Acronis



Acronis environmental, social and governance report 2022

Acronis
ESG Report 2022

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Patrick Pulvermueller, CEO of Acronis.

Letter from Patrick Pulvermueller

I welcome you to our environmental, social and governance (ESG) report for 2022. This is the second year of our continued commitment to publicly share our efforts to create a more sustainable world in the ESG domain. While we are pleased with our progress, we also know there is more we can do. Following the example of our initial report, we have set new goals and identified those areas needing improvement, and I'm pleased to share our progress with you.

This year, we focused on identifying new opportunities, closing gaps and improving our ESG efforts. Below are some of the highlights of our initiatives:

- **Data centers:** In 2022, we opened 13 new data centers in different countries, selecting vendors only after carefully examining their certification and energy efficiency practices. We are currently reviewing our existing data center agreements to identify any issues relating to sustainability, and I am pleased to report that so far, all of the vendors that we reviewed meet our requirements from an ESG perspective.
- **Acronis Cyber Foundation Program:** The Foundation, which was developed as an initiative to engage in community development projects together with our partners, has produced strong results. In 2022, we completed five school projects and three computer classrooms, with five more schools and five computer classrooms currently underway. We are thankful to our charity and GR partners, including Groundbreaker, Yellow Ribbon Fund, Integres and IMDA, for maximizing our efforts in giving back to local communities. We are also pleased to see the enthusiasm of Acronis staff, who volunteer their time to run IT Skills Program classes for migrants in Schaffhausen and ex-offenders in Singapore.
- **Diversity and inclusion:** With over 2,000 employees across 45 different locations, Acronis strives to provide a safe working environment and equal opportunities for people from all walks of life. We embrace differences, and see people working together from a wide range of backgrounds as our strength.

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This year, we introduced a mentorship program for women, launched #CyberWomen regional chapters, and ran global webinars for networking and career development. The feedback I have received has been full of excitement, satisfaction and the desire to contribute more. This is not only great for the individuals participating in these programs, but also benefits us as a company as we grow with even more experienced and motivated people.

- **Humanitarian efforts:** This past year, we engaged in active humanitarian relief efforts in relation to the conflict in Ukraine, and opened up employment opportunities for refugees who had to flee from the conflict. We worked closely with UNICEF, Red Cross Bulgaria, and various in-country organizations to provide humanitarian assistance to those in need. Acronis team members donated their personal time and resources to welcome refugees into their homes and provided Ukrainian educational materials to children displaced by the conflict.

When I reflect on 2022, I see the power of teamwork and what we have accomplished with our employees and partners. I feel honored to be part of this team and the work we do together.

Sincerely,

Patrick Pulvermueller
CEO, Acronis



Patrick Pulvermueller, CEO of Acronis, at the Acronis #CyberFit Summit 2022.

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About us

Acronis was founded in Singapore in 2003, and has been headquartered in Schaffhausen, Switzerland since 2008. The company has 13 global offices, over 20,000 partners and more than 2,000 employees. Our technology 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.

Our ESG strategy and initiatives have been established based on our company values, providing the guidance that drives all of our efforts:

> "To do the right thing for our customers, employees and community."



Acronis team at the Acronis #CyberFit Summit 2022.

Founded:

2003, Singapore

Corporate headquarters:

Schaffhausen, Switzerland

Protected businesses:

750,000

Countries available in:

150+

Service provider partners:

20,000+

Data centers:

50+

Global offices:

13

Languages supported:

26

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Our mission and strategy

Our mission is to protect all data, applications and systems of every organization — safeguarding them against cyberattacks, hardware failures, natural disasters and human errors. We empower service providers to protect their infrastructure and the infrastructure of their clients while delivering the best possible user experience. We also enable corporate IT teams and home office users to protect their business-critical infrastructure with high reliability and low cost.

Acronis' mission is to protect all data, applications and systems.



Acronis Chief Sales Officer Katya Ivanova and Acronis CEO Patrick Pulvermueller at the Acronis #CyberFit Summit in Miami.

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Products and services

Accelerated digitization has made our world vulnerable to constantly evolving and increasingly frequent cyberthreats. Acronis recognized the need for a solution that delivered cyber protection with backup and disaster recovery services, cybersecurity, automation and management in an easy-to-use package for service providers and IT professionals.

The Acronis Cyber Protect Platform delivers this solution via a single agent that can vary from fractional to full functionality with the flick of a switch. This award-winning platform is being continuously improved and has been recently expanded with the addition of "advanced packs" functionality. Advanced packs deliver advanced cybersecurity, disaster recovery, email security, data loss prevention, advanced management, scripting and more, giving our customers the peace of mind they seek.

Acronis essentially empowers our customers to take back control of an IT environment which is increasing in both complexity and vulnerability. Our solutions can protect all data, applications and systems, no matter where they are located.

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

3.5+ million
workloads protected

60+
product innovations in the last 12 months

40+
product releases in 2022

400+
issued and pending patents

100+ million
cyberattacks stopped in 2022



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Our board

Acronis is managed under the direction of the Acronis board of directors, which supervises the company's operations and ensures compliance with relevant laws, guidelines and objectives.

Focusing on the pillars of our vision, mission, strategic objectives and values, while sharing opinions and feedback openly, are the 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 twelve members, eight of whom are independent — meaning that they are not part of the Company's management structure and are not paid by Acronis other than for their board contributions. The directors are elected to three-year terms that are staggered. Elections are held annually at shareholder meetings.

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

The board oversees both an audit and a compensation committee that meet regularly and report to the board. The audit committee makes recommendations on the qualifications, performance and independence of Acronis' auditors, the quality and integrity of financial statements, other significant audit and financial reporting issues, and compliance requirements. The compensation committee's mission is to create compensation strategies and plans that provide financial incentives for employees to advance the Company's long-term strategic plan and its overall goal of enhancing shareholder value.



Acronis board member Lisbeth McNabb (right) being interviewed by Acronis SVP Business Operations and Chief of Staff Aliona Geckler (left) during the Unlock Your Potential event in Schaffhausen, Switzerland.

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ESG governance

We take responsibility for our customers, employees and community

In 2021, we created the Acronis ESG committee to direct our sustainability efforts. The committee is comprised of representatives from human resources, data center operations, office management, legal, compliance, marketing and communications, and the CEO's Chief of Staff, who functions as the committee chair.

This year, we focused on developing the committee by formalizing the way we work together, and by creating guidelines to govern the setting of our future ESG targets. We are passionate about increasing the awareness of our company's ESG goals and have encouraged every member of our community to step forward and share this journey with us. We are proud of what our team has achieved so far, and are pleased to present this year's report, which outlines our current results and future aims.

We are committed to extending our environmental, social, and governance initiatives to be climate and resource efficient and socially responsible for our employees, customers and community.

This commitment is reflected in our "Acronis ESG House." In 2022, we focused on extending the social side of the house, as well as taking significant steps towards environmental initiatives, and adding transparency to the governance side.



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Environmental Social Governance

Environmental

Our business is growing. Having the right partners and suppliers paired with employees who are socially responsible and focused on sustainability is the key to ensuring we succeed in reaching our ESG goals.

Data centers

With the addition of 13 data centers in 2022, we now have over 50 worldwide. We are focused on setting increased sustainability targets to ensure that our data centers operate as efficiently as they can as they continue to move towards the goal of becoming climate neutral.

While our data centers are necessary to serve our business and customers' needs, we are acutely aware of the considerable energy use that this requires and the amount of CO_2 emissions that are produced. In line with our commitment to becoming more energy efficient, we began to use power usage effectiveness (PUE) as a KPI to measure the efficiency of our data centers.

PUE is determined by dividing the total amount of electricity entering a data center by the power used to run the IT equipment within it. PUE is expressed as a ratio; the lower the value, the more energy efficient the data center is. Currently, a value of 1.5 has been proposed as the benchmarking standard for the industry.

New data centers being considered for inclusion under the Acronis umbrella will be asked to provide their PUE value. If it is > 1.7, they will not be considered for deployment unless there is a documented plan for improvement. We also reviewed our data centers to determine their current PUE values and are pleased to report that 52% scored a PUE of < 1.5, with 4% scoring a PUE of > 1.5 but less than 1.7. The remaining 44% are scheduled to be assessed during their contract renewal.

We are also assessing our partners on their commitment to sustainability, whether they are ISO 50001 or ISO 14001 certified, or have participated in cooperatives such as the iMasons Climate Accord.

Supplier review

We believe it is important to engage with suppliers who are aligned with our ESG goals. We assessed our top-50 suppliers by spending during 2021 in different categories such as hardware, hospitality, real estate and telecom, using a standard questionnaire covering all important ESG aspects. All 50 vendors returned a score of more than 70% (> 120 points out of 180 points max). 60% of vendors have a published ESG report, with the remainder publicly expressing ESG initiatives. No risk vendors from those assessed have been detected.

"We are proud to work with Acronis and share our commitment to ESG initiatives. We care for the environment and use sustainable resources. We consider it a privilege doing business with environmentally responsible companies like yours."

Mario Ignatov, B2B Sales Manager at Prime Distribution

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We were delighted with these results, and the fact that all of our suppliers met our criteria meant that we were able to continue our existing relationships with them. Another pleasing aspect of this review was the positive feedback provided by the suppliers about the process itself. They valued the opportunity to actively contribute to this initiative, as this topic was very much aligned with their own values. We consider this a very important sign that we are continuing to engage with the right partners for our business.

In 2023, we intend for ESG reviews to become a standard assessment in the process of selecting new vendors. Our procurement team is working hard to implement new software that will allow this process to be built in and become automated within the procurement process.

Mobility

Carbon emissions from transportation contribute to the rise of CO_2 concentrations in the atmosphere, and are a significant factor in climate change. According to the Environmental Protection Agency, as much as 27% of greenhouse emissions are attributable to transportation, resulting from the burning of fossil fuel in cars, trucks, ships and planes.

As a global business, it is necessary for us to travel among our offices to meet our employee and customer obligations. Recognizing this, we made an effort to reduce CO_2 emissions by encouraging our staff to change the way they travel by taking up sustainable options wherever and whenever possible.

After normalizing the amount spent on air travel per employee from 2019 to 2021 and comparing that to the figures from 2022, we see that while there was a 75% increase in the number of our employees (from 1,200 to 2,100), emissions only rose from 1,980,000 to 2,050,000 units, representing a mere 4% increase. This indicates a 59% reduction in our overall emissions footprint. (We did not use employee and emissions figures for 2020 and 2021, as employee travel was significantly reduced due to the pandemic).

In 2023, we are planning to develop a recommendation to use electric and hybrid vehicles rather than carbon-based fuel vehicles, and replace air flight with train travel where practicable. We are also planning to implement a new travel booking system for more transparent reporting of our CO_2 footprint. This system will provide us with a baseline measure of our impact and allow us to develop and implement robust policies across all of our offices to set targets and track our progress more effectively.

> “Where possible, I always check if I can take a train instead of flying. This is not only more energy efficient, but is often a more convenient option for travel that I recommend to everyone.”

Pasha Ershow, SVP, APJ and MEA Sales and Global Channel

Eco office

Designing, constructing and refurbishing our office spaces to maximize energy efficiency has been at the forefront of our efforts to contribute to environmental sustainability. The majority of our buildings have received either BREEM (Building Research Establishment Environmental Assessment Methodology) or LEED (Leadership in Energy and Environmental Design) certification — internationally recognized third-party certification programs that measure the sustainability of buildings by evaluating performance over a series of categories.

We’re working hard to improve those buildings that have yet to reach this level of performance and have undertaken a number of green refurbishment projects, including retrofitting offices with LED lighting and the installation of motion sensor lighting. In addition to this, we have introduced Zynq software in all of our offices.

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This program reduces the need to assign staff to a specific desk; rather, they can pick an available desk either before or when they arrive at the office, and because not everyone is in at the same time, overall office space can be significantly reduced.

We received several green office awards in 2022, including:

- Green office from Career Show Awards.
- Green office from the national competition, "The greenest companies in Bulgaria" (2nd place).
- Ocean and Earth Saver award from Pure Water Technology.

When running internal or external events, we take the effective use of resources very seriously, by giving preference to merchandise produced from eco-friendly materials, and avoiding the use of plastic bottles and plastic in general — whenever and wherever possible. For Acronis events, we purchase sustainable water bottles and backpacks made from upcycled ocean-bound plastic. Last year, we prevented 1,826,000 plastic bottles — or 21,000 kg/46,000 pounds of plastic — from going into the ocean.



Silviya Petrova, Head of Marketing and Communications in Bulgaria (right), receiving the B2B Media Green Office award on behalf of Acronis.

Sports partnerships

Acronis is an active supporter of sports, providing innovative cyber protection solutions to more than 60 major sporting organizations worldwide. We are particularly proud of our partnership with the Ocean Race and SailGP, the two major sailing series that are highly active in the sustainability space and promotion of green power technology. We also support the Acronis SIT Autonomous Roborace team and the flying car racing series Airspeeder, who are pushing the limits of electric power racing by developing the sustainable mobility technology of the future.



Start of the third leg of the Ocean Race Europe, from Alicante, Spain, to Genoa, Italy. Source: The Ocean Race.

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Renewable energy

With the current energy crisis, we have begun to explore ways to help our partners, and especially those in developing countries. As part of this effort and through the Acronis Cyber Foundation Program, we've subsidized the installation of solar panels at our partner offices in Nigeria. Through this initiative, up to an additional four working hours per day will be gained for both Acronis and partner employees, all the while helping to reduce the effects of climate change. "Power issues have always posed serious business and operational challenges in West Africa, particularly in Nigeria. The MapleLeaf team is very grateful to our strategic partner Acronis, who understands these specific local challenges and contributes to the well-being of Nigerian businesses. Acronis is undoubtably the first organization to give us and our customers a helping hand by supporting and helping to grow our business sustainably," said Liora Rosenblum, Executive Director of MapleLeaf Technologies.

> "With the assistance of Acronis on the Solar Project, MapleLeaf is aiming to achieve outstanding results, including improved operational and business productivity, and minimized dependency on traditional non-renewable energy sources."
>
> Liora Rosenblum, Executive Director of MapleLeaf Technologies

Environment achievements 2022

- Review of data center power efficiency using PUE as a KPI and setting data center targets
- Review of suppliers' sustainability credentials
- Implementation of the hot-desking booking system, Zynq
- Sustainable power project with an Acronis partner

Environment goals 2023

- Continue with the review of data center PUE worldwide
- Extend ESG assessment to our top-100 suppliers
- Revise the internal mobility guideline to reduce the usage of fuel-based vehicles and pursue sustainable alternatives like electric cars
- Engage in active environmental protection programs with partners



Acronis and MapleLeaf Technologies representatives under the newly-installed solar panels.

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Social

Through sharing knowledge, embracing diversity in our team, and standing up for others, we support and protect our people and community.

Ukraine crisis relief

All of us watched the events in Ukraine and saw the terrible impact that they had, and continue to have on its people. We responded by connecting with UNICEF, Red Cross Bulgaria, and various in-country organizations to provide humanitarian assistance to those in need. Acronis team members donated their personal time and resources to welcome refugees from Ukraine into their homes and provided educational materials to children displaced by the conflict.

Here are some of their stories.

Laptops and tablets for children

Artur Cyganek, Acronis Regional Director for Eastern Europe, together with a team of eight employees from the Poland office, participated in providing immediate aid for refugees — from organizing travel and accommodation to purchasing supplies.

The Poland team also visited children from an orphanage that was evacuated from Mariupol to Poland and presented them with 58 laptops and tablets donated by the Acronis Cyber Foundation Program to assist with their continuing education.



Laptops and tablets presented to children from Ukraine to help them continue their education.

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Art therapy classes

Evgeny Susov, senior designer with the Acronis web design team, based in our Bulgaria office, partnered with Yulia Krasovka, an art therapy specialst, to run art therapy classes for children of refugees in Burgas, Bulgaria. More than 50 children attended these classes. The program concluded with an art exhibition attended by many community members and government officials.



Display of artwork produced by children from Ukraine at the conclusion of the art therapy program organized by Acronis volunteers.



Acronis Cyber Foundation Program

Schools Initiative

Through our Schools Initiative, we seek to help communities worldwide where children are suffering from a lack of educational infrastructure and poor learning environments. Working in close partnership with our charity partners and non-governmental organizations, we fund and oversee the development of new schools or additional classrooms designed to provide equal educational opportunities for boys and girls in each community.

In 2022, we built five new schools: in Guatemala, the Dominican Republic, Sierra Leone and two in Malawi, and started construction of five more in South Africa, Papua New Guinea, Indonesia, Peru and Ecuador. Through our efforts, we have been able to positively support over 1,800 children to date, and expect that number to increase to more than 2,300 children upon the completion of the new schools.

Where feasible, we set up computer classrooms encouraging students to engage in science, technology, engineering and math (STEM) programs,

"The impact of the school is so great that it is now motivating other students from different environments. Additionally, enrollment has also increased. We also now have more than enough seating, since the classroom furniture has been provided."

Mohamed Abu Sesay, Principal of the Junior High School of Barbara, Sierra Leone

We believe that knowledge should be available to all. Our mission is to create, spread and protect knowledge.

and acquire basic IT skills that will help them to thrive in our modern world. In 2022, we opened two computer classrooms in our existing schools in Madagascar and Lebanon, one in Singapore for adult ex-offenders, with five more in progress — one each in Namibia, Papua New Guinea and India, and two in Singapore.

With each school project, we strive to follow the principles of sustainability by using environmentally-friendly construction materials and involving local community members in the project.



Children at the Acronis school opening ceremony in Nuevo Chimbote, Peru.

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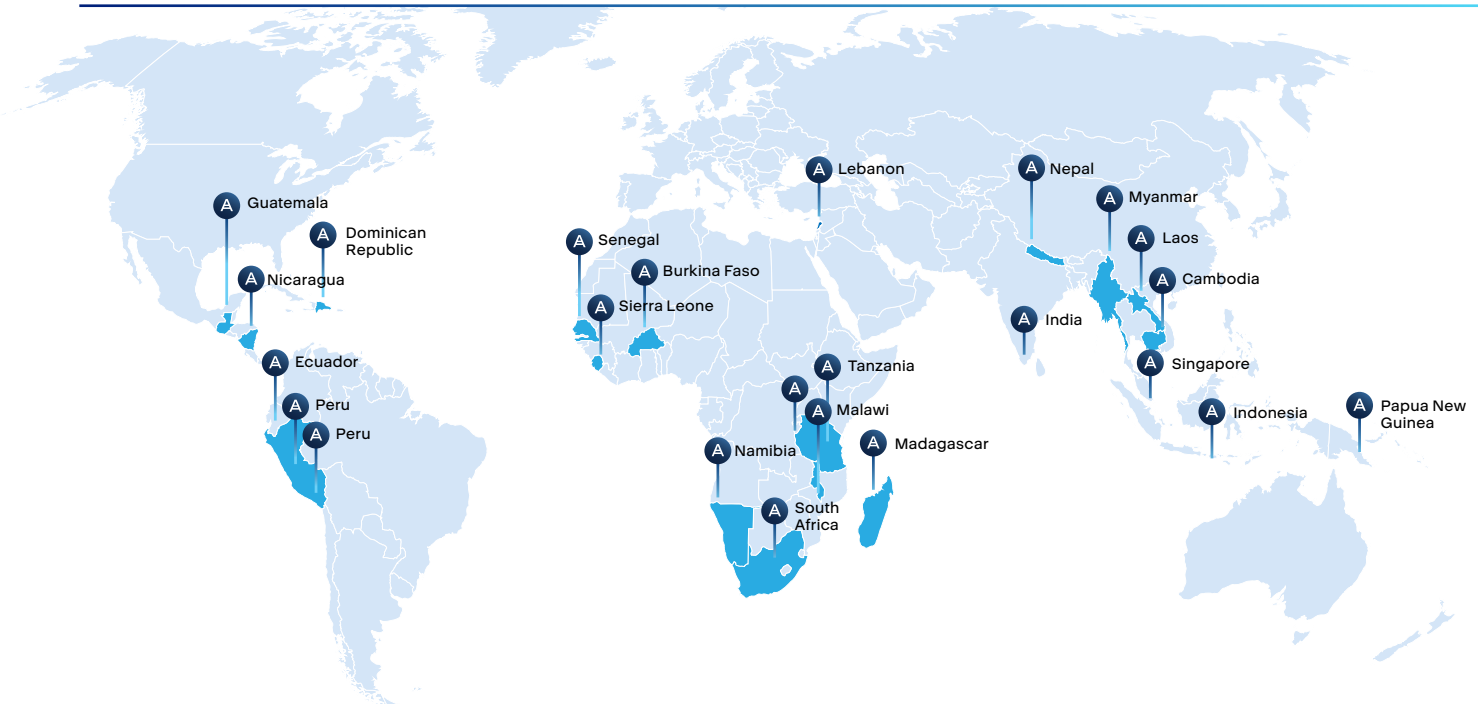
Focus on partnerships

The Acronis Cyber Foundation Program is designed to engage in community development initiatives in conjunction with our partners. In June 2022, we opened our 18th school in Los Maranitos, Dominican Republic, this one in parthership with RNT Rausch GmbH. The new school will benefit the whole community by offering co-educational programs and access to classes for all community members.

"The Acronis Cyber Foundation Program represents the same values that encouraged me to build the school in a village in the Dominican Republic. We are convinced that problems such as poverty and hunger can only be solved 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 working together towards this goal."

Sebastian Noelting, Managing Director of RNT Rausch GmbH

Schools Initiative



Schools opened: 18

Schools in progress: 5

Computer classrooms opened: 7

Computer classrooms in progress: 5

Children reached: 5,000+

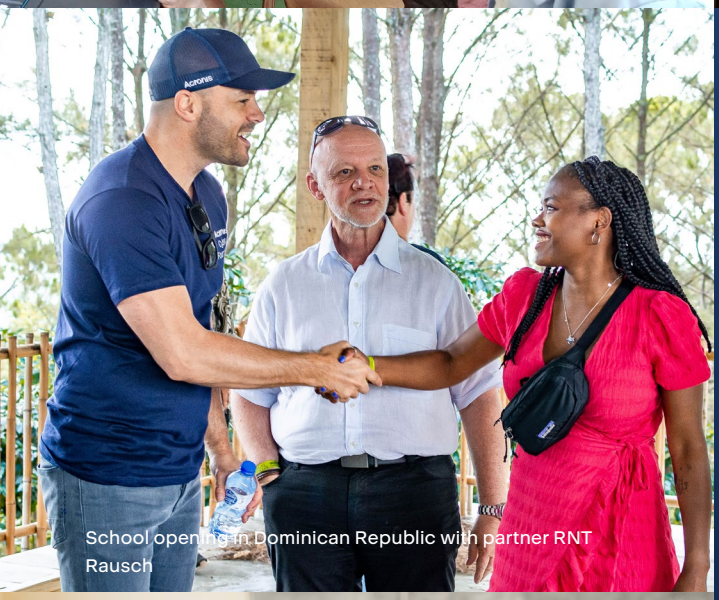
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Computer classroom in Madagascar



Children in Chibwe community, Malawi



School opening in Dominican Republic with partner RNT Rausch

"Acronis is committed to providing access to quality education. Their programs show how relevant and impactful corporate responsibility can be. We hope Acronis will continue to encourage their service provider partners to engage in projects. We are grateful to support Acronis as a charity partner."

Leoni Rossberg, Co-founder and Managing Director of Groundbreaker, Acronis Cyber Foundation Program charity partner



Children in Acronis school in Zeza, Malawi



School visit in Zeza community, Malawi



Children in Dominican Republic school

IT Skills Program

Our IT Skills Program aims to improve the skills of people of all ages and walks of life to help bridge the gaps in their digital literacy resulting from our constantly evolving IT landscape. Through these programs, we have assisted our participants to access new career opportunities while providing crucial education on the importance of cybersecurity and cyber wellness.

> "The presentation from the Surf Safe Program for youth was fun, engaging and insightful for our students. The topics presented were relevant and helped our students to learn how to identify online threats and strategies to remain safe in the online environment."

School of the Arts (SOTA), Singapore



Internet safety workshop for children and parents in Schaffhausen, Switzerland, in partnership with GoTec and volunteer teacher Candid Wuest, VP of Cyber Protection Research, Acronis.

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In 2022, we ran two IT Skills Programs — one in Switzerland and the other in Singapore. We looked closely at the needs of their communities and identified disadvantaged groups we thought would benefit from our program. This included migrants in Switzerland, and ex-offenders, children, youth and seniors in Singapore. We also ran multiple cybersecurity, cyber safety and scam awareness sessions and workshops, reaching over 13,000 people across all age groups. We were encouraged by the enthusiasm of Acronis volunteers engaged in this initiative.

"The content from the Surf Safe program was informative and engaging. The Youth Facilitators trained the Peer Support Leaders, which helped them see how our youths can also play a part in advocating for cyber safety and cyber wellness. This training gave participants more confidence and knowledge to provide peer support to their fellow classmates."

Teck Whye Secondary School, Singapore



Surf Safe Campaign workshop on cyber safety in partnership with IMDA in Singapore.

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"Thanks to the Acronis Cyber Foundation Program, these courses enable the people we support to acquire and integrate valuable IT skills fundamental to pursuing a professional future in today's world. Anyone undertaking vocational training in Switzerland needs basic computer application skills as a minimum. Thanks to this program, we can provide participants with this knowledge."

Kurt Zubler, Schaffhausen Cantonal Council and Managing Director, Integres



IT Skills Training Program for migrants in Schaffhausen, Switzerland, Class of 2022 and Acronis teacher volunteers Avivit Neeman, VP of Finance and Joerg Zuell, DACH Accounting Manager, Acronis.

Achievements 2022

8
IT Skills training classes and workshops

13,000+
students of all ages

20+
hours contributed by each Acronis volunteer



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From books to active learning online

With children increasingly exposed to digital media and online technology from an early age, the Acronis Cyber Foundation Program wants to play an important role in imparting the necessary knowledge and skills to keep children safe from online dangers. International think tank the DQ Institute's survey shows almost two thirds (60%) of children aged 8 to 12 surveyed across 30 countries are exposed to one or more forms of cyber risk.

We aim to improve the IT literacy of children aged 7 to 14 in the areas of cyber knowledge, cybersecurity and cyber wellness through interactive, modular, online learning accessible to our communities globally.

Each module is designed to be easily understood, regardless of the participant's knowledge level, and is tailored to a specific topic. This program can be conducted during existing curriculum time or beyond the school environment, utilizing the blended learning approach.

While we appreciate printed text as a timeless, proven way of sharing knowledge, we decided to pause producing new books in favor of online learning programs. Going digital not only allows us to be more environmentally friendly, but also enables us to reach a wider audience in different countries.



Acronis #CyberFit Games online learning program.

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Diversity and inclusion

We embrace diversity and see it as one of our key contributors to success.

#CyberWomen initiative

At Acronis, appreciation of different cultures, backgrounds, genders, religions, ages, origins, sexuality, skills and any other characteristic, is important to us. We see our employees' diversity as one of the most significant factors in being able to successfully deliver customer-focused products and solutions. As our employees are diverse, so too are our customers, and our diversity allows us to not only look at products, processes and systems from different perspectives, but to also fully understand our customers' requirements.



Award-winning author Heather Hansen (back row, fifth from the left) joined our inaugural #CyberWomen meetup to share strategies from her book, Unmuted. Source: Rebecca Downie.

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

In our industry, we continue to face the challenge of improving gender diversity, with an above-average number of men in positions of management or higher. To address this, we established the #CyberWomen initiative as part of our wider #CyberDiversity program.

We established #CyberWomen regional chapters, creating a global network of local support groups supported by our management. We believe this is the

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key to implementing the changes needed to identify and develop women for leadership positions, and increase their numbers in our industry as a whole. In 2022, #CyberWomen regional chapters were running in 10 different countries and reached more than 450 participants via local meetups and virtual webinars.

Another milestone achieved in 2022 was the launch of the Women in Tech Mentorship Program to facilitate personal and professional growth. 50 women so far have undertaken informal training in leadership, management, finance and project management, and we believe that the resulting increase in knowledge and experience will lead to greater career opportunities for participants. The program will continue in 2023.

Internal and external events

Acronis is committed to staging a Women in Tech session at all major internal events, and progressing to regular representation at external industry events and associations — similar to the 'Ladies in Cyber' program conducted in collaboration with the Cybersecurity Agency in Singapore.

During the Acronis #CyberFit Summit 2022, the Women in Tech panel was a main stage event for the first time in the company's history. Five successful women discussed the importance of diversity and how a woman's role in cybersecurity can improve an organization's productivity, increase innovation and generate higher revenue.



Women in Tech session on the main stage at the Acronis #CyberFit Summit 2022.

Equal pay

In April 2022, Acronis completed a pay equality review and identified that 98% of female employees were paid comparably to males in the same geography, job code, level, and the same years of experience. Through our annual merit planning, we were able to achieve full pay parity, and our goal for 2023 is to maintain this level through ongoing reviews.

Acronis Team

28%
Female employees at Acronis

24%
Women in management positions

27%
of job applicants are female

27%
of total hires in 2022 were women

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Health and well-being

Acronis Day

In 2022, we introduced an official no-work day where all employees were encouraged to take the day off, with no emails, calls or video conferencing. This was an additional opportunity for all staff to recharge as a measure to support their well-being.

Our most valuable asset is our people. We are committed to their wellness and safety.

Employment Assistance Program

We recognize the stress caused by pandemic isolation and current world events, and continue to remind our employees of the Employee Assistance Program (EAP), a global resource available to them and their eligible family members. EAP is a confidential service, provided by an independent organization called Workplace Options, and is available 24 hours a day, 7 days a week, in 27 languages. EAP offers guidance and support for any work, personal or family-related challenges our employees may be facing.

Annual employee survey

For the past four years, Acronis has conducted an employee survey to better understand what our employees love about working at Acronis, as well as where we have opportunities to provide a better overall employee experience. Each year, we have seen a significant improvement in our score, with an additional increase of 20.83% in 2022 compared to the 2021 results — reaching our highest level of employee satisfaction ever, and placing Acronis in the world-class range. Through these surveys, we have been able to successfully identify and significantly improve our performance review and career development processes, enhance our benefits to ensure our employees and their families have peace of mind, as well as making changes in office-related items, availability of home office equipment, and improved tools and processes.



Cyber Dragon Cup at the Acronis #CyberFit Summit in Miami, 2022.

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Social achievements 2022

- Relief efforts for Ukrainian people directly affected by the crisis and support of global disaster relief initiatives
- Achievement of 98% pay parity for women through regular reviews (x2 in 2022)
- Promoted female empowerment through #CyberWomen initiatives
- Acronis Cyber Foundation Program: five new schools built and another five started. Three computer classrooms built with another five started
- Two IT Skills programs in Singapore and Switzerland, multiple cybersecurity workshops, and virtual sessions reaching more than 13,000 people of all ages
- Launch of electronic cybersafety learning materials for children
- Instituted the annual Acronis Day company holiday

Social goals 2023

- Continue providing humanitarian aid as needed
- Maintain pay parity for women and conduct regular reviews
- Expand our #CyberDiversity initiative to include #CyberPride and #CyberInclusion programs
- Ensure regular monitoring and reporting on diversity KPIs
- Build five new schools and five computer classrooms in developing countries
- Continue to provide the IT Skills Program in Singapore and Schaffhausen



Children in Dong Na Kham School, Laos.

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Governance

Guidelines and policies

We strive for increased transparency and clarity for our employees, customers and community.

Transparency and clarity about the ethical standards we expect our employees, customers and suppliers to display is important to us. Only then can we work together in a shared environment of trust and respect. To help us achieve this, we published our key compliance documents online at https://www.acronis.com/en-us/sustainability-governance/. Included are our Code of Conduct and compliance policies such as our Sanctions and Export Controls and Global Anti-Corruption Policy. In addition to this, we conduct regular training sessions to keep all our stakeholders informed and up to date about our policies and regulations.

Increasing transparency and in-servicing our staff on Acronis' ethical standards help us run our business better and keep our community and employees safe.

In 2022, we commenced the process of revising the board's bylaws to reflect changes in the size and scope of the Company's operations and those of its subsidiaries around the globe. In 2023, the proposed recommendations from this process will be reviewed by the board and members of our senior management team. As part of this process, the extent to which subsidiaries are free to act without the consent of the Acronis board will be evaluated, and adjustments in the limits of that authority will be considered.

Acronis is dedicated to conducting its business operations in accordance with the highest ethical standards, and in compliance with all applicable laws, rules and regulations, on a worldwide basis.

Training and awareness

Improving skills and knowledge and increasing awareness of security and compliance risks improves the success and protection of our employees and customers.

We are reliant on our employees and partners, and see trust as the fundamental cornerstone of our working relationships. In addition to publishing our compliance policies, including our Code of Conduct and Anti-Bribery Policy online, we ask our employees regularly to read our policies and complete compliance and security training sessions. The recent pandemic caused the rapid development of new types of cyberattacks and online abuse. To raise awareness and increase vigilance towards new threats, we conducted various security training sessions in 2022, again making it mandatory for all our employees.

Our goal is to keep our people, customer data and business data safe and remain a successful and healthy business.

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Governance achievements 2022

- Compliance training for all employees with a participation rate of 98%
- Security and privacy training with a participation rate of 98%
- Reviewed our Code of Conduct and published it externally to increase transparency

Governance goals 2023

- Ensure ongoing compliance and security training with a participation rate of 98% or greater
- Review and update bylaws for all of our group companies, update Swiss Articles of Association to reflect modernization of Swiss corporate law



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Appendix

Area	Topic	Goals and achievements 2022	Goals 2023
Environment	**Effective usage of resources:** **Data centers, suppliers, offices and mobility**	**Defined in 2021 report:** ✓ Review DC emissions by using PUE as a KPI and define measures for improvement ✓ Review suppliers with regard to sustainability ✓ Extend booking system for desks **Additional Achievements** ✓ Sustainable power project with an Acronis partner	• Continue with the review of data center PUE worldwide • Extend ESG assessment to our top-100 suppliers • Revise the internal mobility guideline to reduce the usage of fuel-based vehicles and pursue sustainable alternatives like electric cars • Engage in active environmental protection programs with partners
Social	**Community support: Acronis Cyber Foundation Program and humanitarian aid**	**Defined in 2021 report:** **Schools initiative** ✓ Making progress with the building of five schools and 13 computer classrooms **IT Skills Program** ✓ 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 Initiative and IT Skills Training Program **Comments:** Result of review on books: We paused the production of printed books and refocused on electronic learning systems **Additional achievements:** Ukraine emergency relief	• Build five schools and five computer classrooms • Run eight IT Skills Program groups • Launch LMS-based cybersecurity training for children • Provide humanitarian aid as needed
	Health and Safety	**Defined in 2021 report:** ✓ Maintain Covid-19 committee and individualized approach with regards to Covid-19 to keep our people safe ✓ Keep high healthy standards at our events **Additional achievements:** Introduced annual Acronis Day and launched Employee Assistance Program	• Maintain employee assistance program • Conduct annual employee survey • Promote a volunteering program
	Diversity	**Defined in 2021 report:** ✓ Keep high level of pay parity and review on a regular basis ✓ Female empowerment initiative at all of our activities in 2022 **Additional achievements:** #CyberWomen regional chapters and WIT Mentoring Program	• Maintain high level of pay parity with regular reviews • Continue WIT Mentorship Program • Expand #CyberDiversity program to include #CyberPride and #CyberInclusion initiatives
Governance	**Code of Conduct and compliance**	**Defined in 2021 report:** ✓ Completion rate of 98% or more for compliance training in 2022 ✓ Publish the Code of Conduct externally ✓ Solid and approved board guidelines ✓ Completion rate of 98% or more for security awareness training for all employees	• Completion rate of 98% or more for compliance training in 2023 • Review and update bylaws for all of our group companies, update Swiss Articles of Association to reflect modernization of Swiss corporate law

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About Acronis

Acronis is a Swiss global technology company, founded in Singapore. At Acronis, we protect the data, applications, systems and productivity of every organization – safeguarding them against cyberattacks, hardware failures, natural disasters and human errors. We empower service providers to protect their infrastructure and the infrastructure of their clients while maintaining high profit margins. We enable corporate IT teams and home office users to protect their business' critical infrastructure with high reliability and a low cost.

For more information, visit www.acronis.com

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