

We are immensely grateful

to the many people who contribute to ECI's success, including the members of the Ethics & Compliance community, the organizations that contribute toward our research, and the individuals who offer financial support for our operations.

Thank you for believing in ECI's mission and for helping the Ethics & Compliance field grow stronger. **Our work would not be possible without your support!**



ECI LEADERSHIP

Driving Ethics & Compliance Forward

As most members know, ECI consists of two organizations: the Ethics Resource Center (ERC) and the Ethics & Compliance Association (ECA). We want to highlight some exciting changes in both the ERC and ECA boards.

On the ECA board, **Paul Zikmund** has been appointed as the new Board Chair and **Katie Smith** was appointed as the new Vice-Chair. Paul will be replacing **Steve Scarpino**, who has faithfully served as Board Chair for the last 3 years. We also want to thank **Ben Bard**, who will be stepping down, for his leadership and service as Vice-Chair.

The ECA Board also had four new additions in 2022. We are thrilled to have these exceptional practitioners join the ECA's leadership: **Kurt Drake**, VP, Global Compliance at Toyota Motor Corporation; **Alicia Olmstead**, Global Ethics & Compliance Consultant at Dell Technologies; **Justin Ross**, VP, Chief Compliance Officer at FedEx Corporation; and **Greg Keeling**, Director, Ethics & Conduct at BMO Financial Group.

Although there were no major leadership changes within the ERC Board, we would be remiss to not thank the Board's current Chair and Vice Chair: **Larry Thompson**, former Deputy Attorney General, and **Ashley Watson**, General Counsel at Johnson & Johnson. Their exceptional leadership has helped the ERC expand its research initiatives significantly (further discussion under "Research").

The ERC Board also welcomed three new members in 2022: **Uma Amuluru**, Chief Compliance Officer at Boeing; **Howard Hacker**, Chief Compliance Officer at Walmart Health & Wellness; and **Andrew Weissmann**, Professor of Practice at NYU Law.



MEMBERSHIP

At ECI's most recent retreat, we asked staff a simple question: **"Why ECI?"**

We wanted everyone to share what keeps them passionate about their work at ECI, and one answer stood out more often any other: **our members.**

We are privileged to work with a diverse group of practitioners and organizations who are committed to excellence in their ethics & compliance programs and to seeing the field expand and develop.

We were honored to welcome multinational organizations like Navex and Organon to our Fellows program in 2022, and we look forward to helping our new members further connect with the E&C community in 2023.

The employees from our member organizations contribute invaluable expertise to our working groups, and in addition to the 10 member-driven working groups launched in 2022 (see below), we were thrilled to create ECI Connects. This members-only online community gives practitioners space to interact, ask for advice, and discuss industry changes in a private and neutral space. Since launching in July 2022, we have welcomed 1,023 users to the platform. We excitedly anticipate the continued growth of ECI Connects in 2023!

1,000+
E&C professionals
have joined our new
online community.



RESEARCH

Expanding Our Reach

Our research initiatives grew by leaps and bounds this year. Thanks to the generous support of KPMG Americas Ltd., we were able to field the 19th Global Business Ethics Survey in 42 countries, more than ECI has ever surveyed. This was made possible through the inclusion of 12 additional Latin-American countries, including Bolivia, Chile, Guatemala, El Salvador, and more.

In addition, we expanded the GBES question set to include a deeper focus on Environmental, Social,

and Governance (ESG) operations and policies. By editing the survey's question set, our research team can consistently obtain the most inclusive data set, allowing our members to have a current understanding of the changes and developments in global workplace ethics.

As of December 15, 2022, our research was accessed 16,810 times by E&C practitioners, members of the media, academics, and members of the public.

ADVISORY SERVICES

Delivering Insights

ECI has the privilege of helping organizations build stronger, more efficient, and more effective E&C programs. In 2019, we launched the High-Quality Program (HQP) Assessment, which collects valuable insight on the maturity level of an E&C program relative to peer organizations. Our HQP Partner program offers organizations the ability to share the HQP assessment with their members or customers, allowing more practitioners than ever to measure the effectiveness of their E&C program against a set of objective principles and benchmarks. In 2022 alone, more than 150 companies were able to evaluate their E&C programs with an HQP assessment thanks to the growth of the HQP Partner Program.

ECI's Advisory Services offer a holistic view of an organization's E&C program by measuring the quality and maturity of the program and its impact on the organizational culture from the perspective of employees. Collecting important metrics and relevant benchmarks is no easy task, but ECI's solutions offer just that.

In 2022, ECI worked with a major university to survey faculty, staff and students on key ethics culture metrics. We launched the second iteration of a survey that examines harassment and discrimination in Hollywood. We engaged with a large telecommunications company to do a repeat survey to discover hot spots and with a multi-industry multinational corporation to produce a multitude of reports utilizing ECI's interactive data portal. ECI's Advisory Services also include strategic action planning, customized ethics ambassadors training, board training and code of conduct development. Our consultants work on a wide range of projects to meet almost every need.

150+

companies evaluated their E&C programs with an HQP assessment in 2022 alone.



CORPORATE INTEGRITY

Shaping the Industry

Many companies find themselves unequipped to step up to the plate of growing environmental, social, and governance (ESG) expectations. **We are proud to be leading the E&C industry by prioritizing corporate integrity** as shareholders expect a greater level of social responsibility from the companies they support.

EVENTS

Convening the Best and Brightest

ECI's events are made distinctive by the practitioners who attend, whether it is a best practice forum, a class reunion, exclusive updates on DOJ guidance, January and July Fellows Meetings, or our yearly IMPACT conference. **We hosted events featuring experts from across the corporate world in 2022,** and we would like to thank the 2,317 practitioners who joined live or watched recordings of our events.

Every year, ECI honors a practitioner who has shown innovation and creativity in the E&C field with the Carol R. Marshall Award. **David Huntley**, Chief Compliance Officer at AT&T, was the 2022 recipient, due to his outstanding innovation in creating a Compliance Technology Solutions team, leadership in hosting "mini town halls," and much more. We are grateful to KPMG Ltd. for their continued support of the Carol R. Marshall award.

2,300+
E&C practitioners joined
our events in 2022.

We would also like to thank the private donors who made it possible for us to expand our IMPACT event

to include the Ethics Academy, which integrated academics and leading scholars into the E&C profession.

We look forward to updating you as our Centennial campaign moves forward with new events, including reunions of ECI's former Fellows and a Celebratory Gala centered around Ethics & Compliance history.



LOOKING FORWARD

As we look to the future, ECI anticipates spending our next 100 years ensuring that **ethical organizations thrive**

by offering thought leadership on the changing ethical standards globally and by continually expanding our research and resources. Our members and donors have helped us build ECI into a trusted institution for the Ethics & Compliance, and broader business communities. To each person and organization who has believed in our mission over the years, thank you for supporting ECI and helping us foster high ethical standards across industries.

We believe that a truly ethical corporation will have the greatest positive impact on its shareholders, stakeholders, and community. If you share our vision of a world where every corporation is transparent and accountable, we invite you to donate online by visiting ethics.org/donate or email us at giving@ethics.org. If you would like to see your organization take the next step toward an ethical culture, please contact our membership team at membership@ethics.org.

When we look at our 100 years of history promoting ethical business practices, we are humbled to know that our work has helped many organizations to take the next step toward an ethical culture. It is a privilege to serve the E&C community in this way, and we are excited for all the new opportunities to connect with you in 2023!

