A significant component of performance management of non-sales employees at Acronis is based on company billings and agreeing on performance objectives in the form of MBOs (Goal Setting Process). Calculation method is explained below.

1. Annual Business Plan and Company Targets

In the beginning of each business year/designated performance period, the Global Management Team (CEO with board of Executives) of Acronis defines the company strategy and the annual company targets by function. The approved annual budget will also be communicated and outlined. Based on those company targets and the company budget, the target setting process will be continued top-down to ensure the alignment of the entire organizational efforts and focus to the company goals and strategy.

2. Process for setting and achieving target

In line with the annually defined company budget plans and company targets, functional and company metrics (Company Billings Targets) will be defined and communicated to regional and functional heads, which are responsible to break down those targets to individual MBO targets and metrics.

The presentation and discussion of individual performance targets (MBO) and company metrics to each individual non-sales employee is held on a regular quarterly basis during a personal meeting. Together, the employee and the reporting manager document the MBOs defined in the designated Goal Setting Form.

The quarterly goals are to be submitted within the first two weeks of each quarter via Effectivestaff (HRIS). For employees who start during the course of the year, the goals are to be submitted as soon as possible, latest by the middle of the month following the end of probation period. During probation period, as long as no target agreement is submitted, the objectives documented in the Integration Plan of the probation period apply. Employees must be actively employed for at least 60 days of a quarter to be eligible for prorated participation.

Please note: If agreement cannot be reached the goals/MBOs shall be determined at the supervisor's discretion in agreement with his own reporting manager. The targets must in this case also be communicated in writing.

At the end of each quarter a discussion is held to assess the quarterly MBO performance results and to provide orientation for adjustments for the following quarter. The planned time frame for these discussions is the first two weeks of the month following each quarter end. The results of the company performance metrics (company billings targets), shall be provided by Finance at the same time, so that full quarterly bonus can be calculated and be paid out.

If agreement cannot be reached or if the discussion regarding the achievement of targets cannot be held for whatever reason, the degree to

which targets have been achieved shall be determined at the supervisor's fair discretion in agreement with his/her own reporting manager.

3. Determining the terms & conditions of the variable compensation

The eligibility of an employee for this Non-Sales Compensation plan is specified in the respective employment contract as "Principles of Performance Management- Non Sales Compensation Plan". Acronis reserves the right to adjust and modify the non-sales bonus plan based on economic and company needs and will do so in accordance to local law. Modifications must be concluded in writing by corporate management at Acronis. After the resolution is made, the respective bonus plan becomes effective and managers are informed of it. The employees' written consent is not required for it to take effect. When an employee signs the employment contract or former Principles of Performance Management, he consents/consented to possible changes in the bonus plan that applies to it already.

4. Payment conditions for variable compensation

In general, Acronis makes bonus payments in the month following the respective defined performance period (April, July, October and January). Payment conditions during probation period are specified in the respective individual work contract, if they alter from any outlined rules above.

If the degree of target achievement can, for whatever reason, only be determined at a later point in time than one month after quarter end, the payment occur in the payroll immediately after the result is determined; no interest is calculated or due.

The employee must check the payment amount of the variable compensation within 3 months. If no objection is raised within this time period, the variable compensation for the respective payment year is considered to be settled.

5. Calculation system

Employees who are in a leadership role or per work contract/agreement have a bonus plan and are not covered under a commission plan are eligible for this Non Sales Compensation Plan. This program is designed to reward employees for achieving goals that are defined by management each quarter. To be eligible for 100%, the company must meet 100% of the quarterly billings goal and the employee must achieve 100% of his MBO. If the company achieves 90% of the billings goal, the employee will be eligible for up to 90% of their quarterly bonus target, if he achieves 100% of his MBO.

Calculation of billings targets will be done by role and by region. Employees who perform a majority of their role at a global level will be based on global billing achievement. Employees who perform a majority of their role at the regional or local level will be based on the regional billings achievement (Europe, APJ/EM, CIS & NAM). Employees with a global focus will be based on the global achievement.

Thresholds:
- M1/P1 and above staff MUST achieve a minimum of 70% MBO rating.
- S1, S2 & S3 staff must achieve a minimum of 60% MBO rating

NOTE: If an MBO is removed or postponed an employee will not be penalized. Any changes in MBO's should be discussed between the manager and employee immediately.

Example 1:
Employee has four goals for the quarter with 25% weight per goal for a total of 100%. Quarterly 100% target is $500. At the end of the quarter the employee has achieved 75% of their weight for the goals. The company has achieved 95% of the billing target. Calculation is as follows:

$500 x 95% = $475 x 75% = $356

Example 2:
Employee has four goals for the quarter with 25% weight per goal for a total of 100%.   Quarterly 100% target is $1000.   At the end of the quarter the employee has achieved 100% of their weight for the goals. The company has achieved 100% of the billing target. Calculation is as follows:

$1000 x 100% = $1000 x 100% = $1000

Example 3:
Employee has four goals for the quarter with 25% weight per goal for a total of 100%.   Quarterly 100% target is $1000.   At the end of the quarter the employee has achieved 80% of their weight for the goals. The company has achieved 105% of the billing target. Calculation is as follows:

$1000 x 105% = $1050 x 80% = $840

Example 4:
Employee has four goals for the quarter with 25% weight per goal for a total of 100%.   Quarterly 100% target is $1000.   At the end of the quarter the employee has achieved 98% of their weight for the goals. The company has achieved 110% of the billing target. Calculation is as follows:

$1000 x 105% (as capped at 105%) = $1050 x 98% = $1029

NOTE:
- *Overachievement is possible when company billings exceed 100% to a maximum of 105%.*
- *MBO are capped at 100%*
- *Max. overall payout can be 105 % of bonus entitlement*
- *Payment is linear*
- *April 1st salary changes will be effective for the given full year.*
- *Although the company will make every effort to pay within the month following the end of the quarter, the company reserves the right to delay to ensure proper processing and internal approval, for example if there is a delay in result communication from Management/ Finance to HR.*

6. Bonus calculation for employees who leave mid-year

The final/last variable compensation payment due for employees leaving the company mid-year is based on the overall achievement versus targets (goals and metrics) of the ongoing quarter and the respective prorated quarterly bonus at the time the employee leaves. The date the employee leaves is understood to be the date the employment relationship is terminated.

If agreement cannot be reached between the supervisor and the employee, the overall degree to which targets were achieved shall be determined at the supervisor's fair discretion.

The payment of the variable compensation for the year in which the employee leaves the company is made at the latest within three months after the employee leaves. This payment settles all claims for payment of variable compensation because after leaving the company the employee no longer affects the development of turnover or business for Acronis.

7. Bonus rule for inactive employment relationship and absences due to long term illness etc. that exceed the legally required continued remuneration period

During times when the employment relationship is inactive and in periods of long absence due to illness etc. that exceeds 6 weeks the employee is not entitled to variable compensation.

Declaration

I hereby expressly consent to the Acronis company's Principles of Performance Management- Non Sales Compensation Plan as of January 1, 2016.

This Plan supersedes any and all previous compensation plans and is effective as of January 1, 2017.

Ong Ming hao
Name (block letters)

Date, signature