

Introduction

Connectiviti Update

Let's Talk Stats

Awards & Accomplishments

Giving Back

Roadmap

Advancing Cybersecurity

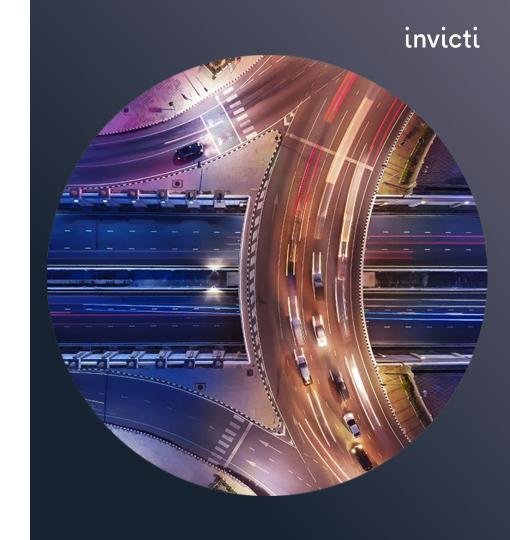
Looking Ahead

INTRODUCTION

We are proud to present our annual DEIB report, a testament to our commitment of creating an organization that is not only cutting-edge in its solutions, but also one that **embraces** the strength of diverse perspectives and **fosters** a culture of equality and belonging.

This report gives us the opportunity to share our journey toward achieving a more diverse and inclusive workplace. We will **transparently** share our progress, challenges, and aspirations with all of you, *our valued customers and partners*, who have been integral to our growth and success.

Throughout this report, we will delve into the initiatives undertaken to promote DEIB. Our goal is to provide you with a comprehensive understanding of our journey and to showcase the tangible steps we are taking to create a more equitable and inclusive space in tech.







CONNECTIVITI UPDATE

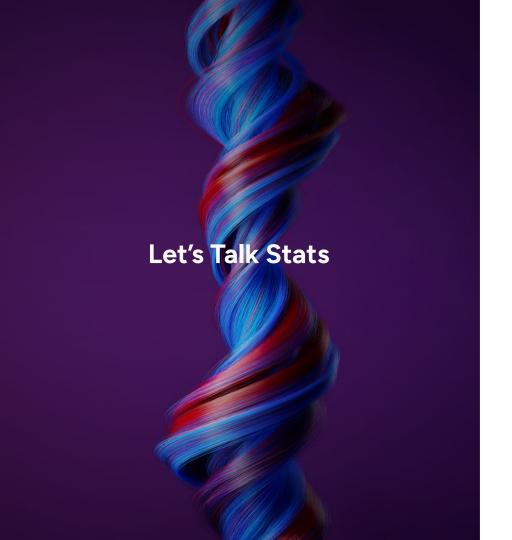
At Invicti, we recognize that the future of technology can only be truly transformative if it is built upon the pillars of Diversity, Equity, and Inclusion, and Belonging (DEIB).

For us, DEIB is not merely an initiative but an integral part of our DNA. We firmly believe that a diverse team is a stronger team.

In 2023, we launched Connectiviti, a volunteer, employee-led squad focused on all things DEIB. 2023 was all about formation and gaining knowledge.

In 2024, Connectiviti focused on building employee belonging. We collaborated with our People Team and eTeam to hold impactful volunteer and employee events. We created an Ambassador Program for new Invictians to engage in Connectiviti and pioneered a cultural teach back program with our People Team.

We're excited to share the details with you!



DATA DATA DATA

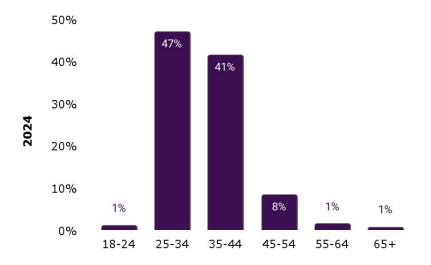
The metrics in this section include our full-time employee base from January 2024 through November 2024.

Data Notes:

- Our data isn't perfect. We're working to make it better everyday.
- Our surveys did not have a 100% response rate.
- Some metrics are the self-reported data divided by the total employee population. So, the representation of employees from marginalized groups may be greater.

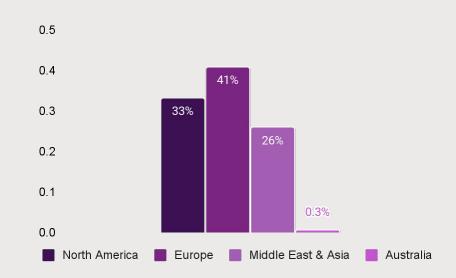


EMPLOYEES BY AGE



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EMPLOYEES BY REGION



Race and Ethnicity

TRANSPARENT & HONEST

Two of our core values are Integrity & Collaboration. As we continue to build a more diverse and inclusive work community of colleagues, we believe it's important to be honest and transparent about what diversity looks like at Invicti today.

We take diversity into consideration in our hiring practices and decisions. In the US we report diversity metrics to the EEOC.

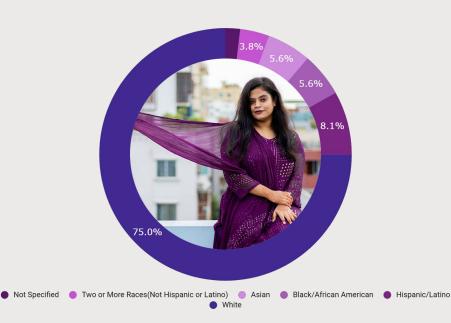


US Employees Only

Since we are a global organization, race and ethnicity are self reported by our employees.

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TEAM INVICTI BY RACE



Global Gender









People are multi-faceted.



Global reporting on identity is self reported.



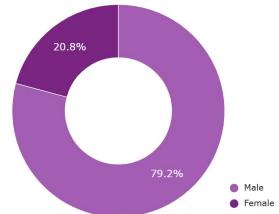
Since Gender is self reported, Global Gender measures how Invictians self-identify

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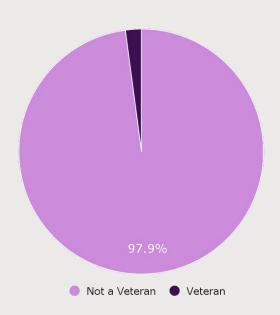
TEAM INVICTI | LEADERS

Our Leadership data include both people managers and Individual Contributors that meet certain leveling guidelines. This community includes Sr Managers and up who are also people managers as well as Sr Managers and up who are process or systems managers.





Team Invicti Veterans



US Employees Only

Veteran status is self report by US Employees only.

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LIFE OF SERVICE

Team Invicti is proud of our colleagues who have served in the military.

As cyberwarfare increases, we are delighted to welcome former military members into our community.

Many of our Veterans are in customer facing roles and our customers are delighted to have them serving as an extension of their own teams.



Making Invicti a Great Place to Work

BEST PLACE TO WORK

Invicti has been awarded the Built In Best Places to work award again in 2024, making this the 3rd year in a row. AMBASSADOR PROGRAM

This program fosters a sense of belonging and ensures new hires know their feedback matters.

We reach out and highlight Connectiviti within their first two months, to allow time to settle in because onboarding can be overwhelming. We also gather meaningful feedback on their early experiences at Invicti. BRING A KID TO WORK DAY

Invictians in Malta and Turkey brought 42 kids to work for the day.

Invicti Kids enjoyed coloring and drawing their own hacker lair in the Invicti Hacker Activity Book.

They played fun interactive games introducing Hacker culture, what it's like to work for a global company, and older kids went to Hacker Bootcamp!

We had 22 employees volunteer and can't wait to do it again next year! **CULTURAL TEACHBACKS**

Cultural Teachbacks are a chance for Invictians to showcase a unique aspect of their culture and life experiences.

In collaboration with Connectiviti and The People Team, Invictians craft a video or Slack post to 'introduce the rest of the employees to their culture.





It's the People Every Time

We believe our biggest asset over and above industry leading products are the Invictian's we get to work with everyday.

Giving Back

EARTH DAY

Invictians took to the beach, mountains, parks, and roadways on various clean up projects in honor of Earth Day. We had over 15 employees globally that participated in a clean up project in their local community.

LAPTOPS FOR LEARNING

Invicti partnered with an underserved Middle School nestled in the vibrant East Austin neighborhood. Invicti donated 20 refurbished laptops to the Parents Alliance Lab, addressing a significant need in a community where resources are limited.

Martin Middle School prioritized innovation support programs in Science, Technology, Engineering, Arts, and Math (STEAM), and we're proud to be part of their mission.

NOVEMBER THRIVE

Team Invicti poured out their hearts this year for those that need some hope around the world.

Malta - Malta Food Bank - Invicti collected food donations for the Malta Food Bank.

Czechia - VOLOWishlist - Invicti donated gifts to children in need through VOLOWishlist.

Turkiye - The Hope Foundation for Children with Cancer - Invicti collaborated with KACUV and provided aa Birthday Celebration for children with cancer in the Istanbul.

US - Operation Blue Santa - Invicti donated 400+ toys over 2 years to help brighten the holidays for children in Austin







Volunteering Embedded DNA

Volunteering is a powerful practice that shapes the way we interact with each other, our community, and the world. A spirit of giving and selflessness are embedded in the DNA of Invicti



2025 Roadmap

First Quarter	Second Quarter	Third Quarter	Fourth Quarter
Language Learning Club	Earth Day	Bring a Kid to Work Day	2025 Annual Report
Launch Coffee & CommuniTea Program	Pride Initiatives	Next Generation Cyber Event	Invicti Gives Back

Women-in-Tech Awareness Mental Health Awareness

Employee Engagement Survey





Connectivity Gets It Done!

These are the initiatives we endeavor to do. Our Volunteer Connectiviti Squad is incredible and focused on driving value through belonging.

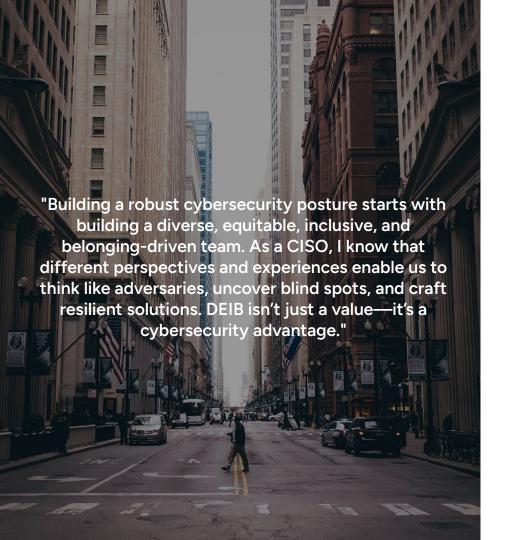


DIVERSITY SPARKS INNOVATION

Technology is forging a profound connection with diversity, equity, inclusion, and belonging. As technological advancements surge forward, they are increasingly tailored to enhance and amplify these essential values.

Technology is becoming a driving force in creating an inclusive and equitable world. With the aid of innovative tools, platforms, and data-driven insights, organizations are now better equipped than ever to foster diverse talent pools, eradicate biases in decision-making, and ensure equitable opportunities.

As tech and DEIB converge, we are witnessing a future where technology serves as a catalyst for nurturing an environment where every individual's unique background and perspective are not only celebrated but contribute to the very fabric of progress and innovation



Industry Thought Leader

MATTHEW SCIBERRAS
Chief Information Security Officer



Accomplished and technically skilled leader with a wealth of experience in information security management. Expert in creating and implementing comprehensive information security manuals and critical processes. Proven history of establishing security standards, performing audits, and driving strategic initiatives. Deeply experienced in overseeing security governance across projects, platform teams, operations, and architecture. Skilled in mentoring and guiding cross-functional teams to meet organizational goals.

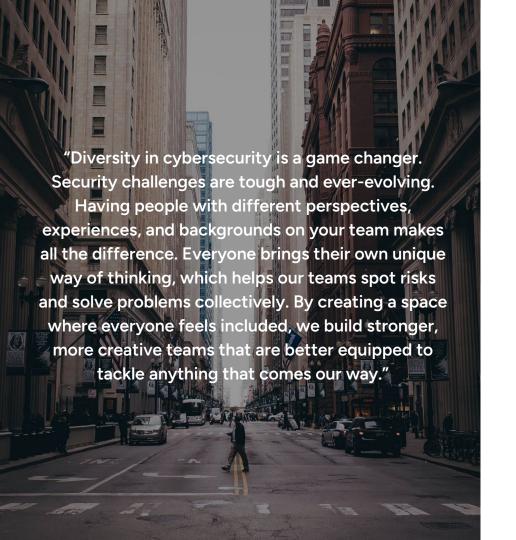
Industry Thought Leader

GULAY AYDIN Director of People Europe, Middle East, Asia



Gulay is a ICF Certified Coach and HR Professional dedicated to building high-performing, diverse teams that drive innovation and resilience in the ever-evolving security landscape. She is passionate about identifying and nurturing top talent, developing leadership capabilities, and fostering a secure and ethical work environment. With a clinical psychology background, a big believer in the power of human potential, and unleashing the unique talents of every individual to drive organizational success. A strong advocate for employee engagement, creating programs that support professional development, work-life balance, and employee well-being—critical elements in maintaining a motivated and dedicated workforce in the demanding security domain.





Industry Thought Leader





Jonny is a cybersecurity leader with over 10 years of experience helping customers reach their goals and get the most out of their software investments. Known for leading supportive, action-oriented teams, Jonny takes a hands-on, proactive approach to working with customers. With an MBA in Technology Management, Jonny is passionate about building strong relationships and driving customer success. In his free time, he enjoys hiking, cooking, traveling, playing music, and learning Spanish.



We recognize embracing DEIB principles is not just a choice, but a necessity to build a forward-thinking and socially responsible company.

As we look ahead to 2025, the trajectory of DEIB at Invicti is both inspiring and ambitious. Building on our foundation of inclusivity, we are committed to making even bolder strides toward a work environment where everyone is seen, valued, and elevated.

Our focus will be cultivating a motivating work environment by curating diverse and equitable experiences for our people and processes that are measurable through comprehensive metrics. We will expand our efforts to ensure equitable career growth for all employees by, cultivating a leadership team that reflects the diverse world we live in.

Teşekkürler! Multumesc Grazzi **Faleminderit** Merci Köszönöm **Paldies Obrigado** Ese धन्यवाद

Grazie! Děkuji Thank you Danke Ačiū Dziękuję Спасибо Dankie Shukran 谢谢