

Acronis

Acronis ESG Report 2023

The line between the physical and digital is becoming increasingly blurry, making cybersecurity extremely complex. Our commitment to removing complexity, nurturing education and uniting communities serves as the cornerstone for a sustainable future.

Acronis

ESG Report 2023

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Acronis

acronis.com

20 years of innovation

In 2023, we celebrated our 20th anniversary, signifying two decades of unwavering dedication to innovation, leadership and community support. Throughout this period, we expanded our product portfolio, concentrating particularly on service providers. Our commitment led us to create the best cyber protection solutions for the cloud, and augment traditional backup with a comprehensive array of security features. Simultaneously, we offered training and certification through the Acronis Academy and introduced a vendor-neutral MSP Academy, addressing the critical demand for security education in the industry.

Innovation is part of our DNA. With more than 200 U.S. and international invention patents in our portfolio, we

are committed to pushing the limits of what's possible and providing the most complete solution to protect all data, applications and systems.

Through our Acronis Cyber Foundation Program, we built multiple schools and equipped computer classrooms in some of the world's most remote corners. We've been working with local communities to provide IT training to men and women exiting correctional facilities, people with migration backgrounds, children and seniors. We provide comprehensive training and certification to our partners and customers. This year, we launched a vendor-agnostic MSP Academy offering the much-needed skills and training for anyone wishing to extend their cybersecurity experience or start a new business.

We know that our success is driven by our belief and obligation to operate in a responsible and ethical way. This report celebrates the impact of our company leadership on improving our sustainability performance and on considering the interests of our partners, customers, stakeholders and communities around us.

Our vision

To protect all data, applications and systems of every organization — safeguarding them against cyberattacks, hardware failures, natural disasters and human errors.

Our purpose

To empower service providers to protect their infrastructure and the infrastructure of their clients while delivering the best possible user experience. To enable corporate IT teams and home office users to protect their business-critical infrastructure with high reliability and low cost.

Our values

Detail oriented

An understanding that every detail matters. In our line of business, one small mistake can cost millions for our customers.

Responsive

Always ready and available to provide quick action and support for the needs of partners, prospects and customers.

Make decisions

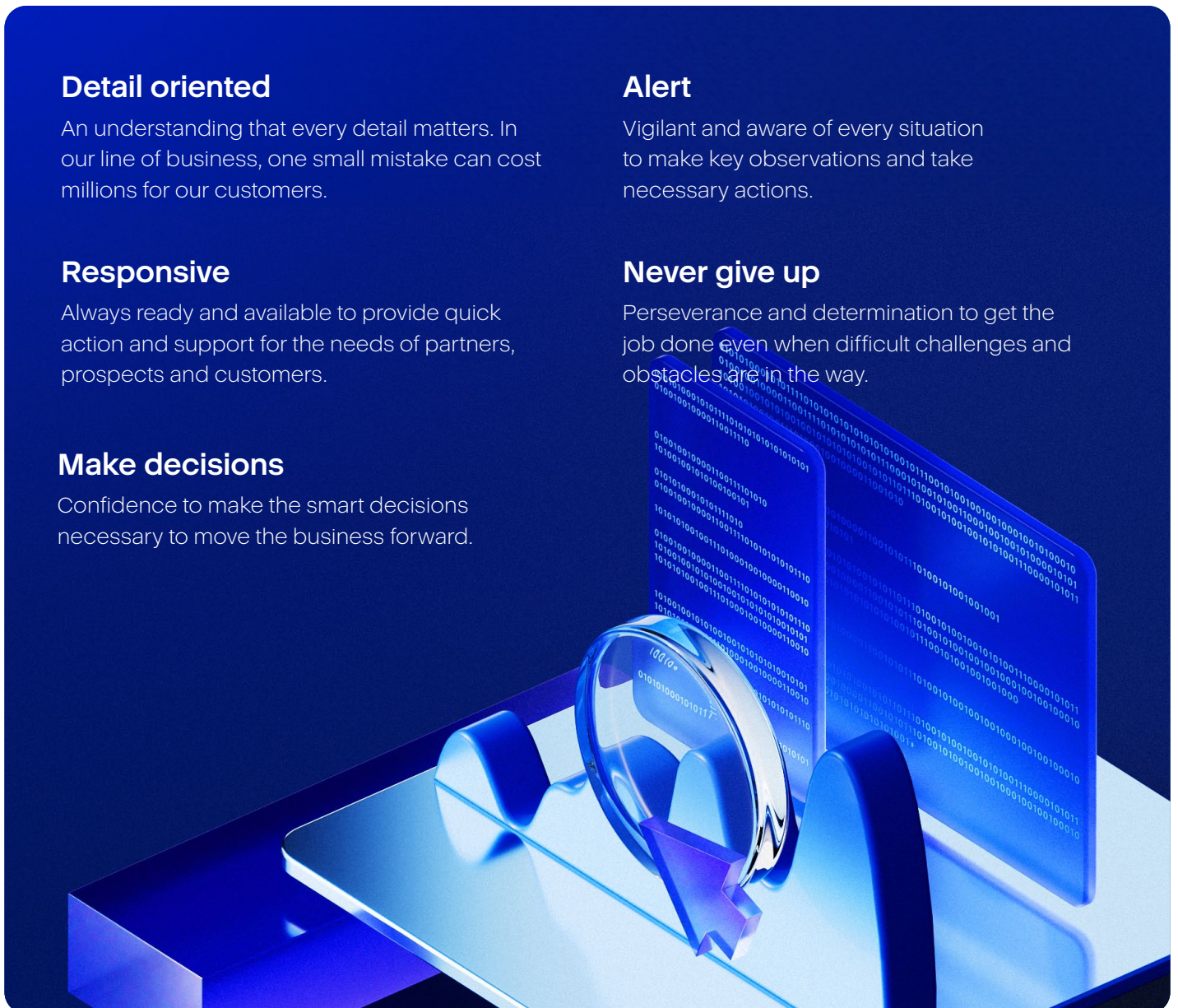
Confidence to make the smart decisions necessary to move the business forward.

Alert

Vigilant and aware of every situation to make key observations and take necessary actions.

Never give up

Perseverance and determination to get the job done even when difficult challenges and obstacles are in the way.



About this report

▼ This Acronis ESG 2023 Report is a summary of corporate social responsibility topics and performance for the financial year ended December 31, 2023, unless otherwise stated.

▼ All references to Acronis, 'the Company,' 'we,' 'us' and 'our' refer to Acronis AG and the regional entities it controls, unless otherwise stated.

▼ Figures and tables in this report represent an aggregated view of Acronis, including all sites unless otherwise stated.

▼ Data and figures presented in this report may be rounded.

▼ This document has been prepared in accordance with the Global Reporting Initiative (GRI) Sustainability Reporting Standards.

▼ This report contains forward-looking statements; however, they are not a guarantee of future performance as they involve risks, uncertainties and other factors, many of which are beyond our control, and which may produce results that are different from the statements in this document.

▼ Some information that may be required for a full assessment of Acronis' sustainability performance may be omitted from this report. If you have questions and feedback, please email them to ESG@acronis.com.





A message from our CEO

I am honored to share the progress we have made in pursuit of a sustainable future and our unwavering commitment to making a positive impact on the world around us. We achieve that mainly through the continuous development of our cloud-first cyber protection solutions for service providers, offering an effective set of cyber protection features, and providing comprehensive education covering our own technology and cybersecurity in general. In addition to that, we care for our staff, partners and community around us, which is reflected in our programs and initiatives covered in this report.

This year, in line with our commitment to transparency and accountability, we conducted our first materiality assessment, identifying key topics that matter most to our stakeholders. This will lay the foundation for our future all-encompassing ESG strategy, guiding our actions towards a more sustainable future. Additionally,

we assessed our greenhouse gas emissions to better understand our environmental impact.

As we strive to become a more sustainable enterprise, our journey involves continuously expanding our thinking, discovering fresh opportunities, and understanding the interconnectedness between our actions and the broader world. We take responsibility for creating value for all our stakeholders by embedding environmental, social and governance considerations firmly into our business operations.

ESG has become an integral part of our business strategy, deeply influencing our partners, clients, investors, communities and other stakeholders. I am thrilled to guide our company on this sustainability journey, with a laser focus on the ESG issues that are most relevant to our business model and desired outcomes.

Ezequiel Steiner
Chief Executive Officer, Acronis

About Acronis

Acronis is the global leader in cyber protection, unifying data protection and cybersecurity to deliver integrated, automated cyber protection that solves the safety, accessibility, privacy, authenticity and security challenges of the modern digital world.

Acronis Offices

- | | | |
|----------------------------------|--------------------|-------------------|
| ✦ Schaffhausen, Switzerland (HQ) | ✦ Herzliya, Israel | ✦ Seoul, Korea |
| ✦ Singapore | ✦ Istanbul, Turkey | ✦ Sofia, Bulgaria |
| ✦ Belgrade, Serbia | ✦ Milan, Italy | ✦ Tempe, AZ, U.S. |
| ✦ Bucharest, Romania | ✦ Munich, Germany | ✦ Tokyo, Japan |
| ✦ Burlington, MA, U.S. | ✦ Paris, France | ✦ Turin, Italy |
| ✦ Cape Town, South Africa | ✦ Reading, U.K. | ✦ Warsaw, Poland |



Acronis office, Sofia, Bulgaria.

Founded:

2003, Singapore

Corporate headquarters:

Schaffhausen, Switzerland

Protected businesses:

750,000

Service provider partners:

20,000+

Countries available in:

150+

Languages supported:

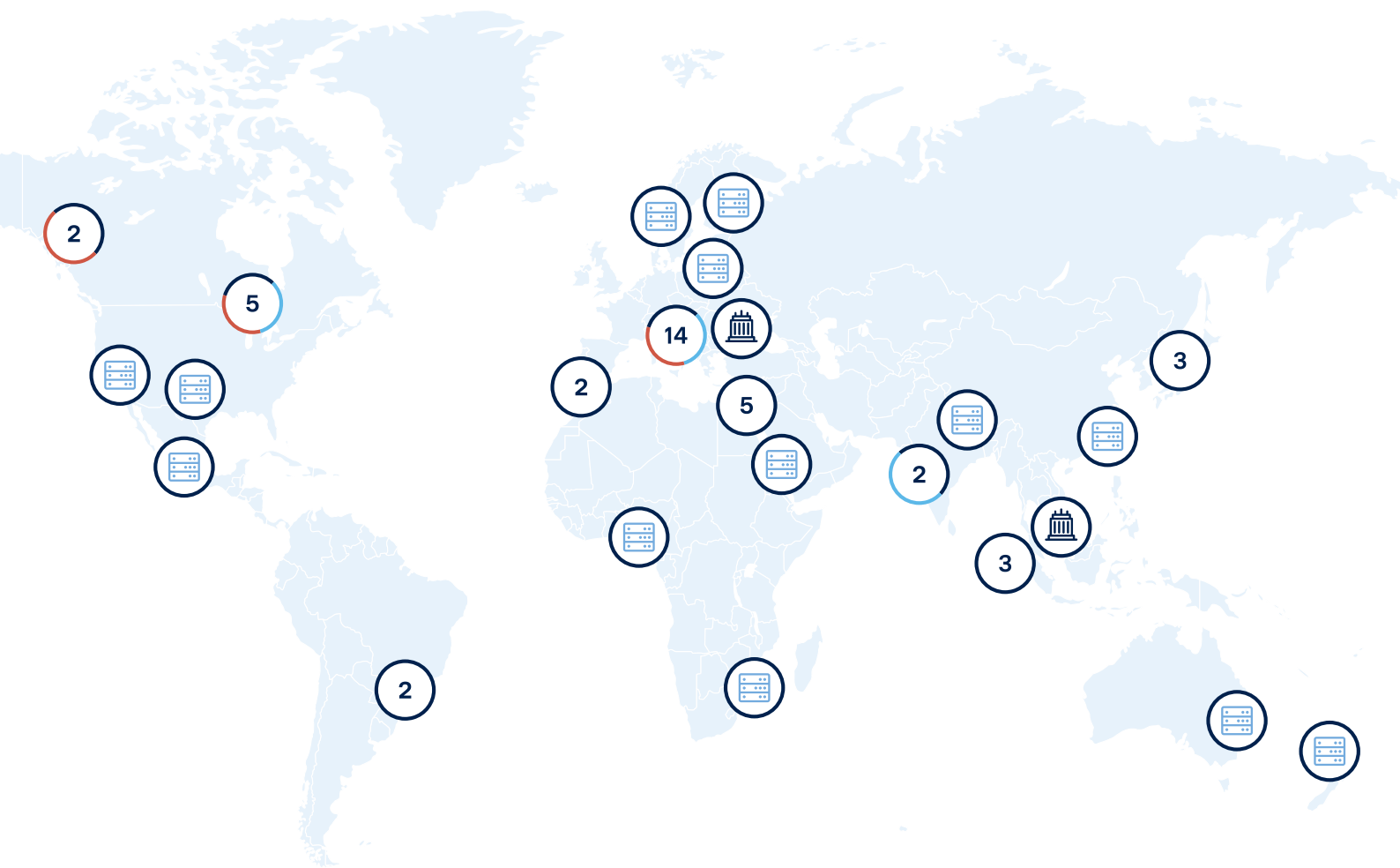
26

Data centers:

50+

Global offices:

15+



Acronis Cyber Cloud data centers

Acronis Cyber Cloud Datacenters, Google Cloud Platform or Microsoft Azure cloud storage

Acronis Headquarters, Switzerland and Singapore

Cyber protection – Best for MSPs and corporate IT

All-in-one cyber protection, best for the cloud

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.

Acronis integrates backup, recovery, and next-generation, AI-based anti-malware and protection management into one solution. This integration and automation provide complete cyber protection while increasing productivity and decreasing TCO.

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



3.5+ million
protected workloads

60+
product innovations
in the last 12 months

100+ million
cyberattacks stopped
in 2023

400+
issued and
pending patents

For service providers

Acronis Cyber Protect Cloud

Empowering service providers with backup, DR, cybersecurity and endpoint management in one integrated solution

Available advanced packs

- Advanced Security + EDR
- Advanced Management
- Advanced Automation
- Advanced Backup
- Advanced Disaster Recover
- Advanced Email Security
- Advanced Data Loss Prevention (DLP)
- Advanced File Sync and Share

For businesses

Acronis Cyber Protect

The unique integration of backup, disaster recovery, cybersecurity and endpoint management in one solution.

For home

Acronis Cyber Protect Home Office

Formerly Acronis True Image, it's the only personal cyber protection solution that delivers easy-to-use, integrated backup and anti-malware in one. In 2023 we introduced Identity Protection functionality for U.S. subscribers.

Acronis Cyber Protect Cloud integrations

Independent software vendors, system integrators and service providers can build applications and integrate their products and services into the Acronis Cyber Protect Cloud platform, so they can share them with the Acronis community. Integrating with our platform is fast and easy, especially with our powerful low-code CyberApp Standard development framework.



“Acronis is among the companies on the forefront for integrated data protection and cyber protection. We believe that acronis cyber protect is among the most comprehensive attempts to provide data protection and cybersecurity to date.”

Robyn Westervelt, Research Director, Security & Trust IDC

Select industry recognitions

- Leader in IDC MarketScape for Cyber Recovery.
- Growth and Innovation Leader on Frost & Sullivan’s Endpoint Security Radar.
- Champion in Canalys Managed BDR Leadership Matrix.
- Top 5 for Azure Backup from DCIG.
- Top 5 for Microsoft 365 for MSPs from DCIG.
- CRN’s 2023 Storage 100 List for the fourth consecutive year.
- Featured in Gartner’s Magic Quadrant for Enterprise Backup.
- Swiss Prestige — Cyber Security Company of the Year 2023 and 2024.
- Software Advise — Frontrunner in the flagship Cybersecurity Software report 2023.
- Top Cloud Data Security vendor by G2.
- 5-star rating in 2023 CRN Partner Program Guide.
- 2023 CRN Data Center 50 List.
- CRN 2023 Security 100 List for second consecutive year.
- 2023 CRN Channel Chief award.
- Perfect score in AV-Test evaluation of security products for macOS.
- AV-Test results: 10/10 in Advanced Threat Protection.
- AVLab: Best remediation time, 100% detection rate in independent evaluation.



Acronis Cyber Foundation Program

The Acronis Cyber Foundation Program is our corporate social responsibility project. To implement our philanthropic initiatives, we work with a vast network of non-profit organizations and government institutions.

The dedication and hard work of like-minded Acronis employees, partners and friends makes the projects organizationally and financially possible.

Since the program's start in 2018, we have been

strongly focused on education. We engaged in school construction (implemented in partnership with Groundbreaker); IT skills training (in collaboration with Yellow Ribbon Fund, IMDA and Integres); and other educational and humanitarian aid initiatives for children and adults.

www.acronis.org



Acronis employees in Bulgaria at the cleanup event, September 2023.

Our sustainability approach

We are driven by our commitment to creating a sustainable digital future. We work with our partners and customers to generate value while ensuring the responsible protection of the digital world. We strive to maintain our social license to operate, actively contributing to a safer and more sustainable global environment.

Our 2023 sustainability highlights

Environment

- Conducted GHG emissions assessment.
- Extended laptop usage from three to four years.
- Donated 50 laptops to schools in Bulgaria.
- Reduced real estate footprint in Singapore and Bulgaria by over 50%.
- Held five environmental days engaging 175 employees, collecting 2,500 kg of waste.

Social

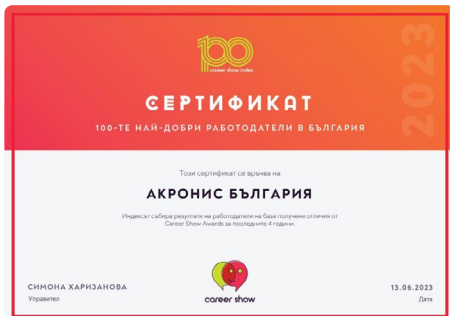
- Provided humanitarian aid to the victims of the earthquake in Turkey: raised \$10,000 and helped 3,500 people.
- Funded IT training classes for 100+ students in Ukraine.
- Opened three schools and five computer classrooms in the 'Global South,' with three schools and one classroom in progress, impacting 1,000+ students.
- 63 employees volunteered for mentorship and IT training, impacting 33,500+ people.
- WiT Mentorship Program for 50 women.
- 32 #CyberDiversity events driven by regional chapters in 10 countries, impacting 500+ people.

Governance

- Launched procurement information hub, training, and extended supplier questionnaire.
- Launched a public Acronis Trust Center providing full visibility on certifications, compliance and memberships.
- Conducted four security and compliance training sessions.
- Secured over four new certifications.
- Conducted three leadership training webinars covering finance, cultural aspects and diplomacy in leadership, impacting 600+ people.

Select sustainability awards

- Career Show Awards 2022, Best Employer.
- Tvoiat biznes, Business Sustainability.
- b2b Media, The Greenest Companies in Bulgaria, ESG Leader.
- b2b Media, The Greenest Companies in Bulgaria, Technologies, IT products and services.
- b2b Media Annual Awards 2023, ESG Project.



Our material sustainability topics

We continuously discuss our social responsibility topics with our stakeholder groups, including the Acronis leadership team, employees, members of the board, partners and customers. In 2023, as part of our overall stakeholder engagement approach, we conducted our first materiality assessment exercise to better understand how our stakeholders prioritize the environmental, social, and governance topics that underpin our ESG approach. This assessment extended our “Acronis ESG House” framework that we used in the previous two years by widening the stakeholder scope.

Prior to engaging our stakeholders in a materiality

exercise, we reviewed sustainability frameworks, ESG standards, regulatory requirements and media, and conducted peer research. The results were combined with our existing activities to create a list of sustainability initiatives that was used in the materiality assessment survey. The survey was distributed among our major stakeholders, including our board of directors, executive leadership team, employees and partners.

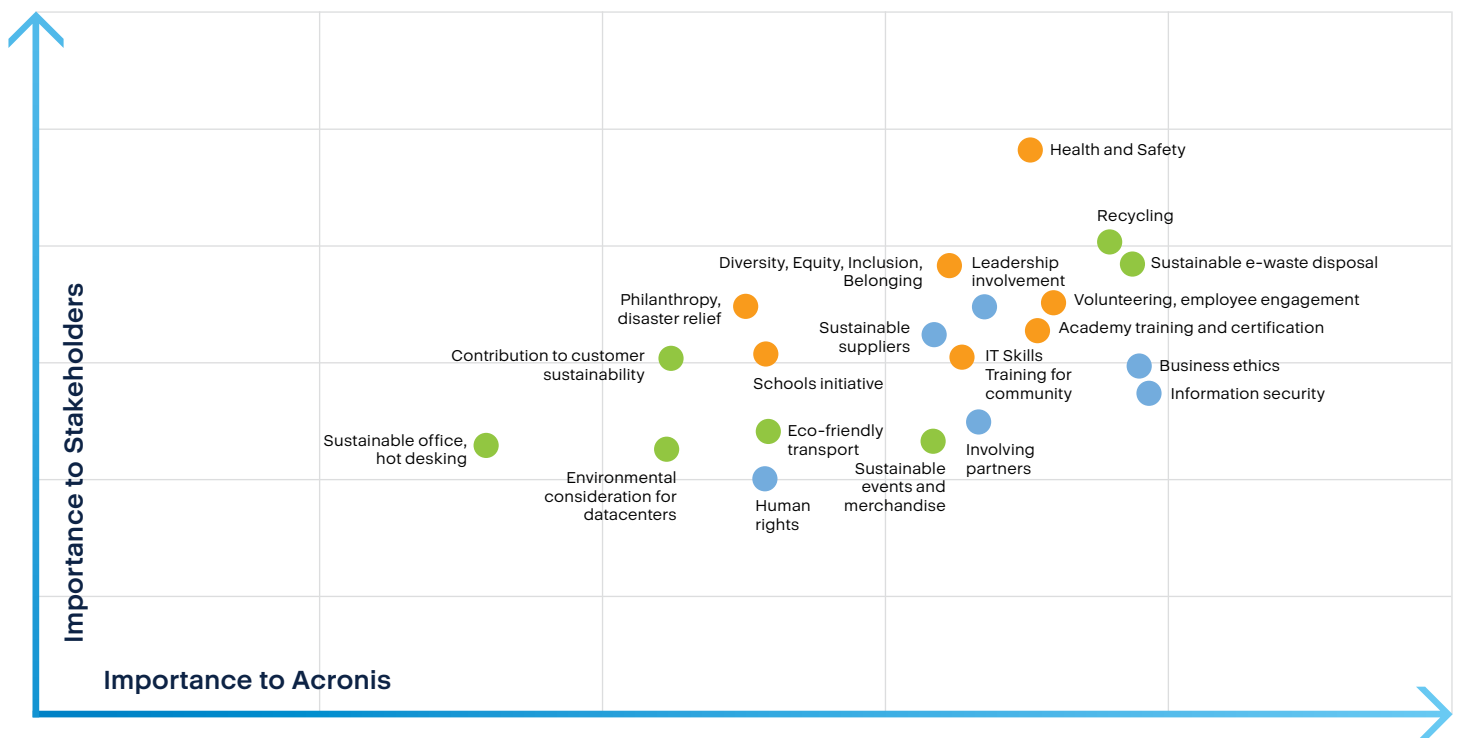
While all survey topics are of equal importance, the results help us prioritize our initiatives and allocate resources in a more efficient way. Our materiality approach will be further refined within the next reporting cycle.

Our materiality process was informed by:

- Review of existing initiatives.
- Material issues defined by peer organizations.
- Media reviews.
- Criteria assessed by ESG rating agencies.
- Criteria assessed by our investors.
- U.N. Sustainable Development Goals (SDGs).
- ESG frameworks and standard requirements.



As we navigate the global landscape, our dedication is clear: understanding where we can make a difference and driving sustainable transformations for securing our digital world, protecting the environment and caring for communities



Our material topics cover the following areas

● Environmental

- Recycling and sustainable e-waste disposal.
- Sustainable events and merchandise.
- Eco-friendly transport and reduction in business travel.
- Optimizing operations footprint.
- Contribution to customer sustainability.

● Social

- Maintaining a safe working environment promoting health and well-being.
- Volunteering and employee engagement.
- Education and training (external and internal).
- Diversity, equity, inclusion and belonging.

● Governance

- Operating with ethics and integrity.
- Maintaining high standards of information security.
- Ensuring leadership participation in ESG initiatives.
- Socially, environmentally responsible suppliers.

As the global leader in cyber protection, we are committed to serving our partners and customers in the most ethical, secure, and environmentally responsible way. We are continuously enhancing the quality of our solutions and operations of our cloud data centers to improve efficiency and minimize environmental impact. Our commitment extends to fostering a safe and diverse working environment where everyone can belong.

Alignment with the U.N. Sustainable Development Goals (SDGs)

In 2023 we reviewed the alignment of projects and initiatives with the U.N. SDGs to ensure a targeted approach to those we can directly influence. Of the 17 goals we identified, seven are where our current and future initiatives are making an impact.

1 NO POVERTY



SDG 1: No Poverty

We are committed to supporting the most vulnerable through education and basic resources, and providing humanitarian aid to communities affected by conflict and climate-related disasters.

4 QUALITY EDUCATION



SDG 4: Quality Education

We offer a range of educational opportunities through Acronis Academy, MSP Academy, community IT training classes, building schools and setting up computer classes.

5 GENDER EQUALITY



SDG 5: Gender Equality

A culture of diversity, inclusion and belonging is paramount to our business success. Our initiatives under the #CyberDiversity umbrella create a safe environment for all within the company and allows us to provide better services to our clients.

8 DECENT WORK AND ECONOMIC GROWTH



SDG 8: Decent work and Economic Growth

As a global company with over 1,800 staff servicing partners in over 150 countries, we seek to improve everyday life through our services. We are committed to providing productive employment and decent work for all.

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



SDG 9: Industry, Innovation and Infrastructure

Acronis is committed to building resilient infrastructure protecting the digital world; promoting inclusive and sustainable business development, and fostering innovation.

10 REDUCED INEQUALITIES



SDG 10: Reduced Inequalities

Through the Acronis Cyber Foundation Program and Acronis #CyberDiversity initiatives we provide equitable opportunities to our staff and facilitate education in underserved communities, and support their business journeys.

16 PEACE, JUSTICE AND STRONG INSTITUTIONS



SDG 16: Peace, Justice, and Strong Institutions

We are committed to conducting business with honesty and integrity as captured in our Code of Conduct, sanctions and export controls compliance policy, global anti-corruption policy, and ongoing data protection and security training.



Environment

Greenhouse gas emissions

Climate change presents a serious threat to individuals, businesses and communities around us. This year, we undertook our first greenhouse gas (GHG) emissions estimate using the 2022 (previous year) data to understand the impact of our operations on the environment and begin a data-driven journey towards a low-carbon future.

The project was undertaken as part of the CVC GHG Foundation Programme with the help of the Schneider Electric sustainability team, who guided us through collecting relevant data and created a GHG inventory management plan (IMP) according to the reporting principles established in the World Resource Institute (WRI) / World Business Council on Sustainable Development (WBCSD) Greenhouse Gas Protocol: Corporate Accounting and Reporting Standard.

In 2022, our scope 1, 2 and 3 market-based emissions totaled 57,202 mt CO₂e. We will use the 2022 data as the baseline for target setting and plan to bring GHG accounting up to date with the next report.

Table N: 2022 Emissions breakdown

In Scope Emissions	Location-Based	Market-Based
Scope 1	41 mt CO ₂ e	41 mt CO ₂ e
Scope 2	495 mt CO ₂ e	549 mt CO ₂ e
Scope 3	56,612 mt CO ₂ e	56,612 mt CO ₂ e
Total (in-scope) emissions	57,149 mt CO ₂ e	57,202 mt CO ₂ e

As a global company protecting millions of workloads and operating its own cloud infrastructure, the majority of our emissions result from the use of our products and services. Cyber protection requires an always-on approach, operating 24/7 or whenever the device is switched on. Hence our commitment is to increase the efficiency of our products and services as described in the “Reducing complexity” section of this report.

Data center efficiency

Acronis hosts data and cloud products at trusted geographically-distributed data centers in the U.S., U.K., France, Germany, Japan, Singapore, Switzerland and multiple other locations, as described on our website at <https://www.acronis.com/data-centers/>. Our customers can choose which region or data center to store their data, making it possible to ensure compliance with regional requirements for data placement, as in the case of GDPR and other local privacy and data protection regulations.

When selecting our data center providers and data center locations, we thoroughly assess providers taking

into account the capabilities of the facility, the current evaluation of the threats (constructional, technical, environmental, etc.), and the relative attractiveness and business requirements for the specific region.

With regard to the environment, we review their commitment to sustainability, assess their power usage effectiveness (PUE) performance, and ask for their ISO 50001 or ISO 14001 certification or membership in the iMasons Climate Accord. We treat their environmental performance as an important deciding factor. While we are not always able to influence a data center's choice of power source or greenhouse gas emissions, we are making a statement by selecting providers that are serious about protecting the environment.

Acronis relies on secure and compliant data center providers



SOC-1



SOC-2



Tier III



ISO 9001



ISO 27001



ISO 50001



HIPAA



HDS

Reducing complexity

To reduce the environmental impact from the use of our cyber protection solutions, we are making our software more efficient through reducing the load on the workloads where it runs, which is validated by AV-TEST Independent IT-security Institute, and by consolidating multiple solutions under one umbrella, enabling our partners to reduce the number of software packages they run on a system.

As the result, this approach significantly reduces the complexity of cyber protection services, enabling partners to provide world-class backup, security, monitoring and endpoint protection services to their customers. For example, instead of running separate software packages for backup, antivirus, remote access and endpoint detection and response, all these services (and more) can be deployed through a single agent. Such an approach has an indirect positive impact on a wider ecosystem, enabling partners to reduce physical resources and even their real estate footprint, because with Acronis, they're able to provide the best

cyber protection services to more customers, sites and workloads, with fewer resources.

Extending laptop usage

In 2023 we reviewed our equipment usage policy, and decided to extend laptop usage from three years to four, thereby reducing e-waste and recycling. Such an approach is expected to yield substantial benefits for both our business and the environment. It reduces the frequency of new laptop purchases, allowing us to allocate resources more efficiently. The extended lifecycle also provides a more stable and predictable IT budget. Moreover, with advances in technology, many laptops remain capable and efficient beyond the traditional two-year replacement cycle. This promotes sustainability by minimizing electronic waste and decreasing the environmental impact associated with the manufacturing and disposing of electronics. By embracing a longer laptop lifespan, we are able to contribute to a greener and more eco-friendly IT infrastructure, aligning with corporate social responsibility goals and fostering a positive public image.

Promoting sustainable culture

Our global offices are equipped with recycling facilities, and we actively encourage employees to responsibly dispose of waste. This includes minimizing the amount of waste we produce, reusing products as much as we can, and remembering to recycle any materials that can be used for a new purpose. So why not?

Where feasible, we conduct recycling training sessions for our staff. For example, this year we conducted a training session at our office in Israel, refreshing our knowledge of how to use these three recycling bins:

The orange bin

For plastic products such as food packaging, care products, and cleaning products; metal products such as cans, sprays, metal boxes; cartons of milk and juice; plastic bags, milk bags, snack and food bags.

The yellow bin

All types of beverage containers with deposit, such as plastic drinking bottles, glass drinking bottles and beverage cans.

Paper recycling

For most types of paper such as white or colored paper, newspapers and magazines, paper bags, booklets, books, and cereal packaging.



Recycling training at the Acronis office in Israel.



Operations footprint optimization

Our flexible hybrid work model with hot desk booking system introduced after the COVID-19 pandemic, reduced the demand on physical workspaces. This prompted us to review our real estate footprint and look for ways to reduce the environmental impact from our operations.

This is achieved through ensuring maximum energy efficiency in our office validated by either Building Research Establishment Environmental Assessment Methodology (BREEAM) or Leadership in Energy and Environmental Design (LEED) certification; retrofitting offices with LED lighting and installation of motion sensors. In 2023 we switched to OfficeRnD, the shared desk booking and meeting room scheduling system. An easy and fully integrated hot desk booking system helps to improve employee workplace engagement, add flexibility, and the ability to plan future office occupancy.

This year, we began the review of our real estate footprint, which resulted in an over 50% (over 50,700 square feet) reduction of floor space in our offices in Singapore and Sofia, Bulgaria, with office space in Italy, South Africa and Germany also likely to be optimized. In addition, we decided to migrate our electronic collaboration tools from an on-premises solution to Microsoft 365, further reducing not only the requirement for physical space in the office but also reducing energy consumption.

Reduced our real estate footprint in Singapore and Sofia, Bulgaria, by 50%

Sustainable events

When running internal or external events, we take the effective use of resources very seriously, by selecting merchandise produced from eco-friendly materials, avoiding the use of plastic bottles and opting for recyclable production materials where possible.



Stage backdrop at MSP GLOBAL conference made out of recyclable material; co-branded merchandise produced with Acronis partner Licencias OnLine.
Source: <https://www.linkedin.com/posts/activity-7114104047212580864-tY4P/>

Environmental risk management

We have developed and implemented a crisis management policy, which covers all types of crises including environmental disasters. The policy provides an action plan for how to react and protect lives and company assets in the event of a disaster, and outlines clear responsibilities how to form a crisis management team to monitor and mitigate a disaster.

Environmental days

In 2023 we launched the Acronis Cyber Foundation Ambassadors Program, mobilizing local employee groups for environmental activities such as beach or forest cleanups. Throughout the year, we established 11 teams across the world and successfully implemented 20 projects, comprising five environmental, four educational, one sports-for-charity initiative, and 10 year-end holiday projects where Acronis employees around the world raised funds and supported children in need. We plan to recruit new teams quarterly, fostering continuous community engagement. This initiative not only benefited numerous communities

globally, but also facilitated meaningful connections among team members, enhancing team-building efforts. It promoted creativity, leadership skills, and provided employees with the opportunity to explore new roles.

Our environmental projects included cleaning up forests, parks, beaches, and city regions in Bulgaria, Serbia, Romania and Turkey. These events not only promoted eco-friendly practices but also served as inspiring moments for families, with employees bringing their children and acting as positive role models, instilling values and priorities. Additionally, many teams organized post-event team-building activities such as picnics and sports games. A total of 175 employees actively participated in these events, collecting over 2,500 kg of waste in the process.

175**volunteers****2,500 kg****waste collected**



Foundation Program Ambassadors in Romania and Turkey at the forest and beach cleanups.



Herausforderungen, c bei der Entwicklung d

- Sprachliche Barrieren
 - Migros Klubschule, Babbel, Lin
- Digitale Sicherheit und Daten:
 - Acronis' Cybersicherheits-Work
Kompetenzprogramms

CONSTRUCTOR
INSTITUTE

We educate
the NEXT
generation of
digital leaders
Schaffhausen, Switzerland

Acronis

CYBER
PROTECTION

#CyberFit

Acronis

CYBER
PROTECTION

#CyberFit

Acronis

CYBER
PROTECTION

#CyberFit

Acronis

CYBER
PROTECTION

#CyberFit

Acronis

IT Skills
Program

Acronis

Schaffhausen

Social



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

Humanitarian aid response

Turkey earthquakes

In 2023, as the citizens of Turkey and other affected countries struggled to survive the ravages of a 7.8 magnitude earthquake, the region’s biggest quake in over a century, Acronis Cyber Foundation Program joined forces with Acronis’ local distributors and governmental partners to support people who lost their homes.

Together, we supported 100+ people supplying shelter containers (temporary homes) to victims of the earthquakes with Acronis partner Komtera Teknoloji A.Ş. and GR partner Ministry of Interior Disaster and Emergency Management and supplied mattresses to 1,000+ people with our GR partner, the Investment Office of the Presidency of the Republic of Turkey.

Together with our local distributor ARENA BILGISAYAR A.S., we’ve supported 1,000+ people who lost their homes with various necessities.

30+ Acronis employees in our Istanbul office in Turkey gathered to volunteer at the Disaster Coordination Center to help pack aid. And two people from Acronis

Bulgaria joined the rescue mission, helping save people from under the rubble.



Education

Education as crisis relief

Education for students affected by the earthquake in Turkey

As part of the disaster response, Foundation has raised \$10,000 from Acronis people to support those affected, and with this, we’ve supported 1,023 students (542 girls and 481 boys) and 50 teachers from eight schools in Kahramanmaraş.



Ukraine — Educational project

In 2023, we continued our support of children displaced from the war zones in Ukraine.

We've partnered up with "Main Academy," a local digital skills provider, to launch a programming skills project for teens 12–21 years old from socially vulnerable families and the orphanages of Zhytomyr. 100 students received training on the basics of web development

and programming. They also attended English language classes and worked with an HR coach to improve their future job opportunities. For phase three of the project, 35 teenagers attended advanced courses on front-end development and Python.

As a result of these courses, a few students were able to receive scholarships from Palyanytsia Foundation to continue their studies and start their career as software engineers.

Ongoing support for Ukraine

Funded IT training for 100 Students

Education to address the global digital divide

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 nongovernmental organizations (NGOs), we fund and oversee the development of new schools or additional classrooms designed to provide equal education opportunities to boys and girls in each community.

With unwavering support from our dedicated business partners and NGOs, three brand new school and college facilities were established in Indonesia, Ecuador and Papua New Guinea, and five digital classrooms were inaugurated, enhancing educational experiences in Malawi, Indonesia, India, Papua New Guinea and Singapore.

Furthermore, more projects are to be completed in 2024, with construction commencing on three additional schools in Argentina, Malaysia and Mexico, along with the development of a computer classroom in Guatemala.

We also keep supporting and monitoring the schools which we previously helped to build and we are excited by the fact that they report constant growth in enrollment and student excellence rates. For example,

- First reconstructed with Acronis' support after a hurricane in 2020 and equipped with a computer classroom in 2022, the Ambalafeno school in Madagascar is showing remarkable results. It has emerged as the most technologically advanced educational institution in the region, leading to an influx of new students. This distinction, coupled with the school's impressive success rate in the national exam, has significantly contributed to the increase in enrollment. Previously, there were 80–100 students studying at the school. Now there are 336. Currently, the school serves 25 villages, of which 12 are close to the location; but the rest are around four to five kilometers apart.
- After Acronis extended and equipped Kokoda College in Papua New Guinea with solar energy and a digital classroom, it saw a surge in enrollment, accessibility, academic performance and technological advancement. Enrollment rose from 213 students in 2022 to 248 students in 2023, including 24 students with disabilities. The new classroom design promotes active engagement and concentration, resulting in improved academic outcomes. Grade 12 students' grade point average increased from 75% in 2022 to 81% in 2023, with an overall assignment grade point average rising from 73% to 79% across all grades.

Moving forward, we will shift the focus from building new educational facilities to providing IT skills training and addressing other community needs.

3

schools opened

5

digital classrooms opened

4

school projects started

1,087

people impacted



Students at the newly-built college facility in Papua New Guinea.

“The new block of the Kokoda College is a wonderful infrastructure, it provided comfort and security while we studied here. The new double classroom has much-needed space for teaching and learning. It also provided accessibility for people living with a disability. A very big shoutout and thank you to the funders of this brand-new classroom. We look forward to more such infrastructure so more students can study here and pursue their dreams.”

Amanda Avera, Kokoda College student, Papua New Guinea



Computer classroom at a school in Indonesia.

“Before we had a computer laboratory, we learned the computer lesson only from a book and the teacher’s explanation. Therefore, we barely practise how to operate a computer. As of now, with the support of Acronis Cyber Foundation Program, we finally have a computer laboratory equipped with laptops and a projector. Therefore, from now on, computer lessons can be practised. Thank you so much for your help. I am so excited to have a computer lesson in our new computer lab.”

Maria, student of SMPK St. Yohanes Kalembo Lona school, Indonesia



Computer classroom at a school in Malawi.

“I never thought I’d have the chance to touch a computer or even dream of studying computer studies. The computer lab at my school has opened doors I never knew existed. It has inspired me to pursue a computer-related career, and I will work hard to make this dream a reality.”

Paulina, student of the Bwengu Community Day Secondary School, Malawi

Extending hardware lifecycle through donations

Even after three or four years of use, many of our laptops remain in good or even great working condition and deserve an extra life. In 2023, we donated 25 laptops to the “Geo Milev” secondary school in Trun, Bulgaria, and another 25 laptops to Third Primary School “Bratya Miladinovi” in Gotse Delchev, also in Bulgaria.

“On behalf of all students and teachers, I express our immense gratitude for the generous donation! The laptops will support the educational process and contribute to the development of students in the field of information technology.”

Nikola Jingarov, Director of Third Primary School “Bratya Miladinovi”

opportunities for education, training and integration into the workforce. This program promotes diversity and inclusivity while empowering individuals to build a brighter future in their new communities.

IT skills for young people — Surf Safe

Aims to nurture digitally resilient citizens by involving volunteers primarily from Acronis and local polytechnics. This comprehensive approach includes educating youth on responsible digital practices, cybersecurity, digital wellness, and media literacy to thrive in the modern world.

Donation of books to schools in Bulgaria

We’ve partnered with the Bulgarian Association of Information Technologies (BAIT) to support local schools’ libraries with books. 2023 was the third year in a row we’ve worked with them. We selected a school with the help of their Education Department, and worked with teachers and students to select the books. This year we donated 100+ books, encyclopedias and teaching aids to Khristo Botev school in the Dimitrovgrad region.

63
volunteers

33,500+
people impacted

Education as a means to support local communities

In our unwavering dedication to corporate responsibility, we prioritize community empowerment. We recognize the paramount significance of digital resilience and are actively engaged in training our community members to enhance their digital skills. By contributing to the digital proficiency of our community, we aim to bridge the digital divide and equip individuals with the essential tools to flourish in the rapidly evolving digital landscape. This endeavor underscores our profound commitment to nurturing a more inclusive and resilient society.

IT skills for ex-offenders

Focuses on assisting individuals who have been previously incarcerated to successfully reintegrate into society. This initiative provides job training, support, and resources, offering a second chance for ex-offenders to build a better future.

IT skills for people with migratory background

Dedicated to supporting individuals with diverse cultural and migratory backgrounds, and offering



Books donated to Khristo Botev school in Dimitrovgrad region.

Education mentorship

Groundbreaker Talents Mentorship

This year we teamed up with our charity partner Groundbreaker on a new initiative — Groundbreaker Talents. It's a full-time IT scholarship program tailored to provide students from underprivileged communities with the opportunity to exploit their full potential and access a brighter future in the digital era. We will be supporting female students on their path of obtaining skills to start a career as software engineers by funding their scholarships.

Several key employees volunteered their time by joining the yearly mentorship program, where they are coaching students on software development skills, helping them achieve better results in their training.

IT Skills Mentorship

Acronis volunteers have been active in supporting the HCSA Community Service initiative in Singapore. We joined a six-month mentoring program that's designed to strengthen volunteers' support and active involvement, empowering ex-offenders to pursue their career or entrepreneurial objectives during reintegration. This initiative aligns with our dedication to cultivating sustainable and inclusive communities, underscoring our ESG commitment.

"It's been an enlightening experience working with our mentee from HCSA. There's so much to learn from their experience, struggles, and even resilience. I'm grateful we had a chance to participate in this and help influence each other in a positive way."

Ranjini Aravind, Acronis volunteer

"Working with our mentee from HCSA has been an eye-opening experience. His resilience and the singleness of purpose in our journey demonstrate the potential for second chances to lead to new life."

Viacheslav Ryukhko, Acronis volunteer

"Thanks to my mentor's expert guidance, my love for software engineering and cybersecurity has flourished. Whenever I hit a roadblock, I've got the reassuring safety net of their support, reminding me that asking for help is a strength, not a weakness."

Trinity, Jort Rodenburg's mentee

MSP Academy

“MSP Academy offers a customized educational experience, allowing learners to explore specific topics or follow a structured learning path. The rapidly evolving technology and business landscape requires ongoing learning, and MSP Academy is designed to support the growing needs of MSPs.”

Jon McCarrick, Director of Evangelism at Acronis

We launched an educational initiative aimed to provide managed service providers (MSPs) and professionals working on starting a new MSP business or career at an MSP with business and technological knowledge, skills and tools necessary to excel and grow. The MSP Academy launch represents a significant expansion of Acronis' educational offerings, delivering on the commitment of Acronis to support the development of the global MSP market.

Acronis has offered extensive technology and business training on Acronis products for service providers for over ten years through Acronis Academy. Acronis partners that went through training and certification through the Academy in 2022 saw a 60% increase in revenue from Acronis product sales and a reduction in support incidents by 40%. In response to partner requests to expand the training

portfolio beyond product training, Acronis delivered MSP Academy.

MSP Academy is a learning platform created to address key challenges MSPs face. It covers various topics, from starting an MSP, running a successful MSP business, marketing an MSP business and optimizing the efficiency and productivity of MSP technicians.

MSP Academy's curriculum is crafted to offer training covering all aspects of running an MSP business. With content structured to cater to the fast-paced changes of technology, bite-sized modules ranging from three to seven minutes are available to deliver impactful insights. Participants can take an exam to receive a Credly badge to share with peers and customers, showing their qualifications and commitment to continuous learning by earning a degree from the MSP Academy.



Academy roadshows.

Acronis Academy

Acronis Academy has unlocked access for everyone to top-quality, on-demand, self-paced e-learning courses and certifications that empower individuals and MSPs to boost their cybersecurity skills and knowledge. Acronis partners empower their business through complete access to Acronis Academy's transformative training resources.

60%	\$1,000	40%
revenue increase	saving per employee per year	reduced support incidents

The Acronis Academy courses provide quick, easy-to-consume training modules which help partners make the most of the robust Acronis catalog of solutions and offerings. Courses include, but are not limited to, foundation courses with a quick introduction to Acronis products; associate courses providing a deep dive into specific product features; and professional courses which are designed to provide expert-level instruction for specialists. All courses are offered through on-demand and live, instructor-led webinars. In addition to improving skills and productivity, certifications enable Acronis partners to advance to higher levels within the Acronis #CyberFit Partner Program, which unlocks exclusive benefits.

Comprehensive training and certification programs to help individuals and managed service providers enhance their cybersecurity skills and knowledge.



Working on projects together with our partners

The Acronis Cyber Foundation Program is designed to engage in community development initiatives in conjunction with our partners. We work together with our partners to achieve greater scope of action across regions.

Mexico school with Virtual Tech

In 2023, we teamed up with Virtual Tech, our partner in Mexico, to build a school for an indigenous community in Tepetzintan, Mexico. We are completing

two existing classrooms and building one more classroom and sanitary facilities early in 2024 that will benefit 70+ children.

IT Skills with Backup ONE

We strive to engage our partner community in every project. This year, our Swiss partner Backup ONE joined us in teaching internet safety classes to students in Schaffhausen, within our annual IT Skills Program for people with migratory backgrounds in Switzerland.

“At Backup ONE, we believe education is key to successful integration. That’s why we support Acronis’ IT Skills Program for people with migratory background and actively help to open up opportunities.”

Tobias Undeutsch, CEO, Backup ONE

CSR in a Box — An opportunity for partners to kickstart their own initiatives

Acronis is committed to providing training to employees, partners and the wider community. We have an active Acronis Academy training program, providing not only courses related to Acronis software, but also business and general cybersecurity training that is so valuable in the current world. We believe that just having cybersecurity software is not enough to secure the digital world; therefore, our training is aimed at providing the necessary skills to combat social engineering, phishing and other types of attacks.

We extend this training to community members, providing courses on all levels, teaching students computer literacy, internet safety and best practices of internet use.

In 2024, we will be launching a program that will help our partners implement community projects in their region — CSR in a Box. It is a training kit designed to market and deliver a cybersecurity awareness program in partners' communities. CSR in a Box offers a guided approach to making a positive impact in the community. When partners join this program, they receive all materials and know-how to implement this cybersecurity training in local schools for children of different ages, training their community on cyber hygiene, cyberbullying and safe internet practices, fortifying their community's digital resilience as a result.

Diversity, equity, inclusion and belonging

We believe that everyone at Acronis deserves respect and equal treatment, regardless of who they are or where they're from. We believe this because a diverse and inclusive work environment encourages creativity, encourages innovation and increases productivity.

Our goal is to foster an inclusive and equitable environment that nurtures a sense of belonging. We deeply honor, treasure and uphold diverse cultures, backgrounds, genders, religions, races, ages, origins, sexuality and skills of our employees. We firmly believe that embracing diversity is paramount in our efforts to effectively provide customer-centric products and services.

At Acronis, our goal is to create an inclusive and equitable environment, where people feel they belong, and see diversity as one of the most important 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 enables us to not only look at products, processes and systems from different perspectives, but to also fully understand our customers' requirements.

#CyberWomen at Acronis

Our global #CyberWomen network offers career development, mentorship, community and more to support women at Acronis both personally and

professionally. Driven on both global and regional levels, we offer virtual and in-person meetups, workshops, training and networking opportunities featuring Acronis women, executives and external participants.

We established #CyberWomen regional chapters, creating a global network of local support groups supported by our management. We believe this is the 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 2023, #CyberWomen regional chapters were running in 10 different countries and reached more than 200 participants via local meetups.

#CyberPride at Acronis

Our global #CyberPride network promotes an inclusive environment where all of our employees can thrive. We strive to achieve a workplace where our differences are respected, embraced and celebrated in order to make Acronis a fulfilling organization for LGBTQ+ community members and allies.

We have established an employee resources group and have setup an internal hub providing information on how to become an ally and tips on developing our workplace into an environment where everyone can belong.

We also celebrated Pride Month in June, where we held a global webinar discussing #CyberPride topics.



Acronis Pride Month office lanyards.



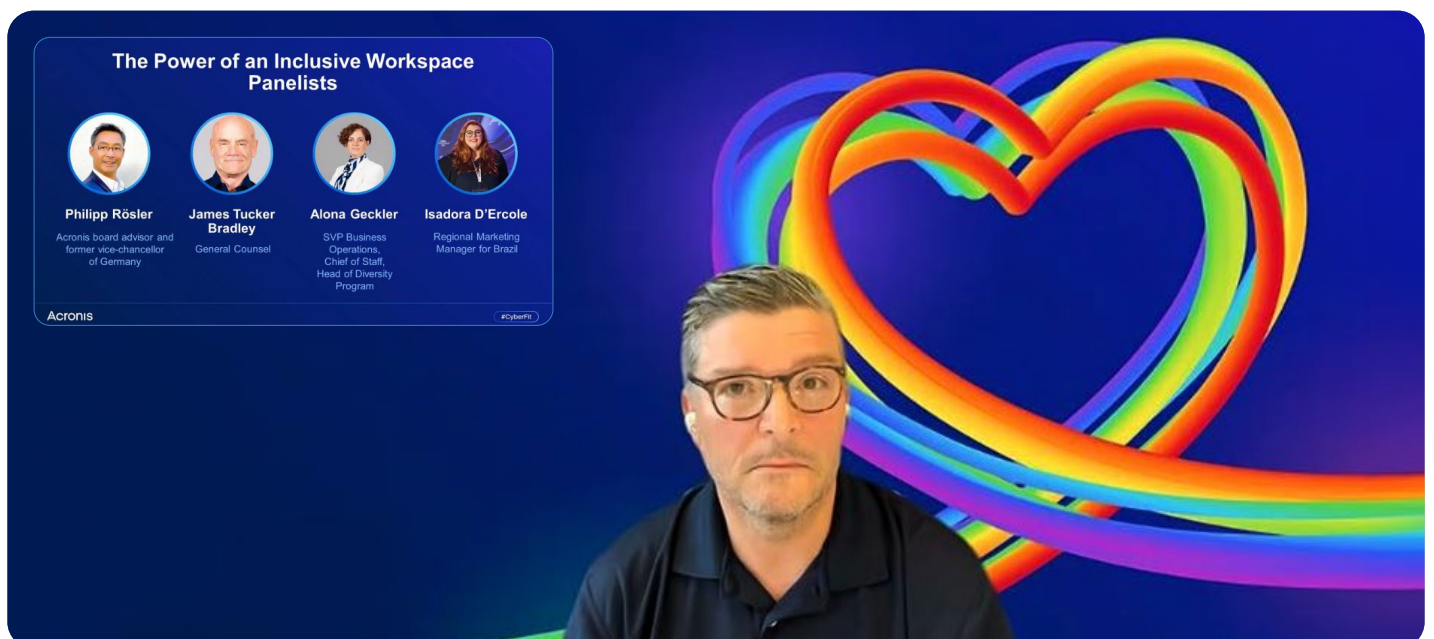
Diversity events and webinars

In 2023 we have run over 35 regional #CyberWomen meetups in 10 countries and four global webinars reaching over 500 employees and covering a wide range of topics, such as art of communication, emotional intelligence, business management, leadership in the digital age and more.

In March, we held a global, company-wide webinar dedicated to International Women's Day: a discussion led by a diverse group of panelists retelling their own "never-give-up" stories. In June, we celebrated Pride

Month through the raising of LGBTQ+ awareness, and held a webinar discussing ways to break biases and foster a sense of belonging: "The power of an inclusive workspace: Looking beyond surface-level differences."

In September, we held our first external diversity webinar dedicated to education and women in leadership. The event was held in partnership with the Constructor Institute as part of the Swiss Digital Days 2023 program. Later in the year, we sponsored global webinars about breast cancer awareness and cultural and racial diversity, in addition to activities designed to raise awareness about mental health, breast cancer and other important topics.



Acronis #CyberDiversity webinar: The Power of an Inclusive Workspace.

Select #CyberDiversity event themes

- Art of Communication.
- Emotional Intelligence.
- How to manage business, family and personal interests.
- Women's leadership in the digital age.
- Get out of your comfort zone.
- What is your job?
- #ImRemarkable training.
- From Education to Employment: Making the right decision for the best personal and professional growth.
- Environmental awareness.
- First aid training.
- Diplomacy and tact at work.
- The power of an inclusive workspace: Looking beyond surface-level differences.
- Never give up: International Women's Day.
- Never give up: Breast Cancer Awareness Month.

We have also participated in four external events sharing our experience and practical benefits of having a functional diversity program with the outside world.



Acronis presented out #CyberDiversity program on an ESG Spotlight webinar for CVC portfolio companies.



#CyberDiversity event in partnership with Constructor Institute, "From Education to Employment: Making the right decision for the best personal and professional growth."



#CyberDiversity session at MSP GLOBAL, "Thriving Together: Embracing Diversity, Equity and Inclusion in Turbulent Times for MSPs."



Acronis participated in Exabytes Singapore's Accelerated Women Entrepreneurship Program.

Acronis Team

1,800+

Employees

29.7%

Women

69.8%

Men

0.5%

Choose not to self-identify

27.6%

Women in management

Mentorship

The WIT Mentorship Program is designed to support the professional growth, career development and cross-company connections for women at Acronis in order to cultivate the next generation of leaders.

Acronis recognizes that a key component to career development is the transfer of knowledge and experience between employees. Through this program we provide an opportunity for women at Acronis to enhance the development of leadership and professional skills through one-on-one relationships with senior leaders and executives, while

also allowing mentors to further hone their leadership skills and create a meaningful experience for women at Acronis.

Program goals

- Create a culture of learning, sharing and networking.
- Build an environment for open discussion and constructive feedback.
- Cultivate connections and relationships across different parts of the business.
- Drive dynamic conversations that allow both parties to benefit from the relationship and learn from each other.

“The WIT Mentorship Program encouraged my self-reflection and helped me form a deeper understanding of my own goals. My mentor’s willingness to respond to my concerns revealed a genuine interest in my growth. She provided invaluable insights into diverse topics, from personal challenges to professional aspirations. The experience was not just about learning; it was about transformation and evolution through her guidance. In essence, our mentorship sessions have been a transformative journey, for which I am deeply grateful.”

Participant of the 2023 mentorship program

Pay parity

We conduct annual employee performance reviews, part of which includes reviewing individual pay scales in accordance with market benchmarks, and also to ensure pay parity across male and female genders.

Communicating with employees

This year, our CEO implemented bi-weekly video

updates, disseminated to the entire company, that aimed to enhance transparency and foster a better understanding among employees of the company’s strategy and direction. As an integral component of these updates, our CEO introduced a feedback channel, enabling employees to share their thoughts and pose questions via an anonymous third-party survey platform. All employee questions, upon receipt, are promptly addressed either directly or in subsequent updates.



Health and well-being

Acronis Day

For the second year in a row we held our official no-work day where all employees were encouraged to take the day off, with no emails, calls or conferences. This was an additional opportunity for all staff to recharge as a measure to support well-being.

This was not a regular vacation day because EVERYONE at Acronis took it (with the exception of a small number of staff responsible for support and critical services), and as such, did not receive work emails, messages or calls.



Employee 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. The EAP offers guidance and support for any work, personal or family-related challenges, including:

- Interpersonal relationships.
- Anger management.
- Anxiety and depression.
- Grief and bereavement counseling.
- Domestic violence.
- Financial stress.
- And many others.

We also provide all necessary support to employees in conflict-affected regions. For example, we focused on the support and well-being of our Israel-based employees from the first days of the Israel-Hamas War.

First aid training workshop

As part of our #CyberDiversity and HR initiative we run a First Aid, Life Saving Essentials Workshop in our Romanian office in Bucharest. The goal of this training is to learn essential life-saving techniques that could help others in the event of an emergency. Over 25 Acronis

team members have learned how to perform CPR, stop bleeding, treat burns and provide other types of first aid.

Mental health

We constantly remind our employees to keep a work and life balance and to care for their mental health.

At Acronis, we take mental health very seriously and take several precautions to ensure our team has the resources needed to receive the very best care and support possible. These initiatives include our Acronis Days — normal work week days when all our employees have the same day off to unwind and recharge — and access to an Employee Assistance Program (EAP), a global resource available in 27 languages that offers support to our employees and their family members dealing with stress and life-related issues.

In May, we highlighted Mental Health Awareness Month in the United States, a month where we as a nation recognize the struggles many of us and our loved ones face every day.

The common, yet often misunderstood affliction of mental illness is by no means exclusive to the U.S. and while awareness towards mental health has increased in recent years, the stigma towards mental health treatment and counseling remains present. For our global team, Mental Health Awareness Month gives us an important opportunity to bring attention to supporting mental health worldwide, for ourselves and humanity.



First aid training workshops in the Acronis office in Bucharest, Romania.

Acronis Cyber Foundation Program Ambassadors

The Acronis Cyber Foundation Program launched its Ambassadors program — a project that helps teams in regional offices around the world engage in community work such as running cyber safety workshops for children, cleaning parks and beaches or doing sports for charity activities. This helps Acronis increase the scope of action and support for local communities where Acronis is present.

In 2023, we made our Acronis Cyber Foundation Program accessible to all employees, encouraging proactive individuals interested in leading community projects in their regions to become Acronis Cyber Foundation Program Ambassadors. Throughout the year, we established 11 teams across the world and successfully implemented 20 projects, comprising five environmental, four educational, and one sports-for-charity initiative, in addition to 10 year-end holiday projects, where Acronis employees around the world raised funds and supported children in need. We plan to recruit new teams quarterly, fostering

continuous community engagement. This initiative not only benefited numerous communities globally, but also facilitated meaningful connections among team members, enhancing team-building efforts. It promoted creativity and leadership skills, and provided employees with the opportunity to explore new roles.

As part of the Ambassadors program, employees engaged in environmental activities such as park, forest or beach cleanups, educational activities such as professional orientation days for children, and cybersafety and cyberbullying awareness. In Singapore, the team took part in the sports-for-charity event the Everesting for Second Chances virtual cycling challenge, testing their physical endurance while symbolizing the uphill battle faced by ex-offenders seeking a second chance in society. The challenge's proceeds supported HCSA Community Services, benefiting ex-offenders at the Highpoint transitional shelter. Similar to climbers relying on base camps during their ascent, ex-offenders find a supportive sanctuary at HCSA Highpoint, offering resources and assistance whenever they face obstacles on their journey.

245	1,385+	2,500+ kg	1,735
employees engaged	people impacted	trash collected	volunteer hours



Foundation Ambassadors at the cleanup event in Bulgaria.



“We believe that transformation occurs within individuals and by means of individuals. We share the belief that nature should remain free of waste. As the saying goes, “For swifter progress, journey solo; for enduring advancement, journey as one.”

Elena Pivovarova, Foundation Ambassador in Turkey



“Our team had been contemplating organizing a cleanup for nearly a year, but it remained just an idea until now. When I came across an internal company news story about our Acronis counterparts in Romania and their remarkable cleanup efforts in a vast forest near Bucharest, I was truly inspired. It was the final push I needed. I reached out to our Acronis Cyber Foundation Program and together, we organized this team outing with a noble cause.”

Tatyana Alexeeva, Foundation Ambassador in Bulgaria about park cleanup in Sofia



“What impressed me most was the spark of interest that I saw in the kids. When they came, they didn’t know much about tech; but upon leaving, they expressed aspirations to become programmers, testers, designers and product managers. The curiosity that the speakers inspired is a tremendous achievement, and I feel truly proud of it.”

Marina Nevolina, Foundation Ambassador in Bulgaria about the professional orientation events for children of employees



“It was a great team-building experience. We had never come together in this way before; but I must admit, it was physically very demanding. I even lost two kilos!”

Bogdan Neagoe, Foundation Ambassador in Romania



“What I like the most is that our ideas are supported, and all depends on us, all is in our hands. I have been working as a volunteer for many years, but for the first time I can see that what we do can really change lives for the better. And if we have helped at least one young person to be successful and happy in their life, then it is all worth it.”

Desislava Lazarova, Foundation Ambassador in Bulgaria



“Being an Ambassador of the Acronis Cyber Foundation Program is an amazing experience. It gives you a lot of energy, motivation and responsibility, and is a great experience! Working with kids is a blessing. It makes you more positive, engaged and open, and there is never a dull moment with them.”

Silvia Filip, Foundation Ambassador in Romania



Governance

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.

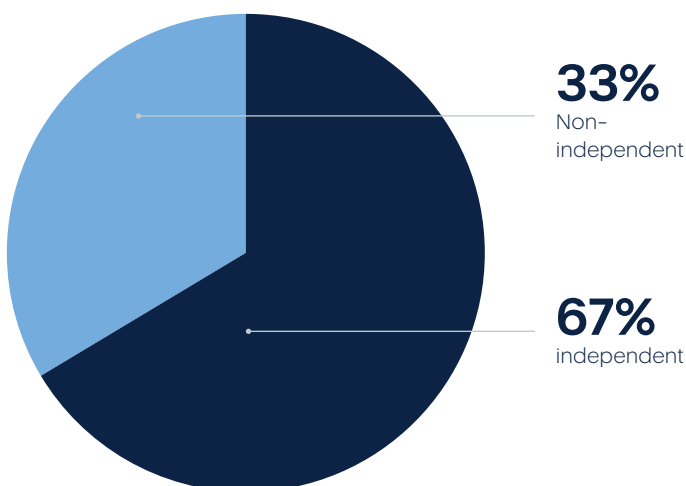
To ensure efficient and transparent operations, our board establishes clear responsibilities, duties and standards. Additionally, the board oversees the risks our company faces and works with the Acronis team to

mitigate these risks to ensure that the business is run in a healthy and safe manner for our customers, partners and employees.

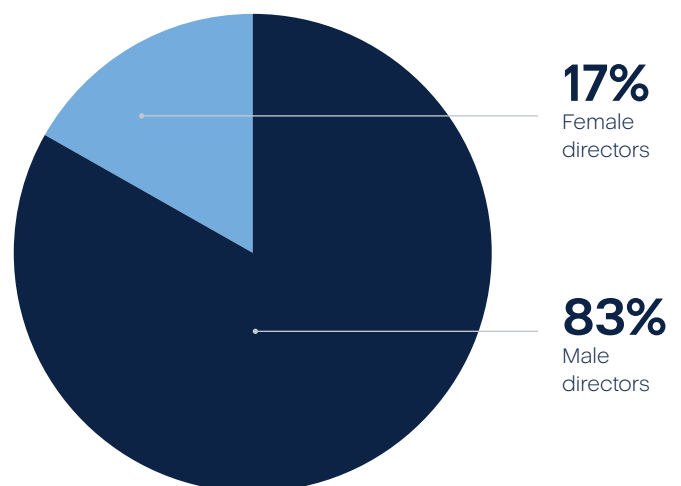
The board oversees both an audit and a compensation committee that meet regularly and report to the board. The audit committee makes recommendations on the qualifications, performance and independence of Acronis' auditors, the quality and integrity of financial statements, other significant audit and 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.

In Q4 2023, one female director stepped down and was replaced by a gentleman nominated by the shareholders entitled to nominate her successor.

Independence



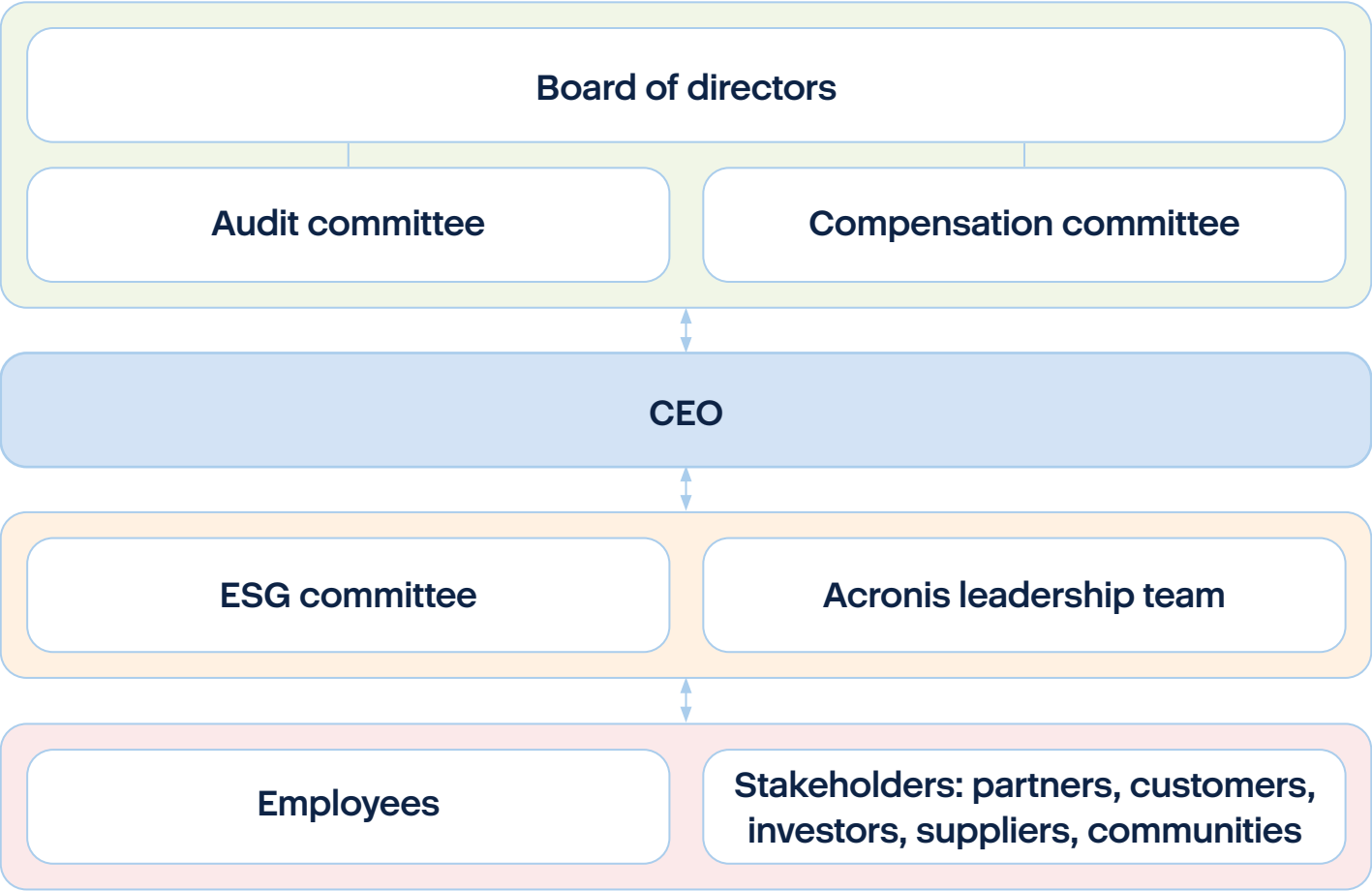
Gender diversity



ESG governance

Our environmental and sustainability efforts are directed by the ESG committee formed in 2021 when we first started ESG reporting. The committee is comprised of representatives from human resources, data center operations, office management, legal, security, marketing and communications, and is chaired by the SVP Business Operations / Chief of Staff, with full support of our CEO. This ESG committee chairperson is also leading our diversity and mentorship initiatives.

Through its regular meetings, the ESG committee reviews projects proposals, discusses our impact on the environment, employees, and stakeholders, and delegates responsibilities to manage risks and impacts.



Procurement

We believe it is important to engage with environmentally-friendly and socially-responsible suppliers. With that in mind, we continued the process of reviewing our suppliers, which we commenced the previous year to minimize our risk exposure and, at the same time, promote sustainable value chain practices through responsible purchases.

In 2023 we extended the supplier questionnaire as part of our new vendor qualification process. The new form is required to be completed by any new vendor before

contracting. In this questionnaire, we ask our partners if they publish an ESG or CSR report and if they have a strategy to measure and reduce environmental and social impact from their company’s operations, a policy addressing modern day slavery, and a policy on human rights. The collected data will help us get more visibility, minimize supply chain risk and make ethical decisions in purchasing.

Our goal is to engage with all suppliers — and specifically, the ones who lack proper climate risk mitigation — to encourage them to consider not only long-term climate threats, but also assess immediate risks from flooding and other natural calamities.

“Our ongoing interactions with suppliers provide an avenue for sharing valuable experiences. We learn from those with well-established ESG and risk management strategies and, in parallel, extend support to those in early stages of developing sustainability awareness.”

Hilla Hoitash, Senior Director of Operations at Acronis

Human rights and modern day slavery

In our supply chain, we unequivocally reject any involvement in human trafficking. We are committed to avoiding the use of child or forced labor, and we are vigilant about partnering only with entities that uphold similar ethical standards. To enforce this commitment, we have introduced an extended supplier questionnaire, ensuring that our partners align with our values and adhere to our standards.

- Procurement rules and standards.
- Procurement process, documents and templates.
- Requirements for requisition of goods and services.



Procurement information hub

To educate our employees on best practices for procurement, this year we set up an internal information hub providing detailed information on:

This practice helps us to enhance organizational efficiency, foster compliance, and cultivate a culture of informed decision making that ultimately optimizes resource allocation and reduces risks.

Acronis Trust Center

Since 2003, Acronis has been an innovator in ensuring the security and privacy of the data it protects. Acronis maintains a comprehensive information security and compliance program that includes administrative, physical and technical controls based on ongoing risk assessments. Acronis information security policies and processes are based on broadly accepted international security standards such as the ISO/IEC 27000 series, and take into account the requirements of related local regulation frameworks such as European Union's General Data Protection Regulation (GDPR) and the United States' Health Insurance Portability and Accountability Act (HIPAA). Acronis security controls have been independently audited and the audit results are available in a form of the SOC 2 Type 2 report.

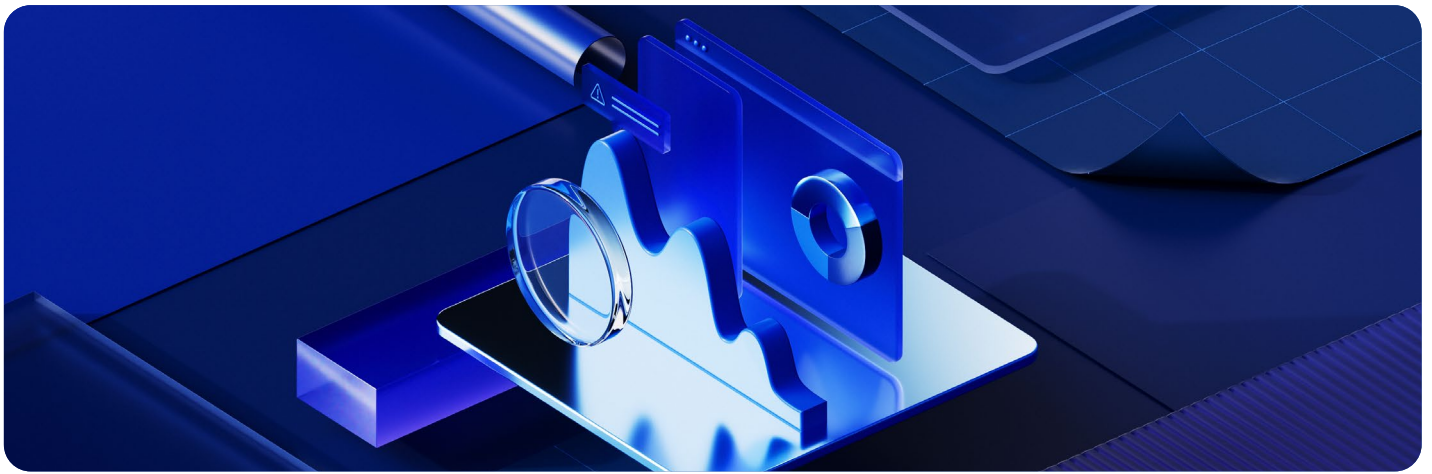
In 2023 Acronis launched the Trust Center a central place for up-to-date security and compliance information. <https://www.acronis.com/trust-center/> It includes information on data security, compliance, privacy and data center specifications.

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.

In 2023 we continued the process of refreshing the board bylaws to adapt them to reflect changes in the size and scope of the Company's operations and those of its subsidiaries around the globe. 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.



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 relationship. 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. 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 trainings again this year, 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.

Data protection training

In 2023 we conducted compulsory data protection training for all employees providing our up-to-date privacy information and compliance requirements. 98% completed the training.

Additional employee training included the following:

- General information security
- Application security
- HIPAA

Leadership training

We conducted a series of leadership training courses this year covering a variety of topics such as financial acumen, cultural awareness and effective communication. The webinars were attended by managers and team leaders who are responsible for managing teams.

Appendix

Statement of use

We continue to evaluate and elevate our ESG disclosures. Acronis has reported the information cited in its GRI content index for the period January 1, 2023 through December 2023 (unless otherwise specified), with reference to the GRI Standards.

GRI 2 General disclosure 2021

GRI Standard area	Disclosure	Location / Comments
GRI 2-1	Organizational details	Name of the organization: Acronis AG Location of headquarters: Rheinweg 9, 8200 Schaffhausen, Switzerland Location of operations: About our business on page 9
GRI 2-2	Entities included in the organization's sustainability report	See the map in the "About Acronis" section on page 9
GRI 2-3	Reporting period, frequency and contact point	Reporting period: January 1, 2023 through December 31, 2023 (unless otherwise stated). Reporting cycle: Annual Publication date: February 15, 2024. Contact: esg@acronis.com
GRI 2-4	Restatements of information	No material corrections to the information disclosed in the previous report.
GRI 2-5	External assurance	Commissioned an external third party to perform GHG emissions assessment. See "Greenhouse gas emissions" on page 19
GRI 2-6	Activities, value chain and other business relationships	Page 8 – About Acronis Page 32 – MSP Academy Page 33 – Acronis Academy Page 46 – Procurement Security partnerships and memberships: https://www.acronis.com/trust-center/ Sports partnerships: https://www.acronis.com/en-us/sports/ Plus many other activities described throughout this report.
GRI 2-7	Employees	Page 8 – About Acronis Page 34 – Diversity, equity, inclusion, and belonging
GRI 2-9	Governance structure and composition	Page 44 – Governance
GRI 2-10	Nomination and selection of the highest governance body	Page 45 – Our Board
GRI 2-11	Chair of the highest governance body	Paul Maritz has served as independent Chairman of the Board since May 2021.
GRI 2-12	Role of the highest governance body in overseeing the management of impacts	Page 46 – ESG governance
GRI 2-14	Role of the highest governance body in sustainability reporting	Page 46 – ESG governance

GRI Standard area	Disclosure	Location / Comments
GRI 2-17	Collective knowledge of the highest governance body	Acronis' internal business processes are geared to comprehensive and continuous improvement and innovation. This also entails the inclusion of stakeholders' concerns relating to economic, environmental and social topics. The board of directors and the Acronis leadership team receive feedback and input on these aspects from discussions with various stakeholder groups such as customers and investors. Acronis' governance bodies thus advance their collective knowledge about the sustainability aspects that are relevant to the company.
GRI 2-19	Remuneration policies	Acronis does not publicly disclose this information.
GRI 2-20	Process to determine remuneration	Acronis does not publicly disclose this information.
GRI 2-21	Annual total compensation ratio	Acronis does not publicly disclose this information.
GRI 2-22	Statement on sustainable development strategy	Page 7 – Message from our CEO
GRI 2-23	Policy commitments	Page 44 "Governance" section
GRI 2-25	Processes to remediate negative impacts	Suspected instances of improper or unethical activity are examined and handled in accordance with the Code of Conduct and applicable laws.
GRI 2-26	Mechanisms for seeking advice and raising concerns	Sustainability and governance page https://www.acronis.com/en-us/sustainability-governance/
GRI 2-28	Membership associations	Security partnerships and memberships: https://www.acronis.com/trust-center/ Sports partnerships: https://www.acronis.com/en-us/sports/
GRI 2-29	Approach to stakeholder engagement	Suspected instances of improper or unethical activity are examined and handled in accordance with the Code of Conduct and applicable laws. Page 14 – Our material sustainability topics Page 33 – Working on projects together with our partners Page 37 – Communicating with employee
GRI 2-30	Collective bargaining agreements	None of our employees are covered by collective bargaining agreements.

GRI 3 Material topics 2021

GRI Disclosure	Detail	Location / Comments
GRI 3-1	Process to determine material topics	Page 14 – Our material sustainability topics
GRI 3-2	List of material topics	Page 14 – Our material sustainability topics
GRI 3-3	Management of material topics	Page 14 – Our material sustainability topics

GRI 203 Indirect economic impacts 2016

GRI Disclosure	Detail	Location / Comments
GRI 3-1	Infrastructure investments and services supported	Building schools and setting up computer classrooms in developing countries — see the "Social" section of this report.

GRI 305 Emissions 2016

GRI Disclosure	Detail	Location / Comments
GRI 305-1	Direct (Scope 1) GHG emissions	Page 19 – Greenhouse gas emissions
GRI 305-2	Energy indirect (Scope 2) GHG emissions	Page 19 – Greenhouse gas emissions
GRI 305-4	GHG emissions intensity	Page 19 – Greenhouse gas emissions
GRI 305-5	Reduction of GHG emissions	Reduction of GHG emissions will be discussed in the next report

GRI 403 Occupational health and safety 2018

GRI Disclosure	Detail	Location / Comments
GRI 403-3	Occupational health services	All the team members have access to the “Employee Handbook,” which includes information and procedures related to fulfilling employees job requirements. Additionally, all employees have access to relevant training.
GRI 403-4	Worker participation, consultation and communication on occupational health and safety	Acronis communicates environmental, health and safety programs to employees and encourages them to report any environmental, health or safety concerns.
GRI 403-5	Worker training on occupational health and safety	We hold regular “never give up” and leadership training webinar when we discuss occupational health and safety, mental health, and other issues.
GRI 403-6	Promotion of worker health	Acronis Day, Acronis employee survey
GRI 403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	We hold regular “never give up” and leadership training webinar when we discuss occupational health and safety, mental health, and other issues.

GRI 404 Training and education 2016

GRI Disclosure	Detail	Location / Comments
GRI 404-1	Average hours of training per year per employee	30 hours
GRI 404-2	Programmes for upgrading employee skills and transition assistance programmes	Page 32 – MSP Academy Page 48 – Training and awareness
GRI 404-3	Percentage of employees receiving regular performance and career development reviews	Acronis conducts annual employee performance reviews for all full-time employees, providing them with an opportunity to set and discuss career development goals with their managers.

GRI 405 Diversity and equal opportunity 2016

GRI Disclosure	Detail	Location / Comments
GRI 405-1	Diversity of governance bodies and employees	Page 45 – Our board

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 acronis.com