

2022

RAPID7

Social Good Report

Committed to a Better Future for Cybersecurity and Society



Table of Contents

Table of Contents

Letter from Our CEO 4

Our Commitment and Approach 6

Diversity, Equity & Inclusion 10
Key Initiatives | DE&I 12
Key Partnerships | DE&I 16
What Rapid7 Looks Like Today 22
2022 Outlook | DE&I 23

Advancing Cybersecurity 26
Key Initiatives | Advancing Cybersecurity 28
Key Partnerships | Advancing Cybersecurity 33
2022 Outlook | Advancing Cybersecurity 34

Purposeful Philanthropy 36
Key Initiatives | Purposeful Philanthropy 38
Rapid7 Cybersecurity Foundation 41

Environmental Sustainability 42
Key Initiatives and Results | Environmental Sustainability 44

Governance 48
Corporate Governance Guidelines 50
Key Initiatives and Results | Governance 50

Looking Ahead 52
2021 Social Good Highlights 55
2022 and Beyond 56

Welcome to our first annual Social Good Report.

I am extraordinarily honored to share the first collective look at our work around social good, our values-focused mindset and investments aimed at creating a secure and resilient future where everyone is empowered to enact positive change. This report spans 2021 and the beginning of 2022, and is part of our effort to drive access and inclusion in cybersecurity. Through transparency and accountability, we aim to build an equitable and sustainable future and drive a dialogue about challenges and solutions for advancing cybersecurity as a whole.



Although this is the first time we're sharing our efforts in this format, giving back to our communities and contributing to the overall social good of society has long been a cornerstone of who we are. We're proud of what we've achieved so far and take a "Never Done"—one of our Core Values—approach to social good. This means going beyond the foundational work of traditional Diversity, Equity & Inclusion requirements, volunteer service minimums, and an ESG (Environmental, Social, Governance) framework. It also means recognizing that even with great progress we have an ongoing obligation and commitment to build a better future for our employees, our customers, and the communities in which we work.

Social good starts internally with how we build an employee base that reflects our society, engages broadly, collaborates inclusively, and develops strong careers. Having an engaged and motivated team allows us to better support and empower our customers and partners on the front lines as they secure a world undergoing a rapid digital transformation.

Beyond customers and partners, social good extends to our participation in and positive impact on our communities. We strive to foster diversity and inclusion within our local communities, as well as to support school systems and entrepreneurship. We're thoughtful about the creation, design, and construction of our offices and the organization, efficiency, and technology in our spaces. The sustainability of our business and our environmental footprint are top of mind as we work to understand and meet the latest environmental standards.

We believe that if we empower our employees and communities, it also creates the highest possible value for our customers and our shareholders. When you can align these groups, your opportunities to make a positive impact are endless.

The Social Good Report reflects what we're building at Rapid7, and while we're "Never Done," we couldn't have made the progress we did without our employees, customers, partners, and shareholders. Publishing our first annual report opens the next chapter in building trust, transparency, and dialogue. Thank you all for being part of our journey to make the world a better, safer place, and we look forward to building the future together.



Corey Thomas, CEO

Our Commitment and Approach



Rapid7 wants to realize our vision of a secure and prosperous digital future for all—not just our customers, our partners, or those in the tech community. As more of our world moves online every day, we're working to connect everyone with powerful security technology and practices.

Creating a secure digital future for people everywhere is a massive undertaking—one that impacts every aspect of life and reaches all around the globe. It takes an unconventional approach to face a challenge of this size. Here's how we're doing it:

Empowering People

The world needs more protectors. We're empowering people by building opportunities for those that the cybersecurity community often overlooks. Our deep commitment to Diversity, Equity & Inclusion makes our work more impactful while infusing our industry with new talent and perspectives. And through innovative partnerships with schools and philanthropic activities, we're fostering the development of the world's next generation of STEM thinkers.

Advancing Cybersecurity

We find ourselves faced with a global challenge—so we're working to strengthen a global community of protectors to help us face it. Through advocacy, community initiatives, and charitable giving, we seek to advance cybersecurity. Alongside lawmakers and industry groups, we advocate for policies that protect against emerging threats while bolstering the vital work of security researchers. Our support of free and open source projects gives everyone access to powerful security tools and practices.

Protecting the Future

To create a more secure digital future for everyone, we must protect the future of the planet we all share. The fates of our digital world and our environment will always be tied together, so we contribute to the global fight against climate change by embracing sustainable practices in the resources we use and the day-to-day decisions we make at office locations worldwide.

Operating with Integrity

We also must protect the long-term health of our own company, calling for transparent and ethical engagement with our stakeholders across shareholders, employees, and the global security community. Our Code of Business Conduct reinforces our integrity and guides how we engage with these important groups. Through that transparency and accountability, we'll ensure we're moving together toward our common goal.





Diversity, Equity & Inclusion

Diversity, Equity & Inclusion is central to our core values at Rapid7. To realize our vision of a secure digital future, we believe we have to proactively cultivate a healthy and dynamic work environment in which everyone feels safe and respected. For us, this is more than a set of initiatives—it's part of our DNA. We're making substantial investments in Diversity, Equity & Inclusion programs across the organization, not just because it's the right thing for our people, but also because we know it serves our customers and ultimately our shareholders and communities.

Diverse teams and a culture of inclusion serve as a catalyst for innovation. We know from experience that diversity of thought enables us to produce the best outcomes for our customers and community. Our deep commitment to Diversity, Equity & Inclusion is core to the strength and success of our business. Cybersecurity is a largely white and male industry, so to achieve our objectives we have to be diligent in increasing the diversity of our growing employee base while simultaneously ensuring we're creating an environment where anyone, from any background, can feel a sense of belonging.

We're certain that diverse teams are a key driver of creativity and innovation, and that diversity of thought, background, and experience is the crucial element for creating positive business outcomes for our community and customers. We're committed to recruiting, retaining, and developing high-performing, innovative, and engaged employees with backgrounds and experiences as diverse as those of our customers.

SNAPSHOT

In 2021, we deepened our commitment to building opportunities for those that the cybersecurity community often overlooks.

WOMEN
make up
29%
of our global population*

PEOPLE OF COLOR
make up
26%
of our US population*

At our NEW
Tampa,FL
location, we're bringing more diverse and emerging talent into cybersecurity

*Based on self-reported data as of 12/31/2021

Key Initiatives | DE&I

In our push to drive Diversity, Equity & Inclusion both within Rapid7 and in cybersecurity at large, we engage with other organizations to show our commitment to creating a positive social impact.

Recently, we joined the United Nations Global Compact to support and express adherence to the ten principles of the United Nations Global Compact related to human rights, labor, environment, and anti-corruption, and we continue to foster the long-standing engagements we have with other organizations dedicated to Diversity, Equity & Inclusion efforts:

- **Founding Host Company, Hack.Diversity.** 2017 - present
- **Inclusion in the Bloomberg Gender Equality Index,** every year since 2019
- **Inclusion in The Boston Globe Top Places to Work list,** every year since 2011
- **Inclusion in Boston Business Journal Best Places to Work list,** every year since 2011
- **Supporter of the Parity Pledge and the United Nations Global Compact**

RECOGNITION



Bring You by 2022

At Rapid7, our core values are integral to the way we operate as a business and as collaborators. Our core value of "Bring You" is an invitation for everyone who works at Rapid7 to embrace their own uniqueness and feel comfortable bringing their true self to work. We know that fostering a culture of psychological safety and inclusion lets people be more creative and generate innovative ideas. By empowering our employees to be their authentic selves, we're creating the conditions for a dynamic workplace where innovation can thrive.

Bring You by 2022 is an initiative that builds on the focused efforts we started in 2018 to ensure that every employee—regardless of their ethnicity, gender, religion, or background—has the opportunity to thrive in their career and feel a sense of belonging within our community. More than just a set of goals, Bring You by 2022 is using targeted investments to cultivate an increasingly diverse workforce as we continue to grow. While that overarching mission speaks to the essence of inclusion, Bring You by 2022 highlights our focus on continuing to strengthen our gender and racial diversity in the organization in a measurable, impactful way.

ANIKET MENON | SOAR BUSINESS LEADER

“One of the reasons I’ve been at Rapid7 for almost a decade is because I can show up every day and be myself.”

We celebrate one another for our differences, and truly believe that our diverse perspectives and experiences make our work more impactful and our customers more secure.

Key Partnerships | DE&I

We need to make investments that will expand educational opportunities to a wide variety of populations that may not otherwise pursue STEM-related jobs. Over the last several years, we've joined forces with schools and universities globally to fuel STEM interest in youth from underserved communities, providing support and guidance in the form of donations, volunteer work, mentoring, and education. A sampling of these organizations include:

BoSTEM

A Boston based program led by the United Way, focusing on providing robust STEM education to Boston Public School children.

BUILD

Providing entrepreneurial skills to at-risk high school students with the goal of college and career success.

Latinitas

An Austin, TX, program for young Latinas. It empowers all girls to innovate through media and technology.

Queen's University, Belfast

Supporting their computer science and security programming curriculum, and the hiring of over 100 placement students to date.

University of Canberra

Our funds support a program called ELSA, an online educational STEM framework for preschool and grade 1 students.

Women Who Code

Investing in STEM education and traction for women globally.



Hack.Diversity

When Hack.Diversity was launched in Boston, MA in 2017 with the aim of becoming a talent provider connecting high-performing Black and LatinX technical people with Boston's fastest growing companies, Rapid7 joined as a founding partner.

Image Courtesy of Hack.Diversity



Employee Experience

At Rapid7, we value collaboration, innovation, teamwork, and trust. That's why we're committed to bringing people together from different backgrounds and investing in programs that nurture the future talent of our community. We're always striving to create a more connected and collaborative experience for all Rapid7 employees.

The worldwide health crisis of COVID-19 has had a dramatic impact on society, business, and our personal lives. We understand the complexities of modern life don't always align with traditional 9-to-5 working hours. We give our teams the flexibility to do their best work by supporting a hybrid working model for most roles. With a hybrid model, our employees can collaborate, network, and build amazing teams while having the option to work remotely for part of the week. With that in mind, we're retaining our global office locations and continuing to expand, giving every team member the chance to experience the dynamic Rapid7 culture and the tangible benefits of working together in person.



Internal Community Groups

We refer to our people at Rapid7 as Moose, a word that remains unchanged in both its singular and plural forms. It's one of the many ways we work to build an internal sense of camaraderie and belonging. We're one Moose and proud of the diverse perspectives that strengthen our herd. Here are some notable initiatives helping to make Rapid7 a more diverse, equitable, and inclusive home for every Moose:

Moose Pride

Our space for LGBTQ+ employees and allies to connect, discuss, and share ideas on creating a welcoming environment

Moose Vets

A group working to promote inclusion, aid in recruitment, and drive outreach to the veteran community at Rapid7

Vibranium

A group where our Black and LatinX team members can share thoughts and ideas, drawing support from one another

Rotational Program

This college hiring program adds more diversity to our company while fostering community inclusion. Over the course of their first 18 months as full-time employees, recent graduates known as "rotatoes" rotate onto a range of teams at Rapid7, broadening their skills and building connections with a diverse array of people across the organization. Upon completion, these new Moose are placed into permanent, non-rotating positions where they're poised to succeed thanks to the cross-company relationships they've built over the 1.5 years in the program.

Inclusive Benefits

At Rapid7, our benefits are designed to be inclusive to all employees. We offer full-time employees competitive compensation packages, comprehensive healthcare coverage, and unlimited time off in the US. Our offices feature gender-neutral restrooms and showers, as well as mothers' suites. We offer competitive maternity leave, and recently we expanded paternity leave benefits for expectant fathers. Rapid7 employees can also engage in curated and gamified courses on diversity, inclusion, and belonging through LinkedIn Learning. To a large extent, we provide benefits of equal value to our employees across the globe, adjusting where appropriate to comply with country-specific needs and laws.

“The rotational program fosters learning and cultivates an inclusive space to build meaningful relationships at Rapid7.”

Beyond the technical skills I’ve learned, the unrelenting practice of adaptability, empathy, and growth has been invaluable to me.

Pay Equity

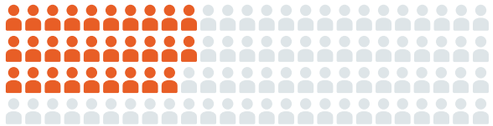
At Rapid7, pay equity means fair and equal pay for employees in the same job, level, and location controlling for pay differentiators such as performance and experience, regardless of gender or race. In 2020, we completed a comprehensive pay equity survey, led by our Total Rewards team and outside compensation experts. A comprehensive statistical analysis was conducted using regression models with consideration of legitimate, non-discriminatory drivers of pay. We did this to determine whether there were any differences in pay based on gender or race. The extensive survey and the review that followed, collaborated by our external specialists, confirmed that people of color and women were not paid less in any of the groups analyzed due to their race or gender. The external review was performed on all US-based employees and supplemented with a further internal review of all non-US employees to ensure pay equity globally. We intend to perform a review like this every few years as well as reinforce internal processes supporting us to continue to ensure that we maintain pay equity.

What Rapid7 Looks Like Today

Entering 2022, our company has stronger diversity than ever before.*

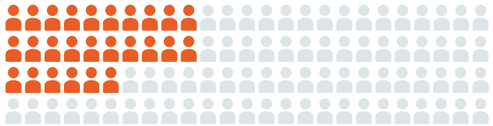
Global Gender Diversity

29% **WOMEN** (TOTAL HEADCOUNT: 2,364)



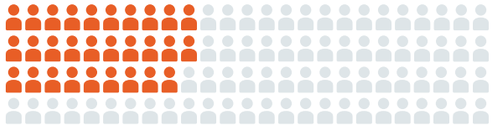
Ethnic Diversity in the U.S.

26% **PEOPLE OF COLOR** (TOTAL HEADCOUNT: 1,531)



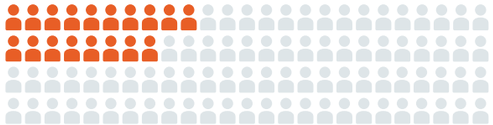
Global Gender Diversity *(of Director & Above)*

29% **WOMEN** (TOTAL HEADCOUNT: 203)



Ethnic Diversity in the U.S. *(of Director & Above)*

18% **PEOPLE OF COLOR** (TOTAL HEADCOUNT: 154)



*Based on self-reported data as of 12/31/2021

2022 Outlook | DE&I

Diverse Expansion: Tampa, FL

In our commitment to generating more cybersecurity jobs, we're expanding our presence in North America by opening a new Rapid7 office in Tampa, FL. As one of the top emerging cities for tech, Tampa is on a journey to becoming a major US innovation hub. We're excited to be a part of this journey and the role we can play to support the community in these efforts. To do that, we're not just building an office and creating jobs—we're putting a stake in the ground to help shape the future of Tampa.

To bring this vision to life, Rapid7 is partnering with Tampa-area colleges and universities to support the growth of local talent and build a stronger security community in the city. Our goal is to have 30% or more of our Tampa team be emerging talent and/or recently retired military. We're also planning to partner with inclusion-focused STEM programs to help create a more diverse and supportive tech community through leadership and service.

We believe a diverse workforce is integral to the success of our organization and the culture we want to build. That's why we're building something truly unique and prioritizing diversity in our hiring plan so the Rapid7 team reflects the rich, diverse character of Tampa.

Tampa, FL Hiring Goals for 2022

- Target 100 new hires by the end of 2022
- Target 30% or more of our new hires will be emerging talent and/or recently retired military
- Target 50% or more of our new hires will be women and/or people from historically marginalized communities in terms of race and ethnicity





2022 Global Diversity, Equity & Inclusion Goals

We kicked off our focused efforts in 2018, but continue to prioritize Diversity, Equity & Inclusion as critical to our culture and future growth. The goals listed below highlight our commitment to creating the diverse cybersecurity workforce of the future.

18% **of our US employees will be from historically marginalized communities in terms of race and ethnicity**

In the US, we'll continue to invest in people from historically marginalized and underrepresented communities, including Black, LatinX, and those who identify as two or more races. We'll grow from having people from these communities represent 13% of our population (as of 12/31/2020) to 18% by 12/31/2022. We remain committed to the hiring, developing, and retaining of all people, and we'll continue to nurture this population with additional focus and effort.

35% **of our global population will be women**

In the United States, approximately one third (32.4%) of our employees are women, and in our international offices, women make up 29.4% of our staff. Our goal is to reach 35% globally by 12/31/2022.

> **Having worked in tech for most of my career, it's rare to be surrounded by so many amazing women, especially in leadership roles. That's one of the things I love about working at Rapid7.**

Bria Grangard, Product Marketing



Advancing Cybersecurity

Every day, Rapid7 works to advance cybersecurity, striving toward a safer and more secure digital future for all. To face this global challenge, we identify and promote big-picture solutions that infuse security best practices on a systemic level. From advocating for adoption of secure-by-design principles to lending our support to critical infrastructure organizations, we focus on initiatives with far-reaching impacts across our interconnected society.

We do this in a number of ways, including public policy engagement; partnering with government cybersecurity agencies, technology and business leaders; working closely with nonprofit advocacy groups; and supporting free and open source tools.

Fueled by our passion for protecting people and our industry-leading insights, our engagement extends to activities like co-chairing the Ransomware Task Force and working with US lawmakers to strengthen legal protections for cybersecurity research.

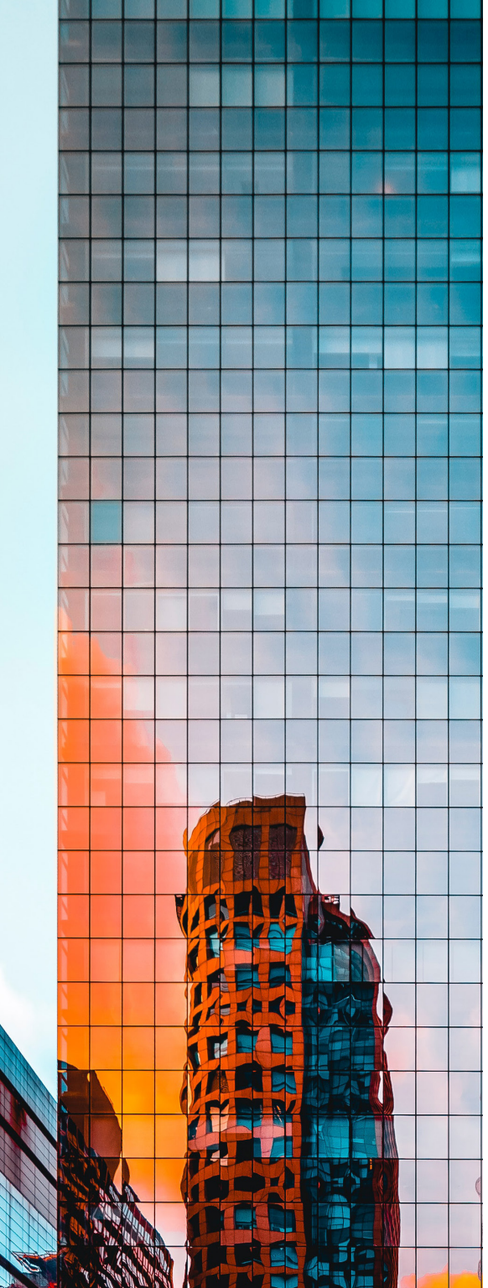
SNAPSHOT

Throughout 2021, we partnered with protectors around the world to advocate for cybersecurity advancements.

As co-chair of **RANSOMWARE TASK FORCE** we helped develop recommendations to **DETER & DISRUPT** ransomware attacks at scale

Led a successful campaign to **STRENGTHEN LEGAL** protections for independent security researchers in the US

JOINED THE OPEN CYBERSECURITY ALLIANCE to help create a more open and interoperable cybersecurity ecosystem



Key Initiatives | Advancing Cybersecurity

Public Policy and Advocacy

Our public policy program advocates for global policies, standards, and best practices that protect people and businesses in an increasingly interconnected digital world. These efforts include working with policymakers to ensure that critical services have the resources and requirements they need to operate effectively and protect against cybersecurity threats. They also include advocating for balanced computer access laws that support independent security research and don't criminalize regular internet users.



Critical infrastructure funding and security

Rapid7 led a coalition of organizations to persuade Congress to add cybersecurity funding and standards into the 2021 infrastructure legislation.

Supporting independent security research

Rapid7 led a campaign to strengthen legal protections for independent cybersecurity testing under DMCA Section 1201, resulting in the Librarian of Congress lifting key restrictions that had put independent security testing of consumer smart products at risk.

Better information sharing for EU essential services

Rapid7 worked with EU policymakers to help ensure essential services—health, energy, transport, banking, digital infrastructure, public administration, space sectors—can share and receive cybersecurity threat information and vulnerability disclosures under the NIS 2 directive.

In 2021, high-profile cyberattacks on infrastructure providers led to a significant US government focus on the cybersecurity of these critical industries. Rapid7 supported policy efforts to direct funding and other resources to critical services to strengthen their cyber defenses, and provided input to policy proposals to require that critical services maintain safeguards and processes such as security incident reporting. We also continued to advocate for independent security research through the triennial DMCA exemption review process.

At the same time, Rapid7 continued to build its policy engagement in the European Union, providing support on proposals to update the EU Network and Information Security Directive (NIS), as well as legislation proposed for Artificial Intelligence (AI). In the UK and Australia, we provided input on proposed approaches to advancing cybersecurity around consumer smart products, supply chain risk, digital service providers, and ransomware attacks.

Free and Open Source Tools

To help bring powerful security to all, Rapid7 maintains and supports numerous open source and community-sourced cybersecurity projects. These free tools give people access to the capabilities and information they need to defend themselves, regardless of their location or background.

Metasploit

Rapid7 has continued to invest in maintaining and developing the open source penetration testing framework Metasploit since its acquisition in 2009. In the years since acquiring it, we've remained committed to keeping Metasploit open source to ensure the entire security community can continue to benefit from, and contribute to, its capabilities.

Velociraptor

In April 2021, Rapid7 welcomed Velociraptor, an open source endpoint forensics and incident response solution, to our open source family. As with Metasploit, we're committed to keeping the Velociraptor platform open source so it can continue to improve through input from security practitioners around the world.

Recog

Rapid7 committed significant resources to ensure that the multi-language network fingerprinting library Recog gets the ongoing support and quality assurance that its users have come to expect. Recog continues to expand its test coverage across Go, Java, and Ruby programming languages so concurrent development across organizations in the languages they choose is both possible and easy.

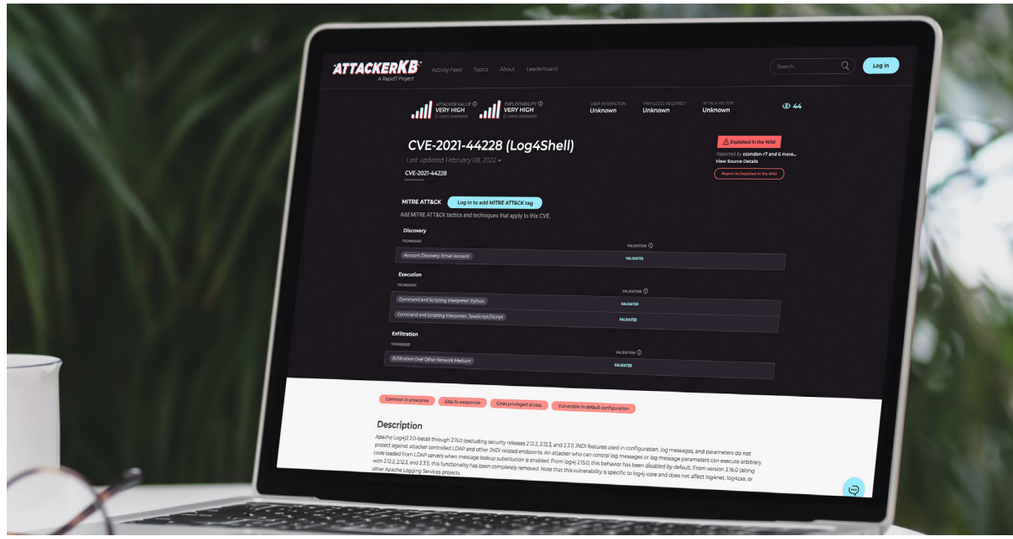
Open Cybersecurity Alliance

Rapid7 joined the Open Cybersecurity Alliance to help support the development of an open ecosystem where cybersecurity products interoperate without the need for customized integrations. We also supported the addition of the Posture Attribute Collection and Evaluation (PACE) project, which helps organizations assess and communicate the status of business process assets for stronger decision-making in zero-trust environments.

AttackerKB

Rapid7 invested in expanding AttackerKB, an open platform for vulnerability data sharing. The security community has added more than 1200 CVE assessments to AttackerKB, offering expert insight on both known and new vulnerabilities. In 2021, Rapid7's own research teams also published more than 30 in-depth technical analyses of high-priority threats such as Log4Shell to help the community understand, prioritize, and detect risk in their environments.

For more information on our open source cybersecurity tools and communities, please visit https://www.rapid7.com/open-source/.



Community Collaboration

Creating change that advances cybersecurity on a societal level is a team sport. Rapid7 partners extensively across the cybersecurity, business, and civil society communities to develop or participate in initiatives that are driving social change to create a safer internet for all.

Ransomware Task Force

Rapid7 team members participated in and co-chaired the Ransomware Task Force (RTF), a group of more than 60 experts from a variety of sectors formed in response to the high volume of extortion-based attacks against critical infrastructure organizations. With insights from law enforcement, critical infrastructure, victim organizations, and more, the initiative developed a set of recommendations for governments and other leaders to take action to deter and disrupt ransomware attacks at scale, as well as to help organizations prepare for and respond to attacks. The RTF published its 48 recommendations in this 2021 report.

Rapid7 continues to participate in the Task Force, building out pragmatic approaches to adopting key recommendations from the report and collaborating with various governments to explore policy implications.

Cyber 4 Healthcare

Throughout the pandemic, Rapid7 has participated in the CyberPeace Institute's Cyber 4 Healthcare initiative, which partnered with tech companies to provide pro bono security assistance to healthcare organizations assisting with the COVID response around the world.

The CVE Program

In 2016, Rapid7 became one of the first non-government, researcher-focused CVE Numbering Authorities (CNAs), based largely on our demonstrated commitment to advancing and maturing the state of coordinated software vulnerability disclosure. Since then, we've been a leading voice in the global federation of over 200 CNAs and we continue to advocate for the researcher and hacker communities by shaping the direction and goals of the CVE Project through Research Director Tod Beardsley's positions as Chair of the CNA Coordination Working Group and CNA Liaison to the CVE Board.



Key Partnerships | Advancing Cybersecurity

Rapid7 works alongside a legion of organizations and individuals to advance cybersecurity. We partner with governments' operational cybersecurity agencies and cybersecurity policy development agencies that share our commitment to building a secure digital future. We also work with nonprofits representing cybersecurity advancement interests and civil society. In the private sector, we partner with organizations that share our vision for, and commitment to investing in, a more secure internet ecosystem.



In 2021, we partnered with:

Nonprofits

including the Institute for Security and Technology on ransomware; the Global Cyber Alliance on ransomware, IoT security, and other security challenges; the CyberPeace Institute on attacks against the healthcare sector; and the Cyber Threat Alliance on ransomware, cyber threat information sharing, incident reporting, and other cybersecurity issues.

The Council for Foreign Relations

The Council for Foreign Relations, a think tank focused on US foreign policy and international relations on which Rapid7 CEO Corey Thomas serves.

Government advisory groups

Rapid7 helps ensure that policy initiatives avoid unintended negative consequences and help advance cybersecurity. These advisory groups include the Information Systems Technical Advisory Committee and the International Trade Advisory Committee for the US Department of Commerce, the Government Cyber Security Strategy External Challenge Panel for the UK Cabinet Office, and the UK Department for Digital, Culture, Media and Sport's Cyber Resilience Expert Advisory Group.



2022 Outlook | Advancing Cybersecurity

Our work to strengthen the global community of protectors has never been more urgent, and its potential impact has never been greater.

In 2022, we aren't letting up. We'll keep advancing cybersecurity through existing advocacy, public policy, and engagement initiatives, and keep collaborating to find new ways to empower the security community.

Ransomware Task Force (RTF)

The RTF will continue to engage with governments around the world, particularly in the G7 nations, following a G7 event on ransomware held in December 2021. The RTF and Rapid7 will also continue to explore pragmatic approaches to disrupting the paths to monetizing cybercrime, driving adoption of preventative best practices, and encouraging greater transparency and information sharing.

Internet of Things (IoT) and Smart Products

As adoption of connected smart devices grows around the world, there are numerous efforts to drive greater agreement on, and adoption of, secure-by-design principles that reduce opportunities for attackers to exploit these technologies. In 2022, Rapid7 will support these efforts by publishing research on systemic cybersecurity threats and challenges, supporting the UK's Product Security and Telecommunications Infrastructure (PSTI) Bill, and advocating for consistent international standards to support interoperability in the global digital economy.

Professionalization of Cybersecurity

In early 2022, the UK Government opened a consultation on the professionalization of cybersecurity. This is expected to be a focus for the UK Government through 2022, potentially resulting in future proposed legislation. This effort also has the potential to influence policy in other jurisdictions and will likely create significant impact for the security community. Rapid7 is leading and participating in several community response initiatives to try to ensure that unintended negative outcomes are avoided.



Public Policy

- **Critical infrastructure**

  We'll keep working with policy makers to safeguard critical infrastructure and essential services from cyberattacks through infrastructure modernization legislation and agency regulatory updates, as well as advancement of the EU's and UK's updates to the NIS directive.

- **Protecting personal information**

  We expect 2022 policy developments aimed at strengthening security requirements to protect consumers' personal information, with action being taken through US state legislation, FTC regulatory action, or international adoption of GDPR-like privacy laws. Rapid7 expects to advocate safeguards that effectively secure consumers' information from breaches.

- **Cyber incident reporting**

  Incident reporting is a key component of proposed updates to the NIS Directive in both the EU and the UK. In the US, the Cyber Incident Reporting Act for Critical Infrastructure of 2022 was signed into law on 3/15/2022. US regulatory agencies such as FTC and SEC are also proposing new incident reporting requirements. Rapid7 supports incident reporting to help contain and track cyberattacks and enhance transparency. We expect to advocate for progress and alignment in these efforts in 2022.



Purposeful Philanthropy

While Rapid7's efforts to realize our vision of a secure digital future are rooted in active participation and education, we also engage in a variety of philanthropic activities to support Diversity, Equity & Inclusion and advance cybersecurity.

We give back to the communities where we live and work, and believe this commitment helps us empower people and attract and retain diverse talent. We also partner with a variety of STEM and inclusion-focused programs to promote technology education for all. To facilitate these philanthropic efforts, Rapid7 formed the Rapid7 for Good Fund in 2020 through the Tides Foundation and contributed an initial sum of $350,000.

SNAPSHOT

We forged new philanthropic pathways to support Diversity, Equity & Inclusion and advance cybersecurity in 2021 and beyond.

FORMED THE **RAPID7 CYBERSECURITY FOUNDATION** and seeded it with **$1,000,000** to expand our work at the intersection of cybersecurity and social good

DONATED an additional **$500,000** to various charitable organizations

Supported our employees' commitment to social good with Quarterly **CORE VALUE AWARD** AND **SOCIAL GOOD CHAMPION**

Key Initiatives | Purposeful Philanthropy

In 2021, we donated a total of over half a million dollars to various charitable organizations, including:

Center for Democracy & Technology (CDT)

The Center for Democracy & Technology is a nonprofit organization that advocates for civil liberties and democratic values in technology policy. Rapid7 supports CDT's consumer protection advocacy.

Internet Education Foundation (IEF)

The Internet Education Foundation is a nonprofit organization that educates policymakers and the public on technology policy. Rapid7 supports IEF's outreach and collaboration efforts aimed at raising awareness of cybersecurity policy issues.

Latinitas

Rapid7 supports Latinitas, a digital magazine made by and for young Latinas, in its mission to empower all girls to innovate through media and technology.

The New Commonwealth Fund

Rapid7 supports the New Commonwealth Racial Equity and Social Justice Fund (NCF) in their efforts to address and eliminate systemic racism and racial inequity in the Commonwealth of Massachusetts.

United Way

The United Way fights for the health, education, and financial stability of every person in every community—a fight that Rapid7 proudly supports.

We've also incorporated charitable giving into our internal awards programs by donating to deserving organizations in the names of exceptional employees. These include:

Quarterly Core Value Award

Each quarter, Rapid7 leaders review thousands of employee Core Value Award nominations submitted by our people, for our people. Multiple winners each quarter are given an opportunity to donate to their preferred STEM, Diversity, Equity & Inclusion, or cybersecurity organization. In their names, we contribute many thousands of dollars to these organizations each year.

Social Good Champion

Every October, Rapid7 leaders select one global Social Good Champion based on an employee's overall commitment and effort toward changing the world. Rapid7 donates $10,000 (or country equivalent) in the name of the winner to the STEM, Diversity, Equity & Inclusion, or cybersecurity organization of their choosing.

Beyond contributions of cash, we continued to encourage employee volunteerism at all of our office locations around the world.



RAPID7

CYBERSECURITY FOUNDATION

Initially formed in late 2021 and announced in early 2022, the Rapid7 Cybersecurity Foundation expands our efforts and commitment to empower people and advance cybersecurity. With a focus on promoting a diverse and inclusive cyber workforce, supporting free and open security solutions, and advocating for those that often lack a voice in the security community, we're making cybersecurity easier to access for the underserved and underrepresented.

The foundation supports organizations in the following three key areas:

- We fund and promote STEM education, Diversity, Equity & Inclusion in technology, and efforts by organizations to make careers in cybersecurity welcoming to all.
- We develop and promote open source tools and volunteering to help make effective cybersecurity solutions available to under-resourced organizations, including nonprofits and municipalities.
- We support research and policy advocacy to strengthen cybersecurity for vulnerable communities, improve cybersecurity awareness, and make effective security outcomes available to all.

The Rapid7 Cybersecurity Foundation is a 501(c)(3) and set up as a private foundation. It received $1 million in initial funding from Rapid7, Inc., and we anticipate further funding toward our mission of driving access and inclusion both in and to cybersecurity.



Environmental Sustainability

Rapid7 wants to create a secure digital future for all. This challenge is so massive that it requires people, companies, and governments working side by side for us to accomplish it together. The same is true of protecting the future of our planet's environment. At Rapid7, we embrace environmentally sustainable practices with our partners and at our offices around the world to contribute to the global fight against climate change.



Key Initiatives and Results | Environmental Sustainability

The fates of our digital world and our environment will always be tied together. Here's how we're working today to help protect against tomorrow's climate risks.

Engagement

- We established an Environmental Sustainability Committee in 2020 that meets regularly to refine and improve Rapid7's approach to environmental issues and ensure that we're exceeding all relevant environmental laws and regulations.
- In 2021, we took steps to better identify and measure the most material environmental impacts of Rapid7's operations.
- In 2022, we intend to set targets to reduce our environmental impact at Rapid7. This will enhance our existing work to minimize our greenhouse gas (GHG) emissions and contribute to our new practice of calculating* our GHG emissions on a regular basis to review where we can make a greater impact.

***We've completed 2019 and 2020 calculations and are working on 2021 at time of publication. These numbers are currently being audited by a third party.**



How we use resources

- We reuse, recycle, and responsibly dispose of electronic waste. Rapid7 is committed to using third-party vendors that allow us to recycle our outdated electronics according to international guidelines.
- We minimize waste sent to landfill through recycling in all locations and composting of food waste at our headquarters and certain other Rapid7 offices.
- We conduct waste audits at our headquarters and in larger Rapid7 offices to measure waste reduction.
- We switched from single use dishware and cutlery to reusable products, reducing the amount of waste we send to landfills.
- We measure major greenhouse gas emissions with the aim of continuous reduction of carbon-intensive activities, improved energy efficiencies, and the procurement of renewable energy.
- Our solutions are principally hosted by Amazon Web Services, which has made a commitment to be run 100% by renewable energy by 2025.

Our offices

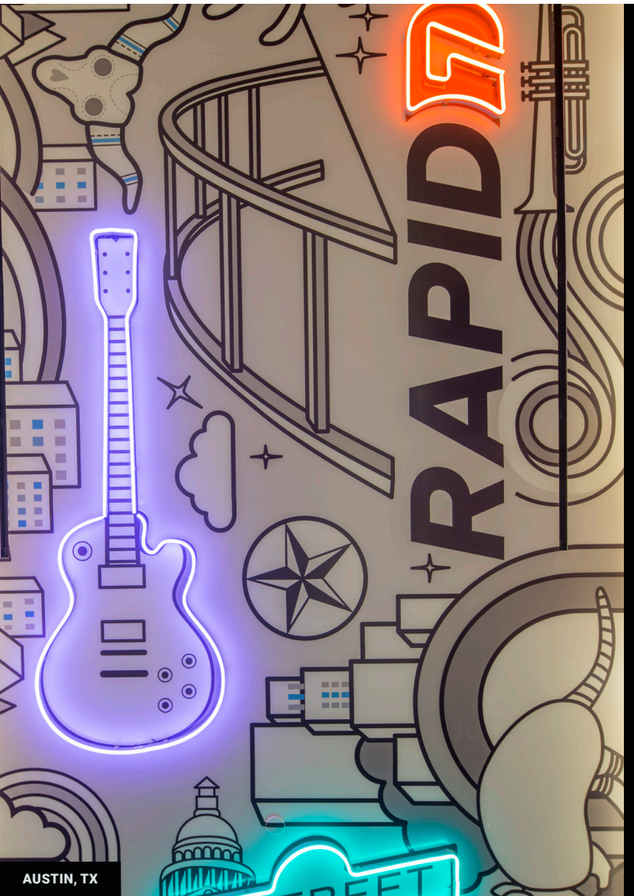
- We develop goals, practices, and metrics to measure and create more sustainable workplaces at Rapid7 offices globally.
- We rely on video conferencing technology to reduce carbon emissions from non-essential business travel.
- We locate offices near transportation hubs to maximize the number of employees who use public transportation.
- We locate offices in areas with easy, walkable access to a wide range of amenities.
- We use sustainable materials and systems when completing new office builds, as well as retrofitting where appropriate.



TORONTO, CA



BOSTON, MA



AUSTIN, TX



BOSTON, MA



ARLINGTON, TX

Governance

Our approach to governance at Rapid7 is rooted in a deep commitment to transparency, accountability, and our core values. Through continual engagement, we're working to fully consider the perspectives of our many stakeholders—both inside Rapid7 as well as in the cybersecurity and investment communities—as we realize our vision of a secure and prosperous digital future for all.



Corporate Governance Guidelines

The Board has adopted Corporate Governance Guidelines to assure that the Board will have the necessary authority and practices in place to review and evaluate our business operations as needed and to make decisions independent of our management. The guidelines are also intended to align the interests of directors and management with those of our shareholders. The Corporate Governance Guidelines set forth the practices the Board intends to follow with respect to board composition and selection, board meetings and involvement of senior management, Chief Executive Officer performance evaluation and succession planning, and board committees and compensation. The Corporate Governance Guidelines, as well as the charters for each committee of the Board, may be viewed on our investor website.



Key Initiatives and Results | Governance

Updated Code of Business Conduct and Ethics

We've updated the Rapid7 employee handbook to include a revised Code of Business Conduct and Ethics covering policies on anti-harassment, whistleblower, anti-corruption, disclosures, insider trading, business conduct and ethics, and equal opportunity. The Code of Business Conduct and Ethics is available on our website, and we believe following our Code of Conduct helps ensure that we operate with integrity. If we make any substantive amendments to the Code of Business Conduct, or if we grant any waiver from a provision of the Code of Business Conduct to any executive officer or director, we'll promptly disclose the nature of the amendment or waiver on our website.

Active Engagement with Shareholders

We value feedback from our shareholders and are committed to maintaining an active dialogue to understand their priorities and concerns, particularly around topics of corporate governance, executive compensation, and environmental/social matters. We believe that transparency, accountability, and ongoing engagement build mutual trust and understanding with our shareholders. As part of our shareholder engagement and in response to the support received for our director elections at our last annual meeting, we reached out to our largest shareholders to gain a better understanding of their views regarding our corporate governance policies and practices. Specifically, we reached out to shareholders representing approximately 65% of our issued and outstanding shares as of December 31, 2021. We engaged in substantive discussions with a number of our largest holders.

Direct Oversight of ESG by Nominating and Corporate Governance Committee

To ensure clear oversight of our ESG program, in 2021, the Company modified the NCGC Charter to explicitly have oversight of our ESG efforts. We met throughout the year to provide updates to the Committee about our various ESG efforts, which in turn were communicated to the full board.



Looking Ahead

In a year of global uncertainty and upheaval, challenges like the COVID-19 pandemic and the Log4Shell security crisis only added to our resolve and determination to make significant strides across all of our social good initiatives. We forged new partnerships across borders and industries, created new ways to support our communities, and never stopped working to realize our vision.





2021 Social Good Highlights

- 29% of our US-based employees are women and 26% are people of color as we enter 2022*
- Diverse, equitable, and inclusive hiring practices recognized by the Bloomberg Gender Equality Index
- Transformative expansion into new communities including Tampa, FL
- Successful advocacy to ensure legal protections for security researchers like those found in the revised DMCA Section 1201
- Community collaboration to fight ransomware as members and co-chair of the Ransomware Task Force
- Creation of new pathways for charitable giving with founding of the Rapid7 Cybersecurity Foundation
- Growth of our Environmental Sustainability Committee, third-party audit of our sustainability efforts, and creation of frameworks to better measure our environmental impact at Rapid7
- Increased levels of shareholder engagement, including giving the Nominating and Corporate Governance Committee direct oversight of ESG

We're proud of the progress we've made, encouraged by the contributions of our employees, customers, and shareholders, and energized to do so much more.

*Based on self-reported data as of 12/31/2021

2022 and Beyond

In 2022, we'll keep pioneering new ways to empower people—at our company, in cybersecurity, and in our communities. We'll never stop holding ourselves accountable as we transform the makeup of our industry to better reflect our vibrant world.

We'll continue to embrace our role and responsibility as leaders advancing cybersecurity through our advocacy, commitment to open source, collaboration to tackle the world's most pressing threats, and financial support for causes that make all people more secure.

We'll make new commitments in the areas of carbon neutrality, waste reduction, and renewable energy to combat climate change and protect the future of our environment.

These initiatives are about more than checking boxes—they're the embodiment of our passion. As the challenges we face grow, as our company grows, and as the role of cybersecurity in society grows, our deeply held belief in our vision for the future will keep inspiring us to scale with soul.

Our hope is that our pioneering approach to Diversity, Equity & Inclusion empowers our own employees, and that our continuing transparency creates a gold standard and clear blueprint that all of cybersecurity can look to. And we hope our continued commitment to sharing and collaborating inspires the rest of our industry to do the same.

We've already come a long way, but our work for social good is "Never Done." The best is still ahead. We're excited to partner with people and organizations across the globe to make our vision a reality. Together we'll make the world a better, safer place and create a secure digital future for all.



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