



RSA.com

ESG Report 2025

Integrity, innovation, and sustainability



Report | Nov 2025



Contents.

Introduction	04
Environmental sustainability	06
Governance	08
Integrity and trust	09
Our people	10
Impactful innovations	11



Introduction.

At RSA, our commitment to integrity, innovation, and sustainability drives everything we do. For decades, we've built a reputation for delivering cutting-edge cybersecurity solutions while upholding the highest standards of governance, ethics, and responsibility. As we continue to evolve, we remain focused on protecting the trust of our customers, stakeholders, and employees by maintaining transparency, resilience, and a deep commitment to environmental, social, and governance (ESG) principles.

Our business practices are grounded in the belief that responsible leadership means ensuring privacy, security, and sustainability in every aspect of our operations. Whether it's safeguarding sensitive data, empowering our workforce, or minimizing our environmental impact, we approach every challenge with a long-term perspective that places people and the planet at the heart of our strategies.

In this report, we outline the key pillars and principles guiding RSA's ESG journey, showcasing how we are working to create a secure, inclusive, and sustainable future for all.

RSA manages a broad range of ESG topics across our global business and operations.



We assess and identify new or emerging ESG issues that could impact or be impacted by our company on an ongoing basis. This includes discussions with subject matter experts from across our business and analysis of feedback we receive through our regular engagement with customers and vendors. We also monitor ESG trends and policy developments, disclosure standards, and industry best practices. The following are the ESG topics we have identified as the most relevant to our business and of greatest interest to our stakeholders:



Environmental

- Developing technology solutions that drive action on climate change and generate other positive environmental impacts
- Managing environmental and climate-related risks
- Minimizing the environmental impacts of our physical operations
- Partnering with organizations to advance sustainable development



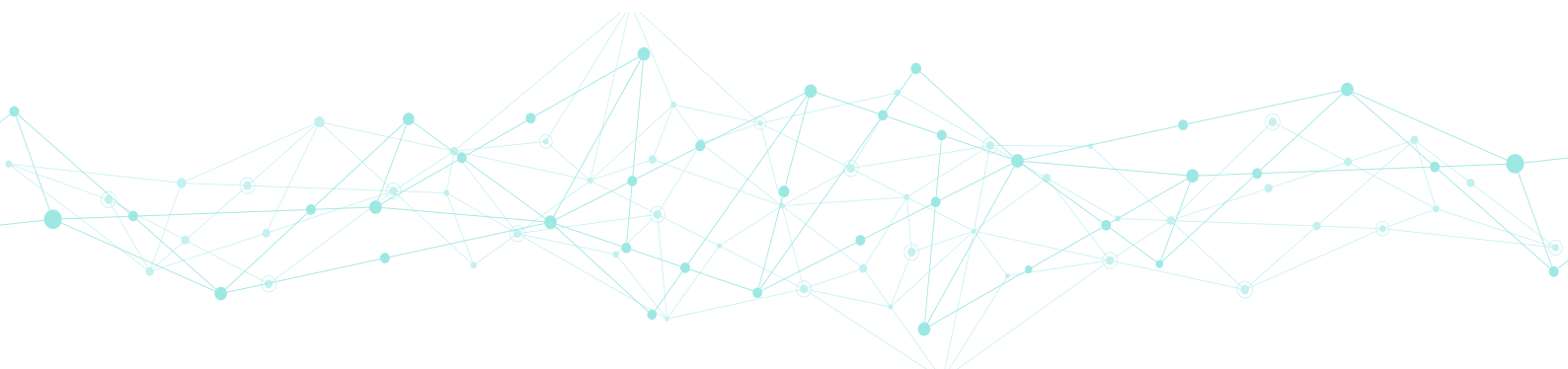
Social

- Acting in the best interest of our customers
- Addressing human rights-related risks
- Investing in our human capital
- Promoting diversity, equity, and inclusion



Governance

- Cultivating a strong risk and control environment
- Fostering a culture of transparency and ethical behavior
- Maintaining effective Board and Executive Leadership Team processes
- Safeguarding privacy and cybersecurity



Environmental sustainability.

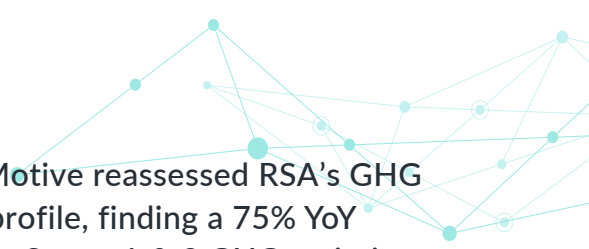
Commitment to trust and ethical operations

At RSA, the trust our customers place in us is paramount. We prioritize this trust above any technological solution or innovation, ensuring transparency and ethical practices in all our operations. Our commitment to integrity is reflected in our adherence to the laws and regulations of every country in which we operate.

Environmental sustainability and operational impact

Our approach to environmental sustainability is embedded in how we operate as a company. With the vast majority of our workforce working remotely, primarily from home offices, we significantly reduce greenhouse gas emissions linked to employee commuting. By leveraging video conferencing technology, we not only provide flexibility for our employees but also minimize the environmental impact of business travel.

RSA worked with external auditing firm Motive to review and assess the company's greenhouse gas (GHG) emissions as a result of its operations in 2022. The report revealed key findings about RSA's sustainability and responsible energy usage and provided a baseline against which to measure future progress.



In 2023, Motive reassessed RSA's GHG emission profile, finding a 75% YoY decrease in Scope 1 & 2 GHG emissions and a 26% YoY decrease in total GHG emissions. This trend continued in 2024 with another decrease in Scope 1 GHG emissions and flat Scope 2 GHG emissions.

Aligning with a net-zero economy is inherently a multi-stakeholder endeavor and, in the interest of transparency and collaboration, RSA is reporting its carbon disclosures within the CDP framework (formerly Carbon Disclosure Project), with the 2024 information as well as previous GHG emission profile, which serves as benchmarking for future periods.

Furthermore, remote work promotes the use of digital tools for communications, contracts, reports, and customer deliverables. This shift to electronic documentation reduces paper consumption and lessens the energy needed to operate large printers, resulting in both energy savings and a reduced ecological footprint.

We are committed to operating in compliance with all applicable environmental laws, regulations, and obligations. Our holistic approach to sustainability includes not just our internal practices, but also our responsibility to help our customers and suppliers achieve their own environmental goals while contributing to a more sustainable future.

RSA greenhouse gas emissions profile

With headquarters in Massachusetts, USA, and operations, value-chain partners, and customers around the world, RSA conducted its GHG emission profile assessment based on the USA Environmental Protection Agency (EPA) Center for Corporate Climate Leadership Standards, the Greenhouse Gas Protocol Corporate Standard, and the Greenhouse Gas Protocol Corporate Value Chain (Scope 3) Standards.

Through this process, RSA's 2024 GHG emission profile is calculated to consist of a total of 8258.1 metric tons of CO₂e emissions (mtCO₂e), categorized as:

- Scope 1 Emissions: 41.5 mtCO₂e
- Scope 2 Emissions: 1194.9 mtCO₂e
- Scope 3 Emissions: 7051.7 mtCO₂e

RSA is committed to achieving Net Zero Greenhouse Gas emissions by 2040. We will reduce our direct (Scope 1) and indirect (Scope 2) emissions through energy efficiency measures and the adoption of renewable energy. Additionally, we will work with our supply chain to address Scope 3 emissions and invest in carbon offset projects to neutralize remaining emissions. Through continuous innovation and transparent reporting, we aim to lead the cybersecurity industry in sustainability, contributing to global efforts to combat climate change.



Governance.

RSA has been operating for decades, building a strong foundation rooted in security and resilience. We are committed to adapting to emerging challenges and continuously evolving to meet the needs of our customers.

Our governance strategy

We prioritize corporate governance practices that reflect our dedication to transparency and uphold best-in-class standards. Our strategic approach focuses on fostering trust, ensuring accountability, and driving sustainable growth.

Empowering stakeholders through education and awareness

We understand the importance of empowering our stakeholders with the knowledge necessary to navigate the complexities of cybersecurity, sustainability, and responsible business practices. RSA offers educational resources and training sessions that equip stakeholders to contribute to a secure, sustainable, and ethical digital ecosystem.

Business ethics and oversight

The Board and Executive Leadership Team play a crucial role in overseeing RSA's Code of Conduct, which applies to all employees. This policy addresses key topics such as conflicts of interest, gifts and favors, fraud detection, anti-corruption, and compliance with the Foreign Corrupt Practices Act.

We are committed to upholding the highest standards of integrity in all aspects of our business.



Vendor and supplier management

At RSA, we evaluate vendors and suppliers based on their ability to meet our customers' needs, particularly in reducing business risks in measurable ways. As part of our Supplier Diversity Initiative, we are proud to partner with diverse suppliers, including but not limited to minority, women, and veteran-owned businesses, furthering our commitment to equity and inclusion. This includes vendor spend over \$5.5 million to effectuate supplier diversity programs, expand supplier bases, improve economic results, and promote high quality goods and services.

Integrity and trust.

At RSA, we are committed to safeguarding the privacy, security, and integrity of all the data entrusted to us. Responsible data usage is at the heart of everything we do, and we ensure that every employee upholds our data stewardship principles, which align with our core values.

We understand the immense trust our customers, their customers, and our employees place in us, as we handle some of their most sensitive data. Protecting this data is a top priority, and we are dedicated to using it responsibly to develop products and services that drive prosperity.

Our approach to data innovation always prioritizes privacy and protection, ensuring that every use of data aligns with our commitment to ethical practices and the highest standards of security.



Our people.

At RSA, we strive to attract, retain, and develop top talent to drive our global business forward. We deeply value our employees, partners, suppliers, and stakeholders, respecting both their contributions and individuality.

Anti-harassment and discrimination policy

We are committed to fostering a work environment where every employee is treated with dignity and respect.

Our Anti-harassment and discrimination policies ensure that our workplace remains free from bias, prejudice, and harassment, allowing for professional interactions grounded in mutual respect.

Collaboration and input

We recognize the importance of diverse perspectives and will continue to actively seek feedback from our stakeholders. Through focus groups, surveys, and discussions, we aim to better understand expectations and concerns related to our environmental impact, social



responsibility, and governance practices. This feedback will guide the development and implementation of our ESG initiatives.

Cultivating a vibrant and inclusive workplace

We are proud of our employees, who leverage their creativity and expertise to develop innovative solutions, meet evolving demands, and

deliver impactful cybersecurity services to our customers. RSA is committed to providing a vibrant and inclusive workplace culture where employees feel empowered, engaged, and supported. We offer competitive benefits and an environment that encourages growth, ensuring our team can thrive and continue to innovate.



Impactful innovations.

Threat actors are constantly evolving, seeking new ways to exploit vulnerabilities. In response, RSA is dedicated to developing cutting-edge technologies, services, and solutions that empower organizations to effectively defend against ever-growing cybersecurity threats. We are committed to staying ahead of these challenges, ensuring our customers are equipped with the tools they need to protect their assets and secure their digital environments.



ESG Report 2025

Integrity, innovation, and sustainability

About RSA

The AI-powered RSA Unified Identity Platform protects the world's most secure organizations from today's and tomorrow's highest-risk cyberattacks. RSA provides the identity intelligence, authentication, access, governance, and lifecycle capabilities needed to prevent threats, secure access, and enable compliance. More than 9,000 security-first organizations trust RSA to manage more than 60 million identities across on-premises, hybrid, and multi-cloud environments. For additional information, visit our website to [contact sales](#), [find a partner](#), or [learn more](#) about RSA.

ESG Disclaimer: The information provided herein regarding Environmental, Social, and Governance (ESG) factors, goals, or initiatives is for informational purposes only. While we aim to accurately represent our ESG efforts and strategies, it should be noted that the content may be subject to change due to evolving regulations, industry standards, or internal policies. No guarantees or representations are made regarding the future performance, outcomes, or impact of the ESG initiatives described.

ESG-related statements or goals may involve forward-looking assessments based on assumptions that are subject to risks and uncertainties. These statements are not intended to be a substitute for professional advice, and stakeholders should seek guidance from appropriate experts when making decisions related to ESG factors.

Past performance, achievements, or compliance with ESG goals may not be indicative of future results. Any references to sustainability, social responsibility, or governance practices should not be construed as endorsements or assurances of specific outcomes.

©2025 RSA Security USA LLC or its affiliates. All rights reserved. RSA and the RSA logo are registered trademarks or trademarks of RSA Security USA LLC or its affiliates in the United States and other countries. All other trademarks are the property of their respective owners. RSA believes the information in this document is accurate. The information is subject to change without notice. 11/2025 Report