

Organizational Narrative

Beyond

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Table 1: Control satisfaction

Standard	Controls Satisfied
TSC	CC1.2, CC1.3, CC1.4, CC1.5, CC3.1, CC3.2, CC3.3

Table 2: Document history

Date	Comment
Aug 14 2023	Initial document
Aug 18 2023	Initial review

1 Organizational Narrative

The following provides a description of the corporate a management structure of Beyond.

The intent of this description is to establish both the legal jurisdiction and corporate cultural norms that serve as the foundation for Beyond's compliance program.

2 Core Values

Beyond operates, decides, and drives culture based on 6 core values:

- a. *We Care* - We care about the outcome and we get to the bottom of problems. We care about finding solutions and achieving positive results. We care about the product, our teammates and our clients.
- b. *We're On The Same Team* - We work together to achieve the best outcomes for our customers. We make money when they make money. We're on the same team as each other - we do what it takes to get where we need to go. We all wash dishes.
- c. *We Inspire Trust* - You can trust us to set your pricing. If there is an issue, we are professional and take the time to explain what happened. We have integrity - we do what we say we're going to do.
- d. *We Go Beyond* - We help fix problems even if we didn't cause them. We take the extra step, even when it's not our job. We do what's needed, and then more.
- e. *We Ship It* - We don't let the great be the enemy of the good: we launch, we learn, we iterate, we improve.

3 Organizational Structure

Beyond is composed of 8 primary divisions:

- Customer Experience
- Engineering
- Sales
- Product
- Design
- Human Resources
- Marketing
- Finance & Operations

Each division is led by a Vice President or Director, who in turn reports to the CEO or to the CTO. A complete Organization Chart is maintained and distributed by Human Resources.

4 Management Objectives

Work is distributed to each division via Objectives set by the respective division Vice President, in collaboration with the Chief Executive Officer and Chief Technology Officer.

5 Risk to Objectives

Beyond seeks to manage risk to Objectives through professional management strategies and tactics, including:

- Rigorous hiring practices
- Employee performance reviews
- Aligning compensation with objectives
- Regular communication of objectives by executive management
- Internal and external equity

6 Fraud Risk to Objectives

Beyond acknowledges the possibility that fraud may imperil corporate objectives. Beyond undertakes various activities to manage fraud risk, including:

- Conducting regular financial audits
- Adhering to financial control principles
- Investigating suspicious transactions
- Performing criminal background checks on all employees as made possible by their jurisdiction
- Maximizing the use of information technology in fraud detection