Acma — Compliance Copilot for AI Teams

- Acma helps AI-first companies ship products that are compliant by design, not as an afterthought.
- We turn messy policies (AI, data, security, sector regs) into living checklists and guardrails inside the engineering workflow.
- Founders: Anna Kowalska (ex-Stripe risk), Miguel Alvarez (ex-GitLab DevOps), Chen Ma (ex-DeepMind research).

Problem

- AI-first companies face a fast-rising compliance burden: AI safety, data protection, sector regulations, and emerging AI acts.
- Today compliance is handled via ad-hoc spreadsheets, static policies, and last-minute manual reviews that slow teams down.
- Result: delayed launches, inconsistent risk coverage, and mounting liability for founders, boards, and customers.

Who Feels the Pain

- CTOs and Head of Product who need to ship features weekly but now face quarterly audits and customer security questionnaires.
- Legal and compliance teams who lack technical visibility and spend days chasing logs, proofs, and screenshots.
- Enterprise customers who increasingly demand evidence of AI governance, model traceability, and stronger vendor controls.

Solution — Living Compliance Inside the Dev Wo

- Acma connects to code repos, CI/CD, and ticketing tools to infer which rules apply to each feature or model change.

- We generate dynamic, machine-readable policies and attach them directly to pull requests and experiment runs.

- Engineers see concrete actions: add a test, log a decision, tag a dataset, request a human review — instead of vague PDF policies.

How It Works (High Level)

- 1. Ingest: Syncs policies and regulations (AI acts, ISO, SOC2, HIPAA, internal playbooks) into a unified control library.
- 2. Map: Tags code paths, data flows, and model endpoints with relevant controls based on risk patterns and data sensitivity.
- 3. Orchestrate: Opens tasks in Jira, comments on PRs, and blocks risky changes until required checks are satisfied.
- 4. Prove: Generates audit-ready evidence packs for customers, regulators, and certification bodies in hours, not weeks.

Market & Opportunity

- There are over 40,000 AI-first startups globally and hundreds of thousands of software companies now embedding models.

- We focus first on mid-market AI SaaS companies in the EU and US with 50–500 employees and strong regulatory pressure.

- Serviceable market today: roughly 18,000 companies x 30,000 EUR per year average contract value = 540 million EUR.

- Longer term, Acma becomes the default compliance layer for any company shipping AI features into regulated environments.

Product Today

- GitHub and GitLab integration with automatic tagging of high-risk changes involving personal data or model behavior.

- Policy packs for early versions of the EU AI Act, GDPR data protection, SOC2 controls, and basic medical device guidance.

- Audit trail dashboard that links every released feature to the controls, tests, and human approvals behind it.

- Status: closed beta with 12 design partners in fintech, healthtech, and B2B SaaS; first production rollout in October 2025.

Early Traction

- 12 design partners; 6 converted to paying customers, 6 in extended pilots with expanded scope.

- Monthly recurring revenue: 37,000 EUR as of October 2025; net revenue retention on first three customers at 132%.

- Average implementation time: 8 days to first policy live in CI/CD; pilot customers report 35–50% faster security questionnaires.

- One customer reduced the length of their last audit from 4 weeks to 9 days using Acma's evidence packs.

Business Model

- SaaS subscription priced by engineering headcount and regulatory complexity, starting at 20,000 EUR per year.

- Standard mid-market contract: 30,000–60,000 EUR annually with expansion as more teams and policies are onboarded.

- Gross margin currently 76% with a clear path to 85% as policy ingestion and mapping become more automated.

- Upside from premium modules for highly regulated sectors (medical devices, banking, critical infrastructure).

Go-To-Market Strategy

- Land with founders and CTOs who are blocked by enterprise deals due to compliance gaps and slow answers to questionnaires.
- Sell bottom-up via staff engineers and security leads who want lightweight guardrails in CI/CD instead of heavy checklists.
- Channels: security and compliance partners, boutique AI consultancies, and auditors who can standardize on Acma's evidence.
- Initial geographic focus on EU and UK companies under early AI act pressure; expansion to US in year two.

Competition & Why We Win

- Legacy GRC tools focus on documents and manual workflows rather than integrating with code and models.

- DevSecOps scanners detect vulnerabilities but do not reason about policies, regulations, or AI-specific obligations.

- Internal tools are brittle, require heavy maintenance, and rarely produce audit-ready proofs.

- Acma differentiates by: deeply integrating with the developer workflow, maintaining a living policy graph, and generating evidence by default.

Team

- CEO — Anna Kowalska: led risk and compliance automation at Stripe Europe, built teams across Warsaw and Dublin.
- CTO — Miguel Alvarez: ex-GitLab engineering director; scaled CI/CD features used by thousands of dev teams.
- Chief Scientist — Chen Ma: ex-DeepMind research engineer focusing on model interpretability and tooling.
- Advisors: former EU regulator on AI and data protection, and a founding engineer from a leading GRC platform.

Roadmap & Use of Funds

- Next 12 months: deepen coverage of the EU AI Act, expand integrations (Bitbucket, Azure DevOps), launch model registry support.

- Introduce a risk scoring engine that prioritizes the riskiest changes across repos, services, and models for human review.

- Build out partner program with auditors and boutique security firms who can co-sell Acma to their portfolios.

- Key milestones: 2 million EUR ARR, 60 paying customers, and three sector-specific policy packs in production.

The Ask

- We are raising a 6 million EUR seed round on a 24 million EUR pre-money valuation.

- Runway: 24 months to reach 2 million EUR ARR and prove repeatable mid-market sales motion.

- Use of funds: 45% product and engineering, 30% go-to-market, 15% policy research, 10% compliance and operations.

- Looking for investors who understand both developer tools and the emerging AI governance landscape.