



Corporate governance policy

The corporate governance framework which the Group operates, including Board leadership and effectiveness, Board remuneration, and internal control is based upon practices which the Board believes are proportional to the size, risks, complexity and operations of the business and is reflective of the Group's values. Of the two widely recognised formal codes, the Group decided, on admission of its shares to AIM in November 2017, to adhere to the Quoted Company Alliance's ("QCA") Corporate Governance Code for small and mid-size Quoted Companies (revised in April 2018 to meet the current requirements of AIM Rule 26).

The QCA Code is constructed around ten broad principles and a set of disclosures. The Group has considered how it applied each principle to the extent that the Board judges these to be appropriate in the circumstances, and below there is an explanation of the approach taken in relation to each. The Board considers that it does not depart from any of the principles of the QCA Code.

Set out below is an explanation at a high level of how the Group currently applies the principles of the QCA Code and, to the extent applicable, those areas where the Group's corporate governance structures and practices differ from the expectations set out in the QCA Code.

We are confident that our approach to corporate governance will underpin the development of a strong organisation, well positioned to take the business to the next phase of growth.

PRINCIPLE 1: ESTABLISH A STRATEGY AND BUSINESS MODEL WHICH PROMOTES LONG-TERM VALUE FOR SHAREHOLDERS

Beeks Financial Cloud Group plc is a leading managed cloud computing, connectivity and analytics provider exclusively for capital markets and financial services, offering Infrastructure as a Service (IaaS) to global companies across multiple asset classes.

Beeks' strategy is to ensure maximum security, optimise performance and deliver ultra-low latency compute power in the exceedingly fast-moving capital markets sector.

Beeks provides:

- Dedicated bare metal and virtual servers that host Capital Markets and financial services organisations in key financial data centres around the world
- Ultra-low latency connectivity between customers and key financial venues and exchanges
- Colocation for customers to position their own computing power in our space, benefitting from our proximity to financial hubs
- In-house security software to protect client infrastructure from cyber attacks
- The management of hybrid cloud deployments for customers wishing to combine the Beeks IaaS with the public cloud hyperscalers
- Our model focuses on efficiency and flexibility, offering our customers the ability to scale up and scale down as needed. Due to market fluctuations and the inherent risk involved in algorithmic trading, this makes our services highly desirable
- Beeks has a unique self-service customer portal that facilitates the same-day deployment of a host of services allowing customers to manage their own servers
- Beeks analytics offers comprehensive monitoring and performance analysis to allow users to independently track and analyse real-time performance of every single price, quote or trade traversing business critical processes.

The business model focuses on efficiency and flexibility, offering our clients the ability to scale up and scale down as needed. Due to market fluctuations and the inherent

risk involved in algorithmic trading strategies, this makes our services highly attractive to clients and in turn delivers value to our shareholders.

The Group's strategy can be viewed on pages 10 to 23 of the annual report.

PRINCIPLE 2: SEEK TO UNDERSTAND AND MEET SHAREHOLDER NEEDS AND EXPECTATIONS

The Group is committed to open communication with all its shareholders to ensure that its strategy, business model and performance are clearly understood. Understanding what analysts and investors think about us, and in turn, helping these audiences understand our business, is a key part of driving our business forward and we actively seek dialogue with the market. We do so via investor roadshows, attending investor conferences and through our regular reporting.

Institutional shareholders

The Directors hold regular meetings with institutional shareholders to discuss and review the Group's activities and objectives. The CEO and CFO meet institutional investors shortly after the annual and interim results, and on an ongoing basis as required. Directors also undertake consultation on certain matters with major shareholders from time to time. Through these consultations, the Group maintains a regular dialogue with institutional shareholders and analysts. Feedback is reported to the Board so that all Directors develop an understanding of the views of major shareholders.

Private shareholders

Communication with private shareholders is done via investor events during the year such as Mello, IMC and Sharesoc where the CEO and CFO present and are available to speak to private investors on a one to one basis. This is in addition to the Annual General Meeting, where attendance by shareholders is encouraged and where the Board is available to answer questions. The Notice of AGM is sent

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to shareholders at least 21 days before the meeting. The Chairman of the Board and the committees, together with all other directors attend the AGM and are available to answer questions raised by shareholders. For each vote, the number of proxy votes received for, against and withheld is announced at the meeting. The results of the AGM are subsequently published on the Company's corporate website.

Specific queries may be raised at any time by any shareholder by emailing Beeks' investor relations team at investor@beeksgroup.com. The team ensures that the person best placed to address each query responds as soon as possible. The CEO is responsible for overseeing day-to-day communications with shareholders.

The news and investor relations sections of the Beeks website are regularly updated and provide the market with the latest business news and shareholder updates. Following major periods of communications, our advisers consolidate feedback, on an anonymised basis, from the relevant parties which then forms the basis of a briefing pack for the Board to ensure awareness of shareholder opinions.

PRINCIPLE 3: TAKE INTO ACCOUNT WIDER STAKEHOLDER AND SOCIAL RESPONSIBILITIES AND THEIR IMPLICATIONS FOR LONG TERM SUCCESS

In addition to its shareholders, the Group believes its main stakeholders are its employees and clients. The Group dedicates significant time to understanding and acting on the needs and requirements of these groups via meetings dedicated to obtaining feedback which is then, where appropriate, considered by the Board and acted upon.

The Group believes recruiting and maintaining highly talented and motivated staff is key to its success. as referenced within the Section 172(1) statement on page 21 of the annual report, the Group has taken number

of actions to enhance the wellbeing and development of its employees. All staff have objectives and regular communication with management is encouraged as part of the Group's culture. Staff are also encouraged to develop their skills and budget is always identified for staff training and development. The Group has low levels of staff attrition and fosters a culture of continuous improvement and innovation.

PRINCIPLE 4: EMBED EFFECTIVE RISK MANAGEMENT, CONSIDERING BOTH OPPORTUNITIES AND THREATS, THROUGHOUT THE ORGANISATION

The Board is responsible for risk management and internal controls, supported and informed by the executive team. The Board defines risk appetite and monitors the management of significant risks to ensure that the nature and extent of significant risks taken by the Group are aligned with overall goals and strategic objectives.

The Board takes responsibility for establishing and maintaining reliable systems of control in all areas of operation. These systems of control, especially of financial control, can only provide reasonable but not absolute assurance against material misstatement or loss. The key matters relating to the system of internal control are set out below:

- Beeks has established an operational management structure with clearly defined responsibilities and regular performance reviews
- The Group operates a comprehensive system for reporting financial and non-financial information to the Board, including review of strategy plans and annual budgets
- Financial results are monitored against budgets, forecasts and

other performance indicators with action dictated accordingly at each meeting

- A structured approval process based on assessment of risk and value delivered
- Operational updates highlighting any risks and/or issues are communicated to the Board at Board Meetings by the CEO and the COO
- Sufficient resource is focused to maintain and develop internal control procedures and information systems, especially in financial management. The Board considers that there have been no substantial weaknesses in internal financial controls that have resulted in any material losses, contingencies or uncertainties that need to be disclosed in the accounts
- Beeks has implemented an operational risk framework to evaluate how we operate our business. This enables Beeks to measure outcomes and understand the input to business processes and assess risks before making any significant decision based on risk appetite. This will reduce the likelihood of future potential damages as a result of operational impact. The operational framework has developed during the year to enhance the Group's cyber security function as referenced throughout this report

More information on the Group's principal risks and internal control procedures are set out on pages 20 to 23 of the annual report.

PRINCIPLE 5: MAINTAIN THE BOARD AS A WELL-FUNCTIONING, BALANCED TEAM LED BY THE CHAIR

Subject to the Articles of Association, UK legislation and any directions given by special resolution, the business of the

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Group is managed by the Board. The Code requires the Group to have an effective Board whose role is to develop strategy and provide leadership to the Group as a whole. It sets out a framework of controls that allows the Board to apply these principles for the identification, assessment and management of risk. Additionally, it ensures the Board takes collective responsibility for the success of the Group.

The Board's main roles are to provide leadership to the management of the Group, determine the Group's strategy and ensure that the agreed strategy is implemented. The Board takes responsibility for approving potential acquisitions, annual budgets, annual reports, interim statements and Group financing matters. Ultimate responsibility for the quality of, and approach to, corporate governance lies with the chair of the board.

The Board appoints its members and those of its principal Committees following the recommendations of the Nomination and Remuneration Committee. The Board reviews the financial performance and operation of the Group's businesses. The Board also reviews the identification, evaluation and management of the principal risks faced by the Group, and the effectiveness of the Group's system of internal control.

For the year ended 30 June 2024, the plc Board comprises the independent Non-Executive Chairman, the CEO, the CFO and the two independent Non-Executive Directors. The Board is highly committed and experienced and is supported by qualified executive and senior management teams. The Chairman, Mark Cubitt holds 70,707 ordinary shares, William Meldrum holds 41,450 ordinary shares. The Company considers the three Non-Executive Directors to be independent. The board believes the current composition enables the board to perform its duties effectively and there is a clear division of responsibilities between the running of the Board and the Executives responsible for the Company's business, to ensure that no one person has

unrestricted powers of decision.

The Executive Directors of the Company are full time and do not serve as non-executive directors in any other organisation. The Non-Executive Chairman is also currently non-executive chairman of AIM listed Concurrent Technologies plc and a non-executive director of private company, RHA Technologies Ltd based in Glasgow. Non-Executive Directors devote as much time as is necessary for the proper performance of their duties. The Non-Executive Directors typically spend one to two days a month on Company-related matters. The Board met 10 times in the year ended 30 June 2024. The attendance of each director is shown on page 38 of the annual report.

Role of chairman and chief executive officer

The Code requires that there should be a clear division of responsibilities between the running of the Board and the executive responsible for the Group's business, so as to ensure that no one person has unrestricted powers of decision. The Chairman is responsible for the leadership of the Board, ensuring its effectiveness and setting its agenda. Once strategic and financial objectives have been agreed by the Board, it is the CEO's responsibility to ensure they are delivered upon. To facilitate this, the CEO regularly meets the Executive Management Team (EMT) which comprises representatives from Operations, Technical Delivery, Finance and Sales. The day to day operations of the Group are managed by the EMT.

Composition of and appointments to the board

The Code requires that there should be a balance of Executive and Non-Executive Directors and when appointing new Directors to the Board, there should be a formal, rigorous and transparent procedure.

For the year ended 30 June 2024 the plc Board comprises the Non-Executive Chairman, the CEO, the CFO and the Non-Executive Directors. Short biographies of the Directors are given on pages 24 and 25 of the annual

report. The Board is satisfied with the balance between Executive and Non-Executive Directors. The Board considers that its composition is appropriate in view of the size and requirements of the Group's business and the need to maintain a practical balance between Executive and Non-Executive Directors.

Each member of the Board brings different skills and experience to the Board and the Board Committees. The Board is satisfied that there is sufficient diversity in the Board structure to bring a balance of skills, experience, independence and knowledge to the Group.

The Board recognises that to remain effective it must ensure that it has the right balance of skills, experience, knowledge and independence to enable it to discharge its duties and responsibilities. The Company has a highly committed and experienced Board, which is supported by a senior management team, with the qualification and experience necessary to run the Company.

Each member of the Board brings different experience and skills to the Board and its various committees. The Board composition is kept under review as this mix of skills and business experience is a major contributing factor to the proper functioning of the Board, helping to ensure matters are fully debated and that no individual or group dominates the Board decision-making process.

The Code requires that the Board undertakes a formal and rigorous annual evaluation of its own performance and that of its Committees and Directors. The Board continues to annually review its composition, to ensure there is adequate diversity to allow for its proper functioning and that the Board works effectively together as a unit. When a new appointment to the Board is due to be made, consideration will be given to the particular skills, knowledge and experience that a potential new member could add to the existing Board composition.



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Board committees

The Board has established two committees to deal with specific aspects of the Board's responsibilities: the Audit Committee and the Nomination and Remuneration Committee. The Report of the Audit Committee can be found on pages 42 to 52 of the annual report. The Audit Committee is chaired by Mark Cubitt and includes William Meldrum and Kevin Covington.

The Nomination and Remuneration Committee is chaired by Mark Cubitt and includes William Meldrum and Kevin Covington. The Committee has overall responsibility for making recommendations to the Board of the remuneration packages of the Executive Directors. The Board considers it appropriate, due both to the size of the Group and the experience of the Board members, to have a combined nomination and remuneration committee.

The Audit Committee met two times during the year and the Nominations and Remuneration Committee met once during the year.

Re-election

under the code, directors should offer themselves for re-election at regular intervals. It is proposed that at least one of the directors will be put forward for re-election at the group's AGM which will be scheduled during December 2024.

PRINCIPLE 6: ENSURE THAT BETWEEN THEM THE DIRECTORS HAVE THE NECESSARY UP-TO-DATE EXPERIENCE, SKILLS AND CAPABILITIES

Biographies of the Board of Directors can be found on pages 24 and 25 of the annual report.

Each member of the Board brings different skills and experience to the Board and the Board Committees. The Board is satisfied that there is sufficient diversity in the Board structure to

bring a balance of skills, experience, independence and knowledge to the Group.

The CEO's role is critical in developing and maintaining the sustainability and effectiveness of the Group. Specifically, the CEO's key responsibilities include:

- Leading the development and execution of the Group's vision and strategy
- Senior human resource management: Recruit, retain and motivate an appropriately skilled executive management team
- Representing the Group: The CEO will be required to consistently present the Group and its objectives to key stakeholders and the market in general
- Lead and drive overall Merger and Acquisition strategy

The CEO is therefore expected to keep up to date with the industry and market in which the Company operates.

The primary function of the CFO is to ensure that the Group's Board is able to make proper judgements as to the Group's financial position. This encompasses responsibility for the Group's financial health, that it has in place an appropriate financial strategy to enable it to achieve its wider strategic plan objectives, its annual budget outcomes and, most importantly, is able to meet its obligations to shareholders, the 'market', banks, creditors, suppliers and other stakeholders as required. The CFO's responsibilities also encompass:

- Internal and external financial reporting
- Corporate governance
- Risk management and the maintenance of effective systems of internal control
- Responsible for the Company Secretary role
- Tax compliance and planning
- Liaising with the Nomad on a regular basis
- Compliance with AIM Rules and MAR

The CFO is required to keep up to date with any changes to accounting standards and to ensure his skillset is refreshed on an ongoing basis.

The Non-Executive Directors hold senior positions with other companies ensuring that their knowledge is continuously refreshed. Specific training will be provided to the Board by the Company when required to support the Directors existing skillset.

PRINCIPLE 7: EVALUATE BOARD PERFORMANCE BASED ON CLEAR AND RELEVANT OBJECTIVES, SEEKING CONTINUOUS IMPROVEMENT

The Company was admitted to trading on AIM on 27 November 2017. The Board was appointed in advance of Admission with the exception of the CFO who was appointed at the Company's AGM on 24 October 2018. Since Admission, evaluation of the performance of the Company's Board has historically been implemented in an informal manner. The Chairman regularly communicates with Board Members outside of Board meetings to ensure that each director is satisfied with the performance of the Board and has the opportunity to raise any issues of concern. Similarly, the Chairman uses his substantial experience of PLC boards to evaluate the Board effectiveness on an ongoing basis.

The Chairman has been tasked with assessing the individual contributions of each of the members of the team to ensure that:

- Their contribution is relevant and effective
- They are committed
- Where relevant, they have maintained their independence

The Board has established an executive team with strength in depth in each of its core functions of network operations, software development, security, sales & marketing, human resources and finance which it will draw on, together with appropriate external appointments, in regards to succession.



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PRINCIPLE 8: PROMOTE A CORPORATE CULTURE THAT IS BASED ON ETHICAL VALUES AND BEHAVIOURS

The Board places a high degree of value on promoting a corporate culture that reflects the Group's ethical principles and behaviours in order to maximise the quality of service that is passed on to the customer. As the Group works as an international team that is spread across three continents, a lot of importance is placed on a culture of inclusivity and open and honest communication; ensuring that employees are equally understood, trusted, and that individual cultural values and languages are respected. The Company encourages innovation, has flat management structures, open plan offices and a culture of continuous improvement. This helps to ensure that communication and understanding flows well within the Company, and thereby provides the most efficient and highest quality of service to clients.

The Board has implemented formal HR policies and procedures including an employee handbook that sets out details and guidelines on the culture of the Company and how this should be reflected in employees' individual conduct.

Principle 9: Maintain governance structures and processes that are fit for purpose and support good decision making by the board

The Board comprises three independent Non-executive Directors and two Executive Directors.

Board programme

The Board is scheduled to meet ten times each year in accordance with its scheduled meeting calendar, with additional meetings scheduled where necessary. The Group has a highly committed and experienced Board and is supported by qualified executive and senior management teams.

Board meetings held during the period under review and the attendance of directors is summarised on page 38 of the annual report.

The Board and its Committees receive appropriate and timely information prior to each meeting; a formal agenda is produced for each meeting, and Board and Committee papers are distributed several days before meetings take place. Any Director may challenge Company proposals and decisions are taken democratically after discussion. Any Director who feels that any concern remains unresolved after discussion may ask for that concern to be noted in the minutes of the meeting, which are then circulated to all Directors. Any specific actions arising from such meetings are agreed by the Board or relevant Committee and then followed up by the Company's management.

All Directors receive regular and timely information on the Group's operational and financial performance. Relevant information is circulated to the Directors in advance of meetings. The business reports monthly on its headline performance against its agreed budget and market forecast and the Board reviews the monthly update on performance and any significant variances are reviewed at each meeting.

The Board considers the appropriateness of its accounting policies on an annual basis. The Board believes that its accounting policies, in particular in relation to income recognition and research and development, are appropriate. During the financial year ended 30 June 2024, the business reviewed matters including revenue recognition and capitalisation of R&D activities. Similar to the prior year, technical accounting papers were prepared, reviewed and assessed by the Company's auditor.

Financial results with comparisons to budget and forecast results are reported to the Board on a regular basis, together with a commercial report on strategic and operational issues. Significant variances from budget or strategy are discussed at Board meetings and actions set in place to address them.

There is a clear division of responsibility at the head of the Company. The Chairman is responsible for the leadership of the Board, ensuring its effectiveness and setting its agenda. Once strategic and financial objectives have been agreed by the Board, it is the CEO's responsibility to ensure they are delivered upon. To facilitate this, the CEO regularly meets the Executive Management Team (EMT) which comprises representatives from Operations, Technical Delivery, Finance, Sales and HR. The day to day operations of the Group are managed by the EMT.

Board committees

The Board is supported by the Audit, and Remuneration and Nominations committees. These committees are represented by the chairman and the other two non-executive directors. Board members not part of the Audit, Remuneration and Nominations committee are invited to join where it is considered to be appropriate. Each committee has access to such resources, information and advice as it deems necessary, at the cost of the Company, to enable the committee to discharge its duty. Attendance at these committees is referenced in the Board Programme table above.

Based on the current stage of growth within the business, the Board do not believe it is requirement to have an internal audit function, but this will be kept this under review as the business continues to grow or equivalent.

Principle 10: Communicate how the company is performing by maintaining a dialogue with shareholders and other relevant stakeholders

Trading updates and press releases are issued as appropriate and the Company's broker provides briefings on shareholder opinion and compile independent feedback from investor meetings. Information offered at the analysts' meetings

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together with financial press releases are available on the Company's website, www.beeksgroup.com.

The Annual General Meeting is used by the Directors to communicate with both institutional and private investors. Every shareholder will have access to a full annual report each year end and an interim report at the half year end. Care is taken to ensure that any price sensitive information is released to all shareholders, institutional and private, at the same time in accordance with London Stock Exchange requirements. The Company strives to give a full, timely and realistic assessment of its business in all price-sensitive reports and presentations.

Environmental, Social, Governance

At Beeks, we are committed to building a sustainable and equitable future. We recognise that we have a responsibility to involve contributing positively to society and minimising our environmental impact where we can.

Environmental Responsibility

We are dedicated to reducing our carbon footprint and promoting environmental sustainability. Our initiatives include:

Energy Efficiency: Implementing energy-efficient practices in our operations, including the use of renewable energy sources in our offices and adopting an electric car scheme available to all staff

Sustainable Products: Developing digital products that reduce the need for paper-based transactions, thereby minimising waste and resource consumption

Supply Chain Management: Partnering with vendors and suppliers who adhere to environmental best practices, ensuring that our supply chain is as sustainable as possible

Social Responsibility

Our commitment to social responsibility is reflected in our efforts to create positive social impact and foster an inclusive, diverse, and equitable environment. We are proud of the

non-corporate culture we have created and which continues to attract and retain some of the best talent there is working in Glasgow, London, the US and remote workers on a global scale.

Our key areas of focus include:

Employee Wellbeing

We prioritise our employee's well-being continuously offering a suite of on-site benefits for our teams to enjoy which includes access to the fully equipped gym, our own personal trainer and in-house yoga instructor as well as weekly relaxation or sports therapy sessions. For more recreational fun we also have the Beeks pool table.

Positive Workplace Culture

Our unrivalled wellbeing offering contributes to the culture that Beeks are fostering. It is critical that we position ourselves in the market as a company different to the rest with our aggressive growth targets but a non-corporate working environment where people are happy to come to work.

Employee Benefits and Reward

As we continue to expand, so too does our benefits and rewards strategy. We continue to add to our suite of benefits and this year have enhanced our private healthcare offerings for all employees to expand the level of cover as well as including dental care.

In addition, and as part of commitment to creating the best employee experience for our team, we rolled out our Electric Car Scheme where our employees can benefit from saving up to 60% on a new electric car while supporting our company's sustainability journey.

As well as our wellbeing initiatives, we also have the ability to enable employees to benefit from the success of the Group through share ownership.

Recruitment, Tenure and Vacancies

The Company had another busy year increasing our headcount with particular investment in our technical teams including hiring new Network Engineer Graduates from Glasgow

Caledonian University and ending the year with a headcount of 108 employees.

Succession planning has been a key initiative throughout the year with 11 internal promotions happening and career paths in place for many more over the coming months. Training and Development has also been high on the people agenda with investment being made for upskilling existing employees in their relevant fields and adopting a global training plan to carve our clearer career paths across the organisation. Earlier in the year our Head of HR & Talent Management graduated with her MSc. in Employment Law which was sponsored by Beeks and we are also supporting one of our Project Managers through her Business Management BA (hons).

This has seen us close the year on an impressive rolling retention rate of 94% and a turnover rate of 14% (the average turnover in the UK is 34%).

Diversity and Equal Opportunities

At the heart of the Company's approach to people is the provision of an environment where everyone can fulfil their potential and where colleagues from all backgrounds can feel confident in their ability to achieve their best. The Company has a Diversity Policy in place and is fully committed to the elimination of unlawful and unfair discrimination. To raise additional awareness, this has been bolstered with the roll-out of compulsory compliance training in this area for the entire organisation to raise awareness.

The Company recognises and values highly the benefits of diversity in the workplace, of which gender is one important aspect and maintains a policy of employing the best candidates available in every position, regardless of gender, ethnic group or background.

Supply Chain

At Beeks, we believe that the key to success is building strong relationships with our suppliers and customers. Our teams are dedicated in forging open and regular channels of communication with customers to



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ensure we meet their requirements and deliver the highest quality customer service. Our senior management have regular meetings with key customers to maintain visibility over their technology roadmaps in order that the Group's development plans remain aligned to our customers' future strategies.

Beeks are aware that a shared commitment to the values of ESG is compelling market players to establish partnerships to deliver workable and sustainable financial systems. As an example, our partnership with IPC facilitates the delivery of accessible, cloud-based solutions that turbo-charge market participants' business. We mindfully work with infrastructure partners with high ESG capability in line with our customers' requirements; and as we collaborate with others our own ESG preparedness expands and benefits from shared approaches.

Environment

Beeks' latest dedicated server hosting solution, Exchange Cloud®, features high-density compute racks accommodating up to 80 servers within a data centre. By fitting up to 8 times more servers in a rack than other providers, we help organisations reduce their data centre footprint and achieve natural efficiencies in power consumption, cost and cooling. Beeks has plans to undergo an internal assessment for ESG in the near future. At present, Beeks commits to procuring energy from renewable sources whenever feasible and is increasing renewable energy sourcing by 2% each year.

Co-locating in data centres owned by large data centre providers, Beeks and our customers also benefit from their Corporate Sustainability Programme, ensuring reduced power consumption and heightened energy efficiency for cooling and lighting across the whole site. By offering co-location in 32 locations, Beeks leverages the sustainable innovation these providers offer and assists in the worldwide goal to reach 100% renewable energy by 2030 by reducing operational emissions and moving towards a zero-carbon energy grid.

Every ESG-sensitive operation would benefit from in-depth monitoring, fine-tuning and improving their existing infrastructure over acquiring new equipment. Beeks' technology has developed on-premise and cloud-based Analytics as a Service enabling businesses to get more granular insight into how their networks are performing, and how to optimise their existing stacks within Data Centres and in the Cloud. Beeks' business model will now enable firms to enter into shorter commitments than the typical demand from on-premise data centres. Beeks' Infrastructure as a Service (IaaS) also removes the necessity for additional hardware, resulting in reduced capital expenditures, more environmentally friendly co-location options, and faster, cost-efficient expansion into global, diverse, and inclusive markets. Beeks is now equipped to assist our customers with their ESG audits, providing clients such as Form3 with energy footprint calculations and support on fuel consumption for generator testing.

As part of our efforts to improve our environmental impact, and educate our people on how they can help, we have also rolled out compulsory ISO 14001 compliant training which now also forms part of our onboarding process. This training goes hand in hand with our newly established ISO 14001 accreditation.

In addition, the introduction of the employee Electric Car Scheme, Beeks is integrating a workforce that is more environmentally conscious. By educating employees of the financial benefits such as saving on National Insurance and Income Tax, and environmental benefits, Beeks can actively contribute to a reduction in our carbon footprint, resulting in fewer emissions, reduced noise pollution, and improved air quality.

Local Community and ESG Initiatives

We continue our commitment to hiring locally, proud to attract and retain the best talent in our head office, working hybrid hours. Our graduate programme continues to grow, with new Graduate

Network Engineers joining our team this year. We also welcomed two software engineering interns from the University of Glasgow and the University of Strathclyde, further investing in the development of future talent.

In 2023/24, we've expanded our charitable activities and local sponsorships, focusing on grassroots sports, all Powered by Beeks. This year, we proudly sponsor Inverclyde Amateur Swimming Club, Kilsyth Athletic, Mosi Rovers in South Africa, Ashbourne Aztecs Junior Football Club, Bridge of Weir United, and Mixed Martial Arts competitor Robert McVitie. Through these partnerships, we support local communities, encouraging teamwork, physical activity, and personal development.

This focus on grassroots sports is an important part of our wider ESG strategy. By helping young athletes and community sports teams, we aim to promote well-being and provide opportunities for people to thrive.

Looking ahead, as we expand globally, we will continue to give back to local communities through initiatives like these. Whether through sports sponsorships or charitable support, we're committed to ensuring that every new region we enter benefits from our presence, with communities always Powered by Beeks.

* Information correct as of 14 November 2024.