

Abstract blue geometric shapes, possibly representing server components or data storage units, arranged in a layered, overlapping fashion. The shapes are illuminated from the side, creating strong highlights and shadows that emphasize their three-dimensional form. The colors range from light blue to deep navy blue.

Acronis

# Acronis ESG Report 2024

[acronis.com](https://acronis.com)

As the physical and digital worlds come together, cybersecurity is becoming more complex. As a responsible business, we are dedicated to simplifying security, promoting education and fostering collaboration — creating a secure and sustainable future for all.

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# A message from our CEO

I am honored to share the progress we have made in 2024 to ensure sustainable business operations through risk assessment, technology development, process optimization and a highly efficient team culture. As a responsible business in the competitive cybersecurity space, we are committed to sustainable growth while positioning ourselves for continuous expansion. Our priorities remain steadfast: supporting our partners, enhancing cybersecurity, and making a positive impact on the environment and our communities.

This year has been marked by efficiency, growth and a strengthened internal culture. We introduced multiple employee engagement programs, including regional community development initiatives, targeted mentorship programs and performance recognition efforts. Stakeholder engagement has also been a focus, with regional partner days, partner awards and increased participation in Acronis Cyber Foundation Program activities. Additionally, we expanded Acronis Days from one to three, providing employees with more opportunities to recharge, alongside new office activities such as Acronis Kids Days and Summer Team-Up celebrations.

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**As a responsible business  
in the competitive  
cybersecurity space,  
we are committed to  
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Our team continues to benefit from flexible work arrangements, including remote work options and hot-desk booking, enabling us to optimize our office footprint. In our commitment to environmental responsibility, we partnered with a global sustainability consultancy to review our greenhouse gas (GHG) emissions inventory, improving data quality in

preparation for compliance with upcoming sustainability regulations. We also initiated a project to calculate the carbon footprint of our software to assist our partners with their own carbon accounting.

Furthering our ESG efforts, we launched the 'CSR-in-a-Box' Program to support our partners in their corporate social responsibility initiatives and expanded our Foundation activities through the #TeamUp Program. This enables partners to launch their own sustainability and community development programs in partnership with Acronis. Recognizing the increasing importance of cybersecurity, we introduced the Acronis Threat Research Unit, which publishes regular threat research

reports and updates on cyberattacks. Additionally, we launched Acronis Security Awareness Training to address the human factor in cyber protection.

We remain committed to enhancing the efficiency of our solutions. Third-party verification confirmed that Acronis Cyber Protect imposes the least load on Windows compared to competitors. We continue to expand its functionality, ensuring our partners benefit from a natively integrated platform that reduces complexity and improves operational efficiency.

We look forward to another year of innovation, resilience and positive impact.

**Ezequiel Steiner**

Chief Executive Officer, Acronis





# About Acronis

Unifying data protection and cybersecurity  
to protect all data, applications and systems

Acronis is a global cyber protection company that provides natively integrated cybersecurity, data protection and endpoint management for managed service providers (MSPs), small and medium businesses (SMBs) and enterprise IT departments. Acronis solutions are highly efficient and designed to identify, prevent, detect, respond, remediate and recover from modern cyberthreats with minimal downtime, ensuring data integrity and business continuity. Acronis offers the most comprehensive security solution on the market for MSPs with its unique ability to meet the needs of diverse and distributed IT environments.

# Our vision

Our vision is to protect all data, applications and systems. We are protecting data and productivity 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 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.



# Acronis around the world

Acronis is a Swiss company, founded in Singapore. Celebrating two decades of innovation, Acronis has more than 1,800 employees in 45 locations. The Acronis Cyber Protect Cloud platform is available in 26 languages in over 150 countries and is used by over 20,000 service providers to protect over 750,000 businesses.

Acronis organizes its business into four different regions based on the geographical areas in which we operate: North America (NAM), Europe, Middle East and Africa (EMEA), Asia-Pacific and Japan (API) and Latin America (LATAM).

Protected businesses:

**750,000+**

Service provider partners:

**20,000+**

Countries available in:

**150+**

Languages supported:

**26**

Employees:

**1,800+**

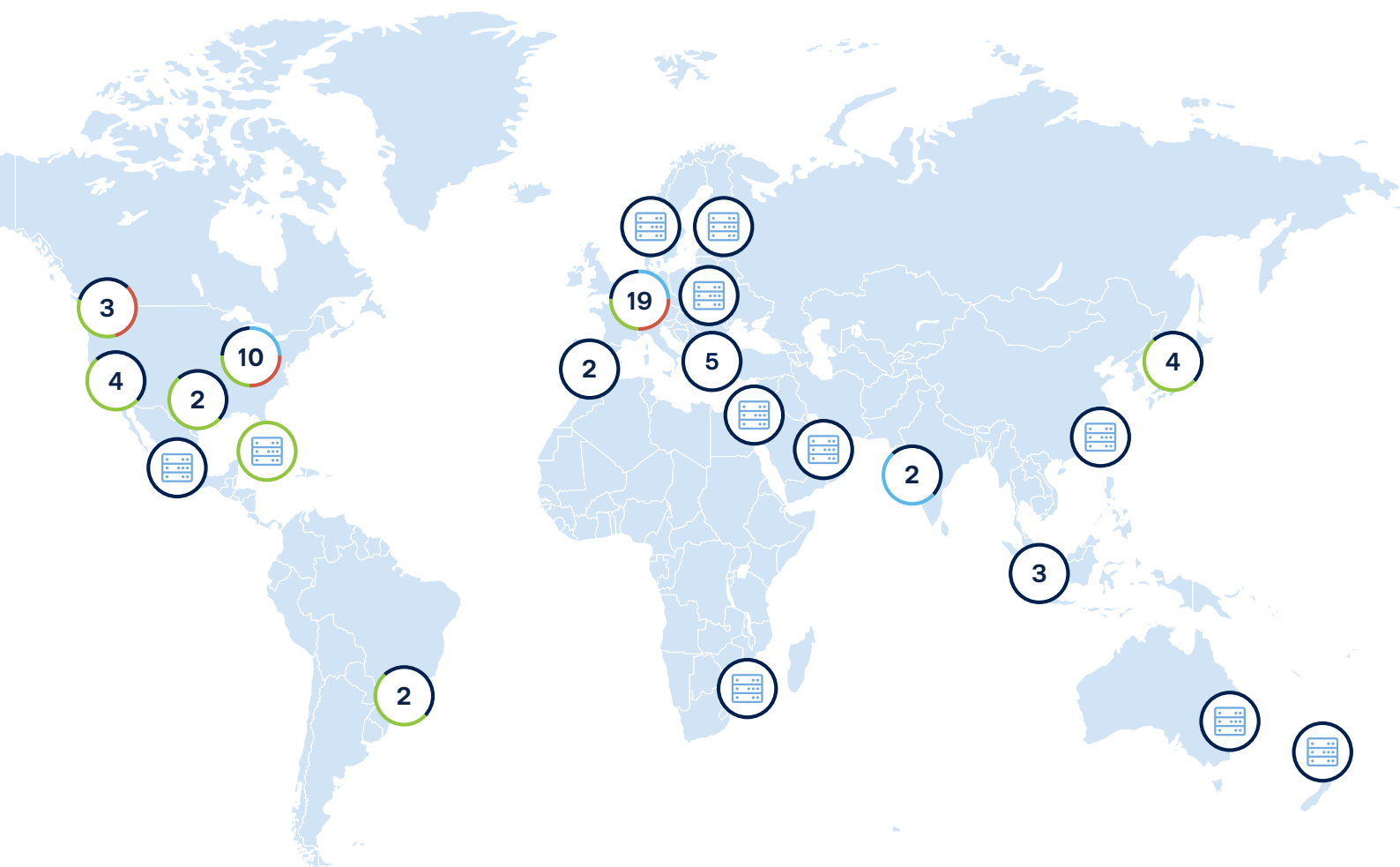
Employee locations:

**45**

# Acronis Cyber Cloud data centers

Acronis Cyber Cloud data centers are a global network of highly secure, state-of-the-art facilities designed to deliver reliable and scalable cyber protection services.

Strategically located in over 50 locations worldwide, these data centers ensure low-latency performance, compliance with regional data sovereignty regulations, and seamless availability for managed service providers (MSPs).



Acronis Cyber Cloud data centers



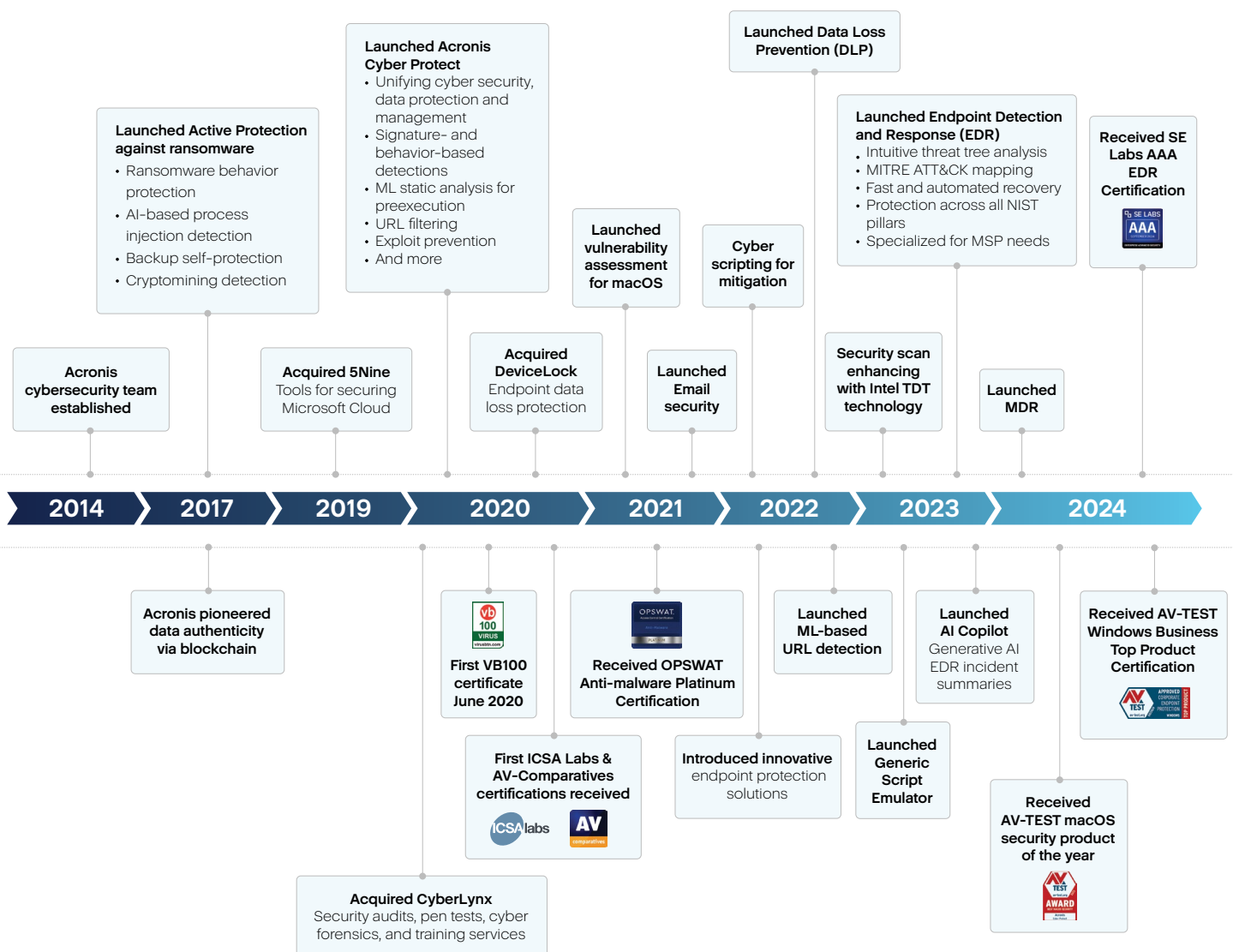
Acronis Cyber Cloud data centers, Google Cloud Platform or Microsoft Azure cloud storage

More information about data center security and compliance  
<https://www.acronis.com/en-us/data-centers/>

# Security technology evolution

Since starting development of cybersecurity technologies in 2014, Acronis has transformed its offerings to address the growing complexity and sophistication of cyberthreats. Initially recognized for its robust backup and disaster recovery solutions, the company integrated cybersecurity and endpoint management capabilities to create a unified approach to data protection. This evolution was spearheaded by the launch of its Acronis Cyber Protect platform, which combines backup, anti-malware, endpoint protection and vulnerability assessment into a single solution. By merging traditionally siloed tools into one seamless framework, Acronis empowers businesses to safeguard their data, systems and applications against modern threats like ransomware and advanced persistent attacks (APTs).

Acronis has continued to refine and expand its security services to align with industry trends and customer needs. Leveraging AI-driven threat detection, continuous monitoring and proactive incident response, its solutions offer real-time defense mechanisms. The company also provides cyber protection tailored to specific industries, ensuring compliance with stringent regulatory requirements. Additionally, Acronis' focus on education and partnerships, such as training programs for IT professionals and collaboration with managed service providers (MSPs), has reinforced its commitment to democratizing cybersecurity. Through innovation and a holistic security strategy, Acronis positions itself as a leader in delivering reliable and future-ready cyber protection solutions.



# Natively integrated cyber protection

## Natively integrated cybersecurity, data protection and endpoint management for MSPs and IT teams

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 endpoint detection and response (EDR), backup, disaster recovery and endpoint protection management solutions powered by artificial intelligence (AI). With advanced anti-malware powered by AI 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, AI-powered

cybersecurity and endpoint management into one solution. This integration and automation provide complete cyber protection while increasing productivity, boosting reliability, reducing human errors, minimizing workloads for IT professionals and decreasing total cost of ownership.

With one agent, one web-based management console and one protection policy, IT professionals can remove the complexity and risks associated with nonintegrated solutions while benefitting from the five stages of cyber protection: prevention, detection, response, recovery and forensics.

Acronis protects any environment — from cloud to hybrid to on premises — at a low and predictable cost.

**5+ million**

workloads protected

**20,000+**

service providers

**50+**

data centers  
worldwide

**195+ million**

threats blocked in 2024

**61+ million**

malicious emails blocked  
in 2024



## For service providers

### Acronis Cyber Protect Cloud

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

#### Cybersecurity

- Acronis XDR
- Acronis EDR
- Managed Detection and Response (MDR)
- Email Security
- Collaboration App Security for Microsoft 365
- Data Loss Prevention (DLP)
- Security Awareness Training (SAT)

#### Data protection

- Advanced Backup
- Disaster Recovery
- Email Archiving for Microsoft 365
- Backup for Microsoft 365
- File Sync and Share

#### MSP operations

- Management (RMM)
- Automation (PSA)

## For corporate IT departments

### Acronis Cyber Protect

The most secure backup and rapid recovery, including natively integrated security and endpoint management for businesses, and advanced protection and recovery for OT environments to maximize uptime.

## For home

### Acronis True Image

The only personal cyber protection solution that delivers easy-to-use, integrated backup and anti-malware in one.

## Full list of cyber protection products

<https://www.acronis.com/en-us/products/>



# Acronis innovations and cybersecurity enhancements in 2024

We continue to drive cybersecurity innovation by expanding our cyber protection platform with new functionalities designed to help service providers enhance the efficiency of their operations while delivering exceptional services to their customers. Deploying Acronis Cyber Protect Cloud enables service providers to consolidate vendors, reducing both operational complexity and environmental impact. By replacing the need for separate tools for backup, antivirus, remote management and endpoint

detection and response, our unified solution streamlines technology stacks and simplifies service delivery.

This approach empowers service providers to deliver world-class cyber protection to more customers, sites and workloads while using fewer resources. By minimizing reliance on multiple software packages and physical infrastructure, providers can achieve greater efficiency, scalability and cost effectiveness, enabling them to focus on delivering superior value to their clients.

In 2024 we expanded the platform with many additional solutions, features and capabilities to further empower MSPs. These include the following:

## **Acronis XDR**

Acronis Extended Detection and Response (XDR) spans protection across MSP clients' most vulnerable attack surfaces. Since most IT environments are growing at a rapid rate, Acronis XDR ensures robust protection against sophisticated threat landscapes.

## **Acronis MDR**

Acronis Managed Detection and Response (MDR) is a budget-friendly and resource-efficient service designed to augment MSPs' existing teams or take care of all the round-the-clock security activities for their MSP business. It's designed for monitoring client endpoints, performing investigations, doing cybersecurity event triage, prioritizing alerts, isolating and containing threats and responding to incidents, or even recovering from them via backups.

## **DeployPilot™**

Managing software deployments for multiple clients often becomes cumbersome and time consuming. Without well-defined practices, the process of adding new clients and users becomes burdensome, which can cause delays in your services and contribute to your team burning out. DeployPilot™ centralizes and automates software deployment across all client environments. This tool enables MSPs and IT administrators to manage software installations remotely and efficiently, at any scale.

## **Device Sense™**

Designed to help satisfy compliance or insurance requirements, Device Sense™ discovers, identifies and protects every device within an MSP client's network. It uses a dual scanning system that incorporates continuous, passive and active, and on-demand scanning, and provides visibility and control to ensure compliance and improve security posture with greater efficiency.

## **AI Assisted Chat Function**

Generative AI can streamline the decision-making process by delivering concise and contextual incident summaries. Acronis Copilot provides an AI-assisted chat function that generates detailed, easy-to-understand summaries upon request. This feature is also useful for guiding response actions, enabling technicians to resolve threats faster without spending valuable time deciphering the incident details.

## **Acronis Security Awareness Training**

More and more of our partners are recognizing the need for MSP-focused security awareness training and education. To meet this need, Acronis Security Awareness Training (SAT) enables partners to manage training and phishing simulations for their clients with an easy-to-use management console built for MSPs. By using templates and performing bulk operations, partners are able to significantly reduce the amount of time it takes to push out training and simulations.

## Select industry recognitions

- TAG Infosphere: Distinguished Vendor
- AV-TEST certification: Top Product for Corporate Endpoint Protection
- AV-TEST's EDR test 2024: Acronis Cyber Protect Cloud with Security + EDR
- CRN Channel Chiefs 2024
- CRN Partner Program Guide 2024
- Info-Tech SoftwareReviews Emotional Footprint for Endpoint Protection
- CRN Security 100 2024
- CRN Data Center 50 2024
- 2024 PCWorld Editor's Choice
- Canada Regional Grid® Report for Server Backup by G2
- Canada Regional Grid® Report for SaaS Backup by G2
- SE Labs: AAA Certification in Enterprise Advanced Security, EDR
- Server Backup vendor by G2, Spring report 2024
- Cloud Data Security vendor by G2, Spring report 2024
- AV-TEST: Approved Corporate Endpoint Protection



## Our commitment to ESG

In 2024, we actively communicated our ESG progress with our internal and external stakeholders through newsletters, surveys and virtual and physical events. This helped keep them informed about our sustainability efforts, ensuring transparency and reinforcing our commitment to ESG practices.

Our dedication to sustainability was recognized with several ESG awards, highlighting our focus on environmental, social and governance efforts and positioning us as an industry leader in ESG practices.

We've worked closely with suppliers and partners to exchange ESG-related data. This collaboration has helped improve our understanding of our collective impact and will be used to drive shared sustainability goals.

To strengthen our ESG initiatives, we hired an external consultancy to review our GHG footprint and explore solutions for reducing our environmental impact. Their work also led to an innovative project focused on minimizing our software footprint, thus expanding our sustainability efforts.

# Our 2024 sustainability highlights



## Environment

- Reviewed and brought GHG inventory up to date
- Evaluated GHG footprint from the use of Acronis solutions
- Conducted a data center risk assessment survey
- Reduced our real estate footprint in Tempe, USA, and Istanbul, Turkey
- Held 29 environmental events
- Collected 2, 700+ kg waste
- 630+ volunteer-hours

## Governance

- Continued review of suppliers
- Reviewed and improved business continuity program
- Enforced two-factor authentication for partner tenants
- Extended ISO security certification
- Conducted information security training
- Launched Acronis Threat Research Unit

## Social

- Launched company-wide “Voice of Employees” Program
- Expanded the Acronis Cyber Foundation Program Ambassadors campaign for employee engagement
- 76 Ambassador projects; 500+ employees; 2,970+ volunteer hours
- 34 #CyberWomen meetups in 10 countries, reaching 700 participants
- 36 WIT Mentorship Program graduates
- Held three Acronis Days
- Launched IT Skills Programs in Germany and Bulgaria
- Engaged 42 partners on the Acronis Cyber Foundation Program’s projects
- Built six schools and computer classrooms

# Select sustainability awards

**Bulgaria b2b:** First place in the category “ESG Leader” and third place in the category “Green Initiative.”

**Bulgaria b2b:** First place in the category “CSR Campaign.”

**Germany EUPD Research Sustainable Management:** Winner in the “Leading Companies” category of the ESG Transparency Awards; we also achieved Excellence Class.

# 2024



## Material topics

We actively discuss sustainability topics, including operational efficiency, employee engagement and responsible business practices, in both formal and informal meetings. Stakeholder feedback is collected through various channels, such as partner interviews, surveys and employee feedback.

Following our first materiality assessment conducted last year, we are proud to report strong engagement and a focused approach to key material topics. These include optimizing our operational footprint, contributing to customer sustainability, ensuring workplace safety, supporting volunteering and education, and maintaining high information security standards (a full list is available in the 2023 ESG report at <https://dl.acronis.com/u/rc/Acronis-ESG-Report-2023.pdf>).

As a global leader in cyber protection, we are committed to serving our partners and customers ethically, securely and with environmental responsibility. We continuously enhance our solutions and cloud data center operations to improve efficiency and minimize environmental impact. Our commitment also extends to

## Stakeholder feedback is collected through various channels, such as partner interviews, surveys and employee feedback.

fostering a safe, diverse and inclusive workplace.

In the coming year, we are planning a double materiality assessment to further integrate sustainability into our strategy, aligning with evolving regulations, stakeholder expectations and societal norms. This commitment enhances transparency in both our commercial success and broader environmental and social impact, enabling proactive risk management and strengthening stakeholder trust.

# Alignment with the U.N. Sustainable Development Goals (UNSDGs)



Our project and activities are aligned with the UNSDGs to ensure a targeted approach to those we can directly influence. Out 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, equity, 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 that enables 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.

# About this report

➤ This Acronis ESG 2024 Report is a summary of corporate social responsibility topics and performance for the financial year ended December 31, 2024, unless otherwise stated.

➤ All references to Acronis, 'the Company,' 'we,' 'us' and 'our' refer to Acronis AG and its direct and indirect subsidiaries, unless otherwise stated.

➤ Figures and tables in this report represent an aggregated view of Acronis, including all entities, 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 or feedback, please email to: [ESG@acronis.com](mailto:ESG@acronis.com).





# Environment

# Greenhouse gas emissions

Climate change presents a serious threat to individuals, businesses and communities around us. This year, we partnered with one of the world’s largest sustainability advisory firms to review our greenhouse gas accounting, calculate 2024 carbon footprint and advise us on the appropriate method to continue ongoing carbon accounting as we continue our journey to a low-carbon future.

They 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.

## Environmental data summary

Scope 1	78.81 tCO <sub>2</sub> e
Scope 2	868.85 tCO <sub>2</sub> e
Scope 3	178,788.71 tCO <sub>2</sub> e
TOTAL Scope 1, 2 and 3	179,736 tCO <sub>2</sub> e

**Note.** Scope 1 and 2 emissions incorporated in this inventory are; mobile and stationary combustion, refrigerants, electricity consumption and imported heat / steam.

## Data reliability and emissions output

Acronis has worked closely with its sustainability advisory partner to ensure the accuracy and reliability of its carbon footprint calculations. As data collection and analysis must be completed before the end of the financial year, actual data from January to October 2024 has been used for Scope 1, Scope 2 and Scope 3 Categories 3, 4, 5, 6, 7, 8 and 11, with estimations applied for Q4. Conversely, Q4 Category 1 and 2 actuals were available to incorporate in our 2024 GHG footprint.

Since 2022, Acronis has significantly improved its data traceability and reliability, identifying potential data gaps and areas for enhanced accuracy beyond its base year. Emission calculations are performed using the highest level of evaluation, ensuring compliance with the IPCC Sixth Assessment Report methodologies.

## Carbon footprint calculation methodology

The 2024 carbon footprint emissions are primarily calculated using the spend-based method, leveraging financial data from 2024. Compared to the 2022 financial data used in the previous report, there is an observed reduction in Acronis' total reported emissions. However, these two datasets should not be directly compared to assess emissions reduction progress, as methodology improvements and adjustments in scope have influenced reported values.

While some reductions can be attributed to a decreased physical office footprint and broader business optimizations, Acronis also identified inconsistencies in previous GHG inventory assessments. As a result, the 2024 carbon footprint will serve as the new base year for future reporting and goal setting. Moving forward, Acronis will refine its methodology to align with science-based approaches for improved reporting integrity and robustness.



## Scope 1 and 2 emissions profile

For 2024, purchased electricity has been identified as the largest driver of emissions in Scope 1 and 2, accounting for over 90% of the total. This presents an opportunity for Acronis to reduce emissions by transitioning to renewable energy sources.

## Scope 3 emissions breakdown

Acronis is committed to publishing granular emissions data to drive supply chain decarbonization. In 2024, Scope 3 emissions accounted for over 99% of total emissions, encompassing supply chain emissions, business travel, leased data centers and more. The breakdown is as follows:

### Scope 3 categories

1	Purchased Goods and Services	4.40%
2	Capital Goods	0.40%
3	Fuel and Energy Related Activities	0.10%
4	Upstream Transportation and Distribution	0.01%
5	Waste Generated in Operations	0.10%
6	Business Travel	1.30%
7	Employee Commuting	0.02%
8	Upstream Leased Assets	5.30%
11	Use of Sold Products	88.40%

**Note:** Both Category 1 and 2 calculations utilized a spend-based approach of full year actuals. Category 3 calculations were performed using Scope 1 and 2 usage data. Category 5 calculations used a waste-specific approach with Q4 estimations performed. Similarly, Category 6 Q4 data was estimated using nine-month, spend-based actuals. Acronis also performed a 2024 employee commuting survey used in the calculation of Category 7. Category 8 incorporates all associated emissions with third-party centers uses by Acronis, calculations were primarily based of average PUE and power ratings.

**Purchased Goods and Services (Category 1):** Represents over 4.4% of Scope 3 emissions. Since 2022, Acronis has explored ways to assist partners in transitioning to renewable energy. For example, Acronis subsidized partner offices in Nigeria to install solar panels, supporting their shift to cleaner energy sources.

**Business Travel (Category 6):** Contributes 1.3% to total Scope 3 emissions. Acronis is evaluating strategies to reduce business travel emissions and improve data accuracy.

**Upstream Leased Assets (Category 8):** Includes emissions from leased data centers (5.3%), primarily electricity consumption. Acronis is working on improving data accuracy by collecting power usage effectiveness (PUE) values from each data center and exploring renewable energy opportunities. Additionally,

cooling system efficiency is being assessed to further reduce emissions.

**Use of Sold Products (Category 11):** In collaboration with its sustainability advisory firm, Acronis is assessing emissions from the use phase of its Cyber Protect products. This data will enhance understanding of product-related environmental impacts and support targeted decarbonization strategies.

### Acronis’ two-year action plan

Acronis has and is aiming to make progress in two primary areas:

- Data center efficiency
- Software efficiency

# 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 [www.acronis.com/data-centers/](https://www.acronis.com/data-centers/). Customers can select their preferred region for data storage, ensuring compliance with regulations such as GDPR and other local data protection laws.

We partner with secure and compliant data center providers known for high availability, robust physical security and reliable facility management. Sustainability is a key criterion in our vendor selection, and we assess providers based on power usage effectiveness (PUE), ISO 50001 or ISO 14001 certification, and membership in the iMasons Climate Accord. These assessments give us insights into data centers' energy efficiency, consumption and tracking.

This year, we conducted a survey evaluating data centers' sustainability performance. Our data center providers reported on refrigerant usage, exposure to climate-related risks, e-waste policies and proximity to biodiversity-protected areas. Results from December 2024 showed that over 50% of respondents publish sustainability reports, maintain e-waste policies and have risk management plans. One provider, located near a biodiversity-protected area, confirmed environmentally responsible operations, including air cooling with water as a refrigerant. Overall, about a third of respondents employ sustainable cooling technologies such as water cooling, closed-loop systems and air cooling, reducing environmental

impact and advancing a future without ozone-depleting Freons.

The current level of data quality and understanding of gaps has provided Acronis with a strong foundation for future reporting. Given the high materiality of data centers in Acronis' carbon footprint, the company will begin collecting more in-depth and detailed data from data center owners, including PUE and power ratings. Furthermore, where data must be estimated, Acronis aims to adopt a more science-based approach, utilizing the latest methodologies to estimate electricity consumption and refrigerant usage where necessary.

As part of our commitment to responsible operations, we will continue reviewing all data centers over the next two years to ensure sustainable practices for our partners.

## Acronis relies on secure and compliant data center providers



SOC-1



SOC-2



Tier III



ISO 9001



ISO 27001



ISO 50001



HIPAA



HDS

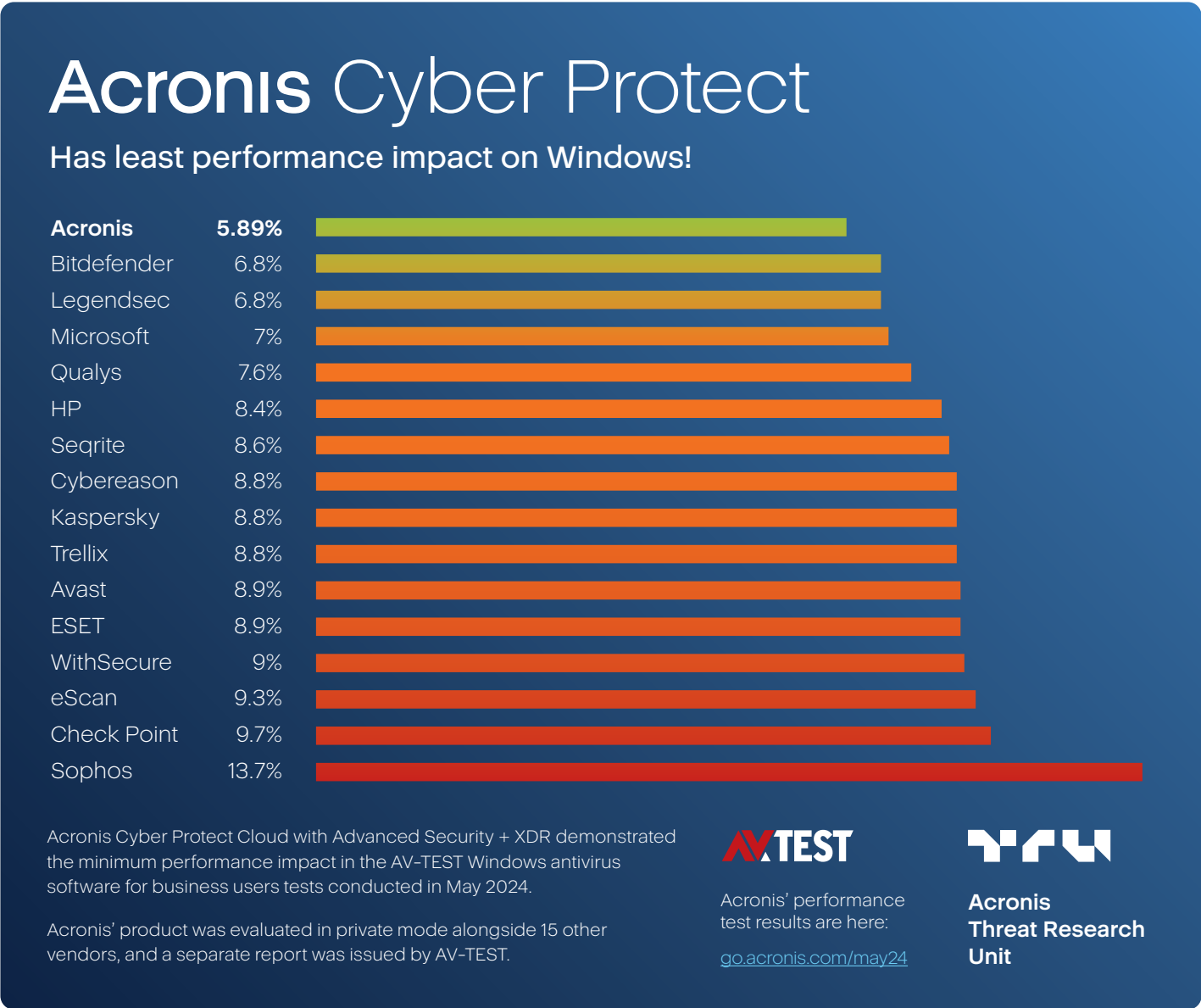
\* Exact list of certifications and standards may vary for specific data centers. Additional information is available to Acronis' partners upon request. Please contact your account manager.

# Software efficiency

To reduce the environmental impact from the use of our cyber protection solutions, we are working on making our software more efficient through reducing the load on the workloads where it runs and adding new features and services to our cyber protection platform. Instead of running separate software packages for backup, malware protection, remote monitoring and management and endpoint detection and response, all these services (and more) can be deployed through a single agent with Acronis. 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.

In 2024, we engaged a reputable ESG consultancy to assess the carbon footprint of our software. This data is available to partners upon request to support their own sustainability assessments. Moving forward, we are committed to improving data accuracy and employing external agencies for validation.

A study conducted by AV-TEST, an independent IT security institute, evaluated Acronis Cyber Protect Cloud with Advanced Security + XDR in Windows antivirus performance tests for business users in May 2024. Among 15 vendors, Acronis achieved the best results, demonstrating minimal performance impact. Please see the report here: <https://go.acronis.com/may24>



## Opportunities for decarbonization

Acronis is committed to a sustainable future and recognizes the opportunity to transition to renewable energy across multiple operational markets. Key focus areas for 2025 include:

- Enhancing emissions data accuracy for improved target setting.
- Conducting a detailed supply chain emissions assessment.
- Developing science-based targets for emissions reduction.

Acronis is committed to building a sustainable future and investments in its people as a global leader in cyber protection. Our current emission profile presents the opportunity for us to transition to renewable energy across multiple operating markets. Additionally, we

identified key areas for data quality enhancement for future target setting. In 2025, we aim to enhance emissions data collection by refining the scope of data with higher accuracy. Through collaboration with a third-party consulting firm, we seek to gain a more comprehensive understanding of our supply chain emissions by assessing the emissions generated by our cyber protection products, enabling us to set realistic targets for decarbonization.

Acronis expects emissions from Category 11 (Use of Sold Products) to account for approximately 70% of our total carbon footprint. To address these emissions, we are investing in product energy efficiency by enhancing component efficiency, optimizing cooling systems and improving power sources. Additionally, we are analyzing customer usage trends, including strategy and renewable energy adoption, to further drive emissions reductions.

## Sustainable events

When running internal or external events, we take the effective use of resources seriously by selecting merchandise made from ecofriendly materials, avoiding plastic bottles and opting for recyclable materials whenever possible.

For our participation in the MSP Global event, we distributed 500 reusable drinking bottles from Ocean Bottle, that are made with at least 65% recycled materials, including ocean plastic. Each bottle purchase funds the collection of 11.4 kg of ocean-bound plastic — the equivalent of 1,000 plastic bottles — from high-pollution areas. Our contribution helped prevent 5,700 kg of plastic from polluting coastal regions.




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**Our contribution helped prevent 5,700 kg of plastic from polluting coastal regions.**

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# Operations footprint optimization

Acronis offers employees a hybrid work environment, providing the option to book hot desks in the office or work from home. This flexibility allowed us to track office occupancy patterns, enabling us to optimize physical workspaces and reduce our real estate footprint.

This year, we continued our office space optimization while keeping an engaged and collaborative work environment. In Tempe, Arizona, we reduced our office space from 2,141 square meters to 657 square meters, and in Istanbul, Turkey, we downsized from 1,380 square meters to 574 square meters. In South Korea, our team moved to a shared office space, halving the size of the previous office. These changes resulted in significant operational and financial savings, as well as a reduced carbon footprint. In the coming year, we plan to continue optimizing office spaces in other countries.

## Environmental days

At Acronis, sustainability is deeply embedded in our culture. We recognize the critical importance of environmental responsibility and aim to make a tangible, positive impact on the planet. Through the Acronis Cyber Foundation Program Ambassadors, we are committed to running environmental initiatives globally, engaging our teams in activities that benefit the ecosystems in our communities. Our employees participate in various efforts, from park, forest and beach cleanups to tree planting and Environmental Day challenges. These initiatives span the globe — from Japan to the U.S. — demonstrating our commitment to a cleaner, healthier environment for future generations.

**29**

environmental events

**2,700**

kg waste collected

**225**

trees planted

**800+**

volunteer hours

**8**

partners engaged



“Throughout my life, I’ve been committed to volunteering in many countries I have lived in, whether it’s planting trees, organizing cleanups or supporting foster homes. Each activity, however small, contributes to making a difference. My husband and son eagerly participate, showing that helping others is both meaningful and enjoyable. Watching my son’s enthusiasm as he proposes his own initiatives is a powerful reminder of the impact that even small actions can have. It’s equally rewarding to see my colleagues join in, finding simple, effective ways to create positive change together.”

Mariya Stilovska Muratovic, Senior Data Analyst

“Participating in cleanups is not just about making our community in Tokyo cleaner and greener; it’s about coming together as a team to make a tangible, positive impact. There’s something incredibly rewarding about seeing the immediate results of our efforts and knowing we’re contributing to a healthier environment. It’s also a great way to spend a day building team spirit while doing something meaningful for our city and future generations.”

Ayano Okamura, Order Processing Team Lead API



# Social

# Voice of Employees

To support the development of Acronis' internal culture, we launched the "Voice of Employees" campaign, which encourages feedback, participation in community projects and engagement in global and local events.

As part of the program, a member of the Acronis leadership team has been assigned as a patron to each regional office to foster corporate culture, enhance employee engagement and align regional operations with the company's strategic goals. The program emphasizes strengthening internal communication, driving leadership development and maintaining a positive, productive workplace environment. The "Voice of Employees" initiative serves as an umbrella for employee feedback, culture development, the Acronis Cyber Foundation Ambassador Program, career development opportunities, Acronis Kids Days and Acronis Day events.





# Employee engagement – Ambassadors Program

The Acronis Cyber Foundation Ambassadors Program allows our employees to directly contribute to meaningful community projects worldwide. In 2024, 10 regional teams led 76 impactful projects, including educational, environmental and social initiatives. These ambassadors organized and participated in activities ranging from cleanup drives and professional orientation for children to sports-for-charity events. Through this program, our employees dedicated countless hours to making a positive difference, highlighting the value of teamwork and community service within our company culture.



**76**

community projects

**500+**

employees

**2,970+**

volunteer hours

**3,800+**

people impacted



“As a father of two who use mobile devices daily, I’m deeply aware of the growing cyber risks. Working in cybersecurity, I feel it’s vital to educate not only my children but also others about these dangers, as awareness is often lacking among parents and in education. During a parent-teacher meeting, I proposed a cybersecurity awareness session to the school principal, who eagerly invited me to speak at their Parents Talk series. I conducted an interactive session for grades 8-10, discussing cybersecurity as a career and its importance today. Connecting with curious young minds and addressing their thoughtful questions was truly rewarding. This experience has inspired me to host more sessions, empowering both children and parents with the knowledge to navigate the digital world safely.”

Satyanjoy Das, Partner Success Manager



“The event with The Salvation Army gave me a chance to witness firsthand how this organization positively impacts our community — not just during the holidays, but all year round. I’ll be making this a personal holiday tradition moving forward. The gift of time truly means so much to those in need.”

Hyla Strauss-Stanton, Strategic Partner Executive

“While many in Japan express interest in volunteering, opportunities to get involved are often unclear or inaccessible. Through the Acronis Cyber Foundation Program, we make it simple and accessible for every employee to participate. The social and environmental initiatives we organized have empowered employees by boosting their confidence, enhancing cross-departmental collaboration and fostering an appreciation for each team member’s unique strengths. Most importantly, these activities have served as a powerful reminder of the impact individuals can have in driving positive change in society.

Through these efforts, employees not only contributed to meaningful causes but also shared ideas, worked collaboratively toward common goals and strengthened their sense of purpose and community within the organization.”

Hiroko Onitsuka, HR and Paralegal Specialist

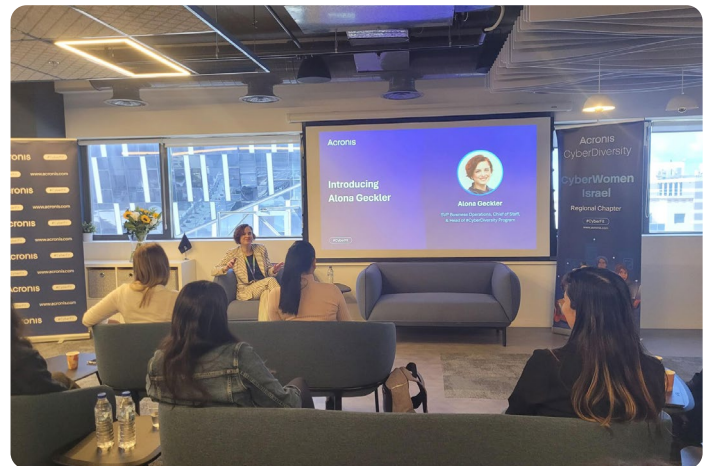
# Diversity initiatives

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

Our global #CyberWomen network provides career development, mentorship, community and more to support women at Acronis, both personally and professionally. Operating on global and regional levels, we offer virtual and in-person meetups, workshops, training and networking opportunities featuring Acronis women and executives, as well as external participants.

The #CyberWomen regional chapters established last year have created a global network of local support groups, all backed by our management. We believe this is key to driving the changes necessary to identify and develop women for leadership roles, and to increase their representation across the industry. In 2024, the #CyberWomen regional chapters hosted 34 meetups, including "What Is My Job?" sharing sessions, book club discussions and coaching workshops, reaching 700 participants worldwide.

## #CyberPride

Our global #CyberPride network fosters an inclusive environment where all employees can thrive. We are committed to creating a workplace where differences are respected, embraced and celebrated, making Acronis a fulfilling organization for LGBTQ+ community members and allies.

In June, we celebrated Pride Month with a global webinar focused on #CyberPride topics. During the month, we encouraged our colleagues and leadership to share what Pride means to them, the importance of building inclusive teams and their own contributions, which were featured on our social media channels.



# Mentorship

The Women in Tech (WIT) Mentorship Program is designed to support the professional growth, career development and cross-company connections for women at Acronis 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 enabling mentors to further hone their leadership skills and create a meaningful experience for women at Acronis. This year, 36 women went through the WIT Mentorship Program, and it's planned to be expanded to include more high-potential employees in 2025.

## 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 enable both parties to benefit from their relationship and learn from each other.



“The Mentorship Program has been an incredibly rewarding experience. I had the privilege to work with Dan Meyers as my mentor and the program made a great impact on my career as I transitioned into my new role as Senior Project Manager with the Data Center Operations Team. Over the past year, my mentor has guided me through key challenges and offered help and practical advice on leadership and career opportunities. Each session helped me gain clarity, confidence and a more structured approach to what I am capable of. I am incredibly thankful to the company for selecting me for this program and for supporting me in all of my recent career changes.”

Victoria Dvoretzkaya, Senior Project Manager, Data Center Operations, Acronis

# Communicating with employees

The Acronis CEO provides regular updates on the company's strategic direction, and employees are encouraged to submit questions to the CEO and the Acronis leadership team during town hall meetings, regional Q&A sessions, informal meetups, and by using an anonymous online feedback channel. Upon receipt, all employee questions are promptly addressed — either directly or in subsequent updates.

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In 2024, we conducted six global CEO town hall meetings and twelve regional Q&A sessions.

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## FOMO Research Project

In 2024, we conducted the FOMO Research Project to better understand our team's experiences with FOMO at work, aiming to promote effective communication, increase opportunities and reduce workplace stress.

Although the term “fear of missing out” (FOMO) is often associated with social media, this phenomenon existed long before its recently increased visibility. While many perceive FOMO as anxiety or envy driven by others' careers or lifestyles, it manifests itself differently for women in tech. For them, FOMO stems from long-standing inclusion gaps, with significant career and personal implications. Women who lack training or advancement opportunities in tech often experience anxiety, burnout and diminished job performance, leading to higher dropout rates. In this context, women in tech are not simply afraid of missing out — they **are** missing out.

As part of this research, we held a global webinar titled “Wellness Wins” in recognition of Mental Health Awareness Month, discussing how to overcome FOMO by prioritizing mental and physical health. We also launched a survey to gather employee views on the subject, as FOMO can lead to distraction, decreased productivity and dissatisfaction with work.

Over 200 employees participated in the survey. Results revealed that 85% of respondents stay up to date with company news and announcements, 29% are concerned about missing important information or opportunities and 74% consider active involvement in company projects and initiatives essential for career success.

The survey highlighted our team's dedication to staying informed and engaged. Following the survey, we encouraged employees to participate in the “Voice of Employees” Program and office events. This initiative increased employee involvement, facilitated feedback communication with executives and provided valuable insights to company leadership on the importance of communication and extracurricular engagement.



# Health and well-being

## Acronis Day

This year we increased the number of Acronis Days from one to three, encouraging employees to take these days off, with no emails, calls or conferences. This was an additional opportunity for all staff to recharge as a measure to support their well-being.

These are not regular vacation days because everyone at Acronis took it at the same time (with the exception of a small number of staff responsible for support and critical services), and as such, did not reply to work emails, messages or calls.



## Employee Assistance Program

We recognize the stress employees may feel by current world events or their personal situation, 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 counselling
- Domestic violence
- Financial stress
- And many others

## First aid training workshop

As part of our #CyberDiversity and HR initiatives, we run a first aid and lifesaving essentials workshop at our Bucharest office in Romania. 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.

# 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 nonprofit organizations and government institutions.

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

Since the program's start in 2018, we have been strongly focused on education. We engaged in school construction and setting up computer rooms, IT skills training, humanitarian aid and environmental programs. Please visit [acronis.org](https://www.acronis.org) for a detailed overview of our initiatives.

classrooms. This year, we successfully completed new educational facilities, impacting over 970 individuals, with six schools and computer classrooms established across various countries, including Mexico, South Africa, Namibia, Guatemala (two computer classrooms) and Peru. Each of these projects provides students with safe learning environments, enabling them to develop critical skills and enhance their educational experience.

## Schools Initiative

In 2024, the Acronis Cyber Foundation Program continued its commitment to provide access to education for people around the world through the construction and support of schools and digital

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**970**

individuals  
impacted

**6**

schools and computer  
classrooms

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As we move forward to the year 2025, we stay committed to our mission and will continue building schools and supporting local communities. By addressing their needs, we aim to ensure continuous, quality education and nurture long-term sustainability.

**"I like the new computer classroom a lot because the room is very beautiful and creative. Technology will help us learn quickly and get to know the world. When I grow up, I would like to be a pediatrician and help humanity, and these newly available knowledge and educational resources will help me in it."**

Kaydi Maria Menchu Bocel, student at the Monte Mercedes School in Sololá, Guatemala

“We are honored to partner with Acronis in the expansion of Escuela Rural Productiva,” said Omar Navarro, CEO at VirtualTech. “This project is more than just construction of a school for the region; it is a testament to the power of community-driven initiatives and the lasting impact they can have. This objective represents how education can empower youth to build a brighter, more sustainable future for themselves and their communities. By providing students with an education that connects academic knowledge with their cultural roots, we are helping to equip the next generation with the skills and confidence to thrive locally and globally.”

Omar Navarro, CEO, VirtualTech



# IT Skills Program

**2,700+**  
people impacted

**30+**  
employee volunteers



The Acronis IT Skills Program is designed to bridge the digital divide by empowering communities with essential digital skills. Our IT Skills initiative targets various groups, including ex-offenders, people with migrant backgrounds and young people, to help them build a foundation in digital literacy.

### IT Skills for ex-offenders in Singapore

This initiative helps reintegrate previously incarcerated individuals by providing job training, digital skills and career support, fostering their ability to lead productive lives. This year, together with our governmental partner Yellow Ribbon Fund, we have trained 60 individuals in basic computer skills.

### IT Skills for people from Switzerland with migrant backgrounds

Dedicated to migrants, this program offers educational resources and training to ease their integration into new societies, promoting inclusivity and career growth. This year, we have trained 33 students from Afghanistan, Turkey, Venezuela, Ukraine, Syria, Iran and Mongolia. Fifteen Acronis employees and partners have supported this program by teaching classes to our students.

### Cyber safety classes

Through our cyber safety classes, we engage youth across different regions, equipping them with knowledge in cybersecurity, digital wellness and responsible online behavior, ultimately fostering a safer, digital community. This year, we trained 1,550 children in 11 countries, including Bulgaria, Germany, India, Israel, Japan, Romania, Serbia, Singapore, Switzerland, Turkey and the U.S.



At the end of 2023, the Acronis Cyber Foundation Program received a grant from CVC, one of Acronis' key investors. This funding enables us to expand our IT Skills initiative to new regions, enabling us to reach and support even more communities in need.

In 2024, together with CVC, we successfully scaled the IT Skills initiative to two additional countries: Germany and Bulgaria.

**“We are proud to support the Acronis Cyber Foundation Program in scaling its IT Skills initiative to Germany and Bulgaria. This aligns with our mission to improve educational outcomes and employability for disadvantaged communities, ensuring access to opportunities that empower individuals and drive positive change.”**

Judy Marsden, Global Head of Philanthropy, CVC



## Germany

In collaboration with ReDI School, a nonprofit tech school providing migrants and marginalized locals free and equitable access to digital education, we aim to provide their students with valuable digital skills, a growth mindset and strengthened career skills.

Acronis supported the NGO by sponsoring the studies of 20 students during the autumn semester of 2024 and providing volunteer teachers. Seven Acronis employees, along with other city volunteers, have been educating

30 students in three groups at various levels of digital literacy, while also offering tutoring, mentorship and career-related soft skills training.

Additionally, Acronis organized a company visit to its Munich office for 20 students from the NGO, where they learned about the company's work, various cyber safety topics and the importance of cybersecurity in today's world.

Acronis also donated 200 perpetual licenses of Acronis True Image for devices of ReDI School, which are used both by students and staff of the NGO.

**“A heartfelt thank you to my teachers and the ReDI course. I have learned so much about computers, and thanks to your guidance, I am now able to organize my daily life independently. Learning basic digital skills has truly made a difference, and I am incredibly grateful for all that I've learned.”**

Anonymous student, Basics 2A group, autumn 2024

## Bulgaria

We have partnered with Telerik Academy, an educational organization in Bulgaria that provides practical training in digital and programming skills to prepare individuals for careers in technology.

Through a year-long partnership, we are offering in-depth, offline courses on game development, web development, digital sciences and cybersecurity, designed to give hands-on experience and digital literacy to 10 cohorts of students (270 children) in Dobrich, Ruse and Sofia.

**“What I like most about the training is that it develops a truly relevant and important modern skill: digital competence. Today’s world is unthinkable without digitalization in all spheres of life. It is essential that each and every one of us is digitally literate and continuously improve our digital literacy if we want to be successful individuals.”**

S. A., participant in the “Game Development” class for grades 8–11, 2024 / 2025 in Ruse

Also, as part of the grant, we have funded access to the educational platform Buki.bg, expanding learning resources for 160 students.

Overall, our IT Skills Program impacted 2,748 people in 2024. In 2025, we plan to continue running these programs, further extending our reach and impact and expanding our cyber safety classes to new regions.

## Groundbreaker talents mentorship

Together with our charity partner Groundbreaker, Acronis supports female students in Uganda by providing scholarships and mentorships to help them pursue paths in software engineering and digital fields.

Through a structured mentorship program, our employees provide guidance in software development, soft skills and career planning, empowering these women to overcome barriers and succeed in tech-related fields. This year, five female talents received financial support from Acronis and nine students received 259 hours of mentorship support by Acronis employees.

**“The Groundbreaker program has been an incredibly rewarding experience. Having the opportunity to mentor a young programmer in Uganda and see her drive and eagerness to learn development has been truly amazing. Over the past months, I’ve shared development best practices and insights from my own career, and witnessing her growth has been immensely impactful. This experience has reinforced the importance of global connection and knowledge sharing worldwide. I’m grateful to have been part of this journey.”**

Andrew Esteves, Senior Software Engineer, mentor of Sarah Agemo



“My mentee, Winnifred, worked on a maternity hospital application and was responsible for backend development and client communication for a university project. I expected to provide mainly technical guidance, but I quickly realized she needed most mentorship in learning strategies, problem-solving and professional confidence. Supporting her growth not just as a developer, but as a future tech professional, was both rewarding and insightful. Despite cultural differences, we built a strong connection, and seeing her secure an internship is a proud moment for me as a mentor. Although the program has ended, I plan to continue supporting her journey – because good mentorship extends beyond just one initiative.”

Konstantin Firsov, Lead Software Developer, mentor of Winnifred Akullu

## Partner engagement — Foundation #TeamUp Program

Our partnerships are a cornerstone of the Acronis Cyber Foundation Program’s social impact strategy, amplifying our reach and impact through collaboration with like-minded organizations. In 2024, we engaged multiple Acronis partners across a variety of projects, from school construction to IT skills training and cyber safety education. These partnerships enabled us to implement projects in new regions and scale our existing programs, ensuring broader community benefit.

**44**

partners  
engaged

**7**

CSR projects completed  
with partners



## Key projects with Acronis partners

### Niger resource center

In partnership with 14 U.K. companies — Westcoast, Switchshop, GreyMatter, Holker, ITPS, EveryCloud, Giacom, BCS365, CloudClevr, Six Degrees, Westcoast Cloud, Bechtle, Pax8 and Applewood IT — Acronis contributed to the development of a resource center in the Kollo community of Niger. The partners' donations were matched by the Acronis Cyber Foundation Program, equipping the center to support 39 girls with essential educational infrastructure. This project ensures the school is equipped with a fully functional resource center, including computers, teacher training and learning materials, all made possible through the generosity of our partners. This collaboration underscores our collective commitment to empowering underserved communities through education.

### Kenya resource center

Acronis, together with its Sweden-based distributor Gridheart and partners Blox IT, Desknet, Nitma, Thalamus, TornTec IT AB, Solvesborgs Data AB, IT-Verket, Almom Consulting, Intime IT and two anonymous

partners have launched a project to improve Friends Secondary School Kibisi in Mbakalo Ward, Kenya, which serves 1,200 students and faces significant challenges, including the lack of a library, computer lab and meeting hall. The project focuses on establishing a computer classroom to equip students with essential digital skills and constructing a dedicated meeting hall to replace the current outdoor gathering space. This initiative will also benefit the neighboring Kibisi Primary School, which shares the facilities, addressing critical infrastructure needs for both schools and enhancing the learning environment for hundreds of students.

### Mexico school

Acronis and VirtualTech co-funded the construction of a new classroom and the completion of two existing ones in Tepetzintan, Mexico. Together, these classrooms accommodate 66 students aged 15–19 from a predominantly Náhuatl-speaking, indigenous community. The Escuela Rural Productiva serves students from 12 rural communities—some walking over an hour to attend—and offers culturally relevant education that blends traditional knowledge with modern academics.



## Switzerland

The IT Skills Training Program in Switzerland provides migrants in Schaffhausen with practical IT skills to enhance their integration and employment opportunities. Conducted in partnership with Integres, a regional integration office in Schaffhausen, the program offers a three-week training course for up to 30 students annually.

In 2024, Acronis' eight Swiss partners, including Backup ONE, zurichnetgroup, Ajani, IT-Fabrik,

JH Vision, Codexo, Swiss Albanian Network and Constructor actively contributed to the program, both by delivering lectures and volunteering. The courses covered a wide range of topics, including basic computer skills, MS Office applications, digital literacy, internet ethics, business correspondence, corporate ethics, body language skills, financial literacy and CV creation. This initiative involved donating 12 laptops and ergonomic furniture, as well as painting and cleaning the space to create an environment conducive to learning.



## Singapore

In February 2024, the Acronis Cyber Foundation Program, in collaboration with Privacy Trust, established the "CyberSphere" computer classroom at Child at Street 11 in Ang Mo Kio, Singapore. This initiative involved donating 12 laptops and ergonomic furniture, as well as painting and cleaning the space to create an environment conducive to learning. The classroom aims to provide underserved children with access to digital education and essential IT skills. Beite, Acronis' partner in Singapore, contributed eight-plus volunteer hours refurbishing classrooms for IT skills training, ensuring a conducive learning environment.

### CSR-in-a-Box initiative

The CSR-in-a-Box, developed by the Acronis Cyber Foundation Program, is a unique program designed to empower Acronis partners to run their own impactful CSR projects. This initiative provides partners with ready-to-use educational materials, resources, and guidance to conduct cybersecurity education in their local communities. The program not only helps partners make a difference, but also strengthens their community engagement efforts with the support of Acronis.

By leveraging these tools, Acronis' partner in Romania, Neoteck, has facilitated sessions on cyber hygiene and internet safety.



### Environmental cleanup projects

Acronis partners from around the world joined us for Environmental Days in 2024, demonstrating a shared commitment to sustainability and community impact.

- In Australia, five partners, including Crayon and Hyperix, participated in beach cleanup, contributing over eight volunteer hours to preserve marine ecosystems.
- In Florida, LAN Infotech and the Florida Panthers supported beach cleanup with a \$2,000 donation and over eight volunteer hours.
- In Munich, 4tiso collaborated with us on city cleanup activities, furthering environmental preservation efforts.





# 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. There are twelve seats on the board, one of which is vacant. Ten of the board members 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.

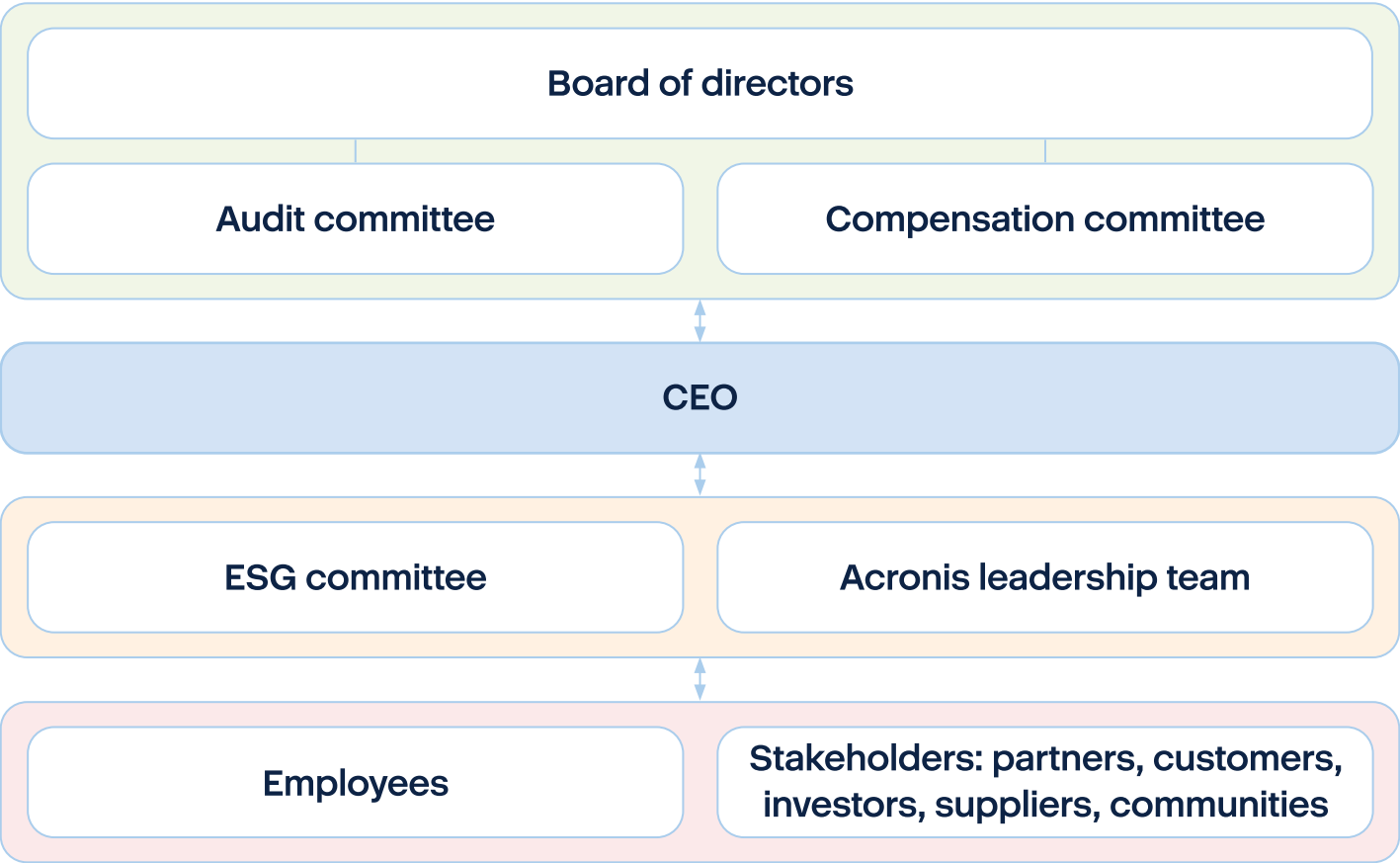
The board oversees both an audit and a compensation committee that meet regularly and report to the board. The audit committee makes recommendations on the qualifications, performance and independence of Acronis' auditors, the quality and integrity of financial statements, other significant audit and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



# 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 the 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 project 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.

We continue to use an extended supplier questionnaire, introduced the previous year to ensure our vendors conform to our code of conduct and produce goods and services in an environmentally friendly and ethical way. This questionnaire is a standard part of our vendor

qualification process and is required to be completed by any new vendor before contracting. In this questionnaire, we specifically ask our partners about their ESG or CSR activities, their strategy to measure and reduce environmental and social impact from their company's operations, a policy addressing modern day slavery, and their standing 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.

# 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.

## Information security

We are committed to maintaining the highest standards of information security to protect our digital assets and ensure the trust of our customers and partners. Under the leadership of our Director of Information Security, Acronis has developed comprehensive security policies, procedures, and programs designed to safeguard our organization.

Our security efforts are driven by dedicated teams: Product Security focuses on securing our software, applications, and cloud platforms; Infrastructure Security protects our employees, networks, servers, and hardware while overseeing our Security Operations Center (SOC); and the Compliance Team ensures adherence to industry standards and regulatory requirements. Together, these teams reinforce Acronis' commitment to delivering a secure and reliable environment for all stakeholders.

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In 2024, we reviewed and improved our business continuity and privacy compliance programs, and enforced two-factor authentication for partner tenants.

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- 5 R&D centers
- 64+ million lines of code
- ISO 9001 Quality management
- ISO 27001 Information security
- ISO 27017 Security controls for cloud services
- ISO 27018 Protection of personally identifiable information (PII) in the cloud
- AICPA Service Organizational Controls Report # 2 (SOC 2) Type II



# 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 logical controls based on ongoing risk assessments and established industry standard security baselines.

Acronis information security policies and processes are based on broadly accepted international security standards such as the ISO/IEC 27000 series and consider 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 in the SOC 2 Type II report.

Acronis implements the Information Security Management System (ISMS) in accordance with the ISO/IEC 27001:2022 framework for information security, which has become an industry gold standard. Acronis has been certified by the independent third-party auditors of the British Standards Institution (BSI). Acronis is dedicated to continually improving its security posture by enhancing and maturing our ISMS based on latest best practices. In 2024, Acronis obtained two additional certifications which extend general ISO 27001 requirements to: Information security controls for cloud services (ISO 27017:2015), and protection of personally identifiable information (PII) in public clouds (ISO 27018:2019).

**To provide transparent security and compliance information for partners and external stakeholders, Acronis maintains a public Trust Center. It includes information on data security, compliance, privacy and data center specifications.**

<https://www.acronis.com/trust-center/>

## 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 to regularly read our policies and complete Compliance and Security Training. The recent pandemic caused the rapid development of new types of vulnerabilities, cyberattacks and online abuse. To raise awareness and increase vigilance towards new threats, we conducted various security trainings again this year, making them 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.

In 2024, we conducted mandatory training in general information security, data protection, application security, and health information privacy acts and standards, that were applicable to all or select groups of our employees. Training participation rates ranged between 91–99% as this was calculated based on the total employee numbers, including those on medical, long service and maternity leave.

# Acronis Threat Research Unit

In 2024 we created the Acronis Threat Research Unit (TRU Security) — a dedicated team of cybersecurity experts focused on identifying and analyzing emerging cyberthreats. By conducting in-depth research and closely monitoring the ever-changing threat landscape, TRU Security supports the development of Acronis' comprehensive cyber protection solutions. Our mission is to proactively address vulnerabilities and implement cutting-edge security measures to safeguard data and systems.

In addition to analyzing threats, we actively share our findings through publications and collaborations with the broader cybersecurity community. By offering knowledge about the latest attack methods, malware trends and security best practices, we are contributing to the global effort to strengthen cyber resilience. This proactive approach enhances our product offerings and helps organizations and individuals stay ahead of potential cyberthreats.

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TRU Security publishes biannual cyberthreats reports and monthly cyberthreats updates, provides custom security recommendations, and conducts educational workshops in collaboration with the Acronis Academy.

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## Acronis MSP Academy

Acronis MSP Academy has grown as a leading resource for vendor-neutral training, covering all aspects of managing an MSP business. Its curriculum is designed to cater to both emerging and experienced MSP professionals, offering over 120 courses that cover a wide range of topics essential for MSP success.

To accommodate the busy schedules of professionals, the academy offers bite-sized modules, each lasting between three and seven minutes, ensuring that learning is both efficient and impactful. For those seeking a more structured approach, there are comprehensive 30-minute learning plans that delve deeper into specific subjects. Upon completing a learning plan, participants can take an exam to earn MSP certification and receive a Credly™ badge, symbolizing their expertise and commitment to excellence.

The MSP Academy also serves as a foundation for more advanced, vendor-specific training programs. After completing the academy's modules, participants can seamlessly transition into other specialized training, further enhancing their skills and knowledge.

The Academy's reach is truly global, with students from 112 countries. Training is delivered worldwide, across all time zones, and in eight languages: English, Spanish, Portuguese, German, French, Italian, Japanese and Chinese. By equipping MSPs with the necessary skills and certifications, the Academy helps them to increase profits, drive personal growth, and boost their visibility in the industry.

### Benefits to partners

**60%**

revenue increase

**40%**

reduced support incidents

**120+**

courses



# 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, 2024 through December 31, 2024 (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	<b>Name of the organization:</b> Acronis AG <b>Location of headquarters:</b> Rheinweg 9, 8200 Schaffhausen, Switzerland <b>Location of operations:</b> <a href="https://www.acronis.com/company">www.acronis.com/company</a>
GRI 2-3	Reporting period, frequency and contact point	<b>Reporting period:</b> January 1, 2024 through December 31, 2024 (unless otherwise stated). <b>Reporting cycle:</b> Annual <b>Publication date:</b> March 4, 2025. <b>Contact:</b> <a href="mailto:esg@acronis.com">esg@acronis.com</a>
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.
GRI 2-6	Activities, value chain and other business relationships	<b>Security partnerships and memberships:</b> <a href="https://www.acronis.com/trust-center/">www.acronis.com/trust-center/</a> <b>Sports partnerships:</b> <a href="https://www.acronis.com/en-us/sports/">www.acronis.com/en-us/sports/</a> Plus, many other activities described throughout this report.
GRI 2-7	Employees	<b>Page 6</b> – About Acronis <b>Page 32</b> – Diversity, equity, inclusion and belonging
GRI 2-9	Governance structure and composition	<b>Page 48</b> – Governance
GRI 2-10	Nomination and selection of the highest governance body	<b>Page 49</b> – Our Board
GRI 2-11	Chair of the highest governance body	<b>Paul Maritz</b> has served as independent Chairman of the Board of Directors since May 2021.
GRI 2-12	Role of the highest governance body in overseeing the management of impacts	<b>Page 50</b> – ESG governance
GRI 2-14	Role of the highest governance body in sustainability reporting	<b>Page 50</b> – ESG governance
GRI 2-17	Collective knowledge of the highest governance body	<b>Acronis' internal business processes</b> 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 Standard area	Disclosure	Location / Comments
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 4 – Message from our CEO
GRI 2-23	Policy commitments	Page 48 “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 <a href="http://www.acronis.com/en-us/sustainability-governance/">www.acronis.com/en-us/sustainability-governance/</a>
GRI 2-28	Membership associations	<b>Security partnerships and memberships:</b> <a href="http://www.acronis.com/trust-center/">www.acronis.com/trust-center/</a> <b>Sports partnerships:</b> <a href="http://www.acronis.com/en-us/sports/">www.acronis.com/en-us/sports/</a>
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. <b>Page 15</b> – Material topics <b>Page 44</b> – Partner engagement <b>Page 36</b> – Communicating with employees
GRI 2-30	Collective bargaining agreements	None of our employees are covered by collective bargaining agreements.

## GRI 203 Indirect economic impacts 2016

GRI Disclosure	Detail	Location / Comments
GRI 203-1	Infrastructure investments and services supported	Building schools and setting up computer classrooms in developing countries. <b>See the “Social” section of this report.</b>

## 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 403 Occupational health and safety 2018

GRI Disclosure	Detail	Location / Comments
GRI 403-3	Occupational health services	<b>All team members</b> 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 webinars where we discuss occupational health and safety, mental health and other issues.
GRI 403-6	Promotion of worker health	<b>Page 37</b> – Health and well-being
GRI 403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	We hold regular webinars where 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 & transition assistance programmes	<b>Page 52</b> – 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	<b>Page 32</b> – Diversity initiatives

