Corporate Governance Policy

1. Introduction

This Corporate Governance Policy outlines the framework for the governance of Beamonics, ensuring compliance with the European Sustainability Reporting Standards (ESRS) and the Corporate Sustainability Reporting Directive (CSRD). This policy is designed to foster transparency, accountability, and long-term sustainability in our business operations.

2. Board Responsibilities and Structure

2.1 Board Composition

The Board of Directors at Beamonics shall comprise a diverse group of individuals with the necessary skills, experience, and independence to govern effectively. The Board will include a mix of executive and non-executive directors, with a minimum number of independent directors as required by applicable regulations.

2.2 Responsibilities of the Board

The Board is responsible for overseeing the company's strategic direction, ensuring effective risk management, and upholding high standards of corporate governance. Specific responsibilities include:

- Setting the company's strategic objectives and monitoring their implementation.
- Ensuring the company's financial health and integrity.
- Overseeing major capital expenditures, acquisitions, and divestitures.
- Reviewing and approving annual budgets and business plans.
- Ensuring compliance with all relevant laws, regulations, and standards.
- Appointing and evaluating the performance of the Chief Executive Officer (CEO) and other senior executives.

2.3 Board Committees

The Board may establish committees to focus on specific areas such as audit, risk management, remuneration, and sustainability. Each committee will have a charter outlining its responsibilities, composition, and reporting obligations.

2.4 Meetings and Quorum

The Board shall meet regularly, at least quarterly, with additional meetings as necessary. A quorum for Board meetings shall be a majority of the members. Decisions shall be made by a majority vote of those present.

3. Stakeholder Engagement

3.1 Identification of Stakeholders

Beamonics recognizes the importance of engaging with a broad range of stakeholders, including shareholders, employees, customers, suppliers, regulators, and the communities in which we operate.

3.2 Engagement Strategies

The company will employ various strategies to engage stakeholders effectively, including:

- Regular communication through reports, meetings, and digital channels.
- Feedback mechanisms such as surveys and consultations.
- Participation in industry forums and stakeholder groups.

3.3 Reporting and Transparency

Beamonics is committed to transparent reporting on its sustainability performance and corporate governance practices. This includes disclosing material information in accordance with ESRS and CSRD requirements and responding promptly to stakeholder inquiries.

4. Risk Management

4.1 Risk Management Framework

Beamonics will implement a comprehensive risk management framework to identify, assess, manage, and monitor risks across the organization. This framework will be integrated into the company's strategic planning and operational processes.

4.2 Risk Appetite and Tolerance

The Board will define the company's risk appetite and tolerance levels, ensuring that they are aligned with the company's strategic objectives and stakeholder expectations. These levels will be reviewed and updated regularly.

4.3 Risk Assessment and Monitoring

The company will conduct regular risk assessments to identify potential risks and their impacts. Risk monitoring will be an ongoing process, with regular reporting to the Board and relevant committees.

4.4 Crisis Management and Business Continuity

Beamonics will develop and maintain a crisis management and business continuity plan to ensure resilience in the face of disruptions. This plan will be tested and updated periodically.

5. Compliance and Internal Controls

5.1 Legal and Regulatory Compliance

Beamonics will comply with all applicable laws, regulations, and standards, including ESRS and CSRD requirements. The company will monitor changes in the regulatory landscape and adjust its policies and practices accordingly.

5.2 Internal Controls

The company will establish and maintain robust internal controls to safeguard its assets, ensure the accuracy of financial reporting, and promote operational efficiency. These controls will be subject to regular review and testing.

5.3 Code of Conduct

Beamonics will implement a Code of Conduct that sets out the ethical standards and behaviors expected of all employees, directors, and officers. The Code will be communicated widely and reinforced through training and monitoring.

5.4 Whistleblower Policy

The company will establish a whistleblower policy to encourage employees to report any concerns about illegal or unethical conduct without fear of retaliation. Reports will be investigated promptly and appropriate actions taken.

5.5 Continuous Improvement

Beamonics is committed to continuous improvement in its governance practices. The Board will regularly review this policy and make necessary updates to ensure its effectiveness and alignment with best practices and regulatory requirements.

This Corporate Governance Policy is integral to Beamonics' commitment to ethical business practices, transparency, and sustainable development. By adhering to this policy, Beamonics aims to build trust with stakeholders and ensure long-term success.