as the *Varroa* mite.
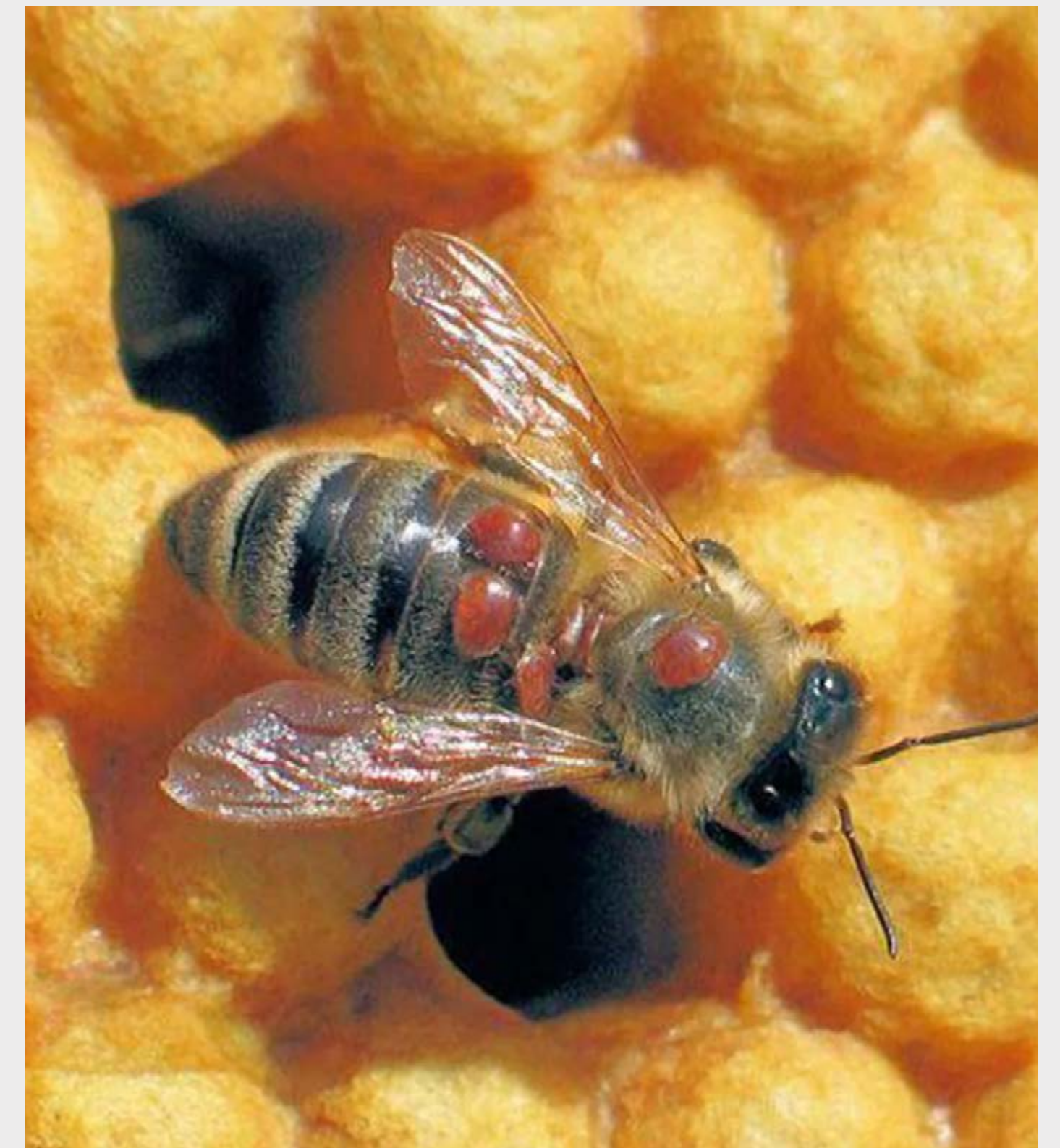
Updates to our solution

Our latest BeeHome™ model, the BeeHome™ 4, offers an advanced solution for growers and beekeepers to save more bees, improve outcomes through automation, and achieve superior pollination with healthier hives.

The BeeHome™ 4 solution and its benefits

For Bees:

- **Thermoregulation:** we help bees maintain optimal temperature, both for colony health and increased pollination activity, through superior hive wall insulation, automated ventilation, and airflow entrances that can be controlled remotely.

- **Reduced exposure to harmful substances:** our hive entrances can be closed remotely before chemical application.

- **Chemical-free pest treatment:** remote, on-demand, chemical-free pest treatment is delivered via heat-based technology. This technology has proven to be over 90% effective against the deadly *Varroa* destructor mite.
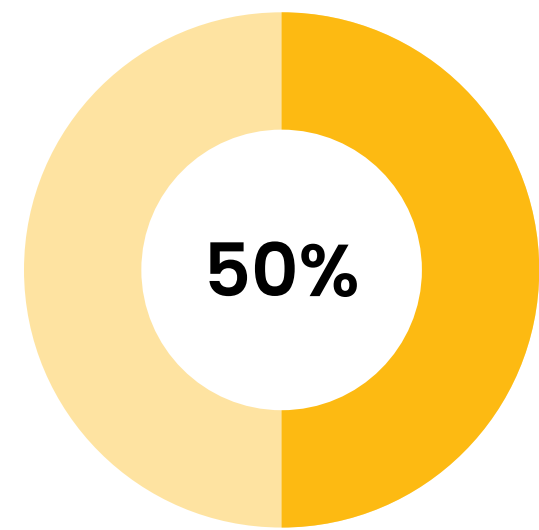
For Beekeepers:

- **Compatibility with industry standards and practices:** the contents of traditional beehives, including wooden frames, honeycombs, wax, and more, can be placed directly into the BeeHome™, which, in turn, can be moved by conventional forklifts and transported by conventional trucks that are used to transport beehives across the nation.

- **Enhanced imaging:** high-resolution visuals provide accurate bee counts and cell-level image analysis of each frame of honeycomb.

- **Automated feeding:** the BeeHome™ automatically feeds bees as needed through a centralized syrup tank.

- **Hive equalization abilities:** remote hive manipulation allows for accurate, timely balancing of hives to benefit bees' health and optimize pollination

For The Environment:

- **Sustainable power:** our BeeHome™ is fully solar-powered for reduced energy costs and carbon footprint.

Results and recognition

Pollination with Traditional Hives

50%

Beekeepers using traditional hives, the wooden boxes developed **170 years ago,** experience up to **50% annual colony losses.**

"Heading into our third season working together, Beewise has proven to be a trusted partner for us. We're not only continuing to see positive business outcomes and we can rest assured that our pollination is bee-friendly, but also we get great transparency."

Zac Ellis,
**Sr. Director of Agronomy at Olam Food Ingredients**

Awards & Recognition
We are proud of the recognition we have received for our efforts to save bees using AI and robotics.

Awards Beewise received in 2023 included:
- TIME Best Inventions of 2023
- WIRED's Regenerative Company 100
- CB Insights AI 100
- World Ag Expo Top 10 New Products
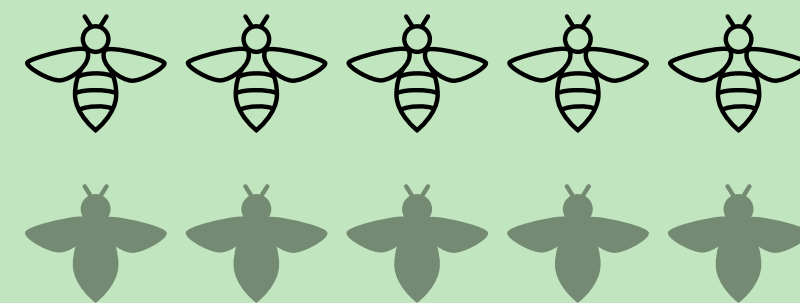- Forward Fooding's FoodTech 500
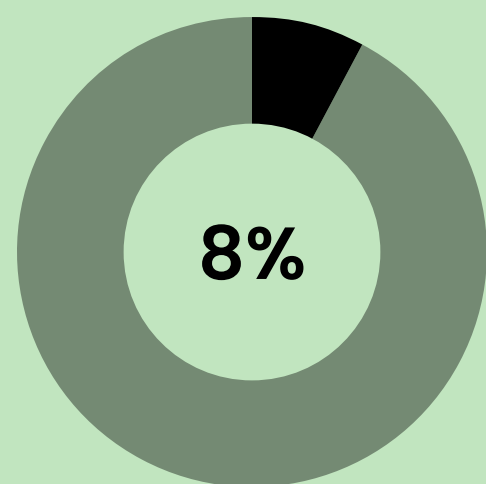
Quantifying bees saved
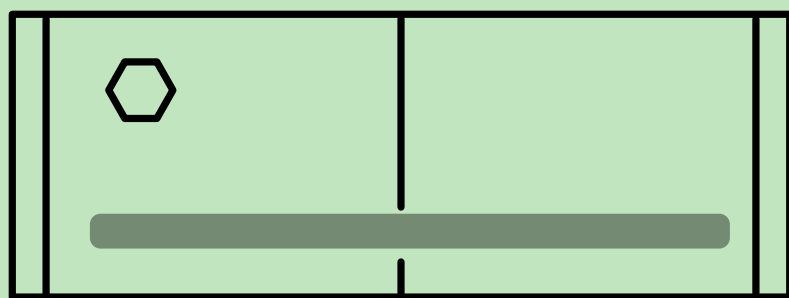
A BeeHome™ 4 contains up to **10** colonies of bees

Each colony has an average of **33,000** bees

for a total of **330,000** bees on average per BeeHome™

If they were housed in wooden hives, approximately half of those **10 colonies would perish over the course of a year**

8%

In a BeeHome™ 4, those **colony loss rates** are reduced to **below eight percent.**
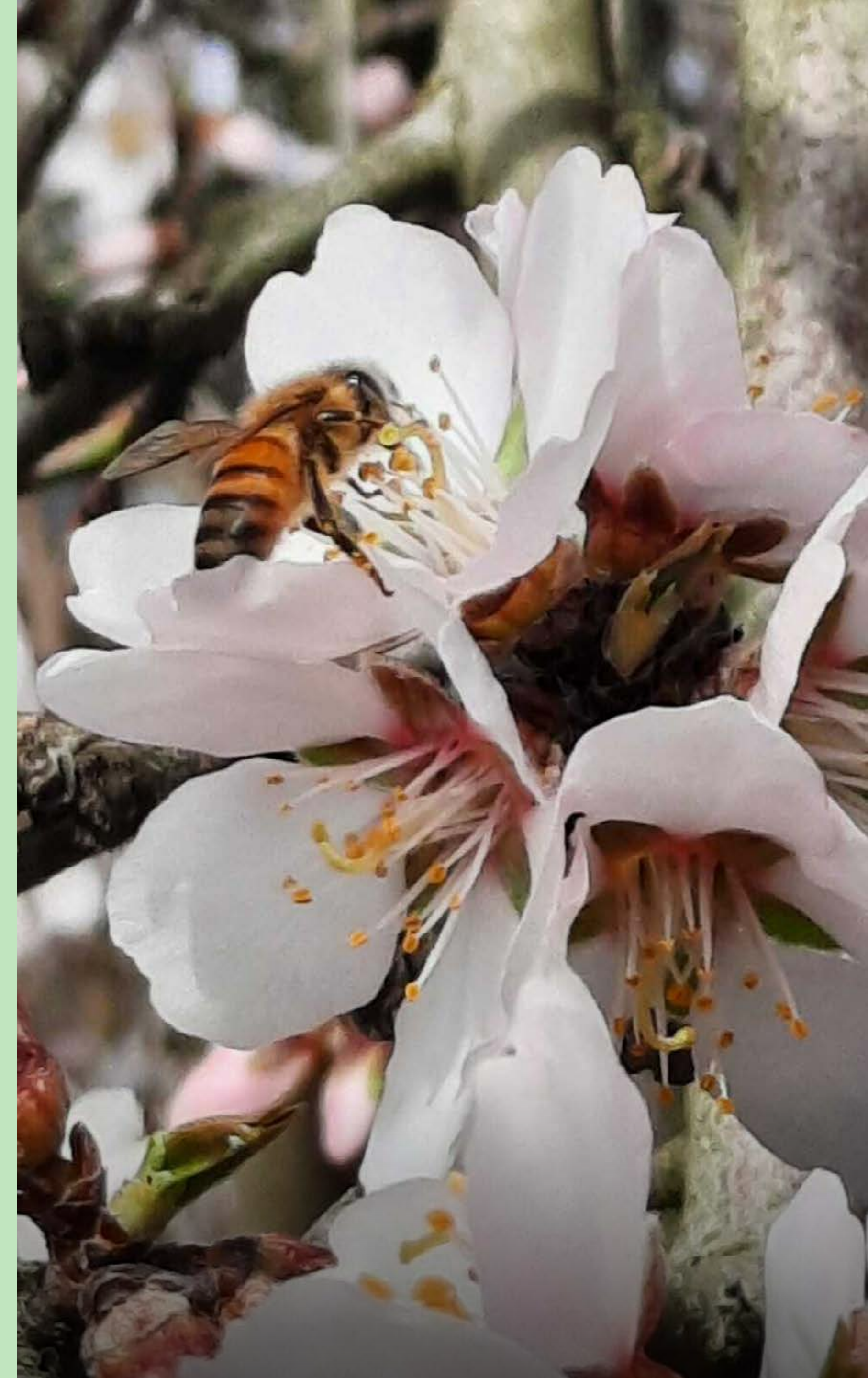
On average, that means that each of the **1,000** BeeHome™ 4s

in operation saves more than **130,000** bees a year, every year

2023   60 days   2024

We estimate that during the 2023 - 2024 almond pollination season alone, an approximately 60 day window, more than

22.48M bees saved by Beewise

Impact on climate

Remote beekeeping is not only good for bees, but also for the environment.

With the BeeHome™, a beekeeper makes fewer trips to the hive every month, resulting in less mileage traveled by truck and fewer hours used operating a forklift. This leads to a significant reduction in emissions related to transportation and labor.

Compared to traditional wooden beehives, we estimate each BeeHome™ avoids approximately 40 kg of CO_2 emissions annually. Over the lifetime of a BeeHome™, this results in savings of approximately 600 kg of CO_2. Our current BeeHome™ portfolio is 1,000 strong, and therefore 600 tons of CO_2 will be avoided altogether over the lifetime of our portfolio of BeeHomes™.

-40 kg	**-600 kg**	**-600 tons**
of CO_2 emissions annually	**of CO_2** over the lifetime of a BeeHome™	**of CO_2** over their lifetime of our 1,000 BeeHome™

SDGs

The Sustainable Development Goals (SDGs)
developed by the United Nations represent a
holistic approach for nations and organizations
to address global sustainability challenges.

We have identified five SDGs that Beewise's work
supports. Each SDG has specific targets and
indicators; we describe our activities for each
of these categories below.

SDGs

SDG 2: Zero hunger

Goal: End hunger, achieve food security and improved nutrition and promote sustainable agriculture

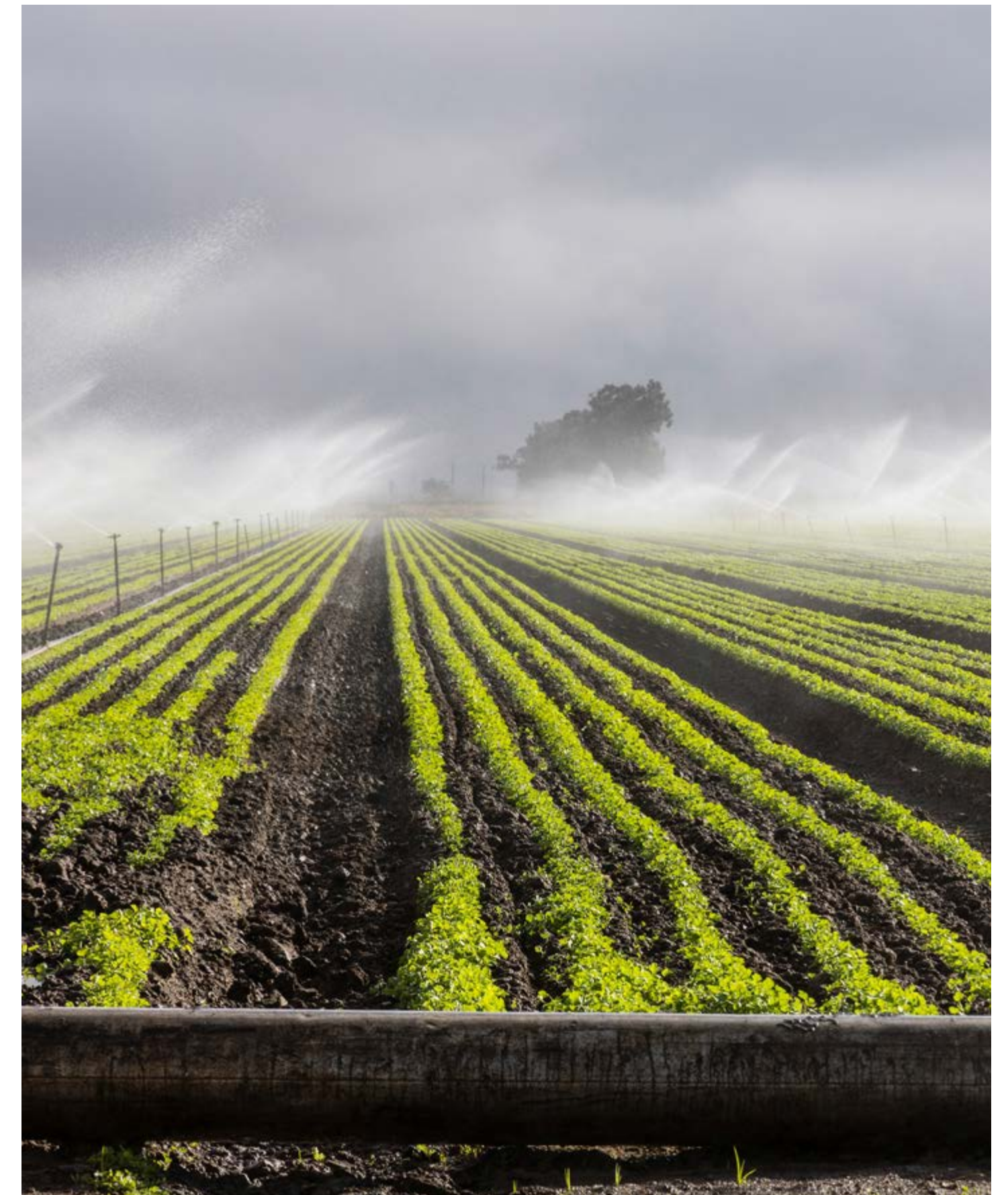|	Target		Our Activity
2.1	Sufficient food all year round		Close to 75% of the world's food crops depend on pollinators. Beewise's technology saves honeybee colonies, which are the most commonly used commercial pollinators. Wider access to better pollination helps sustain food security for a greater percentage of the global population by raising crop yields.
2.3	Double the agricultural productivity		Today, many growers do not have access to adequate pollination (both in quantity and in quality), mostly due to bee colony collapse. By keeping bees alive, Beewise helps raise agricultural productivity and add value to growers, while reducing their expenses.
2.4	Implement resilient agricultural practices that increase productivity and production		Beewise helps mitigate the negative effects of climate change on bees by controlling their environment through the BeeHome™. Improved pollination by bees makes farming more productive, providing greater yields from the same plot of land.

SDGs

SDG 8: Decent work & economic growth

Goal: Promote sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all

Target   **Our Activity**

|		
8.2	Higher levels of economic productivity through diversification, technological upgrading, and innovation	Beewise's precision technology allows beekeepers to tend to their hives remotely. It is estimated that US beekeepers spend up to 60% of their time traveling to care for their hives; Beewise eliminates more than half of those visits, reducing costs and travel time for beekeepers.
8.3	Support decent job creation and encourage the formalization and growth of micro, small and medium-sized enterprises	By introducing technology to beekeeping, Beewise is modernizing an industry that has seen little change over the last 170 years. Beewise's innovations in remote beekeeping benefit commercial beekeeping operations of all sizes that have a hard time finding enough skilled labor to fulfill their obligations. Beekeepers who partner with Beewise have access to using the BeeHome™ with no up-front cost, so they can invest back into growing their business.
8.8	Protect labor rights and promote safe and secure working environments	By enabling remote treatment of bees, Beewise significantly reduces vehicle travel time, physical labor in the field, and the occupational hazards of working near bees.

SDGs

SDG 9: Industry, Innovation, and infrastructure

Goal: Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation

Target
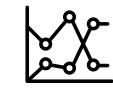
Our Activity

9.4 Make industries sustainable with resource-use efficiency and adoption of clean and environmentally sound technologies

Beewise helps growers use fewer resources and increase their productivity and yields, while also being more sustainable. Automation saves time and resources, and remote capabilities reduce transportation emissions for beekeepers. The BeeHome™ is also completely solar-powered, lowering energy costs and carbon emissions.

SDGs

SDG 13: Climate action

Goal: Take urgent action to combat climate change and its impacts

Target

Our Activity

13.1 Strengthen resilience and adaptive capacity to climate-related hazards

The bee population is in a severe decline due to climate-related factors and other threats. The BeeHome™ helps protect bees, significantly reducing colony collapse. Beewise also represents progress towards decarbonization within the agricultural sector by preventing greenhouse gas emissions related to beekeeper transit and equipment use.

SDGs

SDG 15: Life on land

Goal: Protect, restore, and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss

Target

Our Activity

13.1 Reduce the degradation of natural habitats, halt the loss of biodiversity and prevent the extinction of threatened species

Beewise's mission to save bees not only benefits bees and cultivated crops, but also natural ecosystems via bees' foraging (and subsequently pollinating) activity. Reducing bee colony loss helps enhance the biodiversity of flora and fauna in the wild areas surrounding managed hives, ultimately having a positive effect on natural habitats.

Operational impact

We take our role as environmental stewards very seriously. As a mission-driven company, we recognize it is crucial to consider not only the impact we are having on bees and our customers, but also the impact of our own operations. As we scale, we have also increased our efforts to minimize the environmental footprint of our production processes, products, and operational activities.

Energy

We consider greenhouse gas (GHG) emissions in our decision-making throughout our operations, from employee air travel to our corporate fleet. **We track our Scope 1, 2, and 3 GHG emissions and work to identify areas to reduce our climate impact.**

Scope 1
Employees use our corporate fleet for commuting and client visits. We have 32 vehicles, and 25% of them are hybrid vehicles.

Total energy consumed by our corporate fleet in 2023: 3,829 Gigajoules (GJ)

Scope 2
At our Israeli office, the only location we manage directly, we source electricity from a mix of 30% solar and 70% from a local electricity supplier that uses mainly natural gas.

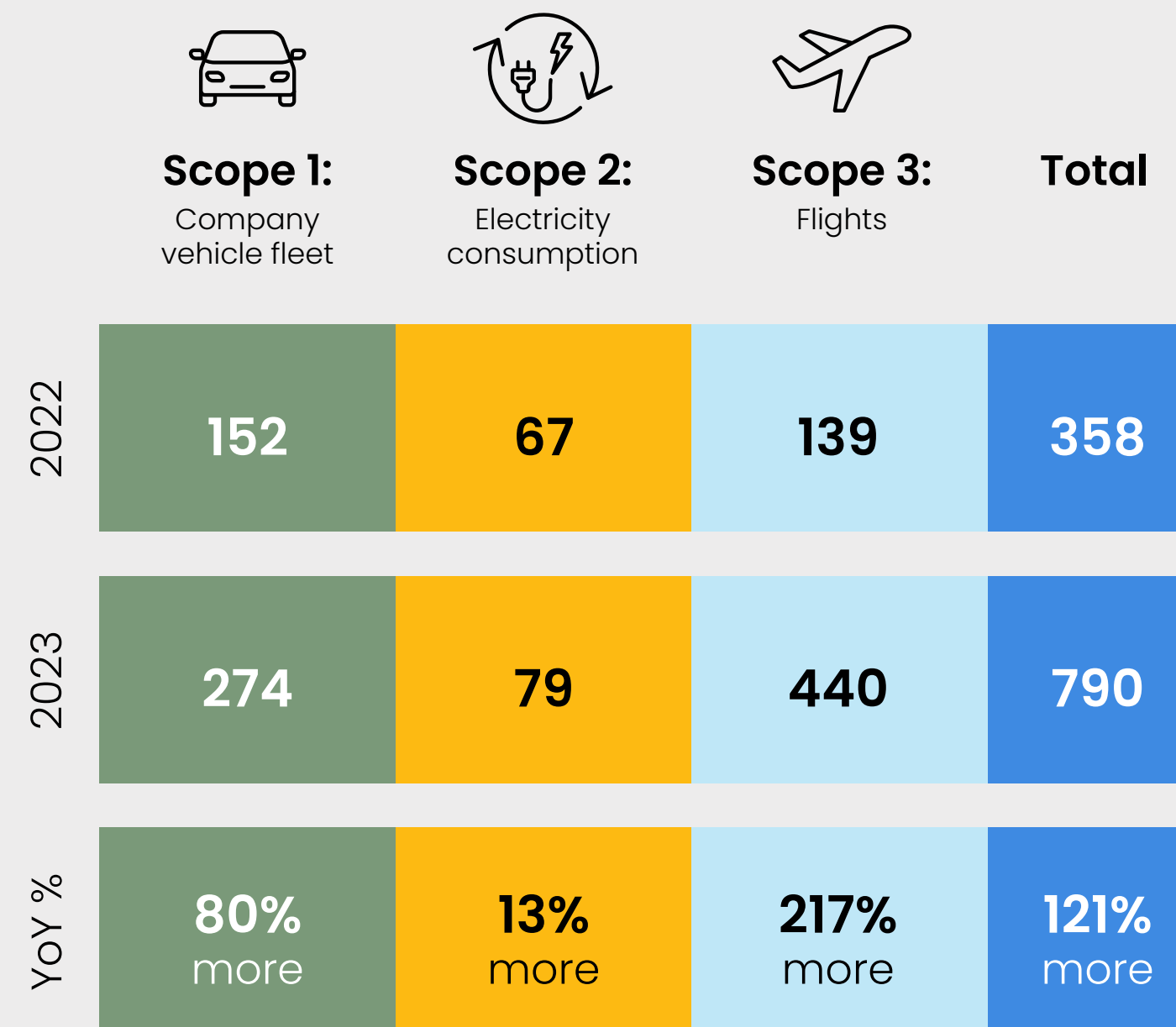**Total electricity purchased for consumption at the Israeli office in 2023:** 968 GJ

Scope 3
We track employee air travel in all of our office locations.

Total emissions due to air travel in 2023: 440 tons of CO2 e or equivalent (e)

Total GHG Emissions
Tons of CO2e

	Scope 1: Company vehicle fleet	Scope 2: Electricity consumption	Scope 3: Flights	Total
2022	152	67	139	358
2023	274	79	440	790
YoY %	80% more	13% more	217% more	121% more

Beewise's total GHG emissions **increased by 120%,** but this occurred in the context of **increasing the scope of our operations** by an order of magnitude, from several hundred devices to 1,000.
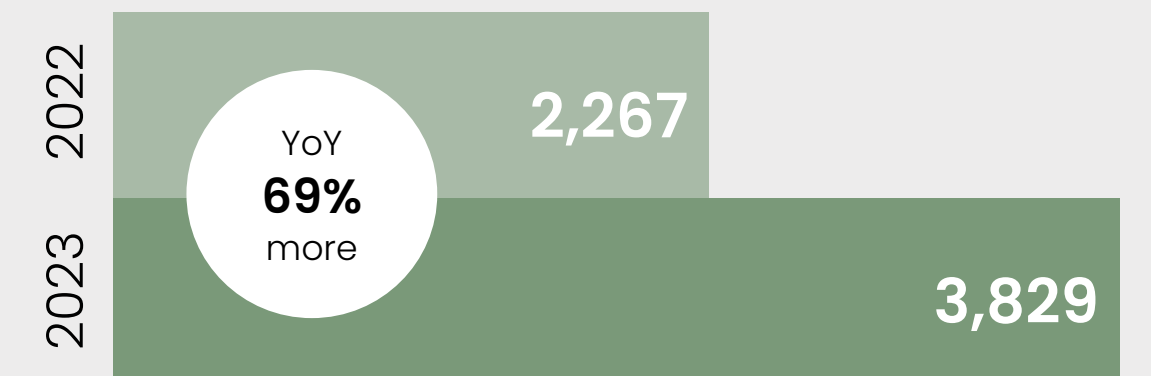
Total Energy Consumed
Gigajoules

Scope 1: Company vehicle fleet
- 2022: 2,267
- 2023: 3,829
- YoY 69% more

Scope 2: Electricity consumption
- 2022: 853
- 2023: 968
- YoY 13% more

Total:
2022, scope 1 & 2: **3,121**
2023, scope 1 & 2: **4,797**
YoY 54% more

Beewise's total energy consumption **increased by about 50%,** but this occurred in the context of **increasing the scope of our operations** by an order of magnitude, from several hundred devices to 1,000.
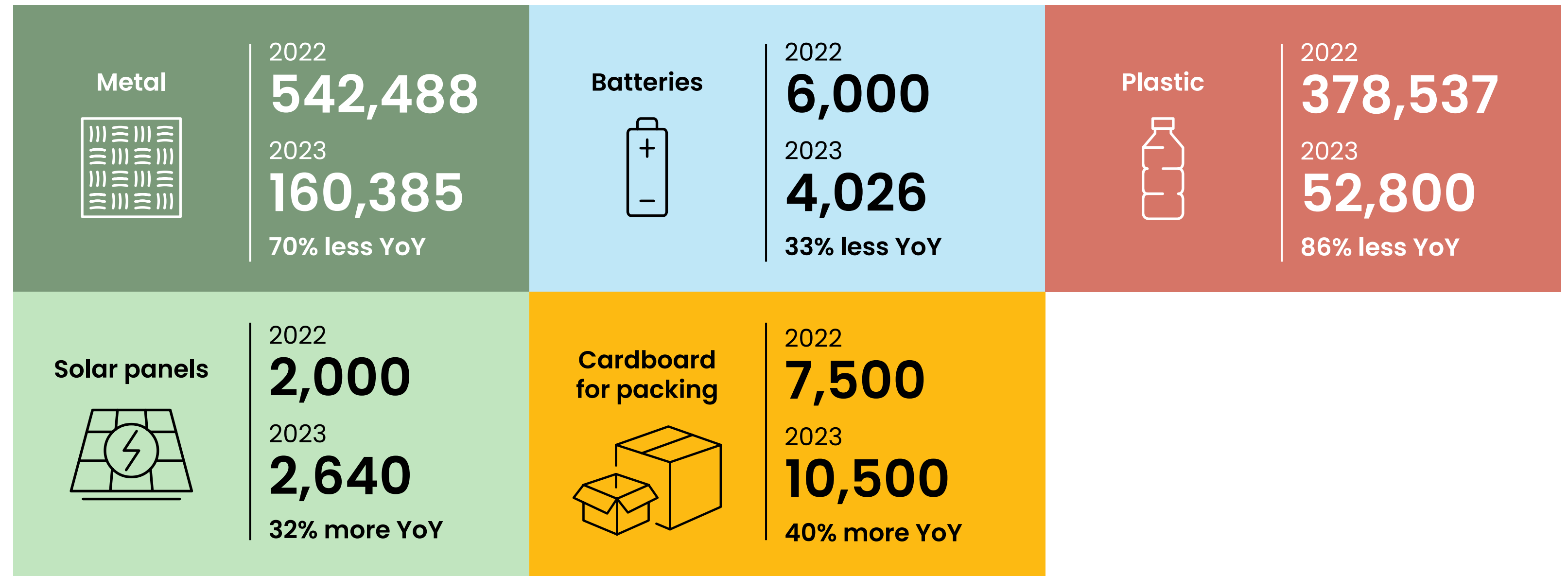
Materials

We are attentive to the types and amounts of material we use to assemble our product, and we take care to work with local suppliers whenever possible. In the last quarter of 2023, we shifted the majority of our BeeHome™ production to a facility in Mexico to better serve our US market.

With the production of the BeeHome™ 4, we were able to achieve significant reductions in our material use. This was due to the change in size and weight of the BeeHome™ 4, which not only improved our remote beekeeping capabilities, but also reduced our materials consumption.

Materials Used
Kilograms

Metal
2022
542,488
2023
160,385
70% less YoY

Batteries
2022
6,000
2023
4,026
33% less YoY

Plastic
2022
378,537
2023
52,800
86% less YoY

Solar panels
2022
2,000
2023
2,640
32% more YoY

Cardboard for packing
2022
7,500
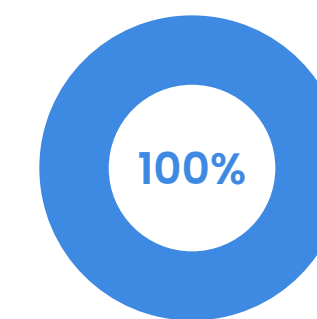2023
10,500
40% more YoY

Local Suppliers

We strive to purchase goods and services from local suppliers to support local economies and prevent pollution-intensive long-distance shipments as much as possible.
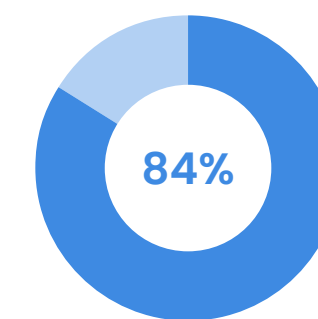
84%
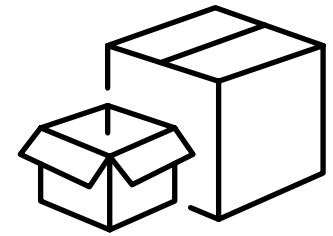In 2023, we spent 84% of our overall procurement budget on local suppliers.

100%
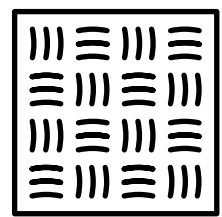In the US, we spent 100% of our US procurement budget on US suppliers.
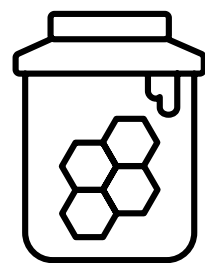
Waste

We make efforts to reduce our waste and increase recycling at our offices and assembly sites. In 2023, we recycled 11 tons of materials at our R&D facility in Israel:

Cardboard
7 tons

Metal
3 tons
non-hazardous industrial waste

Hive waste
1 ton
non-hazardous agricultural waste

We do not produce hazardous waste.

People & practices

We are on a mission to save bees to feed the world. Our employees around the world dedicate their talent, creativity, and knowledge to building innovative solutions that are changing agriculture for the better. Our policies and practices guide us in our work to ensure we are operating in a responsible manner, aligned with our company values and mother nature.

The people behind the mission

Our employees around the world are united in our commitment to save the bees and safeguard the global food supply.

US
Mexico
Poland
Israel
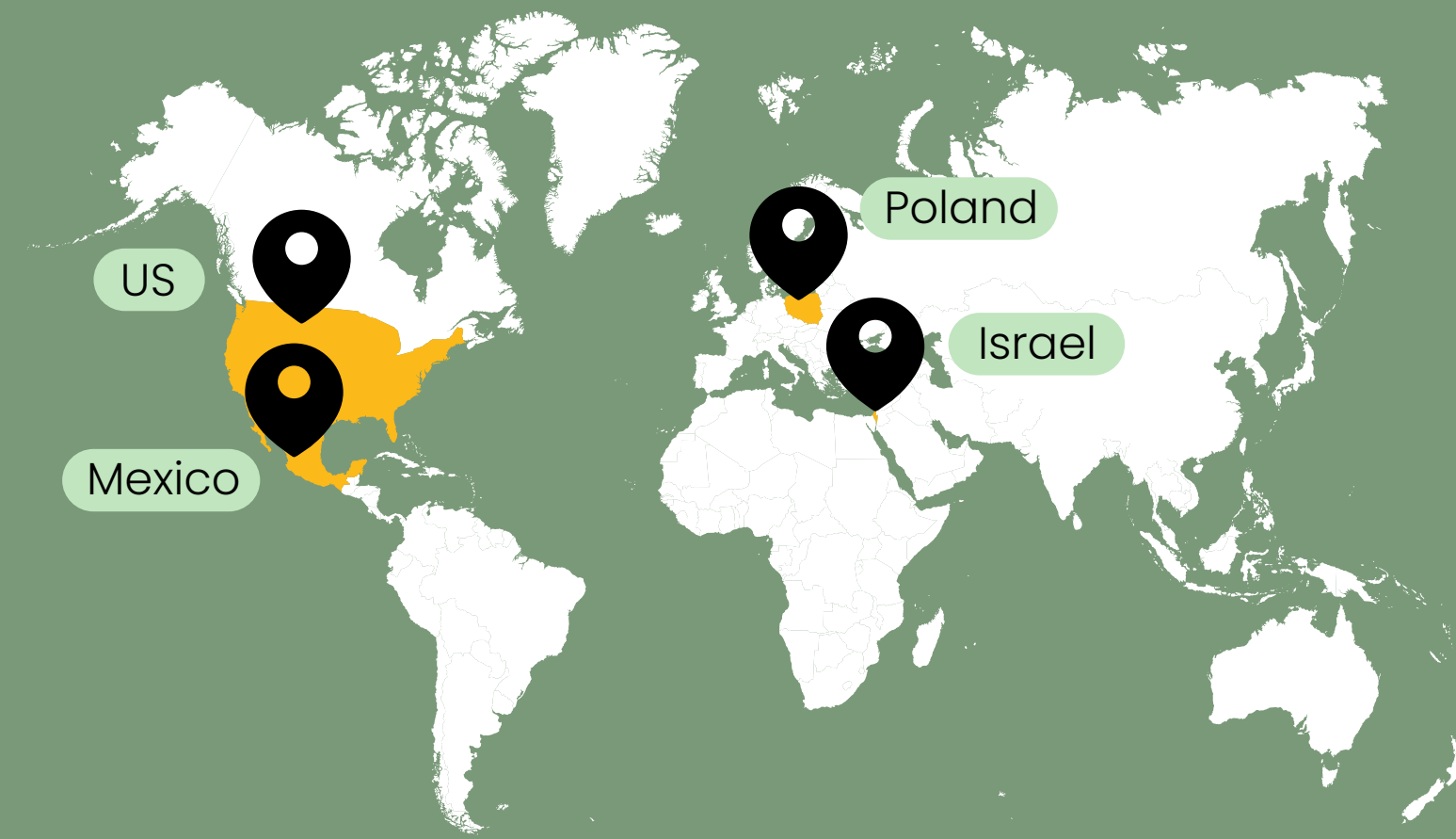
Our growing team comprises

150
employees

4
locations

more than
60
engineers & researchers

Our diverse team has a wide range of expertise, including artificial intelligence, precision robotics, software development, and hardware design. In addition, we have experts in apiology and botany on staff, as well as experienced professionals in global operations and supply chain management.

We support a culture of innovation through our diverse team, expansive employee support, and professional training programs. We are used to working with bees in nature, where it is crucial to react quickly and efficiently. These habits also inform our workplace culture of agility, which we believe is critical for innovation.

Diversity

2023 for US, Poland, and Israel

Executive
(C-Suite or Equivalent)
- 2 people
- 0% women

Senior
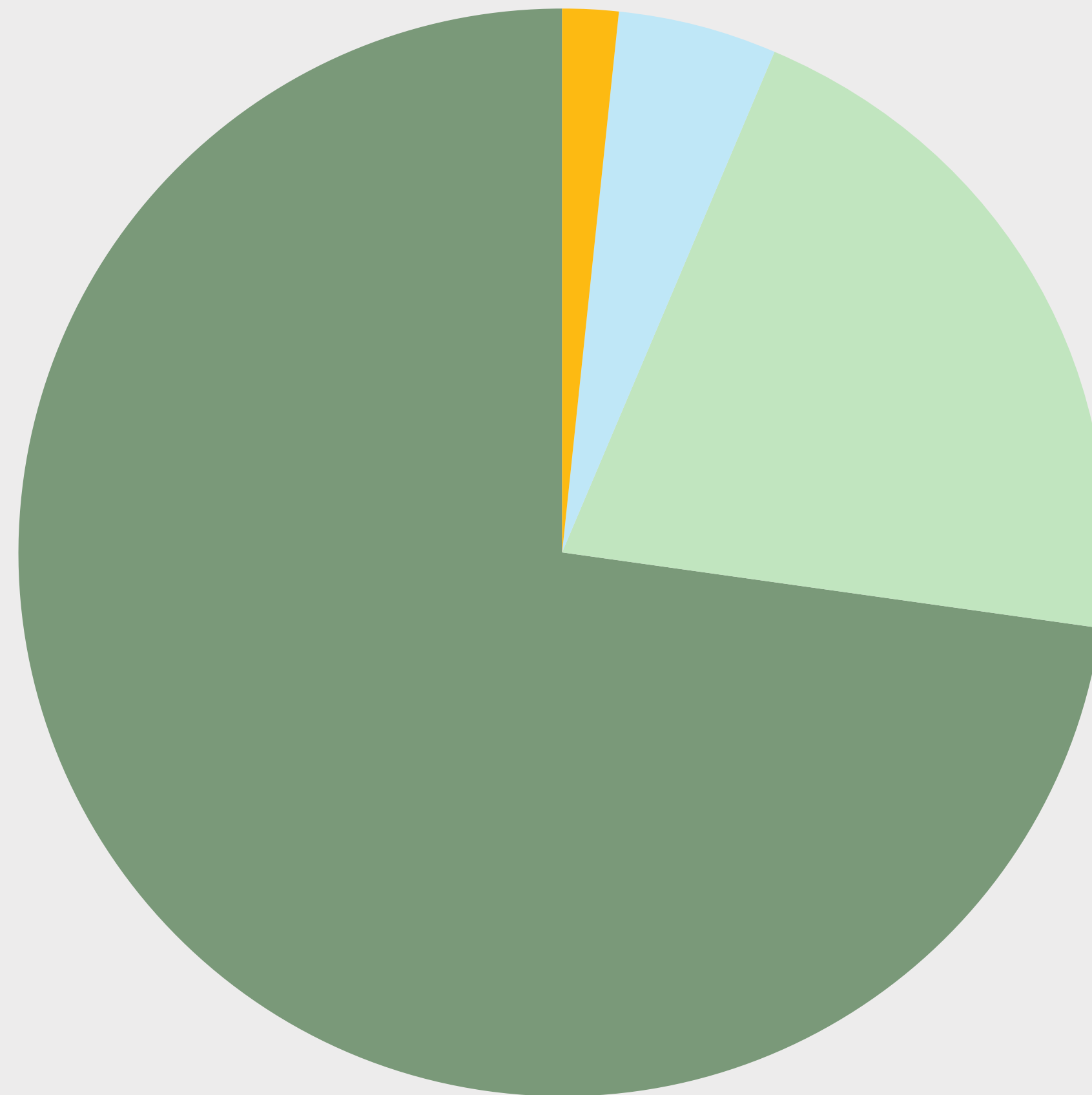(VP or equivalent)
- 6 person
- 50% women

Middle Management
- 27 person
- 30% women

Non-managers
- 93 person
- 30% women

We come from a wide range of disciplines, working together, united by our mission.

Our varied professional expertise, as well as our diverse ethnic, religious, and national backgrounds, contribute to an open and collaborative workplace, with the interdisciplinary exchange of ideas.

To support our culture of inclusion, we aim for an equal representation of women and men throughout the company. To that end, we encourage a diverse candidate pipeline and train hiring managers to reduce implicit bias in hiring. We have goals in place regarding the ratio of women to men in leadership roles. We also offer a range of benefits that support working parents and encourage a healthy work–life balance for all employees.

In 2023, we grew by 36% via new hires and our turnover rate was 19%.

Our leadership

Saar Safra,
CEO & Co-Founder

Saar was formerly CTO of Ad4Ever, which was acquired by aQuantive and then Microsoft. He also founded ActiveBuilding, acquired by RealPage. Saar has an MBA from the University of Washington.

Tai Nicolopoulos,
VP Marketing

Tai previously led marketing at CircleUp, SeedInvest by Circle Internet Financial, and Knotel. She received her BA and MA in Psychology from Stanford University.

Ron Guy,
VP Product

Ron led the product department for Maytronics' Robotics Center, and has had leadership roles at GVC Group, WinBuyer, and Arthur Shrimp. He has a degree in Economics from the Open University.

Eliyah Radzyner,
VP Revenue & Co-Founder

Eliyah is a professional beekeeper. Prior to Beewise, he co-founded agriculture bootstrap Arugga. He has a BS in Agriculture and Biology from the Hebrew University of Jerusalem.

Netaly Harari,
VP Global Operations

Netaly was formerly VP of Operations at Infinidat, helping drive $200M+ growth. She received her BA in law from Tel Aviv University.

Nir Shachar,
VP R&D

Nir previously led R&D at XACT Robotics. He has a BS in Engineering and MBA from the Technion Israel Institute of Technology, and an MS from Ben-Gurion University.

Supporting our employees

We are committed to providing employees with the tools and support they need to thrive.

We provide health insurance for free to all employees. Our employee healthcare plan covers 100% of medical and vision care.
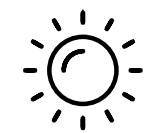
To support a healthy work–life balance, we offer unlimited vacation days.

Our parental leave program allows new parents the time and flexibility to focus on their growing families.

We ensure all personal health information and data is private and accessible only to those eligible to view it according to law.

We ensure fair and equal remuneration, and we use standard, best practices to assess professional background and relevant years of experience when determining salaries.

Parental Leave (2023)

	♀	♂	Total
Employees that were eligible for parental leave this year	3	2	5
Employees that took parental leave this year	3	0	3
Employees that were due to return for parental leave this year	2	0	2

Return to work rate
100%
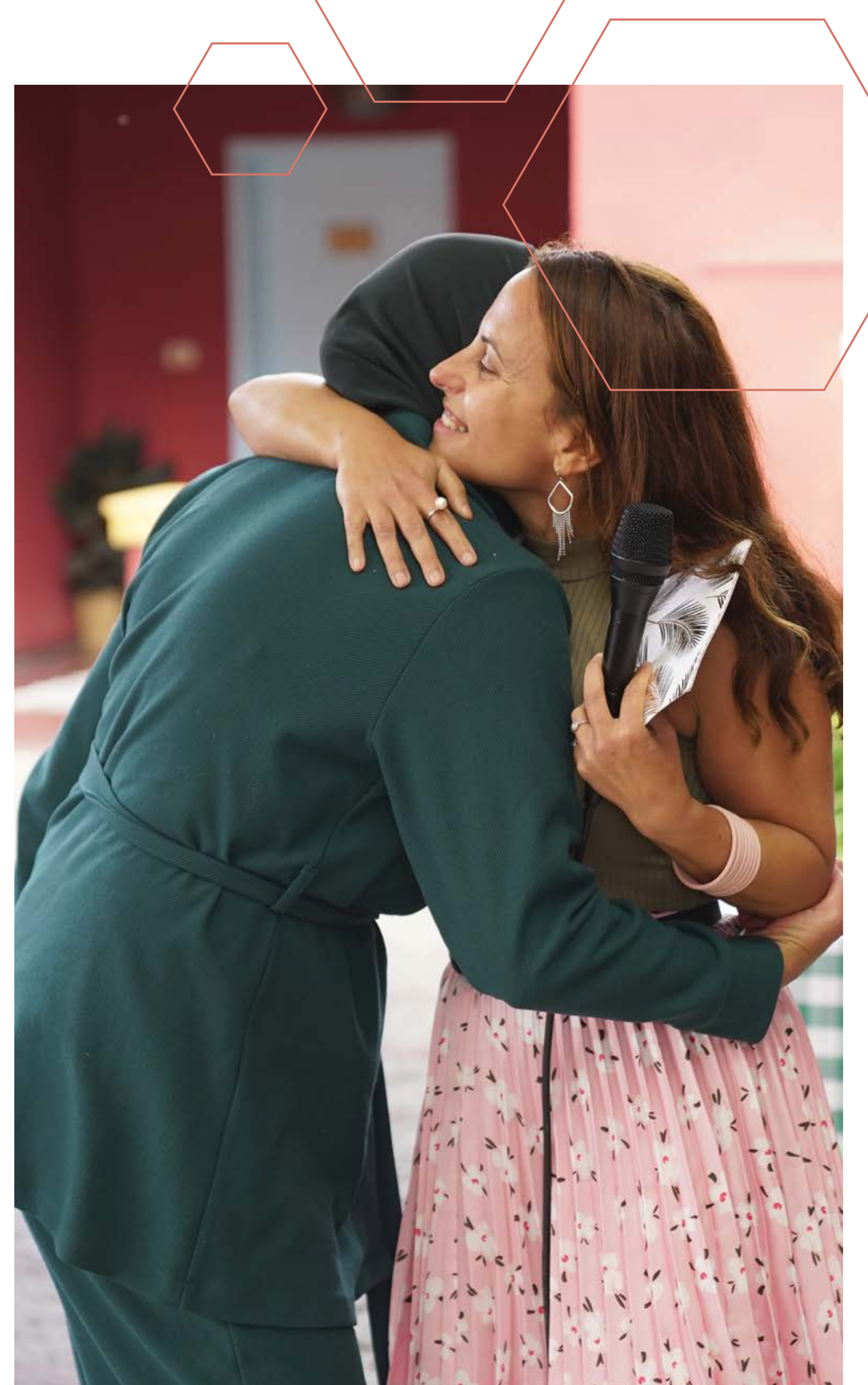
Training & education

We encourage our employees to grow professionally and personally.

Our talent experience, engagement, and development strategy is designed to constantly expand our training offerings and provide new learning opportunities to employees, throughout their career trajectory.

In 2023, employees received an average of 16.5 hours of training.

At Beewise, we consider open communication and collaboration to be critical for professional success. We believe that managing an individual's career development should be a collaborative process between an employee, their manager, and Beewise leadership.

By employment category	Total number of training hours provided	Average number of training hours
Executive & Senior	198	20
Middle	350	16
Non-management	1,423	16
Total	1,961	16.5
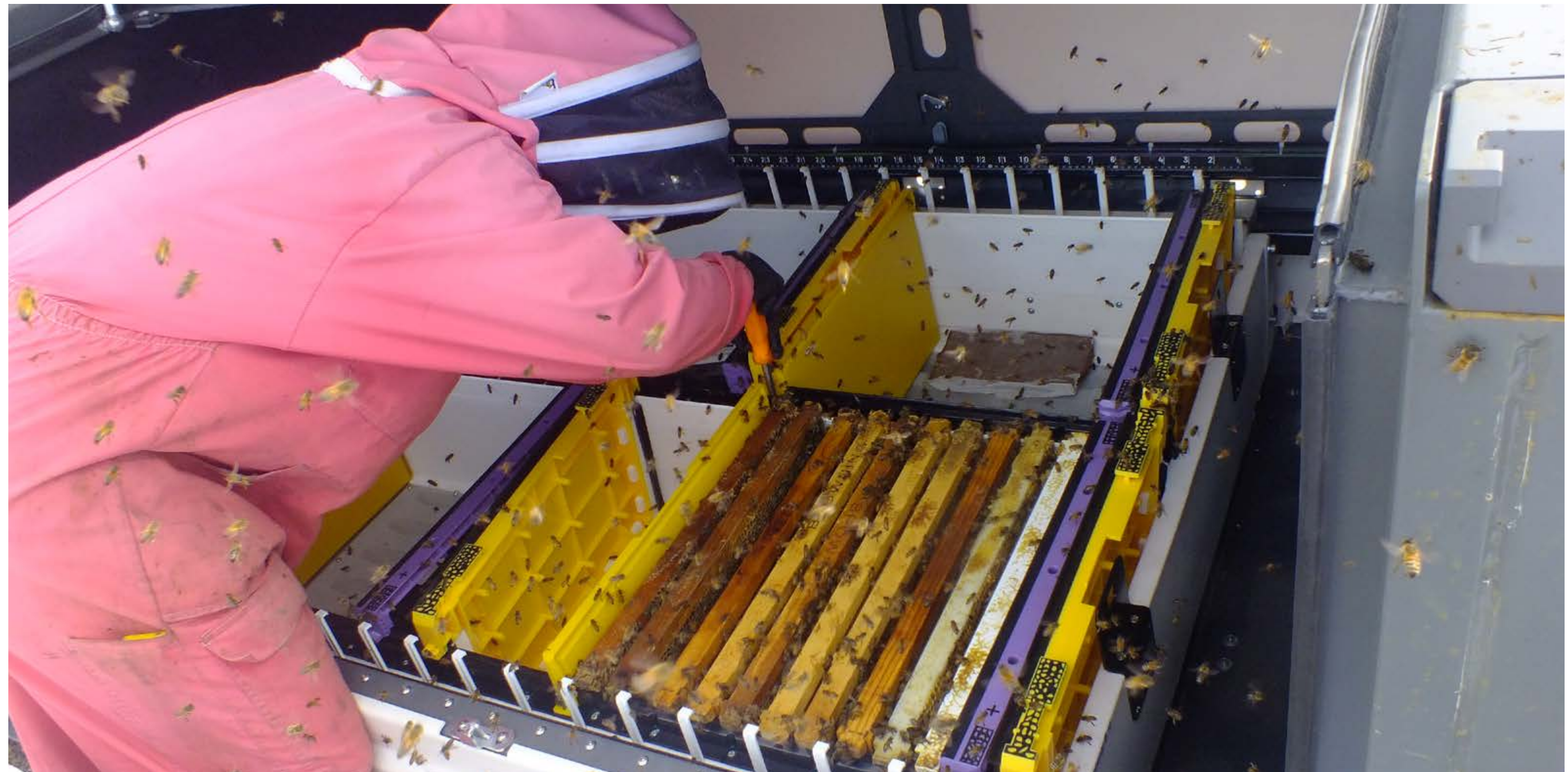
Health & safety

The health and safety of our people is a top priority at Beewise.

We work with an external professional safety expert to identify and monitor workplace safety issues and minimize risk. The safety expert conducts regular examinations of our facilities and work processes. They share the results of these reviews with senior management in regular reports, including recommendations for remediations when necessary.

We encourage employees to report hazardous situations to their manager or the General Manager of a site, and there are strict policies in place to protect employees against any possible reprisals. The external safety expert investigates all health or safety instances, and we provide training sessions to relevant employees to prevent recurrences, when relevant.

In 2023, there was one work-related injury of an employee.

Governance
To ensure proper management, we have a corporate governance system in place, and a wide range of policies that guide our practices at work. Senior management and the CEO receive guidance from the Board of Directors, which has seven members, including five non-executive members.

The Beewise Code of Ethics reflects our values as a company and provides guidance to employees regarding ethical business conduct and behavior, anti-harassment, conflicts of interest, and more. Every employee receives the Code, and we conduct training once a year through a third-party organization.

In alignment with our values of transparency and open communication, we interact regularly with our stakeholders. For employees, this includes regular all-hands, three-month check-ins for new hires, and an annual employee performance and satisfaction survey. For our investors, customers, partners, and the media, we publish annual reports, and provide regular updates through our website, email newsletter, and blog.

In 2023, we developed business continuity plans for our business departments. We developed these plans with an external expert consultant and included detailed information on how each department would resume business functions in the event of a natural disaster or any other threats to business operations. We developed business continuity plans for HR, Operations, Finance, and Product, across various geographic locations.

Privacy & data security

We are committed to the highest standards of data security and privacy.

We take a proactive approach to protect the data of our employees and customers, and we have implemented a variety of policies and programs to identify and address data security risks. We make all employees aware of our security and privacy policies and practices, providing information and training during the onboarding process.

We follow all relevant regulations for our core products and services regarding monitoring, blocking, content filtering, and censoring. In 2023, there was one minor data breach incident involving a development environment that had no sensitive or critical data. No consequential damage occurred, and we resolved the problem that led to the incident.

In 2023, we deployed several changes and improvements to our cyber security practices:

- Implementation of SIEM System (Cyrebro), including 24/7 SOC and connection of critical systems
- Implementation of WAF to our AWS environments
- Activation of BitLocker on all endpoints
- Creation and implementation of a BCP plan (in addition to a DRP from 2022)

In addition, we carried out several cyber security tests and reviews; many of these tests will be conducted annually going forward:

- Penetration testing
- Phishing campaign
- Configuration and settings review of critical environment, e.g. organization network, AWS, etc.
- Critical vendor review

Conclusion

Looking ahead

Plans for 2024 include research partnerships with both academics and bee health non-profits, as well as further commercial expansion to extend our impact on bees and beekeeping.

Research

***Varroa* heat treatment:** Measuring the effectiveness of the BeeHome™'s heat chamber for the suppression of pests that parasitize bees.
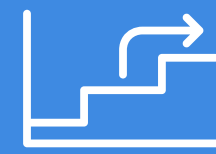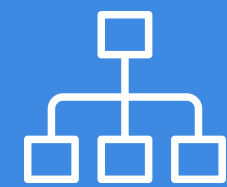
Fruit set: Measuring the increase in bee activity, pollination, and fruit set with BeeHome™ pollination vs traditional, wooden hives.

Thermoregulation: Optimizing the BeeHome's insulation to allow bees to more efficiently control hive temperatures.

Expansion

Scaling up **from hundreds of devices in the field to thousands** through increased production and sourcing efficiencies.
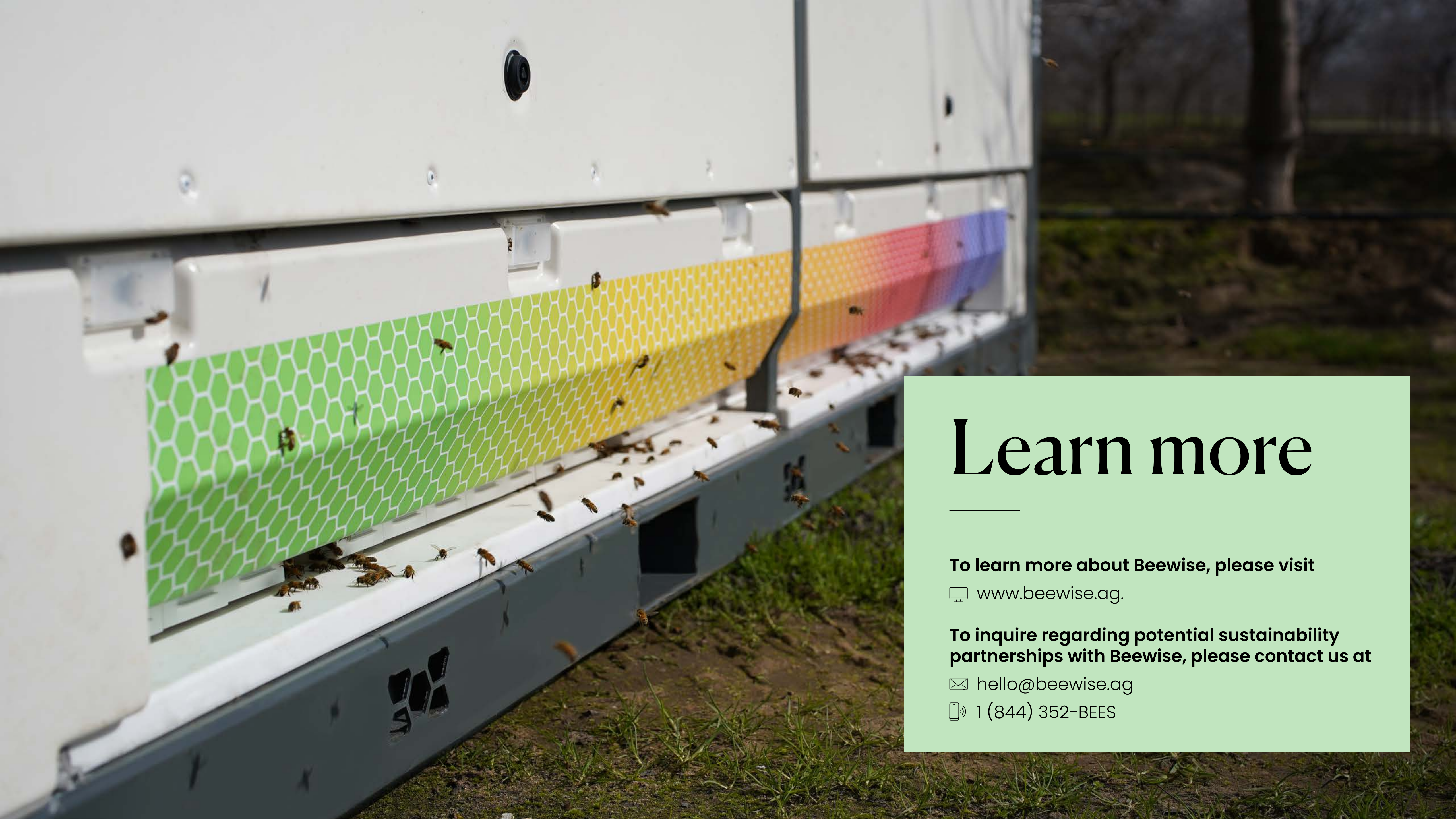
BeeHome™ placements at corporate campuses, including our own headquarters in California, to **help save even more bees, improve local plant biodiversity, and educate communities** about the importance of bees to local ecosystems.

Continuing to **partner with commercial beekeepers** to better meet their needs, and ultimately the needs of the bees.
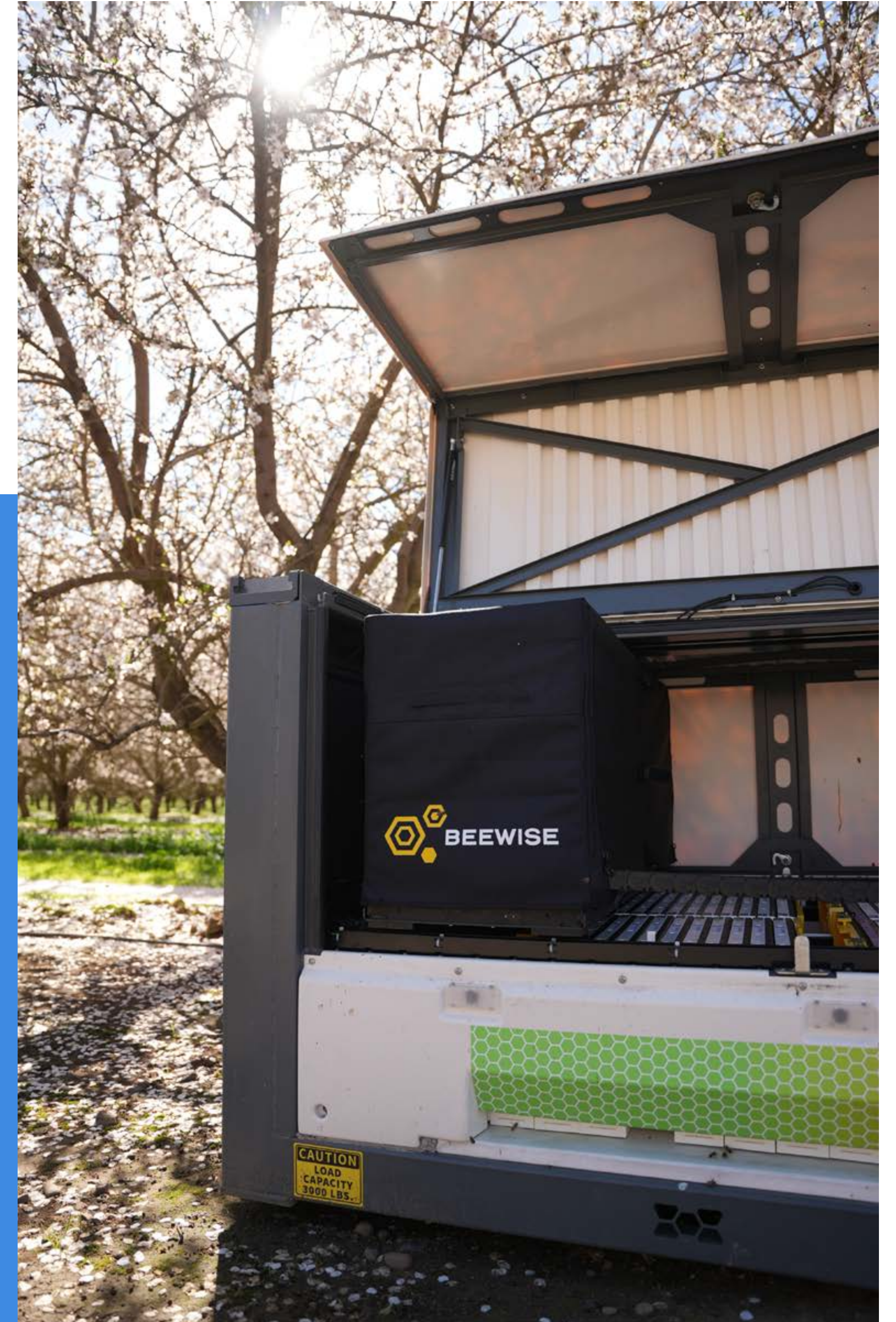
Learn more

To learn more about Beewise, please visit

🖥 www.beewise.ag.

To inquire regarding potential sustainability partnerships with Beewise, please contact us at

✉ hello@beewise.ag

📱 1 (844) 352–BEES

Thank you