



# Impact Report 2025



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# About us

## Reporting period & standards

Our fourth annual Impact Report covers our activity from January through December of 2025 and aligns with industry-specific standards of the Sustainability Accounting Standards Board (SASB) for Agricultural Products and Software & IT Services.

# CEO statement

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Saar Safra  
Beewise CEO and Co-Founder

## Dear Beewise Community,

Reflecting on 2025 and all our team accomplished this year, I often find myself thinking back to where it all began. In 2018, we started Beewise with what felt like a bold, some might have said crazy, idea: that we could use technology to reverse rising colony losses and secure our global food supply. More than seven years later, that idea has become the mission that guides our team every day across the entire Beewise ecosystem. Over time, what that mission looks like in practice has evolved, and it continues to evolve today.

My co-founder, Eliyah, was inspecting his hives and had a simple but powerful realization: “A computer could probably do my job better than me. What if I could put a camera in every hive?” That question led us down our first path: remote hive inspection. But as we spoke with commercial beekeepers, we quickly learned that monitoring alone wouldn’t solve their biggest challenge. Sensors had existed for years, yet many large-scale beekeepers weren’t using them. The reason was simple: knowing there’s a problem isn’t enough when your thousands of hives are spread across vast distances. What matters is being able to detect problems early and solve them in real time, in the field. That insight led us to rethink the problem entirely and ultimately guided us toward what we now call Active Beekeeping.

Active Beekeeping solutions rely on technologies such as AI, precision robotics, and computer vision to enable remote monitoring and detection of threats, including pesticides, disease, and parasites. Further, compared to passive solutions like sensors, Active solutions intervene and treat

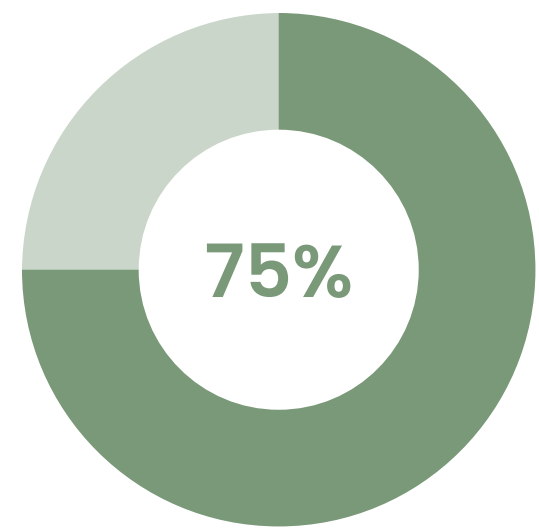
issues in real time, in the field, before they spiral out of control. The result is healthier colonies, improved crop yields, and enhanced biodiversity. At Beewise, we remain committed to building these solutions in close partnership with our users, growers, beekeepers, and, of course, the bees, continuously gathering feedback to ensure we are addressing the root causes actually occurring in the field.

After disrupting centuries-old hive technology with the BeeHome™, a new idea is now shaping the next evolution of Active Beekeeping: the concept of a robotic beekeeper. This vision is not about replacing experienced beekeepers or the hive environment, but about combining the strengths of both. A robotic beekeeper can perform critical tasks that are difficult for people to carry out at scale, while enabling human beekeepers to leverage the expertise and discretion that technology cannot replace. As advances in robotics transform industries around the world, we are beginning to apply these breakthroughs to benefit bees. A fully autonomous, solar-powered, field-deployable robot could deliver faster, more responsive care across far more hives—making Active Beekeeping more scalable, data-driven, and resilient. For years, we’ve housed hives within a robot. Now, we are exploring how a robot can independently go to hives and treat them. Our mission remains clear: to build technology that’s better for bees and works effectively, reliably, and responsibly in the field, at the scale needed to secure our global food supply.

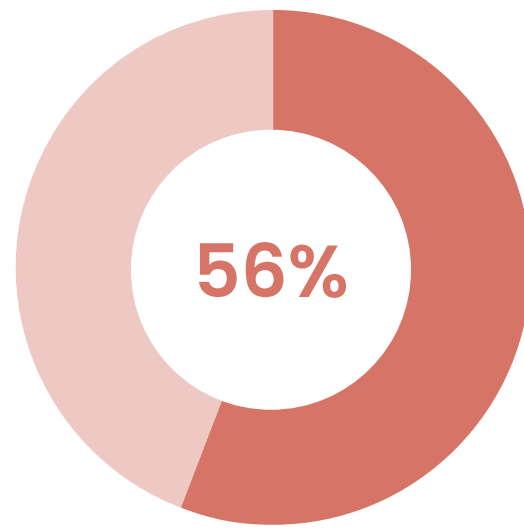
Sincerely,  
**Saar Safra**

# Mission + vision

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



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



But 56% of US bee colonies collapsed last year.\*

We are here to help.

The beekeeping industry has experienced little innovation since the invention of the standard Langstroth hive in the 1850s. Until now. For the past seven years, our team has applied our expertise from across a broad range of technological disciplines to further our mission to reverse colony losses in order to protect the global food supply.

\*Loss rates were measured during the 2025-26 pollination season.

## Beewise's Momentum at a Glance



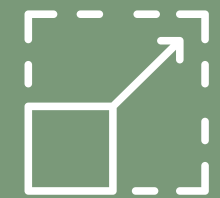
350K

hives placed annually



1,925

BeeHome™ devices in the field



300K+

acres pollinated annually



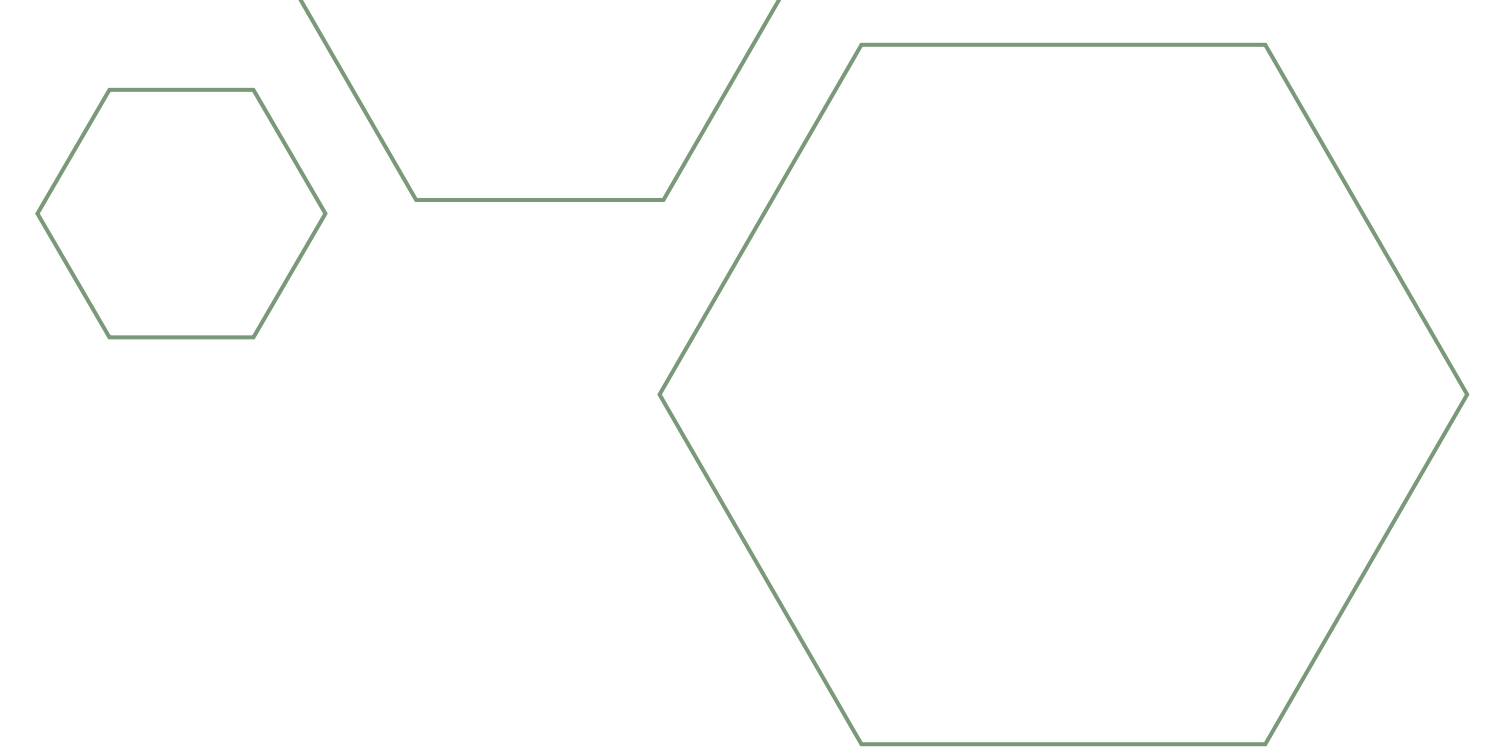
131

employees across 6 countries



60+

engineers and researchers on our team



At Beewise, we use AI and robotics to perform Active Beekeeping for healthy hives and superior pollination. In 2025, we estimate that the 1,925 BeeHomes™ in operation saved 5,993 colonies, equating to more than 197 million bees, and we are working to save more every day.

## Our Vision

We envision a future in which Active Beekeeping solutions are widely accessible to beekeepers and growers worldwide. Active solutions leverage advanced technologies—including AI, precision robotics, and computer vision—to enable remote monitoring and early detection of threats such as pesticides, mites, and disease. Unlike passive approaches, active systems can also respond in real time in the field, addressing issues before they escalate. When beekeepers and growers have access to effective active solutions that support colony health and reliable pollination, the result is stronger colonies, improved crop yields, and healthier ecosystems.

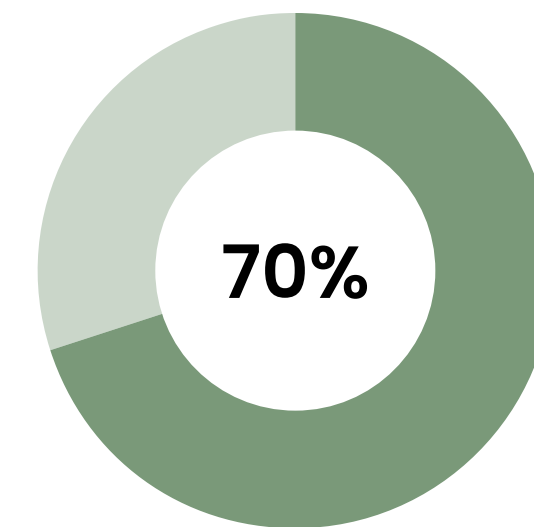


# Our solution

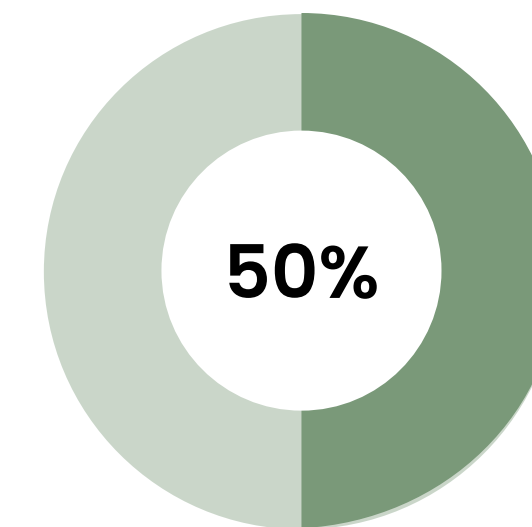
## Active Beekeeping for Improved Outcomes

We are the world's leading pollination-as-a-service platform. Our service is based primarily on the BeeHome™, a smart hive that uses AI and robotics to deliver Active Beekeeping, which is remote, proactive, automated, and effective at scale. We designed it with one goal in mind: saving bees.

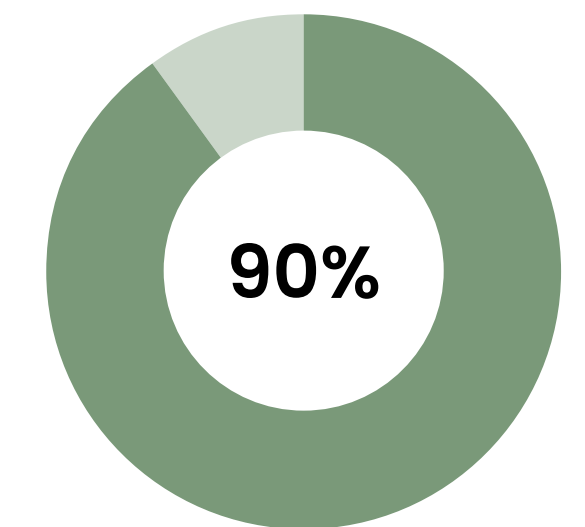
### Compared to traditional wooden beehives, the BeeHome™ delivers:



**Reduction in annual colony losses**, based on our research from a year with 42% annual colony loss rates

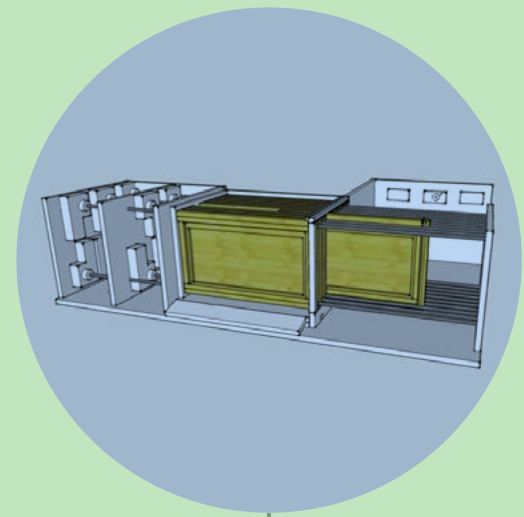


**Improved honey yields**, due to year-round chemical-free mite treatment



**Reduction of manual labor** through the automation of time-consuming, repetitive tasks

# Grounded in user feedback



2018



2019



2020



2022



2024



2025

Over the years, our BeeHome™ product offering has evolved significantly, guided by lean product design and rapidly bringing new models to market. Our approach has been to make product development decisions based on what we are hearing from those on the front line of the fight to save bees. We have found product-marketfit by continuously soliciting feedback from growers, beekeepers, researchers, and, of course, the bees.

## From Robotic Hive to Robotic Beekeeper

We disrupted centuries-old hive design with the BeeHome™, which integrates AI and robotics into a single unit that tends to up to eight hives. Looking forward, we are turning our attention from the hive to the beekeeper.

This year, we began piloting an autonomous robotic beekeeper that scales our impact by traveling from hive to hive—delivering proactive, real-time care far beyond the limits of a static system.

ROBI is the first fully autonomous, solar-powered agricultural robot operating within a complex biological ecosystem to protect a keystone species. By bringing autonomous, real-time robots to beekeeping, we are transforming hive management into a mobile, intelligent, and predictive practice. With ROBI, we can increase our impact per robot deployed by more than four times—protecting more bees across more crop acres with unmatched speed and precision.

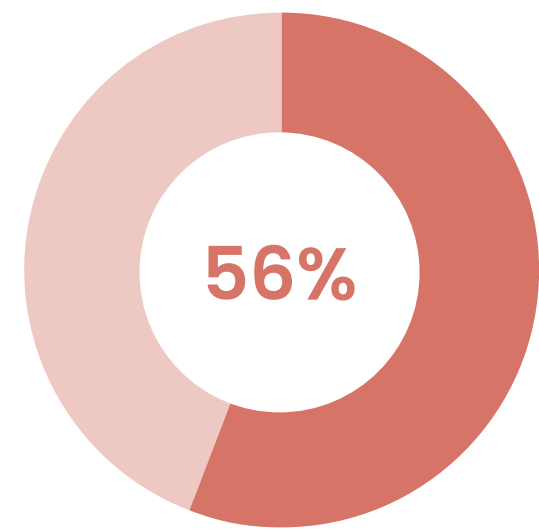
## Strategic Pollination Partners:



# The state of pollinators



# The biggest threats to bees



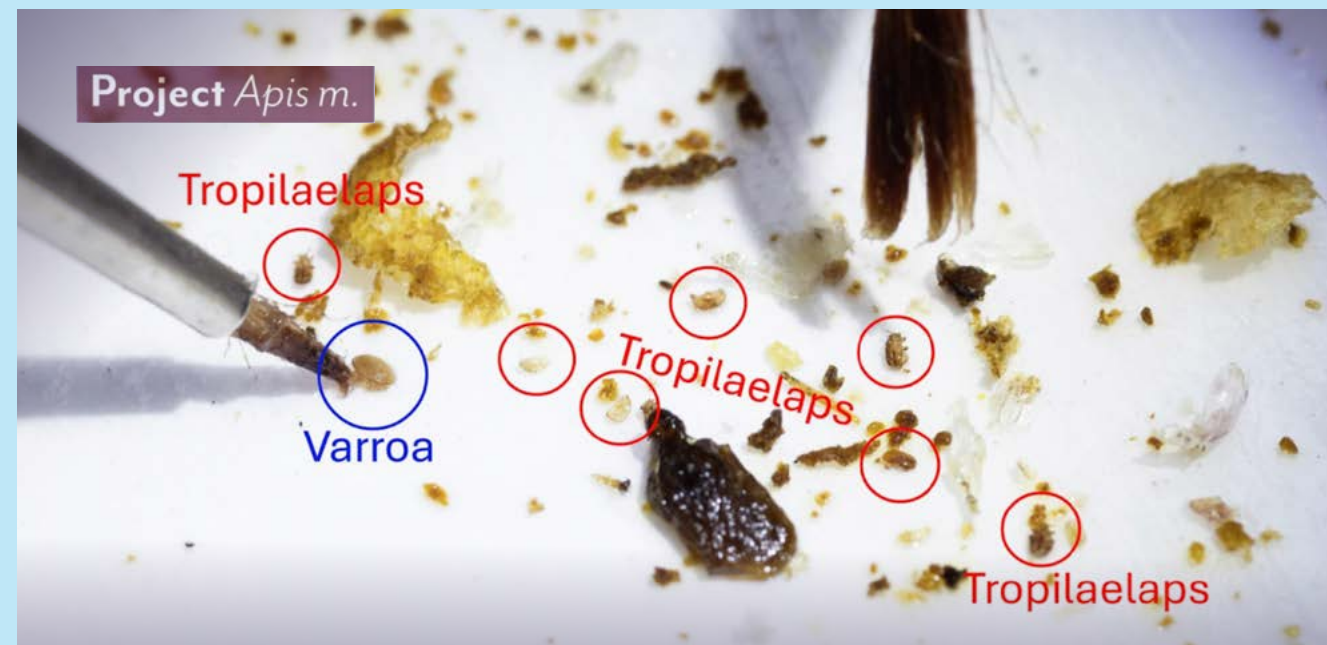
Preliminary results are showing **colony loss rates of around 56%** in 2025.

**While slightly down from record levels in 2024, honey bee colony loss rates in 2025 remained alarmingly high, demonstrating the ongoing challenges for beekeepers and the growers who rely on pollination.**

Preliminary results are showing colony loss rates of around 56%. Before 2006, annual colony losses typically hovered below 20%, but rates have steadily increased since then. Across our network of beekeepers and bee health researchers, there is a broad consensus that bees are facing a “perfect storm” of stressors—complex, interconnected pressures that continue to intensify year after year. Some of the most significant of these factors include:



↑ Hurricane Melissa made landfall in the Caribbean, devastating apiaries in 2025. Other storms in previous hurricane seasons have impacted beekeepers in the Southeastern United States, and this trend is only likely to worsen.



↑ This image, courtesy of Project Apis m., illustrates the size difference between Varroa destructor and Tropilaelaps mites, just one of the factors that make it more challenging for beekeepers to detect and protect against Tropilaelaps.



## Climate change

Extreme weather impacts bees in multiple ways: altered flowering times affect available nutrition, fires and storms destroy hives and forage, and can create conditions ideal for invasive pests. This year, we experienced multiple formerly “once-in-a-lifetime” climate events, from historic tornadoes in the Midwest to devastating wildfires in Los Angeles. Texas beekeepers reported about a 66% decline in bee colonies between 2024 and 2025, with losses tied to extreme and unpredictable weather, including heat, drought, and sudden temperature swings.

## Pests & disease

Deadly mites and the diseases they carry significantly impact pollinator health, devastating hives around the world every year. In the US, the Varroa mite has been responsible for the deaths of massive numbers of honey bee colonies since arriving in 1987, and the USDA found chemical-resistant mites to be behind the bulk of 2024’s colony losses. Tropilaelaps is an even deadlier mite than Varroa, and while not yet detected in the US, it is already wreaking havoc on bees in Asia and Europe, and organizations including Project Apis m. and the USDA have sounded the alarm about its imminent arrival stateside.

## Insufficient forage

The prevalence of monoculture has led to fewer available plant species for pollinators to forage throughout the year. Bees require a diverse diet to optimize their health, and with increasing biodiversity losses globally, they can struggle to find adequate nutrition, often leading to starvation. In February 2025, scientists published a compilation of 340 scientific articles demonstrating how climate change is disrupting plant reproduction, increasing the risk of bloom mismatches, and threatening both pollinators and the plants they support.

# Today's beekeepers



In addition to worsening environmental challenges, commercial beekeepers continue to deal with three major operational challenges inherent to their profession:



## Distance

Typical commercial beekeepers manage thousands of hives that are often spread over hundreds, if not thousands, of miles and sometimes even over 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 often too little, 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 is poorer bee health.

# Updates from the field

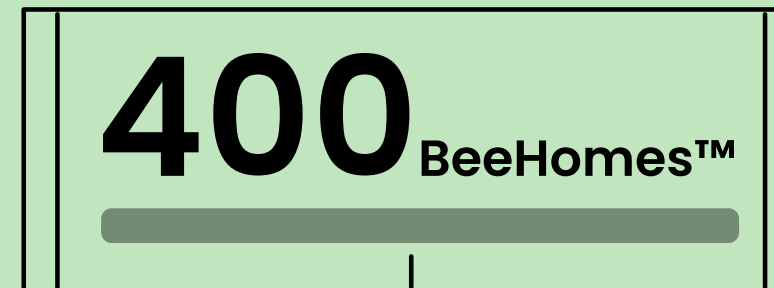
## Leveraging BeeHomes™ as Sentinel Stations During Pollination

During this year's pollination season, we strategically distributed both BeeHomes™ and standard wooden hives around growers' ranches to provide more transparency and better pollination outcomes. Dispersing hives like this allows just a few BeeHomes™ to offer remote pollination insights and data for an entire orchard. It also provides growers with an early-bloom solution, as the BeeHomes™ insulation helps increase early flight hours in cool temperatures, delivering outsized pollination gains and better results. As we continue to scale up manufacturing, the Sentinel program ensures significantly more growers across more acres can enjoy the benefits of data-driven pollination with BeeHomes™.



## Introducing New Bee Colonies to Our Food Systems With AI and Robotics

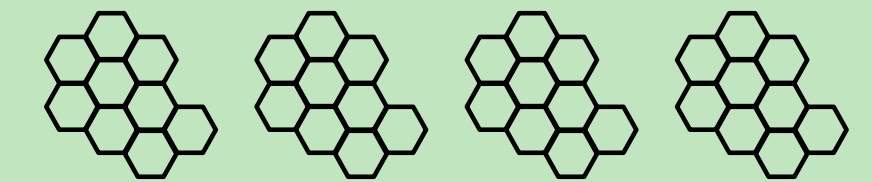
In 2025, we dedicated more than



to rearing new bee colonies, significantly adding to the supply of pollinators for our food systems.



Each BeeHome™ houses **8** hives.



Throughout the year, those hives are **split to create new, distinct colonies**

**4** times annually.

From these



we were able to introduce **more than**

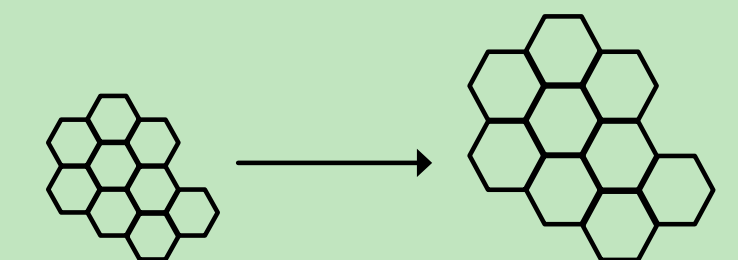


**new colonies** into the food system this year.

These new colonies represent more than



now supporting pollination in agricultural landscapes.



By **scaling colony reproduction** through tech-enabled beekeeping, **BeeHomes™ help strengthen pollination capacity for growers** while contributing to a more resilient and sustainable food supply.

# Emerging trends in the industry

## Last Year's Unprecedented Losses Traced to Chemical-Resistant Mites

In 2025, research from U.S. Department of Agriculture (USDA) Agricultural Research Service (ARS) found that viruses transmitted by miticide-resistant Varroa mites were the main cause of the widespread honey bee colony collapse experienced in 2024. The researchers noted: "This miticide resistance was found in virtually all collected Varroa, underscoring the need for new parasitic treatment strategies." These findings reinforce the urgency of our work to provide a scalable, chemical-free solution. As resistance accelerates and effective treatments become scarce, the need for innovation has never been more critical.

## Research on Limitations of Self-Fertilizing Varietals

Recent research conducted by Elina Niño of the UC Davis Bee Lab and Zac Ellis of ofi (Olam Food Ingredients) examined yield outcomes in self-fertile almond varieties. While these varieties do not require pollination to reproduce, the study found that they still benefit significantly from honey bee activity. Even though the trees are capable of setting nuts without dedicated pollination resources, the presence of managed honey bees increased nut set and

overall yield. The findings indicate that, in many cases, the additional yield and improvements in nut size generated by bee pollination outweigh the cost of bringing hives into the orchard, making honey bee pollination an economically advantageous choice for growers.

## Employee Spotlight: Alexis Harvey, Pollination Services



A strong partnership between growers and beekeepers can be a powerful tool to drive innovation and improve outcomes for pollinators. Alexis Harvey of Beewise's pollination services team exemplifies this collaboration. Raised in a multigenerational beekeeping operation, Dixon Bees, she brings deep expertise in bee behavior and apiculture. She complements this with her work as a crop consultant and certified Pest Control Advisor, supporting growers across crops, including processing tomatoes, alfalfa, sunflowers, beans, vine seeds, and almonds.

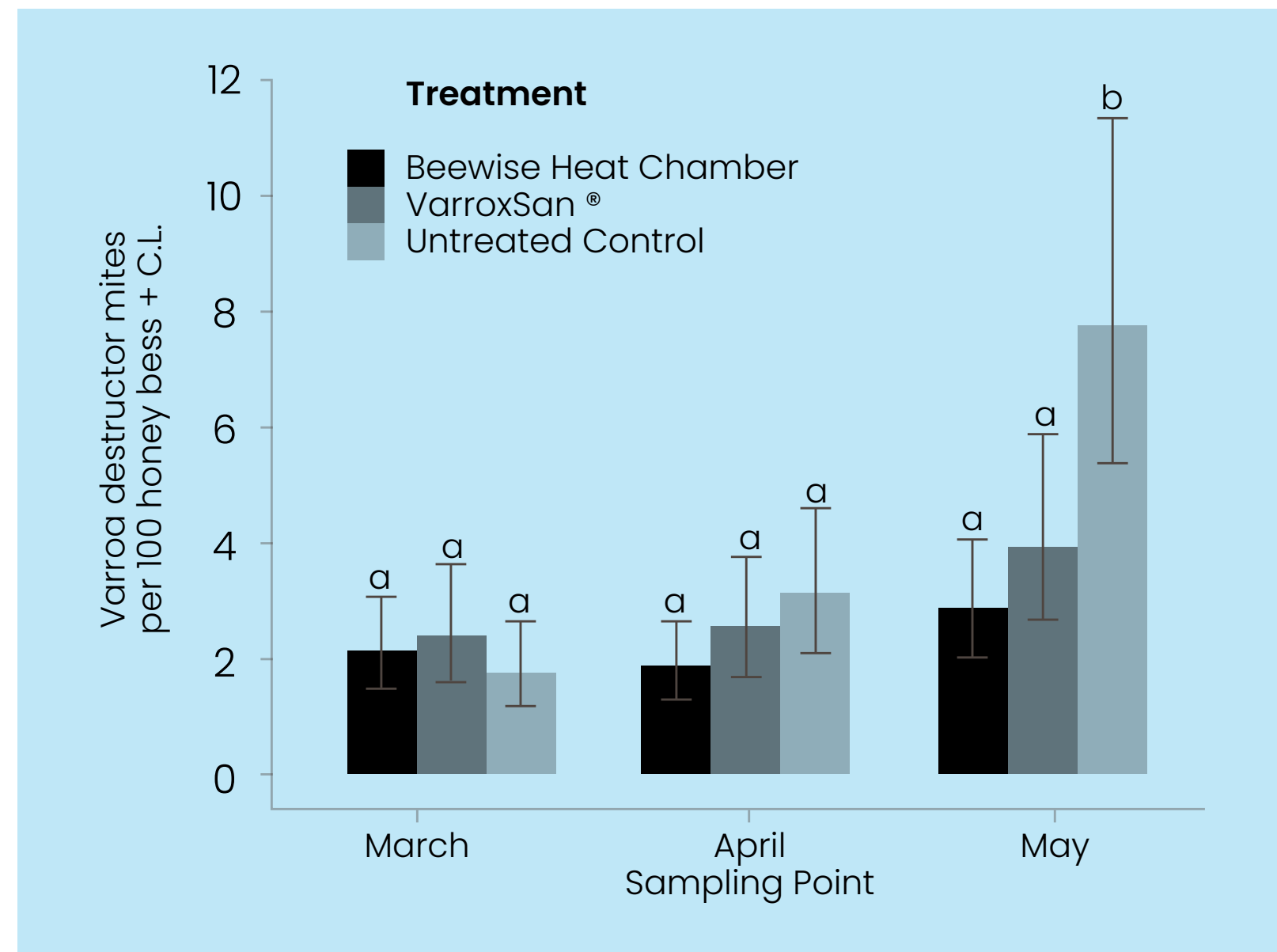
This unique blend of experience enables Harvey to deliver practical, in-season recommendations that optimize yields while safeguarding bee health. In 2025, she graduated from the California Farm Bureau's Leadership Class, a group of seven individuals chosen from throughout the state for their exceptional leadership, passion for agriculture, and commitment to advancing the farming community.



# R&D updates

## Auburn University Shares New Research on the Beewise Heat Chamber's Ability to Control Mites

At the annual ABF (American Beekeeping Federation) Conference, Skyler Demi of Auburn University shared her latest research on the Beewise Heat Chamber's ability to control Varroa mites. The study examined the mite loads of infested colonies over two months across three groups: colonies treated with the chemical VarroxClear, colonies treated with the Beewise Heat Chamber, and an untreated control group. The results showed the Beewise Heat Chamber prevented Varroa spread, without any adverse effects on colony size and strength. By autonomously applying heat to frames of capped brood at the precise temperature needed to kill the mites without harming the bees, the BeeHome™ offers the only effective, chemical-free, and labor-free solution to treat mites at scale.



## BeeHomes™ as Bee Health Sampling Stations

This year, we began positioning BeeHomes™ within our beekeeping partner network as strategic bee health monitoring stations. Powered by computer vision and advanced machine learning models, BeeHomes™ can visually detect deadly Varroa mites on frames without a beekeeper having to open up a hive and manually search. By placing one BeeHome™ in each yard they manage, beekeepers gain early insights into mite levels and overall colony health that can inform management decisions across their entire apiary. BeeHomes™ provide data on mite load, forage activity, colony growth, and disease, helping beekeepers identify emerging problems sooner and evaluate whether treatments are working effectively. This approach enables us to extend the impact of each BeeHome™ deployed in the field, improving bee health outcomes for more beekeepers across many more colonies.

## ROBI Field Trials

During the 2025-2026 pollination season, we deployed ROBI (Robotic Optimized Beekeeping Intelligence) in limited field trials with some of our strategic beekeeper partners. Early results show ROBI's transformative potential by allowing a single robot to visit and care for more hives, more often, on a consistent basis. We are excited to continue to scale manufacturing and offer ROBI to more beekeepers and more growers for next year's pollination season, with even greater impact on colony health results and pollination outcomes.

# Bees for Buildings

In 2025, we significantly scaled Bees for Buildings, our beekeeping programs for the built environment, across the U.S. Each placement is unique, yet grounded in the shared ideas of building community, supporting pollinator-focused environmental stewardship, and creating nature-positive impact in the spaces people live and work.

“We appreciate how the BeeHome™ protects bees from threats such as extreme weather, improving the climate resilience of our properties and the wider community.”

Lauren Ballou, Director of Impact Investing at Longfellow Real Estate Partners

## Redwood City, CA: Climate Resilience in Action

Extreme weather brought a mature tree onto one customer's BeeHome™, but the bees inside were protected.



## New York, NY: Supporting Urban Ecosystems

By bringing bees to a historic pier in the heart of Manhattan, we helped inspire pollinator stewardship, hosted interactive events that enhanced community engagement, and supported the resilience of an urban ecosystem.

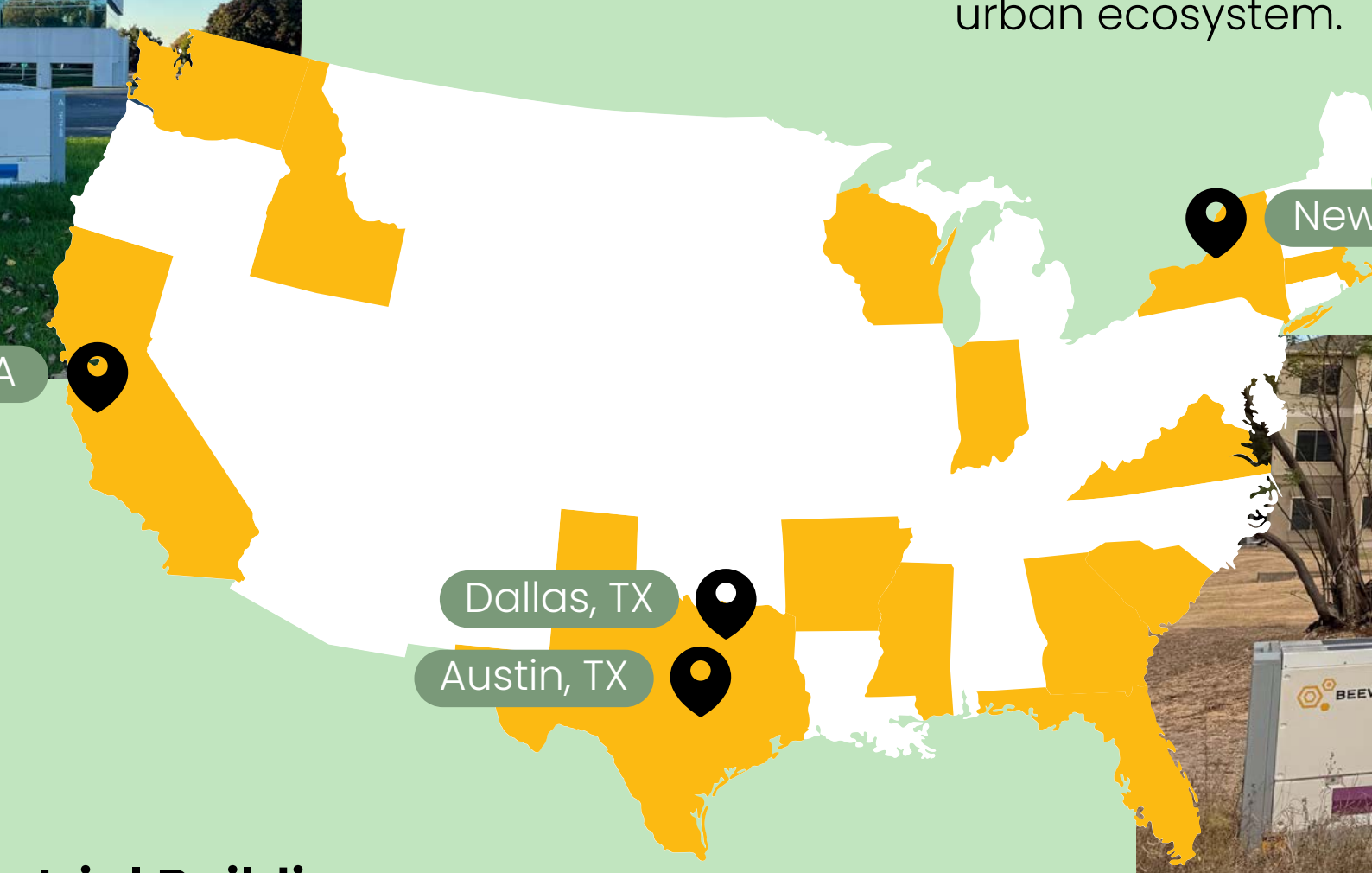


## Dallas, TX: Bees for Industrial Buildings

In Dallas, we partnered with a leading industrial real estate trust to transform underutilized space into a signature nature amenity and a cornerstone of the company's sustainability efforts.

## Austin, TX: Bees for Residential Buildings

Belveron has brought an AI and robotics-powered beekeeping program to its Waters Park residential complex in Austin, TX. With this program, Belveron is supporting pollinator health and local ecosystem resilience, while engaging residents through community-driven experiences.



# Industry recognition

## Noteworthy Awards Received in 2025



**BNEF Pioneers**  
2025 Winner

 **EY Entrepreneur Of The Year®** | **40 YEARS**  
2025 Award Winner



## Beewise in the News

### Bloomberg

"How Robotic Hives and AI Are Lowering the Risk of Bee Colony Collapse"

### CNBC

"Bees Get AI-Powered Home Makeover to Keep Them Safe from Natural Disaster."

### Forbes

"Beewise CEO Saar Safra Makes the Forbes Sustainability Leaders 2025 List"

# Quantifying bees saved



A BeeHome™ contains

**8** bee colonies.

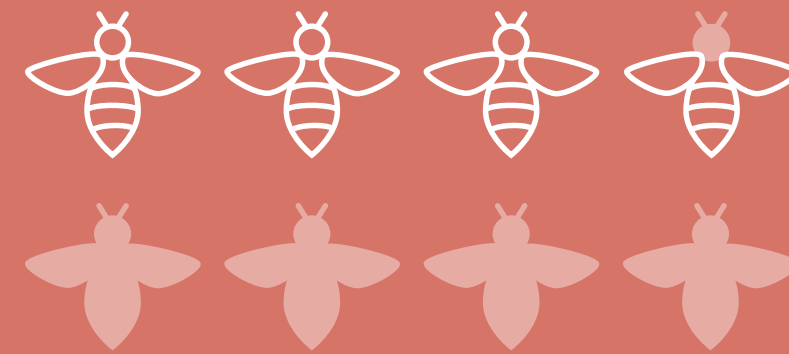
Each colony has an average of

**33,000** bees

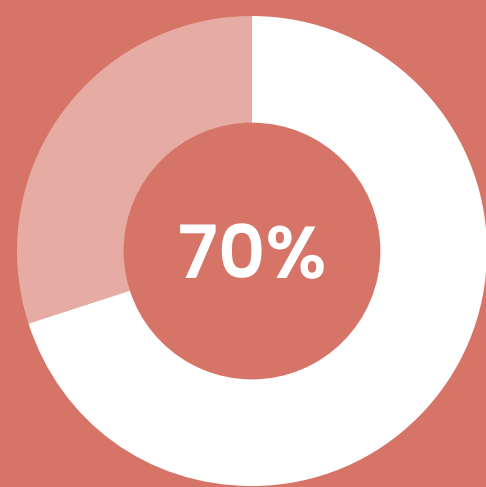
throughout the year for a total of

**264,000**

bees per BeeHome™.



If they were housed in wooden hives, **approximately 56% of those 8 colonies** would have perished this year.



In a BeeHome™, those colony loss rates are reduced by 70%.

On average, that means that all of the **1,925 BeeHomes™** in operation saved **5,993 colonies** in 2025,

equating to more than:

**197M** bees.

We calculate that during the 2025-2026 almond pollination season alone, an approximately 40-day window,

Beewise saved more than

**656** colonies

equating to more than

**21M** bees.



# Impact on climate

**Active Beekeeping is not only good for bees, but also for the environment.**

With the BeeHome™, a beekeeper makes fewer trips to their hives 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<sub>2</sub>** emissions annually. Over the **15-year** lifetime of a BeeHome™, this results in savings of approximately **600 kg of CO<sub>2</sub>**. Our current BeeHome™ portfolio is **1,925** strong, so **1,155 metric** tons of CO<sub>2</sub> will be avoided altogether over the lifetime of our portfolio of BeeHomes™.

**-40 kg**  
of CO<sub>2</sub>  
emissions  
annually

**-600 kg**  
of CO<sub>2</sub> over  
the lifetime of  
a BeeHome™

**-1,155 metric**  
tons of CO<sub>2</sub> over  
the lifetime of our  
1,925 BeeHomes™



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



# SDGs



**Goal:**

**End hunger, achieve food security and improved nutrition and promote sustainable agriculture.**



**Target**



**Our Activity**

**2.1** Sufficient food all year round.

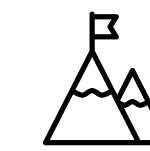
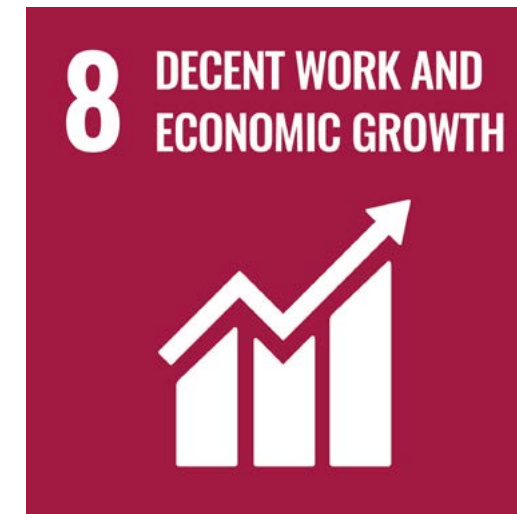
Beewise saves honeybee colonies, which are the most commonly used commercial pollinators. Wider access to better pollination helps sustain food security by raising crop yields.

**2.3** Double the agricultural productivity.

By keeping more bees alive, Beewise helps raise agricultural productivity with improved pollination and greater yields from the same plot of land.

**2.4** Implement resilient agricultural practices that increase productivity and production.

Beewise helps mitigate the negative effects of climate change on bees by protecting them from threats and providing a better environment through the BeeHome™.



**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 and automate much of their manual labor. It is estimated that U.S. 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.

Beewise helps keep family-owned beekeeping businesses in operation by improving their margins via reducing colony losses. 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, heavy lifting in the field, and the occupational hazards of working near bees.

# SDGs



**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 to sustainably increase their productivity, while helping beekeepers to reduce 50% of their transportation emissions and 90% of manual labor. The BeeHome™ is also 100% solar-powered.



**Goal:**

**Make cities and human settlements inclusive, safe, resilient and sustainable.**



**Target**



**Our Activity**

**11.3** Enhance inclusive and sustainable urbanization and capacity for participatory, integrated and sustainable human settlement planning and management in all countries.

With Bees for Buildings, Beewise brings healthy bees and increased pollination activity to urban environments. This results in boosted green spaces, better air quality, pollution mitigation, and improved habitats for urban species that eat or nest in pollinated plants.

# SDGs



**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 BeeHome™ is a climate adaptation solution that protects bees from extreme weather, loss of forage, and other climate change-related threats. As climate change makes agricultural production increasingly volatile, Beewise is ensuring food security for humans by keeping more bees alive and ensuring growers have access to sufficient pollination to maximize their yields. Pollination by Bees for Buildings in urban areas increases plant biomass, effectively supporting carbon-sinking goals.



**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**

**15.1** Reduce the degradation of natural habitats, halt the loss of biodiversity and prevent the extinction of threatened species.

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 have 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 27 vehicles, and 11% of them are hybrid vehicles.

**Total energy consumed by our corporate fleet in 2025: 4,577 Gigajoules (GJ)**



### Scope 2

At our Israeli office, the only location we manage directly and currently have year-over-year data for, 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 2025: 582 GJ (down approximately 20% from 2024).**



### Scope 3

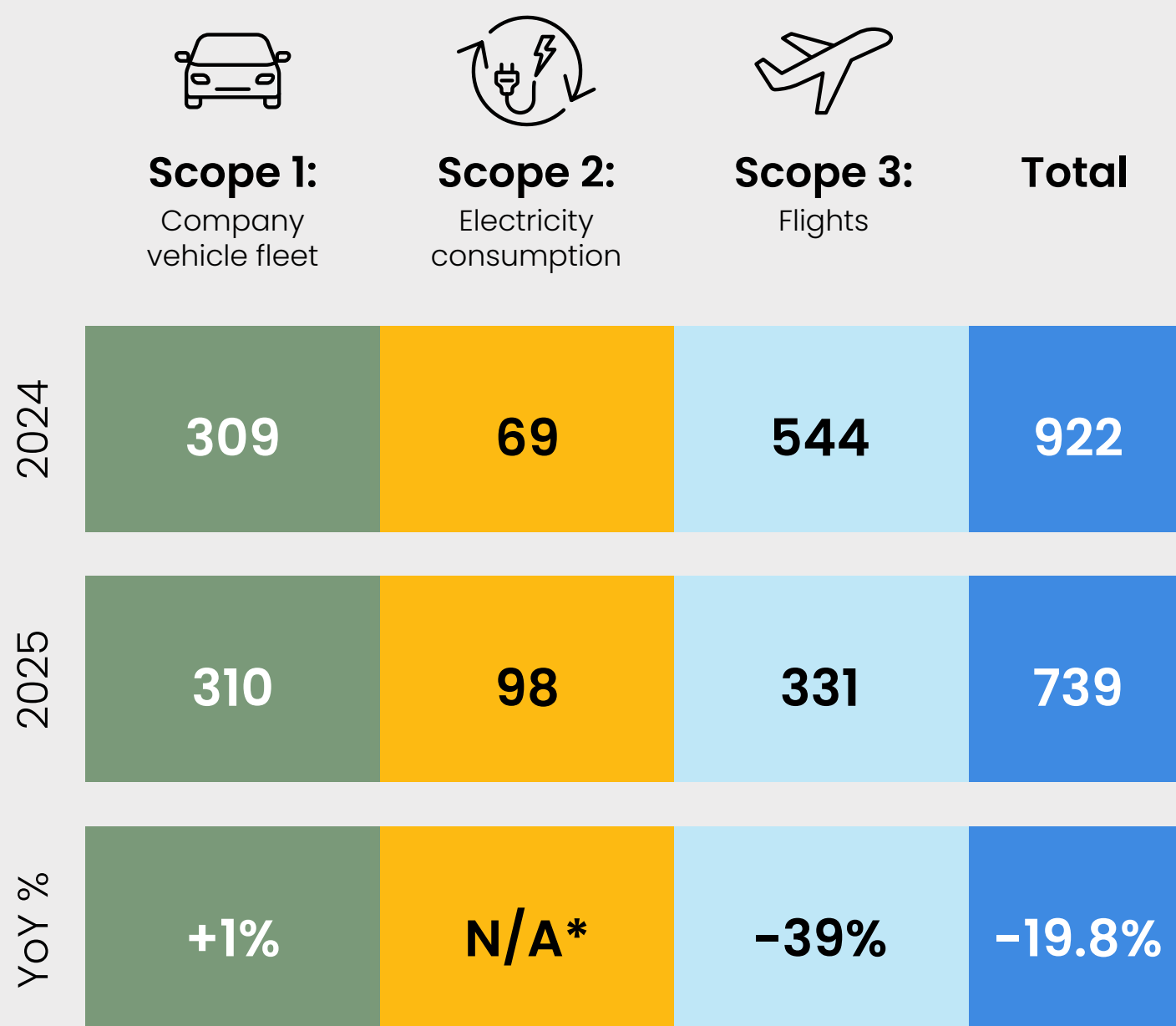
We track employee air travel in all of our office locations.

**Total emissions due to air travel in 2025: 331 tons of CO2 e or equivalent (e)**

In 2025 we worked to improve the rigor of our Scope 2 reporting. We adopted a square footage-based calculation method for the emissions associated with our 1,009 square feet of dedicated WeWork space at our U.S. headquarters in San Ramon, California (15 tons of CO2 e). Emissions from this location did not appear in previous reports. We will track changes in these emissions year-over-year going forward.

### Total GHG Emissions

Tons of CO2e



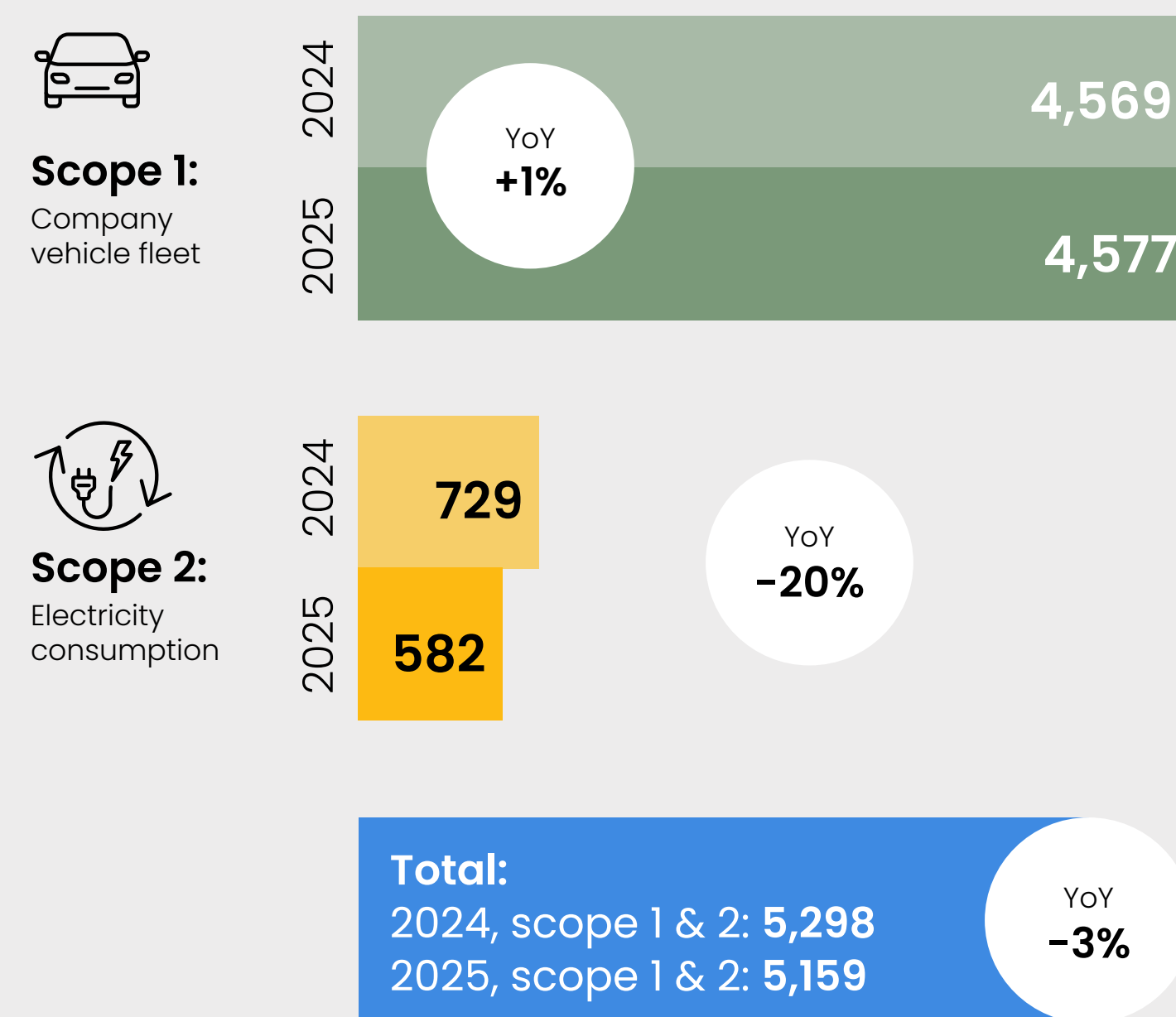
Beewise's GHG emissions across these categories combined **decreased by 19.8% from 2024 to 2025**, despite adding in additional Scope 2 data from our US coworking space.

\*Changes to our tracking methodology make direct comparison between 2024 and 2025 inaccurate.

We similarly expanded our Scope 3 tracking in 2025, initiating tracking of the emissions related to our employees' work-related hotel stays (16 tons of CO2 e) and vehicle rentals (97 tons of CO2 e) in 2025, bringing our **total tracked emissions to 852 tons of CO2 e**. We will track changes in these emissions year-over-year going forward.

### Total Energy Consumed

Gigajoules

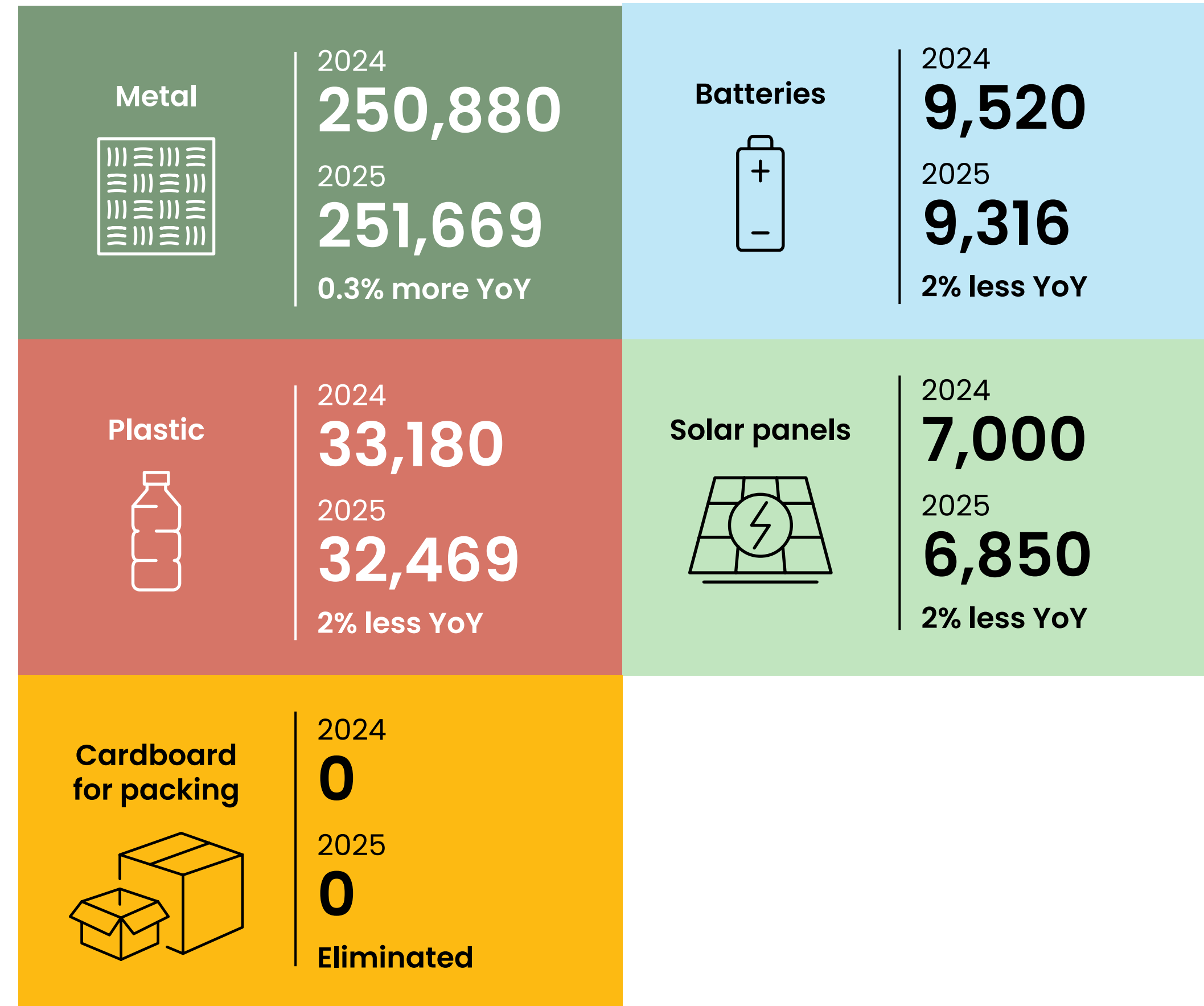


Beewise's total direct energy consumption **decreased by 3%** in 2025.

# 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 U.S. market. We continued to fine-tune our operations in Mexico throughout 2024 and 2025.

## Materials used Kilograms

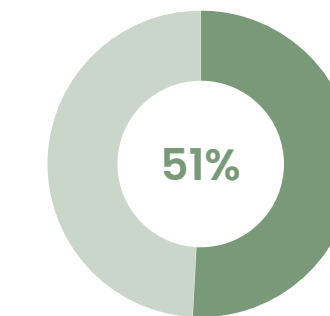


## Local suppliers

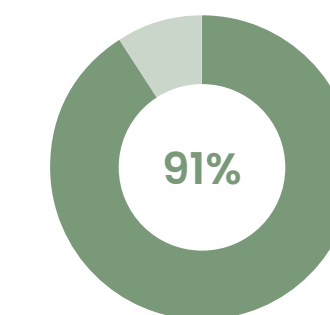
We strive to purchase goods and services from local suppliers to support local economies and prevent pollution-intensive long-distance shipments as much as possible.



In 2025, we spent 100% of our U.S. procurement budget on local suppliers.



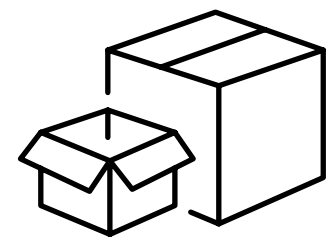
In Mexico, we spent 51% of our procurement budget on local Mexican suppliers.



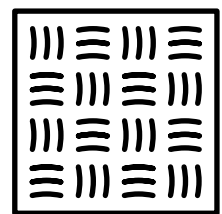
In Israel, we spent 91% of our procurement budget on local suppliers.

# Manufacturing waste

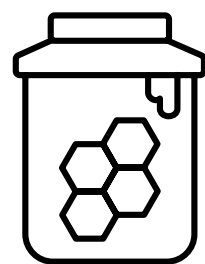
We make efforts to reduce our waste and increase recycling at our offices and assembly sites. Our manufacturing is not conducted in owned and operated facilities.



Cardboard  
**0 tons**



Metal  
**0 tons**  
non-hazardous  
industrial waste



Hive waste  
**4 tons**  
non-hazardous  
agricultural waste

We do not produce hazardous waste.



# People & practices



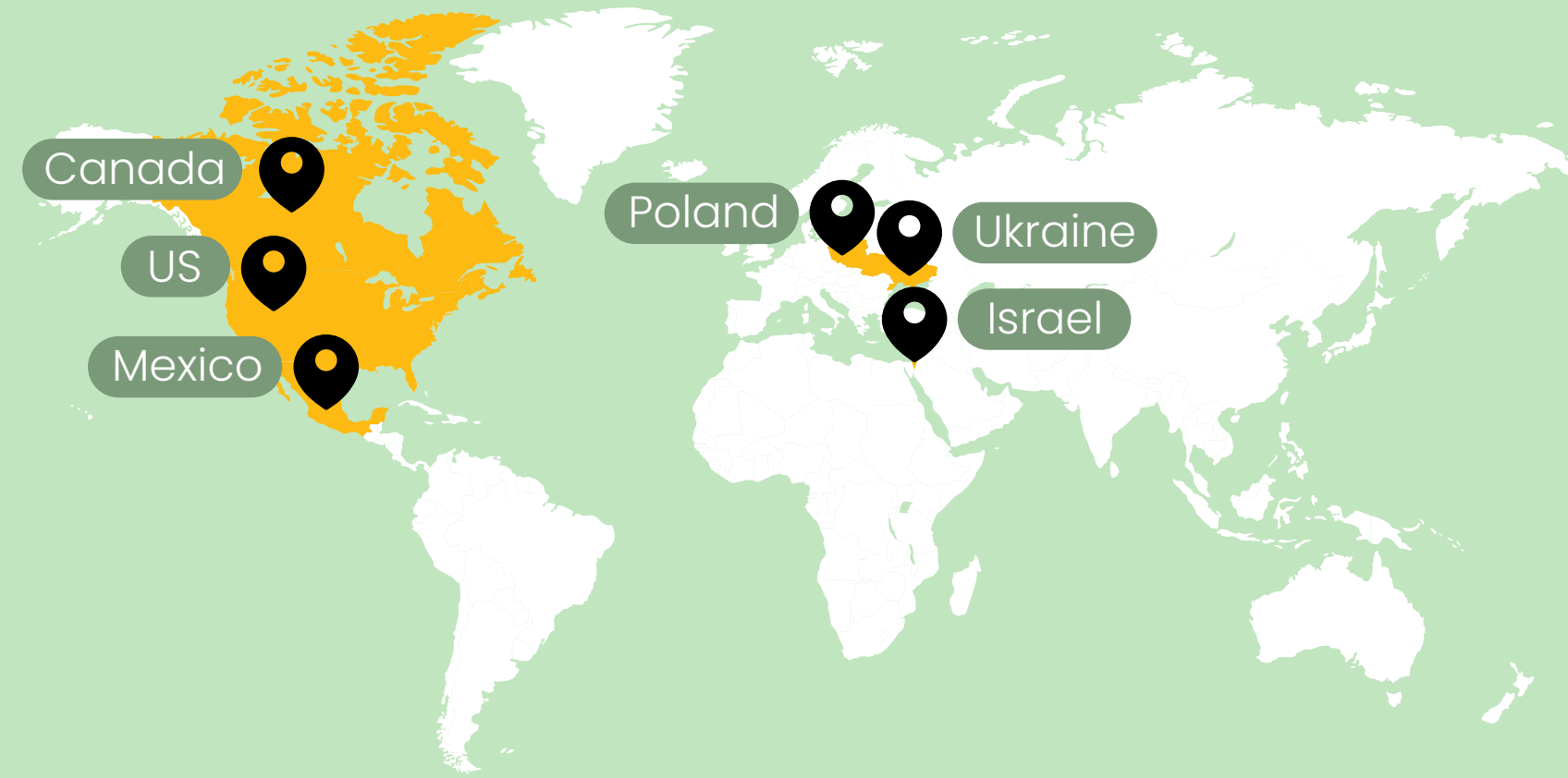
I'M A BEEWISER

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



Our team comprises

 **131**  
employees

 **6**  
locations

 more than  
**60**  
engineers & researchers

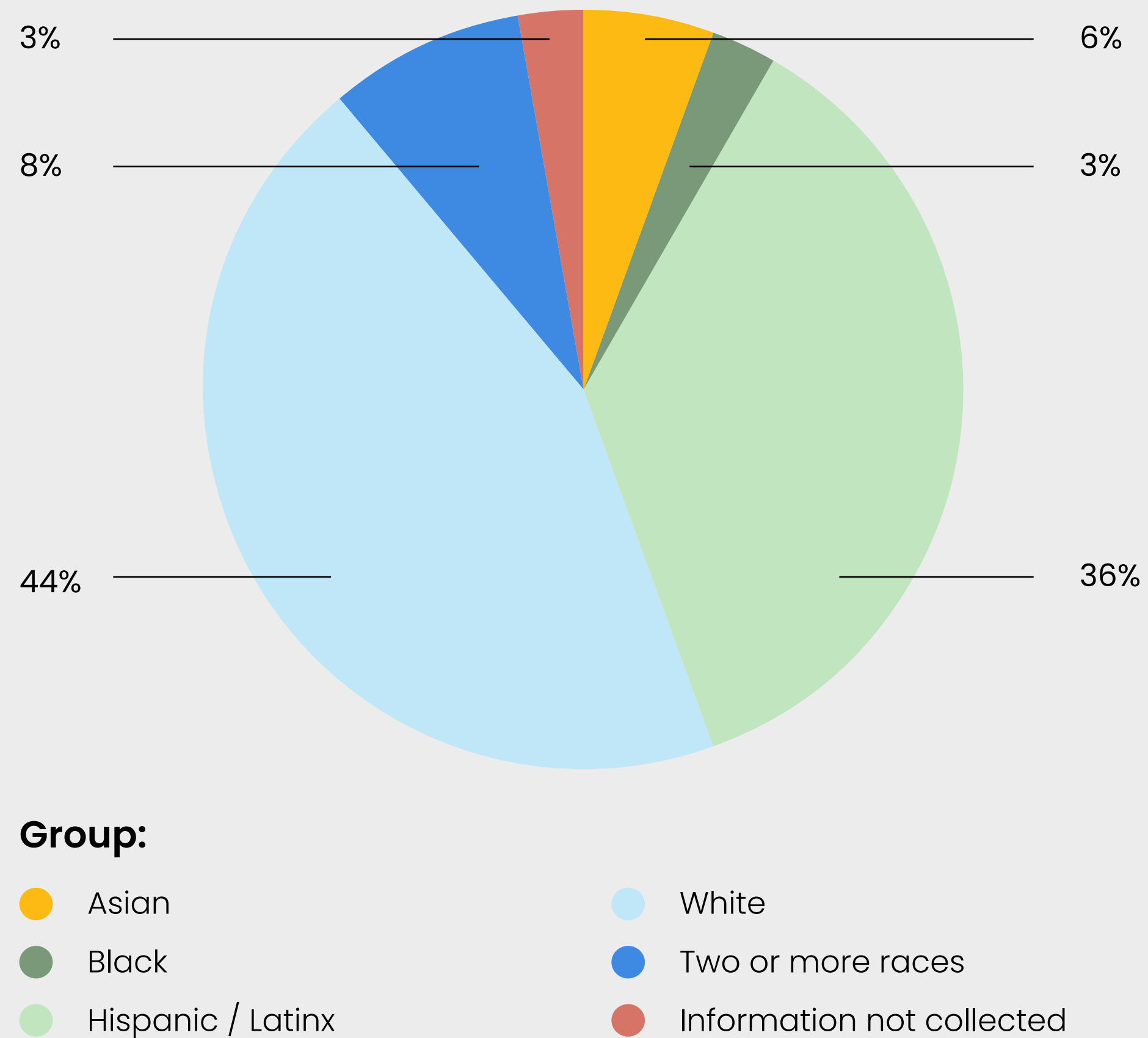
Our diverse team brings a wide range of expertise spanning artificial intelligence, precision robotics, software development, and hardware design. In addition, we have experts in apiculture and botany on staff, as well as experienced professionals in global operations and supply chain management.

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 is critical for innovation.



# Diversity

North american full-time employee racial diversity graph\*



## 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 are continuing our efforts to encourage a diverse candidate pipeline and train hiring managers to reduce implicit bias in recruitment. We also offer a range of benefits that support working parents and encourage a healthy work-life balance for all employees. In 2025, our turnover rate was 19%.

Company-wide, full-time employee gender diversity\*

| Employees         | ♂ Women   | ♀ Men     | ♂ % Women  | ♀ % Men    |
|-------------------|-----------|-----------|------------|------------|
| Senior Management | 2         | 7         | 22%        | 78%        |
| Middle management | 7         | 21        | 25%        | 75%        |
| Non-management    | 26        | 67        | 28%        | 72%        |
| <b>Total</b>      | <b>35</b> | <b>94</b> | <b>27%</b> | <b>73%</b> |

\*Excludes fulltime and part time contractors.

# Our leadership

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**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.



**Eliyah Radzyner,**  
VP Revenue & Co-Founder

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



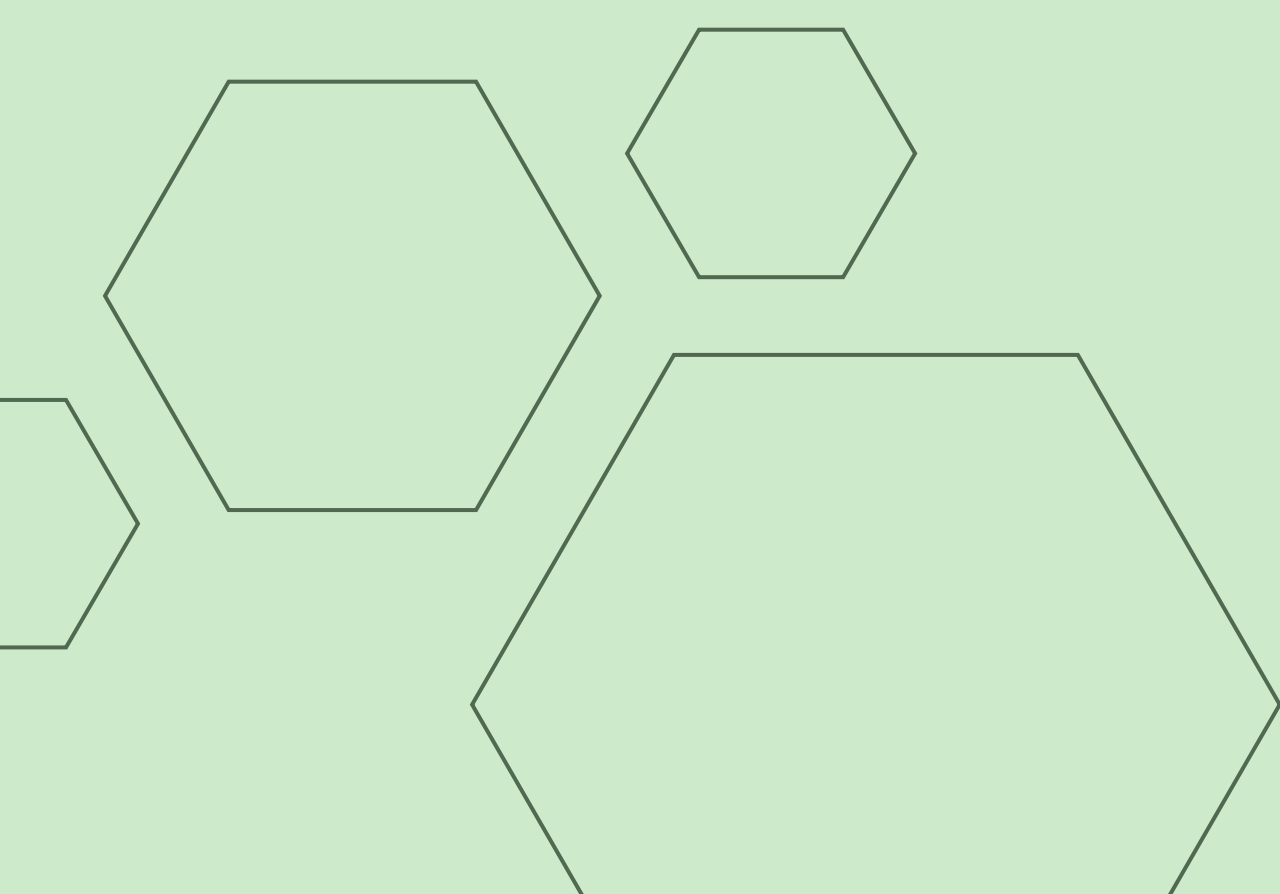
**Rami Aviram,**  
CFO

Rami Aviram was previously CFO at ENDYMED. He is a CPA and holds both a BSc in Information Systems and Economics and an MA in Economics from Haifa University.



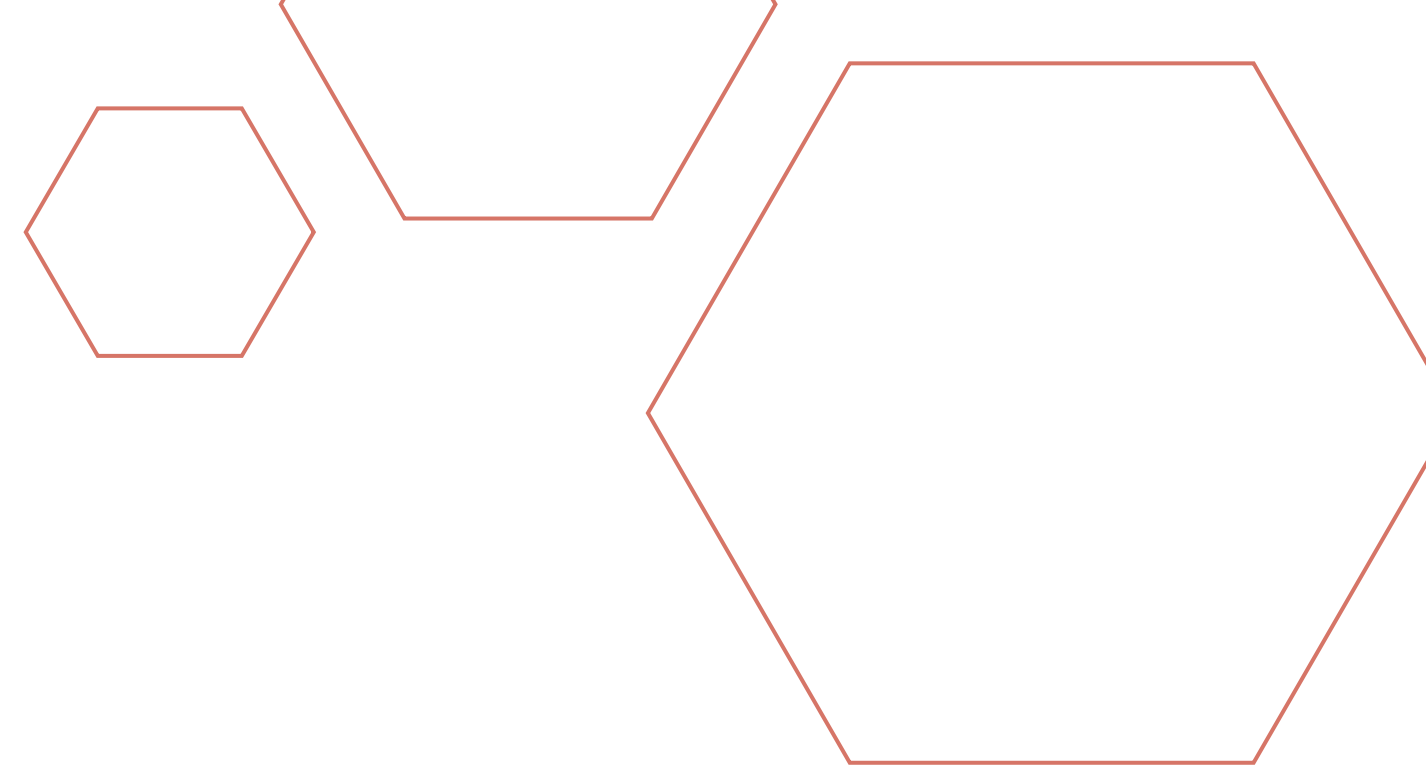
**Nir Shachar,**  
VP R&D

Nir previously led R&D at XACT Robotics. He has a BS in Engineering and an 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.



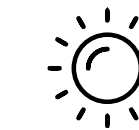
## Parental Leave (2024)

|   | ♀ | ♂ | Total |
|---|---|---|-------|
| Employees who were eligible for parental leave this year      | 5 | 4 | 9     |
| Employees who took parental leave this year                   | 5 | 4 | 9     |
| Employees who were due to return for parental leave this year | 5 | 4 | 9     |

Return to work rate  
**100%**



We provide free health insurance to all employees who are eligible for 100% healthcare plan coverage for their medical, dental, and vision care.



To support a healthy work-life balance, we offer unlimited paid time off, so employees can unwind and recharge, always bringing their best selves to work.



Beewise provides parental leave in alignment with federal and state regulations (including Family and Medical Leave Act (FMLA) and California Family Rights Act (CFRA)), ensuring job and benefits protection for both birthing and non-birthing parents. The company supplements state-provided benefits to support income continuity—up to 100% of salary for birthing parents and 60–67% for non-birthing parents where state programs are unavailable—promoting equitable and financially secure leave. This benefit reflects our commitment to a healthy work-life balance and reinforces our culture of care and respect.



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



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

# Training & volunteering

We encourage our employees to grow professionally and personally.

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

In 2025, employees received an average of 16 hours of training.

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

## Training hours provided (all locations)

| By employment category | Total Hours | Average Training Hours Per Employee |
|------------------------|-------------|-------------------------------------|
| Senior                 | 134         | 15                                  |
| Middle                 | 587         | 21                                  |
| Non-management         | 1,324       | 14                                  |
| Total                  | 2,045       | 16                                  |



Giving back to the communities where we operate is a core part of Beewise's culture.

Whether through volunteering our time, donating honey from our hives, or hosting educational visits at our offices, our team is committed to creating a positive impact beyond our day-to-day work.

- In 2025, our team continued supporting a local school serving under-resourced adolescents through several initiatives, including organizing and volunteering at a field day and donating food care packages.
- Throughout the year, we also shared the gift of honey and handcrafted beeswax candles from our hives with a range of organizations, including schools, nonprofit recovery centers, and senior homes.
- We hosted several groups at our offices to learn about our mission and technology, including an entrepreneurship training center, a senior citizen community club, and San Francisco State University students taking a sustainable business course.



# Safety & governance

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

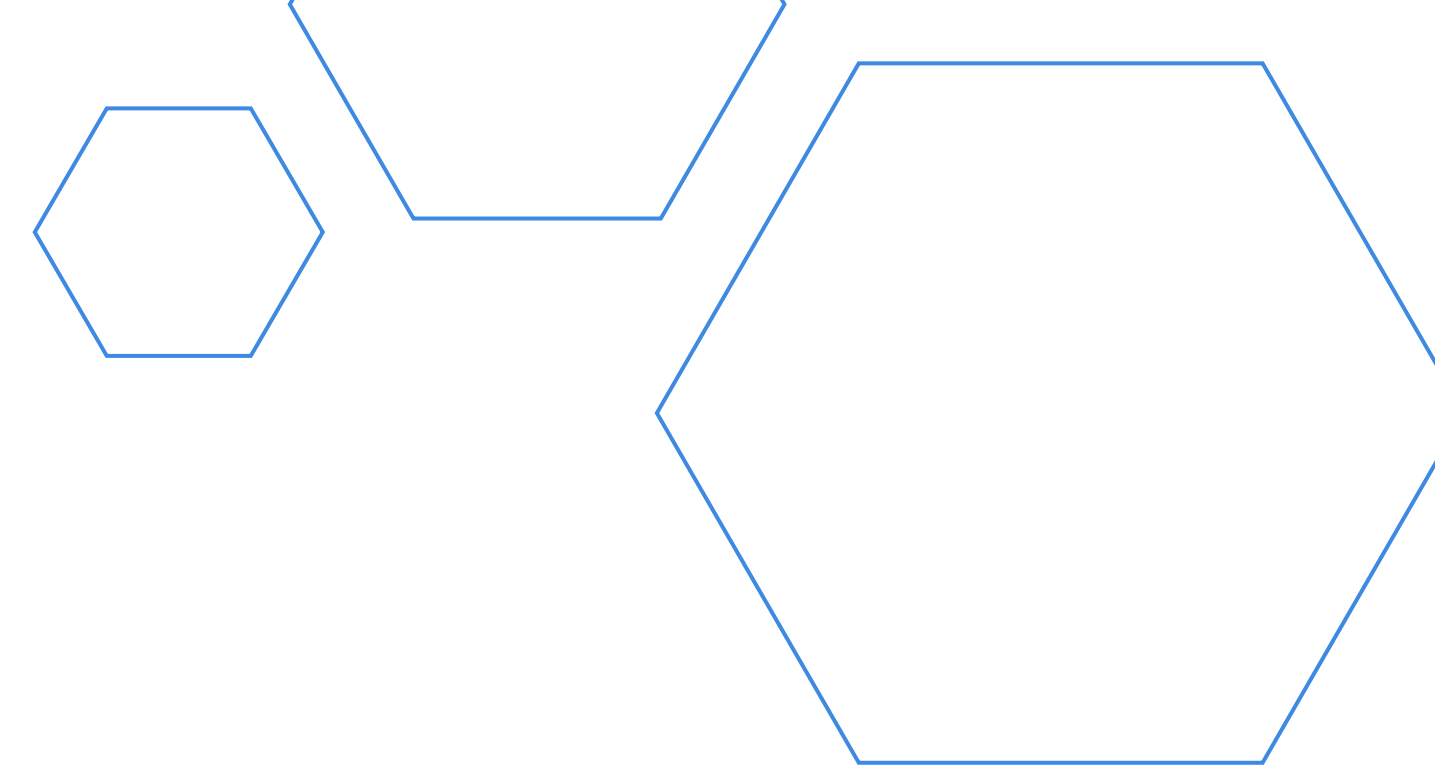
We work with an external professional safety expert to identify and monitor workplace safety issues and minimize risk. The safety expert conducts regular examinations of our facilities and work processes. They share the results of these reviews with senior management in regular reports, including recommendations for remediation 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 incidents, and we provide training sessions to relevant employees to prevent recurrences when relevant.

In 2025, there was one work-related injury to an employee that led to less than a day of lost work time.

## 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.

Originally developed in 2024 with an external expert consultant, our business continuity plans were reviewed and updated in 2025 to ensure each department could resume business functions in the event of a natural disaster or any other threat to operations. Plans for HR, Operations, Finance, and Product across various geographic locations were all refreshed.



# 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 2025, we had no cybersecurity incidents.

**In 2025, we deployed several changes and improvements to our cybersecurity practices:**

- We implemented a Secure Development Lifecycle (SDLC) within the company.
- We conducted monthly awareness exercises, including phishing simulations and targeted training campaigns. Additionally, all employees attended an annual in-person cybersecurity awareness session.
- Our systems were continuously monitored 24/7 through a managed SIEM/SOC, and we maintain an active Web Application Firewall (WAF) protecting our AWS environments.
- All endpoints were encrypted with BitLocker, or the macOS equivalent, ensuring full disk encryption across the organization.

**In addition, we continued conducting annual reviews and testing, and added Critical Systems configuration reviews and tools evaluations.**



# Conclusion

# Looking ahead

**Looking ahead into 2026, we anticipate leveraging our solutions across more geographies, from agricultural land and rural forage to urban green spaces and suburban corporate campuses.**

Our decision to expand into more diverse ecosystems is supported by emerging scientific research, which shows that managed honey bees and wild pollinators can successfully coexist when programs are implemented responsibly and in appropriate environments.

A recent [meta-analysis of 116 papers](#) on interactions between managed and wild bees found no consistent evidence that managed honey bees cause declines in wild bee populations or detrimental effects, particularly in developed and urbanized landscapes where floral resources are often underutilized. The analysis further emphasized that many concerns about competition are highly context-dependent and that pollinator-supportive land management, increased forage diversity, and habitat restoration remain among the most important drivers of healthy outcomes for all pollinator species.

These findings reinforce Beewise's approach of combining advanced beekeeping technology with pollinator stewardship, biodiversity education, and habitat-conscious deployment strategies across agricultural, suburban, and urban ecosystems.

Our 2026 plans focus on scaling product development and manufacturing to deliver impactful Active Beekeeping solutions for growers, beekeepers, and the built environment. We will also strengthen research partnerships with academics, bee health non-profits, and industry leaders, while expanding our beekeeping footprint to enhance our impact on bee health, food security, and biodiversity across both agricultural and urban environments. Initiatives include:

- Deepen research partnerships with academic and non-profit leaders on Varroa management and pollination outcomes.
- Advance our technology with ROBI, a more efficient, scalable robotic beekeeping solution that goes beyond stationary robotic hives.
- Expand access to mite detection tools for beekeepers, governments, and key food security stakeholders.
- Grow the Bees for Buildings program into new industries and geographies, while raising pollinator awareness through multi-city Earth Week initiatives.



# SASB tables

| Topic                    | Accounting metric   | Category              | Unit of measure                            | Code         | Response                |
|--------------------------|---|-----------------------|--|--------------|-------------------------|
| Greenhouse Gas Emissions | Gross global Scope 1 emissions  | Quantitative          | Metric tons (t) CO2-e                      | FB-AG-110a.1 | Page 23                 |
|                          | Discussions of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets | Discussion & Analysis | n/a  | FB-AG-110a.2 | Page 23                 |
|                          | Fleet fuel consumed, percentage renewable   | Quantitative          | Gigajoules (GJ), Percentage (%)            | FB-AG-110a.3 | Page 23                 |
| Energy Management        | (1)Operational energy consumed, (2)percentage grid electricity, (3) percentage renewable  | Quantitative          | Gigajoules (GJ), Percentage (%)            | FB-AG-120a.1 | Page 23                 |
| Water Management         | (1)Total water withdrawn, (2)total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress                                      | Quantitative          | Thousand cubic meters (m3), Percentage (%) | FB-AG-140a.1 | Not relevant to Beewise |
|                          | Description of water management risks and discussion of strategies and practices to mitigate those risks  | Discussion & Analysis | n/a  | FB-AG-140a.2 | Not relevant to Beewise |
|                          | Number of incidents of non-compliance associated with water quantity and/or quality permits, standards, and regulations   | Quantitative          | Number                                     | FB-AG-140a.3 | None                    |
| Food Safety              | Global Food Safety Initiative (GFSI) audit (1)non-conformance rate and (2)associated corrective action rate for (a) major and (b) minor non-conformances                | Quantitative          | Rate                                       | FB-AG-250a.1 | Not relevant to Beewise |

# SASB tables

| Topic  | Accounting metric  | Category              | Unit of measure         | Code         | Response                            |
|--|--|-----------------------|-------------------------|--------------|-------------------------------------|
|  | Percentage of agricultural products sourced from suppliers certified to a Global Food Safety Initiative (GFSI) recognized food safety certification program              | Quantitative          | Number, Metric tons (t) | FB-AG-250a.2 | (NRB)                               |
|  | (1) Number of recalls issued and (2) total amount of food product recalled   | Quantitative          | Number, Metric tons (t) | FB-AG-250a.3 | (NRB)                               |
| <b>Workforce Health &amp; Safety</b>                                 | (1) Total recordable incident rate (TRIR), (2) fatality rate, and (3) near miss frequency rate (NMFR) for (a) direct employees and (b) seasonal and migrant employees    | Quantitative          | Rate                    | FB-AG-320a.1 | (1) TRIR = 0.76<br>(2) 0<br>(3) n/a |
| <b>Environmental &amp; Social Impacts of Ingredient Supply Chain</b> | Percentage of agricultural products sourced that are certified to a third-party environmental and/or social standard, and percentages by standard                        | Quantitative          | Percentage (%) by cost  | FB-AG-430a.1 | Not relevant to Beewise (NRB)       |
|  | Suppliers' social and environmental responsibility audit (1) non-conformance rate and (2) associated corrective action rate for (a) major and (b) minor non-conformances | Quantitative          | Rate                    | FB-AG-430a.2 | (NRB)                               |
|  | Discussion of strategy to manage environmental and social risks arising from contract growing and commodity sourcing   | Discussion & Analysis | n/a                     | FB-AG-430a.3 | (NRB)                               |
| <b>GMO Management</b>  | Discussion of strategies to manage the use of genetically modified organisms (GMOs)  | Discussion & Analysis | n/a                     | FB-AG-430b.1 | (NRB)                               |
| <b>Ingredient Sourcing</b>   | Identification of principal crops and description of risks and opportunities presented by climate change   | Discussion & Analysis | n/a                     | FB-AG-440a.1 | (NRB)                               |
|  | Percentage of agricultural products sourced from regions with High or Extremely High Baseline Water Stress   | Quantitative          | Percentage (%) by cost  | FB-AG-440a.2 | (NRB)                               |

# SASB tables

**Table 2: Activity metrics**

| Accounting metric                                | Category     | Unit of measure    | Code        | Response                |
|--|--------------|--------------------|-------------|-------------------------|
| Production by principal crop                     | Quantitative | Metric tons (t)    | FB-AG-000.A | Not relevant to Beewise |
| Number of processing facilities                  | Quantitative | Number             | FB-AG-000.B | Not relevant to Beewise |
| Total land area under active production          | Quantitative | Hectares           | FB-AG-000.C | Not relevant to Beewise |
| Cost of agricultural products sourced externally | Quantitative | Reporting currency | FB-AG-000.D | Not relevant to Beewise |






# Learn more


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**To learn more about Beewise, please visit**

 [www.beewise.ag](http://www.beewise.ag).

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

 [hello@beewise.ag](mailto:hello@beewise.ag)

 1 (844) 352-BEES

# Thank you

