

***CULTURE &
COLLABORATION***
Report 2025



At EC-Council – culture is not Just a **program**

It is the daily experience of our people

Throughout 2025, we continued strengthening our workplace by creating opportunities for employees to connect, celebrate, learn, and grow together. Our engagement initiatives focused on building a vibrant work environment where collaboration thrives and individuals feel motivated to contribute their best.

From monthly engagement sessions and festive celebrations to wellness programs and recognition initiatives, our culture efforts were designed to foster meaningful relationships and inspire collective success.

Together, these experiences helped reinforce our belief that a strong culture drives stronger teams, innovation, and lasting impact.



Foundation Pillars

At EC-Council, our workplace environment is built on three essential pillars that shape how we collaborate and grow together.



Culture

We foster a workplace where employees feel connected, motivated, and proud to contribute. Our culture encourages teamwork, creativity, and shared success.



Respect

We believe every individual deserves to be treated with dignity, professionalism, and fairness. Respect forms the basis of our interactions and strengthens trust across teams.



Inclusivity

We embrace diversity and encourage open dialogue, ensuring that every employee feels valued, heard, and empowered to participate fully in the workplace.

The 5 C's Framework

Key Elements of Our Collaborative Culture

At EC-Council, our workplace culture continues to be guided by the 5 C's, which shape how we collaborate, innovate, and grow together.





A message from Group President

Mr. Jay Bavisi

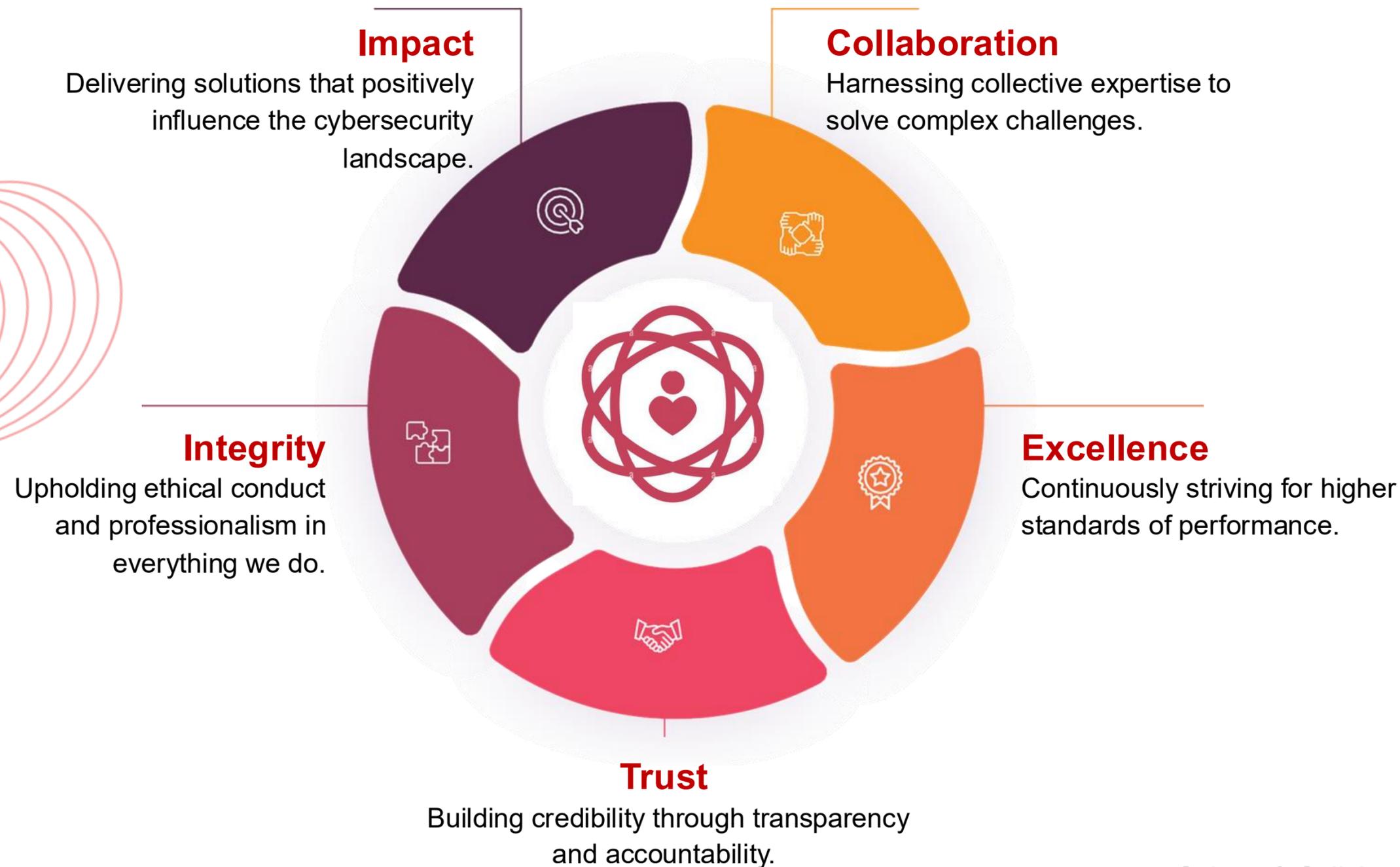
At **EC-Council**, our people are the driving force behind our success. In 2025, we continued investing in initiatives that strengthen teamwork, enhance well-being, and create meaningful workplace experiences. Our culture is built on the belief that when employees feel valued and connected, they are empowered to perform at their best.

The activities and programs highlighted in this report reflect our commitment to building an environment where collaboration, innovation, and recognition are part of everyday work life.

As we continue our journey forward, we remain dedicated to supporting our employees' growth and ensuring that EC-Council remains a place where people thrive together.”



Our Core Values



Powered by Global Workforce

Connecting Talent Across Borders

In 2025, EC-Council continued to strengthen its international presence, with professionals working together across 150+ countries and multiple regions worldwide.

Our globally connected workforce enables teams to collaborate seamlessly, share expertise, and contribute insights shaped by different markets and professional experiences. This global exchange of knowledge strengthens our ability to anticipate emerging cybersecurity challenges and deliver solutions that serve organizations across industries and regions.

By bringing together talent from around the world, EC-Council continues to build a workplace defined by collaboration, respect, and shared purpose.

Together, our global teams drive innovation, support customers worldwide, and advance EC-Council's mission to shape the future of cybersecurity.



Culture In Motion – 2025 Highlights

In 2025, our people strategy continued to evolve beyond traditional HR frameworks, shaping an environment that reflects the spirit of a Gymnastic Organization—agile, adaptive, and constantly in motion. Our focus was anchored around three transformative culture drivers:

Moments that bring our people together through shared traditions and cultural touchpoints, strengthening the social fabric of the organization and nurturing a deeper sense of belonging.



Dynamic interactions that energize teams, spark creativity, and encourage cross-functional synergy—creating an environment where ideas move freely and collaboration thrives.

A holistic approach that fuels both personal well-being and professional development, empowering individuals to cultivate resilience, mindfulness, and continuous growth.



Moments that Matter: People Connections & Career **Milestones**

Fun Friday & Birthday Connects

On the final Friday of each month, the workplace transformed into a vibrant culture connect, bringing together our Fun Friday tradition with Birthday acknowledgements for colleagues celebrating that month. Through relaxed interactions, themed dress expressions, light refreshments, and collaborative games. These moments created an informal yet meaningful space for colleagues to unwind, build camaraderie, and strengthen cross-team relationships.



Career Milestone Acknowledgements

Employee work anniversaries were recognized as significant career milestones, celebrating dedication, professional growth, and the long-term contributions of our people. These acknowledgements reinforced a culture of appreciation while highlighting the collective journey and commitment that continue to shape our organization's success.



Elevating Cultural **Inclusion** Through Global Traditions

Recognizing important traditions throughout the year helped strengthen connections and bring teams together across our global workforce. In 2025, EC-Council embraced cultural inclusiveness by honoring a wide range of festivals and traditions from different regions. These moments created opportunities for employees to share their heritage, learn about global customs, and build mutual respect.

By acknowledging cultural occasions from around the world, EC-Council reinforced its commitment to fostering an inclusive workplace where every culture is valued and respected. These initiatives helped cultivate a strong sense of belonging, unity, and collaboration among employees globally.

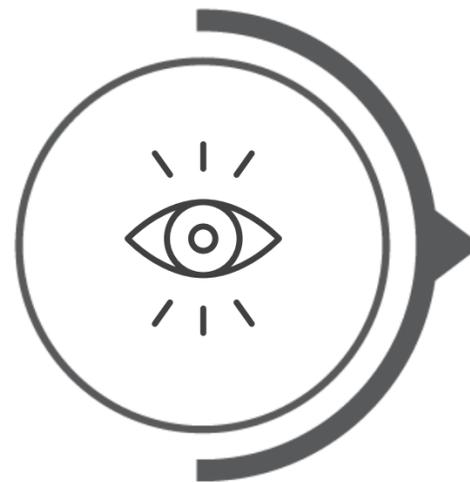


Global Awareness Days

Throughout 2025, EC-Council facilitated observances recognizing global awareness days that encourage well-being and appreciation.

Understanding Global Perspective

Global Awareness Days foster understanding of different cultures and perspectives, encouraging unity and respect among team members and stakeholders in our ever-evolving global landscape.



Raising Awareness

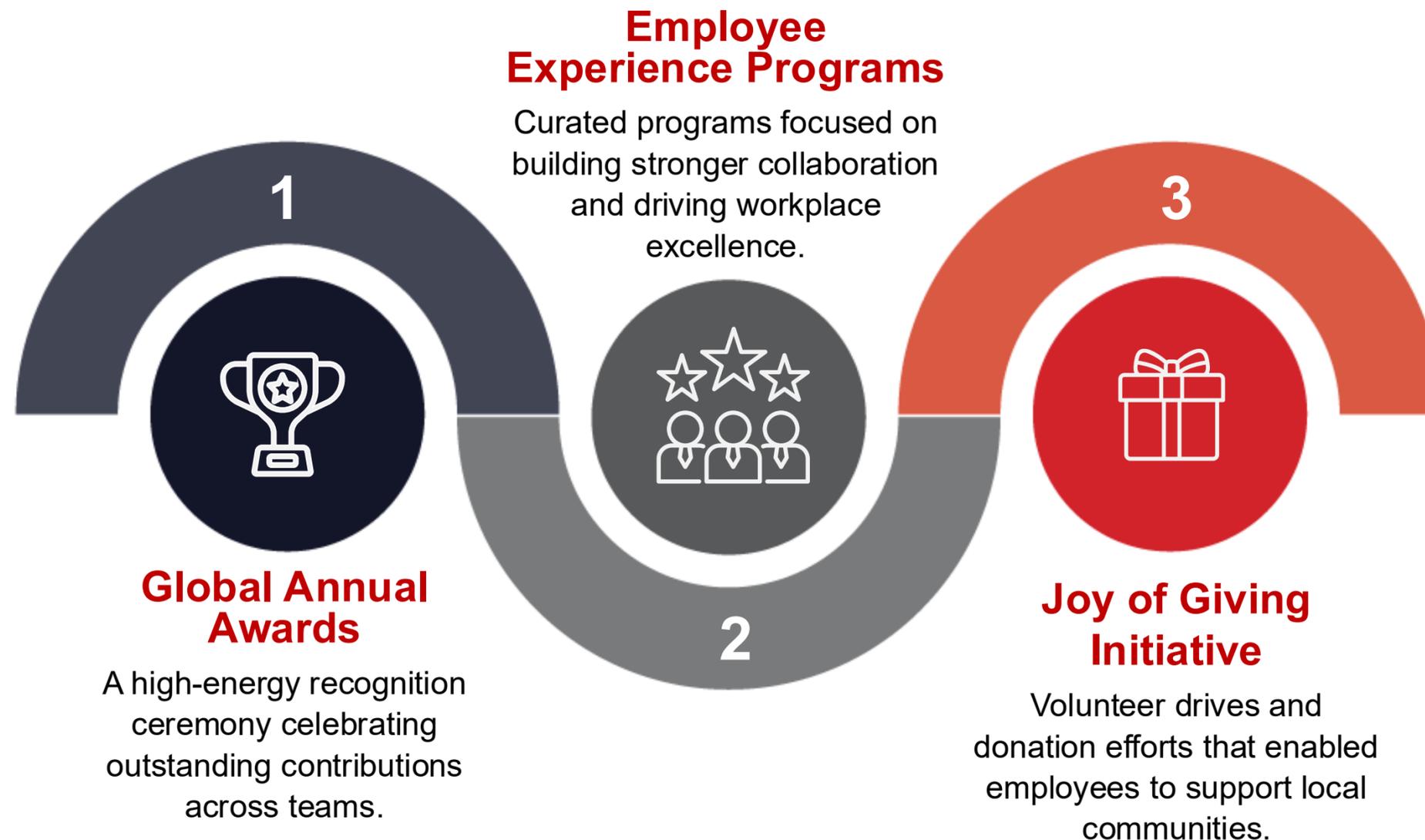
Through various initiatives, we raise awareness of critical issues such as mental health, environmental sustainability, and social justice, ensuring our workforce is informed and engaged.



Committed to Social Good

We are dedicated to creating a positive impact beyond the workplace by supporting initiatives that contribute to societal well-being. Through collaboration and meaningful efforts, we strive to encourage responsible action and drive positive change in communities.

Employee Experience & Social Impact



Engagement Impact Summary

In 2025, **EC-Council** strengthened its people-first culture through a series of thoughtfully curated workplace initiatives focused on employee well-being, cultural appreciation, and collaborative team experiences. These initiatives were designed with an agile and inclusive approach, enabling employees to connect, share perspectives, and contribute to a more dynamic and supportive work environment.



Throughout the year, the organization championed cultural and festival observances, fostering a sense of belonging while celebrating the diversity of its global workforce. Cross-team collaboration formats and well-being programs further encouraged stronger interpersonal connections, knowledge sharing, and collective participation across departments.



By aligning these initiatives with the organization's values of inclusivity, collaboration, and cultural awareness, EC-Council successfully cultivated a more connected workplace ecosystem. The overall outcome was a positive shift in workplace morale, stronger team cohesion, and an environment that supports holistic employee experience and organizational agility.

Strengthening A Respectful Workplace

Respect forms the foundation of a collaborative and supportive workplace.



At EC-Council, we encourage employees to:

- Value diverse perspectives
- Foster open and constructive communication
- Demonstrate professionalism and empathy in everyday interactions
- Support colleagues across departments and roles

By cultivating a culture of respect, we create an environment where employees feel trusted, supported, and confident to contribute their best ideas.

Fostering An Inclusive Workplace

Inclusivity ensures that every employee feels welcomed and empowered to participate fully in the workplace.

Throughout 2025, our initiatives promoted inclusivity by:

- Celebrating multicultural festivals and traditions
- Recognizing global awareness days
- Encouraging knowledge-sharing across teams
- Creating opportunities for every employee to participate in engagement activities

These efforts helped foster a workplace where diversity is embraced and belonging is strengthened.



Strategic Alignment

Connecting Culture to Organizational Goals

In 2025, EC-Council's culture and people-focused initiatives were closely aligned with the organization's strategic priorities, reinforcing a workplace ecosystem built on innovation, collaboration, and employee well-being. These initiatives were designed using an agile and inclusive approach, ensuring that workplace experiences supported both individual growth and broader organizational objectives.



Innovation: EC-Council encouraged a forward-looking mindset by creating platforms that enabled employees to exchange ideas, explore new perspectives, and contribute to creative problem-solving. This approach fostered continuous learning and supported the organization's commitment to innovation and adaptability in a rapidly evolving industry.



Collaboration: Cross-functional participation and shared cultural moments strengthened connections among teams across departments and geographies. By encouraging open dialogue and knowledge sharing, EC-Council enhanced collective capability, improved communication, and reinforced a collaborative work environment.

Strategic **Alignment**



Empathy & Well-Being: Recognizing the importance of a supportive workplace, EC-Council prioritized initiatives that promoted mental wellness, work-life balance, and an inclusive culture. These efforts contributed to a healthier workplace environment where employees feel valued, respected, and empowered to perform at their best.



Impact: By integrating these people-centric initiatives with EC-Council's strategic vision, the organization strengthened cultural alignment, enhanced employee satisfaction, and supported long-term organizational performance.

Looking Ahead to 2026

Building on the momentum of 2025, EC-Council will continue advancing a people-centric workplace by strengthening well-being, professional capability, and organizational collaboration across our global workforce.

Wellbeing Advancement

Introduction of quarterly mental wellness sessions and organization-wide fitness programs designed to support healthier lifestyles and reinforce a culture of holistic well-being.

Recognition & Workforce Insights

Utilizing HRIS analytics and dashboards to monitor participation trends, highlight employee contributions, and generate data-driven insights to support people-focused strategies.

Professional Capability Development

Structured learning pathways aimed at strengthening professional expertise, expanding knowledge, and enabling employees to grow alongside the evolving needs of the organization.

Looking Ahead to 2026

Next-Generation HRIS Implementation

Deployment of a comprehensive HR platform featuring:

- Recruitment and onboarding workflows
- Workforce experience tools
- Pulse feedback mechanisms
- Recognition and workforce management capabilities

Elevating the Employee Experience

Introducing enhanced workplace programs designed to strengthen collaboration, connection, and a supportive organizational culture.

Our **Vision** For Future

As we move forward, our goal is to create a workplace where culture evolves with our people. Through employee-driven initiatives, hybrid collaboration formats, and expanded wellness programs, we aim to build an environment where individuals feel connected, energized, and inspired.

At **EC-Council**, culture is not a single initiative, it is a continuous commitment to people, growth, and shared success.



Our Promise

Culture at EC-Council is built every day through collaboration, respect, and shared purpose.

We are grateful for the enthusiasm and spirit of our employees who made 2025 a year of meaningful engagement and connection.

Together, we will continue building a workplace where people grow, succeed, and celebrate achievements together.



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EC-Council
Building A Culture Of Security

Thank You