

Acquia

ESG Policy

The Freedom to Make Real Impact

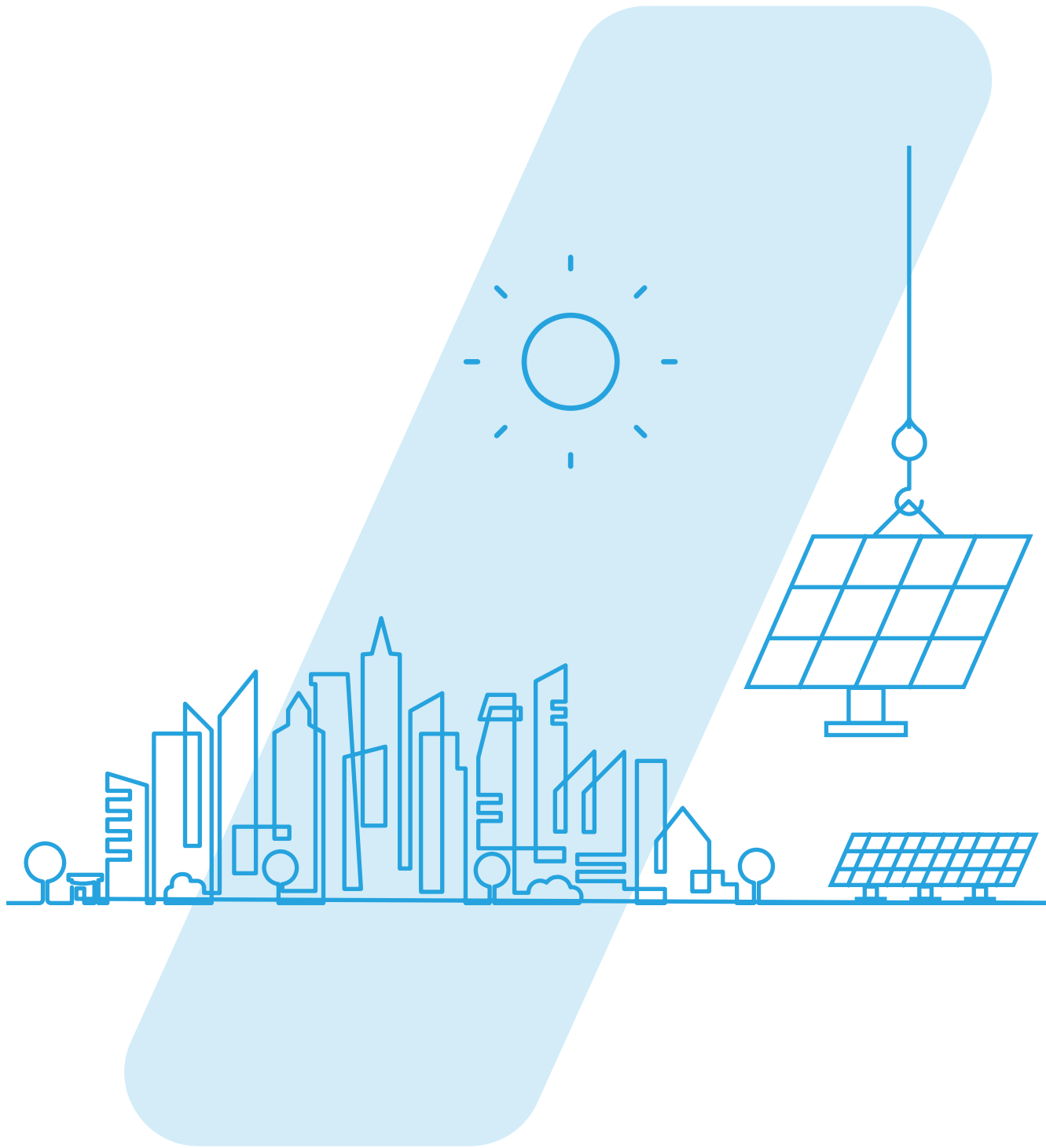


Acquia's ESG Commitment

Acquia believes that technology is a key to a better future for all — stronger economies, a healthier environment, and more diverse and inclusive communities. We recognize the opportunity and responsibility we have to make a positive impact on the world through each and every one of our business decisions.

Acquia builds this vision into our products through our commitment to openness. This extends to empowering people to use our products to learn and build, to making our products inclusive and accessible, and to using them to create a safer digital world.

To further bring our pledge to life,
Acquia is implementing environmental, social, and governance (ESG) practices and policies that are specific to our business and industry and that are important to our employees, customers, and communities.



Scope

The following framework describes Acquia's approach to ESG across our business operations. We commit to following this ESG policy within our own organization, with the vendors we engage, and with other stakeholders with whom we cooperate.



Board of Directors

To promote and engage in the discussion and appropriate prioritization of ESG topics during regular board and leadership meetings.



Executive Leadership Teams

To promote Acquia's ESG policy, for ensuring it aligns with our open and inclusive vision, and for ensuring that it is implemented across the company.



ESG Committee

To work cross-functionally to coordinate and execute Acquia's ESG activities and accomplishments in alignment with our ESG policy.



Roles and Responsibilities

Our ESG initiatives are supported at all levels of our organization. We have developed a cross-functional team to coordinate initiatives across the company and to maintain consistency in our approach. The key roles responsible for implementing and monitoring our ESG strategy are:



Legal, Compliance, and Finance

To provide oversight over ESG-related information and reporting requirements and ensure that we meet our regulatory obligations and commitments.



People Team

To facilitate a robust Diversity, Equity, and Inclusion (DE&I) program and policy to strengthen our workplace practices, as well as to attract, hire, and retain diverse talent across the organization, providing a world-class employee experience.



Managers and Employees

To strive to incorporate social responsibility into all that we do, promote responsible innovation, and work collaboratively to make the world a better place.



ESG Focus Areas

Our ESG Focus Areas are routinely reviewed to ensure we prioritize ESG topics that are important to our business and to the world and include [Environmental, Social Responsibility, and Governance](#) commitments.

Environmental

Our environmental policies illustrate Acquia's recognition of its responsibility and commitment to conduct business in a way that protects and improves our environment. As we discover, develop, and market our products, we are committed to minimizing our environmental impact in all our processes. We strive to minimize our use of natural resources, reduce waste, and mitigate our impact on climate change.

Carbon Neutral Commitment
Acquia is committed to reducing our Scope 1, 2, and partial Scope 3 GHG emissions footprint by 50% by 2030, from a 2020 base year. This includes emissions from our business travel, product delivery, and facilities. Our reduction commitment is additionally supported through

Acquia's signing of the [Vista Climate Pledge](#). To meet our targets, Acquia, among many things, promotes a "remote-first" work environment, supports employees to reduce their travel footprint, raises awareness through education campaigns, and engages vendors and industry experts to amplify our ESG impact.

Environmental Focus Areas

- ◆ Emissions management
- ◆ Energy management and conservation



Social Responsibility

Consistent with our commitment to open source, where the community voice matters, DE&I is foundational to who we are and how we build momentum. Acquia is committed to fostering a culture of DE&I among our employees, customers, partners, and the communities in which we live. We have publicly defined what this means in our DE&I Statement:

Acquia's DE&I Statement

At Acquia we value the differences in our life experiences and viewpoints. We believe that cultivating and supporting a diverse team globally is directly tied to our success as an organization, fueling greater innovation, productivity, and business outcomes.

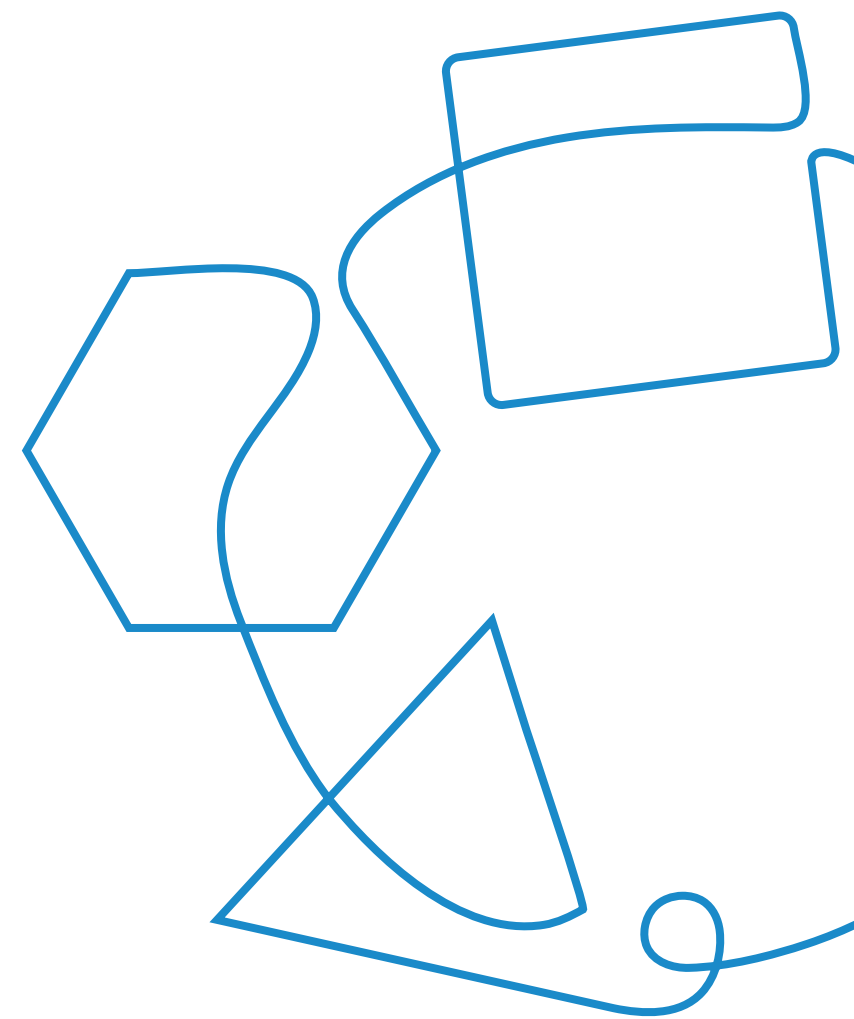
Acquia's deep commitment to DE&I is demonstrated by the power of our **DE&I Guiding Principles**.

Acquia encourages participation in the Acquia Employee Resource Network, a collection of employee-led Employee Resource Groups (ERGs) that build community, connection, and culture within the company and offer mutual support, understanding, and resources for Acquians, organized around shared identity or experiences.

Giving back to the communities we serve is core to [Acquia's DNA](#). Programs related to promoting giving back at Acquia include providing employees with volunteer days to donate time to organizations of their choice and supporting regional and global organizations through volunteering and charitable giving.

Social Responsibility Focus Areas

- ◆ Philanthropy and community engagement
- ◆ Diversity, equity, and inclusion
- ◆ Accessibility
- ◆ Employee engagement
- ◆ Health, well-being, and safety



Governance

Our ESG governance policies support our commitment to complying with all applicable laws and regulations in the conduct of our business, upholding ethical business practices, and being forthright and truthful in our dealings.

Acquia maintains a [Code of Business Conduct and Ethics](#) that requires all employees to exercise unyielding integrity and high standards of business conduct.

Embedded in our Code of Business Conduct and Ethics is our Whistleblower Policy, which holds Acquia accountable by requiring the reporting of any violations of our values and by protecting those who report such violations.

Protecting our business partners' data and privacy is of central

importance for Acquia. In addition to our [Privacy Policy](#), Acquia maintains a company-wide information security management system and control program that includes written security policies, standards, and procedures. We continuously monitor changes in the global data protection landscape to adapt where necessary.

Governance Focus Areas

- ◆ Reporting and transparency
- ◆ Data privacy
- ◆ Cybersecurity
- ◆ Ethics and compliance
- ◆ Anti-discrimination, anti-bribery, and anti-corruption





Transparency and Reporting

We are committed to being transparent with our employees, customers, vendors, and other stakeholders about Acquia’s ESG initiatives, challenges, successes, and goals. Acquia intends to report on its ESG practices, policies, and performance on a regular basis. We will communicate updates on how we are meeting our ESG commitments and responsibilities and will continue to develop our approach to attain our goals.

This policy is subject to change and is intended to be reviewed annually by Acquia’s ESG Committee. Further, this policy shall supersede and replace any prior Acquia policy and shall apply on a go forward basis, subject to the limitations discussed herein.

