ESG Commitment
ENVIROMENTAL RESPONSIBILITY

- Small environmental footprint
- Carbon neutral commitment and member of the Gold Standard Org (emissions offset program)
- 6 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