

CULTURE **&** **COLLABORATION** **REPORT 2024**



At EC-Council,
success is a shared
journey.

In 2024, we further strengthened our investment in developing every team member, providing them with the necessary resources and support to unlock their full potential. Our culture is driven by the 5 C's, which are fundamental to our continued success and collaboration.



- 01

We believe in working together, where every team member contributes to a collective vision, bringing unique perspectives and solutions to the table.
- 02

Innovation is at the heart of our work. We encourage bold thinking and creative problem-solving to address complex challenges in the cybersecurity landscape.
- 03

We are dedicated to excellence in all that we do, striving for continuous improvement and delivering top-tier solutions to our clients.
- 04

Clear and open communication is essential to ensuring transparency, mutual respect, and alignment across teams and with our stakeholders.
- 05

We maintain an environment where every individual is valued, and diverse ideas and contributions are celebrated.

A Message from **Jay Bavisi**, Group President

“At EC-Council, we are committed to creating an environment that celebrates individual contributions, values varied skills, and encourages growth. Our vision is rooted in providing equal opportunities for every employee to shine, where merit is the measure of success. By integrating a variety of perspectives, we continue to drive innovation and progress. Here, every individual has the chance to grow, collaborate, and achieve their fullest potential in a workplace free from discrimination or bias.”





Mission:

At EC-Council, we fuel the digital future by equipping individuals and organizations with the tools to navigate the ever-evolving cybersecurity landscape and succeed in a connected world.

Vision:

To be the world's most trusted cybersecurity certification body, where our skills-first philosophy and respect-driven culture inspire innovation, collaboration, and success across the globe.



Embracing Global Perspectives Across Geographies and Identities

EC-Council's global workforce spans over 150 countries, uniting diverse cultures, professional backgrounds, and personal identities. By embracing a variety of perspectives, we drive innovation and create solutions that reflect the aspirations of a global society. Our diverse teams help us meet the cybersecurity challenges of tomorrow with inclusive excellence.



Building a **Safe and Supportive** Environment through EHS

EHS at EC-Council:



Environment:

We create a workspace that promotes well-being, offering a balanced and comfortable atmosphere for all.



Health:

We prioritize both mental and physical health, providing resources and support to enhance overall well-being.



Safety:

We ensure that every team member feels secure and supported, allowing them to contribute confidently.

Our **Commitment** to ESG (Environmental, Social, Governance)

EC-Council is deeply committed to integrating ESG principles into our operations.



Environment:
EC-Council is committed to reducing its environmental impact by adopting sustainable practices and promoting eco-friendly initiatives.



Social:
We prioritize social responsibility by supporting community programs and fostering diversity and inclusion within our workforce.



Governance:
EC-Council ensures strong governance through ethical practices, transparency, and accountability in all our business operations.



Nurturing a Culture of **Equal Opportunity**

EC-Council is committed to creating an equitable process for hiring, promotions, and career advancement. We utilize skills-based recruitment and meritocratic frameworks to ensure all employees, regardless of background, are given fair opportunities to succeed. By nurturing a culture of equal opportunity, we enable growth and excellence for all.



Empowering Recruitment:
We evaluate candidates based on their skills and potential, ensuring equal opportunities for success, regardless of background.

01



Elevated Career Advancement:
Clear, merit-based growth paths are provided, allowing employees to advance through their performance and dedication.

02



Equal Opportunities:
EC-Council fosters a transparent and inclusive environment, ensuring every employee has equal access to growth and success.

03



Embracing Inclusion:
We value diverse perspectives and create an inclusive environment where all voices are heard and appreciated.

04



Enabling Growth:
Continuous learning and development are at the core of our culture, equipping employees with the tools and support needed to thrive.

05



Employee Well-being:
We prioritize our employees' well-being, offering mental health resources, flexible work options, and initiatives for a balanced life.

06

Meritocracy & Continuous Improvement

Meritocracy is at the heart of EC-Council's culture. We believe that success should be earned, and that talent, hard work, and creativity deserve to be recognized. Through continuous feedback, growth opportunities, and a focus on personal and professional development, we empower our team members to keep improving and achieving more. Here, success isn't just about meeting the expectations of today; it's about exceeding the expectations of tomorrow.



Cultivating a **Culture of Respect** in Every Interaction

Respect is integral to EC-Council's culture. Whether interacting with colleagues, customers, vendors, or partners, we emphasize a culture of respect that builds a positive, professional relationships. This culture extends beyond our internal teams to create stronger collaborations and more meaningful external partnerships.



Agile Coordination & Merit-Based Recognition

Our global success is built on agile coordination and merit-based recognition. These principles ensure that we stay connected, focused, and aligned as we work toward common goals. We celebrate individual achievements and teamwork, knowing that every contribution matters. At EC-Council, each person's unique input helps propel the entire team forward.



Wellness and Well-Being Initiatives

We understand that personal well-being is essential to success at work and beyond. At EC-Council, we prioritize wellness with initiatives like yoga sessions, mindfulness coaching, and digital detox days. We also observed International Self-Care Day and World Mental Health Day, encouraging employees to reflect on their mental health and seek support when needed. Our wellness workshops teach resilience, stress management, and emotional agility, helping employees avoid burnout while maintaining productivity.



Key Initiatives in 2024



Inclusive Work Environments:
In 2024, we strengthened our commitment to inclusive environments by organizing collaborative engagement sessions and professional development activities. These efforts helped create stronger connections across teams.



Training Programs: 75% of our workforce participated in training focused on communication, psychological safety, and behavioral awareness, contributing to a culture of respect and trust.



Leadership Engagement:
Our leadership fully embraced the "One HR Philosophy," promoting meritocracy and eliminating biases in recruitment and performance evaluations.



Strategy & Commitment
EC-Council's leadership set company-wide goals for inclusive practices, while prioritizing merit-driven recognition across the organization.

Celebrating Global Culture & Team Connection

Throughout 2024, our teams actively participated in multicultural engagement activities that helped strengthen team unity and cultural appreciation. These events, from potlucks to storytelling sessions, helped build an environment of cross-cultural understanding. Employees shared their personal heritage, contributing to a vibrant and welcoming workplace where everyone felt connected and valued. This shared sense of unity strengthens our collaborative culture and makes EC-Council a truly global community.



Community Engagement & Measuring Progress

EC-Council's commitment to positive change extends beyond our offices and into the communities where we operate. In 2024, we supported the Student Volunteer Recognition Program (SVRP), inspiring students to explore their potential and make a lasting impact. We also partnered with NGOs to facilitate food, book, and clothing donation drives, helping to support underprivileged communities. Our efforts to give back create a stronger connection with the world around us.



Looking Ahead to 2025

Retention & Advancement: Launch tailored mentorship programs to support career development and leadership growth.

Community Engagement: Focus on EC-Council for Social Good to give back to our communities through partnerships and volunteer initiatives.

Employee Engagement: Strengthen employee happiness and engagement with a focus on improving Net Promoter Scores (NPS) and creating a stronger connection to our company culture.



Conclusion

At EC-Council, we are constantly learning, adapting, and embedding best practices to create a workplace where everyone can thrive. We embrace varied perspectives and believe that by doing so, we create solutions that reflect the aspirations of a global society. Together, we can build a collaborative, skills-driven culture that celebrates creativity and innovation, ensuring the continued success of EC-Council and its people.



Thank You