



**RAPID7**

## **2023 Social Good Report**

Committed to a Better Future for  
Cybersecurity and Society





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**LETTER FROM OUR CEO**

## Welcome to Rapid7's second annual Social Good Report.

Last year's inaugural report was an important first step in our journey toward collective and transparent reporting around our social good initiatives. Over the past year, we have remained steadfast in our values-focused commitment to creating a secure and resilient future while promoting access and inclusion in cybersecurity. As we look back on 2022 and the early part of 2023, we've made significant strides across key ESG areas, and we're excited to share our progress with you.



The first area I want to highlight is around our commitment to environmental sustainability. As responsible corporate citizens, we understand the urgent need to reduce our greenhouse gas emissions and take immediate action to address climate change. We are excited to announce that Rapid7 has pledged to achieve 50% carbon neutrality by 2027 and be carbon neutral by 2030. And as part of our commitment to transparency and accountability, we are disclosing audited carbon emissions data for the first time. This data will be updated and shared annually as we drive toward our carbon neutrality goal.

On the social side, we now have a dedicated Director of Diversity, Equity, and Inclusion who is driving meaningful progress, particularly around Inclusion. Last year we introduced Rapid7 Impact Groups and customized company-wide DEI learning tools. We are making a collective effort toward our ambitious representation goals and providing greater disclosure in this area. We're also pleased to report that a comprehensive external pay equity survey was completed in 2022 found no discrepancies in pay related to race or gender. And lastly, Rapid7 recently announced a partnership with the University of Southern Florida (USF) to establish a cyber threat intelligence laboratory, funded by a \$1.5 million investment from the Rapid7 Cybersecurity Foundation.

I am proud of our efforts and progress in driving access and inclusion in cybersecurity alongside strengthening relationships with our customers, partners, and shareholders. But we know that we still have much work to do. Our commitment to social good is ongoing, and we will continue to take a "Never Done" approach to ensure that we are always improving and advancing.

I would like to extend my thanks to our employees, customers, partners, and shareholders for their ongoing support and dedication to our mission of creating a better, safer world. Publishing this annual report opens the next chapter in building trust, transparency, and dialogue, and we are excited to continue this journey with you.

A handwritten signature in black ink, appearing to read 'Corey Thomas', with a long horizontal line extending to the right.

**Corey Thomas, CEO**



# Our Commitment and Approach

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Rapid7 is committed to 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 and more of our interactions move online every day, we’re working to connect everyone with powerful security technology and practices.

Creating a secure digital future for all 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

We're empowering people by building opportunities for those that the cybersecurity community has historically overlooked. 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 and Cybersecurity professionals.

## Advancing Cybersecurity

We find ourselves faced with a global challenge—so we're working to strengthen a global community 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. Finally, our support of free and open source projects helps ensure that more people have access to powerful security information, tools and practices.

## Protecting the Future

To create a more secure digital future for everyone, we must also protect the future of the planet we 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 and reduction 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 approach, from our Code of Business Conduct and Supplier Code of Conduct to employee and partner enablement and Board Oversight, 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.





SOCIAL GOOD

# Diversity, Equity & Inclusion

**D**iversity, 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. Our vision doesn't just focus on making progress internally; it also includes driving impact and shifting the representation of the cybersecurity space, to further include historically-underrepresented communities. Here at Rapid7, Diversity, Equity and Inclusion 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, historically and currently, has not been reflective of the global population and markets our industry seeks to serve. In order to achieve our objectives we have to not only be diligent about increasing the diversity of our growing employee base, but we must remain focused on equipping our current employees with the tools and education needed to positively impact the work environment, so that regardless of one's background and or lived experience, anyone can feel a sense of belonging and make impact.

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 2022, we deepened our commitment to building opportunities for those that the cybersecurity community often overlooks.



**WOMEN**  
make up  
**29%**  
of our global population\*



**BLACK OR AFRICAN AMERICAN,  
HISPANIC OR LATINO, ASIAN,  
TWO OR MORE RACES, OTHER**  
make up  
**24%**  
of our US population\*



At our **NEW**  
**Tampa, FL**  
location, we are dedicated to building diverse, multi-dimensional teams and developing emerging talent.

\*Based on self-reported data as of 12/31/2022

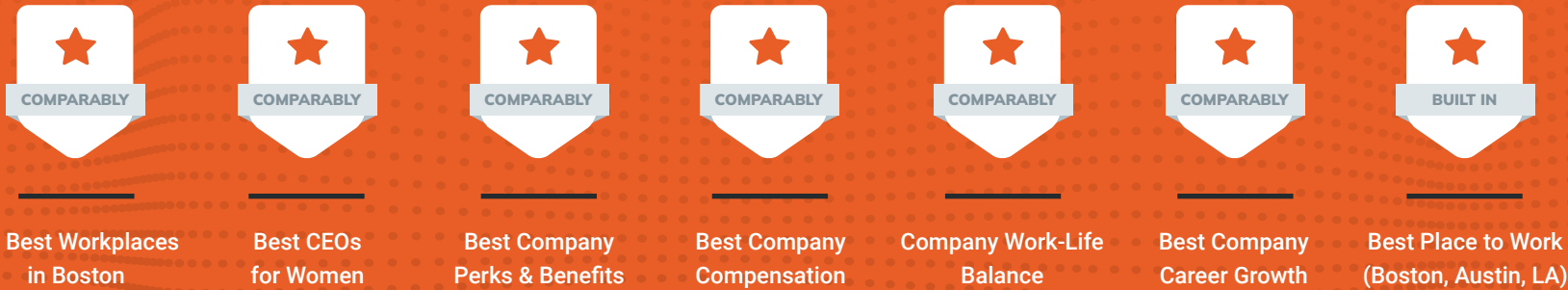


## Key Initiatives | DE&I

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.

In 2021, 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](#)
- Irish News Belfast Best Company Connection 2022



# RECOGNITION

## Bring You

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 and engage in what can be difficult conversations surrounding cultural competency, we’re creating the conditions for a dynamic workplace where innovation can thrive.

Bring You is an initiative that builds on the focused efforts we started in 2018 to ensure that every employee—regardless of their ethnicity, gender identity, religion, sexuality, 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 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 highlights our focus on continuing to strengthen our gender and racial diversity in the organization in a measurable, impactful way.

In 2022, our overarching employee representation remained in-line with the prior year, and we are committed and focused on moving in the right direction. Shifts in hiring plans and company focus had us making more progress on the “inclusion” elements of our mission than the representation metrics we had targeted. While this is not the stellar comprehensive progress we hoped for, we own it. We are proud that we have taken several impactful steps to ensure that we continue to focus and push forward in support of Diversity, Equity and Inclusion efforts. We now have a dedicated Director of Diversity, Equity and Inclusion, reporting into our Chief People Officer. We established a strategic framework for the maintenance of current and creation of new Employee Resource Groups (Rapid7 Impact Groups).

Near the end of 2022, we rolled out a mandatory Global Diversity, Equity and Inclusion e-learning titled “Laying the foundation - Diversity, Equity and Inclusion.” This was not an “off the shelf” e-learning program. Our DEI education was built specifically to educate our employee base with the information they need to support our mission around DEI and equip them with the foundational tools they need to help us progress on our journey of inclusion. Education was paired with an open internal board, where Moose posted about their personal commitment to DEI and how they plan to help Rapid7 progress positively in this space.



## Rapid Impact Groups (Our version of Employee Resource Groups)

Our Rapid Impact Group representation has grown from Rapid7 Pride, Veterans and Vibranium (Black & LatinX), to now include Women, Neurodiversity & Diversability and Mosaic (Pan-Asian).

At Rapid7, we believe that everyone has a role to play in creating an inclusive environment. We regularly create intentional moments for our people to educate themselves on the lived experience of others and grow on their personal journey of inclusion.

Our goal is that anyone, no matter their background can come to Rapid7, be proud of who they are and do their best work ever.

Community and Culture are a big deal here, our Rapid Impact Groups (RIGs) are supported by the business, but entirely driven by employees. The only requirement is that our groups are action-oriented and help in the elevation of the communities they were created to support and find meaningful ways to support fellow RIGs. Below is a list of our Rapid Impact Groups and their individual mission statements.

### Rapid7 Diversability & Neurodiversity

Rapid7 DiverseAbility and Neurodiversity group aims to level the playing field by making the day-to-day experience of ALL employees equivalent in challenge level regardless of disability or neurodivergence. We want the unique talents of all to shine and be celebrated for what they bring to the company as a whole. To do so, we will create intentional space for community, curate impactful moments to help educate our fellow moose, and advocate for improvements to support our exceptionally-skilled moose to close the achievement gap.



### Rapid7 Mosaic

Rapid7 Mosaic represents the vast tapestry that is the Asian and Pacific Islander community. We aim to provide resources, events, and open forums to create camaraderie and a greater sense of belonging for Asian and Pacific Islander identifying moose. Rapid7 Mosaic fosters a sense of purpose, develops talent and will empower Rapid7 to become the most inclusive cybersecurity company in the world.



### Rapid7 Pride

Rapid7 Pride aims to provide education, support, and awareness to all Rapid7 moose, regardless of sexual orientation or gender identity. We hope to provide all of our LGBTQIA+ Moose with the tools and infrastructure to allow them to Bring You every single day. We will vouch for each and every one of you to create systems and processes to accommodate your needs, and if processes need updating, we will work with our colleagues to do so.



### Rapid7 Vets

Focused on fostering a welcoming and supportive environment for all those who have served their country. Rapid7 Vets does this through creating opportunities for connection, building internal community rooted in understanding, collaborating on programs and events that elevate our community and helping build pathways for Veterans to enter into cybersecurity and find space here at Rapid7.



### Rapid7 Vibranium

The Vibranium Rapid Impact Group seeks to build community and connection for Black and Hispanic Moose as well as to promote awareness, facilitate dialogue, and drive support generally of Rapid7 DEI initiatives. By driving inclusion of Vibranium voices at all organizational levels at Rapid7, Vibranium strives to attract, develop, and retain Black and Hispanic talent for the achievement of Rapid7 objectives as a corporate and community leader.



### Rapid7 Women

To support, enable, and empower all Rapid7 Moose identifying as women to bring their best, true selves to work every day through community, action, and activism. Through our understanding of the unique challenges faced by women in the workforce, we hope to create connections and use our knowledge to uplift each other and encourage young girls to consider a career in STEM and/or in the Tech Industry. We embrace the individual, champion gender progress and elevate women by amplifying their voices.





“  
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 and marginalized 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.

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### BUILD

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

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### AUTUMHQ

Austin Urban Technology Movement (AUTMHQ) bridges the gap between the Black and Hispanic communities and the technology industry through job placement, career development, and networking opportunities.

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### Queen's University, Belfast

Supporting their computer science and security programming curriculum, and hiring of over 100 placement students into our Belfast office.

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### University of Canberra

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

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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. Hack.Diversity and Rapid7's partnership was featured as an Action in The CEO Action for Diversity & Inclusion website and you can read more [here](#).

Image Courtesy of Hack.Diversity





## Talent Acquisition

Our Talent Acquisition organization focuses on “how” we are hiring top talent at Rapid7, in order to continue and enhance our commitment to building multi-dimensional and inclusive teams. We evaluate our recruitment life cycle, to better understand our strengths and weaknesses. We build out best practices and resources centered around diversity sourcing, to make sure our teams are equipped to support the broader Rapid7 mission.

We’ve had positive anecdotal feedback and continue to collect data to plan how to most effectively apply it more broadly across hiring teams at Rapid7. We run training sessions to ensure that our hiring managers are aligned and enabled to partner with TA to achieve the outcomes to which we’ve all committed and we plan to prioritize running wider scale enablement sessions across the manager cohort. We’ve also created a resource to educate our Talent Acquisition Partners on available accommodations that may be required by candidates throughout the interview process, as part of our ongoing commitment to provide equitable experiences for all candidates. Our goal is to continue to enhance much of the work we’ve already done and scale updated practices and processes across the broader TA team and Rapid7.

## 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.

We believe that a big part of ensuring that Rapid7 employees are having a positive experience is fostering a culture where feedback is welcomed. We encourage employees to engage in open and honest conversations with their leaders and one another, take part in our annual Manager Effectiveness Survey, share anonymous feedback via our internal Inclusion site and join the different discussions happening across the company, led by our Rapid Impact Groups. In 2023, we will be rolling out a global engagement survey, another opportunity for our Moose to help impact company culture. Employee engagement is about understanding the emotional and mental connection members of our organization feel in regards to their teams, co-workers, leaders and the overall function of the company. These might be elements we can glean from 1:1 conversations, but offering employees an anonymous way to provide feedback, in key areas such as Employee Empowerment, Team Dynamics, Trust in Leadership, Skills Development, Manager Effectiveness, Communication and Inclusion (to name a few), will help us pinpoint key areas affecting employees across the business. We believe understanding high-level trends isn’t enough. We hope to pair this information with our representation data, so we can gain greater insight into how our underrepresented communities are doing and how we can better support them.

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.





## Inclusive Benefits

At Rapid7, our benefits are designed to be inclusive to all employees. We offer eligible employees competitive benefits packages such as comprehensive healthcare coverage, life and disability insurance, retirement savings plans, generous time off and leave policies and more. Our offices feature gender-neutral restrooms and showers, as well as mothers' suites. Rapid7 employees can also engage in curated and gamified courses on diversity, inclusion, and belonging through LinkedIn Learning. We aim to provide competitive and comprehensive benefits to our employees across the globe, adjusting where appropriate to comply with country-specific standards and laws.



## Pay Equity

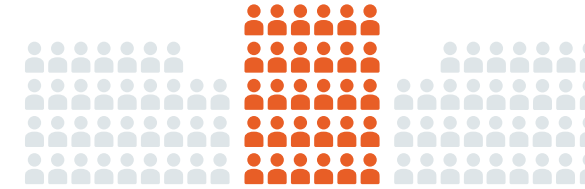
At Rapid7, pay equity means fair and equal pay for employees in the same job, level, and location controlling for pay differentiators such as performance and experience, regardless of gender or race. In 2022, we completed our second comprehensive pay equity survey (the previous one having been completed in 2020), led by our Total Rewards and Legal team and working with 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, in collaboration with 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 continue performing a review like this every few years, in addition to reinforcing internal processes to ensure that we maintain pay equity.

## What Rapid7 Looks Like Today

Entering 2023, our company has stronger diversity than ever before.\*

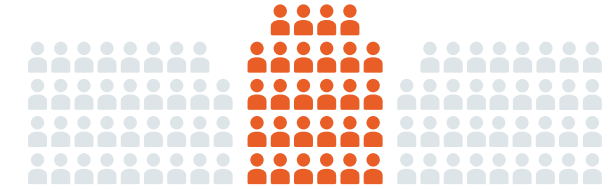
### Global Gender Diversity

**29%** WOMEN (TOTAL HEADCOUNT: 2,629)



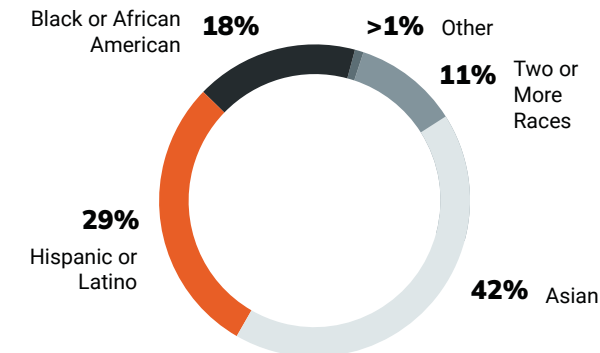
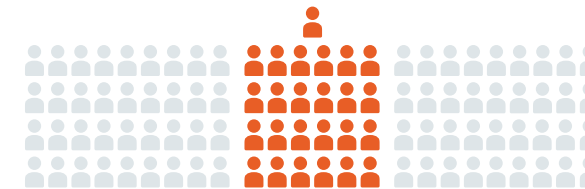
### Global Gender Diversity OF DIRECTOR & ABOVE

**27%** WOMEN (TOTAL HEADCOUNT: 216)



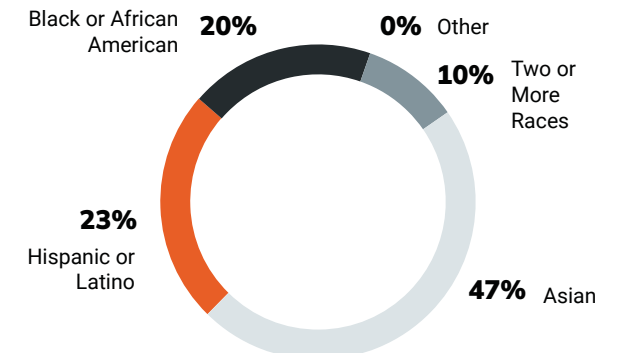
### Racial / Ethnic Diversity in the U.S.

**24%** REPRESENTATION BY RACE / ETHNICITY (TOTAL HEADCOUNT: 1,673)



### Racial / Ethnic Diversity in the U.S. OF DIRECTOR & ABOVE

**17%** REPRESENTATION BY RACE / ETHNICITY (TOTAL HEADCOUNT: 168)



\*Based on self-reported data as of 12/31/2022



## 2023 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

- Target 100 new hires
- 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



### Global Diversity, Equity & Inclusion Goals

Our *Bring You* commitment from 2022 will continue to be our North Star, as we have made progress and believe we can ultimately meet our previously stated goals of:

**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, with specific efforts focused on recruiting talent who identify as Black, LatinX and or two or more races. At the end of 2020 the three aforementioned communities represented 12% of our US team and at the end of 2022 increased to 14%. We are confident that the changes and investments we are making as a company will help us achieve our goal of 18%

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

In the United States, approximately one third of our employees are women and globally, make up 29% of our staff. Our goal is to reach 35% representation globally, at that point we will establish a new goal. #NeverDone

We will continue to drive momentum around our "Bring You" representation goals with specific initiatives. These efforts include scaling our educational content to better equip our hiring teams and managers, growing our Rapid Impact Group programming, and working with our Executive Leadership Team in order to prioritize these goals. We also give quarterly updates to our Board of Directors on employee representation and current and future DEI initiatives.

Another core value of ours is "Never Done," we will continue to be transparent around progress and push forward to create more inclusive environments, build a workforce that reflects all communities and create a culture committed to educating ourselves to better empathize and support one another.



# 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 and remain committed to Open Source.

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 2022, we partnered with 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

### **CONTINUED TO SUPPORT 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.

High-profile cyberattacks on infrastructure providers led to a significant US government focus on the cybersecurity of these critical industries. Rapid7 supports policy efforts to direct funding and other resources to critical services to strengthen their cyber defenses, and provides 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.



### 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. 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.



### Recog

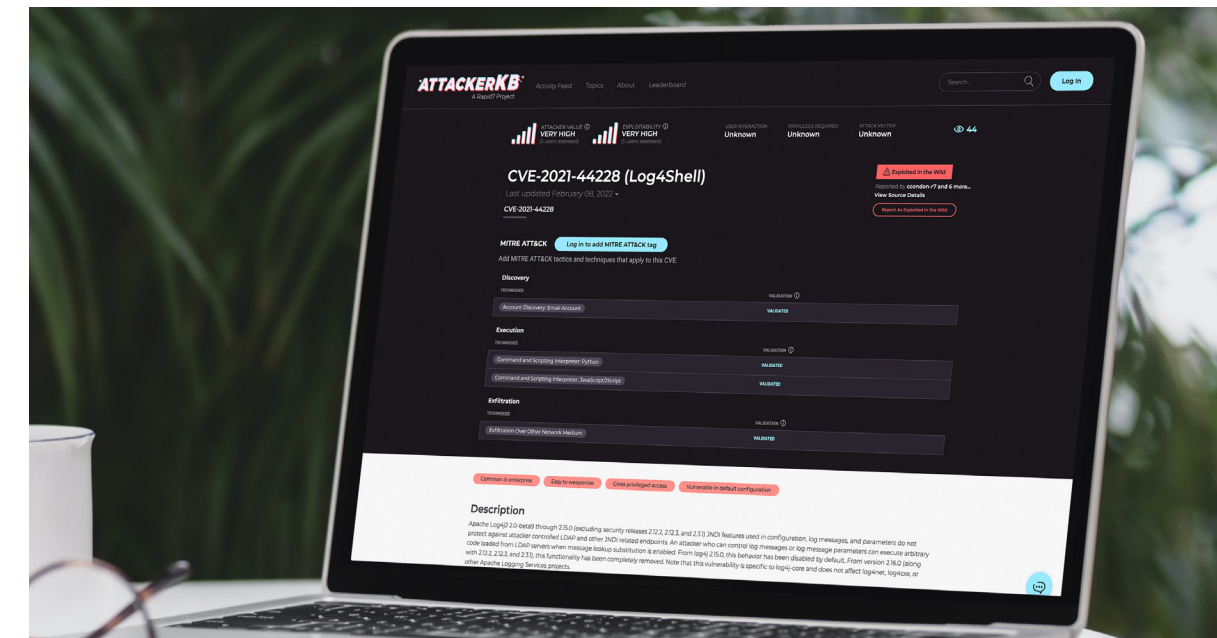
Rapid7 committed significant resources to ensure that the multi-language network fingerprinting library **Recog** gets the ongoing support and quality assurance that its users have come to expect. Recog continues to expand its test coverage across Go, Java, and Ruby programming languages so concurrent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



## Open Cybersecurity Alliance

Rapid7 continues to support the **Open Cybersecurity Alliance** for 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.

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 2022, 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](#) in supporting the Cyber Peace Builders program; the [NoMoreRansom](#) initiative, and the [Cyber Threat Alliance](#) on ransomware, cyber threat information sharing, incident reporting, and other cybersecurity issues.

### Academia

including the [University of South Florida](#) through the launch of the Rapid7 Cyber Threat Intelligence Lab. This lab becomes an integral component in real-time threat tracking but acts as a driver to promote diversity within the cybersecurity workforce. With the intention of opening doors to individuals from historically underrepresented groups within the cybersecurity workforce.



### NGOs

Rapid7 supports the Cyber Peace Institute's [Cyber Peace Builders](#) initiative matching volunteers from the cyber industry with NGOs who need help maturing their Cybersecurity.

### The Council for Foreign Relations

The [Council for Foreign Relations](#), a think tank focused on US foreign policy and international relations where Rapid7 CEO Corey Thomas is a member.

### 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.





## 2023 Outlook | Advancing Cybersecurity

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

In 2023, 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 2023, 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 2023, 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 2023 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 2023.





# 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. In the fourth quarter of 2022, Rapid7 contributed an additional \$250,000 to the Rapid7 for Good Fund, which we have since contributed to non-profit organizations in our communities.

## SNAPSHOT

We forged new philanthropic pathways to support Diversity, Equity & Inclusion and advance cybersecurity in 2023 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

Since 2021, we donated a total of over 2 million dollars to various charitable organizations, including:



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.

### Nonprofit Workspace

We provide workspace and event-hosting in our Boston office (desks, conference rooms, amenities) to 4 local nonprofits. Our goal is to provide support to worthy causes in our community through a temporary office home and access to our office amenities.





# **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.

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. in 2021, and an additional \$500,000 in 2022.

In 2022, the Rapid7 Cybersecurity Foundation was able to form The Rapid7 Cyber Threat Intelligence Lab at University of South Florida with a \$1.5 million investment. This joint endeavor will catalyze new collaborative research efforts in cyber threat detection and support an inclusive approach to diverse talent development in cybersecurity. It will also provide USF students the opportunity for hands-on learning and cybersecurity skills development as well as real-world experience tracking global threat actors..





# Environmental Sustainability

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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

- As a software and services company, our carbon footprint and use of water is relatively small. Nevertheless, we believe that climate change presents a significant environmental and financial risk to the global economy and we have a collective role to play in protecting our planet. Our focus on reducing our carbon footprint is an important component of our ESG approach and we intend to contribute to the net-zero goals of our customers, investors and our society. For that reason, Rapid7 has pledged to achieve 50% carbon neutrality by 2027 and be carbon neutral by 2030. Additionally, we intend to make progress toward a net-zero carbon future, on our path to carbon neutrality.
- Our near term targets of carbon neutrality are built on our momentum in tracking, reporting, and ultimately reducing, Scopes 1 and 2 GHG emissions. Our strategy outlines several pathways to reducing our environmental impact, including reducing our energy inputs through renewable alternatives in our offices, minimizing our waste, and exploring and investing in quality carbon offsets.
- In fiscal years 2019-2022 we have engaged a consultant, CarbonFootprint, who has expertise in the GHG monitoring field, to assess our GHG emissions. We are strategically formulating our baseline emissions to account for the increase in office usage post-Covid 19 closures. Our Scope 1 and 2 emissions data for 2019 through 2021 are included herein.

### Emissions Data

Net Total Emissions in tCO<sub>2</sub>e

- **Scope 1:** Natural Gas Consumption, Refrigerants
- **Scope 2:** Electricity Consumption
- tCO<sub>2</sub>e Per Employee

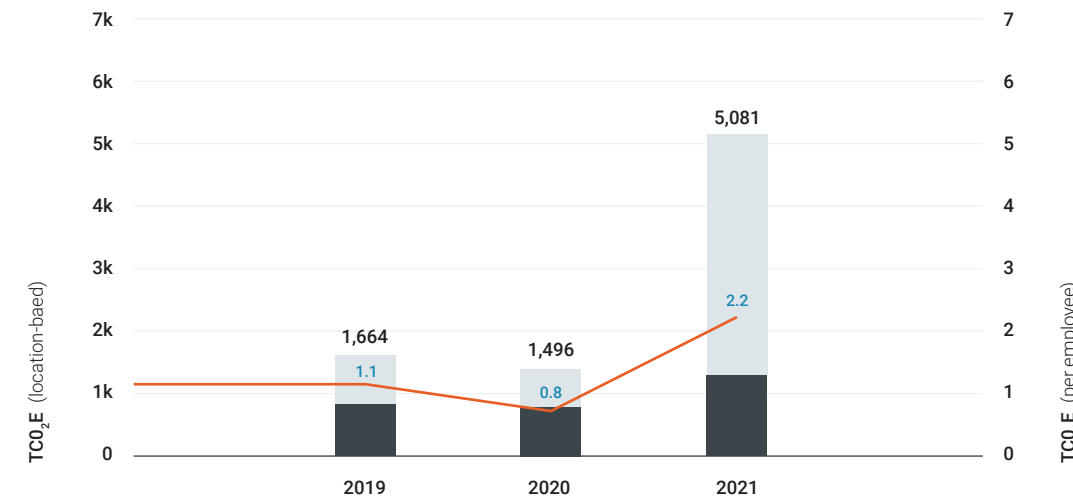
NEAR TERM TARGETS

50%

Carbon Neutral by 2027

100%

Carbon Neutral by 2030



tCO<sub>2</sub>e Emissions Per Employee



We engaged a third party to help us complete our baseline greenhouse gas (GHG) emissions inventory, including Scope 1 and Scope 2. As we analyze the results, we are looking at possible reduction opportunities and greater clarity into our Scope 3 emissions as well.

**Note:** emissions decreased in relative terms in 2020 due to the global pandemic resulting in our offices largely being unoccupied. From 2020 to 2021 we significantly expanded our office spaces globally, which resulted in a material increase in the consumption of electricity. 2021 will be considered a representative/baseline year for future analysis.

## 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 continual reduction of carbon-intensive activities, improved energy efficiencies, and the procurement of renewable energy.
- As a provider of software and services, We require negligible water usage. We do not currently measure the specific amount, but our business activities require only those of normal office use.

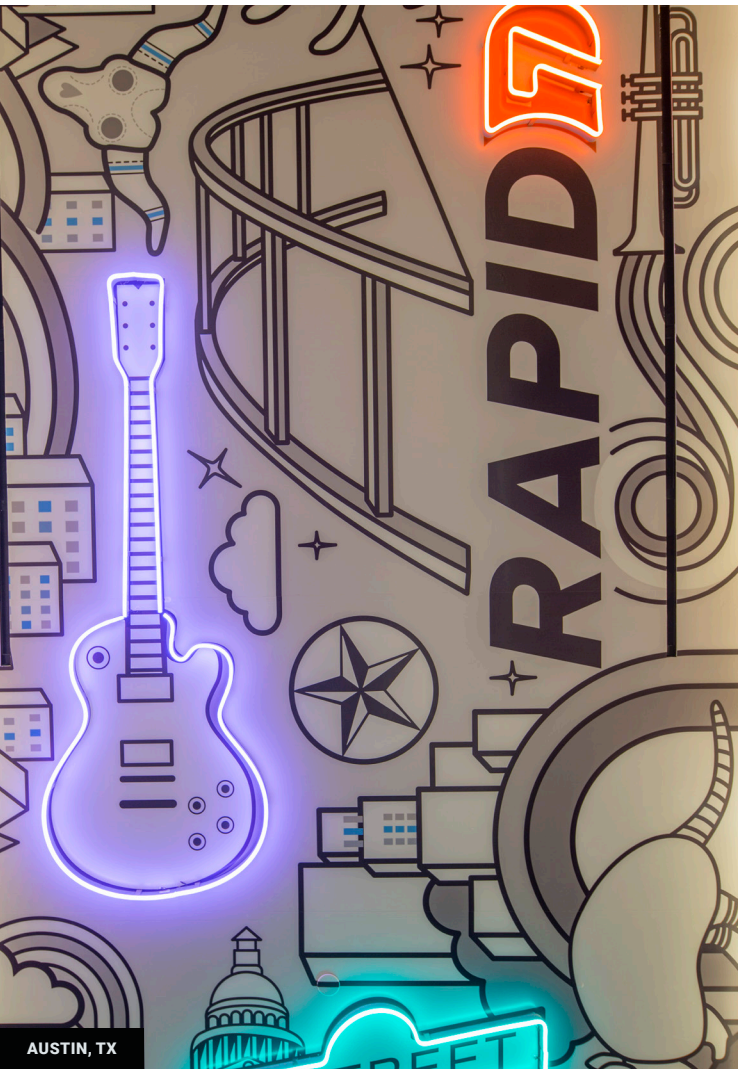
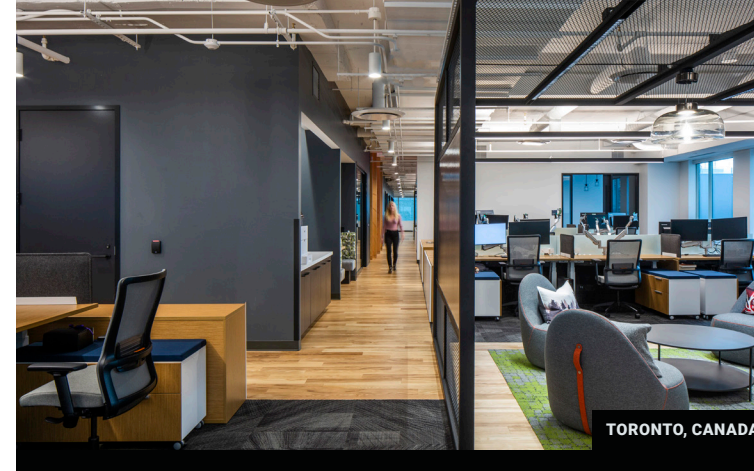
## Rapid7 recognizes its largest environmental impact:

- We recognize that our largest environmental impact comes from hosting our customers' data.
- Our cloud hosted solutions operate principally on Amazon Web Services, our partners in cloud computing, 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.





An aerial photograph of a lush green forest with a winding asphalt road. A small orange car is visible on the road. The text 'Corporate Citizenship' is overlaid in large white letters on the left side of the image.

# Corporate Citizenship

In 2022, in addition to our long-standing focus on social good, as covered above, we continued to advance ESG more broadly at Rapid7. We assessed our performance against leading frameworks, including SASB and GRI and industry benchmarks, identified material priorities, and began to make initial investments.

We hired our first Vice President of ESG, to help drive the program and met periodically with the Nominating and Governance Committee, whose charter includes direct oversight of our ESG efforts. In 2023, our Board, our leader of ESG and the various cross functional teams that support the effort will continue to execute against our ESG priorities, and we will continue to raise the bar on our various ESG goals and targets.

While we have focused on social good including, diversity, equity and inclusion, environmental sustainability, and philanthropic efforts in past years, this is the first time we've publicly reported on our ESG approach in a comprehensive way. This document contains disclosures of ESG metrics relevant to Rapid7, as well as those included in the Sustainability Accounting Standards Board (SASB) standards for the Software & IT Services sector. The disclosures herein also illustrate how Rapid7 activities align with the United Nations Sustainable Development Goals (UN SDGs).



## Materiality Assessment & Priorities

In 2022, we completed our first materiality assessment. This enables us to understand the priorities of our internal and external stakeholders, and to evaluate how impactful these topics could be on our business.

The resulting materiality matrix (pictured) guides us to prioritize the most important ESG areas for our business and our stakeholders, and helps guide our ESG roadmap.



## External Alignment

We are signatories of the [United Nations Global Compact](#) and support and express adherence to the ten principles of the United Nations Global Compact related to human rights, labor, environment, and anti-corruption. Furthermore we align our efforts to the United Nations Sustainable Development Goals. We currently have programs in place that contribute to progress against many of the SDGs. Rapid7 is also a signatory to the United Nations [Women's Empowerment Principles](#). The company has also taken the [CEO Action for Diversity and Inclusion Pledge](#), and is member to the [Parity Pledge](#).





# Governance

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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 57% of our issued and outstanding shares as of December 31, 2022. We engaged in substantive discussions with over 30% of our shareholder base.

### Ongoing 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. In 2022, we continued to meet with the NCGC 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

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As we navigate a dynamic macroeconomic environment, we remain focused on making significant strides across all of our social good and ESG initiatives.







## 2022 Social Good Highlights

- 29% of our US-based employees are women and 24% are people of color as we enter 2023\*
- 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
- Continue to support critical open source projects like Metasploit, Velociraptor and Recog, allocating millions to maintaining these projects for the purpose of advancing cybersecurity for all.
- Formed the Rapid7 Cyber Threat Intelligence Lab at the University of South Florida by way of \$1.5 million grant to catalyze new collaborative research efforts in cyber threat detection and support an inclusive approach to diverse talent development in cybersecurity.
- Developed an ESG Materiality Matrix to provide focus and transparency around the company's ESG efforts.
- Completed third-party audit of our carbon footprint, and continued to focus efforts to drive our environmental efforts on a path toward net zero.
- Established Carbon Footprint targets of 50% carbon neutrality by 2027 and carbon neutral by 2030.
- Increased levels of shareholder engagement, with continued oversight and review of our ESG efforts by the Nominating and Corporate Governance Committee.

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 12/31/2022



## 2023 and Beyond

In 2023, 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.





# SASB Reporting Metrics

Rapid7 is committed to sharing ESG information with investors and other stakeholders. Unless otherwise noted, data and descriptions are current as of the end of our fiscal year 2022.

Code	Accounting Metric	Location and/or information
<b>Environmental Footprint of Hardware Infrastructure</b>		
TC-SI-130a.1	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	GHG-related statistics in the Environmental Footprint index.
TC-SI-130a.2	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	Outside of normal employee water usage in our offices, Rapid7's operations do not require water withdrawal or consumption.
TC-SI-130a.3	Discussion of the integration of environmental considerations into strategic planning for data center needs	AWS, our primary cloud-computing data center, has committed to powering their operations with 100% renewable energy by 2025 and achieving net-zero carbon across all operations by 2040.
<b>Data Privacy &amp; Freedom of Expression</b>		
TC-SI-220a.1	Description of policies and practices relating to behavioral advertising and user privacy	Rapid7 Privacy Policy
TC-SI-220a.2	Number of users whose information is used for secondary purposes	Rapid7 Privacy Policy
TC-SI-220a.3	Total amount of monetary losses as a result of legal proceedings associated with user privacy	There have been no material monetary losses associated with any legal proceedings, including any proceedings related to user privacy or anticompetitive behavior regulations or significant instances of non-compliance with laws and regulations during this reporting period. (Please see "Legal Proceedings" sections in our latest 10-Q and 10-Ks filed with the SEC.)
TC-SI-220a.5	List of countries where core products or services are subject to government-required monitoring, blocking, content filtering, or censoring	None.

Code	Accounting Metric	Location and/or information
<b>Data Security</b>		
TC-SI-230a.2	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	Rapid7 Trust Page
<b>Recruiting &amp; Managing a Global, Diverse &amp; Skilled Workforce</b>		
TC-SI-330a.1	Percentage of employees that are (1) foreign nationals and (2) located offshore	The Human Capital section of the company's Annual Report (10k) notes that as of 12/31/2022 we had 2623 full time employee of which 951 (36%) were located outside of the United States.
TC-SI-330a.2	Employee engagement as a percentage	Please see the "Social Good" section.
TC-SI-330a.3	Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees	Please see demographics within the "Social Good" section.
<b>Intellectual Property Protection &amp; Competitive Behavior</b>		
TC-SI-520a.1	Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations	There have been no material monetary losses associated with any legal proceedings, including any proceedings related to user privacy or anticompetitive behavior regulations or significant instances of non-compliance with laws and regulations during this reporting period. (Please see "Legal Proceedings" sections in our latest 10-Q and 10-Ks filed with the SEC.)
<b>Managing Systemic Risks from Technology Disruptions</b>		
TC-SI-550a.1	Number of (1) performance issues and (2) service disruptions; (3) total customer downtime	Rapid7 Status Page
TC-SI-550a.2	Description of business continuity risks related to disruptions of operations	Rapid7 Trust Page



**RAPID7**