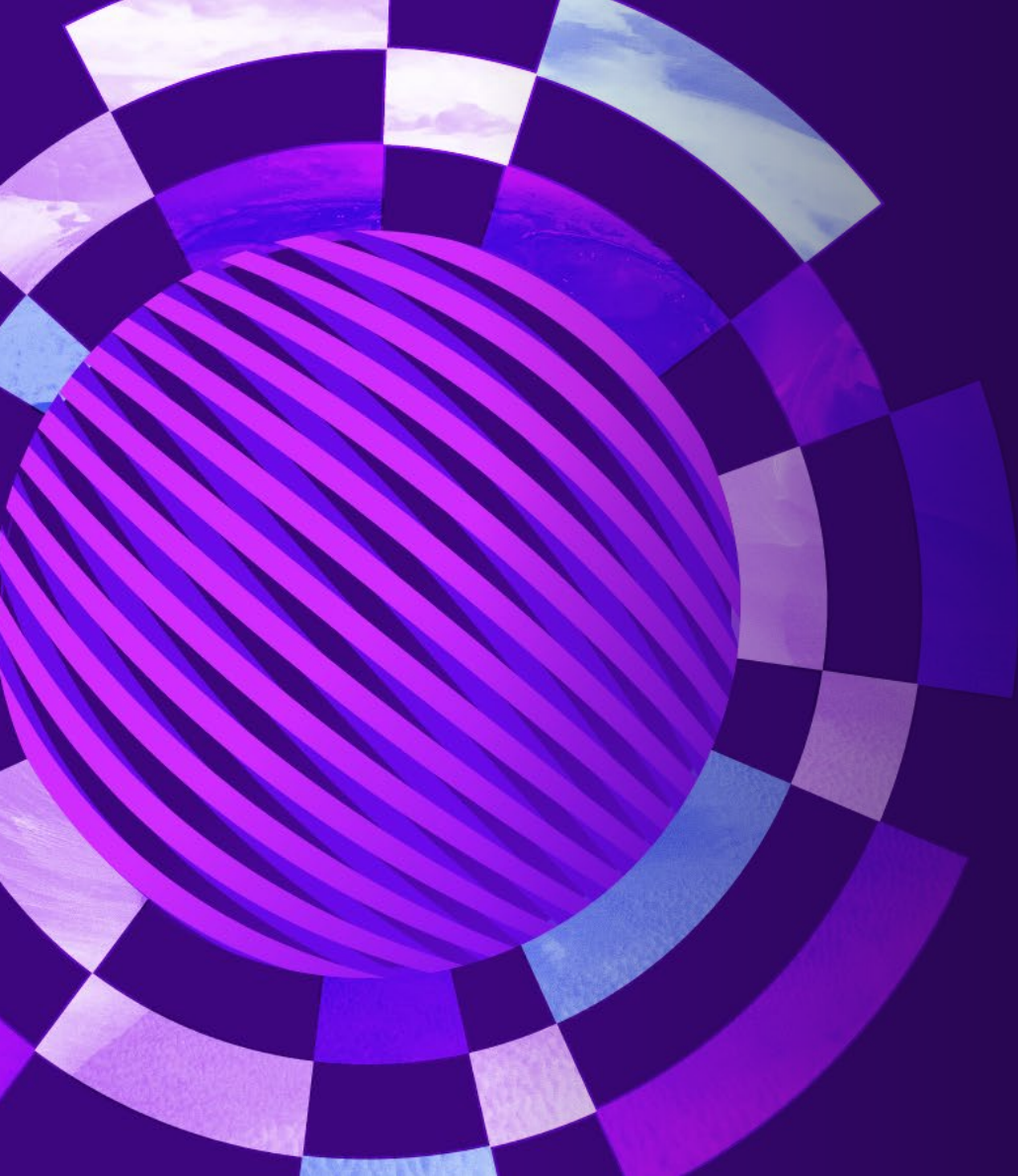




Environmental, Social and Governance (ESG) Report

2025

NABL

LISTED

NYSE

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A Letter from Our CEO

As we reflect on 2025, I am proud of the deliberate progress we continued to make as we advance the N-able mission to help businesses be secure, resilient, and successful. Our journey of transformation, centered on innovation, accountability, and people, has guided how we operate and think about our environmental, social, and governance (ESG) responsibilities.

At N-able, cybersecurity sits at the core of everything we do. As cyberthreats continue to evolve, so must our commitment to protecting our customers, partners, and organization. In 2025, we made meaningful progress enhancing our governance and security programs, including advancing ISO 27001 certifications for our information security management systems, and SOC 2 Type 2 and HIPAA Type 1 certifications for N-central, N-sight, and Cove, among others, and laying the groundwork for a more unified compliance framework. These efforts reflect our belief that strong governance, disciplined risk management, and a culture of compliance are essential to earning and maintaining trust.

We also remained focused on scaling our business responsibly. As we continue to grow globally, we are intentional about how and where we operate. Our Collaboration Hubs serve as an important example, designed to foster connection and innovation while prioritizing responsible sourcing, and engagement with local contractors and suppliers. In parallel, we continued our electronics recycling and donation efforts, helping reduce waste and extend the useful life of IT equipment.

While technology underpins our platform, it is our people—our global community of N-ablites—who make our impact possible.

In 2025, we remained deeply committed to creating an environment where employees feel supported, engaged, and empowered to do their best work.

We strengthened learning and development through global onboarding, role-based learning journeys, and expanded self-directed resources; continued prioritizing well-being

with tools and programming that support physical, mental, financial, and social health; and deepened two-way dialogue through in-person and virtual conversations with leaders in Collaboration Hubs around the world.

Through employee-led Communities of Interest and meaningful observances throughout the year,

we continued to promote engagement, connection, and shared purpose

Our commitment to giving back was equally strong, as N-ablites dedicated their time and talents through volunteering and community initiatives that reflect the values we live every day.

We also recognize the growing importance of responsible innovation, particularly as artificial intelligence (AI) becomes more deeply embedded in our products and operations. In 2025, we took steps to strengthen AI governance and oversight, guided by clear principles that prioritize trust, transparency, and data protection.

A Letter from Our CEO

We believe responsible use of AI is essential not only to driving innovation, but to safeguarding the interests of our customers, employees, and partners.

None of this progress would be possible without the trust of our stakeholders: our employees, partners, customers, shareholders, and the communities where we live and work. While we are proud of the steps we have taken, we also recognize that this work is ongoing. We do not see ESG as a destination, but as a continuous effort that requires discipline, transparency, and a willingness to evolve.

As we look ahead, our focus remains on deliberate action to continue strengthening our security posture, investing in our people, and operating with integrity and accountability.

I am grateful for the dedication and passion of our N-ablites around the world and for the confidence our partners and customers place in us every day.

Together, we will continue building a resilient, responsible, and purpose-driven future.

Thank you for being part of our journey.

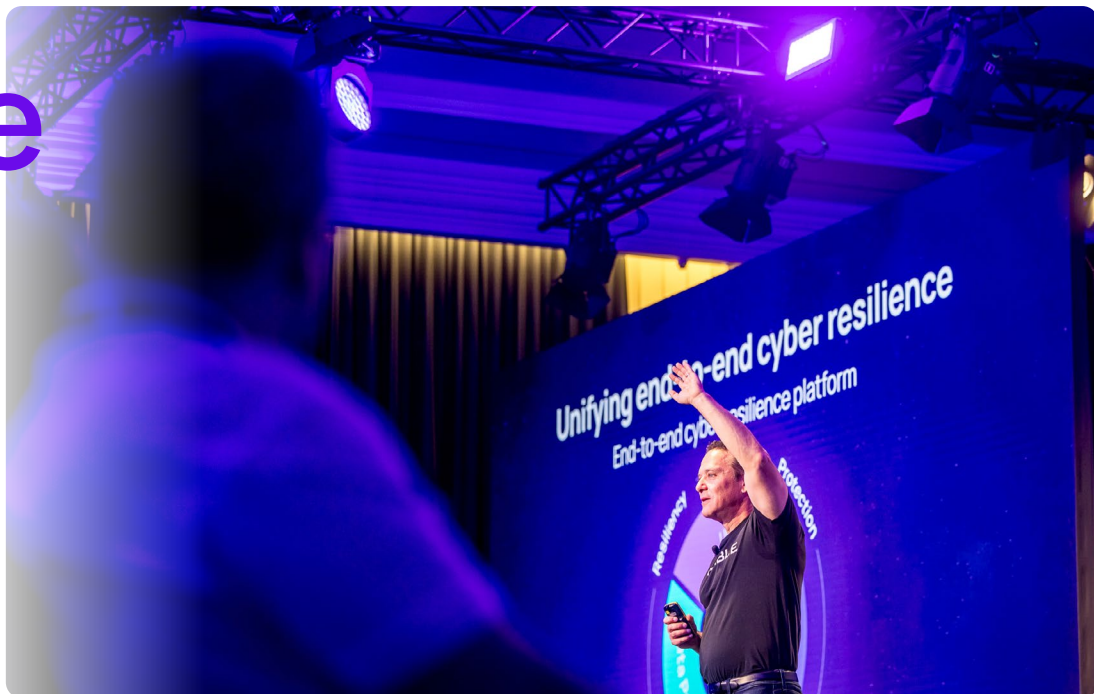
A handwritten signature in black ink, reading "John Paglinca".

President and CEO



About N-able

N-able **protects businesses from evolving cyberthreats**. Our AI-powered cybersecurity platform delivers business resilience to support hundreds of thousands of organizations worldwide, leveraging advanced end-to-end capabilities, simplified workflows, market-leading integrations, and flexible deployment options to improve efficiency and drive critical security outcomes. Our partner-first approach pairs our technology with experts, training, and peer-led events that empower customers to be secure, resilient, and successful.



N-RICH
LIVES

N-SPiRE
OTHERS

N-JOY
THE JOURNEY

Quick Facts ✓

>1,800
Employees



Employees in
15 countries

~100%
Recurring Revenue

Headquartered in
Burlington, MA



\$540M
Annual Recurring
Revenue



\$511M
Revenue



86%
Employee
Engagement Score



NABL
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NABL
on the NYSE

PART 01

Environment

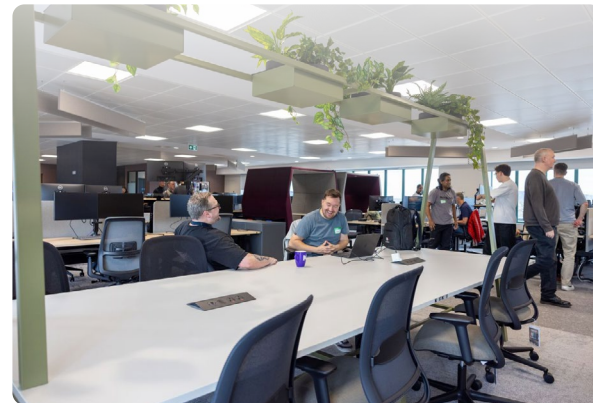


Environmentally Conscious and Locally Focused Collaboration Hub Improvements

Our Collaboration Hubs are designed to support connection and innovation among N-ablites. In 2025, we continued to expand and upgrade our spaces while being mindful of environmental impact by using local contractors and suppliers where practicable.

Edinburgh

In 2025, we relocated and expanded our Edinburgh Collaboration Hub to better support business needs and evolving ways of working. The new space was designed to provide a more functional, modern environment that enables



collaboration while meeting current workplace standards. Wherever possible, the project leveraged local contractors and suppliers, with the goal of supporting the local economy and reducing the environmental impact associated with long-distance transportation of materials by non-local service providers. By consolidating teams into a fit-for-purpose location, this move also supports more efficient use of space and resources aligned with actual operational demand.

ENVIRONMENT ✓

Sydney

In early 2025, we relocated our Sydney office to better support business requirements. This approach reflects our focus on maintaining right-sized, efficient workplaces without maintaining excess or underutilized space. In making our move, we prioritized the use of local labor and locally sourced services where practicable, prioritizing support for local communities and seeking to minimize the environmental impact associated with greater transportation costs.



Electronics Recycling

We continued our electronics recycling and donation programs in the United Kingdom and the United States, supporting educational initiatives and reducing waste through vendor buyback and reuse programs. In 2025, we donated over 500 pieces of hardware, predominantly laptops, in the United Kingdom to the Turing Trust, which gives these items a second life through their continued use by students in underserved communities. In the United States, we disposed

of over 400 pieces of hardware, predominantly laptops and monitors, through a verified e-cycler.

We also seek to mitigate the impact of our data center operations by participating in our vendor's buyback program. Through this program, we are able to sell used, fully wiped data center equipment back to our vendor, which allows our vendor to repurpose that equipment.

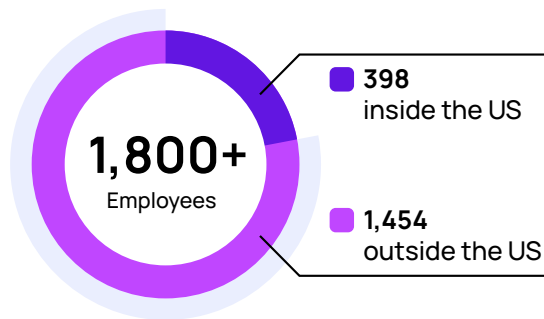


PART 02

Social



At N-able, we're not just helping businesses be secure. We're redefining what it means to be business resilient. Our end-to-end platform blends AI-powered capabilities and flexible tech stacks, so customers can manage, secure, and recover with confidence. But the real power behind it all? Our people. We're a global crew of N-ablites, who love solving complex problems, sharing knowledge, and delivering solutions that actually make a difference.



Good people inspire good people

It's our belief that great teams form the foundation of exceptional companies. N-ablites bring their unique voices, skills, and experiences to shape the future of cybersecurity, making a difference for our customers, our industry, and each other.

SOCIAL ✓



Our Values

Our values aren't just words. They guide every decision, interaction, and achievement.

- ▲ **N-rich Lives:** We use our talents to find meaning and purpose in all that we do
- ▲ **N-spire Others:** We unlock potential and help bring out the best in others
- ▲ **N-joy the Journey:** We are passionate about what we do and have fun along the way

These principles underpin our commitment to collaboration and innovation, allowing N-ables and our customers to thrive together.



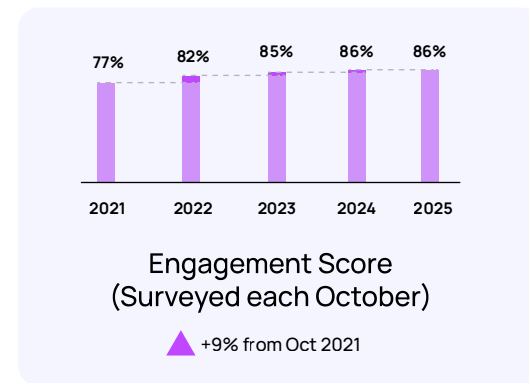
SOCIAL ✓

N-ablite Engagement

Employee engagement remains central to our mission. Regular surveys help us understand how to enhance employee experience, from aligning with our values to fostering a sense of belonging at work. These insights inform action plans at every level, ensuring that employees feel heard, valued, and supported. With a survey participation rate of 81% and an engagement score of 86% in 2025, we believe this effort is bearing results and reflects our continued efforts to create an environment where every N-ablite is empowered.



In addition to our surveys, which we perform twice a year, in 2025, our leaders traveled the globe to meet with N-ablites in their local Collaboration Hubs to discuss our business and hear their feedback. From Speed Mentoring in Bucharest and Coffee Chats with N-able Leaders in Manila, to Ask Me Anything sessions in Dundee, Edinburgh, Manila, Utrecht, and the United States, our N-ablites were able to have candid, informal conversations with our top executives and key leaders, including Chief Executive Officer John Pagliuca, Chief People Officer Kathleen Pai, SVP, Chief Marketing Officer Vikram Ramesh, and GVP, Product Management, Laura DuBois.



5% or greater is considered statistically significant.



SOCIAL ✓

Our engagement strategy also includes key pillars—Belonging, N-abliterate Giving, Wellness, and Fun—that we believe are vital to creating an extraordinary workplace culture.

At N-able, we place a high value on our culture of belonging, where individuals feel included, valued, and celebrated for who they are and what they bring to the table. We want N-abliteratees to feel like an integral part of the company and that their voices and work make a difference. Communities of Interest, which are open to all employees, such as PRISM (supporting our LGBTQIA+ community), WONDER (supporting women in our workplace), and Shades (supporting employees of color), foster connection and provide a space for employees to continue their development and engage with each other to help drive business success.



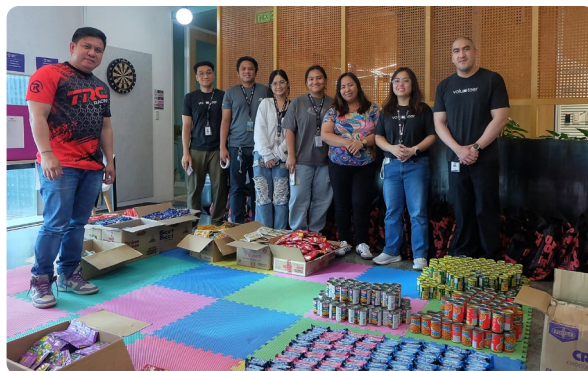
Throughout 2025, we recognized key observances, such as Black History Month, International Women's Day, Lunar New Year, Pride Month, Hispanic Heritage Month, Global N-able Day, and Global Pay It Forward Day. Additionally, our Communities of Interest (COI) hosted impactful initiatives, including Shades Learning Spotlights and Sip and Speak forums, WONDER Mentor Circles and Career Defining Moments Coffee Talks in Manila and Warsaw, and PRISM-led VoluNteer initiatives and Transgender Day of Visibility session in support of non-profits. Together, we create an uplifting work environment that fosters trust, engagement, and excellence.



SOCIAL ✓

N-ablite Giving: Community Involvement

Our spirit of giving is a cornerstone of who we are. Through initiatives like our two fully paid VoluNteer Days and annual Season of Giving, employees donated over 3,000 hours of their time in 2025 to support meaningful causes. This collective effort highlights our dedication to creating a positive impact in the communities where we live and work.



Wellness

We also emphasize wellness, with comprehensive resources supporting employees' physical, mental, financial, and social health. During 2025, we honored World Mental Health Day, hosted an Adult Recess to encourage employees to prioritize their physical health, and offered healthy acai breakfast bowls and smoothies with an on-site chef sharing tips to get a nutritional start to the day. These are just a few examples of how we prioritize well-being, helping employees stay balanced and energized.



SOCIAL ✓

N-ablite Learning

We are committed to providing N-ablites with holistic growth and learning experiences to help them make the most of their careers. Our learning and development program begins with our global onboarding program followed by the company's unique New Hire N-tegration program. New Hire N-tegration is a custom-designed session for new hires during their onboarding process that allows them to learn about our culture and business directly from our most senior leaders. Additionally, we offer learning journeys focused on advancing N-ablites in management roles: N-able U to Grow, for aspiring managers; N-able U to Lead, for current managers; and N-able U to Build, for senior leaders. Along the way, we promote learning opportunities for all N-ablites, including virtual live sessions on various professional development topics, access to a robust online learning platform, and suggested courses and materials to support career growth and our commitment to belonging. We incorporate a range of learning opportunities in an effort to make our offerings accessible for all.

In 2025, we further enhanced our Career Path site, creating greater transparency and helping N-ablites better navigate what's next in their careers. We also launched new opportunities in N-ablite Learning like the Empowering N-ablite Excellence Learning Burst to our 101 Learning Series. Together, we are building a workplace where every individual can thrive, feel valued, and make a difference. We believe it is this shared passion and dedication that drives our success and strengthens our future.



In 2025, N-ablites completed

10,000+
N-ablite Learning hours

230 N-ablites
have participated in our Mentoring
Program since inception

SOCIAL ✓

Notable Recognition



Great Place to
Work Certification



Built In Best Place to Work
Austin and Boston



Inspiring Workplaces Top
100 Inspiring Workplaces

We have also made financial donations
to multiple non-profit organizations.



Diversity
(3rd year)



Women
(4th year)



Outlook
(4th year)



Career Growth
(4th year)



Leadership Teams
(2nd year)



Perks & Benefits
(3rd year)



Company
Happiness (4th year)



Work-Life Balance
(3rd year)



Best CEO
(4th year)



Culture
(3rd year)



Compensation
(5th year)

Comparably Best Company 2025



Cigna Healthy
Workforce
Designation



TrustRadius Award
by TrustRadius
Tech Cares



Best Place to
Work by
Best in Biz



Human Resources
Team of the Year



Chief People Officer,
Kathleen Pai, Woman
of the Year

Stevie Awards 2025

PART 03

Governance



Our Board

As of May 8, 2026, our Board consists of seven directors, including our President and CEO, John Pagliuca. Our directors have a wide and deep well of experience, spanning risk management, corporate governance, ethics, technology, and cybersecurity. To foster accountability and effective decision-making, we maintain separate CEO and Chair roles. Additionally, our Cybersecurity Committee meets regularly with our Chief Security Officer (CSO) to ensure robust oversight of risks, key security metrics, and our overall security strategy.

Code of Conduct

We are committed to the highest ethical standards and conducting our business in compliance with applicable laws and regulations. Our Code of Conduct, which applies to all employees—including senior executives—embodies our dedication to integrity and principled behavior. This Code is accessible on both our [website](#) and intranet, with mandatory employee training and acknowledgment to promote understanding and compliance. Furthermore, we offer clear channels for reporting violations, including an anonymous whistleblower hotline, to support transparency and accountability.

GOVERNANCE ✓

Modern Slavery Statement

Human rights are valued throughout our organization, regardless of location. We are committed to following international labor and immigration laws wherever we conduct business and where applicable. We have a zero-tolerance approach to modern slavery and human trafficking and are committed to acting with integrity in our business dealings and with our supply chain, including business partners, suppliers, contractors, and other third parties who provide or deliver any goods or services to us. We do not support or deal with any business that is knowingly involved in any form of slavery and/or human trafficking and will take steps to ensure transparency within our business and supply chain. For a comprehensive overview of our commitments and actions to prevent forced labor and human trafficking, refer to our [Modern Slavery Act Statements page](#).

Cybersecurity

N-able is committed to security practices internally and for our customers. Some of our information security management systems are independently certified as being in conformity with ISO/IEC 27001:2022, having moved from ISO/IEC 27001:2013 during 2025. ISO 27001 is an international security management standard that sets forth best practices and comprehensive security controls.

Since 2024, N-central, N-sight, Cove, PassPortal, Take Control, and Mail Assure have been independently certified as SOC 2 Type 1 and Type 2 compliant. In addition, in 2024, N-central, N-sight, and Cove have been independently certified as HIPAA Type 1 compliant.

In 2025, we laid the groundwork for a unified ISO 27001, SOC 2 Type 2, and HIPAA Type 1 framework that includes our recently acquired Adlumin business, and continue to make progress toward that goal.

Our Information Security Management System (ISMS) includes:

- ▲ Centralized oversight and coordination;
- ▲ Risk assessment and management, including Security Risk Committee and our Board's Cybersecurity Committee;
- ▲ Administrative, technical, and procedural safeguards;
- ▲ Incident response and reporting;
- ▲ Regular auditing and reporting;
- ▲ A robust security training program, with dedicated training for our engineering and Development Operations teams;
- ▲ A vulnerability reporting system; and
- ▲ Continuous penetration testing

GOVERNANCE ✓

We engage a leading authority on crisis response to conduct semiannual testing of our incident response programs through tabletop exercises and plans to evaluate and improve our preparedness for cybersecurity incidents. This involves cross-functional cooperation, review, and evaluation.

Members of our security team, including members of our Adlumin MDR/MSS and Threat Research teams, hold a number of certifications, including Certified Information Security Manager (CISM); Certified Information Systems Security Professional (CISSP); Certified Cloud Security Professional (CCSP); GIAC Certified Forensic Analyst (GCFA); Certified Lead Auditor/Implementer (ISO 27001, ISO 31000, ISO 19011); GIAC Certified Web Application Defender (GWEB); GIAC Cloud Security Architecture and Design (GCAD); GIAC Strategic Planning, Policy, and Leadership (GSTRT); GIAC Cloud Security Automation (GCSA); GIAC Exploit Researcher and Advanced Penetration Tester (GXPN); Certified Risk and Information Systems (CRISC); GIAC Cloud Forensic Responder (GCFR); GIAC Python Coder

(GPYC); ISACA Audit Fundamentals; Lead Auditor/Implementer (ISO 27001, ISO 31000, ISO 19011); Certified Information Systems Auditor (CISA); Offensive Security Certified Expert (OSCE3); Offensive Security Exploit Developer (OSED); Offensive Security Defense Analyst (OSDA); Cybersecurity Analyst (CySA+); and Security+.



Privacy

N-able has established a multifaceted privacy-by-design program designed to maintain compliance with the EU General Data Protection Regulation (GDPR) and other worldwide privacy laws, as well as reevaluating threats, threat actors, vulnerabilities, and risks associated with processing personal data.

As part of our privacy program, we:

- ▲ Are a member of the EU-U.S. Data Privacy Framework;
- ▲ Maintain a library of privacy policies that are regularly reviewed by appropriate subject matter experts;
- ▲ Require that all employees and contractors complete the N-able privacy and cybersecurity training;

GOVERNANCE ✓

- ▲ Periodically conduct Data Protection Impact Assessments and Transfer Impact Assessments;
- ▲ Employ data mapping software to map processes performed on personal data to processing inventories that are audited and monitored; and
- ▲ Vet vendors through a centralized end-to-end third-party vendor management process.

We routinely evaluate ways to improve our data privacy program. Since 2023, we have engaged a third-party provider to act as our Data Privacy Officer (DPO). We believe that this is the best solution for us given our worldwide presence and current organizational size and structure. We also invest in tooling to support our data inventories and privacy programs; security orchestration platforms to streamline our investigative processes; and a governance, risk, and compliance (GRC) platform to automate control monitoring for our compliance programs.

Our privacy notice (www.n-able.com/legal/privacy) outlines N-able's commitments to its customers. We maintain a robust library of GDPR and privacy-related policies, and all N-able employees receive privacy training. Since 2024, we have employed enhanced training by developing several training modules specifically developed by our internal experts for our N-ablites and to further support a culture of compliance. N-able reviews its privacy notices regularly and requires that our vendors and sub-processors adhere to appropriate privacy and security requirements.

N-able seeks to address, manage, prevent, and mitigate impacts of privacy-related incidents as part of our privacy-by-design program by, among other measures:

- ▲ Scanning information systems to identify and patch security vulnerabilities;
- ▲ Maintaining security policies, practices, and controls to prevent security breaches;

- ▲ Coordinating independent third parties to perform security assessments and audits;
- ▲ Minimizing security threats by leveraging reputable outside sources and threat intelligence;
- ▲ Investing in preventive and defensive capabilities in line with globally recognized information security standards; and



GOVERNANCE

- ▲ Maintaining cybersecurity insurance as a part of our overall insurance portfolio.

We track compliance, set goals and targets, and assess effectiveness of our privacy program by:

- ▲ Maintaining a privacy register;
- ▲ Performing Data Protection Impact Assessments;
- ▲ Routinely evaluating potential privacy risks with our Security Risk Committee;
- ▲ Auditing and tracking customer communications related to privacy;
- ▲ Tracking vulnerabilities;
- ▲ Regularly reviewing and analyzing privacy issues with our privacy team, Data Privacy and Retention Working Group, and Security Risk Committee; and
- ▲ Utilizing data mapping software to automatically update data processing inventories.

AI

N-able promotes the responsible use of AI while recognizing our duty to guard against potential harm by working to protect our customers' data and intellectual property. To that end, we've developed an AI strategy that is supported by three Pillars of Responsibility:

Control

Customers remain in control of how AI is used within their environments

Transparency

Clear communication about how AI systems operate and use data

Context

AI should be applied thoughtfully, proportionally, and appropriately to the task at hand

Our Products and Customers

In 2025, we launched an AI Transformation Council comprised of internal stakeholders from across functions to set N-able's internal AI vision and priorities and oversee AI governance, risk, and compliance. We also held our first AI Innovation Competition, inviting N-ablites to develop AI-powered solutions that could influence our internal operations or product roadmaps, and recognized top projects that exhibited technical innovation, creative strategy, and cross-team collaboration from among 58 entries submitted by 223 participants. This provided N-ablites to explore responsible AI use as applied to real-world scenarios relevant to N-able.

Learn more about our commitment to responsible AI use at <https://www.n-able.com/trust-center/ai-pledge>.



All information is as of and for the year ended December 31, 2025, unless otherwise noted.

Note on non-financial reporting. Non-financial information is subject to measurement uncertainties resulting from limitations inherent in the nature of and the methods used for determining, such data. Some of our disclosures in this report are based on assumptions due to the inherent measurement uncertainties. The selection of different but acceptable measurement techniques can result in materially different measurements. The precision of different measurement techniques may also vary.

Note on forward looking statements. We have made statements in this report that are forward-looking and therefore subject to risks and uncertainties, including statements regarding our goals relating to environmental impact; anticipated efforts and impacts relating to our people and culture; expected certification of our products; and new product introductions. Words such as "may," "will," "expect," "intend," "estimate," "anticipate," "believe," "should," "forecast," "project," or "plan" and similar terms are generally intended to identify forward-looking statements. Actual results may differ materially from those referred to in the forward-looking statements due to a number of important factors, including those described in our most recent Annual Report on Form 10-K filed with the Securities and Exchange Commission and in our subsequent Quarterly Reports on Form 10-Q. Readers are urged not to place undue reliance on these forward-looking statements, which speak only as of this report. We undertake no obligation to revise or update any forward-looking statement, whether because of new information, future events, or otherwise.