e2open®

2024
Sustainabilty Report
Connected Transparency for a Better World

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A Letter From Our CEO

Andrew Appel
CEO | e2open

At e2open, we believe our most valuable contribution to improving our world is the important role we play in helping many of the world's most prominent companies manage their supply chains – driven by our amazing people and our unique, network-based platform. Every day, thousands of companies use e2open's platform to manage their mission-critical, complex supply chains more efficiently and sustainably, thereby helping them reduce the cost of goods, decrease waste, and lower emissions.

The year was again marked by geopolitical conflicts and uncertain economic conditions, complicating business around the world and highlighting our interconnections and interdependencies. At the same time, data indicates that global emissions have not yet decreased enough to avoid the worst impacts of climate change, underscoring the importance of supply chain optimization in reducing negative environmental impacts. Nations and trading blocs have continued to implement and propose new sustainability and social expectations for global businesses, with even more on the horizon. Meeting those expectations and requirements will necessitate unprecedented levels of connectedness and transparency across multiple tiers of companies' supply chains and go-to-market channels. In addition, many of the world's largest organizations – e2open's clients among them – have deepened their voluntary commitments to positive environmental and social impacts.

We continue to enhance and support our clients' ability to meet their own high standards and those of regulators by weaving environmental, social, and governance (ESG) principles into our connected supply chain platform. Our connected transportation solutions continue to enable freight container optimization, significantly reducing empty miles traveled each year. Across our platform, we offer capabilities to help clients better understand the ESG policies, priorities, and performance of suppliers and support traceability up and down their supply chains. These capabilities help ensure transparencies on carbon footprint and human rights are maintained at every stage of making, moving, and selling goods.

Our people are vital to our ability to deliver unique sustainability solutions to our clients. Throughout the year, we invested in our workforce through expanded engagement, training, and development programs that support their success and continued growth. We also hosted our first Charitable Giving Week to empower our global teams to take part in volunteer programs that support the communities where we operate, and we held a company-wide charitable giving campaign in partnership with the nonprofit Water for People.

Although we know we are just one important piece of a complicated multi-decade solution to these global challenges, we are proud of our progress thus far. And we are equally proud that many of our clients are leaders in sustainability and human rights. We are privileged to be with them on this journey, and I am honored to lead the talented people of e2open as we all move together toward a more sustainable future.

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About This Report

Supply chains and the ecosystems in which they operate are an integral part of the sustainability equation, encompassing all materials and processes involved in making, moving, and delivering goods and services. This report illustrates how we bring our purpose and vision for inclusive and responsible business to life.

As our operating principles reflect, we are committed to clear and transparent ESG reporting. We continuously reassess the aspects of our business that are material to our stakeholders to provide greater levels of transparency.

We have prepared this report in accordance with the Global Reporting Initiative (GRI) standard core option. We also used other recognized frameworks to inform

the content of this report, including the Sustainability Accounting Standards Board (SASB) standards for Software & Information Technology (IT) Services as highlighted in the SASB Index in this report. We have noted areas of our business that correspond to the United Nations Sustainable Development Goals (UN SDGs).

We continue to integrate ESG information into our SEC filings and investor communications. Details about e2open's operations and financial statements are available on our **investor site**, and additional information can be found on our company **ESG website**, which includes our disclosures, policies, commitments, and data as appropriate.

Scope and Boundaries

This report covers data and metrics for E2open Parent Holdings, Inc. (NYSE: ETWO), referred to as "e2open," for its fiscal year 2024 (FY24), which encompasses March 1, 2023, through February 29, 2024, unless otherwise noted.

Our FY24 report spans all 24 e2open sites worldwide, our 15 data centers, and presents relevant information as available. Greenhouse gas (GHG) calculations reflect best practices and align with the GHG Protocol, the leading international standard for the segmentation and measurement of emissions. For areas in which data is limited or not available, we have used modeling methodologies and described them in the relevant section.

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About e2open

E2open is the connected supply chain software platform that enables the world's largest companies to transform the way they make, move, and sell goods and services. With the broadest cloud-native global platform purpose-built for modern supply chains, e2open connects more than 480,000 manufacturing, logistics, channel, and distribution partners as one multi-enterprise network tracking over 16 billion transactions annually. Our SaaS platform anticipates disruptions and opportunities to help companies improve efficiency, reduce waste, and operate sustainably. **Moving as one.™**

Mission and Purpose

Our mission is to build the most comprehensive and capable end-to-end global supply chain software ecosystem combining networks, data, and applications to deliver enduring customer value.

Our purpose is to improve quality of life by enabling the most cost-effective and environmentally sound production and distribution of goods and services.

Mission and purpose are aspirational—it is everyday decisions that get us there. We uphold our core operating principles and values as the foundation for achieving our mission and purpose.

Operating Principles

- Be Prepared
- Build Relationships on Trust and Respect
- Be Direct and Transparent
- Learn and Operate with Intensity
- Make and Meet Commitments Reliably
- Always Add Value
- Own the Results

Values

- Empathy
- Integrity
- Inclusion
- Collaboration
- Decisiveness
- Aspiration
- Innovation

e2open by the numbers

Revenue FY24
$635M

Team members
~4,000

Network partners
480,000

Transactions annually
16B

Status
ISO 27001 Certified

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Sustainability Strategy

Since e2open's operational footprint is modest, our sustainability strategy focuses on the impacts our products can have—an area of tremendous opportunity.

In our interconnected world, organizations must address complex multi-tier supply chain issues. Many struggle to see past their Tier 1 suppliers, which prevents them from addressing their entire supply chain on critical issues like protecting human rights, managing Scope 3 carbon emissions, and reducing the cost of products.

With greater visibility and understanding of global supply chains, organizations have the power to drive meaningful change and create a future that will improve the quality of lives around the world. E2open's platform and solutions create the connection needed to successfully address those issues and advance a better future for our world. Moving as one, however, we have enormous potential to help create and support resilient, safe, and more sustainable business across the world.

Materiality and Our Stakeholders

In early 2022, as part of our ongoing ESG journey, we worked with an independent third party to conduct a materiality assessment. This assessment engaged key stakeholders and evaluated 22 ESG topics to identify the areas that are most relevant and material to our business. To help ensure we continuously calibrate our disclosures and initiatives to meet stakeholder needs, we plan to assess the materiality of various ESG topics on an approximate three-year cadence.

Key ESG Topics

Environmental

- Climate Change and GHG Emissions
- Energy Efficiency and Renewables
- Solid Waste/E-Waste
- Environmental Impacts of Products and Services

Social

- Diversity, Equity, and Inclusion
- Human Rights
- Training and Education
- Employee Health and Wellness
- Social Impacts of Products and Services

Governance

- Network and Data Security
- Privacy

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Our sustainability strategy aligns with several of the United Nations' Sustainable Development Goals (SDGs), and our reporting aims to speak to how we progress these global initiatives.

Key Pillars	Priorities/Initiatives	Alignment with UNSDGs
Platform	Provide customers with the access and transparency they need to address environmental and social issues	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE; 10 REDUCED INEQUALITIES; 12 RESPONSIBLE CONSUMPTION AND PRODUCTION; 13 CLIMATE ACTION
People	Champion diversity, equity, and inclusion (DEI) through recruiting and retention efforts, training, and awareness activities including employee resource groups Train and develop our team members Support our communities	4 QUALITY EDUCATION; 5 GENDER EQUALITY; 8 DECENT WORK AND ECONOMIC GROWTH; 10 REDUCED INEQUALITIES
Planet	Minimize our operational footprint	12 RESPONSIBLE CONSUMPTION AND PRODUCTION; 13 CLIMATE ACTION
Policy	Improve accountability and transparency Maintain high ethical standards	16 PEACE, JUSTICE AND STRONG INSTITUTIONS

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Platform:

Connectedness, Transparency, and Collaboration

E2open's connected supply chain software platform enables companies to transform the way they make, move, and deliver goods and services. It provides four primary sources of value for our customers:

- **Compliance:** Ensures customers' right to operate by performing due diligence throughout their supply chain.

- **Assurance:** Provides customers with transparency and data availability for their operations, which helps them make supply chain choices that fit their operational requirements.

- **Growth:** Facilitates supply chain connectivity, leading to optimal conditions for customers to expand their operations.

- **Efficiency:** Enables reductions in wasted trips with empty containers, trucks, and planes and in safety stock, which reduces wasted supply, energy, and resources.

A core feature of e2open's platform is enabling multi-enterprise connection, "pulling up the curtain" on the tiers of the supply chain that are difficult to reach. This competency is critical to the value of our platform—with deep visibility into the supply chain, we capture data that companies can transform into actionable insights.

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Due Diligence

Companies continue to face significant pressure from regulators to measure, disclose, and improve their performance and mitigate risk. Though the specific rules differ in breadth and focus, and some are still in formation, all are pushing in the same direction—toward deep visibility, data gathering, and collaboration throughout extended value chains. Many of these regulations require companies to perform detailed due diligence to assess the existence of specific issues in their supply chains.

As our customers work to comply with these regulations, they face the challenge of opaque, complex supply chains with many tiers of supply and varying levels of supplier technical sophistication. E2open's Due Diligence solution provides a robust means to comply with regulations, allowing for the detection of forced labor, trade of sanctioned goods, and trade with restricted parties within the value chain.

Changing Regulations

In FY24, these included:

- U.S. Uyghur Forced Labor Protection Act (UFLPA)

- California Climate Corporate Data Accountability Act

- German Supply Chain Due Diligence Act

- European Commission Corporate Sustainability Due Diligence Directive

Enabling Engagement

Beyond their Tier 1 suppliers, most companies have limited visibility into their extended value chain, and this disconnectedness and lack of visibility present obstacles and risks. E2open's platform provides powerful supply chain mapping, enabling companies to identify suppliers in tiers two through five and effectively helping them "know who they don't yet know."

This capability can support supply chain engagement for Scope 3 emissions and water use. It also can facilitate the development of product digital passports— product-specific datasets that facilitate the electronic registration, processing, and sharing of product-related information among supply chain entities, regulators, and consumers. As a result, this facilitation enables opportunities between value chain partners to enhance product circularity.

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People

E2open's team members are the heart of the company. Our diverse and inclusive work environment supports ingenuity and creative problem-solving focused on doing what's right in business, in our communities, and for our planet.

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Stronger Together

We believe our common strength builds upon and includes all our individual differences. That's why we work to promote a culture of transparency, inclusivity, and trust. It's one where the diversity in our teams reflects the range of experiences, backgrounds, and perspectives that helps us discover new ways of working and fuels innovation. We want team members to know that, for anything they aspire to be, their ambition lives here.

Engagement

Our team is comprised of talented individuals who are the backbone of our success. We strive to create a fun, spirited environment that rewards innovation and collaboration for all team members, whether remote or working from one of our dozens of offices around the world—and is firmly rooted in our operating principles and values.

Team member engagement is an integral part of our culture and success, which drives performance. It is critical to stay connected with one another and make sure everyone is kept up to date on global initiatives. We do this through employee social platforms, all-hands meetings, and recognition programs.

Our Viva Engage social platform allows team members worldwide to connect on personal and professional topics, share knowledge, and engage with leaders and colleagues. During FY24, we increased participation on the platform by 97%.

Recognizing the unique needs of remote team members, we established a networking program for remote new hires to help create a meaningful and supportive environment to reinforce open dialogue, mentorship, virtual connections, and culture building. Our remote team members connect through onboarding groups, wellness opportunities, and virtual events.

Through e2open's Global Employee Recognition Program, team members nominate colleagues who go above and beyond to create extraordinary impact. The four submission categories combine e2open's operating principles with our "4-Es" strategy.

We measure our success and identify opportunities to enhance our programs through our annual global employee engagement survey. This year's survey included participation from 75% of e2open employees.

4-Es Strategy

Engagement:
Build relationships on trust and respect and be direct and transparent.

Experience:
Always add value. Make and meet commitments regularly.

Excellence:
Own the results.

Efficiency:
Learn and operate with intensity. Be prepared.

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Innovation at e2open

Now in its seventh year, our annual Ennovation contest fosters innovation across our company. Through the competition, we encourage team members—individually or in teams—to develop innovative, useful, cost-saving, and cutting-edge solutions and concepts for clients, the company, and/or fellow team members. Open to everyone, the competition allows our teams to showcase their talents and exemplifies our drive to create value for our clients.

This year's competition included two categories:

Move the Needle: Innovation that advances our three-year strategic goals

Hidden Gems: Innovation that showcases work over the past year that elevates e2open and our clients

A total of 29 teams submitted ideas. This year's contest resulted in innovations that improved e2open's employee engagement, deployment, actionable monitoring, and AI utilization. The grand prize winner and the runners-up took home a combined $80,000.

Teams can develop around ideas, not just pre-existing relationships. Employees worldwide can join teams based on topics that interest them and collaborate with colleagues they have not met before. This brings together the individual passions and knowledge bases of our workforce to develop ideas that are good for business—and the world.

Hackathon

In October 2023, all three of e2open's India locations participated in an in-person Hackathon. Centered around the categories of Developer Experience, AI at e2open, and Moving as One, 128 participants formed teams and developed 22 'hacks' that were submitted to solve problems. The event included e2open merchandise, food, activities, and one-to-one mentoring on-site. The grand prize winners each received an M2 MacBook Air and the runners-up each took home an iPad Air.

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Training and Development

We recognize the training and development of our team members as the keystone to our success and long-term growth. We endeavor to make sure that every team member's experience with learning is increasingly meaningful, personalized, and productive.

E2review

Our e2review framework encourages continual, open, and interactive communication between team members and their managers, allowing individual needs to be recognized and met and company goals to be supported. This allows each team member and manager to establish a professional development plan that facilitates personal team member growth while advancing e2open's strategy. In FY24, we extended e2review to include all team members through our executive management team. To further support employee growth, we also expanded the use of the 360-degree review tool. All team members below the CEO-direct team participated in performance review and goal-setting sessions through e2review.
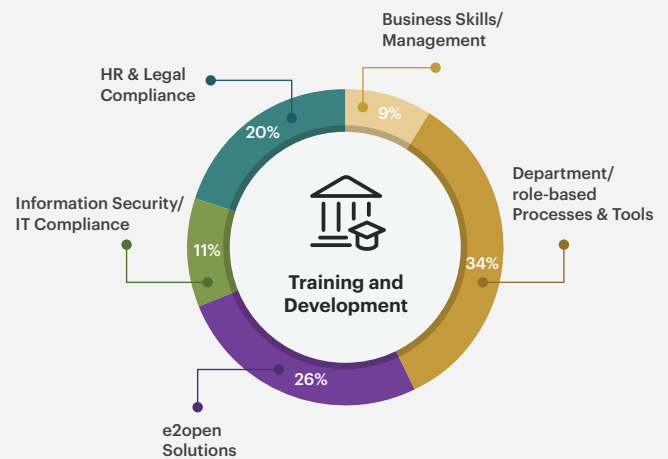
E2open University

We manage the entire learning cycle with our state-of-the-art learning hub, e2open University. Reflecting our emphasis on onboarding, role-based training, and career development, we carefully curate training content and role-based enrollments to position every team member for success from day one. Our learning hub helps us understand how we're progressing, how team members interact with the content, the amount of time spent in courses, course ratings, and many other data points. We regularly iterate on our e2open University learning framework to enhance the user experience and provide value for our team members.

This year we grew our training library to include more than 1,600 courses, with training delivered as on-demand e-learning, instructor-led classroom, and online instructor-led. In FY24, team members completed a combined 70,404 training hours.

We create content specific to roles, departmental processes, departmental tools, and business skills. Our leadership training is available immediately for team members hired into people-leader roles and/or upon promotion into a people-leader role. All team members are required to complete annual or semi-annual compliance training that includes sexual harassment, discrimination, bystander intervention, diversity and inclusion, cyber security awareness, privacy, data security, phishing attack identification, and additional legal compliance topics.

e2open
university
LEARNING AS ONE

FY24 Training Hours

- Business Skills/ Management — 9%
- Department/ role-based Processes & Tools — 34%
- e2open Solutions — 26%
- Information Security/ IT Compliance — 11%
- HR & Legal Compliance — 20%

Training and Development

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Team Member Well-Being and Benefits

As our work culture evolves, we transform with it. Our goal is not only to meet the current needs of our team members but also to anticipate and provide for their future needs. Along with offering flexible work options, we invest in our team members' health and wellness because we know that our people are our greatest asset. Our competitive Total Rewards philosophy includes the following for most team members:

1. **FIXED BASE PAY**

2. **GENEROUS PAID TIME OFF, UNLIMITED PTO FOR U.S.-BASED TEAM MEMBERS**

3. **VARIABLE INCENTIVE PLAN AND EQUITY**

4. **PENSION PLANS/401K**

5. **PAY FOR PERFORMANCE**

6. **TRAINING AND CAREER DEVELOPMENT**

7. **HEALTH BENEFITS**

8. **PAID PARENTAL LEAVE**

9. **WELLNESS BENEFITS (TEAM MEMBER ASSISTANCE PROGRAM)**

10. **TEAM MEMBER REFERRAL BONUS PROGRAM**

11. **FLEXIBLE WORK OPTIONS**

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Diversity, Equity, and Inclusion

E2open is committed to pursuing diversity, equity, and inclusion at every level of our organization. In order to succeed, we must possess a fervent desire to learn – a key tenet of our organization's operating principles. In doing so, openness to new ideas, perspectives, and experiences is essential.

We are committed to honoring each unique voice, and we provide an open and inclusive environment that welcomes the diversity of individuals, thoughts, and ideas. Inclusion is one of e2open's values and is central to our corporate identity.

E2open Women's Inclusion Network (e2WIN)

In FY24, we continued to champion diversity in the workplace with the e2open Women's Inclusion Network (e2WIN). The mission of e2WIN is to create a gender-equal community that inspires and empowers everyone and helps build a more equal and inclusive workplace. It is open to colleagues with any gender identity.

The objectives of e2WIN are to:

• Provide unparalleled support to propel professional development at e2open

• Allow more opportunities for our team members to connect with each other to grow their support network

• Increase attraction, retention, and promotion of women at e2open

During FY24, e2open began tracking the number of women in tech roles and the number of women being promoted, supporting e2WIN's objectives. By doing so, we can assess the areas that present the greatest opportunity for our company.

WIN Women. Inclusion. Networking.

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Ethnic Diversity

As a global company, we recognize that ethnic diversity has unique meanings in our different locations worldwide. While we limit our tracking of ethnic diversity to the United States, we ensure that we listen and make efforts to support ethnic diversity wherever we operate. In FY24, we added questions on diversity, equity, and inclusion to our global employee engagement survey to help inform our DEI strategy in the coming year.

For diversity metrics, please see the SASB Index in this report.

Supplier Diversity

Just as diversity is important within our own workforce, we view it as an important aspect of our supplier relationships as well. In addition to our supplier management policies and best practices, there are opportunities to improve supplier diversity.

In early 2022, as part of our supplier onboarding, we began to ask new suppliers for diversity status, which includes these categories: women-, Native American-, veteran-, LGBTQ-, and minority-owned businesses, as well as disadvantaged business enterprises. Currently, we are collecting this information for US-based, non-public suppliers. Beginning in 2023, we expanded this information gathering across all US-based, non-public suppliers during the requalification process, which is typically done on an annual basis. We have also set out to gather diversity information from our international suppliers by asking if they are a woman-owned business. This information will help us understand and work to improve the diversity within our supplier base. So far, we have assessed that $1.2 million of our spend was with diverse suppliers in FY24.

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Community

We want our team members to feel empowered and to take pride in e2open by supporting efforts to give back to the communities where we live and work. We recognize the social, economic, and environmental challenges our communities face, and we are committed to helping solve them through a long-term contribution of our time, skills, and resources. This year, our teams continued standing traditions and found new ways to give back, and we are proud of our team members' volunteer and charitable contributions around the world.

Community Outreach and Betterment

In FY24, we hosted our first annual Charitable Giving Week to empower our global teams to participate in charity and volunteer initiatives in the communities where we operate. During September—with an emphasis on the week of September 25— each facility hosted local charity events to help us make this world a better place. Our remote teams had an opportunity to get involved through e2unite, an Employee Resource Group (ERG) for remote e2open team members worldwide.

Highlights of the week included:

- **Food drives** in Australia, China, Hong Kong, India, New Zealand, and the US states of Florida, Georgia, Michigan, Iowa, and Texas
- **Nonprofit fundraising** in Germany, India, the Netherlands, Peru, the UK, and the US states of Michigan, New Jersey, and Texas
- **Technology and book drives** in Hong Kong and India
- **Community center construction** in Malaysia
- **A walk-run charity event** in Arkansas (US)

Charitable Giving Week 2023 (FY24) reinforced our commitment to positive impacts and upheld our reputation as a company committed to our communities. We look forward to hosting this again in FY25.

Moving as One for a Healthier World

As part of e2open's ESG Survey in FY23, our team members helped to identify an area of particular importance for our company-wide charitable giving campaign. They identified water as essential for thriving communities—just like food, shelter, and clothing.

While clean drinking water is a basic necessity that many of us take for granted, nearly one in three people lack access to clean water. The global nonprofit Water for People is addressing this worldwide problem. Through supporting their efforts, e2open can help provide access to water, sanitation, and hygiene services that are resilient in the face of climate change, equitable to all, and bring health and prosperity to communities. To further support charitable giving, e2open matched team members' donations.

In FY24, e2open's team members contributed more than $16,500 to Water for People's campaign to safeguard essential access to water for communities around the world.

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Planet

We all have a responsibility to protect and enrich our planet together. With the rapid acceleration of climate change in recent years, we recognize that it is important to understand our environmental impacts and make balanced decisions to reduce them. We also have an opportunity to support our customers as they do the same. As part of our Sustainability Strategy, we focus our efforts and resources on developing and maintaining products that serve our customers and the world sustainably.

While e2open's impact is modest, we still produce an operational footprint through our offices, data centers, and value chain. We evaluate risks and consider our footprint through our **Sustainability and Climate Change Policy**, which applies to our operations and those of our suppliers and vendors. We continue to monitor developments in the voluntary and regulatory reporting landscapes. We are committed to complying with these requirements and to doing our part.

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Energy and Emissions

This year, we have expanded the comprehensiveness of our energy and emissions data tracking and reporting to enhance our disclosure. We will continue to improve our data quality and coverage to meet the needs and expectations of our stakeholders.

We evaluate our energy use across e2open's operational footprint and quantify emissions across our value chain. Our operational emissions are calculated to reflect both location- and market-based approaches.
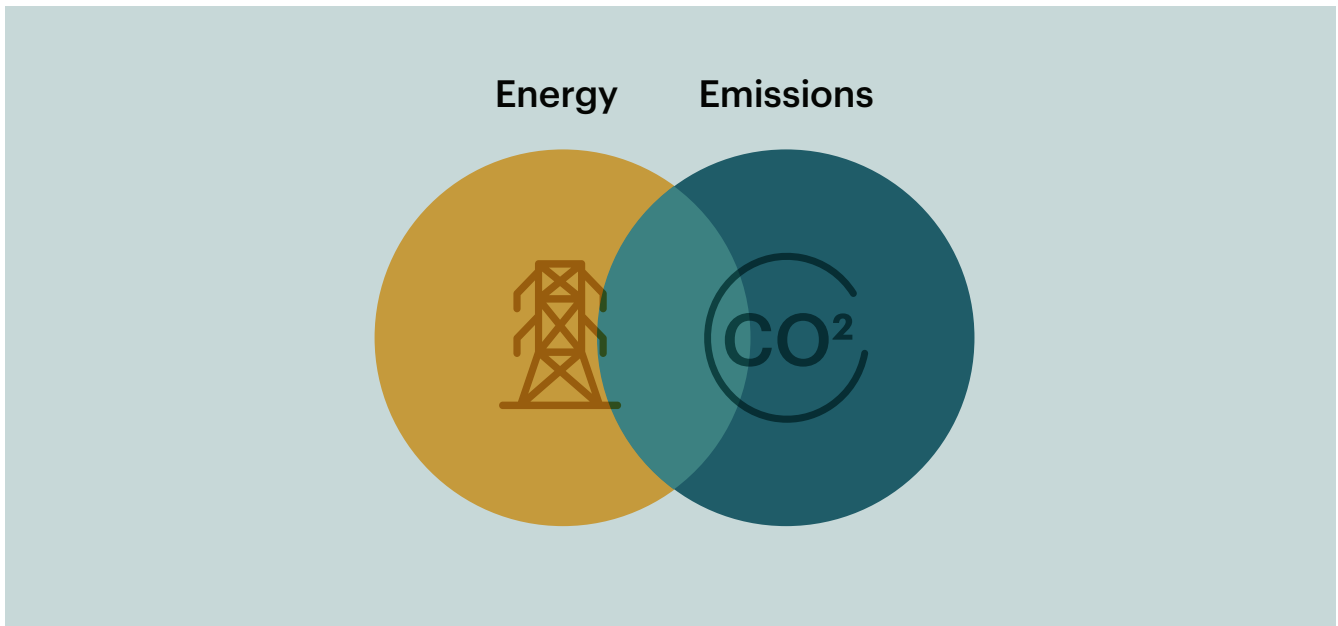
Energy

Our operational energy consumption represents 24 offices and 15 data centers around the world, mostly in the form of electricity. While our offices largely utilize electricity from the grid, our data centers source 97% of their electricity from renewable sources. Additionally, our data centers are co-located, which provides significantly improved efficiencies in the energy they consume and the water they use for cooling.

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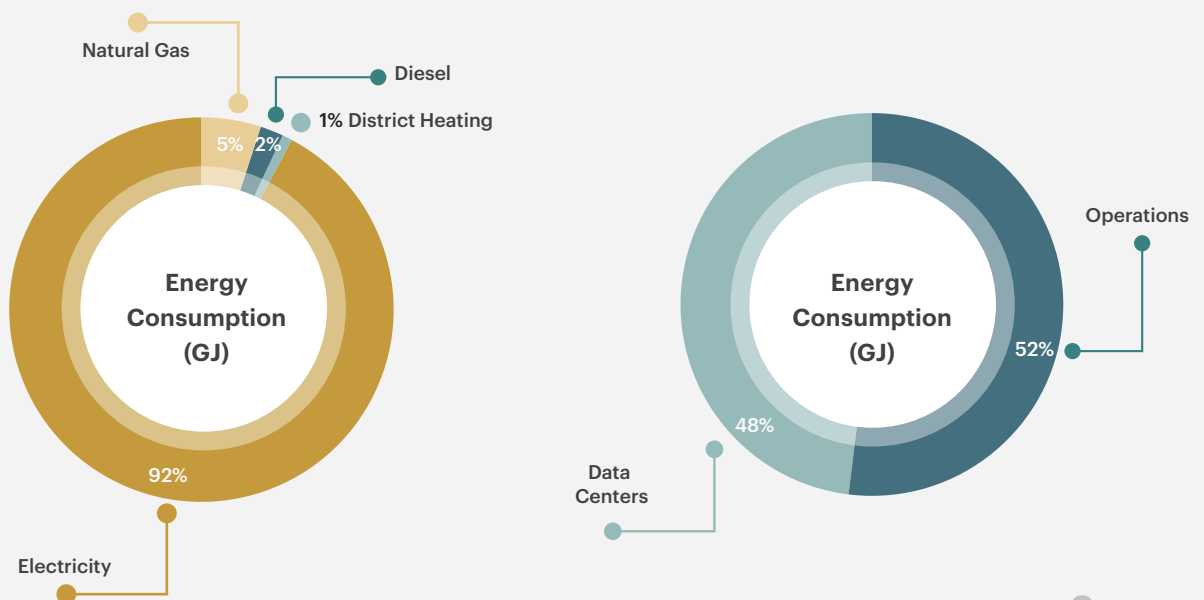
Emissions

In calculating our GHG emissions, we align our methodology and approach with the GHG Protocol. In doing so, we source our data directly from data center partners, landlords, service providers, and recognized databases. 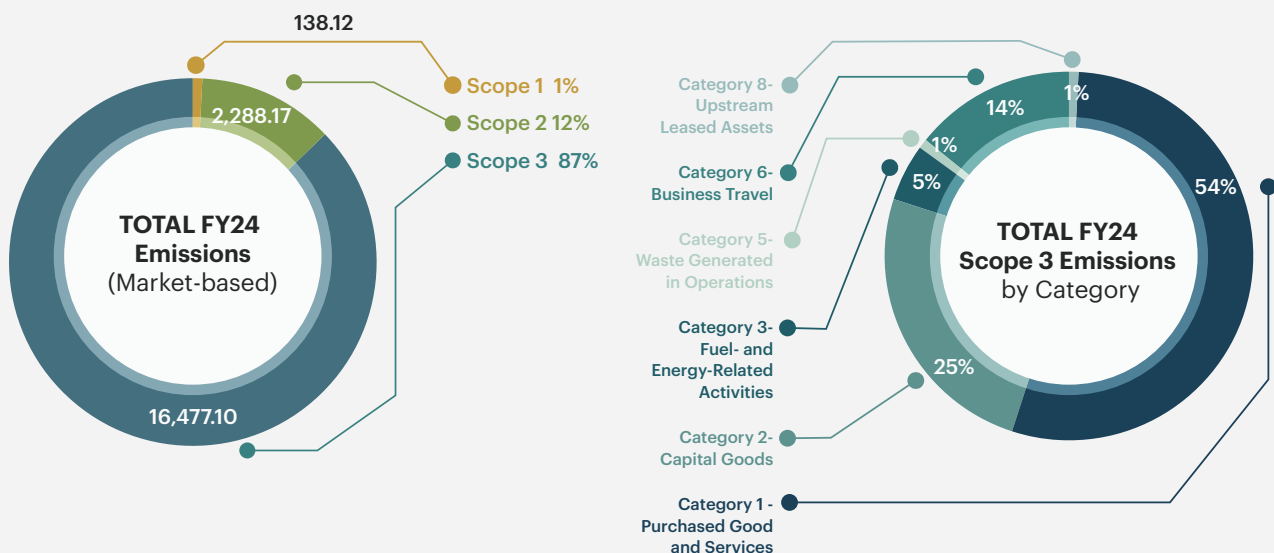The emissions associated with our cloud-based solutions are accounted for under Scope 3, Category 1 – Purchased Goods & Services.

Fiscal year 2024's emissions inventory represents an improved process in terms of both coverage and quality of data collected, as well as containing more actionable insight. Knowing where we stand helps us better understand where we are going in the years to come.

Scopes 1, 2 & 3 Emissions

Total FY24 Scope 1, 2, 3 Emissions MTCO$_2$e	Emissions MTCO$_2$e	
Scope 1 Emissions MTCO$_2$e	138.12	
Scope 2 Emissions MTCO$_2$e	**Market-based** 2,288.17	**Location-based** 3,672.93
Scope 3 Emissions MTCO e*	16,477.10	
Category 1- Purchased Goods and Services	8,983.66	
Category 2- Capital Goods	4,213.03	
Category 3- Fuel- and Energy-Related Activities	775.98	
Category 5- Waste Generated in Operations	105.55	
Category 6- Business Travel	2,279.90	
Category 8- Upstream Leased Assets	118.98	
	18,903.39 TOTAL Emissions (MTCO2e) Market-based	**20,288.16** TOTAL Emissions (MTCO2e) Location-based

*Scope 3 Methodology: For Categories 1, 2, 6, and 8, we utilized a spend-based approach to calculate estimated GHG emissions.

138.12
2,288.17
TOTAL FY24 Emissions (Market-based)
16,477.10

Scope 1 1%
Scope 2 12%
Scope 3 87%

Category 8- Upstream Leased Assets
Category 6- Business Travel
Category 5- Waste Generated in Operations
Category 3- Fuel- and Energy-Related Activities
Category 2- Capital Goods
Category 1 - Purchased Good and Services

TOTAL FY24 Scope 3 Emissions by Category

1%
14%
1%
5%
54%
25%

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Water

E2open recognizes water as a valuable and precious resource and aims to use it as efficiently as possible to deliver solutions to our customers. In fiscal year 2024, we consumed an estimated 31,061 cubic meters of water in our offices. In our co-location data centers, water is efficiently shared as a common resource, reducing the amount we need for cooling. We continue to engage with our data center partners to ensure we utilize as little water as needed to operate our systems.

Waste

In managing waste from our operational footprint, we aim to divert waste from landfills by reusing or recycling materials every chance we can. E2open's ancillary waste is sourced primarily from routine operations within our offices. By modeling across our offices, we diverted an estimated 145 metric tons of waste in fiscal year 2024, approximately 46% of our total waste production. It is crucial to dispose of electronic waste properly, as its components are often hazardous as well as valuable. We secure contracts with waste service providers who divert electronic waste (e-waste) by retooling, reusing, or recycling their components. Across five of our offices, we diverted 368 pieces of e-waste, consisting of laptops, desktop computers, monitors, and servers. We aim to improve our tracking and reporting of waste metrics over time.

Taking Action

While energy and emissions from our global offices are not substantial, we continue to understand and minimize impacts as we partner with property owners and management in our leased facilities to encourage and implement best practices. Those include energy-saving lighting, efficient heating and air conditioning systems, water conservation, waste, and other sustainable measures. Many of our leased office buildings meet rigorous green building standards and designations for operational efficiency, including Leadership in Energy and Environmental Design (LEED), the Indian Green Building Council (IGBC), and other reputable certifications. These environmental considerations, along with commute distance, access to transit, and available talent are all considerations when selecting our offices and data centers.
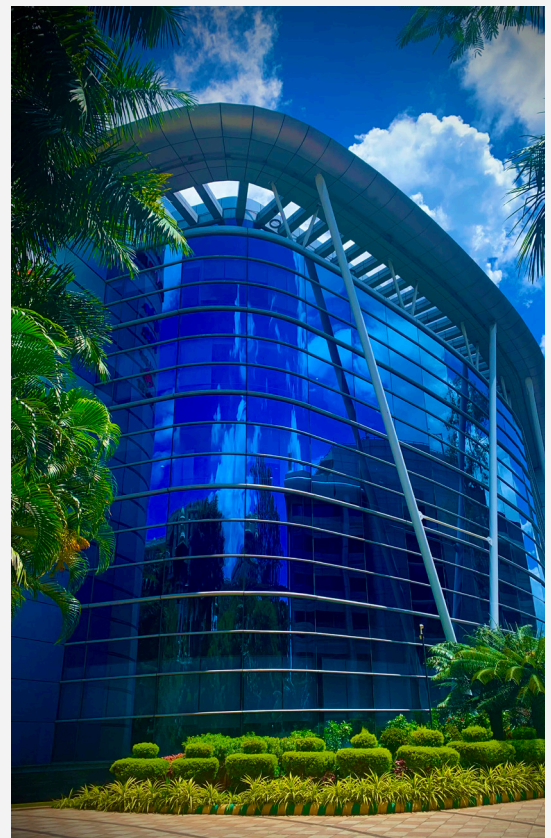
E2open Bangalore office

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Policy

Our governance structures, policies, and processes serve the needs of team members, clients, and the community. They're also designed to promote a culture of accountability and ethical conduct across our company while supporting our commitment to address global challenges through our core business.
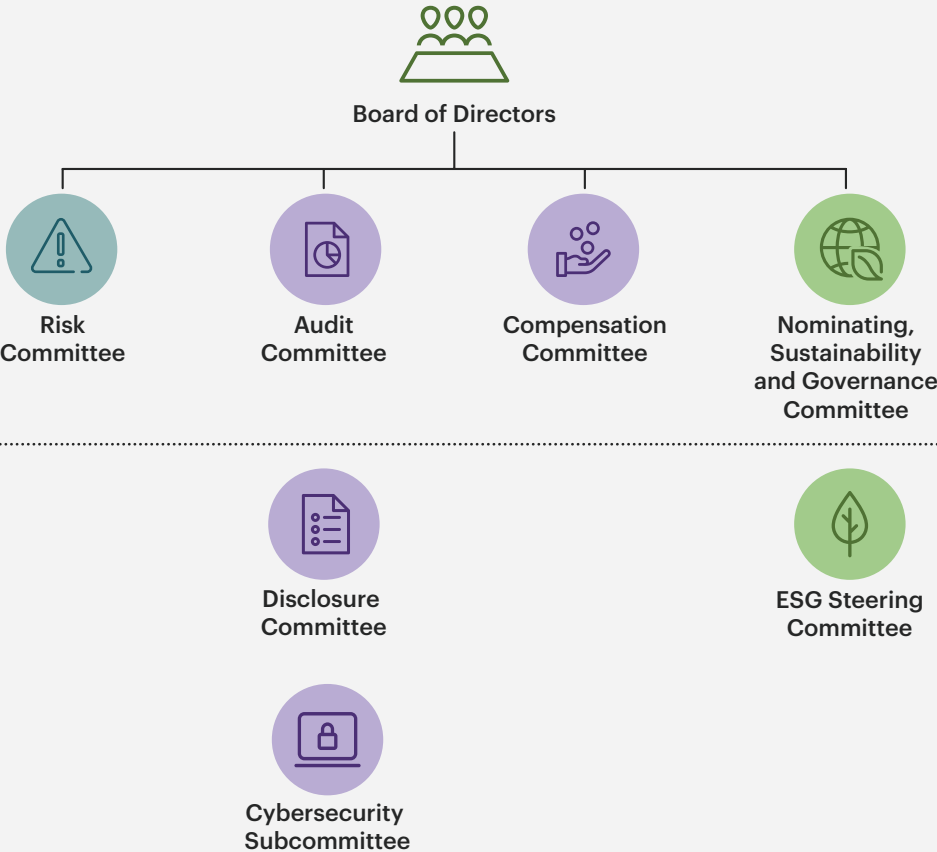
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We are committed to the highest standards of integrity in everything we do. We view good governance as essential to creating and preserving value for our shareholders and other stakeholders. Not only is e2open accountable, but we also hold our suppliers, partners, and vendors to the same high standards. We worked to maintain these standards in FY24, as laid out below.

Governance and Oversight of Sustainability

At the highest level, our sustainability efforts are overseen by the Nominating, Sustainability, and Governance (NSG) Committee of the e2open Board of Directors. It reviews these topics quarterly, as presented by the ESG Steering Committee, which is made up of cross-functional leaders from across the organization.

The NSG Committee comprises three independent members. As set forth in our **Corporate Governance Guidelines**, the NSG Committee, acting on behalf of the Board, is committed to ensuring a diversity of experiences and perspectives to continue leading our organization.

Governance Structure Overseeing Sustainability/ESG Issues

Board of Directors

- **Risk Committee**
- **Audit Committee**
- **Compensation Committee**
- **Nominating, Sustainability and Governance Committee**

- **Disclosure Committee**
- **ESG Steering Committee**

- **Cybersecurity Subcommittee**

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Ethics and Compliance

With the sensitive information we handle every day, it is imperative that we operate ethically and transparently to earn the trust our clients expect and deserve. At e2open, ethical management starts from the top with our Board of Directors, with expectations outlined in our **Corporate Governance Guidelines**.

Our **Code of Conduct** highlights our commitment to ethical behavior, policies, and values. All directors, officers, and team members are required to understand the code and comply with its terms, which include the following:

- Honest and ethical conduct
- Full, fair, accurate, timely, and understandable disclosures in the reports and documents we file
- Total compliance with all applicable government laws, rules, and regulations
- Accountability for adherence to the **Code of Conduct**
- Prompt reporting of code violations, either directly to appropriate authorities or as outlined in our **Whistleblower Policy**

We ask that all team members certify compliance with the **Code of Conduct** upon hiring and annually thereafter. In addition, we abide by comprehensive anticorruption policies and procedures and only work with partners and suppliers that share our commitment to doing business with integrity. In addition, we abide by comprehensive anticorruption policies and procedures and only work with partners and suppliers that share our commitment to doing business with integrity.

Our Audit Committee is tasked with maintaining free and open communication with our third-party auditor, internal auditor, and e2open executive leadership team. Management is responsible for preparing financial statements and determining that they are complete, accurate, and in accordance with generally-accepted accounting principles, as well as for establishing satisfactory disclosure controls and internal controls over financial reporting. The independent auditor is responsible for auditing e2open's financial statements and assessing the effectiveness of the company's internal control over financial reporting.

In FY24, we published a **new governance policy concerning our Quiet Period**, which follows the last business day of each fiscal quarter. The policy was put into place to clarify the timing of the quarterly Quiet Period as it relates to financial disclosures and questions related to the financial position of the company during this period.

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Data and Information Security

We take data security seriously. Ensuring the privacy of our customers' data and maintaining airtight information security are essential functions in our operations.

E2open maintains a comprehensive library of internal and external policy and procedure documents that define the various control areas and domains for securing our data, assets, and information and are regularly reviewed and monitored. This gives us the confidence and ability to deliver and develop consistent and quality products and services for our customers while maintaining compliance.

Our **Privacy Policy** governs how we collect, use, share, and secure the personal information users provide when accessing our websites and services. We conduct annual privacy training for all our team members and maintain ongoing compliance with the General Data Protection Regulation (GDPR).

We do not perform any behavioral advertising and do not sell or data-mine personal user data for secondary purposes. We comply with TRUSTe Privacy Certification regarding the collection, use, and retention of personal information transferred from the European Union, Switzerland, and the United Kingdom to the United States.

Risk Management

E2open identifies and applies a risk-based approach to all our information systems. We conduct annual Business Impact Assessments (BIAs) to identify critical processes, assess the level of potential impact of disruptions, set prioritized timelines for recovery, and identify critical dependencies and suppliers. Identification of information assets and final classification of risk is performed with input from the business, and risk treatment is identified accordingly based on industry-recognized risk frameworks. Together, the risk assessment and BIA drive continuity priorities and mitigation/recovery strategies for our Business Continuity Plans.

The Global Information Security Management System (ISMS) Policy set is governed by an overarching Global Information Security Policy that defines the hierarchy and delineates the security domains of the supporting policies. The Global ISMS Policy Set aligns with industry best practices such as the National Institute of Standards and Technology (NIST) and the ISO 27001:20013 framework, and includes policy documents such as:

- **Acceptable Use**
- **Anti-virus**
- **Asset Management**
- **Business Continuity**
- **Code of Business Conduct and Ethics**
- **Data Disposal and Destruction**
- **Encryption**
- **Information Classification and Handling**
- **Network Security**
- **Privacy**
- **Secure Development**
- **Vendor Management**

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Business Continuity

The e2open Business Continuity Plan (BCP) is maintained to minimize disruption to our operations during an established emergency or incident. Formal business continuity and disaster recovery plans for our facilities are regularly reviewed and updated to ensure we continue to serve our customers.

The BCP includes various hypothetical scenarios that may pose a risk to our operations and lays out processes to follow in the event that such a scenario occurs, ranging from natural disasters to domestic terror.

Human Rights

Our **Human Rights Statement** reflects our dedication to the preservation of basic rights and human dignity in our workplace. This includes strictly prohibiting behaviors such as forced labor, human trafficking, and modern slavery. Through our **Supplier Code of Conduct**, we flow down these principles to our supplier network. Moreover, as a supply chain software company, we help our clients recognize and preserve human rights within the supply chain through the solutions we offer.

Our customers' average uptime in FY24 was 99.97%.

E2open conducts a robust and comprehensive evaluation of new e2open suppliers and vendors that includes compliance areas such as record-keeping accuracy, anti-corruption and ethical practices, data privacy, conflicts of interest, human rights and fair labor practices, and other requirements and standards.

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Appendix

The following pages highlight e2open's responses for our ESG Disclosures.

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SASB Index

Topic	Metric	Unit of Measure	Code	FY24 Response
Environmental Footprint of Hardware Infrastructure	1) Total energy consumed 2) Percentage grid electricity 3) Percentage renewable	Gigajoules (GJ), Percentage (%)	TC-SI-130a.1	1) 31,464.22 GJ 2) 49.9% 3) 50.1% See pg. 19 in our 2024 Sustainability Report for information about energy.
	1) Total water withdrawn 2) Total water consumed 3) Percentage of each in regions with High or Extremely High Baseline Water Stress	Thousand cubic meters (m3), Percentage (%)	TC-SI-130a.2	See pg. 21 in our 2024 Sustainability Report. Our water data has continued to be modeled based on limited facility data. E2open leases facilities in India, which is considered a high baseline water stress area. Regions of water stress are classified as such based on the High or Extremely High Baseline Water Stress categories using the World Resources Institute's (WRI) Water Risk Atlas tool, Aqueduct.
	Discussion of the integration of environmental considerations into strategic planning for data center needs	n/a	TC-SI-130a.3	See pg. 18-19, 21 in our 2024 Sustainability Report.
Data Privacy & Freedom of Expression	Description of policies and practices relating to targeted advertising and user privacy	n/a	TC-SI-220a.1	Please refer to our Privacy Policy.
	Number of users whose information is used for secondary purposes	Number	TC-SI-220a.2	We do not have any users whose information is used for secondary purposes. (0)
	Total amount of monetary losses as a result of legal proceedings associated with user privacy	USD ($)	TC-SI-220a.3	In FY24, there were no monetary losses as a result of legal proceedings associated with user privacy.
	1) Number of law enforcement requests for user information 2) Number of users whose information was requested 3) Percentage resulting in disclosure	Number, Percentage (%)	TC-SI-220a.4	We do not disclose this information due to its sensitive nature.
	List of countries where core products or services are subject to government-required monitoring, blocking, content filtering, or censoring	n/a	TC-SI-220a.5	In FY24, there were no instances of product censorship due to government required monitoring.

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SASB Index (CONT)

Topic	Metric	Unit of Measure	Code	FY24 Response
Data Security	1) Number of data breaches 2) Percentage that are personal data breaches 3) Number of users affected	Number, Percentage (%)	TC-SI-230a.1	In FY24, e2open experienced no material data breaches.
	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	n/a	TC-SI-230a.2	This information can be located in our 10-K pg. 38.
Recruiting & Managing a Global, Diverse & Skilled Workforce	Percentage of employees that require a work visa	Percentage (%)	TC-SI-330a.1	3%
	Employee engagement as a percentage	Percentage (%)	TC-SI-330a.2	We conduct an annual employee engagement survey. In FY24, we had a response rate of 75%.
	Percentage of (1) gender and (1) diversity group representation for (a) executive management, (b) non-executive management, (c) technical employees, and (d) all other employees	Percentage (%)	TC-SI-330a.3	Please refer to our Gender and Ethnic Diversity metrics on pg. 37 of the 2024 Sustainability Report. Data is currently available for U.S.-based employees only.
Intellectual Property Protection & Competitive Behavior	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	USD ($)	TC-SI-520a.1	In FY24, there were no monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations.
Managing Systemic Risks from Technology Disruptions	Number of (1) performance issues and (2) service disruptions; (3) total customer downtime	Number, Days	TC-SI-550a.1	In FY24, we issued no SLA (Service Level Agreement) credits. There were no notable service disruptions. Total downtime was 0.0023%
	Description of business continuity risks related to disruptions of operations	n/a	TC-SI-550a.2	This information can be located in our 10-K pg. 25-27.
Activity Metrics	1) Number of licenses or subscriptions 2) Percentage cloud-based	Number, Percentage (%)	TC-SI-000.A	E2open does not publish this information.
	1) Data processing capacity 2) Percentage outsourced	See note	TC-SI-000.B	In FY24, total data processing capacity was 135,753 vCPU's. Approximately 76.3% of that capacity is located in e2open-operated data centers (co-location facilities), with 23.7% on e2open-operated public cloud.
	1) Amount of data storage 2) Percentage outsourced	Petabytes, Percentage (%)	TC-SI-000.C	In FY24, total data storage was 17.884 petabytes. Approximately 84.5% of that storage was located in e2open-operated data centers (co-location facilities), with 15.5% on e2open-operated public cloud.

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GRI Index

Indicator Name	Indicator Number	FY24 Response
GRI Universal Standards 2021		
GRI 2: General Disclosures		
1. The Organization and its Reporting Practices		
Organizational details	2-1	Name of the organization: E2open Parent Holdings, Inc. Location of headquarters: 9600 Great Hills Trail #300E, Austin, Texas 78759 Location of operations: 10-K pg. 39 Ownership and legal form: 10-K pg. 6, 10
Entities included in the organization's sustainability reporting	2-2	This report covers E2open Parent Holdings, Inc.
Reporting period, frequency, and contact point	2-3	Reporting period: March 1, 2023 to February 29, 2024. Frequency: Annual Reporting Contact point: Dusty Buell, Head of Investor Relations **dusty.buell@e2open.com**
Restatements of information	2-4	There were no restatements of information during the reporting period.
External assurance	2-5	Our Sustainability Report has not been externally assured.
2. Activities and Workers		
Activities, value chain, and other business relationships	2-6	This information can be located in our 10-K pg. 6-7.
Employees	2-7	This information can be located in our 10-K pg. 10-11. See pg. 5, 37 of our 2024 Sustainability Report.
Workers who are not employees	2-8	E2open uses the services of contractors and consultants on limited contract terms but does not publish any further information.
3. Governance		
Governance structure and composition	2-9	Our governance structure is discussed in our Proxy Statement pg. 24-28.
Nomination and selection of the highest governance body	2-10	This information can be located in our Proxy Statement pg. 22-24.
Chair of the highest governance body	2-11	This information can be located in our Proxy Statement pg. 16, 24.
Role of the highest governance body in overseeing the management of impacts	2-12	See pg. 23 in our 2024 Sustainability Report. This information can also be found on pg. 10-15 of our 10-K and e2open's Proxy Statement pg. 27.

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GRI Index (CONT)

Indicator Name	Indicator Number	FY24 Response
Delegation of responsibility for managing impacts	2-13	See pg. 23 in our 2024 Sustainability Report. This information can also be found on pg. 27 of our Proxy Statement and pg. 4 of our Corporate Governance Guidelines. Please also see our NSG Committee charter.
Role of the highest governance body in sustainability reporting	2-14	This information can be located in our Proxy Statement pg. 27 and pg. 23 of our 2024 Sustainability Report.
Conflicts of interest	2-15	This information can be located on pg. 17-18 of our Code of Conduct and Ethics.
Communication of critical concerns	2-16	Critical concerns and other information are presented to the Board at least on a quarterly basis, based on the content and subject matter.
Collective knowledge of the highest governance body	2-17	This information can be located in our Proxy Statement pg. 14-21.
Evaluation of the performance of the highest governance body	2-18	This information can be located in our Proxy Statement pg. 38.
Renumeration policies	2-19	This information can be located in our Proxy Statement pg. 28, 41-55.
Process to determine renumeration	2-20	This information can be located in our Proxy Statement pg. 28, 41-55.
Annual total compensation ratio	2-21	This information can be located in our Proxy Statement pg. 67-68.
4. Strategy, Policies and Practices		
Statement on sustainable development strategy	2-22	Our sustainability strategy can be found on pg. 6 of our 2024 Sustainability Report.
Policy commitments	2-23	Our Policy commitments can be found on pg. 22-26 of our 2024 Sustainability Report. See our Governance Documents page for publicly posted policies.
Embedding policy commitments	2-24	E2open's leadership team and Board of Directors oversee the development of the company's policies as well as their implementation across company activities.
Processes to remediate negative impacts	2-25	See pg. 18, 21 in our 2024 Sustainability Report. Our goals and targets are under evaluation.
Mechanisms for seeking advice and raising concerns	2-26	Various reporting tools are available for reporting any concerns our employees may have. Please refer to our Code of Conduct and Ethics pg. 4. Also see our Whistleblower Policy and our Ethics and Business Conduct Policy for e2open Suppliers.
Compliance with laws and regulations	2-27	In FY24, e2open had no significant instances of non-compliance with laws and regulations.

e2open

GRI Index (CONT)

Indicator Name	Indicator Number	FY24 Response
Membership	2-28	In FY24, e2open participated in the following industry organizations aligned with our product offering. The following organizations are a sample of organizations in line with ESG related topics: • American Apparel and Footwear Association • Council for Supply Chain Management Professionals • International Compliance Professionals Association • Women in International Trade – N. California • National Customs Brokers & Forwarders Association of America • Others
5. Stakeholder engagement		
Approach to stakeholder engagement	2-29	Please see pg. 6 in our 2024 Sustainability Report for information regarding e2open's stakeholder engagement.
Collective bargaining agreements	2-30	In FY24, no employees were covered by collective bargaining agreements.
Energy Efficiency and Renewables (GRI 302 Energy 2016)		
Management of material topics	3-3	Please see pg. 6 in our 2024 Sustainability Report for information regarding e2open's management practices of our established material topics. Please see pg. 19 of our 2024 Sustainability Report for information about energy efficiency and renewable energy.
302-1 Energy Consumption Within the Organization	302-1	Our FY24 energy consumption was 31,464.22 GJ across our offices and data centers. Please see pg. 19 in our 2024 Sustainability Report.
302-3 Energy intensity	302-3	Our FY24 energy intensity is 8.03 GJ/FTE and includes scope 1 and 2 energy sources. Please see pg. 19 in our 2024 Sustainability Report for more information.
302-5 Reductions in Energy Requirements of Products and Services	302-5	Please see pg. 19, 21 of our 2024 Sustainability Report.
Climate Change and GHG Emissions (GRI 305 Emissions 2016)		
Management of material topics	3-3	Please see pg. 6 in our 2024 Sustainability Report for information regarding e2open's management practices of our established material topics. Please see pg. 20 of our 2024 Sustainability Report for information about climate change and GHG emissions.
Direct (Scope 1) GHG Emissions	305-1	Our FY24 direct (Scope 1) GHG emissions were 138.12 MT CO_2e. See pg. 20 of our 2024 Sustainability Report for more information.
Energy Indirect (Scope 2) GHG Emissions	305-2	Our FY24 indirect (Scope 2) market-based GHG emissions were 2,288.17 MT CO_2e. See pg. 20 of our 2024 Sustainability Report for more information.
Other Indirect (Scope 3) GHG Emissions	305-3	Our FY24 other indirect (Scope 3) GHG emissions were 16,477.10 MT CO_2e. See pg. 20 of our 2024 Sustainability Report for more information.
GHG Emissions Intensity	305-4	Our FY24 emissions intensity was 4.21 MT CO_2e/FTE and includes Scope 1, 2 (market-based), and 3 emissions sources. See pg. 20 of our 2024 Sustainability Report for more information.

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GRI Index (CONT)

Indicator Name	Indicator Number	FY24 Response
Solid Waste / E-Waste (GRI 306 Waste 2020)		
Management of material topics	3-3	Please see pg. 6 in our 2024 Sustainability Report for information regarding e2open's management practices of our established material topics. See pg. 21 in our 2024 Sustainability Report for information about waste and e-waste.
Waste diverted from disposal	306-4	We recycled 145.05 MT of waste in FY24. We also diverted 368 pieces of e-waste from 5 of our locations, primarily consisting of laptops, desktops, and monitors. See pg. 21 of our 2024 Sustainability Report for more information.
Waste directed to disposal	306-5	We landfilled 172.17 MT of waste in FY24. See pg. 21 of our 2024 Sustainability Report for more information.
Environmental Impacts of Products and Services (GRI 308 Supplier Environmental Assessment 2016)		
Management of material topics	3-3	Please see pg. 6 in our 2024 Sustainability Report for information regarding e2open's management practices of our established material topics. See pg. 8-9, 26 in our 2024 Sustainability Report for information about Environmental Impacts of Products and Services.
New suppliers that were screened using environmental criteria	308-1	We do not screen suppliers using environmental criteria at this time. E2open requires all medium- and high-risk vendors, based on internal designation criteria, to sign e2open's Supplier Code of Conduct.
Negative environmental impacts in the supply and actions taken	308-2	We are not aware of any negative environmental impacts in our supply chain.
Employee Health and Wellness (GRI 403 Occupational Health and Safety 2018)		
Management of material topics	3-3	Please see pg. 6 in our 2024 Sustainability Report for information regarding e2open's management practices of our established material topics. See pg. 14 in our 2024 Sustainability Report for information about Employee Health and Wellness.
Occupational Health and Safety Management System	403-1	Please see pg. 14 of our 2024 Sustainability Report for information about health and safety.
Hazard Identification, Risk Assessment and Incident Investigation	403-2	We have a global Safety Committee that meets regularly to monitor global health and safety issues and provide guidance.
Occupational Health Services	403-3	Please see pg. 14 of our 2024 Sustainability Report.
Worker participation, consultation, and communication on occupational health and safety	403-4	E2open has a global safety committee that meets monthly as well as safety procedures for office-based work available to employees.

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GRI Index (CONT)

Indicator Name	Indicator Number	FY24 Response
Work training on occupational health and safety	403-5	We have limited risk of work-related injuries and do not have training on Occupational Health and Safety.
Promotion of worker health	403-6	E2open provides health benefits to our employees and promotes wellness through activities and internal campaigns.
Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	403-7	E2open does not have prevention or mitigation measures related to health and safety impacts linked to business relationships.
Work-related injuries	403-9	While we have limited risk of work-related injuries, we have policies for reporting work-related injuries. Please see pg. 12 of our Code of Conduct and Ethics for more information.
Work-related ill health	403-10	E2open provides both short- and long-term disability benefits as well as general medical benefits to assist our employees in the case of ill health.
Training and Education (GRI 404 Training and Education 2016)		
Management of material topics	3-3	Please see pg. 6 in our 2024 Sustainability Report for information regarding e2open's management practices of our established material topics. Please see pg. 13 of our 2024 Sustainability Report for information about team member training.
Average hours of training per year per employee	404-1	Please see pg. 13 of our 2024 Sustainability Report.
Programs for upgrading employee skills and transition assistance programs	404-2	Please see pg. 13 of our 2024 Sustainability Report for information on training and development.
Percentage of employees receiving regular performance and career development reviews	404-3	In FY24, 100% of employees under C-level participated in performance review and goal setting sessions.
Diversity, Equity, and Inclusion (GRI 405 Diversity and Equal Opportunity 2016, GRI 406 Non-Discrimination)		
Management of material topics	3-3	Please see pg. 6 in our 2024 Sustainability Report for information regarding e2open's management practices of our established material topics. See pg. 15 in our 2024 Sustainability Report for information about Diversity, Equity, and Inclusion.
Diversity of governance bodies and employees	405-1	Please see pg. 37 of our 2024 Sustainability Report for diversity information.
Ratio of basic salary and remuneration of women to men	405-2	The ratio of compensation of women to men is broken out by region: AMER: 0.83:1 EMEA: 0.78:1 APAC: 0.72:1
Incidents of discrimination and corrective actions taken	406-1	We have not documented any incidents of discrimination in FY24.

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GRI Index (CONT)

Indicator Name	Indicator Number	FY24 Response
Human Rights (GRI 408 Child Labor, GRI 409 Forced Labor, GRI 411 Rights of Indigenous Peoples 2016, GRI 414 Supplier Social Assessment 2016)		
Management of material topics	3-3	Please see pg. 6 in our 2024 Sustainability Report for information regarding e2open's management practices of our established material topics. See pg. 26 of our 2024 Sustainability Report for information about human rights.
Operations and suppliers at significant risk for incidents of child labor	408-1	All new vendors and existing vendors are regularly screened against e2open's internal Restricted Party Screening tool to ensure that they are not on any sanctions lists, including sanctions related to violations of labor laws.
Operations and suppliers at significant risk for incidents of forced or compulsory labor	409-1	All new vendors and existing vendors are regularly screened against e2open's internal Restricted Party Screening tool to ensure that they are not on any sanctions lists, including sanctions related to violations of labor laws.
Incidents of violations involving rights of indigenous peoples	411-1	We do not have any documented incidents of violations involving the rights of indigenous peoples.
New suppliers that were screened using social criteria	414-1	While e2open does not publish this information, we do evaluate all new suppliers based on their commitment to human rights.
Negative social impacts in the supply chain and actions taken	414-2	We are not aware of any negative social impacts in our supply chain in FY24.
Network and Data Security (GRI 410 Security Practices 2016)		
Management of material topics	3-3	Please see pg. 6 in our 2024 Sustainability Report for information regarding e2open's management practices of our established material topics. Please see pg. 25 for more information on network and data security.
Security personnel trained in human rights policies or procedures	410-1	Please see e2open's Human Rights Statement and Ethics and Business Conduct Policy for e2open Suppliers for more information regarding human rights.
Social Impacts of Products and Services (GRI 413 Local Communities 2016)		
Management of material topics	3-3	Please see pg. 6 in our 2024 Sustainability Report for information regarding e2open's management practices of our established material topics.
Operations with local community engagement, impact assessments, and development programs	413-1	See pg. 17 of our 2024 Sustainability Report for information about community engagement.
Operations with significant actual and potential negative impacts on local communities	413-2	We do not have any operations that we identify as having any significant negative impacts on local communities.

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GRI Index (CONT)

Indicator Name	Indicator Number	FY24 Response
Privacy (GRI 418 Customer Privacy 2016)		
Management of material topics	3-3	Please see pg. 6 in our 2024 Sustainability Report for information regarding e2open's management practices of our established material topics. Please see pg. 25 for more information on privacy.
Substantiated complaints concerning breaches of customer privacy and losses of customer data	418-1	E2open had no substantiated complaints concerning breaches of customer privacy and losses of customer data.
Extra Material Topics		
GRI 206: Anti-Competitive Behavior		
Management of material topics	3-3	Please see pg. 6 in our 2024 Sustainability Report for information regarding e2open's management practices of our established material topics.
Legal Actions for Anti-Competitive Behavior, Anti-Trust, and Monopoly Practices	206-1	E2open does not have any current or pending legal actions related to anti-competitive behavior, anti-trust, or monopoly practices.
GRI 205: Anti-Corruption		
Management of material topics	3-3	Please see pg. 6 in our 2024 Sustainability Report for information regarding e2open's management practices of our established material topics.
Operations assessed for risks related to corruption	205-1	We have not identified any operations with risks related to corruption.
Communication and training about anti-corruption policies and procedures	205-2	E2open requires annual compliance training for FCPA, GDPR, and our Codes of Conduct and Ethics.
Confirmed incidents of corruption and actions taken	205-3	E2open had no incidents of corruption in FY24.

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Diversity Metrics

U.S. Gender Representation*			
Job Categories	**Women**	**Men**	**Not Disclosed**
Executive Management	30%	70%	0%
Non-Executive Management	34%	66%	0%
Technical Employees	35%	65%	0%
All Other Employees	37%	63%	0%

U.S. Ethnic Representation*							
Job Categories	**White**	**Black or African American**	**Asian**	**Native Hawaiian or Other Pacific Islander**	**American Indian or Alaska Native**	**Hispanic or Latino**	**Two or More Races**
Executive Management	76%	3%	17%	1%	0%	1%	2%
Non-Executive Management	73%	1%	19%	1%	1%	4%	2%
Technical Employees	68%	5%	18%	1%	0%	7%	1%
All Other Employees	77%	4%	4%	0%	0%	13%	1%

*As of December 31, 2023

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