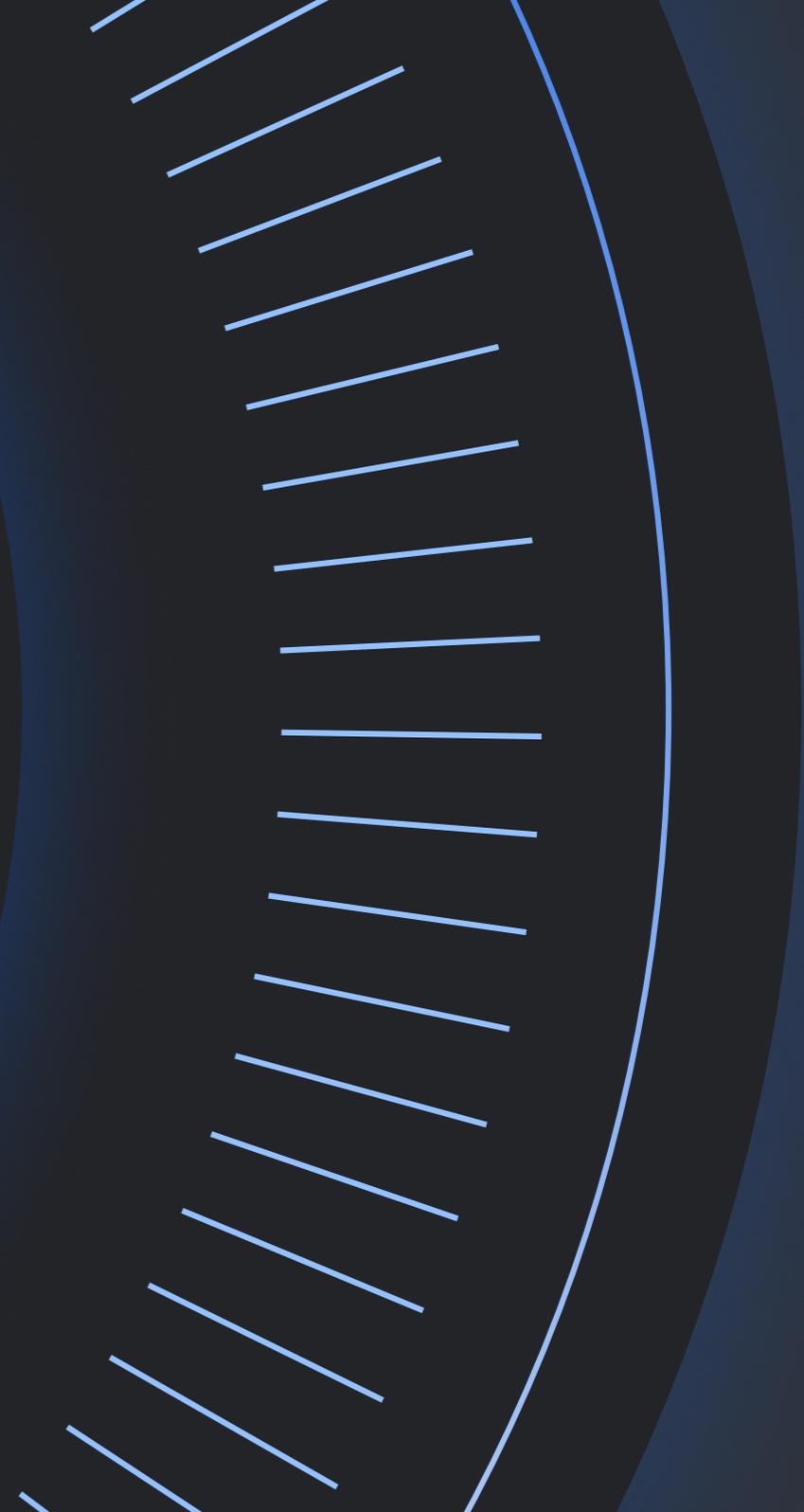




1Password for Good Impact Report



A Note from our Leadership

Trust is built through the choices we make every day - who we design for, who we listen to, and how accessible our solutions are. Our commitment to inclusion and customer centricity is foundational to our business. When security is built with clarity, honesty, and empathy, it creates safer outcomes for customers and a more resilient impact for the communities we serve.



Jeannie De Guzman
Chief Operating Officer at 1Password

Meaningful impact is driven by how effectively we enable our people to perform. When employees feel supported, included, and trusted to grow, they bring that same sense of responsibility and accountability to their work and to the communities around them. By investing in wellbeing, belonging, and leadership, we build a culture where doing good is embedded in decision-making, leadership development, and how our teams contribute beyond the walls of 1Password.



Katya Laviolette
Chief People Officer at 1Password

About 1Password



Mission & Vision

Our vision is to build a safer, simpler digital future for everyone.

Our mission is to protect identities and provide trusted access for people and agents. We unlock productivity by making security and privacy simple for every human and organization.

Trusted by over 180,000 businesses and millions of consumers, 1Password's pioneering approach to identity security is built around Extended Access Management, a suite of solutions built for the way people and AI agents work today. Our mission is to unleash productivity without compromising security.

Values

Put people first

We believe in the power of we – our customers, our company, and our team.

Customers come first, followed by company, team and individual. We operate in service of our customers – balancing innovation with human impact. While we value individual contributions and make room for unique perspectives, we measure our success by collective impact.

Lead with honesty

We build trust with each other and our customers through transparency and accountability.

As we adopt new tools and technologies, we aim to stay grounded in shared responsibility. We give and receive continuous feedback, own our mistakes, and use them to grow. We challenge the status quo with curiosity, and move with integrity toward our collective mission.

Keep it simple

We work with purpose to deliver what matters most for our customers and the company.

By simplifying processes and focusing on what is most important, we create the predictability and efficiency needed to drive growth. A simple experience for our users, and simple processes for our team, are key to our collective success.

Program overview

At 1Password, we're committed to protecting our future and keeping communities safe, including through our corporate giving programs.

We launched the 1Password for Good initiative at the beginning of 2020. That year, 1Password helped to build a well in Malawi, plant trees for global reforestation, and feed Canadians in need through the Food Banks of Canada. Since then, the project has grown and become an integral part of 1Password's efforts to give back.

There are three pillars that define our 1Password for Good initiatives: **our people, our product, and our presence.**

Program Oversight

The 1Password for Good programs are overseen by an internal 1Password for Good Committee. The committee is made up of individuals from Strategic Operations, Legal, Finance, Human Resources, and Marketing who are responsible for overseeing all aspects of the initiative's goals, progress, and compliance.

Through these three pillars, we create opportunities to give back to communities.

Doing our "Bit" – Our People

Through employee engagement, wellness, and belonging programs, 1Password has a company culture that unlocks our collective impact, puts people first, and makes our team proud to call themselves 'Bits.

Technology for a safer future - Our Product

1Password keeps it simple for families, businesses, and vital institutions to live and work securely – so they can focus on other things that matter. To further our impact, we offer free and discounted licenses of our product for qualifying journalists, nonprofits and Open Source projects.

Protecting our world – Our Presence

By giving back to our communities and **leading with honesty** and transparency, 1Password helps protect people and the planet, and make the world a safer place – today and tomorrow.

In April 2025, we launched an Environment, Social & Governance (ESG) policy that details our approach to ESG and guides our decisions, actions, and relationships with our stakeholders. These stakeholders include customers and users, employees, partners, and the broader communities in which we operate. ESG is not just a check box, but something that we are committed to integrating within our business practices.

People

1Password for Good pillar #1

PEOPLE

Doing our 'Bit

We launched the 1Password for Good initiative at the beginning of 2020. That year, 1Password helped to build a well in Malawi, plant trees for global reforestation, and feed Canadians in need through the Food Banks of Canada. Since then, the project has grown and become an integral part of 1Password's efforts to give back.

Strong, Unique Voices at 1Password

At 1Password, we believe that inclusion and performance go hand in hand. Our Strong, Unique Voices (SUV) program reflects that belief, ensuring every 'Bit feels valued, supported, and empowered to contribute at their highest level.

Strong, Unique Voices is more than a program – it's how we bring our values to life through the way we hire, grow, and connect our people. We focus on creating an environment where every voice is heard, diverse perspectives inform our decisions, and belonging builds high performance.

This year, our Strong, Unique Voices work continued to grow through deeper partnerships and more intentional programming. We expanded our professional development offerings for employees across our six Employee Resource Groups (ERGs) and two Employee Community Groups (ECGs)—helping connect personal identity with professional growth. These spaces have become hubs of learning, leadership, and connection, powered by employee passion and supported by our leaders.

We also strengthened collaboration across teams, partnering closely with Talent Acquisition, HR Business Partners, Learning and Development (“L&D”), and 1Password executives to ensure inclusion is embedded throughout the employee journey—from recruitment and onboarding to development and retention.

Through Strong, Unique Voices, we're building more than community; we're building capability. We're creating pathways for emerging leaders, equipping managers to lead inclusively, and continuing to shape a workplace where every 'Bit can grow and belong.

At 1Password, we know that inclusion isn't a destination; it's a practice. We're committed to learning and evolving our efforts so that every employee has the opportunity to do meaningful work, be seen and supported, and help us build a company that's as strong and unique as the people behind it.

PEOPLE

ERGs & ECGs

Our Employee Resource Groups (ERGs) and Employee Community Groups (ECGs) are a key part of our Strong, Unique Voices program. Since launching in 2021, they've become a cornerstone of our culture, providing spaces for employees to connect, lead, and create meaningful impact across 1Password and beyond.

Today, our eight groups include:



Afro-Bits ERG



Pride ERG



Asian and Pacific Islander ERG



Women at 1Password ERG



Disability Alliance ERG



Jewish 'Bits ECG



Hispanic or Latin American ERG



South and West Asia and North Africa ECG

Together, these communities represent hundreds of employees who connect via Slack channel membership and participation in events. Many employees participate in more than one community, highlighting how ERGs and ECGs create overlapping spaces for connection and belonging. Our groups have hosted more than ten professional development sessions and have recognized eight cultural and heritage months through thoughtful programming and conversation. These efforts help employees connect across teams, deepen belonging, and celebrate the diversity that makes 1Password stronger.

Adding to their impact, each group receives a \$5,000 USD annual donation budget through 1Password for Good, allowing members to nominate and support organizations that uplift the communities they represent. In 2025, we proudly contributed \$40,000 through our ERGs and ECGs to organizations making a difference around the world.

These organizations include:

- Women in Cybersecurity
- Human Concern International
- National Queer Asian Pacific Islander Alliance (NQAPIA)
- Vancouver Holocaust Education Center
- Not A Phase
- The Center for Black Health & Equity
- Immigrant Defenders
- Borealis Philanthropy: DIF x Tech fund

These donations reinforce our shared value of putting people first. They're helping to make a meaningful difference in communities by advancing equity and inclusion in ways that align with our mission and values.

PEOPLE

Employee wellbeing programs



Benefits at 1Password

We're committed to building a workplace where all employees can thrive, both at work and beyond. That's why our Compensation & Benefits team partners with exceptional providers to deliver top-tier programs that support our employees in every part of life: physical, mental, and financial. From generous time-off policies to family planning and caregiving support, to ownership in our shared success through equity, we aim to empower every employee to care for themselves and their loved ones with confidence.

Some of our most-loved benefits for eligible employees include:

- **25 paid time-off (PTO) days per year** gives employees the time they need to refuel and pursue personal goals
- **Comprehensive health coverage** offers access to quality care when it matters most
- **Maternity and parental leave top-up programs** ensure employees have the peace of mind and support to grow their families
- **Maven** supports every stage of family life, including IVF, adoption, pregnancy, and postpartum
- **Airvet** provides virtual veterinary services, including guidance for routine pet care and urgent concerns

Wellness at 1Password

We take a holistic approach to caring for our people. Beyond our flexible work environment, our wellness programs are designed to help employees rest and recharge in ways that work for them.

Our wellness initiatives include:

- **Four company-wide wellness days per year** where the entire team steps offline together
- **A wellness allowance** to support healthy lifestyles
- **An employee assistance program (EAP)** offering personalized care and counselling
- **Wellness webinars** led by experts on topics such as nutrition, mindfulness, and goal-setting

1Password was recognized as one of Canada's Top 100 Employers for 2025, reflecting our commitment to raising the bar for workplace excellence through culture, benefits, work-life balance, professional development, and community involvement.

PEOPLE

Talent acquisition

Our approach to hiring reflects our belief in inclusion, fairness, and representation. Our Talent Acquisition team is intentional about creating an equitable experience for all candidates.

Strengthening our foundation for equitable hiring

We're continuously building on our internal practices and creating impactful processes by:

- Collecting candidate data through a voluntary demographic survey and regularly comparing internal dashboards against national and industry benchmarks to ensure the candidate pool is representative of the regions where we hire
- Continuing to standardize job descriptions, interview questions, and internal feedback practices to minimize bias and create a consistent experience for every candidate
- Building diverse candidate pipelines for hiring manager review and screening
- Creating custom 1Password hiring training in 1Password University to help hiring team members address barriers and actively foster an equitable interview process
- Equipping recruiters to champion diversity throughout recruitment and engage confidently in inclusive conversations

- Continuously sourcing a diverse candidate pool with a dedicated sourcer on the recruitment team
- Working with our Employee Resource Groups and Employee Community Groups to incentivize referrals and ensure members feel equipped to submit strong referrals

Connecting with communities beyond our walls

We're expanding access to opportunity and deepening our commitment to representation by:

- Continuously partnering with diversity-focused job boards and groups to source potential candidates. Previous examples include Black Professionals in Tech Network and QueerTech
- Creating pathways into tech for underrepresented communities, expanding our on-campus presence, and mentoring the next generation through our junior talent and internship programming

PEOPLE

Employee Volunteering

14

volunteer events organized

1,960

volunteer hours taken in 2025

Our ERG and ECGs are also connected to how we source and attract talent at 1Password. In 2025, members across all eight communities referred more than 400 candidates through our ERG and ECG referral program—expanding our reach and helping us connect with skilled individuals from a broad range of backgrounds and lived experiences.

These referrals are an important part of our intentional hiring strategy. We've partnered with ERG and ECG leaders to provide tools and guidance on what makes a strong referral, ensuring that recommendations are thoughtful, equitable, and aligned with our hiring principles.

By integrating our employee communities into the talent process, we're building stronger pipelines and continuing to make 1Password a place where diverse talent can see themselves, grow, and thrive.

Giving back through volunteering

All full-time employees are provided 16 hours per year of volunteer time off, which they can use to give back to their communities. From walking shelter dogs to creating hygiene kits for women and children to traveling abroad for disaster cleanup, our employees have a positive impact on issues that they care about.

Team4Tech

Team4Tech connects corporate volunteers to education-focused nonprofit organizations globally to help find solutions to their challenges. In 2025, we partnered with Team4Tech to provide 72 hours of volunteering time to a Nicaraguan nonprofit organization. Employees worked in teams to strategize ways that the organization could improve its cybersecurity and technology practices to ensure that they are working securely and efficiently.



Employees gathered at our Toronto Collaboration Space to create 480 hygiene kits for the Toronto-based charity, Engage and Change.



Product

1Password for Good pillar #2

PRODUCT

Technology for a safer future

For more than five years, 1Password has offered free and discounted products for qualifying nonprofits, journalists and education partners.

Product donations

- **1Password for Journalists:** We provide a free 1Password account to accredited, freelance journalists across the world
 - 413 free 1Password individual accounts provided to journalists
- **1Password for Nonprofits:** We offer discounted Teams and Business accounts for registered nonprofits worldwide.
 - 465 new discounted business accounts provided to nonprofits
- **1Password for Open Source:** 1Password relies heavily on open source software, developed by the community and made available under a permissive license. With 1Password for Open Source, we help developers by providing a free Teams account that they can use to securely manage credentials associated with the project. Core contributors of open source projects can apply for a free 1Password Teams account.
 - 198 new free Teams accounts provided to Open Source projects

Educational programs and partnerships

Through our partnership with Mission Bit – a Bay Area organization that inspires youth to explore STEM with project-based computer science education – employees gave back their skills through coding and online safety workshops, mentor hours, and a career panel. In June, we partnered with the Golden State Warriors team to bring 50 Mission Bit students for a day of learning about online safety and careers in technology, and to experience a tour of the Chase Center control room.



Presence

1Password for Good pillar #3

PRESENCE

Protecting our world

\$287,476

total 2025 charitable donations

INCLUDING:

\$107,645

to online safety and technology education

\$76,765

to organizations working to end food insecurity

Corporate giving

We aim to have a positive impact on the globe and contribute to protecting people and the planet. We do this today through corporate donations and our membership with the Family Online Safety Institute.

In line with our commitment to protect our future and keep communities safe, our corporate giving focuses on organizations that teach youth and elders necessary technology skills, promote online safety, and create diverse technology talent pipelines. We also support organizations that combat food and housing insecurity in the areas where we operate.

"Partnering again with 1Password for this Cybersecurity Awareness Month was a natural fit, given our shared mission of building a safer, simpler digital future. Their generous contribution directly strengthens Digital Moment's cybersecurity programming and helped us reach over 4,000 Canadian youth and educators with essential digital safety training in the last year. We believe that investing in digital literacy and foundational skills is essential to achieving collective online safety for all."

Indra Kubicek, CEO, Digital Moment

Giving Fund

Our employees are involved in their local communities, whether it's coaching their son's soccer team, fixing appliances at a Repair Cafe, or feeding cats at an animal shelter.

The Giving Fund enables them to nominate an organization for a grant and aims to complement their volunteer work.

Through the Giving Fund, 1Password provided \$100k in donations to 146 organizations in 2025.

Some of these organizations included:

- AgeUK
- Parkinson's Canada
- We Don't Waste
- Black Girls Smile
- Pitties & Pals

Family Online Safety Institute Membership

In 2025, 1Password joined the Family Online Safety Institute as a corporate member. The Family Online Safety Institute convenes leaders in industry, government and the nonprofit sectors to collaborate and innovate new solutions and policies in the field of online safety. Through research, resources, events and special projects, FOSI promotes a culture of responsibility online and encourages a sense of digital citizenship for all.

In 2025, we collaborated with FOSI to create a [Guide to Cybersecurity for Parents](#), providing parents with tips about how to help their children navigate the internet safely, covering topics like secure authentication, password management, and what to do when they encounter something suspicious online.



About this report

This report is for informational purposes only and documents historical performance for the period of January 1, 2025 through December 31, 2025, unless otherwise noted. The information is prepared internally, has not been independently audited, and should not be relied upon for investment or credit decisions. The Company assumes no obligation to update this data.