RSM

RSM Earns Top Score in Human Rights Campaign Foundation's 2022 Corporate Equality Index

RSM earns score of 100 on the Human Rights Campaign Foundation's annual assessment of LGBTQ+ workplace equality

NEWS RELEASE

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RSM US LLP ("RSM") — the nation's leading provider of audit, tax and consulting services focused on the middle market — is proud to announce that it received a score of 100 on the Human Rights Campaign Foundation's 2022 Corporate Equality Index (CEI). The CEI is the nation's foremost benchmarking survey and report measuring corporate policies and practices related to LGBTQ+ workplace equality. RSM joins the ranks of more than 840 major U.S. businesses that also earned top marks this year.

"We are honored to be recognized for the fourth consecutive year by the Human Rights Campaign Foundation for our commitment to inclusion, equality and equity," said Tracey Walker***, principal and national leader of culture, diversity and inclusion with RSM US LLP. "At RSM, we understand that our differences make us stronger because as people feel valued and the safety of belonging, we benefit from innovative, collaborative thinking that helps our clients and our people succeed. I'd like to thank our 12 employee-led employee network groups for the key role they play in driving inclusion internally and externally."***

"When the Human Rights Campaign Foundation created the Corporate Equality Index 20 years ago, we dreamed that LGBTQ+ workers — from the factory floor to corporate headquarters, in big cities and small towns — could have access to the policies and benefits needed to thrive and live life authentically," said Jay Brown, Human Rights Campaign senior vice president of programs, research and training. "We are proud that the Corporate Equality Index paved the way to that reality for countless LGBTQ+ workers in America and abroad. But there is still more to do, which is why we are raising the bar yet again to create more equitable workplaces and a better tomorrow for LGBTQ+ workers everywhere. Congratulations to RSM for achieving the title of 'best places to work for LGBTQ+ equality' and working to advance inclusion in the workplace."

The results of the 2022 CEI showcase how 1,271 U.S.-based companies are not only promoting LGBTQ+-friendly workplace policies in the U.S., but also for the 56% of CEI-rated companies with global operations that are

helping advance the cause of LGBTQ+ inclusion in workplaces abroad. RSM's efforts in satisfying all of the CEI criteria earned a 100% ranking and the designation as one of the Best Places to Work for LGBTQ+ Equality.

This year's CEI reflects growth across every measured category, from the adoption of inclusive non-discrimination policies to equitable healthcare benefits for transgender employees.

The CEI rates employers providing crucial protections to more than 20 million U.S. workers and an additional 18 million abroad. Companies rated in the CEI include Fortune magazine's 500 largest publicly traded businesses, American Lawyer magazine's top 200 revenue-grossing law firms (AmLaw 200), and hundreds of publicly and privately held mid- to large-sized businesses.

The CEI rates companies on detailed criteria falling under four central pillars:

- Non-discrimination policies across business entities;
- Equitable benefits for LGBTQ+ workers and their families;
- Supporting an inclusive culture; and
- Corporate social responsibility.

The full report is available online at www.hrc.org/cei.

About The Human Rights Campaign Foundation

The Human Rights Campaign Foundation is the educational arm of the Human Rights Campaign (HRC), America's largest civil rights organization working to achieve equality for lesbian, gay, bisexual, transgender and queer (LGBTQ+) people. Through its programs, the HRC Foundation seeks to shed light on inequality and deepening the public's understanding of LGBTQ+ issues, with a clear focus on advancing transgender and racial justice. Its work has transformed the landscape for more than 15 million workers, 11 million students and one million clients in the adoption and foster care system and so much more. The HRC Foundation provides direct consultation and technical assistance, driving the advancement of inclusive policies and practices; it builds the capacity of future leaders and allies through fellowship and training programs and it forges partnerships with advocates in the U.S. and around the globe to increase our impacts and shape the future of our work.

About RSM US LLP

RSM's purpose is to deliver the power of being understood to our clients, colleagues and communities through world-class audit, tax and consulting services focused on middle market businesses. The clients we serve are the engine of global commerce and economic growth, and we are focused on developing leading professionals and services to meet their evolving needs in today's ever-changing business environment.

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