

ESG Commitment



ENVIRONMENTAL RESPONSIBILITY

- ☀ Small environmental footprint
- ☀ Carbon neutral commitment and member of the Gold Standard Org (emissions offset program)
- ☀ 7 out of 12 data centers operate on green energy only

SOCIAL RESPONSIBILITY

- ☀ **Give Back** core value drives employees to volunteer skills and time to their local communities
- ☀ **\$5m / year** via the Avast Foundation to palliative care, early childhood intervention and innovative education
- ☀ **\$25m exceptional donation** towards Covid-relief efforts

GOVERNANCE RESPONSIBILITY

- ☀ **Female representation:**
Board: 9% at IPO - **up** 27% at HY 2020
Executive team: 10% at IPO - **up** 33%* at HY 2020
- ☀ Dedicated **Diversity & Inclusion** leader, with a primary focus on gender diversity
- ☀ CEO receives an annual salary of \$1 and donates his Board Director fee to charity. CFO donates his April – December Board fee towards Covid-relief efforts

*Members of the Executive Management team (this excludes Board members.)

COVID-19 RESPONSE

 Targeted donations of \$25m through the Avast Foundation, to fight the coronavirus crisis:

- \$12m to the COVID-19 Therapeutics Accelerator, an initiative of the Bill & Melinda Gates Foundation, Wellcome and Mastercard
- \$8m to the Coalition for Epidemic Preparedness Innovations (CEPI)
- \$5m to other scientific responses to the crisis:
 - Folding@home's supercomputing program
 - Coro Vent ventilators
 - Donation of 1 million face masks
 - Donation of 1,000 daily meals from Avast canteens to frontline workers

 Give Back employee contributions:

- Internal employee donation matching program (5:1 ratio)
- Volunteering at local food banks, fundraising, donating blood and translating medical materials