



Dare to Work Differently™

# About RGP

At Resources Global Professionals (“RGP”), we are driven to transform traditional professional service models to provide more efficient, agile, and impactful business solutions. Our engagements are designed to leverage human connection, expertise and collaboration to deliver practical solutions and impactful results. RGP is a Human First company, and we recognize our strength lies in our ability to foster enduring connections between our people, our business and our clients.



## CSR Governance & Strategy

Our commitment to Corporate Citizenship and Sustainability is more than a corporate imperative and proliferates in all that we do. In FY 2024, we conducted an ESG materiality assessment to better understand our sustainability priorities. We have identified areas we are prioritizing within our CSR strategy where we feel we can make the greatest positive impact:



**Employee Engagement, Well-being & Retention**



**Diversity, Equity & Inclusion**



**Recruitment, Training & Development**



**Data Privacy & Cyber-security**



**Business Ethics**



**Climate Change Impacts**

Sustainability is important to both our Board of Directors and executive leadership team. The Corporate Governance and Nominating Committee of the Board (the “CGN Committee”) has oversight of the ESG Committee, a cross-functional advisory committee comprised of RGP employees. The CGN Committee receives updates from management at least annually on ESG risk and opportunities facing the company.

### ≡ HIGH IMPACT:

- Employee Engagement, Well-Being & Retention
- Employee Recruitment, Training & Development
- Diversity, Equity & Inclusion
- Data Privacy & Cybersecurity
- Business Ethics

### ≡ MEDIUM IMPACT:

- Board Composition & Independence
- Board Oversight of ESG
- Climate Change & GHG Emissions
- Supply Chain Management
- Environmental Management
- Government Affairs

### ≡ LOW IMPACT:

- Energy Management
- Social Responsibility
- Environmental Impact of Services

## Environmental Sustainability

We believe that environmental sustainability is good for our planet and our bottom line. We remain committed to reducing our environmental impacts. To do so, we are calculating our inaugural greenhouse gas (GHG) inventory covering our operations from June 1, 2023 to May 31, 2024. We intend to utilize the results of this initiative to set targets in line with the Science-based Targets Initiative (SBTi).

Our [Global Environmental Responsibility Policy](#) further outlines our approach to conserving natural resources and reducing our climate impacts.

### RESULTS OF INAUGURAL GHG INVENTORY

Emissions	
Total Scope 1 emissions (MTCO2e)	242
Total Scope 2 emissions (MTCO2e) - Location-based	782
Total Scope 2 emissions (MTCO2e) - Market-based	NA - No PPAs
Total Scope 3 emissions (MTCO2e) <sup>1</sup>	12,383
Category 1	6,611
Category 3	278
Category 6	2,917
Category 7	2,577
Scope 1 – 3 Emissions Intensity (MTCO2e/ \$M Revenue)	21.2

<sup>1</sup> Other Scope 3 categories were excluded on the basis that they are not relevant or immaterial to the final GHG inventory calculation.

## Social Commitment

Our core values are LIFE AT RGP (Loyalty, Integrity, Focus, Enthusiasm, Accountability and Talent). These guide our day-to-day interactions with each other and our clients to strengthen our inclusive culture and create a sense of belonging for everyone. At RGP, these core values feed directly into our human capital development strategy, which is overseen by our Chief People Officer. The People Organization reports to the Board and/or its committees at least annually on key human capital topics.

### Diversity, Equity & Inclusion

As a human-first company, we are working to protect and promote inclusion and equity in the workforce and in corporate leadership. We are proud of the gender balance of our workforce and the diversity of our executive team, shared below. Furthermore, through our internal training and communication platforms, we offer training to all of our employees on key diversity topics, such as allyship at work and unconscious bias.

#### GENDER REPRESENTATION



● 55% Female Representation  
● 54% Female Representation  
● 80% Female Representation

#### RACIAL/ETHNIC REPRESENTATION



● 34% Racial/Ethnic Representation  
● 26% Racial/Ethnic Representation  
● 40% Racial/Ethnic Representation

\* VP and above

All stats are US-only and as of FYE 2024



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of our Board is made up of diverse representation. Read more about our approach in our [2024 Proxy Statement](#).



## Learning & Development

We understand that our internal employees and consultants represent our greatest asset. We invest in our employees' long-term growth and wellbeing. We offer learning opportunities across four learning platforms, Workday Learning, LinkedIn Learning, Thomson Reuters, and MasterClass. We also design the majority of our own educational content through our corporate learning platform, RGP U, which includes an RGP U Onboarding Program and Leadership U Leadership Development program.

### FY2024 LEARNING & DEVELOPMENT HIGHLIGHTS:



**11,910**

total estimated hours spent by employees for learning and development in FY 2024

Learning and development programming is complimented by regular performance feedback and reviews where managers work closely with employees to support professional development journeys.

## Talent Attraction, Engagement & Retention

RGP takes a holistic approach to talent attraction, engagement and retention. In FY 2024, RGP's voluntary turnover rate for internal management employees was 9%.

**Employee Engagement:** We recognize that having an engaged workforce is vital and conduct annual surveys to evaluate employee satisfaction, including with respect to Global DEI & Belonging.

**Benefits, Compensation & Wellbeing:** We provide our employees with a competitive compensation and benefits program to attract and reward our employees. Incentive compensation is strongly tied to performance reviews and goal setting, and our internal career matrix outlines how to achieve success as an employee.





## Data Privacy & Cyber Security

Integrity is central to our relationships with employees, clients, stockholders and business partners. We are committed to compliance with global privacy and data security laws and regulations and utilize CIS CSC framework to leverage a risk-based approach in our information security program. In FY 2024, we experienced no material cybersecurity breaches.



**Oversight:** Cybersecurity is overseen by the Audit Committee of the Board of Directors. The Audit Committee receives updates at least quarterly.



**Policy:** Our internal data privacy and cybersecurity policies outline the proper escalation process if we were to ever experience a material breach of data. Our data privacy policy is updated at least once a year, or as needed. You can learn more about our approach to data collection on the [Privacy Policy](#) on our website.



**Training:** To ensure that our employees remain vigilant to potential cybersecurity threats, we provide monthly training on general cybersecurity and data privacy risks. Additionally, we test employees with random phishing simulations, which are tracked and discussed with employees identified for further education.

## Corporate Governance

We strive to earn the trust of our clients, employees, and the communities we serve by operating in a legal, ethical and trustworthy manner. Our corporate policies and structure allow our employees, executives and our Board to lead with integrity and transparency. Our policies include a [Code of Business Conduct and Ethics](#), our [Code of Vendor Conduct and Ethics](#), our [Insider Trading Policy](#), our [Anti-Bribery and Anti-Corruption Policy](#), and our [Corporate Social Responsibility Policy](#).

The Code of Conduct also provides direction for reporting complaints in the event of alleged violations of our policies, including through our Corporate Integrity Hotline, which is available 24/7 and monitored by the Chairperson of the Audit Committee.



## Disclaimers

Unless otherwise stated, the information in this fact sheet covers our activities between May 25, 2023 and May 25, 2024. Data presented in this fact sheet represents all wholly owned, operationally controlled RGP business activities, including directly and indirectly owned subsidiaries. In this fact sheet, unless context otherwise requires, the terms “we,” “our,” “RGP,” “our Company,” “the Company” or “us” refer to Resource Global Professionals and its subsidiaries.

Certain statements made in this fact sheet are “forward looking statements” that by their nature involve estimates, projections, goals, forecasts, and assumptions. These are subject to risks and uncertainties that could result in actual outcomes differing materially from those expressed in the forward-looking statements. These risks are discussed in our Annual Report on Form 10-K for the year ended May 25, 2024 filed with the U.S. Securities and Exchange Commission (“SEC”), as may be supplemented or amended from time to time by our subsequent filings with the SEC.

The terms “material” and “materiality” as used in the context of this fact sheet, our corporate website, and in our materiality assessment, are different from such terms as used in the context of filings with the SEC. The inclusion of information and data in this release is not an indication that such information or data or the subject matter of such information or data is material to us for purposes of applicable securities laws.

## Reporting uncertainties

Our discussion of ESG assessments, goals, calculations, and relevant issues herein or in other locations, including elsewhere on our corporate website, are informed by various ESG standards and frameworks (including standards for the measurement of underlying data), and the interests of various stakeholders.

Nonfinancial information contained in this fact sheet, including but not limited to our GHG emissions calculations, is subject to measurement uncertainties resulting from limitations inherent in the nature and the methods used for determining such data. The selection by management of different but acceptable measurement techniques could result in materially different measurements. Standards and metrics used in collecting and disclosing information disclosed in this fact sheet continue to evolve, and the precision of different measurement techniques may also vary. Calculations and disclosures included in this fact sheet are in part dependent on the use of estimates and assumptions based on historical levels and projections, and are therefore subject to change and should not be considered guarantees.

