Fortinet – Diversity and Inclusion

A Letter from Fortinet’s CEO, President, and Chairman of the Board

When Fortinet was founded in 2000, we foresaw that technology alone was not going to solve the cybersecurity challenges on the horizon. We also needed cybersecurity professionals that could use that technology effectively to protect their organizations against a growing digital threat. We had to raise security awareness across everyone who participated in an increasingly connected world. To meet this need, we set about creating training programs designed to help professionals and others better understand the security implications of the technology they used.

20 years later, more than half of the world’s population is online, and almost the entire world’s population lives in an area covered by a mobile network. While the massive adoption of digital technologies has created unprecedented opportunities and transformed how we work and live, it has also been a catalyst for cybercrime. The current pandemic and movement to remote working has only exacerbated these challenges. Addressing the widening cybersecurity skills gap to ensuring equitable access to things like technology, education, and online resources is critical. And, as we have worked to make this happen, we’ve come to realize that expanding the workforce requires embracing diversity, removing barriers to access, and empowering under-leveraged talent pools. Fortinet is committed to doing so within our company as we are through our NSE Training Institute and security academies around the globe, as well as in collaboration with partners like the World Economic Forum, Salesforce and IBM.

Fortinet has been built on diversity. Our company is an incredibly diverse workplace resulting from an integrated team with true international representation and contributors with a variety of talents, backgrounds, experiences, and approaches. Our award-winning and industry-changing innovation comes from a culture that values these differences. It also comes from inclusion, and the way we encourage contribution and collaboration through an intentionally designed flat organization. Of course, we endeavor to further improve on D&I (Diversity and Inclusion) and help address what is now broadly recognized as a major issue for the ICT (Information and Communications Technology) sector.

This inaugural Diversity and Inclusion report documents Fortinet’s goals, the achievements we have realized so far, and our vision for a more inclusive organization, industry, and global community. I am committed to ensuring an inclusive workplace that values the diversity because I know it makes Fortinet a better company. And because it is the right thing to do.

—Ken Xie
From its inception, Fortinet has been committed to building a proactively diverse and inclusive workforce. We understand that this is an ongoing effort. To enhance this commitment, we have made “D&I” one of our core areas of focus for 2021 and beyond:

- **Recruiting:** We are committed to ensuring a diverse candidate pool, including women, racial and ethnic minority candidates. We are actively looking for ways to find and recruit from a broader applicant pool, including working with organizations specializing in diversity. This includes creating partnerships with the universities and colleges we work with through the Fortinet Security Academy Program to help expand the cybersecurity workforce. Tying recruitment to our Security Academy Program efforts will also help us more effectively identify a more diverse set of candidates in other fields of study that Fortinet also requires, such as communications, marketing, or business.

- **Awareness:** We are also reviewing our candidate interviewing process to encourage diversity and inclusion, mitigate unconscious biases, and help reduce unintentional disparities. In conjunction with these efforts, we are instituting programs to educate and train our hiring managers and other employees on diversity recruitment and best inclusion practices.

- **Neutrality:** We want to ensure a positive and supportive work environment free from discrimination and harassment for all employees throughout their careers. For example, we apply the neutrality principle regarding cultural, religious, or country origins during hiring and throughout every employee’s career at Fortinet.

- **Equity:** We are committed to providing fair and equitable pay to our employees. We provide equal opportunities to our Fortinet employees throughout their careers, regardless of their age, gender, race, ethnicity, or sexual orientation.

- **Human Rights:** We comply with all applicable human rights and labor regulations/conventions, locally and internationally.

- **Engagement:** We are committed to continuous improvement by engaging regularly with employees at all levels of the organization. Our first step this year will be to conduct internal focus groups and surveys to determine current levels of diversity and feelings of inclusion, and to gather insight as to how we can create a more diverse and inclusive workplace.

- **Governance and Accountability:** Fortinet’s commitment to diversity, equity, and inclusion spans the entire organization and is championed by our Board of Directors, Human Resources, and our CEO.

- **Reporting:** We are also committed to measuring and reporting on progress. Fortinet’s progress against diversity and inclusion targets is monitored by Fortinet’s committee on Corporate Social Responsibility (CSR) and overseen by the Human Resources Committee of the Board. Using our current levels of diversity as a baseline, they will use feedback from various stakeholders to set goals for improvement. We commit to sharing our progress against those goals in our annual reports.
Our Three Guiding Principles

Fortinet is committed to building a diverse and inclusive workplace based on fairness, equality, and a sense of belonging. Our objective is to empower and enable all individuals to reach their full potential.

We are dedicated, hardworking, and passionate about building the most successful cybersecurity company worldwide. We recognize that hiring people from different cultures, backgrounds, genders, races, ethnicities, and abilities is essential to such achievement. We also recognize that diversity and inclusion makes us a better company.

This understanding is reflected in our three company core values:

**Openness**

Success requires sharing knowledge and information collaboratively and openly. We respect the diverse backgrounds and experiences of people and believe that finding new and better ways to deliver excellence relies on a wide range of views and perspectives that are openly shared and adopted.

**Teamwork**

Working collaboratively builds high morale and enables teams to solve challenging and complex problems that could not be solved individually. Team diversity and a culture of inclusion makes collaborative problem solving even more effective and is central to all efforts at Fortinet.

**Innovation**

A culture of innovation is central to Fortinet’s success. Diversity in experience, culture, gender, race, ethnicity, and sexual orientation all work together to create a more robust arena for innovation, problem-solving, and ideas. Being inclusive of our employees’ differences provides unique perspectives and insights that benefit everyone, leading to better products, processes, and services.
Recruitment and Diversity - We Are Who We Hire

Because diversity is key to a creative and successful organization, we strive to be inclusive and equitable, ensuring that all voices are represented at every organizational level.

Achieving this begins with hiring. Fortinet fosters a meritocracy culture. And to hire the best qualified candidates, we need to cast the net wide. To that end, we are focused on recruiting, developing, and retaining high-performing, innovative talent with diverse backgrounds. That starts with drawing from a wide pool of potential candidates to work in all areas of our organization.

### Overall Workforce

- **Gender (Global)**
  - Female 19%
  - Male 81%

- **Race/Ethnicity (US)**
  - White 47.7%
  - Asian 38.7%
  - Hispanic 9.2%
  - Black or African American 2.5%
  - Multiracial 1.5%
  - Other 0.4%

- **Race/Ethnicity (Global)**
  - White 56.5%
  - Asian 33.0%
  - Hispanic 6.9%
  - Black or African American 1.6%
  - Multiracial 1.6%
  - Other 0.4%

* Data is based on employees who disclosed

### Leadership

- **Gender (Global)**
  - Female 14%
  - Male 86%

### Region/Country

**Americans**
- US: 2,645
- Canada: 1,624
- Rest of Americas: 490

**EMEA**
- France: 351
- United Kingdom: 291
- Rest of EMEA: 1,261

**APAC**
- India: 430
- Japan: 230
- Rest of APAC: 916

**TOTAL**
- Global Headcount: 8,238

* Data is based on employees who disclosed
The Digital Divide

The diversity of an organization can be limited by the availability of qualified candidates. The “digital divide”—the gulf between those who have ready access to computers, the internet, and technology career paths and those who do not—impacts many organizations, but none more so than those in the high-tech industry. This lack of access to technical resources has resulted in a candidate pool that does not always reflect the broader community in which they live. As a result, organizations across the high-tech industry have struggled to develop the levels of diversity within their technical teams that they have been more readily able to realize in their non-technical teams.

Within the high-tech industry, cybersecurity companies are especially impacted. Cybersecurity professionals require a level of expertise beyond the usual networking and programming skills other sectors require. As a result, it is currently estimated that there are over 5 million unfilled cybersecurity positions globally. And this number does not include the growing lack of engineers, programmers, product managers, and others with experience in cybersecurity that security development companies like Fortinet require. This skills gap makes hiring trained cybersecurity professionals challenging. But when combined with the digital divide, it also means that racial and ethnic minorities and women are even more deeply underrepresented among potential candidates.
Fortinet is aggressively addressing this challenge

We believe that a diverse workforce benefits everyone. That’s why Fortinet has committed time, energy, and resources to fill the cybersecurity hiring pipeline with a highly-skilled, diverse workforce, not just for our own organization, but across the industry. Our Certification Program, part of our broader Network Security Expert (NSE) Training Institute, is aimed at individuals new to cybersecurity, existing IT professionals who need to become subject matter experts, as well as cybersecurity experts with years of industry experience, including those involved in designing large-scale infrastructures. To date, Fortinet has issued over 600,000 NSE security certifications, making it one of the most widely used and accepted cybersecurity training and certification programs in the world.

Our commitment to close the cybersecurity skills gap was further demonstrated by our response to the 2020 global pandemic. By making all of our self-paced training available for free to everyone, we were trying to meet the needs of individuals who had suddenly been required to upskill, reskill, or who were forced into a sudden career change. Because of the overwhelming public response, with over 800,000 course registrations in 2020 and demand still stronger than before the pandemic, Fortinet has decided to keep this training free for the foreseeable future.

We have also taken specific aim at identifying those individuals that have been traditionally left out of today’s technology-based economy. Fortinet is leading the effort in the cybersecurity industry to train women, racial and ethnic minorities, veterans, and disadvantaged communities to fill the growing skills gap. And we intentionally choose training partners committed to this same effort.

Fortinet Security Academy Program – Launched in 2016, the Security Academy Program currently supports close to 400 academic institutions in 85 countries and territories around the world (including Secondary Schools, Colleges, and Universities). The Security Academy Program is designed to provide students with the opportunity to become part of an elite group of cybersecurity professionals, as well as create a cybersecurity-aware population of technology users and consumers. The Security Academy Program does this by providing organizations and students with technology, an industry-recognized certification curriculum, exam vouchers so that students can achieve their desired certifications, and access to skilled professionals to encourage, enable, and accelerate the next generation of cybersecurity diverse professionals.

The Security Academy Program leverages our award-winning NSE Certification Program to provide industry-recognized professional certifications to complement hands-on training and give participants a leg up when applying for a position as a cybersecurity professional.
Training and Certifications

Fortinet Network Security Academy Program
The Fortinet Network Security Academy program provides industry-recognized Fortinet training and certification opportunities to students around the world. Launched in 2016, this innovative, rapidly growing program has already been adopted by 381 academies in 85 countries.

Fortinet NSE Certification Program
The Fortinet Network Security Expert (NSE) Program is an 8-level training and assessment program designed for customers, partners, and employees, with over 600,000 security certifications to date. Fortinet Authorized Training Centers (ATCs) deliver expert-level training in local languages in over 100 countries worldwide.

Expanded Free Cybersecurity Training
Fortinet has opened up our entire self-paced catalogue of advanced Network Security Expert training courses. The courses will be free for the remainder of 2020* to help address the rapidly evolving needs of organizations securing highly distributed and remote workforces.

SECURITY ASSOCIATE
Develop a foundational understanding of the ever-changing threat landscape and general network security concepts.

SECURITY ASSOCIATE
Discover the types of security products that have been developed to address the threat landscape that was explored in NSE 1.

SECURITY ASSOCIATE
Sales training for Fortinet employees and channel partners only.

PROFESSIONAL
Develop the knowledge required to manage the day-to-day configuration, monitoring, and operation of FortiGate devices to support corporate network security policies.

ANALYST
Develop a detailed understanding of how to implement network security management and analytics.

SPECIALIST
Develop an understanding of the Security Fabric products that augment FortiGate, providing deeper and more comprehensive network security.

ARCHITECT
Develop the knowledge required to integrate Fortinet products into network security solution deployment and administration.

EXPERT
Demonstrate the ability to design, configure, install, and troubleshoot a comprehensive network security solution in a live environment.
**Fortinet Veterans Program** – We have also developed a program dedicated to military veterans in the US, Canada, UK, Australia and New Zealand. The Fortinet Veterans Program is focused on ensuring that military veterans and their spouses transitioning to civilian life have the skills they need to find meaningful and fulfilling occupations as cybersecurity professionals. We actively partner with branches of the military, as well as with other organizations focused on helping veterans and their families move into fulfilling and rewarding careers.

**World Economic Forum** – Fortinet is a founding partner and holds a permanent seat on the World Economic Forum’s newly formed Centre for Cybersecurity. The mandate is to strengthen “global collaboration to address systemic cybersecurity challenges and improve digital trust to safeguard innovation, protecting institutions, businesses, and individuals.” Fortinet has actively promoted the need for public and private organizations to work together to close the cybersecurity skills gap, with a particular emphasis on calling for more training focused on women and racial and ethnic minorities. The company is working with other members in the Centre to raise global awareness and drive training and development programs to fill the current pipeline to ensure that the next generations of cybersecurity professionals have the training and resources they need to succeed.
Inclusion is Central to the Fortinet Culture

Inclusion has always been part of the Fortinet culture, where voices are welcome, and individuals feel valued and heard.

### Organizational Structure

Building an environment of collaboration requires valuing different voices because every employee plays a critical role in team decision-making and meeting critical business objectives, with diversity contributing to the organization's success. We encourage collaboration between teams and individuals. Rather than being siloed, critical tasks are often being performed by peer team members selected from groups across the organization.

### Training

We are also committed to maintaining our culture of inclusion. This is why we have also implemented unconscious bias training for all managers across the company, along with educational tools and resources that span functions and geographies. This is part of our commitment to ensuring that all employees feel welcome, enjoy a sense of belonging, and feel they are in an environment where their career and personal goals can thrive.

### Community Involvement

Inclusivity extends beyond the confines of the organization. Fortinet encourages employees to actively participate in community service, and time is allotted for these activities. Fortinet offers time off for volunteering activities, and an employee contribution matching program helps amplify their gifts to charitable organizations.

We also support global communities through our educational programs and by addressing the growing cybersecurity skills gap. Our academies, training programs, and certification centers worldwide train thousands of individuals a year. Many of our entry-level programs are available free of charge to provide essential security training for individuals and organizations.

### Executive Leadership

Our focus on diversity is reflected throughout the organization, starting at the highest level, which is why Fortinet is ranked among the [TOP25 Tech Companies](#) with the most gender diverse boards.
Conclusion

As a highly visible global leader in the growing cybersecurity market, Fortinet is committed to ensuring that our workforce reflects our values as an organization. This inaugural Diversity and Inclusion Report acknowledges our commitment to diversity and inclusion, which has been identified as a key issue as part of our materiality assessment. This next year will be focused not just on incremental improvement, but also on setting a baseline so we can measure future improvement. As we move forward, we will report on goals, achievements, and examples of how we are realizing our commitment to a diverse and inclusive workplace, organization, and global community.