Acronis

Acronis environmental, social and governance report 2021

Acronis
ESG Report 2021

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Acronis
Cyber Protection

Patrick Pulvermueller, CEO of Acronis

Letter from Patrick Pulvermueller

Last July, I was honored to take over the role of Acronis CEO from Serguei (SB) Beloussov, who led the company until mid-2021 and who now acts as its Chief Research Officer. He made this company the success that it is, and it is an honor for me to now step in to continue the path of success he charted.

When I joined Acronis, I immediately realized how encouraged all of our people are and how hard they work every single day to keep our business successful and to grow it while taking responsibility for each other, our customers, our partners and our community. I feel privileged to be part of this organization, and am committed to furthering this culture of integrity, passion and support each and every day.

Supporting, securing and protecting are key elements of our DNA at Acronis, and this will help us greatly in fulfilling our obligations as a large, globally responsible company — particularly when it comes to Environmental, Social and Governance (ESG) factors. I personally encourage all of our people and partners to be engaged 100% in our initiatives to make a positive difference in supporting our community and working to maintain and increase the sustainability of our environment. As a basis for our work, the Acronis board and I are committed to building sufficient governance and compliance standards, policies and processes, with the promise to continuously improve them.

We are therefore very happy to have created our first ESG report this year, which outlines our key initiatives and successes of 2021 as well as an outlook on topics we want to concentrate on moving forward.

The COVID-19 pandemic continues to influence our business and our personal lives. Keeping our employees, partners and customers healthy and safe is the highest priority for us at Acronis, and as you will see in our report, we have taken many actions to achieve this. We believe that creating a safe working environment, together with a commitment to continue providing excellent products and services to our partners and customers, is essential for both remaining successful as a company, and for enabling us to be a positive force in our communities.

An initiative that impressed me right from the beginning is our Acronis Cyber Foundation Programme. This has established a variety of community support programmes, including a schools initiative that aids underserved and neglected communities; computer classroom instruction; ongoing child support, including food programmes and educational tools; as well as IT Skills Programmes for diverse populations. Bringing our knowledge, experience and tools to all of these groups is an important part of our efforts to serve our communities.

In this, our inaugural ESG report, you can read more about the Foundation, our efforts around the pandemic, and more about how seriously we take responsibilities from an ESG perspective. I'm now pleased to mention some notable highlights from the report:

· We defined our first ESG priorities and created the Acronis ESG Committee as well as this initial report

· This year, we hired an attorney with significant experience in — and knowledge about — compliance, in order to improve our standards and efforts around how to manage compliance at Acronis

· We opened 13 schools through our Acronis Cyber Foundation Programme so far and provided training for 608 people from various groups, including migrants, ex-offenders, veterans, children, youth and seniors in 2021

· We continued monitoring and implementing COVID-19 measures and began the process of adapting to the "new normal" of living with COVID-19

· We have launched our #CyberWomen initiative at Acronis to address how we continually aim for more diversity across the company and embrace our diverse culture

I never get tired of saying how proud I am of heading such a great team that is constantly working to make our customers and partners successful, while also advocating to create a sustainable and inclusive world. And so I hereby commit to always supporting and encouraging all of them in moving forward and also to never give up working to achieve our goals.

Sincerely,

Patrick Pulvermueller
CEO, Acronis

Patrick Pulvermueller, CEO of Acronis

About us

Data is at the heart of everything today. That is why we at Acronis believe that data, applications, systems and productivity of every organization should be protected against loss, theft and downtime — whether it's caused by cyberattacks, hardware failure, natural disaster or human error. From service providers supporting clients, to enterprises serving global users, to organizations handling sensitive data, we lower risks, increase productivity and ensure your organization is safe.

Driven by our passion to protect every workload, we've created the only all-in-one cyber protection solution for environments of any size — and solved the safety, accessibility, privacy, authenticity and security (SAPAS) challenges of the modern digital world.

With our unique combination of automation and integration, you gain all of the prevention, detection, response, recovery and forensics capabilities needed to safeguard all of your workloads while streamlining your protection efforts.

Shachar Rabbe — CFO, Ezequiel Steiner — Business President, Patrick Pulvermueller — CEO , Stanislav Protassov — Co-founder and Technology president, Aliona Geckler — Chief of Staff

Founded in:

2003 in Singapore

Headquarters:

Switzerland and Singapore

Businesses:

750,000

Service providers:

20,000+

Corporate Offices:

13

Active in countries:

150+

Data Centers:

40+

Languages:

26

Our mission and strategy

Our ESG strategy and initiatives have been established in line with our company values as well as Acronis' mission and strategy. This is what guides us at Acronis every day: To do the right things for our customers, employees and community.

Our mission

Integrated cyber protection. Acronis integrates backup, cybersecurity and next-generation machine-intelligence-based endpoint protection management into one solution. This integration and automation provide complete cyber protection while ensuring productivity and decreasing Total Cost of Ownership (TCO).

With one agent, one web-based management console and one license, our customers can remove the complexity and risks associated with non-integrated solutions while benefitting from reliable comprehensive coverage for the five critical stages of cyber protection: Prevention, detection, response, recovery and forensics.

Strategy

Acronis combines data protection, cybersecurity and endpoint management into one integrated cyber protection platform. This cloud-native, next-generation, machine-intelligence-based cyber protection solution ensures consistently high productivity at exceptionally low TCO.

Acronis partners at an Acronis Event in Singapore

Products and services

The digital world brings constant new cyberthreats that require cyber protection. Acronis Cyber Protection Solutions can protect all data, applications and systems, no matter where they are located.

With our integrated and continually improving products and services, we make a positive difference in how to manage cybersecurity and cyber protection in a world that is becoming more digital every day. All stages of protection — from prevention to detection, response, recovery and forensics — are supported by Acronis Cyber Protect, keeping our customers and community safe and secure.

98% of companies report that one hour of downtime costs at least $300,000

68% of companies experienced increased attacks on end devices in the last year

29% of all data losses are caused by human error

140,000 hard disks fail per week in the U.S.

Every 11 seconds there's a ransomware attack

Acronis blocked **over 19 million threats** on customer endpoints

Acronis blocked **over 12 million malicious** URLs on customer endpoints

Blocked **over 35 million emails**

Blocked **over 150,000 ransomware** attacks with Active Protection

We provide solutions for all types of customers, including service providers, corporate IT professionals and home office users.

Learn more about our products and solutions on acronis.com

Our board

Acronis is managed under the direction of the Acronis board of directors, which supervises the operations of the company and ensures compliance with laws, guidelines and objectives. Keeping our vision, mission and strategy, as well as our values as significant pillars in focus while sharing feedback and opinions openly, are key objectives for this board.

Our board structure and board members were determined by the controlling shareholders and other shareholders entitled to elect directors under the Articles of Association and Swiss law. The board consists of ten members, five of whom are independent. The directors are elected to three-year terms that are staggered. Elections are held at annual meetings of the shareholders.

To ensure efficient and transparent operations, our board establishes clear responsibilities, duties and standards. Additionally, the board oversees the risks our company faces and is working with the Acronis team to mitigate risks to ensure the business is run in a healthy and safe manner for our customers, partners and employees.

Goal 2022 ↘

In 2022, we will develop solid and improved guidelines to be agreed upon and signed, which will comprise all of our responsibilities, duties and standards.

ESG governance and priorities

We take responsibility for our customers, employees and community

Protection and safety are in our DNA and are key elements of our business. We leverage these elements in all of our responsibilities around sustainability. And so we created the Acronis ESG committee as well as ESG working groups to ensure transparency and progress in all of our efforts and goals we've put in place here.

The committee includes leaders from across the company to ensure all relevant areas of the business are covered. The committee's goal is to ensure transparency and continual development of the ESG programme, as well as goal setting. The committee is chaired by Aliona Geckler, Chief of Staff.

Working groups have been established for the different areas covered in the ESG model. They work together to oversee all of the concrete actions we are taking to achieve goals, and they contribute to creating our annual ESG reports.

We are proud to share this, our first ESG report, which contains data and information from 2021, in addition to our outlook for 2022. We remain committed to making this a continual effort, so we will be issuing an updated ESG report on an annual basis.

At Acronis, we aim to be climate and resource-efficient, take social responsibility for our employees, customers and community, and firmly maintain high ethical standards as our basis of work.

This is manifested in our **"Acronis ESG House,"** which further displays our related focus areas. Our main focus this past year was on the social side of the house with additional efforts addressing environmental and governance areas.

ESG @ Acronis 2021

Environmental

Climate and resource-efficient in a digital world

Effective usage of resources

Social

Taking responsibility for our employees, customers and community

Health and safety
Diversity
Community support
Data security and privacy

Governance

Ethical standards and structures as our basis of work

Compliance
Anti-bribery
Anti-corruption
Board structure

In the following, you can read more about how we bring this to action.

Environmental
Social
Governance

Environmental

Effective usage of resources

We believe that everybody needs to contribute to the health of our environment every day. We can all do it — by acting responsibly when it comes to traveling, recycling and using materials and resources.

Offices and traveling

Even though we at Acronis, and our experts, are spread throughout the world — providing the best possible services for our customers — we have already become used to working remotely. For many, this way of working had been a common means of running our business before COVID-19, though some employees had been commuting to our offices regularly. And so we asked everyone to work from home once the pandemic kicked in. As a consequence, commuting fell away, which led and still leads to reduced carbon emissions and a more climate-friendly environment.

Recently, we began to slowly reopen our offices, having implemented hygienic standards to keep our people healthy and safe, and regularly reviewing the pandemic status in the many countries we operate in. Please read more about this in the 'Health and safety' section of this report. To utilize our offices more efficiently in the future, we are now offering hybrid work models to enable everyone to work from home while also giving them the opportunity to see and meet each other on a regular basis.

Due to the change in the way we are now working and will continue to work in the future, we reduced the number of dedicated desks in our offices and implemented tools to allow our people to book a desk and meeting rooms if needed. By doing this, we ensure transparency about presence in our offices and can take additional measures to utilize these resources more efficiently. By tracking this, we can also ensure that we meet our health and safety standards in the event of positive COVID-19 cases. (Read more about this under the 'Health and safety' section on this report).

Since the pandemic began, we have also recognized how efficient and productive working remotely can be. This led to a huge reduction in travel, as well as to a huge reduction in CO_2 emissions. While we are aware that seeing each other in person to build relationships and trust is important, we will keep reducing travel to a meaningful degree to further help our environment.

Sustainability through sport

We pride ourselves on our partnerships with a number of sports properties around the world. Acronis Cyber Protection Solutions help sports teams reduce their energy consumption and datacenter footprint. For example, Williams Racing Formula One team reduced their backup window from days to minutes after deploying Acronis products.

You can read more about it here ↘

https://go.acronis.com/cs/williams

We also provide cyber protection technology and engage in joint machine intelligence projects with SailGP and Ocean Race, the two major sailing series that are very active in the sustainability space by promoting green power technology. Over the past three years, we've also supported and developed bespoke machine intelligence technology for our partners in Formula E, whose mission is to promote sustainable urban mobility. We're also working very closely with Acronis SIT Autonomous, Roborace, and Airspeeder, who are pushing the limits of electric power racing by developing sustainable mobility technology of the future.

Events

At all of our internal and external events, we take the effective use of resources very seriously, including the

elimination of plastic whenever and wherever possible. We also ask all participants to act in an environmentally-sustainable and responsible way. An example of this includes posters about recycling that ensure everyone is aware of and follows our recycling guidelines. These posters appear in our offices and are part of a huge recycling campaign at Acronis — to demonstrate that we can all do our part for our planet, and to encourage everyone to act responsibly and sustainably when it comes to dealing with waste. At our events, we also recycle electronic items and ensure the safe and appropriate disposal of batteries.

Towards zero waste

The above mentioned recycling campaign at Acronis, which takes effect in our offices and at our events, also supports the **Sustainable Singapore Blueprint (SSB)**, which outlines a national vision and plan for a more livable and sustainable Singapore, with a target of a 70% waste recycling rate by 2030. As a home-grown organization in Singapore, we want to do our part to work towards becoming a zero-waste nation and a leading **Green Economy.** We believe that organizations with good environmental sustainability practices will be able to differentiate themselves in the marketplace as responsible and forward-looking businesses which are sensitive to environmental issues.

A sustainable solution we follow at Acronis is to minimize waste and maximize recycling through the practice of the **3Rs: Reduce, reuse and recycle.** One concrete example of how we at Acronis adopted this practice is by having implemented a new waste management system for beverage cans by setting up recycling bins at our offices to ensure their proper and sustainable recycling.

We actively promote awareness of this campaign and the goal of more sustainability in our office in Singapore, as well as in our offices around the globe — while also encouraging our people to follow these same practices at home.

Goals 2022 ↘

We are aware that our data centers that provide our products and services need energy to run which leads to CO_2 emissions. To stay efficient we will review these emissions and use Power Usage Effectiveness (PUE) as a KPI to measure the efficiency of our data centers and define measures requiring improvement. In addition, we will review our list of suppliers with regard to sustainability and define measures to increase the use of "green resources" — working closely with those employing sustainable manufacturing methods and supply chains.

Social

Community support — Acronis Cyber Foundation

The Acronis Cyber Foundation was founded in 2018 and we are proud and humbled to be able to contribute to our community through its work and significant internal and external engagement. We actively engage Acronis' partners and employees in its initiatives, to connect with more people, and spread awareness of our corporate values. For example, our volunteers participate in school construction and teach classes within the Foundation's IT Skills Programmes.

Acronis Cyber Foundation's mission is to create, spread and protect knowledge to make our world more inclusive, as well as to support underrepresented groups and those who cannot obtain education easily. We want to build opportunities, and use our knowledge, resources and passion to do so.

> We believe that knowledge should be available to all. Our Acronis Cyber Foundation's mission is to create, spread and protect knowledge.

Find out more about our Acronis Cyber Foundation mission here:

- **Creating knowledge.** Acronis believes that knowledge is the answer. Knowledge fuels discovery and drives innovation. It saves lives every day. That's why our community of employees, partners and friends have joined forces to create new knowledge — putting our diverse experiences and strengths to work for a brighter future.

- **Spreading knowledge.** Acronis supports everyone's right to access knowledge — and that means access to the modern technologies that deliver knowledge.

Education has the power to transform lives, revitalize communities and make planet Earth a better and more inclusive place to live.

- **Protecting knowledge.** Acronis recognizes that it's not enough to simply create opportunities — these initiatives must be sustainable. We provide cyber protection solutions to secure the integrity of project data, devices and infrastructure, and share our expertise with local communities to help them make the most of these new opportunities.

To live our mission and to reach our goals, there are a variety of community support programmes offered, including:

- education through **school and computer classroom construction**

- ongoing **child support**, with **food programmes** and **educational tools**

- **IT Skills Programmes** for different groups such as veterans, migrants, ex-offenders, seniors, children and youth

- creating and publishing children's books around cyber protection, and cyber wellness to be used at the schools initiative and IT Skills Programmes.

Chapter one — building schools

Many places in our world have the resources and capabilities to provide schools and education. Others don't. We help children take the first steps on the path to opportunity by finding underserved regions in which to build schools and improve lives.

To make our initiatives sustainable, to truly improve these communities, and to break the cycle of poverty, we not only build new schools or improve currently existing school buildings, but also help with building computer classrooms — by making them digital and by conducting teachers' training to ensure that teachers and students profit from the technology they receive. With the internet, today's children can study almost anything. Acronis believes that it also increases the opportunities that can break the cycle of poverty in their communities.

Besides our regular school projects, we have also supported several communities in Guatemala, Peru, Senegal, Lebanon and South Africa that are in the midst of crisis by distributing food, sanitary packages and stationery during COVID-19 lockdowns. During the winter of 2020/2021, Lebanon experienced a very hard time. Despite having a moderate Mediterranean climate, the children and their families lived in tarpaulin tents and had to endure heavy snowfall — being careful to shovel snow off their roofs several times each day and night so that their tents didn't collapse under the weight. We tried to ease their situation by building a refugee tent school and providing them blankets and firewood.

Another initiative during 2021 was to help our community in Madagascar. We sent support and resources to the south of the country, where people were experiencing a hunger crisis due to an acute drought.

Why we are building schools?

1.1 billion
children in the world are between the ages of 6 and 14

617 million
children are not achieving minimum proficiency levels in reading and mathematics

258 million
children and youth have no access to education

Learn more about our schools here:
acronis.org/schools-initiative/

Achievements 2018—2021 ↘

Schools opened:
13

Schools in progress:
5

Computer classrooms opened:
4

Computer classrooms in progress:
13

Children reached:
4,300+

Guatemala
Dominican Republic
Nicaragua
Peru
Lebanon
Nepal
Myanmar
Senegal
Laos
Burkina Faso
Cambodia
Sierra Leone
Tanzania
Malawi
Namibia
Madagascar
South Africa
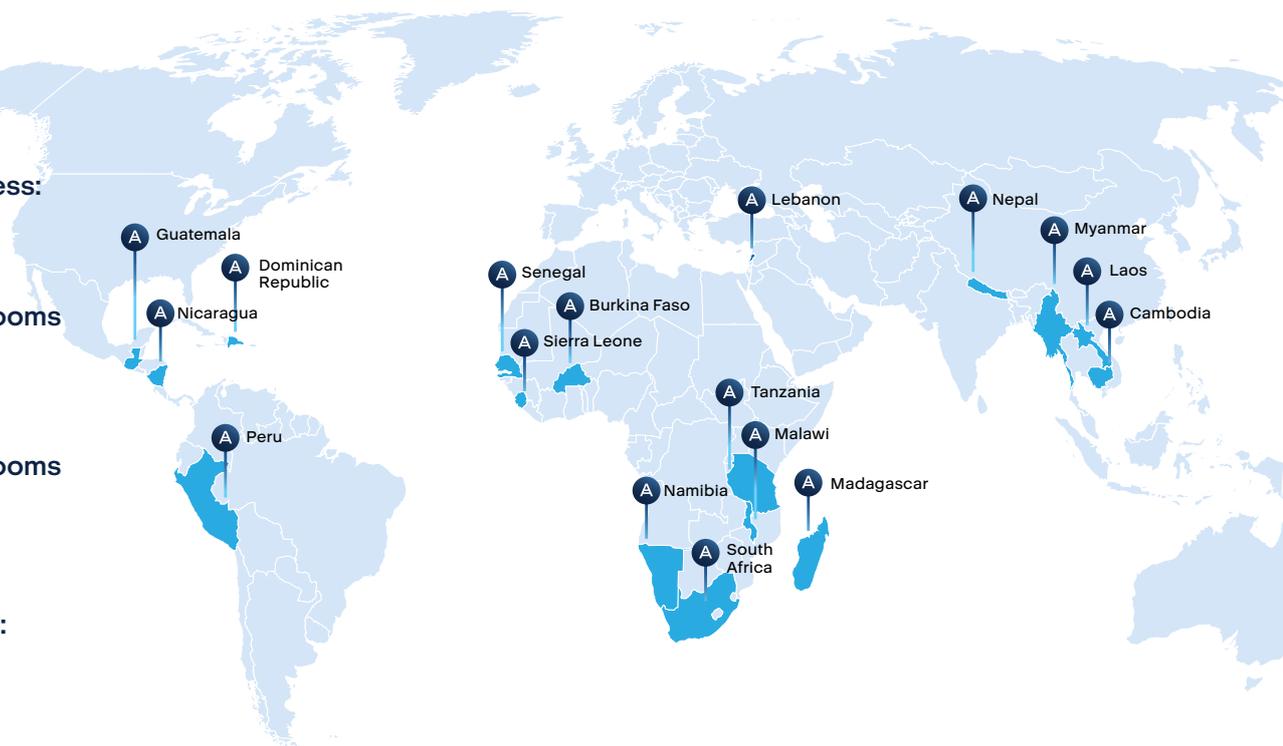
Frank Masawi, 14
Student at the Terrat Secondary
School in Tanzania

My name is Frank Masawi, I am in grade two of Terrat Secondary School. This year our school got computers. It is something so wonderful, a dream that's come true and opened the world to us. Computers help me to learn physics. Now I can study to become a professional engineer. Thank you for giving us computers, and God bless you!

Sebastian Noelting,
Managing Director, RNT Rausch

The Acronis Cyber Foundation represents the same values that encouraged me to build a school in a village in the Dominican Republic. We are convinced that problems such as poverty and hunger can only be solved sustainably through education. That is why education must be available to everyone all over the world. I'm glad that we have been able to partner with Acronis and are now working together toward this goal.

Emily Sampson,
Business Development Manager,
Cyber Platform, Acronis

It feels wonderful to be part of this fantastic project. I feel so privileged to be here. To think that we are creating a new school and creating a platform for education for all of these kids is just wonderful. I am really happy to be here, really happy to be this dirty and to sweat with everybody here.

Mark Gonnella,
Director of Media, Communications &
Community Affairs, Arsenal F.C.

We are proud to have been able to support the Acronis Foundation with their recent school opening event in Senegal. It is always a privilege to support local communities and children who love football. We believe that football has the power to inspire young people and teach them valuable life skills, such as teamwork and respect. These are transferable into other aspects of their lives and can help them to unlock their true potential.

Chapter two — IT Skills Programmes

The goal of these initiatives is to conduct IT training programmes for ex-offenders, migrants, veterans, children, youth and seniors in order to bridge the digital gap, and increase employment and study opportunities. In these programmes, we share and spread knowledge among all of these groups, and are proud of what we have achieved so far — while always aiming to continue our efforts to reach even more people.

Our soft-skills masterclasses are about cybersecurity, internet ethics and regulations, c.v. creation and job interview tips, effective learning tips, effective presentation and public speaking tips, financial literacy basics, business correspondence rules, and more.

In 2021, we provided these training sessions in Switzerland, in the U.S. in partnership with Acronis SCS, and Singapore. We concentrated on supporting migrants in Switzerland, veterans in the U.S., and ex-offenders, children, youth and seniors in Singapore. In all cases, we looked closely at the needs of our communities to find the approach that enabled us to make the greatest possible impact.

2021 training courses
we provided were centered around ⬊

Introduction to computer usage   MS Word   MS Excel   MS Powerpoint   MS Outlook   Soft-skills masterclasses

**Asif Khan Shinwari,
IT Skills Programme graduate
from Afghanistan**

I have learned a lot of things during these courses. We learned about basic computer skills, the internet and how to use it, what can be done on the internet. We also studied Microsoft Office and learned how to apply for a job — how to write an application and find vocational trainings. All these things will be helpful in my career.

I haven't decided about my future occupation for sure yet. I have three variants of my dream: working in computer science, becoming an electrician, or working in logistics. Thank you for the training and letting us widen our life choices.

**Joseph Osoro,
IT Skills Programme graduate
from Kenya**

I have lived in Switzerland since 2013 and I have actively worked in the construction industry for the last five years. Sooner or later, a person who has worked in construction for a long time should start doing something else — working with people, for instance. I've found a vacancy in healthcare, and I'm very thankful for this computer science course, which gave me so much knowledge of Word, Excel, PowerPoint, and many other good things that I will be able to use in my work. I have also met many people from other cultures. I am really thankful for this opportunity.

**Thi Duc Vi,
IT Skills Programme graduate
from Vietnam**

This summer I took part in the IT Skills Programme, because many computer programs were not familiar to me. The course was very useful for me, because I have to work with the computer every day. Now I have the opportunity to receive education, and that makes me very happy.

**Aida Aliasum,
IT Skills Programme graduate
from Syria**

I liked the course very much, because before, I had no idea about computers and now I can, for example, write a letter or send an email and make a table.

Achievements 2021 ↘

Adults and children trained in Singapore and Switzerland:

600+

Hours of training receives each student within the IT Skills Programme:

80

Hours on average contributes every employee volunteer to the IT Skills Programme

23

**Kurt Zubler,
Cantonal Integration Delegate,
Schaffhausen Cantonal Council.
Managing Director, Integres**

A lack of computer skills often proves to be a major obstacle for immigrants on their way to vocational training and the job market. With the free program from the Acronis Cyber Foundation, we can quickly take countermeasures here and thus improve the chances of successful vocational training.

Chapter three — Books

In our IT Skills Programmes and our Schools Initiative, we want to ensure everybody gets professional and useful lectures for learning new skills. To support these initiatives, we use external documents and books, but are also creating books on cyber protection and related topics on our own for children.

We see these initiatives as a timeless, proven way of sharing knowledge. We publish children's educational books about vital scientific topics as well as books for little fans of racing that can be enjoyed by entire families.

Learn more about our books here: acronis.org/books

Learn more about the Acronis Cyber Foundation programmes and how you can contribute: acronis.org

## Our books so far:

Motorsports series

- These books educate little fans of racing about some secrets of the sport and competitions, such as Formula Fun and Formula Green

Detective stories with scientific elements

- "Acronis Chronicles" and "Acronis and the Quantum Computer" books
- The author talks about complex scientific phenomena in an easy and understandable manner

Cybersecurity basics

- "The Internet Security Basics" book was written by the Acronis team, and is about cybersecurity basics for children and adults

Goals 2022 ↘

Schools Initiative:

- Making progress with the building of five schools and thirteen computer classrooms

IT Skills Programmes:

- Eight classes in Singapore and Switzerland

Books:

- Keep working on our books and review the formats to give the best possible support to our Schools Initiatives and IT Skills Programmes
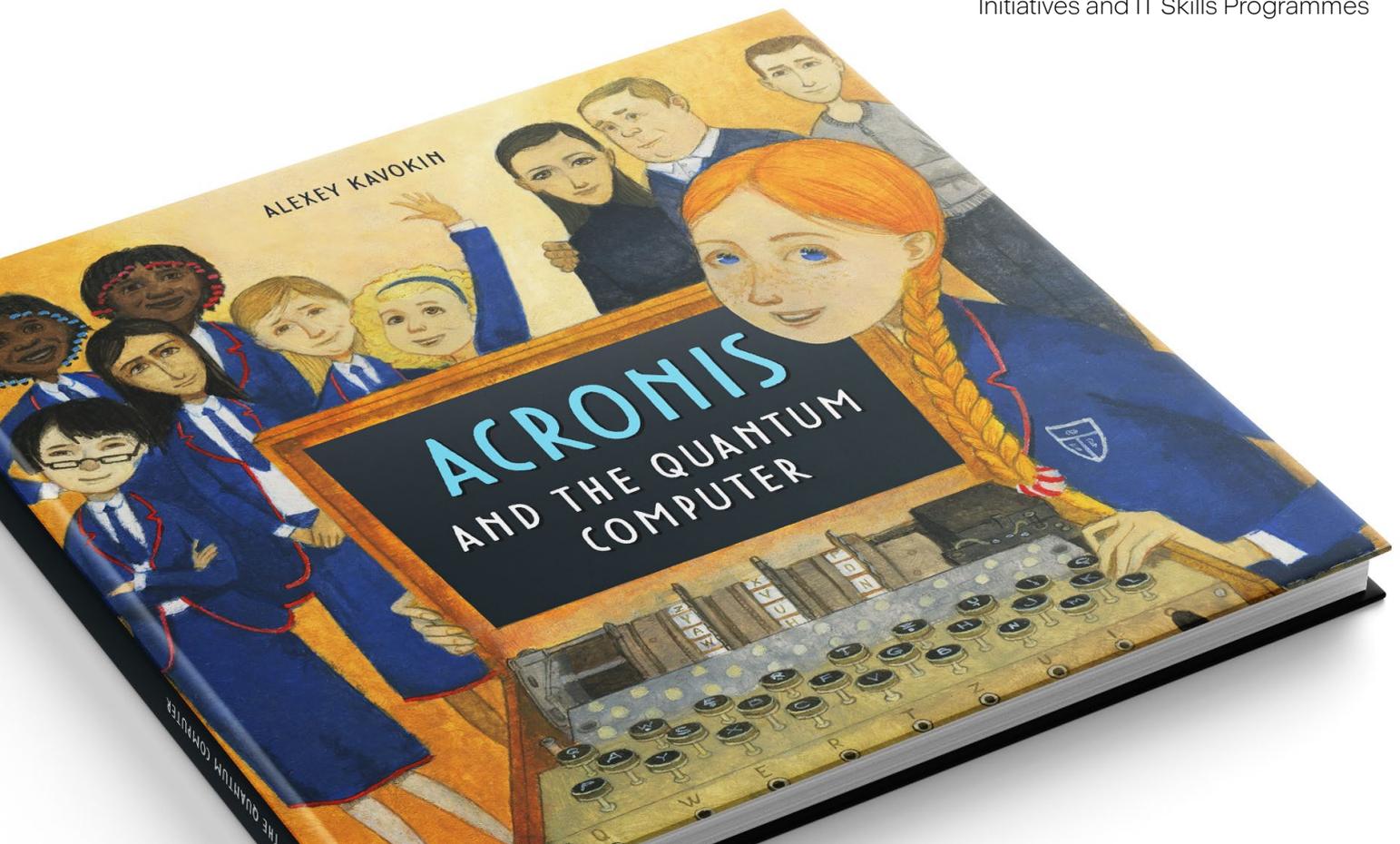
Health and safety

In our offices and remote

2021 was a special year for all of us from a health and safety perspective. Keeping our people, partners and customers healthy and supporting them through the pandemic was a top priority for us.

We worked hard to help our employees through the pandemic by creating a COVID-19 committee right at the beginning. This committee ensures that all our people in approximately 50 countries around the globe were quickly equipped to work from home and to enable our business to keep providing our services and products seamlessly and efficiently. We provided all they needed to set up their home offices — particularly during lockdowns. And to keep our people mentally healthy, we encouraged our leaders to listen
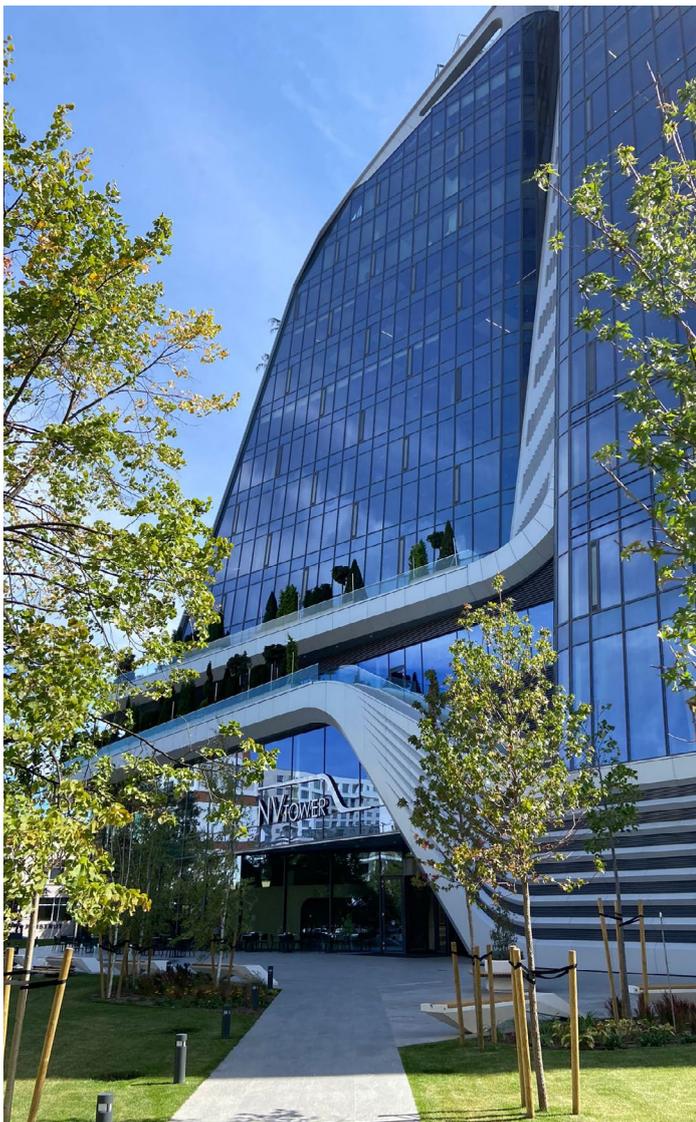
Our most valuable asset is our people, and we are committed to do all we can to keep them healthy and safe.

to their teams, to provide guidance, and support them individually as best as they could.

The committee and our organization provided yet another layer of support during the COVID-19-related lockdowns by organizing remote classes for our employees' kids in different languages to aid them and their parents. And as another example of our support measures, we provided sport and healthy lifestyle classes for our people with our #CyberFit program. This included lessons on yoga and Tai Chi, how to eat healthy, sleep better and deal with stress.

Right from the beginning, we were committed to meeting the individual requirements and needs of our employees. This was also reflected in our back-to-office strategy, which started in Q3 2021, and which embraced new ways of dealing with COVID-19 as something indefinitely affecting our lives and business.

We have started to open our offices again in Singapore, Europe and the U.S. by ensuring high safety and hygiene standards. We also implemented hybrid work models in various locations to find the right balance and levels of flexibility for our people. By implementing a digital booking system, we can now ensure 100% transparency as to who is in the office at any given time and ensuring the ability to maintain safe distances by limiting the number of people at our offices to those defined by the COVID-19 committee. In addition, cases of COVID-19 will be reported quickly, after which we will initiate specific measures like overnight cleaning in order to ensure a seamless experience for our people and our customers. We also closely and regularly review COVID-19 status in all our locations so we can adjust our safety measures accordingly.

Health and safety measures we had in place in our rented offices are also kept implemented. Examples for these measures include:

· first aid stations in all our offices
· evacuation plans
· fire extinguishers
· training courses for our people
· safety officers in all of our offices as touchpoints for people and also for ensuring all measures are in place and that all employees are aware of them.

Events

While we did not organize hybrid events at the beginning of 2021, we started to bring our community together again at the end of the year — holding Acronis #CyberFit Summits in Miami, U.S., Schaffhausen, Switzerland and Dubai, U.A.E.

At these events, we implemented measures to ensure safety for all participants:

· requiring masks for everyone
· accepting only vaccinated participants
· daily COVID-19 rapid tests
· increased cleaning of meeting rooms, facilities and equipment
· paper napkins instead of cloth napkins
· hygiene materials, e.g., sanitation stations
· messages to encourage hygienic behavior

Dan Hill, CEO at UbiStor

Goals 2022 ↘

As the pandemic is not over yet, our goal for 2022 is to maintain our individualized approach to keep our employees safe — regardless of where they work from. We will also extend the booking of desks and meeting rooms in all relevant offices while keeping and setting standards for our new way of living with COVID-19, and ensuring high health standards in our offices and at our events.

Diversity and inclusion

With employees in more than 50 countries speaking 26 languages, there is a high level of cultural diversity in place which ensures that different views and backgrounds lead to an open and inclusive environment, as well as products that reflect all of these different views to make the best products for our customers.

We believe our inclusive and diverse workplace helps drive innovative results, attracts talent and enables the organization to further develop.

In addition to embracing this cultural diversity, we are committed to providing all of our employees a fair market wage based upon available market-specific compensation data for comparable job grades — regardless of gender or any other differentiating qualities.

Acronis has a long, rich history of cultural diversity, equality and inclusion around the world, with employees from all walks of life, beliefs and lifestyles.

In August 2021, Acronis completed a pay equality review and identified that 98.5% of all females were paid comparably to males in the same geography, job code, level, and years of experience. The remaining 1.5% have had their compensation raised to that of their male peers in the same categories. With this, we reached a complete pay parity within Acronis, and our goal is to retain this level of parity and to do regular reviews to ensure we maintain it.

As an additional aspect of diversity, our goal is to keep gender diversity up. We believe that every human should have the same chance to be successful and to work in IT. We understand that within our security niche in IT, it is even harder to achieve the goal of achieving a high number of women in our industry and to create opportunities for people of all backgrounds and genders. We accept this challenge and are continually taking action to achieve a more diverse environment.

To reach this goal, we have implemented the initiative #**CyberDiversity** at Acronis — beginning with #**CyberWomen** in 2021. This inclusive leadership initiative — supported by all genders — promotes diversity in the workplace and involves people from Acronis and our network.

Countries speaking:	Different languages:	Pay parity reached in 2021:		Launched in 2021:
50+	**26**	**100%**		**#CyberWomen**

#CyberWomen provides opportunities for support, mentoring and education for future women leaders, by providing clear female role models for early- and mid-career professionals, increasing network reach and providing opportunities for educational and professional development.

In this programme, we focus on:
- building leadership presence
- impact
- enhancing networking, communication and negotiation skills

The mission of #CyberWomen is to identify, educate, coach and inspire the next generation of female leaders with the values that lay the foundation of our formula for success.

Never give up

… is an important value for us here and fully reflects our Acronis company values. Our goal is to have responsive and passionate leaders who care and are both brave and well informed in order to make decisions.

At Acronis, we are committed to having at least one key topic on our agendas for large external conferences — as with our annual Acronis #CyberFit Summits — around female empowerment in the form of a panel, presentation, or other appropriate event.

Our commitment to Diversity, Equity and Inclusion (DEI) is also reinforced by, with and through the voluntary work of our employees and the Acronis Cyber Foundation, the latter of which is dedicated to building better communities and helping those who face adversity — be it from gender, race or socio-economic conditions throughout the world. (More about this can be found in this report, under "Community support").

Goals 2022 ↘

Diversity for the win — we're committed to discussing and advancing diversity in IT Female Empowerment/#CyberWomen represented at 100% of our large conferences, embracing all aspects of diversity at Acronis to build the best products for our customers and to provide an inclusive and tolerant environment for all our employees.

Data security and privacy

Due to the pandemic, we were all working primarily from home in 2021 to ensure everybody stayed healthy and safe. This led to a higher demand for both monitoring and ensuring the safety of our data. We increased information and awareness measures for our employees from the beginning of COVID-19, while many of us were already used to working remotely due to our very diverse culture, as well as geography. Besides these specific additions, we implemented a variety of measures around data security and privacy:

Security and privacy roles

Security governance is managed through our **Information Security Committee** as well as our **Data Protection Officer**

> **These teams oversee all measures and actions related to security and privacy management, including**
>
> - creating and maintaining security and privacy policies, guidelines and processes
> - delivering training courses
> - identifying, reporting and mitigating risks
> - documenting and reporting breaches
> - holding internal and external audits
> - organizing external penetration tests
> - maintaining our ISO27001 certificate

Facilities and our people

We have 40+ data centers around the world along with 13 offices — though many of their employees continue to work remotely. Managing all of these facilities and ensuring our employees are protected and aware of possible risks and threats is taken very seriously. We continuously monitor and improve our systems while keeping our employees both trained and mindful about dealing with data, tools and information — especially now, with even more people working from home, where we still need to keep them, our data and our customers' data, safe.

Data Centers:	Offices:	Remote work at
40+	**13**	**Acronis**

As cybersecurity and data protection are the core of our business, it comes naturally to us to maintain high security and privacy standards at Acronis.

Mandatory security training is held once a year for all employees. And for those employees working with our customer data, additional sensitive data handling training is provided and is mandatory.

Our products

Within our security team, one workgroup is dedicated to, and responsible for ensuring both application and product security. It works directly with our research and development team to ensure that secure development practices are followed at all steps of the software delivery pipeline. All new functionality must pass a security review to be approved for release. To ensure that our services are available through safe environments, we perform external data center penetration tests twice a year. In addition, our Acronis internet properties are regularly scanned for vulnerabilities by Acronis' security operations team.

Audits

We believe that an external review of our security and privacy measures adds value to our business. This is why we regularly invite external auditors to review our systems and actions in place. We see this as a great addition to our internal checks and reviews. Some examples within the scope for our external audits include:

- governance
- training and awareness
- policies and procedures
- information and risk management
- incident management
- GDPR / HIPAA
- records management

To take this kind of review even further and receive external feedback, Acronis runs a public **bug bounty programme** — allowing independent security researchers to responsibly disclose security issues for a reward. The programme, called KPI, includes time to respond, time to triage, time to pay and time to fix.

Having external audits and checks is an important measure for us to ensure we are being compliant and setting the right standards to keep our and our customers' data safe. Here's an overview of some of our current certifications:

Certificate	Certified by / Status	Certifies Acronis' compliance
HDS France	**British Standards Institution (BSI)**	Securing and protecting personal health data, governed by French law.
ISO 27001	**British Standards Institution (BSI)**	Implementing and maintaining an ISMS (Information Security Management System)
ISO 9001	**ISO Consulting**	Implementing and maintaining a quality management system.
HIPAA Health Insurance Portability and Accountability Act	**Independent third party**	Setting a standard for sensitive patient data protection with physical, network and process security measures in place.
Privacy Shield	**Privacy Shield**	Regulating transatlantic exchanges of personal data for commercial purposes between the European Union and the United States.
CSA STAR (Security Trust, Assurance and Risk)	**CSA STAR Level 1**	Security assurance in the cloud. It encompasses key principles of transparency, rigorous auditing and harmonization of standards.
CSA (Cloud Security Alliance)	**Windows Defender replacement**	Acronis Cyber Protect is certified as an official anti-malware solution for Windows that can replace Windows Defender

Acronis

Workloads protected:

2,200,000+

Attacks prevented:

1,000,000+

Service providers:

20,000

Achievements 2021 ↘

Delivered security training for all our employees.

All production access is now protected with two factor authentification (2FA).

Goals 2022 ↘

Deliver security awareness training to all our employees.

Governance

Our Code of Conduct and compliance guidelines

Our belief is that each one of us at Acronis, regardless of our position, shares the responsibility for creating a positive and compliant environment and to promote safety, security and ethical behavior.

To bring us to the next level of professionalism and ethical behavior, we have implemented a variety of measures that are audited regularly, and are continuously improved.

We want Acronis to be seen as a great place to work, with employees who are proud to work here, feel good about their jobs and are highly productive.

Our policies and whistle-blowing

As another important step, Acronis has created and shared a Code of Conduct internally with all of our employees, directors and officers, which is the basis of how we at Acronis work together — among each other as well as with our customers, partners and suppliers. It also sets standards to ensure compliance with applicable rules, guidelines and regulations, and to protect the company's assets to ensure efficient usage, while promptly reporting any suspected incident of fraud or theft.

In addition, we have created even more specific internal guidelines, such as our global anti-corruption policy and are providing an external whistle-blowing hotline for our employees, which will make it easy for everyone to report on misconduct, ask questions or share suggested improvements anonymously and confidentially, if needed.

As we are a culturally diverse company, and want to

make this process as comfortable as possible for our people, this hotline is provided in several different languages, including English, Russian, Bulgarian and Romanian. The same applies to our critical policies, which are also translated to ensure everybody fully understands their content.

All new employees must read and agree to the terms of the Code of Conduct, the Sanctions and Export Controls Policy, the Anti-Corruption Policy and the policies prohibiting harassment, and take the anti-harassment training when they join the company.

In 2021, 98% of the company employees took the training and passed a test on sanctions, export controls and anti-corruption. The Code of Conduct was updated in December 2021 to enhance whistle-blower protections. Each employee will be required to take a training and pass a test on the Code of Conduct in Q1 2022.

Zero tolerance

We at Acronis have a zero-tolerance approach toward corruption and bribery activities.

To ensure all employees understand and follow this, Acronis offers shared concrete guidelines and provides training courses that describe how to deal with gifts, how to act in compliance with regard to travel and

entertainment, how to identify critical situations and risks, how to communicate with suppliers, and how to report misconduct.

We believe that we all play an important role in maintaining these values and keeping our workplace safe.

Compliance roles

To ensure we continuously improve our standards and efforts around compliance management, we have hired an attorney this year with considerable experience in managing compliance, and have also implemented the role of a **compliance officer,** whose duties are as follows:

- maintaining compliance policies and guidelines
- keeping all stakeholders informed
- providing regular training sessions to stakeholders as well as specialized training sessions for roles with significant compliance responsibilities or high-risk functions
- periodically reporting about compliance breaches, misconduct and progress to the Acronis board of directors and appropriate senior executives
- being the touchpoint for our employees
- approving applicable donations
- managing compliance issues
- continuously improving compliance management

While we rely on all of our employees, directors and officers at Acronis to help us uphold our core values and conduct our business honestly, fairly and with integrity, these roles ensure everybody at Acronis is aware of our standards and their responsibility to follow them.

Achievements 2021 ↘

98% of company employees took the training and passed a test on sanctions, export controls, and anti-corruption.

Goals 2022 ↘

So far, our Code of Conduct is an internal document that is shared with all our employees, directors and officers. In 2022 we will publish our Code of Conduct publicly to increase transparency around our efforts as a company acting in an ethical and compliant way with our employees, partners and customers. In addition, we will roll out our mandatory compliance training with a focus on our Code of Conduct. Our goal is to reach a participation rate of 98% or higher.

Appendix

Summary of our achievements and objectives 2022

Area	Topic	Achievements 2021	Goals 2022
Environment	Effective usage of resources	• Reduces CO_2 due to less commuting and traveling • Recycling programmes led to effective waste handling, in offices and at events • Effective usage of workplace with booking systems	• Review DC emissions by using PUE as a KPI and define measures for improvement • Review supplier with regards to sustainability • Extend booking system for desks
Social	Community support: Acronis Cyber Foundation	**Schools** • 13 schools opened • 5 schools in progress • 4 computer classrooms opened • 13 computer classrooms in progress • 4,300+ children reached **IT Skills Training Programme** • 600+ adults and kids trained • 80 hours of training receives each student within IT Skills Programme • 23 hours on average contributes every employee volunteer to the IT Skills Programme **Books** • Published the book "Acronis and the Quantum Computer"	**Schools initiative** • Making progress with the building of 5 schools and 13 computer classrooms **IT Skills Programmes** • 8 classes in Singapore and Switzerland **Books** • Keep working on our books and review the formats to give the best possible support to our Schools Initiatives and IT Skills Programmes
	Health and Safety	• Covid-19: 100% safe people at our events, with regular testing and appropriate measures • Covid-19 Committee in place and individualized approach to keep all our people safe • Support to our employees during Covid-19, e.g. employees kid's classes during Covid-19 lockdowns and #CyberFit program	• Maintain Covid-19 Committee and individualized approach with regards to Covid-19 to keep our people safe • Keep high healthy standards at our events
	Diversity	• 100% pay parity • Female Empowerment initiative at all our activities in 2021	• Keep high level of pay parity and review on a regular basis • Female Empowerment initiative at all our activities in 2022
	Security and Privacy	• Delivered security training for all employees • All production access is now protected with two factor authentification (2FA)	• Deliver security awareness training for all employees
Governance	Code of Conduct and Compliance	• Completion rate of sanctions, export controls and anti-corruption training of 98% • Guidelines established for the board	• Completion rate of 98% or more for compliance training in 2022 • Publish Code of Conduct externally • Solid and approved board guidelines

About Acronis

Acronis unifies data protection and cybersecurity to deliver integrated, automated cyber protection that solves the safety, accessibility, privacy, authenticity, and security (SAPAS) challenges of the modern digital world. With flexible deployment models that fit the demands of service providers and IT professionals, Acronis provides superior cyber protection for data, applications, and systems with innovative next-generation antivirus, backup, disaster recovery, and endpoint protection management solutions powered by AI. With advanced anti-malware powered by cutting-edge machine intelligence and blockchain based data authentication technologies, Acronis protects any environment —

from cloud to hybrid to on premises — at a low and predictable cost.

Founded in Singapore in 2003 and incorporated in Switzerland in 2008, Acronis now has more than 2,000 employees and offices in 34 locations worldwide. Its solutions are trusted by more than 5.5 million home users and 500,000 companies, and top-tier professional sports teams. Acronis products are available through over 50,000 partners and service providers in over 150 countries and 26 languages.

For more information, visit www.acronis.com

Acronis

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