

BEAMEX SUSTAINABLE SOURCING POLICY, ACTIONS AND RESULTS

Beamex supply chain management aims to create sustainable competitive advantage, continuity and innovation through collaboration. We need to protect our brand image and manage our supply chain disruption risks and we recognise, that knowing our suppliers better is a key factor here. Our excellence in a high-mix business model depends on effective management of suppliers and strategic subcontractors. To live up to economic, environmental and social responsibility, our customer promises and stakeholder expectations, a reliable and responsible supply chain is vital for Beamex. We set requirements to our suppliers and work together with them in a fair way for better understanding and better processes, contributing to a more sustainable supply chain.

Typical Product Supply Chain

Many of Beamex direct suppliers are located in Finland, many of them even close to its Pietarsaari manufacturing site. We source components and mechanical parts primarily from Finland, Western Europe and the United States, and to some extent from a few Asian countries. The upstream supply chains resemble those of other typical global electronic manufacturing industry supply chains.

Beamex manufacturing involves assembly, configuration, and calibration of electronic and mechanical equipment. Typically, our products are modularly customized according to customer specifications, and therefore many products are made-to-order, thus keeping inventories of finished goods low. Final products are shipped to representatives or directly to customers from the factory – in most cases by air freight.

Stakeholders (interested parties) for Sourcing

Stakeholder	Topics
Business strategy and management	status reporting and reviews, sustainability requirements and targets for Sourcing in line with strategy
R&D	co-operation and early supplier involvement during R&D-phase, efficient change management for reduced scrap
Production and Sales	well-updated forecasts, well-managed product ramp-ups and ramp-downs
Suppliers and partners	use reusable transport containers with subcontractors, optimizing delivery lot sizes. Include CSR-related questions in supplier audits, questionnaires and meetings. Create awareness, discuss risks and suggest good CSR practises and ISO-certifications. Promote local job creation and minimise transportation cost by local sourcing.
Packing & shipping	using easily recyclable cardboard packaging, minimize use of plastics
Transportation companies	long-term co-operation for efficient operation
Service & recalibration	careful planning of spare part stock
Authorities	transparency and full compliance with laws and regulations (like export control, customs and EU trade statistics), follow-up on changes in requirements
Company owners	cost-efficiency, strategic partnerships, sourcing risk management
Customers	openness and transparency in CSR communication, dialogue, needs and feedback through questionnaires and audits

CSR Responsibilities in Sourcing

Economic responsibility	Environmental responsibility	Health and safety responsibility	Social and ethical responsibility
• efficient supply chain • offering job opportunities for local, domestic and international companies • improve Total Cost of Ownership (TCO)	• products need to comply to environmental legislation • follow-up on changes in environmental legislation • early problem solving with suppliers → avoid scrap, less material consumption	• monitor and assess suppliers' performance in Occupational Health and Safety -matters (OHS) based on identified risk	• collecting and assessing Code of Conduct (CoC) statements from suppliers based on spend and risk • fair and open communication and co-operation with suppliers • monitoring Conflict Minerals –status on manufacturers and components

Beamex recognises the [Global Reporting Initiative \(GRI\)](#) as a commonly accepted reporting platform, but being a medium-size company, we have started our reporting by following industry best practises and guidelines from [EcoVadis](#) and various other sources.

Beamex Sustainable Sourcing Policy concentrates on three major aspects: *suppliers' environmental performance, suppliers' ethical and social practises and training, tools and assessment.*

Suppliers' Environmental Performance

Certifications

The environmental performance is monitored by existence of ISO 14001 -certified environmental system. If such system does not exist, questions covering these areas are asked and documented in supplier audits and/or supplier meetings. We prefer suppliers with an ISO 14001 -certified environmental management system and promote acquiring one.

Compliance

Beamex products put to market are RoHS II –compliant (Directive 2011/65/EU) since July 2017.

Early Supplier Involvement

Beamex suppliers are experts of their own technologies. We benefit most from this expertise when we involve suppliers in product development and design early on. Manufacturability, quality and performance can be improved through Early Supplier Involvement (ESI).

Applying ESI in new product projects is a learning process and can become a key contributor in mitigating risks and speeding up the product development. It benefits both Beamex and the supplier, as re-engineering costs can be kept down and manufacturing times are faster. In Beamex, we value reliability and continuous improvement highly, and we believe, that ESI is an efficient method to implement them.

Suppliers' Ethical and Social Practices

Concerning the ethical and social practises, Beamex Global Code of Conduct defines our internal set of ethics, social and business rules. In sourcing, we strive to extend these rules to our suppliers and strategic partners

by collecting and monitoring available information, making risk analyses, raising awareness, planning, performing and documenting self-assessments and audits, reviewing and ranking the results in supplier evaluation meetings and making action plans based on the data.

Beamex R&D and Sourcing prioritize ISO-certified suppliers in existing business relations with Beamex. Selected new suppliers must be reputable brands that align with Beamex's values and demonstrate evidence of sound business practices. Beamex encourages suppliers to obtain applicable ISO certifications and avoids purchasing from sources in high-risk countries (EU High-Risk Third Countries).

During meetings and audits, suppliers are inquired about any governance nonconformances they may have experienced.

Certifications

The social performance is monitored by existence of ISO 45001 –certified occupational health and safety assessment system. If such system does not exist, questions covering these areas are asked and documented in supplier audits and/or supplier meetings. We prefer suppliers with an ISO 45001-certified occupational health and safety assessment system and promote acquiring one.

The social and ethical performance is also monitored by the suppliers EcoVadis medals. Beamex prefer suppliers with an EcoVadis rating (or similar) and is actively promoting suppliers to get a rating. Lack of rating, or significant negative changes or rating losses are discussed in supplier meetings and will impact their supplier ranking.

Conflict Minerals

Beamex has established a Conflict Minerals Policy, which is available on Beamex website. Here is some further clarification on our **Conflict Minerals Compliance Program**:

According to our analysis, Conflict Minerals issues are possible in electronic components and printed circuit boards. We are collecting and recording Conflict Minerals statements of component manufacturers, mostly in the CMRT-template format of [Responsible Business Alliance \(RBA\)](#) and the Global eSustainability Initiative (GeSI). The data is collected from commercial databases like SiliconExpert and the Internet. We update the compliance for each electronic component in our ERP-system, allowing us to evaluate the Conflict Minerals status of each product, making risk analyses and preparing a risk mitigation plan.

Beamex will closely monitor our customers' requirements on Conflict Minerals and act accordingly.

Code of Conduct

Beamex Supplier Management Model classifies suppliers into four categories: potential, approved, preferred, and strategic suppliers. The classification defines the relationship between Beamex and the supplier and outlines the management model for each category. All suppliers are required to meet a set of criteria before

they can become our supplier. Supplier requirements are based on the classification, country risk analysis, and spend.

Code of Conduct documentation is assessed against a wide set of CSR-criteria. If a supplier conforms to a standard (like ISO 14001, ISO 45001, SA8000 or GRI) or refers to an initiative or standard CoC (like UNGC, EICC, ZVEI, OECD GME), they get base points from this. The base points are complemented with evidence found from the CoC. If significant gaps remain, additional questions / documents are asked from the Supplier to give enough evidence for approval.

For all suppliers, if a CoC is available, it will be recorded. To evaluate ethical and social risks in the supply chain, the amfori Risk Country Classification is used as a basis. A Code of Conduct (company own or approval of Beamex CoC) is required if the supplier originates from a high-risk country. Also, a minimum 80% of spend should have an assessed and approved CoC by Beamex or have approved Beamex Global CoC. Currently, we are concentrating on getting the 'Tier 1' supplier Code of Conduct documentation.

Training, Tools and Assessment

Internal training on Supplier's environmental, social and ethical practises with changing themes will be given regularly to Sourcing, R&D and Quality personnel. The tools for supplier assessment are continuously improved, and quality department is involved in supplier audits. With external courses, good common practises can be introduced and user experience on assessment, reporting practises etc. can be shared.

Beamex participates in EcoVadis as supplier since 2017 and has currently EcoVadis Bronze rating. Beamex Oy Ab has ISO 9001 -certification since 1992. The certificate is also valid at Beamex GmbH in Germany, Beamex, Inc. in the USA and Beamex Limited in the UK. Beamex Oy Ab has ISO 14001 and ISO 45001 -certifications since 2021 and ISO 27001 -certification since 2025.

The KPI'S, Results 2025 and Targets for 2026

The consolidation of the supply chain was started in 2017 with the aim of increased collaboration with existing suppliers. At the end of 2025, over 99% of Beamex manufacturing-related purchases were covered by direct approved suppliers.

Collected information from Supplier database 09.02.2026:

Activity theme	Target actions	Supply chain KPI	KPI 2023	KPI 2024	KPI 2025	Target 2026	Target actions for 2026
CERTIFICATIONS	Collect ISO 9001 certification info	Suppliers having ISO 9001 (based on spend)	92%	93%	93%	94%	Update and collect more. Suggest a certification / ask for supplier's plans
	Collect ISO 14001 certification info	Suppliers having ISO 14001 (based on spend)	49%	55%	60%	64%	Update and collect more. Suggest a certification / ask for supplier's plans

	Collect ISO 45001 certification info	Suppliers having ISO 45001 (based on spend)	16%	19%	25%	28%	Update and collect more. Suggest a certification / ask for supplier's plans
	Collect EcoVadis info available	Suppliers having EcoVadis medals (based on spend)		23%	38%	42%	Update and analyse changes. Suggest a rating / ask for supplier's plans
COMPLIANCE	RoHS II – compliance	Percentage of components which are RoHS compliant	100%	100%	100%	100%	Follow-up on new requirements
EARLY SUPPLIER INVOLVEMENT	Apply ESI in new projects and collaborate with suppliers	Count of common (Sourcing + R&D) visits and meetings, including Teams-meetings	14	12	15	10-15	Continue
CONFLICT MINERALS	Collect Conflict Minerals statements readily available	Conflict Minerals free (percentage of active electronic component count)	88%	86%	72%	75%	Update and collect newest CMRT-documents (review smelter status %, if supplier is not 100%)
CODE OF CONDUCT	Collect and assess CoC documents	Percentage of approved supplier count having an approved Code of Conduct	90% (based on spend)	89% (based on spend)	51%	60%	Update, ask for, collect and assess more.
	Determine high-risk country suppliers, collect & assess CoC	Percentage of high-risk country supplier count with CoC approved by Beamex	100%	100%	100%	100%	Keep the KPI in 100%
TRAINING, TOOLS & ASSESSMENT	Fill-in EcoVadis questionnaire	Sustainable Procurement index	60	70	60	70	Improve CoC assessment and risk analysis processes. Update audit templates on CSR-questions.
	Percentage of buyers with training on sustainable sourcing				100% Done May 2025	100%	Basic CSR-training for Beamex Oy sourcing, R&D, quality personnel
	Keep requirements towards suppliers up to date		Done	Done	Done	Done	Review supplier audit templates and meeting agendas

Governance

The Strategic Sourcing Manager, supported by the Beamex Sourcing team, is responsible for the implementation, monitoring and maintenance of this policy.

The policy applies to Beamex Group and is reviewed annually by top management as part of the Management Review process to ensure its relevance, effectiveness and compliance with applicable legal and other requirements. It is also reviewed annually in Sourcing internal management review with sourcing personnel which serves as internal training.

Approved by



Jan-Henrik Svensson (May 4, 2026 15:54:36 GMT+3)

CEO, Beamex Oy Ab

This document has been approved electronically via Adobe Sign.