

Sebastian

One of the
RSM team



THE POWER OF BEING UNDERSTOOD
ASSURANCE | TAX | CONSULTING

Global Annual Review 2025

A summary of RSM's activities, governance and strategic objectives

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An introduction from our CEO



The year we laid the groundwork for bold change.”

2025 has been a year of transformation for RSM.

It's been a year of laying strong foundations for strategic change, positioning us to navigate and lead in a constantly changing landscape.

Outwardly, we have been showing up for our clients and colleagues, being a source of expertise and trusted guidance; providing support for daily needs and defining moments. Behind the scenes, we have focused on making foundational changes, refining how we operate, aligning our priorities, and strengthening our core capabilities. These deliberate and strategic efforts may not always be visible, but they are pivotal in positioning us not just to adapt to change, but to lead it. By laying this groundwork, we are ensuring RSM is poised for long-term success in an ever-evolving world.

Strengthening how we work together

Over the past year, we focused on evolving how we operate globally. By improving alignment across regions, clarifying governance, and sharpening our priorities, we have created a stronger foundation for collaboration. These deliberate changes have enabled us to move faster, respond more consistently, and deliver greater impact for our clients.

Quality at the core

Quality is the cornerstone of everything we do. In 2025, we made significant strides in strengthening our global quality and risk framework, enhancing our audit methodology, and reinforcing our approach to independence and risk management. These efforts reflect our commitment to excellence and consistency, ensuring that quality remains at the heart of our work. We also welcomed Claire Blanton as our new Global Leader for Quality and Risk. Claire's leadership is already driving a renewed focus on excellence across our Network.

Investing in technology and security

In a world that is increasingly digital and complex, we continued to invest in technology and cyber security. This year, we expanded the use of digital tools and automation, while also enhancing our global cyber capabilities. These advancements are not just about keeping up with the pace of innovation; they are about positioning RSM as a leader in delivering efficient, insight-driven solutions for our clients.

Celebrating a decade of the unified RSM brand

This year marked ten years of operating under one unified global RSM brand. This milestone is a testament to the strength of our shared identity and our ability to work seamlessly across borders. It reflects the progress we have made together and the foundation we have built for the future.

Our people, our strength

At the heart of our progress are our people. Across more than 120 countries, we have continued to invest in their development, strengthen our culture, and create opportunities for them to grow and succeed. Their dedication and talent are what make RSM the organisation it is today, and their contributions drive our success.

As we look to the future, we are focused on executing our 2030 Global Strategy. The progress we have made in 2025 has strengthened our foundations and positioned us for continued growth and relevance in a changing world. This year has been about laying the groundwork for change—subtle yet strategic moves that ensure we are not just adapting to change but shaping it.



E.J. Nedder

Chief Executive Officer and
International Board Director,
RSM International

Message from our Chairperson

“Our strength is in our connections.”

This simple truth defines RSM's ability to thrive in an ever-changing world. By uniting the expertise, collaboration, and resilience of our Member Firms, we have built a global Network that is greater than the sum of its parts. These connections are the foundation of our success, enabling us to adapt, grow, and lead with confidence, no matter the challenges we face.

The strength of our connections was fundamental to our progress in 2025. It was a pivotal year for RSM as we continued to advance our 2030 Global Strategy, "Taking Charge of Change." This strategy is designed to build a highly interconnected global organisation that embraces change and grows at pace. By responding to significant shifts in the profession and marketplace, we have positioned RSM as a leader in the middle market, ensuring we remain agile and future-ready.

A key focus of the year was a comprehensive review of our Network governance, organisational structure, and global teams. This effort identified opportunities to enhance execution and better leverage the collective strength of our Member Firms. One of the most significant outcomes was the consolidation of our Network into three regions: Americas, EMEA, and Asia Pacific. This foundational move strengthens global connectivity, accelerates decision-making, and creates a more agile framework to achieve our strategic goals.

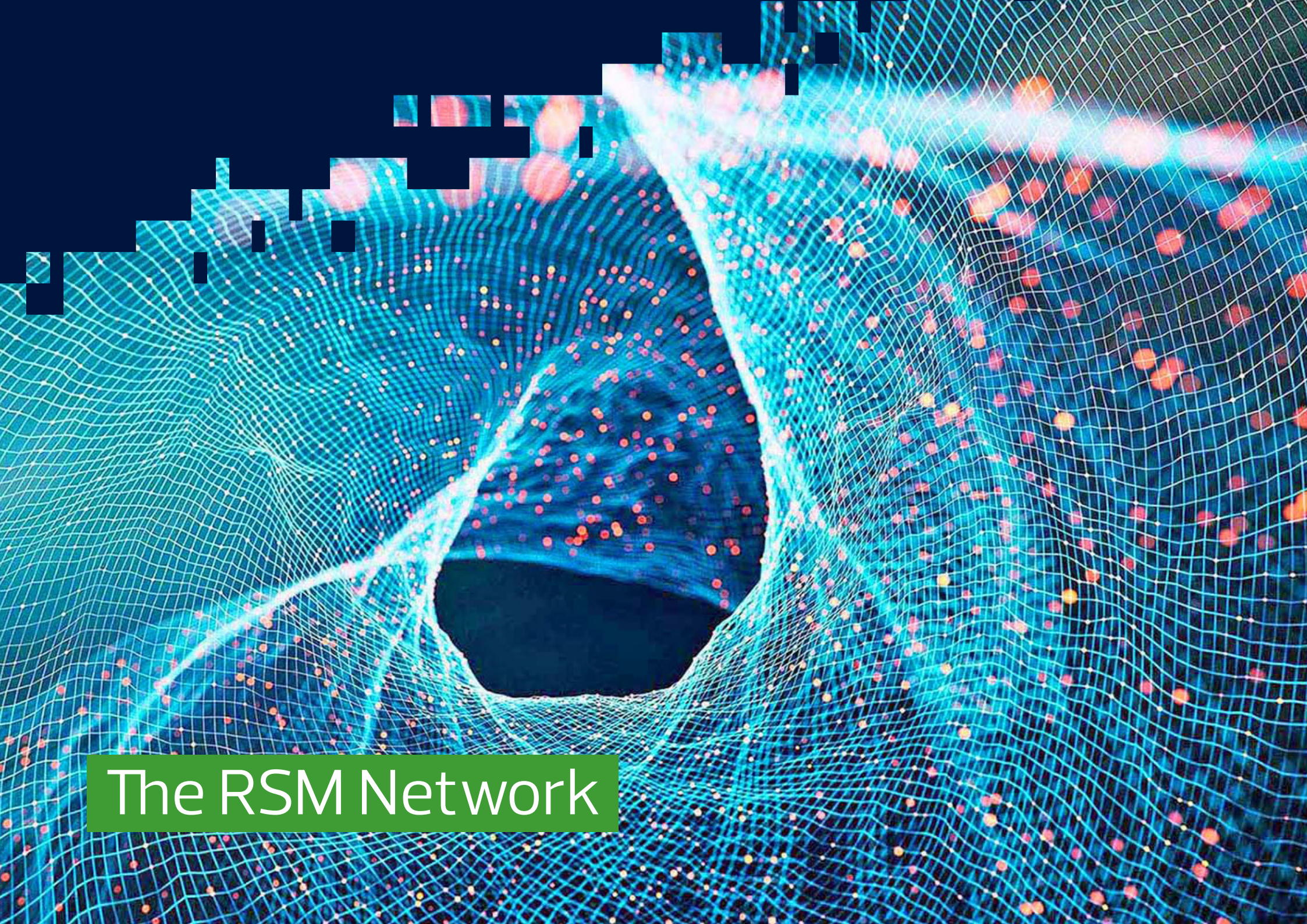
Throughout 2025, we saw the power of these connections in action. By removing barriers, fostering collaboration, and amplifying the capabilities of our Member Firms, we have reinforced RSM's position as a unified and resilient global brand. Every relationship we nurture, whether with our Members, clients, or communities, adds to the strength of our Network and the value we deliver.

On behalf of the RSM International Board of Directors, I thank everyone who contributed to these significant achievements throughout 2025. And as we look to the future, let us remember that our strength will always be in our connections. These connections, which are built on trust, collaboration, and shared purpose, are what empower us to not only navigate change but to shape the future of our profession and the markets we serve.



Joe Adams

Chairperson of the RSM International Board



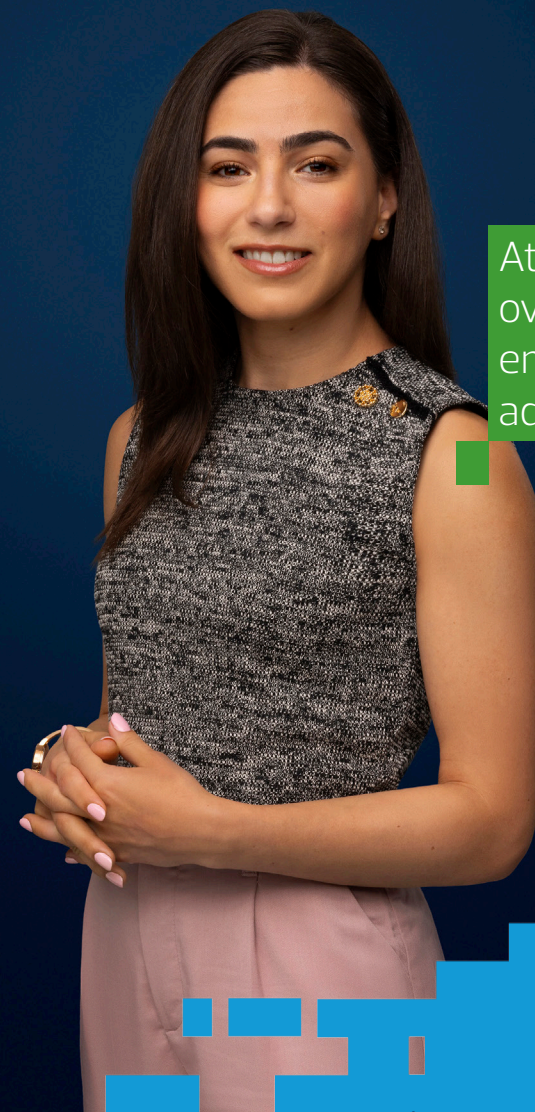
The RSM Network

About RSM

The RSM Network is the leading provider of professional services to the middle market, with a global focus on serving growth-oriented, internationally-minded companies looking for close long-standing relationships.

RSM is the brand used by the Members of the RSM International Network, which are each independent professional services firms and separate legal entities practising in their own right. RSM Member Firms are driven by a common vision of delivering innovative solutions, lasting value, and confidence, though providing a wide mix of high-quality assurance, tax and consulting services – whether that be in their domestic markets or in serving the international professional services needs of their clients.

The RSM Network connects Member Firms through common methods, processes and technologies, including universally agreed and applied quality standards. These connections enable RSM Member Firm partners and teams to provide consistently high levels of service and advice to clients – everywhere in the world.



At RSM, we help clients overcome new challenges, embrace change and adapt to thrive.

By working together, creating deep insights, combining world-class technology and real-world experience, we deliver understanding that is unmatched, and confidence that builds.

For a changing world. For the future. For all.

Taking Charge of Change – our 2030 global strategy

Our vision is to be known globally for delivering innovative solutions, lasting value and confidence. We focus our investments, activities and efforts on four Strategic Drivers:

People

Driving an unrivalled, inclusive culture and talent experience.

Clients

Delivering rich, personalised client experiences and market-leading insights.

Technology

Championing and embracing future-focused, digital, agile and global delivery models.

Solutions

Industry-specific approaches, and compelling global products and services.

Whether at an individual, Firm or global level, in decisions relating to all activities and investments, we ask:

1. *"Could we be more effective and efficient working collaboratively across borders rather than independently?"*
This is how we harness our global strength.
2. *"Is this the best approach to generating increased value for our clients and our people?"*
This is how we maximise our relevance.
3. *"Is this aligned with our global purpose and values, and will it build pride and engagement?"*
This is how we empower our brand.

In a world of complexity and uncertainty, change is both inevitable and vital. We exist to empower our clients and our people for the future and give them the confidence to **Take Charge of Change.**

Developing our global brand



We continue to strengthen the RSM brand as a connected global platform, enabling a more consistent, high-quality experience across markets, sectors and services. "



Nina Arundel

Global Leader, Business Development and Marketing, RSM International

In September, we proudly marked a decade since coming together under one global RSM brand. Over the past ten years, our unified brand has become one of our most valuable assets, driving actions and behaviours that enable us to work more seamlessly across borders, and fostering a powerful shared identity as a dynamic, forward-thinking global organisation.

As our most important global asset, maintaining a consistent, unified and forward-looking brand is fundamental to our collective growth and market confidence. During 2025, we strengthened our global brand platform, enhanced supporting infrastructure and invested in education and collaboration to ensure consistent execution across the Network. This included:

- **Evolving brand guidelines and assets** – Strengthening clarity and consistency across the Network by introducing enhanced global guidelines and resources covering photography, campaign imagery and digital design.
- **Extending support tools and platforms** – Enhancing the infrastructure supporting brand execution by:
 - Strengthening over 150 Member Firm websites through improvements to the Global Website Platform's build quality, design standards and accessibility.
 - Expanding regional and industry-led content to improve relevance and market positioning.
 - Launching phase one of a new Digital Asset Management platform to improve governance, accessibility and brand control.
 - Introducing an AI-enabled content platform to more than 60 Member Firms to increase marketing effectiveness and campaign efficiency.
- **Revising brand training and education** – Strengthening brand capability across Member Firms through updated tutorials, structured training sessions and the provision of brand-compliant templates to ensure consistent standards and reduce execution risk.
- **Facilitating global events** – Enabling Member Firm participation in 75 conferences, training events and webinars across key service areas, including quality and risk, cyber security, IFRS, financial due diligence, legal services and tax, reinforcing technical excellence and global connectivity.
- **Establishing an approach for global industry teams** – Developing a more unified industry-led go-to-market approach, supporting Member Firms in presenting consistent sector credentials and developing greater industry content to strengthen market positioning across regions.
- **Enhancing knowledge management and collaboration** – Establishing the foundation for a new Network intranet to improve collaboration, knowledge sharing and operational efficiency.
- **Increasing brand profile** – Achieving strong year-on-year growth in web enquiries, global tender opportunities and social media engagement. This included securing 125 pieces of global broadcast, print and digital media coverage and supporting over 1,300 Member Firm design, digital and SEO projects, enhancing market visibility and brand credibility.
- **Launching a Global Leadership Programme** – Introducing a new leadership development programme in partnership with Saïd Business School, University of Oxford, designed to equip future global leaders with the strategic influence, commercial insight and leadership capabilities required to support long-term Network growth.

Building strong digital foundations

“ Strong digital foundations enhance how we serve our people and our clients, supporting seamless collaboration and data-driven insight while maintaining resilient cyber security.”



Nicola McCoy

Chief Information and Security Officer, RSM International

During 2025, we continued to strengthen the digital foundations that support consistent client service, secure collaboration and trusted insights across our global network. Through targeted investments in shared platforms, data, and infrastructure, we improved service delivery, developed seamless cross-border collaboration, and maintained resilience in an ever-evolving global environment. These outcomes were achieved through sustained investment in shared technology and security capabilities globally, delivering progress across the following key areas:

- **Enhancing efficiency through data and automation**
We expanded our global data and analytics capabilities, enabling automation at scale. Delivering workflow automation, and cost savings and efficiency gains to our Member Firms while improving the consistency and timeliness of client delivery.
- **Strengthening our global technology platform**
We deployed a global data platform and enhanced our secure cloud environment, providing a more integrated and resilient foundation to support collaboration and the consistent delivery of services across our international network.
- **Improving the consistency and quality of insight**
Through investment in shared data pipelines and reporting capabilities, we have enabled a more standardised approach to data and insight. Through our centralised infrastructure, we are supporting informed decision-making across the Network.

Alongside these technology developments, we continued to strengthen the security and resilience of our Network in response to an increasingly complex and evolving threat landscape, delivering progress across the following key areas:

- **Maintaining high standards of information security**
We achieved 97% ISO 27001:2022 accreditation across our Network, demonstrating alignment with internationally recognised information security standards and reinforcing trust with our clients. This demonstrates our global commitment to our clients and our members in achieving consistent and standardised approaches to information security globally.
- **Expanding shared security capabilities**
We implemented a best-in-class global managed security service, which supports a significant number of Member Firms, strengthening monitoring and response capabilities through a coordinated global approach while delivering cost efficiencies.
- **Supporting a consistent security culture**
We continued to invest in awareness, governance and supporting tools to promote a proactive and consistent approach to information security across our Member Firms.

Together, these investments have enhanced our ability to deliver consistent, secure and high-quality services to our clients, while supporting our Member Firms with scalable capabilities that drive sustainable growth and long-term resilience.



Will

One of the
RSM team

Global growth in 2025

2025 was a transformative year for RSM, marked by significant structural changes and strategic investments enabling the Network to build upon its support of clients with local expertise, global coverage and a consistently high standard worldwide.

- Growth achieved across each of RSM's core service lines and regions reflects RSM's ability to meet evolving client demands with tailored solutions that are adapted to an unpredictable global economic environment.
- RSM's global headcount grew by 6.7% to 56,000 professionals, underlining the Network's ability to attract and retain trusted experts who understand local markets to deliver high-quality services.
- In late 2025, RSM's UK and US Member Firms finalised a landmark transatlantic partnership encompassing the US, UK, Canada, Ireland, and teams in India and El Salvador. This partner-owned platform enhances their ability to serve global clients, develop talent, and drive growth.

These achievements, coupled with a strong leadership vision, position RSM as the leading global provider of professional services to the middle market, ready to face the future with confidence.

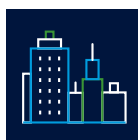
RSM's 2025 global financial results highlights

Revenue growth of 4%*
to US\$7.7bn**

RSM statistics



56,000
People worldwide*

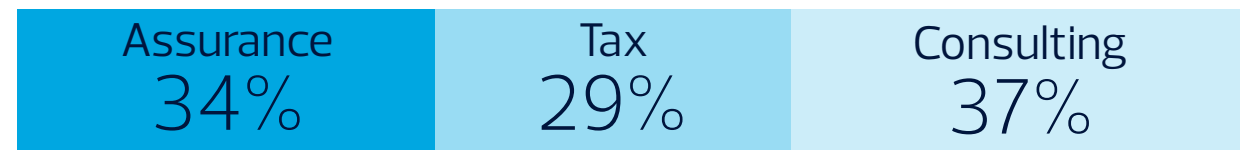


500
Offices



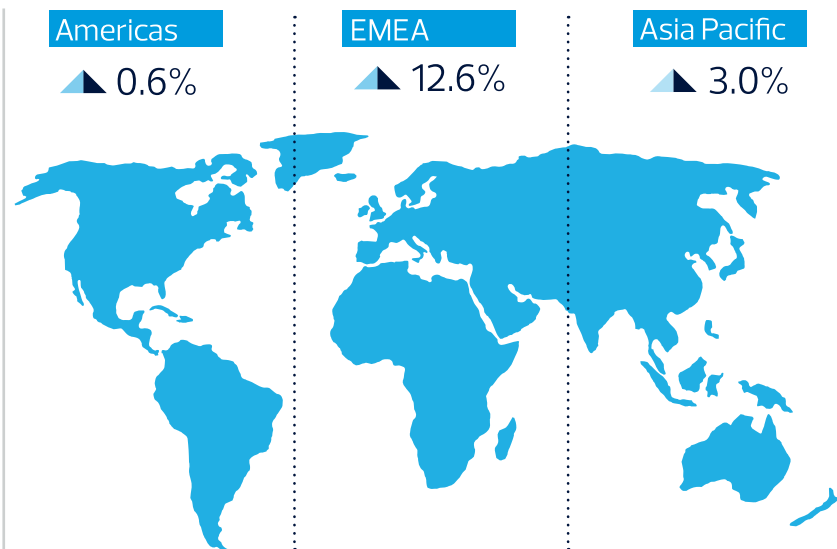
120
Countries

Service line revenue split



0 20 40 60 80 100

Growth by region



*For accurate comparisons, RSM has excluded former alliance revenues and headcount from its 2024 revenues. On this basis, 2024 revenue was US\$7.4bn and headcount was 52,500. **Revenue growth percentage calculated using constant currency conversions.



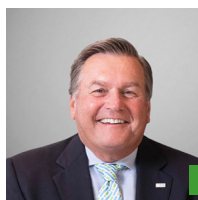
Governance and structure

RSM International Board of Directors

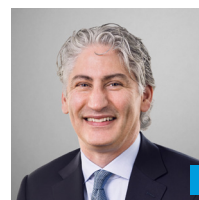
The RSM International Board of Directors is the governing body of RSM International Limited. Its objectives and responsibilities include:

- Developing, approving, and overseeing implementation of the international strategy for the Network.
- Oversight of matters relating to the membership of RSM, including admitting new Members and termination of membership.
- Oversight of the ethical and effective leadership of the Network.
- Approving the annual Network budget, operational plan and Member Firm fee assessments.
- Safeguarding Network assets and satisfying itself that the Network has adequate systems and controls in place.
- Strategic risk management of the Network and oversight of risk management policies and best practices.
- Overseeing processes to ensure adherence to quality standards by Member Firms.
- Determining and overseeing the process for the appointment of a CEO succession.

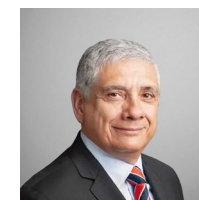
Directors of the RSM International Limited are:



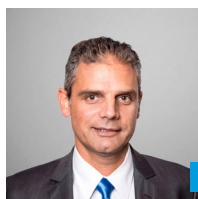
Joe Adams
Chairperson | US



E.J. Nedder
RSM International



Jorge Pérez
Argentina



James Komninos
Australia



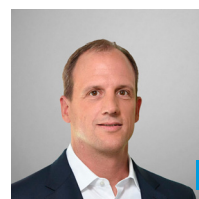
Stefan Walter
Austria



Jason Chen
China



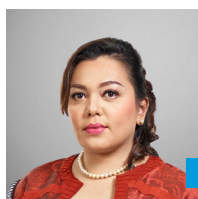
Cherif Hammouda
Egypt



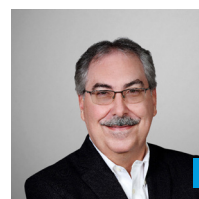
Christian Fuchs
Germany



Elena Stylianou
Greece



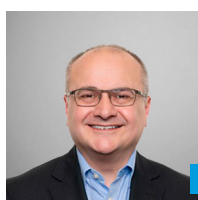
Angela Simatupang
Indonesia



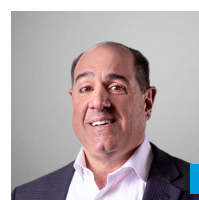
José Gómez
Puerto Rico



Derek How
Singapore



Simon Hart
UK



Don Lipari
US



Ian Ncube
Zambia

To assist in discharging its responsibilities, the Board has established a number of subcommittees:

Committees	Responsibilities
Governance	Assists the Board in the discharge of its responsibilities relating to: oversight of RSM membership matters; assessment of the processes, practices and the results relating to RSM International's governance; and oversight of relevant existing governance documents.
Nomination	Oversight of the administration of the Board appointment process.
Audit	Assists the Board in the discharge of its responsibilities relating to: the safeguarding of RSM International's assets; the operation of adequate systems and control processes; and the preparation of accurate financial reporting information and statements in compliance with all applicable legal and regulatory requirements and accounting standards.
Remuneration	Assess and recommend to the Board the remuneration of the CEO and other senior management.
Risk	Provide additional analysis to the Board regarding the strategic risk management of RSM International, determining that risk management best practices and policies are established, and formalising Risk Appetite Statements for review and approval by the Board. The Board's Risk Committee collaborates with the Global Executive Office Operational Risk Team, which is comprised of the CEO and the Global Leader for Quality & Risk, who are supported by other Global Executive Office colleagues.
Strategy	Considers and provides recommendations to the Board regarding areas of the Strategy that may need to evolve due to the impact of ongoing internal or external factors and assist the Board in creating frameworks and defining approaches to track global, regional and local progress towards achieving RSM's strategic goals.
Global Quality	The Committee has an independent role, to oversee and make recommendations to the Board for consideration and final approval with respect to policy, procedures, guidance, processes and controls, software, and Members' compliance in respect of the Quality Agenda.

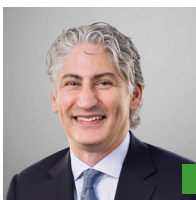
Global Executive Office

The Global Executive Office (GEO) is a central international team, based primarily in London. Over 2025 we reshaped the Global Executive Office to better enable and support the planning and execution of agreed global initiatives, ensuring quality, consistency, compliance and accountability.

The responsibilities of the GEO includes:

- Facilitating the execution of RSM's Global Strategy.
- Maintaining and growing RSM's geographic coverage.
- Developing and maintaining global processes, policies and methodologies, and oversight of Member Firm implementation of these.
- Managing and protecting the RSM global brand.
- Facilitating global independence.
- Supporting cross-border tenders and maintaining referral protocols.
- Managing and delivering the Global Member Firm Inspection Programme.
- Facilitating global engagement and collaboration.
- Delivering global and regional events.
- Overseeing Member Firm adherence to agreed global digital and security standards.
- Managing global IT infrastructure.
- Ensuring the financial health of RSM International.

GEO Senior Leadership Team:



E.J. Nedder
Chief Executive
Officer



Bob Dohrer
Chief Operating
Officer



Barbara Nelson
Chief of Staff



William Cheng
Chief Financial
Officer



Claire Blanton
Global Leader,
Quality & Risk



Nicola McCoy
Chief Information &
Security Officer



Nina Arundel
Global Leader,
Business Development
& Marketing



Rebecca Richards
Global Leader,
Strategy & Special
Projects



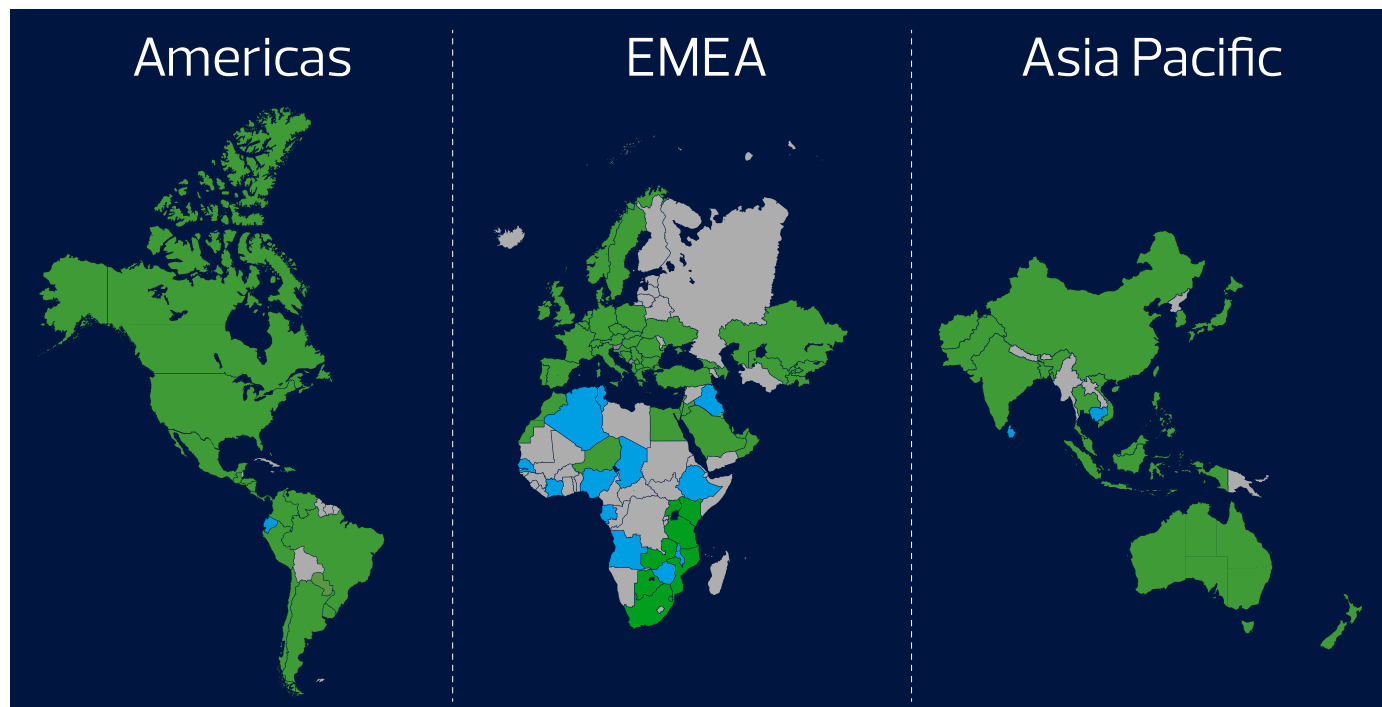
Nina Nathan
Head of People

Regions

In 2025, it was agreed that the RSM Network would consolidate from six regions into three – Americas, EMEA, and Asia Pacific. This strategic shift is designed to provide a more agile and effective framework for the Network to operate. It is intended to bring Member Firm leaders closer together, and provide them with an increased opportunity to input into how the Network moves forward, streamlining and enhancing our ability to:

- Execute on our strategy and move forwards in relation to client, talent and market growth, service line, solution and technology developments.
- Capitalise on shared resources, ideas and know-how.
- Develop global solutions to common challenges and realise economies of scale.
- Enable faster decision-making.

Whilst maintaining a robust sub-regional framework, RSM's three Region structure now provides a stronger platform for strategic cohesion and collective support for our global strategic priorities.



■ Member Firm ■ Correspondent Firm



Regional Leadership Teams

Within each Region a Regional Leadership Team has been established, comprising Member Firm leaders. Regional Leadership Teams are responsible for:

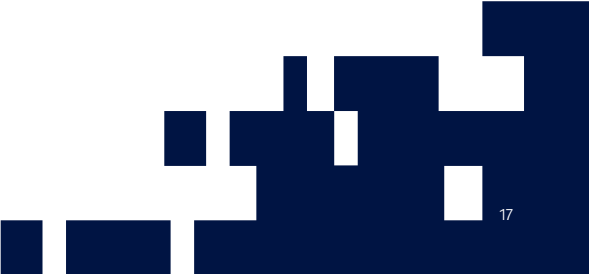
- Aligning Member Firms through regional collaboration, shared resources and investment.
- Supporting consistent delivery of strategically important initiatives.
- Promoting open communication and activity between Regional Leadership Teams, Member Firms and other global and regional teams.

Regional Leadership Teams are tasked with moving their Region forwards in relation to client, talent and market growth, service line, solution and technology developments and will be accountable to all the Member Firms in that Region.

From a governance perspective, Regional Leadership Teams are critical for operational decision-making aligned to our global strategy and priorities, and are important forums for consultation on planned Board decisions. They are the route through which Member Firms can raise concerns, suggestions or recommendations for action up to the Board for their consideration and decision-making.

As of January 2026, the Regional Leadership Teams comprise Member Firms in:

America	EMEA	Asia Pacific
US	UK	China
Canada	Germany	Australia
Mexico	France	Singapore
Brazil	Netherlands	India
Chile	Czechia	Japan
Uruguay	Saudi Arabia	Philippines
	Egypt	
	Kuwait	
	Kenya	
	South Africa	





GEO regional team

The GEO regional team works closely with Member Firms, the Regional Leadership Teams and the CEO to maximise the effectiveness of our regional structure and the delivery of our agreed global goals.

Americas



To be appointed
Regional Leader

EMEA



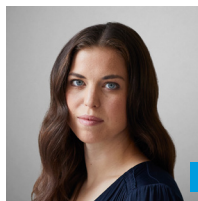
Gregor Schmidt
Regional Leader

Asia Pacific



Stephen Darley
Regional Leader

Latin America



Eileen Turkot
Market Leader

Middle East



Bassam Dahman
Market Leader

Africa



Clive Betty
Market Leader



Membership representation by Region

Regions	Markets						
Asia Pacific	Asia Pacific						
	Afghanistan	China	Japan	Pakistan	Taiwan		
	Australia	Hong Kong, SAR	Korea (Republic of)	Philippines	Thailand		
	Bangladesh	India	Malaysia	Singapore	Vietnam		
	Cambodia	Indonesia	New Zealand	Sri Lanka			
EMEA	Africa						
		Algeria	Ethiopia	Malawi	Niger	Tanzania	
		Angola	Gabon	Mauritius	Senegal	Uganda	
		Botswana	Ivory Coast	Mozambique	South Africa	Zambia	
		Chad	Kenya	Nigeria	Tunisia	Zimbabwe	
	Europe						
		Albania	Croatia	Gibraltar	Kazakhstan	Poland	Switzerland
		Andorra	Cyprus	Greece	Kosovo	Portugal	Tajikistan
		Austria	Czech Republic	Hungary	Kyrgyzstan	Romania	Turkey
		Azerbaijan	Denmark	Ireland (Republic of)	Luxembourg	Serbia	Ukraine
		Belgium	France	Isle of Man	Malta	Slovakia	United Kingdom
		Bulgaria	Georgia	Israel	Netherlands	Spain	Uzbekistan
		Channel Islands	Germany	Italy	North Macedonia	Sweden	
Middle East & North Africa							
	Bahrain	Gabon	Jordan	Mauritania	Qatar	Tunisia	
	Chad	Iraq	Kuwait	Oman	Saudi Arabia	United Arab Emirates	
	Egypt	Ivory Coast	Lebanon	Palestine	Senegal		
Americas	Latin America						
		Argentina	Chile	Ecuador	Mexico	Peru	
		Bahamas	Colombia	El Salvador	Nicaragua	Puerto Rico	
		Brazil	Costa Rica	Guatemala	Panama	Uruguay	
		Cayman Islands	Dominican Republic	Honduras	Paraguay	Venezuela	
	North America						
		Canada					
		United States of America					



RSM's Global Leadership Groups and committees

The delivery of services within, and across, RSM is enhanced by Leadership Groups, Service Line Groups, Centres of Excellence and Industry/Sector Groups. Work was initiated, and continues into 2026, to consider how these teams should evolve and work with the new regional structure, and the critical supporting functions including marketing, digital, quality and HR. The aim is to create an even stronger, agile, matrixed structure that ensures the organisation is moving forward at pace with the collective input and alignment of multiple stakeholders.



Global quality at RSM

Strengthening quality, inspiring confidence

During 2025, we continued to refine our quality commitments to better serve our diverse client base. In alignment with our 2030 strategic vision, we have prioritised robust and relevant responses to the changing risk landscape for our Member Firms and their clients.

Rising regulatory expectations and a shifting geopolitical context increase the complexity of our global operations. The growth of private equity investment in our sector introduces new challenges for regulatory compliance and operational agility. This necessitates vigilant adaptation to evolving market dynamics.

Our dedication to compliance and ethical standards remains steadfast. The launch of Global Independence Assessment (GIA) streamlines service authorisation, strengthens independence compliance, and ensures ethical consistency across the Network. GIA supports reliable oversight, helping us maintain stakeholder confidence amid a heightened global regulatory environment.

We continue to deepen our focus on risk management. Serving a wide range of clients across multiple regulatory environments, we are enhancing our risk framework to remain coordinated and responsive to both traditional risks—such as regulation, independence, and quality—and emerging threats, including cyber security.

While embracing technological innovation, we continue to invest in our people. Updated RSM Orb and IFRS training programmes ensure our teams stay current with technical standards, supporting agility and consistency throughout the Network.



Claire Blanton
Global Leader, Quality and Risk,
RSM International

“Our steadfast commitment to excellence, integrity and objectivity is guided by RSM's global strategy and focus on the middle market, ensuring we foster confidence and deliver quality solutions that empower our clients to thrive amid ongoing global change.”



2025 enhancements to Network quality and risk management

- **Launched the Global Independence Assessment (GIA) application** – Implemented a global service and relationship authorisation platform to streamline independence reviews and enhance transparency across the Network.
- **Advanced our approach to quality management** – Enhanced SOQM tools, guidance and monitoring processes to support Member Firms in identifying, evaluating and remediating quality matters.
- **Enhanced RSM Orb** – Continued to refine our RSM Orb global audit methodology to support consistent, high-quality audit engagements across Member Firms.
- **Strengthened our global inspection and risk frameworks** – Updated guidance, training and oversight processes to reinforce consistency and effectiveness globally.
- **Enhanced professional indemnity and cyber risk requirements** – Revised requirements to support resilience and risk protection for Member Firms.

Quality, Ethics and Independence

The RSM Global Leader for Quality and Risk has oversight of policies, procedures and inspections related to services provided by Member Firms.

The Global Quality and Risk team plays a pivotal role in upholding the standards of the RSM Network.

The key responsibilities include:

- Ensuring compliance with Forum of Firms membership obligations.
- Implementing and monitoring RSM's quality assurance and risk containment policies and inspections.
- Managing RSM Orb, our global audit methodology and documentation platform.
- Overseeing matters of ethics and independence.
- Driving a consistent risk management approach across the Network and Member Firms, including maintaining operational risk registers for the Network and the Global Executive Office.

Global Quality Committee (GQC)

The Global Quality Committee (GQC) is a Board sub-committee that supports the consistent delivery of high-quality professional services and alignment with Network policies. The GQC oversees quality and risk across the Network and makes recommendations for Board approval.

Its remit includes:

- Member Firms' systems of quality management.
- Consideration of risks associated with client and service delivery, emerging risks and new offerings.
- Evaluation of capabilities, resources and technologies across the Network.

While the GQC exercises broad oversight, management functions remain with the CEO and other global leaders. The Committee comprises senior leaders from a range of service lines and regions, ensuring appropriate expertise and representation.

Core responsibilities of the GQC:

- Recommend policies relating to quality management, ethics and independence, risk management and inspection programmes.
- Approve supporting procedures, guidance, and controls to promote consistent application of policies across the Network.
- Oversee audit and assurance methodologies, including digital audit tools.
- Monitor compliance through inspection results, independence reviews and quality reporting.
- Review due diligence processes for prospective Member Firms.

- Review learning and development plans to ensure alignment with quality priorities.
- Report to the Board on significant quality matters and recommend actions for Member Firms that do not meet Network standards.

When instances of non-compliance are identified, the GEO presents proposed actions to the GQC for review, with final recommendations made to the CEO and Board. This framework reinforces accountability across the Network and supports the consistent delivery of high-quality, ethical services aligned with RSM's global standards.

Quality

Quality Management

RSM Policies require all Member Firms to design, implement and operate a system of quality management in accordance with the International Standard on Quality Management (ISQM) 1, issued by the International Auditing and Assurance Standards Board (IAASB). These systems are designed to respond to the nature and complexity of each Member Firm's engagements and to the evolving regulatory and professional requirements. Member Firms are responsible for their own systems of quality management, with support, guidance and oversight provided by the GEO.

In the context of cross-border assurance engagements, transparency between Member Firms is supported using Quality Dashboards, facilitated by the GEO. The Quality Dashboards include the results of recent inspections and other monitoring activities of the relevant Member Firm. This process enhances confidence in the quality of work performed across the Network.

Client Acceptance

Providing high-quality services begins with careful selection of client relationships. Member Firms enter into engagements only with clients who share RSM's core values, meet RSM's stringent acceptance criteria, and are prepared to pay a fair fee for the services provided.

A consistent approach across the Network protects our reputation and supports the delivery of quality work. All Member Firms are required to perform client acceptance and continuance procedures designed to protect independence, assess client integrity and regulatory compliance, evaluate engagement risk and ensure the Firm has the capability and resources to perform the work in accordance with professional standards. Higher-risk engagements are subject to enhanced review and approval procedures.

This approach reinforces our commitment to integrity, objectivity and high-quality service delivery.

RSM Orb

RSM Orb is RSM's global, risk based audit solution and a key component supporting Member Firms' systems of quality management. Mandated for use across the Network, it underpins the consistent performance of high quality audits.

RSM Orb integrates a proprietary global audit methodology, a comprehensive audit manual, digital documentation templates, and practical implementation guidance. Together, these elements support engagement teams in identifying and assessing risks, designing and implementing appropriate responses, and exercising professional judgment in accordance with applicable auditing and ethical standards.

The solution enables a consistent audit approach across jurisdictions while allowing our Member Firms to address local legal and regulatory requirements and engagement specific circumstances. Available in multiple languages, RSM Orb supports scalability and adaptability across engagement types and levels of complexity.

To support effective implementation and ongoing competence, RSM provides structured audit training through RSM Campus. In addition, RSM provides Member Firms with AI-enabled technical support tools to assist in accessing guidance and applying the RSM Orb Global Audit Manual consistently and efficiently.



IFRS: Upholding global standards and consistency in assurance services

RSM's IFRS Advisory Committee promotes global quality and consistency in IFRS services across the Network. Comprising technical experts from Member Firms in multiple regions, the Committee develops tools and resources to support the consistent application of evolving accounting standards.

Member Firms have access to comprehensive IFRS training programmes, including on-demand courses, quarterly webinars, and annual sessions covering new standards and complex issues. Additional support includes illustrative financial statements, a global helpdesk for consultations, and regular newsletters with key IFRS updates.

The Committee also coordinates RSM's engagement with the International Accounting Standards Board (IASB),

responding to comment letters, post-implementation review surveys, and coordinating nominations for relevant boards and discussion groups.

Assessment and Monitoring of Quality

Member Firm monitoring programmes

Each Member Firm is required to establish and operate monitoring processes that provide reasonable assurance that the policies and procedures underpinning its system of quality management are relevant, adequate, and operating effectively across its assurance and other professional services practices.

Member Firms must align with RSM expectations and comply with all applicable requirements set by the International Federation of Accountants (IFAC) standard-setting boards. These requirements include:

- International Standard on Quality Management (ISQM) 1: Quality Management for Firms that Perform Audits or Reviews of Financial Statements, or Other Assurance or Related Services Engagements.
- ISQM 2: Engagement Quality Reviews.
- International Standard on Auditing (ISA) 220 (Revised): Quality Management for an Audit of Financial Statements.
- IESBA International Code of Ethics for Professional Accountants (including International Independence Standards).



A portrait of a man with dark hair, wearing a light pink button-down shirt, standing against a dark blue background. He has his hands clasped in front of him and is wearing a silver watch on his left wrist. The bottom of the image is partially obscured by a green and black pixelated graphic.

Sadeqh

One of the
RSM team

Each Member Firm's inspection programme forms an integral part of the continual and iterative monitoring and remediation process. This process is embedded within their system of quality management, providing opportunities to identify areas for improvement and to highlight best practices.

RSM Global Inspection Programme

Under the RSM Global Inspection Programme, each Member Firm is inspected in accordance with IFAC requirements. These global inspections are led by independent, qualified partners and senior personnel from other Member Firms, under the direction of GEO personnel and the Global Leader, Quality and Risk. The Global Inspection Programme is structured to fulfil the membership obligations of the Forum of Firms. The Board is authorised to require remediation and impose sanctions on Member Firms to ensure compliance with professional requirements, as well as RSM methodologies, policies, and procedures.

Membership of the Forum of Firms

RSM International is a member of the Forum of Firms, an independent association of international networks of firms that perform transnational audits. RSM is active in and fully supports the objective of the Forum of Firms, which is to promote consistent and high-quality standards of financial reporting and auditing practices worldwide and to support convergence of national audit and standards with the International Standards on Auditing issued by the IAASB.

Ethics and Independence

Ethics

Ethical conduct is fundamental to RSM's role in serving the public interest. Ethical principles are deeply embedded within the organisation's core values, including uncompromising integrity, commitment to excellence, and responsible action.

To uphold these standards, RSM's Quality and Risk Containment Policies require each Member Firm to:

- Promote a culture of professional ethics, integrity and accountability.
- Establish client relationships only following an appropriate assessment of integrity, regulatory compliance and ethical considerations.
- Provide training to ensure that Partners and staff conduct themselves in an ethical manner and in the public interest.

Anti-Bribery and Corruption

RSM enforces a zero-tolerance approach to bribery and corruption in any context. Such conduct is prohibited across all Member Firms and extends to relationships with third parties and business partners. The RSM Anti-Bribery and Corruption Policy and Procedures are implemented to help Member Firms mitigate risks associated with unethical activity.

Independence Policies and Procedures

Independence is vital for protecting the public interest and for fulfilling obligations to clients and the wider community. RSM's Ethics and Independence Policies must be followed by every Member Firm and are designed to ensure compliance with the International Ethics Standards Board for Accountants (IESBA) International Code of Ethics for Professional Accountants (including International Independence Standards).

Each Member Firm appoints a Head of Ethics and Independence who is responsible for implementing RSM's Ethics and Independence Policies and ensuring alignment with any applicable local regulatory requirements. When local requirements are more stringent, Member Firms must comply with those higher standards. Any necessary modifications to RSM's baseline policies are subject to review by the GEO.

Partners and professional staff with queries regarding these policies must consult with their local independence team. When necessary, matters may be escalated to the GEO to promote consistent interpretation and application across the Network.

Global Independence Committee

The Global Independence Committee is composed of representatives from Member Firms and the GEO. This Committee advises the GEO on matters relating to independence, including policy development, processes and controls, system enhancements, guidance, and training initiatives.



RSM Global Independence Systems

RSM InTrust is the global entity management platform designed to protect the independence and collective objectivity of Member Firms and their professionals. It plays a key role in preventing conflicts of interest in client engagements and enables teams worldwide to work with confidence.

Global Independence Assessment (GIA) is the Network's service and relationship authorisation application. It facilitates timely review of proposed global services and relationships.

Member Firms are required to maintain complete and accurate information about their global clients and relationships within RSM InTrust. Before providing services to a client (or prospective client), or establishing any 'Other Relationship of Interest', Member Firms must perform the required independence searches and obtain service authorisation through GIA. This process helps identify whether proposed services or relationships may impact assurance clients or their affiliates of other Member Firms.

Approved services are recorded in RSM InTrust, supporting transparency, monitoring and consistent application of independence requirements across the Network. When potential independence considerations are identified, consultation is required to evaluate and address any threats.

Conflicts

Member Firm Partners and professional staff are required to consult RSM InTrust and take appropriate action to ensure compliance with the RSM Ethics and Independence Policies in relation to financial, business, family, or employment interests.

They are also required to identify and address potential conflicts of interest in services that Member Firms provide to clients or prospective clients, particularly regarding international groups.

Training and monitoring

The GEO is responsible for developing and delivering Ethics and Independence training to Member Firms. This includes updates to RSM Ethics and Independence Policies, guidance on the use of RSM global independence systems, and annual training on RSM InTrust completeness and accuracy confirmation procedures.

All Member Firm Partners and staff are required to annually confirm to their Head of Ethics and Independence that they have reviewed their Member Firm's Ethics and Independence Policies, understand their application to their roles, and have maintained compliance throughout the year. Any identified exceptions must be documented and addressed through appropriate corrective actions at the Member Firm level.

In addition, each Member Firm is required annually to perform procedures to confirm the completeness and accuracy of client information recorded in RSM InTrust and to report the results to the GEO. These procedures are subject to review during the global inspection process.



RSM

Translating purpose into action

Translating purpose into action

At RSM, we recognise that our role as a global organisation carries a responsibility to help drive positive change within the communities where we work and live.

We believe confidence is built through action. Every day, our people take meaningful steps at a local level to address the issues that matter most to their clients, colleagues and communities. When combined across our Network of 56,000 people, these actions create a powerful and lasting global impact, fulfilling our purpose of instilling confidence in a world of change.

Our approach is purposeful and strategic. We have defined priorities that guide how we operate. By aligning with leading global frameworks, strengthening ESG capabilities across our Network, and developing transparent reporting practices, we continue to embed responsibility into our culture and our client service.

This structured framework enables us to amplify the significant work taking place across our Member Firms while advancing together in a clear and consistent global direction.

In this section of our Global Annual Review, we showcase how our colleagues across 120 countries are translating purpose into action. From carbon reduction initiatives to community engagement and advancing diversity and inclusion, these stories demonstrate how local action, guided by our global culture, is helping us build a more sustainable, inclusive and resilient future and instil confidence with all those we engage with.



Confidence is built through action. Every day, across 120 countries, our people take meaningful steps to address the issues that matter most to their clients, colleagues and communities."



Rebecca Richards

Global Leader – Strategy & Special Projects, RSM International



RSM Global Impact Plan

At RSM, our global impact plans to 2030 are being directed towards three key areas, as we build a strong global overlay alongside all the great work being conducted at individual Firm level.

Focus areas are:

- 1. Public alignment with principled global strategic initiatives** – supporting responsible business practices and working with strategic partners who bring independent, outside-in perspectives to support our approach.
- 2. Educating all our stakeholders on ESG themes** – promoting ways in which we can all make a powerful, positive and lasting difference as we fulfil our purpose to instil confidence in a world of change.
- 3. Building a global ESG reporting and monitoring infrastructure** – developing RSM's global policy framework and global reporting structure.

Alongside this, we continue to strengthen our sustainability and ESG advisory capabilities in response to evolving regulatory requirements and stakeholder expectations. As a long-standing provider of assurance services to a diverse global client base, we bring deep expertise in governance, reporting and measurement. This positions us to support clients as they navigate increasing disclosure obligations, emerging sustainability standards and the integration of non-financial data into mainstream reporting.

As sustainability reporting becomes more regulated and scrutinised, organisations require practical, globally consistent and technically robust advice. Our Network is uniquely placed to provide this, combining local market insight with global coordination.

Over 2025, RSM published a wealth of critical insights and numerous client-specific case studies to support businesses on their ESG journey.

[Explore our ESG insights](#)

Supporting the UN Sustainable Development Goals

RSM recognises that long-term growth and profitability are intrinsically linked to the prosperity of the people and communities that make-up and influence the markets around us. As a proud participant in the UN Global Compact, in 2022, RSM began a programme to promote understanding around the UN Sustainable Development Goals across RSM globally, selecting five Foundational Goals to champion in particular to create the greatest possible impact for RSM activities globally.

Throughout 2025, RSM Firms around the world have continued to develop or support programmes that have positively impacted their communities. Last year, there were hundreds of separate CSR initiatives and ongoing programmes through which Member Firms and their people supported one or more of these goals. Volunteering and pro-bono activities are strongly encouraged and seen as critically important to build connectivity and contribution to the communities in which we work, as well as supporting the overall health and well-being of our people. Every day, across RSM, our people engage in pro bono and volunteer activities which instill hope or empower the next generation to overcome obstacles to achieve their full potential. We continue to capture and promote as much of the wealth of individual Firm CSR activities as we are able on our Global Impact Hub.



RSM Impact Hub

Snapshots from across RSM

Advancing Good Health & Quality Education (SDGs 3 & 4)

India

RSM in India strengthened emergency healthcare access by sponsoring an Advanced Life Support cardiac ambulance through the Inner Wheel Club of Bombay, part of the global International Inner Wheel network operating in over 100 countries.

The firm also partnered with Desire Society to support more than 30 children requiring specialised HIV care, providing essential amenities and delivering awareness and educational activities to promote dignity and inclusion. Volunteers further supported underprivileged primary school students in Maharashtra's Palghar district, contributing to meaningful learning experiences and long-term empowerment through education.

Greece

RSM in Greece combined global and local impact initiatives. In partnership with the Charles Antetokounmpo Family Foundation (CAFF), the firm funded construction of a solar-powered borehole water system at a school in Nigeria, ensuring access to clean water for more than 600 students and the surrounding community.

Locally, volunteers supported The Smile of the Child House in Athens, enhancing outdoor areas, installing recreational equipment, and preparing personalised Christmas gifts and messages for vulnerable children.

Uganda

In Kampala, colleagues partnered with the Uganda Red Cross Society to improve learning environments and menstrual health outcomes. Volunteers painted classrooms, shared time with students and distributed 250 reusable sanitary pads to vulnerable girls, helping reduce absenteeism and provide sustainable hygiene solutions.

South Africa

RSM in South Africa supported Kingsway Primary School by supplying their critical learning materials for the school's Grade 1–3 learners and assembling packs to support early learning.

Vietnam

RSM in Vietnam supported Village Chance in Ho Chi Minh City, funding nutritious meals and educational opportunities for disadvantaged children and individuals with disabilities.

Egypt

RSM in Egypt supported The Integrated Centre for Special Needs Individuals in Cairo, funding equipment and furnishing a new play area to enhance inclusive education. The firm also donated to Al Nas Hospital, a leading charitable paediatric institution providing free, high-quality healthcare.



Advancing Good Health & Quality Education (SDGs 3 & 4)

Costa Rica

Through a strategic alliance with Fundación Roble Alto – an organisation that provides comprehensive support to children and young people in vulnerable situations – RSM in Costa Rica delivered workshops on cyber security, responsible technology use, applied AI and financial literacy. The Firm also provided financial contributions to support nutrition and mental health programmes, with further mentoring and volunteer initiatives planned.

Chile

RSM in Chile funded personal care kits for Casa de la Mujer Huamachuco, supporting vulnerable women and older adults, and provided food, medicine and supplies to Refugio ProAnimal Huellas animal shelter.

Italy

In Rome, the RSM team came together in a display of solidarity to assemble care packages for individuals in need. Each thoughtfully prepared box contained warm clothing, essential hygiene items, a small treat, an engaging puzzle, and a handwritten note of encouragement – simple yet meaningful gestures designed to bring comfort, dignity, and hope during the colder months.

Spain

Colleagues across RSM offices in Spain provided gifts to support children in vulnerable situations through a partnership with Cooperación Internacional, a Spanish non-profit organisation dedicated to humanitarian support and emergency community aid.



Promoting Inclusive Economic Growth & Resilient Infrastructure (SDGs 8 & 9)

Uruguay

RSM in Uruguay partnered with Techo, a Latin American NGO focused on tackling extreme poverty through transitional housing and community development. The team helped construct a safe home for a family in need, contributing directly to improved living conditions and long-term stability.

Brazil

RSM in Brazil supported Pretas Ruas, a Rio de Janeiro-based NGO assisting homeless individuals, particularly Black women, through shelter access, social reintegration and dignity-focused services. Donations of essential items strengthened outreach efforts to vulnerable communities.

Austria

In Austria, RSM supported CortiHaus, a shelter providing warm meals, emergency overnight accommodation and pathways to longer-term shared housing. The initiative helps individuals experiencing homelessness rebuild stability and work toward sustainable reintegration.

Global Executive Office

The RSM Global Executive Office partnered with London Play Design to refurbish the dilapidated Somerville Adventure Playground in South London, where many of the play structures had been deemed unsafe. The critical safety works undertaken by the team to bring the playground back into use earned three Impact Award commendations.

Sustainable Communities & Climate Action (SDGs 11 & 13)

Kenya

Across Kenya, RSM prioritised reforestation in response to regional deforestation and biodiversity loss. Teams from the Nairobi and Mombassa offices partnered with local NGOs, Friends of Karura Forest, Kenya Forest Service, Greenspace Kenya and TREEO Foundation to plant more than 1,500 trees, representing over 10 different species. Sites were selected near RSM offices to enable ongoing stewardship and monitoring.

Germany

RSM in Germany partnered with PLANT-MY-TREE®, planting more than 5,000 trees since 2024, including 3,000 to offset flight emissions. Each new employee receives a personalised tree certificate in the South Harz "RSM Ebner Stolz Forest."

UAE

In partnership with Goumbook – a UAE-based social enterprise focused on sustainability and climate action – RSM volunteers collected and sorted 32.3 kg of waste in the Al Ruwayyah desert, ensuring responsible recycling.

El Salvador

RSM in El Salvador partnered with the Zoological Foundation of El Salvador (FUNZEL) – a long-standing Salvadoran non-profit organisation focused on wildlife conservation and environmental protection – to execute various beach cleaning and sea turtle release initiatives in support of marine biodiversity and environmental protection.

Channel Islands

RSM in Jersey partnered with Jersey's Natural Environment Biosecurity Team at St Ouen's Bay to remove invasive purple dew plants that was threatening the native coastal species, protecting native biodiversity and coastal ecosystems.



RSM foundations

A growing number of RSM Firms operate dedicated foundations and not-for-profit entities focused on advancing charitable causes and strengthening communities locally and globally.

UK

Community support remains central to the culture of RSM's firm in the UK. In 2025, colleagues contributed more than 7,000 volunteering hours nationwide. As the RSM Together campaign concluded, the firm was on track to donate over £190,000 to 28 local charities, alongside a £25,000 contribution to the British Red Cross Disaster Fund through the Here for Humanity campaign.

Each colleague receives one paid volunteering day annually, supporting activities such as serving meals at homeless shelters, restoring community gardens, preparing Christmas hampers and assisting animal shelters. Teams supported organisations including Stepney City Farm, Saffron Acres and the National Animal Welfare Trust, delivering practical improvements to community and environmental projects.

[Find out more here](#)

Australia

RSM in Australia's community efforts are led through its Beyond RSM programme, reflecting its purpose of creating impact beyond core business activities. Teams across metropolitan and regional offices supported organisations including the Australian Red Cross, Australian Breast Cancer Network and the Romero Centre through blood drives, health campaigns and donation collections.

Employees also backed Canteen, Boys to the Bush, Peel Community Foundation, Salvos, Share the Dignity and TuckerBox, alongside aged care initiatives in Northam. Seasonal campaigns such as Gifts for Kids in Perth and the Ballarat Christmas Appeal further demonstrate a strong culture of grassroots volunteering and fundraising across Australia.

[Find out more here](#)

Singapore

Celebrating its 40th anniversary, RSM in Singapore launched a SGD\$4 million Endowment Scholarship Fund to expand access to higher education for students from less privileged backgrounds.

A charity walk and carnival with Community Chest brought together over 1,500 participants, raising SGD\$400,000 – matched dollar-for-dollar by RSM – with an additional SGD\$500,000 pledged over two years, bringing total support to SGD\$900,000. Community Chest supports children with special needs, at-risk youth, adults with disabilities, individuals facing mental health challenges and seniors requiring care.

[Find out more here](#)

The Philippines

RSM's firm in the Philippines established a Foundation in 2014 to contribute positively to initiatives that support disadvantaged communities. Since its establishment, the Foundation has implemented a range of programmes, donations and natural disaster support. In 2025, the Foundation awarded 35 scholarship grants to Caritas scholars, helping to expand access to education for deserving students. In addition, the Foundation provided financial assistance to support disaster relief efforts for communities affected by Typhoons Tino and Uwan, as well as the Cebu earthquake.

[Find out more here](#)

Netherlands

To mark the relaunch of the RSM Foundation in the Netherlands, colleagues led a series of impactful fundraising and community initiatives, supporting local organisations and strengthening community ties. Their efforts culminated in raising just under €10,000 through a charity run for Spieren voor Spieren (Muscles for Muscles), supporting children living with muscle disease.



France

Through the RSM France Foundation, the firm advances local volunteering and pro bono initiatives. The 2025 Foundation Team Challenge mobilised employees around collective impact and awareness-building.

Professionals also delivered two hours of pro bono online advice to entrepreneurs through Entrepreneurs Speed Consulting, in partnership with Time2Start. In Paris, teams supported a City Hall initiative by collecting Christmas solidarity boxes for vulnerable individuals. The Foundation's governance will be further strengthened in 2026 through the renewal of regional administrators, inviting managers to act as ambassadors and help shape future direction.

[Find out more here](#)

United States

Since 2015, the RSM US Foundation has facilitated more than \$50 million in donations. A cornerstone partnership with Junior Achievement (JA), launched in 2019, has contributed over \$6.2 million to support youth financial literacy, work readiness and entrepreneurship education. In 2025, RSM supported more than 30 JA chapters across the U.S. and Canada, with 16 professionals serving on local JA Boards.

RSM in the US also continued its national partnership with Boys & Girls Clubs of America, supporting the Life & Workforce Readiness programme in eight cities; in 2025, 120 volunteers supported over 1,900 young people.

Employee-led initiatives further reinforce this culture of giving, including the Hola network's "Pottery with a Purpose" fundraiser for the Power of Love initiative, and nationwide environmental efforts with KidsGardening and World Cleanup Day, engaging 361 volunteers across 22 offices.

[Find out more here](#)




The RSM US Foundation



The RSM France Foundation





Celebrating the power
to transform and make
time to give back.

Proud to support the United
Nations International Volunteer day.
Participant in the UN Global Compact.

RSM World Day | Time to Give Back
Thursday 4 December 2025

Celebrating over 100 CSR initiatives across 45 countries for RSM World Day 2025

RSM World Day is our annual opportunity to come together as one global organisation and celebrate all the amazing volunteering undertaken across RSM. Under the theme 'Time to Give Back', and in line with the United Nations International Volunteer Day, colleagues across RSM were encouraged to add value and meaning to others by championing one of RSM's core values of Acting Responsibly. On RSM World Day, 4 December 2025, we celebrated over 100 volunteering, fundraising and pro bono CSR initiatives across 45 countries.

Advancing a strong and inclusive internal culture

A great place to work

In 2025, RSM Member Firms across the global network received significant recognition for workplace culture, client service and technology leadership. RSM teams in Argentina, the Cayman Islands, Mozambique, Uruguay and Vietnam achieved Great Place to Work certification following employee surveys highlighting inclusivity, leadership integrity and team cohesion. They join teams in the US and the UK, reinforcing a consistent, high-quality employee experience across the Network. RSM in Canada also earned multiple Great Place to Work Best Workplaces designations, including Best Workplaces in Canada, Professional Development and Inclusion. These awards, based on confidential employee feedback, reflect strong local people practices and strengthen RSM's reputation as an employer of choice.

RSM in US recognised top-performing professionals through its First-Choice Advisor Awards, celebrating measurable client impact and internal contributions across Canada, the US, India and El Salvador. The firm was also named to

Fortune's 100 Best Companies to Work For, ranked highly in Accounting Today's Top 100, and received CRN's Triple Crown Award for excellence across the Solution Provider 500, Fast Growth 150 and Tech Elite 250 lists, highlighting leadership in AI, cloud and cybersecurity.

RSM in Australia was named Best Accounting & Consulting Services Firm (>\$200m) at the 2025 Client Choice Awards for the seventh consecutive year and also recognised as Best Provider of ESG Services.

"We are proud to support WEPs. We wanted to identify an ESG initiative in which we could have a positive, tangible impact. With rising unemployment rates in the country, specifically for women, widening the employment rate gender gap, we began exploring ways of contributing to mitigate this serious problem."

Thomas Alvarado Acosta, Managing Partner, Costa Rica

"At RSM, we are committed to achieving greater diversity and to being more inclusive. Not because we have to, or want to be seen to, but because we believe we should. We know our business is better and stronger when we have diversity of perspective, and an environment that empowers people of all identities, backgrounds, and cultures to deliver their best."

Rob Donaldson, Chief Executive Officer, UK

"Committing to the Women's Empowerment Principles was a quick and easy decision for us. Our journey of transformation started many years ago. We realised that gender equality at all levels within our Firm was critical to ensure our ongoing success."

Dieter Schulze, Chief Executive Officer, South Africa

"Together, the wealth of initiatives across the global organisation demonstrates RSM's commitment to Acting Responsibly – one of our five core values – to strengthen communities, advance opportunity and help protect the planet."

E.J. Nedder, CEO, RSM International

Promoting inclusivity

More than 70% of RSM's people worldwide are employed by Member Firms who support the WEPs.

Established by UN Women and UN Global Compact, the Women's Empowerment Principles (WEPs) support SDG goal 5 – Gender Equality. The Principles provide a framework for advancing gender equality and women's empowerment in the workplace. At RSM, we firmly believe that promoting gender equality in the workplace, marketplace and community is good for society, it is good for the economy, and it is good for business. In addition to RSM's subscription at the global level, more than 40 Firms across RSM have individually signed up to the WEPs. To place this in context, under this commitment, more than 70% of RSM's people worldwide are employed by Member Firms who support the WEPs. In addition, many RSM Firms have received awards, accreditations or are engaged in partnerships with third-party organisations to specifically enhance and support their journey for greater inclusivity.



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