

**EC-Council**  
Building A Culture Of Security

**DEI&B**

**QUARTERLY  
REPORT**

**Q3 2023**



## At EC-Council, we are committed to building globally diverse teams at every level across 145 locations spanning the USA, Asia, and Europe.

We are committed to creating an environment where everyone feels valued, respected, safe, and comfortable bringing their authentic selves to work. EC-Council leads with inclusion and care for everyone everywhere and believes that equitable opportunities will positively impact our people, our company, and the world!

EC-Council has a comprehensive approach to diversity, equity, inclusion, and belonging. We encourage initiatives that support all our employees and provide access to comprehensive health and well-being through training and team activities that support wellness.

It's going to take a continued investment over time in different areas, just as we expect for any other major change. When we experience small wins, we are sure to celebrate them, at the same time equipping and upskilling managers to create a culture of belonging. Small actions, consistently taken, define our trajectory, where real progress is slow and often silent.

We have successfully maintained over 35% gender diversity across our positions and embarked on a learning journey for every employee, covering various topics including workplace diversity, equity and inclusion, psychological safety, unconscious bias, and micro-aggressions. Our approach promotes divergent thinking to generate many solutions to a single problem.

We nurture all forms of diversity and respect differences that are fundamental to an individual's identity such as age, gender, ethnicity, race, physical ability, mental ability, and sexual orientation, as well as latent and invisible differences that shape our perspectives, like education, work experience, parental status, etc. We are committed to being an equal opportunity employer, maintaining dignity and respect for all. This is our authenticity, our uniqueness, our culture, and our most powerful brand!

Diversity can be compared to an orchestra: while each instrument is distinct and has its own voice, personality, and sound when the many instruments come together, they create a beautiful harmony. Similarly, at EC-Council, diversity is about recognizing and valuing the unique qualities that every individual brings to the table. When our global teams from diverse backgrounds come together and work towards our common goal, they create something valuable.



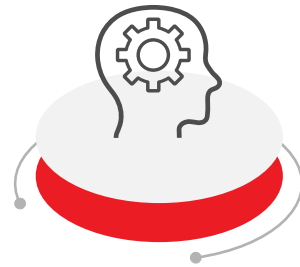
## The Diversity, Equity, Inclusion, and Belonging (DEI&B) Group Charter

The Diversity, Equity, Inclusion, and Belonging (DEI&B) Group Charter serves as the cornerstone for our commitment. To ensure the active implementation of our Diversity, Equity, Inclusion, and Belonging (DEI&B) Charter, guiding all stakeholders within EC-Council, we have designed the charter based on four fundamental principles.



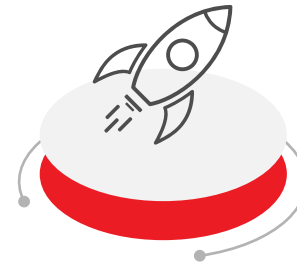
### **PURPOSE:**

The primary objective is to get organizational transformation, fostering a culture and environment of empowerment.



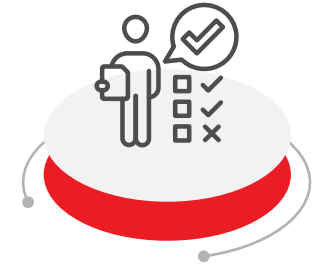
### **STRUCTURE AND PROCESSES:**

We are committed to researching, developing, and proposing effective mechanisms that ensure the transparency of all Diversity, Equity, Inclusion, and Belonging (DEI&B) initiatives within our organization.



### **GOALS:**

Our goals encompass the comprehensive implementation of DEI&B initiatives across the organization. This includes promoting and celebrating DEI&B principles, creating workspaces conducive to inclusive engagement, implementing tools to demystify DEI&B, and transparently communicating our organization's DEI&B needs, goals, and intentions.



### **RESPONSIBILITIES:**

Our commitment involves enabling coordination among all stakeholders concerning DEI&B initiatives. We aim to promote the circulation of ideas, create opportunities for meaningful engagement with DEI&B principles, and advance self-assessment relevant to the goals, responsibilities, and effectiveness of DEI&B initiatives within our organization.

## An Overview of Our DEI&B Progress This Quarter

Since Q1 and Q2, we have continued to progress toward enhancing our DEI&B initiatives. The key activities in Q3 highlight attention to inclusion and collaboration as an emphasis for EC- Council's way of working.

The DEI&B Maturity Model	Key Activities in Q2, 2023	Key Activities in Q3, 2023
<b>Strategy and Commitment</b>	<ul style="list-style-type: none"> <li>☑ Initiated the EC-Council Culture Ambassador Program</li> <li>☑ <b>Webinar:</b> Achieving Cultural Competency</li> </ul>	<ul style="list-style-type: none"> <li>☑ EC-Council's D&amp;I Global Champions met to review and realign our DEI&amp;B vision and commitment for 2024.</li> <li>☑ <b>Webinar:</b> The Case for Diversity &amp; Inclusion in Hiring</li> </ul>
<b>Workplace Inclusivity</b>	<ul style="list-style-type: none"> <li>☑ Celebrating World Day for Cultural Diversity: One EC-Council, Many Cultures</li> <li>☑ <b>Webinar:</b> Increasing Personal Impact: Inspire individual and Collective Awareness, Enhance Team Dynamics and Solidarity</li> <li>☑ <b>Webinar:</b> The Role of Happiness Circles in Workplace Well-Being</li> </ul>	<ul style="list-style-type: none"> <li>☑ <b>EC-Council Annual Awards:</b> We inspired our teams to engage in healthy competition and further nurtured their skills and abilities to boost their morale as well as their sense of belonging.</li> <li>☑ <b>Independence Day Celebration:</b> We saluted the spirit of unity in diversity.</li> </ul>
<b>Talent Diversity</b>	<ul style="list-style-type: none"> <li>☑ <b>Webinar:</b> Inclusive Collaboration</li> <li>☑ <b>Webinar:</b> Embracing Differences: A Journey of Learning and Growth in Neurodiversity and Cross-Cultural Differences</li> </ul>	<ul style="list-style-type: none"> <li>☑ <b>Webinar:</b> Conflict Resolution: Navigating Through Conflicts Constructively, Collaborating With Cross-Functional Teams Spread Across Geographies.</li> <li>☑ <b>Dialogue in the Dark:</b> This was a sensitization tour, an immersive walk-through in pitch darkness, with a slew of activities offering a learning experience to our participating team members to reflect and discover the world of the visually (dis)abled persons, raising awareness about their skills and abilities, to create a world that appreciates diversity and inclusion of persons with disabilities.</li> </ul>
<b>Organizational Engagement</b>	<ul style="list-style-type: none"> <li>☑ Outreach project sponsored by EC-Council: ASEAN Girls in the ICT Policy Summit -- Digital Skills for Life</li> </ul>	<ul style="list-style-type: none"> <li>☑ The D&amp;I Award Committee recognized and honored our US Operations team at our Annual Awards ceremony this year for their diverse team, which includes individuals of multiple races, ethnicities, religions, genders, gender identities, and members of the LGBTQ community. Together, they truly exemplify the purpose of DEI&amp;B.</li> </ul>

## Our Cornerstones in Action



### PURPOSE

EC-Council employees participated in the DEI&B Webinar called “Conflict Resolution” to enable constructive change to occur by discussing their differences and working through them together to achieve individual as well as common goals.



### STRUCTURE AND PROCESSES

EC-Council Annual Awards ceremony: We celebrated small and big wins, appreciated our teams' commitment and contributions, and encouraged healthy competition. We recognized and awarded teams from diverse backgrounds, promoting inclusion and belonging.



### GOALS

At EC-Council, we celebrated Independence Day with our teammates across our India offices to foster a sense of national pride and unity among employees and to create a more positive work environment where everyone feels valued and respected.



### RESPONSIBILITIES

EC-Council teams participated in Dialogue in the Dark, a unique and immersive experience in complete darkness. Participants were guided by blind guides to experience a new perspective in a world without light, enabling them to develop empathy for people with visual impairments and contribute to social inclusion and diversity initiatives.



### INITIATIVES FOR Q4

At EC-Council, we continue to identify opportunities to provide training and development to our employees and those outside the organization. We offer scholarships to students who do not have access to up-skill and aim to create a more highly skilled workforce, which leads to economic growth and development.



## The Annual Awards is an event celebrating the accomplishments of the diverse EC-Council team.

The Annual Awards is the most anticipated event of the year, celebrating the accomplishments of the diverse EC-Council team. We acknowledged and awarded teams from diverse backgrounds, promoting a culture of inclusion and belonging. Each member brings a unique set of abilities and talents to the table, and together, we form a powerful force that fuels the growth and success of our company. Our yearly awards program to show appreciation is just a small step in honoring that commitment.

### Impact:

The EC-Council Annual Awards event made a significant impact by acknowledging and celebrating accomplishments in diversity, equity, and inclusion. This platform facilitated healthy competition, recognizing and honoring individuals and teams that excelled in their commitment and performance.





## Sukun Chopra

Sukun Chopra is a conscious living facilitator who creates spaces for authentic expression and psychological safety. Her mission is to empower people to make conscious choices and lead authentic lives through self-awareness and emotional intelligence. This includes helping people to navigate through conflict constructively.

Sukun also has a background in NLP which she uses to shift people's belief systems through insightful questioning. As the host of her podcast, Becoming an Epic Being, Sukun invites inspiring guests from all over the world to share their expertise in the transformations they have made, and offer people the tools to do the same.

### Impact:

This webinar educated our global teams on the EC-Council's culture and how to effectively handle conflicts at work. It helped ignite individual and collective awareness, strengthening the key components of a high-performing, solution-driven, and collaborative team.



### Webinar:

**Conflict Resolution: An interactive learning session on how to navigate through conflicts constructively**





## Dr. Pushpa Iyer

Dr. Pushpa Iyer is a thought leader and former Chief diversity officer with over 20 years of experience championing justice, diversity, equity, and inclusion.

She holds a Ph.D. in conflict analysis and resolution, a master's degree in international management, and has extensive experience supporting marginalized communities.

### Impact:

This EC-Council webinar left a lasting impact, emphasizing the need for diversity and inclusion in the workforce. It stressed the importance of establishing a workplace that values diversity, fostering an atmosphere where different viewpoints enhance team strength and innovation.



### Webinar:

## The case for Diversity & Inclusion in hiring





## Dialogue in the Dark:

An immersive and experiential platform to sensitize the non-disabled about the world and abilities of Persons with Disabilities (PwDs) to enable social inclusion.

### Impact:

This experiential learning helped promote empathy and inclusivity, appreciate different ways of life, and broaden perspectives among our employees. Encouraging participants to step into the shoes of others and navigate through darkness helped create meaningful conversations and deepened understanding.



Looking back on the milestones achieved in the previous quarter, we are grateful for the opportunity to highlight our progress and outline future goals. Our key initiatives, including the Culture Ambassador Program, a wide array of DEI&B webinars, and cultural diversity celebrations, have laid the groundwork for our ongoing efforts for diversity, equity, inclusion, and belonging. Our dedication to establishing a fair and harmonious work environment for employees remains consistent, coupled with outreach efforts that aim to inspire positive change in the world and advance our DEI&B charter. Further, our DEIB Champions meeting held in September 2023 was a resounding success and re-emphasized & renewed our focus on DEI&B initiatives for the year 2024, some of which include, but are not limited to:

### **Publishing a high-level DEI&B vision and commitment for 2024 that includes:**

- acquiring, developing, engaging, and retaining diverse talent
- fostering 'One EC-Council' culture
- embedding diversity, equity, and inclusion in all that we do.

We're committed to fostering an environment where everyone feels valued and heard. The changes we made in Q3 improve our work culture and reflect our mission of making the world fairer and more inclusive. As we move into Q4, we're not just continuing what we're doing; we're introducing new initiatives and expanding our outreach efforts to ensure everyone feels included and part of our team.



## The Way Forward:



Our employee surveys and research have yielded important insights into employee-reported experiences. They uncovered factors that employees say significantly influence their ability to contribute to their fullest potential & this has led to a multifaceted People Strategy and companywide changes to constantly improve our culture for everyone. Through our People Strategy, we have developed a comprehensive DEI approach that strives to make working at EC-Council fulfilling for everyone.



Enhancing DEI&B Global Strategies: Collaborating with external partners and veterans globally to complement our DEI&B initiatives. At our core, we know that by leveraging the varied backgrounds of our business partners and veterans and driving actionable and measurable strategies to improve DEI, we can better meet the needs of a broad and diverse set of people, our internal and external customers. Our long-standing values of integrity, excellence, and respect for people foster an atmosphere where team members are encouraged to speak up, share ideas, and fully engage in our work while bringing their authentic selves to work daily. To fulfill our purpose, we must look at challenges from multiple viewpoints and understand the diverse experiences of the people we associate with.



Celebrating Diversity Broadly: DEI&B champions across geography to implement local and region-specific DEIB activities in line with the EC-Council's values to ensure consistent progress towards our collective DEI goals. When EC-Council employees come to work each day, we bring different experiences, viewpoints, and ethnicities, and we are committed to welcoming, respecting, and valuing those differences. Because people are our priority – and they power our purpose – we treat DEI like any other priority business objective. Our commitment to DEI extends beyond our employees and into our larger business, including improving the diversity of our suppliers, service providers, customers, and business partners.



Inclusive Leadership Training: The DEI commitment at EC-Council includes, among other things, a purposeful & dynamic corporate culture. Our senior leaders and DEI&B Committee consistently set expectations for inclusive leadership for building diverse and inclusive teams. Our executive leadership continues integrating DEI within our human resources talent management organization. This allows us to fully embed DEI&B into recruiting, developing, promoting, and retaining talent.



Publish the Annual DEIB report on our website. We set and report periodic goals- small and big - to drive progress on attracting, developing, promoting, and retaining a diverse workforce. We continually look at our performance, regulate & concentrate our efforts as necessary so that our business and employee base better reflect the world around us. In 2024, we plan to publish our D&I reports annually on our website.

# EC-Council

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[www.eccouncil.org](http://www.eccouncil.org)



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