e2open

ESG Report

A Connected World: 2022

Table of Contents

A Letter From Our CEO	3
About This Report	4
About e2open	5
ESG and Our Stakeholders	6
Today's Solutions for the Connected Supply Chain	8
The Future of Supply Chain	11
Planet	12
Sustainability at e2open	13
Energy and Greenhouse Gas (GHG) Emissions	14
People	17
People at e2open	18
Culture	19
Diversity, Equity, and Inclusion	23
Community	24
Policy	25
Governance	26
Appendix	29

A Letter From Our CEO

Michael Farlekas
President and CEO | e2open

E2open's most valuable contribution to the improvement of our world is our team and platform's proven ability to reduce the cost of goods, waste, and emissions for the 6,000-plus clients we serve every day. Our connected supply chain platform creates value by reducing risk, improving compliance, and helping our clients eliminate waste from the global system, using AI to more accurately determine the lowest-cost transportation mode with the lowest carbon footprint, eliminating waste through better planning, and reducing emissions from wasted miles through improved logistics.

Since our last report, we have seen dynamic changes to the world around us. There has been progress in battling Covid-19, and emerging challenges like the war in Ukraine and other humanitarian crises that have exasperated ongoing supply chain disruptions.

Despite these challenges to how goods are made, moved, and shipped across the planet, we have seen inspiration and innovation rise to the surface as we adapt and move forward. Through it all, supply chains continue to connect all of us. We remain committed to improving the underlying technology powering the world's supply chains.

We also celebrated the successful acquisition of BluJay and Logystix—welcoming amazing team members, clients, and partners to our family. Building our family of solutions brings us closer to our vision of a connected, end-to-end supply chain, and adding world-class team members helps us turn that vision into an even greater reality.

As recognized leaders in supply chain solutions, we have the unique ability to take what has traditionally been individual objectives and unify them. By connecting companies, local suppliers, and multi-enterprise solutions with millions of problem-solvers and decision makers every day, we're creating a more efficient global supply chain that helps communities thrive.

While there's always more work to do, we believe that actions speak louder than words. This is why we have started integrating more environmental, social, and governance (ESG) principles and practices into our operations, culture, and business strategy through our four P's: planet, people, platform, and policy. We've established a board committee to oversee ESG-related topics, and we've created an ESG Steering Committee to lead our ESG efforts, engage with stakeholders, and play an active role in supporting our clients' ESG goals and objectives.

Our commitment is to create a more sustainable, inclusive, and prosperous supply chain. It's a commitment that's aligned to our company purpose that drives our more than 4,000 team members worldwide. I'm immensely proud of them and thank them for their dedication to our operating principles and values, as well as their teamwork and enthusiasm.

This report reflects the progress we have made on our ESG journey and opens a new chapter in e2open's history. The future looks bright, and I'm excited by the opportunities ahead of us as we work together with our clients toward a sustainable future where we are **Moving as one.™**

About This Report

This report illustrates how we bring our purpose and vision to life through our business. We are committed to clear and transparent ESG reporting to our stakeholders. Our reporting process is evolving along with our approach to corporate responsibility, which includes additional data, transparency, and supporting policies.

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 our SASB Index and our alignment against the United Nations Sustainable Development Goals (UN SDGs).

We continue to integrate 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 EGS website**, which includes our disclosures, policies, commitments, and data as appropriate.

Future reports will be published annually following our fiscal year filings.

Scope and Boundaries

This report covers data and metrics for E2open Holdings LLC (NYSE: ETWO), referred to as "e2open," for its fiscal year 2022 (FY22) which encompasses March 1, 2021, through February 28, 2022, unless otherwise noted. The baseline year, when applicable, reflects FY21 reported data. Our FY22 report spans all e2open sites worldwide, including data centers, and presents relevant information as available. Greenhouse gas (GHG) calculations reflect best practices and align with GHG Protocol. For areas in which data was limited or not available, we used modeling methodologies and described them in the relevant section.

Sustainable Development Goals

Our role as a leading global supply chain technology company makes it incumbent on us to innovate toward achieving the UN SDGs. Our ESG strategy highlights alignment with several SDGs, and our reporting will continue to evolve to include specific metrics and progress where possible.

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 400,000 manufacturing, logistics, channel, and distribution partners as one multi-enterprise network tracking over 12 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.

Important core operating principles and values form 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 FY22

$479.1M

Team members

4,000+

Status

ISO 27001 Certified

ESG and Our Stakeholders

We all have a responsibility to protect and enrich our planet together. Today, global connected supply chains have the power to drive meaningful change and move as one toward collective action and a future that will improve the quality of lives across the world. Driven by our purpose and values our approach is more than just words. It's reflected in our actions and within our solutions as we strive to be good stewards in the communities where we live, work, and play.

E2open solutions help reduce the cost of goods and create opportunities to do what's right for our planet and our communities.

As the leader in connected supply chain solutions, e2open is working collaboratively with our industry to improve the world by connecting corporate goals to decision-ready data and enterprise technology solutions aligned with sustainability best practices, environmental stewardship, and socially responsible behaviors and governance. Individually, we all have the power to make impacts. Together, moving as one, we have a choice in how we respond to create and support a safe, resilient, and more sustainable supply chain.

Materiality and Our Stakeholders

As part of our ongoing ESG journey, we worked with an independent third party to conduct a materiality assessment in early 2022. This assessment evaluated 22 ESG topics and engaged key stakeholders to identify the areas that are most relevant and material to our business. These topics help inform the issues we report on, those we present to the board of directors, and how we prioritize action. Key stakeholders engaged in the assessment included management, team members, investors, clients, partners, peers, and industry groups. The assessment and final report serve as a foundation for our ESG strategy and allows us to make strategic and deliberate steps as we work as a company and alongside our clients in line with our corporate purpose.

Based on the results of the materiality assessment, we have established priorities and initiatives that create value for our stakeholders (highlighted below). Additionally, we will enhance the transparency and accountability that upholds our reputation as a company committed to **Moving as one.™**

Key ESG Topics

Environmental	Social	Governance
• Climate Change and GHG Emissions • Energy Efficiency and Renewables • Solid Waste/E-Waste • Environmental Impacts of Products and Services	• Diversity, Equity, and Inclusion • Human Rights • Training and Education • Employee Health and Wellness • Social Impacts of Products and Services	• Network and Data Security • Privacy

E2open is committed to unifying and optimizing global supply chains through technology and collective actions that improve quality of life, enrich outcomes, and drive meaningful change.

We believe that the supply chain and the technology and people that drive it present an opportunity for e2open to play a leading role in helping to promote and support positive and lasting change in our communities and planet. The journey is not one that happens overnight, and change will be incremental. Through engaging our stakeholders and using our materiality assessment as a foundation, we've identified the following pillars and key priorities that align with our ESG strategy: **planet, people, platform, policy**.

PILLARS	PRIORITIES/INITIATIVES	ALIGNMENT WITH UNSDGs
Planet	Minimize the impact of our own activities and supply chain with a focus on renewables, carbon emissions reduction and movement toward net zero, and reducing waste (specifically e-waste) Promote environmental stewardship through conservation of natural resources and organizational activities	12 Responsible Consumption and Production; 13 Climate Action
People	Champion diversity, equity, and inclusion through focused recruiting and retention efforts, team member resource groups, training, and awareness activities Build a culture that enables talented individuals to meet their full potential through training and development, team member recognition, and engagement Support and help communities thrive through philanthropy and volunteer activities	4 Quality Education; 5 Gender Equality; 8 Decent Work and Economic Growth; 10 Reduced Inequalities
Platform	Leverage innovation and technology to enable world-class supply chain efficiencies that reduce emissions and waste, conserve natural resources such as water, and improve lifecycle management Respect and advocate for human rights in the supply chain Protect and secure data and infrastructure	9 Industry, Innovation and Infrastructure; 10 Reduced Inequalities; 12 Responsible Consumption and Production; 13 Climate Action
Policy	Improve accountability and transparency Maintain high ethical standards at all times Integrate ESG elements into business strategy for continued growth	17 Partnerships for the Goals

Today's Solutions for the Connected Supply Chain

Progress and technology go together. That's because supply chains often represent more than 90% of a company's GHG emissions and is generally attributed to Scope 3. Our solutions are built today to help our clients understand and take action to reduce their carbon footprint in the transportation and distribution of goods, waste, and lifecycle management. Our technology serves as a critical driver of this work and presents a wealth of opportunities for making incremental improvements toward a zero carbon future.

There are four key areas in which we are already helping clients: transportation, manufacturing, inventory and fulfillment, and partner networks. These clients — who chose us based on cost and service drivers — are also achieving ESG benefits and in some cases can measure their impact.

Transportation: More Real-Time Visibility, Lower Emissions.

Transportation accounts for a significant portion of GHG emissions and typically falls into Scope 3. It touches every ecosystem in the supply chain and every stage of production and distribution. Reducing these transportation emissions starts with better planning. One way we help our clients accomplish this is by leveraging artificial intelligence (AI) to create highly accurate demand forecasts. With greater confidence in what demand will ultimately be, our clients can greatly reduce the amount of safety stock they make and move, which lowers both costs and GHG emissions. In e2open's **2021 Forecasting and Inventory Benchmark Study**, we analyzed data from some of our top clients and discovered that the use of our demand sensing and inventory optimization tools helped clients reduce safety stock up to 42% — even during the disruptions of the pandemic. This represents a sizeable reduction in manufacturing, transportation, and storage footprint — not to mention freeing up capital clients can use to invest in other ESG initiatives.

When clients form an early, accurate understanding of demand, they can predict their transportation needs further ahead of time and secure capacity on the lowest carbon transportation available to deliver goods to market on time. Better transportation planning and fewer expedited shipments means not only lower costs, but also lower emissions. Clients can view the carbon footprint of various transport scenarios within our **transportation management system (TMS)**, make carbon-aware tradeoffs, and generate GHG emissions reports that summarize their overall transportation footprint. They can also optimize loads to move the most goods with the fewest trips and leverage container management capabilities to match empty containers with nearby drivers who can haul them without making a special trip that leads to unnecessary cost and emissions. All these aspects help companies operate more sustainably. E2open's TMS has managed more than $18 billion in freight annually and averages more than 50,600 optimized loads each day, helping clients reduce emissions.

Average daily shipments managed through our TMS that can be optimized to reduce emissions

50,600+

Manufacturing: More Savings, Less Waste.

Our tools aid collaboration between companies and third-party manufacturing partners, helping prevent errors and miscommunications — and resources consumed to produce goods that won't be sold — by enabling manufacturing teams to understand what specifications and procedures to follow. Then, deep visibility and quality checks during manufacturing help reveal errors quickly, preventing the additional time, cost, and emissions incurred to keep processing goods which are already defective. Early detection of defects at any stage or tier — including work-in-process — is key, because every action done to a defective unit represents a sheer waste of capital and resources and unnecessary GHG emissions. By offering greater visibility into source materials that may be banned or sensitive, we're helping companies maintain compliance and meet social responsibility goals. Granular track-and-trace capabilities mean that if clients do conduct a recall, they are able to pinpoint only the defective goods. This reduces recall costs, emissions, and the waste footprint from the disposal of recalled products.

Inventory and Fulfillment: More Efficient, Less Carbon Impact.

Manufacturers routinely produce many times more than they need at each stage of the manufacturing process, using safety stock as a buffer against uncertainty in demand, resource availability, and transportation. However, moving materials multiple times or disposing of expired goods dramatically increases the GHG footprint. We're providing AI and real-time data to enable clients to set minimum inventory targets at any tier to achieve service levels and maximum targets to avoid waste. This reduces the impact of overproduction as well as the inevitable fallout that comes with rushing to compensate for underproduction. Clients are also leveraging e2open to actively prevent waste by automatically routing short shelf-life goods through faster-moving channels so they can be used instead of wasted. Clients use our inventory management software to make better stocking decisions. Better inventory management across various stocking locations means clients avoid emissions from simply moving inventory around to meet demand. Each of these steps means less cost, lower emissions, and reduced materials handling risk for personnel.

Partner Network: More Social Responsibility and Governance, Less Risk.

We recognize the importance of trading partner relationships. Establishing sufficient diversity as well as ESG performance across the supply base is crucial for our clients and a priority for us. Through trading partner management capabilities, we're helping clients understand if suppliers meet ESG standards before they are onboarded. Efficient supplier audit capabilities confirm key details, resolve questions, and help clients establish collaborative plans to enhance supplier performance. These audits can be an important aspect of client programs to detect and eliminate human rights or forced labor concerns. Thorough automated screenings of all transaction parties help bolster clients' compliance and anti-corruption efforts by detecting bad actors and sanctioned parties. We have invested heavily in building one of the most comprehensive global trade and compliance applications in the world, which our clients use daily to strengthen their governance and bolster import and export compliance. All this data is maintained in a centralized repository for reliable reporting and confirmation that clients are meeting certain social responsibility and governance targets.

Common ESG topics supported by e2open solutions

The Future of Supply Chain

Companies across the world recognize the increased importance of making ESG-conscious decisions, and the consequences of inaction become clearer each year. For more than 20 years, we've invested in growing our business network — because unifying the supply chain is not just for efficiency. It's good for everyone.

Imagine a world where the power of the supply chain is not in independent silos but unified to move as one to support sustainable, resilient, and prosperous communities.

Outsourced production has removed companies' direct visibility and oversight for key aspects of the business. We believe the challenge is, by definition, a multi-enterprise one. E2open's unique solutions bring the end-to-end supply chain to life with the ability for clients to make data-driven decisions to reduce their own footprint and meet their organization's goals. Individually, the world's biggest companies trust us to support their goals and objectives to control costs and safeguard service. **How do we enable companies to unlock the possibilities on their journey to net zero, supply chain decarbonization, and positively impacting communities they serve?**

Core Multi-Enterprise Connections Provide Connectedness and Transparency

Our unique vision for helping clients achieve ESG goals starts with a supply chain business network that spans the end-to-end value chain. These connections provide companies with a means to directly connect to and collaborate with all their business partners — no matter what tier, region, or level of technical sophistication. The power of the connected supply chain takes individual decisions and actions and can bring the ability to expand and scale. This breadth of connectedness is noteworthy as the inherent disconnectedness and lack of transparency within supply chains are often cited as obstacles and risks for many organizations. A supply chain with a network at the core reduces these obstacles. In addition, centralized data collection has the potential to improve efficiency, collaboration, data sharing, and record-keeping, which are becoming essential tools for organizations to reliably track and report ESG-related risks and impacts. With an eye on the future, e2open combines end-to-end solutions with a network that elevates what's possible as it relates to climate, social responsibility, and so much more.

Embedded Sustainability Influences Positive Impacts and Actions

Once organizations connect to trading partners and suppliers, two-way communication and information sharing is critical to business success. Supply chains are extraordinarily complex, with tens of thousands of interdependent, time-sensitive decisions being made daily. Historically, companies have organized their supply chains to balance two things: cost and service. As companies work toward balancing optimal levels of cost and service, sustainability has emerged as the third factor. That's why we believe sustainability must be an important component to applications that manage these business processes. Over time, each action is then exponentially perpetuated through the supply chain, creating win-win scenarios for our planet and our communities.

Planet

We all have a responsibility to protect and enrich our planet together. We're working hard to do our part by driving sustainability through every aspect of our business while helping companies integrate sustainability and resiliency through their global supply chains. It's action today for a better tomorrow.

Sustainability at e2open

Technology enables progress, and with the rapid acceleration of climate change in recent years, we understand that our environmental impacts go beyond our four walls. We have prioritized our efforts on optimizing our operational footprint, and we continue to operate with a focus on our corporate purpose: improving quality of life by enabling the most cost-effective and environmentally sound production and distribution of goods and services. Simply put, we will continue to apply best practices in sustainability and resiliency in our operations through environmental stewardship and reducing our carbon footprint while creating value for our stakeholders.

Sustainability Policy and Climate Risk

We believe it is our responsibility to contribute to the efforts to mitigate the effects of climate change by reducing the footprint of our operations and solutions, adhering to compliance and regulatory requirements worldwide, and adopting a responsible environmental approach that applies throughout our value chain, which includes minimizing the lifecycle impacts of hardware and solutions. Further, we recognize the risks posed by global climate change and are committed to doing our part to reduce global emissions in line with the best available science.

E2open strives to identify and manage environmental impacts in all areas of its business, which includes climate change considerations as part of our ongoing risk management process as well as evaluation criteria for our offices and data centers. As we embed environmental stewardship into our business practices, it's an ongoing journey. As such, we are working to evaluate and set targets and goals for the future — driven not just by words, but by action.

Our **Sustainability and Climate Change Policy**, which applies to e2open and all our businesses and subsidiaries worldwide as well as our suppliers and vendors affirms our commitment to sustainability and the mitigation of climate change impacts in our operations as well as our solutions.

Sustainable Procurement and Supplier Diversity

Our operations and procurement decisions impact environmental and social conditions in our industry and across the global supply chain. We are proud to conduct business in an ethical and transparent manner and in accordance with all applicable legal obligations. To support this, e2open conducts a robust and comprehensive compliance evaluation of all new e2open suppliers and vendors that includes record-keeping accuracy, anti-corruption and ethical practices, data privacy, conflicts of interest, human rights and fair labor practices, and other requirements and standards. E2open performs supplier/vendor attestations annually or bi-annually depending on risk with a keen focus on data and information security practices to help ensure compliance.

In addition to our supplier management policies and best practices, there are opportunities to improve supplier diversity. In early 2022, as part of our onboarding, we began to ask suppliers for diversity status, which includes these categories: women, Native American-, veteran-, LGBTQ-, and minority-owned businesses, as well as disadvantaged business enterprises.

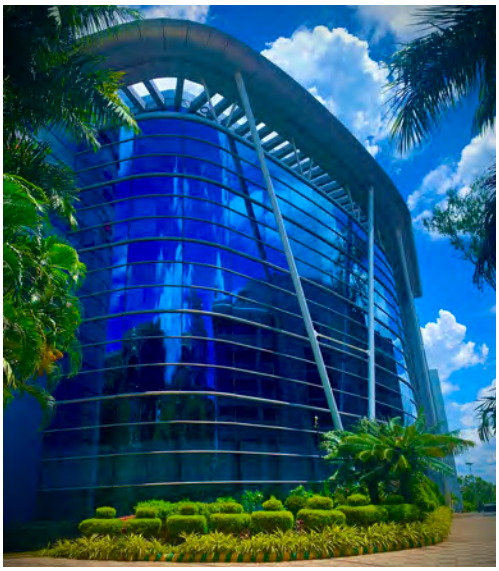
We also have updated several of our policies as they relate to our suppliers to help ensure alignment and compliance with the updated sustainability best practices in our **Ethics and Conduct Policy for e2open Suppliers**. All new suppliers are required to sign or comply with an equivalent code of their own and demonstrate that the practices and principles are flowed down throughout their own supply chain.

Energy and Greenhouse Gas (GHG) Emissions

Our energy and emissions sources consist of data centers (cloud and on-premises) and our offices. While energy and emissions from our global offices are not material, 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. These 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), Indian Green Building Council (IGBC), and other reputable certifications. This, along with commute distance, access to transit, and available talent are all considerations for our offices.

We utilize a combination of data centers and cloud-based systems to host our software. A number of considerations determine the locations and arrangements for our data centers, including geography, climate, technical competence, telecommunication access, power diversity, and talent. In FY22, we continued to optimize our data center space, offering software hosted via co-location facilities, public cloud, and the remainder being client-hosted by choice. Utilizing cloud-based solutions allows us to quickly scale and deploy software and adapt to dynamic business conditions. As such, data processing capacity varies.



E2open Bangalore office

Energy

Offices

In FY22, we operated 36 offices worldwide, which is an increase of 33% over the prior year due to the acquisition of BluJay and Logistyx. Our reported global energy consumption data covers available raw data from 11 of our key locations, leased by e2open, which accounts for approximately 68% of our total office footprint. This data was calculated utilizing best practices, normalized and applied across the organization. As we progress in our ESG journey, our data sets and depth of data availability will continue to improve.

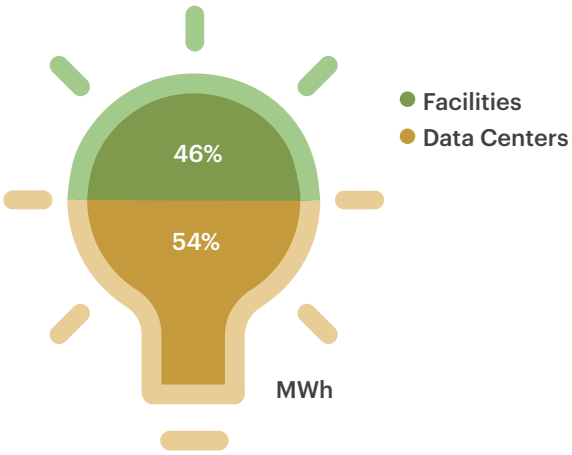
Energy in our leased facilities is approximately 6,291 MWh (22,649 GJ). Most energy is derived from electricity from the grid, with some levels of energy utilizing natural gas and diesel fuels. Availability and utilization of renewable energy varies by location and utility provider.

Data Centers

With more than 1,496* solution instances of e2open software and operational needs in FY22, our data centers used approximately 7,492 MWh (26,973 GJ) of energy.** This data utilizes available co-location data center energy. One of our providers, Equinix, represents a significant portion of our co-location data center energy utilization, of which 100% is certified as renewable. Energy data for public cloud was not included, but is discussed and covered as part of our Scope 3 data in the section on GHG emissions.

Our total energy for facilities and included data centers is 13,784 MWh (49,622 GJ)*** as summarized below.

Energy Use Total
13,784 MWh



* This figure does not include BluJay or Logistyx.
** Co-location Equinix data provided for calendar year, office data centers were decommissioned or otherwise transitioned to other locations in FY22 and not included in totals.
*** MWh sum for data centers and facilities is higher due to rounding

GHG Emissions

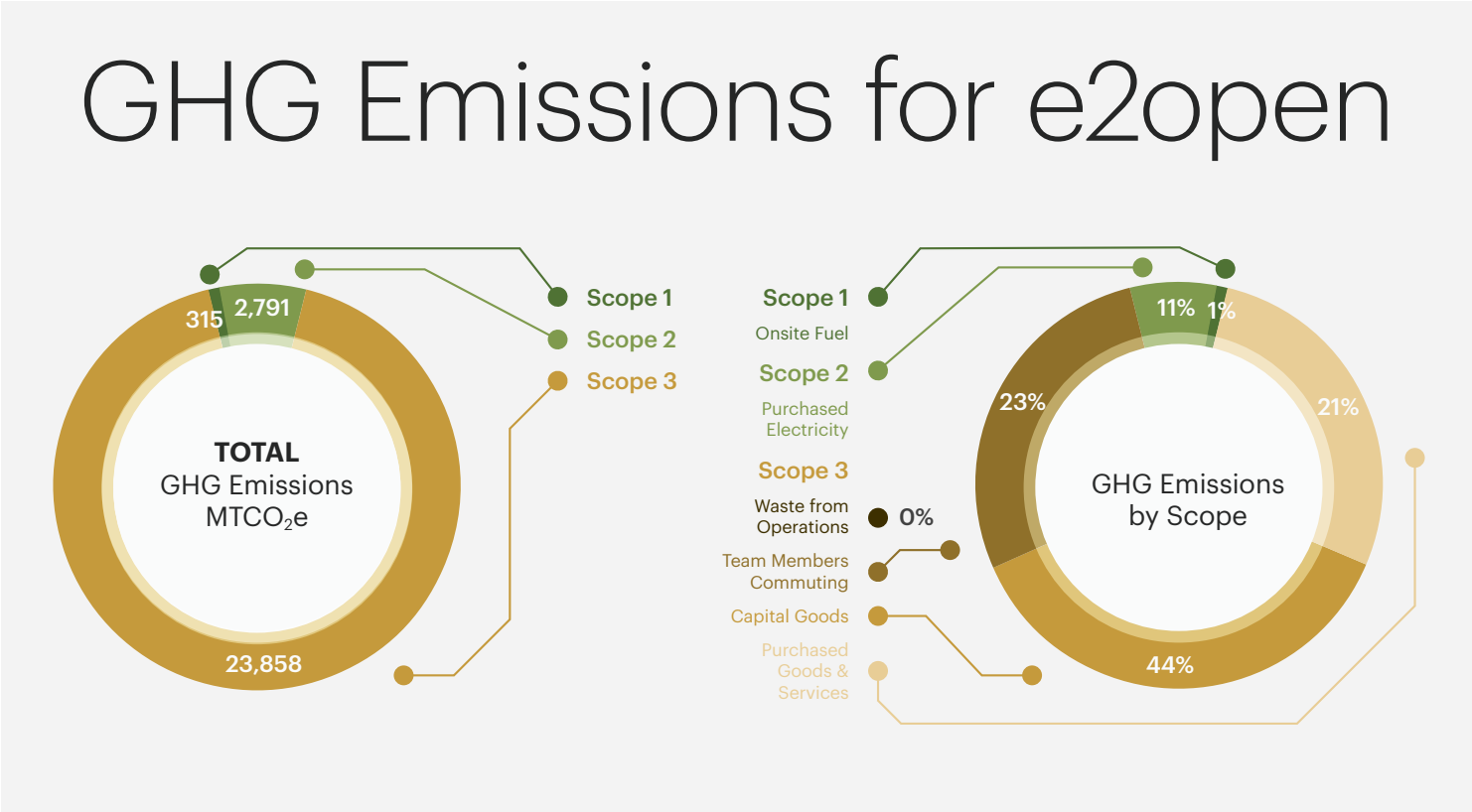
Beginning in FY21, e2open began calculating GHG values for the company that covered Scope 1 and Scope 2 emissions collectively with limited data availability. This year, we have evolved this approach using raw data obtained for the following categories: onsite-fuel consumption (Scope 1), purchased electricity (Scope 2), purchased goods and services (Scope 3), capital goods (Scope 3), waste generated in operations (Scope 3), and team member commuting (Scope 3). Since FY21 data was modeled and FY22 information is based on raw data, we will use FY22 as the benchmark year moving forward unless otherwise specified.

Calculations for emissions included aggregated raw data for fuel and purchased electricity at representative office locations, cost and quantities of goods, e-waste certificates, and supporting raw data. The data was normalized by modeling it using best practices accepted as part of the GHG protocol.

For FY22, e2open's total calculated GHG emissions from all scopes is 26,964 MT CO_2e, and our GHG Intensity is approximately 7 MT CO_2e per full-time employee. This includes Scope 1, Scope 2, and several Scope 3 categories that are new in this reporting period.

Scope 3 emissions account for approximately 89% of our overall reported emissions. Categories included in our Scope 3 calculations for this report include purchased goods and services, capital goods, team member commuting, and waste generated from operations. To calculate Scope 3 emissions for purchased goods and services along with capital goods, we used GHG Protocol best practices for estimating emissions based on spend, purchased categories, and quantities. Scope 3 data also includes emissions data provided by public cloud providers. Employee commuting is estimated base on Quantis calculations and headcount for the fiscal period. For Scope 3 waste generated from operations, we measured e-waste, which is a key component of our operations and data centers. More details on waste can be found on the following page. Related emissions from this is 0 MT CO_2e as decommissioned data centers and associated waste is 100% recycled and certified as such for compliance.

Our distribution of offices and team members grows and scales with the business. We will continue to evaluate and incorporate more locations as part of our operations and address additional material Scope 3 categories to improve data and reporting in the future.



Emissions data for representative public cloud data centers with Azure and AWS is included in Scope 3 reporting.

Water

We recognize that water usage and sourcing are an important aspect of corporate responsibility. Water consumption in our leased office spaces is typical of daily consumption for similar office spaces and not material to our operation. We will continue to partner with our property owners to work on conservation measures and provide training for team members to help preserve this important natural resource. During the FY22 reporting period, we collected water usage data from top locations and modeled it across the operation. Utilizing a combination of raw and modeled data we calculated the water consumption as part of our facilities to be approximately 42,663 cubic meters.

Waste and E-Waste

Our goal is to divert waste from landfills by reusing or recycling whenever possible. Our routine operations generate modest amounts of ancillary waste, primarily from typical operations in an office setting. Our headquarters building in Austin, Texas, recycled 1.28 tons of office waste in FY22, the equivalent of saving 23 trees. Every office is equipped with recycling bins and recycled shredding containers for use by team members and visitors. A major source of waste is the debris generated by the refurbishment of our office spaces. To minimize that waste, we not only work to reuse materials, but also have built relationships to facilitate the donation or reuse of materials where possible in the community. Debris and other waste are disposed in accordance with industry standards and applicable laws and regulations. In addition, our operations do not generate significant or material amounts of hazardous waste.

We place a priority on reusing electronics internally, and we aim to divert electronics and hardware away from landfills by reusing or recycling these materials. However, when our office electronics, telecommunications equipment, and other hardware reach the end of their lifecycles, we have procedures in place for disposal that are safe, secure, and socially responsible. In the reporting period, we recycled 100% of the 2.17 MT of e-waste that was part of the decommissioning activities of data centers. This e-waste includes telecommunication equipment.

People

E2open's team members are at 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.

People at e2open

Global Workforce Demographics

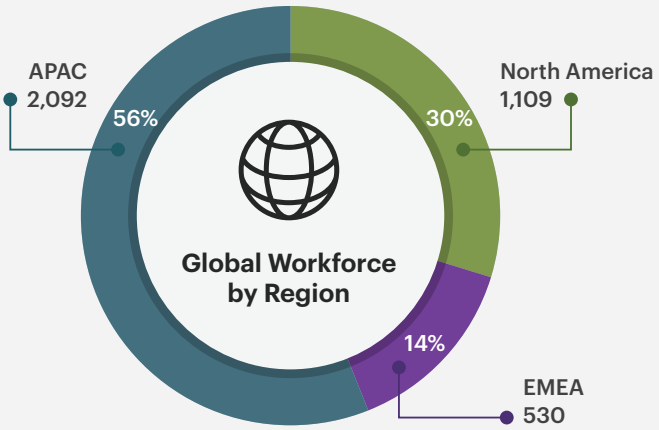
Everything we do starts with our team members. We believe that our common strength starts with all our individual differences. That's why we're working to promote a culture of openness, respect, and trust. It's one where the diversity in our teams reflects the range of experiences, backgrounds and perspectives 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.

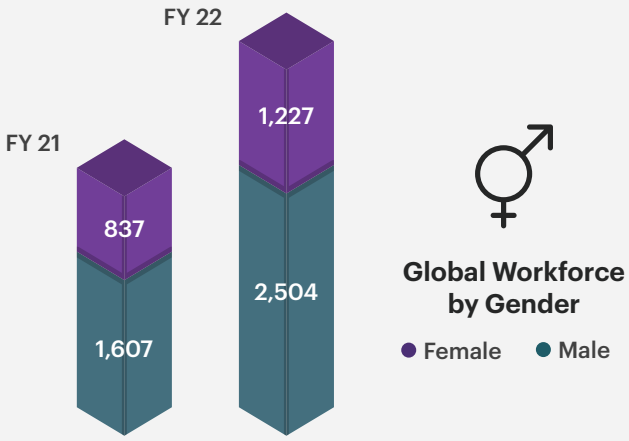
Our strategic approach to talent includes:

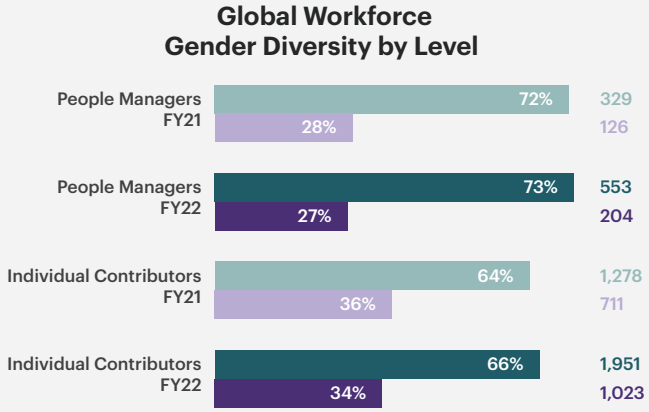
- Fostering an environment that delivers enriching team member experiences, empowering team members to have a voice and achieve their greatest potential
- Enhancing workforce planning and talent capability
- Hiring and retaining staff committed to delivering excellence to our clients

Our global workforce increased 65% in FY22 compared to FY21, attributed to acquisitions and organic growth. As shown in the figure on this page (Global Workforce by Region), more than half of our team members (56%) are located in the APAC region, approximately 30% are located in North America, and the remainder are in EMEA. This does not include contract staff.

In terms of the diversity of our team members, global gender diversity remained relatively flat at 33% year over year, as did our gender diversity for people managers and individual contributors. Our global workforce is comprised of mostly full-time team members (91%).







Note: Global workforce numbers shown above do not include contractors.

Culture

Our team is made up of talented individuals who are the backbone of our success. Operating from 36 offices located in North America, EMEA, and APAC, our team members play an integral role in managing our operations and serving our clients.

We strive to create a fun, spirited work environment that rewards innovation and collaboration at all levels. At the center of our organization are our operating principles and values, which were created to not only shape our culture and how we treat each other, but also to support our team members in delivering the best possible service and solutions to our clients. The evolution of our culture is a vital component of our overall business strategy, and as we grow, our culture grows along with it.

Team Member Engagement

An integral part of our culture and our success, team member engagement drives performance. It is important to make sure our team members are kept up to date on global initiatives. In FY22, we conducted monthly team member "town halls" led by the executive leadership team. These town halls shared cross-departmental updates, and companywide announcements and opened up an ongoing dialogue for questions and answers. With an average attendance rate of 70%, e2open team members find the town halls to be a useful source of information and engagement.

To further support engagement, we launched an internal social platform to connect our worldwide team. This platform allows team members to connect on personal and professional topics, knowledge-share, and engage with leaders and colleagues. One month after launch, more than 61% of our staff utilized the tool, and active users continue to grow.

We use a framework called e2Connect to encourage 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 our strategy. In FY22, more than 75% of team members and managers participated in performance review and goal setting sessions.

Team Member Innovation at e2open

To foster innovation under our own roof, each year we launch the E2opennovation contest. Through this competition, we encourage team members — individually or in teams — to develop innovative, useful, cost-saving, and cutting-edge solutions and concepts that will benefit clients, the company, and/or fellow team members. This global competition is open to everyone and not only allows our teams to showcase their talents, but also exemplifies our drive to create value for our clients.

This year's competition, which began in early 2022, 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 96 entries were submitted, comprised of 256 team members across both categories. The solutions encompassed unique perspectives across our global teams and brought teamwork front and center with three first-place winning teams receiving prizes.

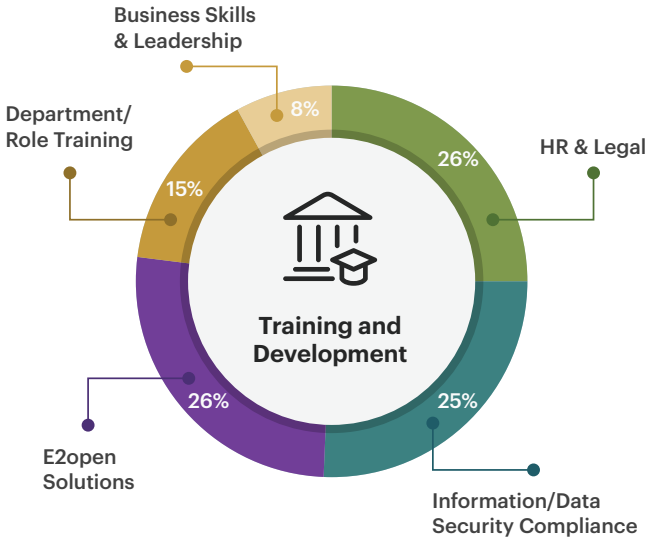
Training and Development

We recognize the training and development of our team members as the keystone in 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.

e2open university
LEARNING AS ONE

We manage the entire learning cycle with our state-of-the-art learning hub, e2open university. Our emphasis on onboarding, role-based training, and career development is underpinned by the careful curation of 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 are interacting with the content, the amount of time spent in courses, course ratings, and many other data points. We iterate on our e2open university learning framework on a quarterly basis to enhance the user experience and provide value for our team members.

Our growing training library contains more than 800 titles, with training delivered as on-demand e-learning, instructor-led classroom, and online instructor-led. Just over half are courses that focus on e2open solutions. We're also creating content specific to roles, departmental processes, departmental tools, and business skills. Our manager and 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, phishing attack identification, and additional legal compliance topics. In FY22, team members participated in 97,329 hours of training, an average of 24 hours per team member annually.



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**
3. **VARIABLE INCENTIVE PLAN AND EQUITY**
4. **PENSION PLANS/401K**
5. **ANNUAL MERIT INCREASE**
6. **TRAINING AND CAREER DEVELOPMENT**
7. **HEALTH BENEFITS**
8. **NO MEETINGS FRIDAY AFTERNOONS**
9. **PAID PARENTAL LEAVE**
10. **WELLNESS BENEFITS (TEAM MEMBER ASSISTANCE PROGRAM)**
11. **TEAM MEMBER REFERRAL BONUS PROGRAM**
12. **FLEXIBLE WORK OPTIONS**

Safety, Health, and Environment

The health and safety of our team members is of the utmost importance to us. We adhere to leading health and safety standards throughout our offices. As the Covid-19 pandemic remained a concern through the reporting period, our teams implemented applicable health and safety protocols and continue to monitor the situation accordingly to maintain a safe workplace. We have a global Safety Committee which meets on a regular basis to monitor global health and safety issues and provide recommendations.

Human Rights

Our **Human Rights statement** reflects our dedication to the preservation of basic rights and human dignity in our workplace. This includes prohibited behaviors, such as forced labor, human trafficking, and modern slavery. We strongly support internationally recognized human rights principles that promote and protect human rights. Through our solutions, we help our clients recognize and preserve human rights within the supply chain.

Diversity, Equity, and Inclusion

We pursue diversity, equity, and inclusion (DEI) at all levels in our workforce. We are committed to honoring each unique voice, and we provide an open and inclusive environment that provides for the diversity of individuals, thoughts, and ideas. Inclusion is one of our core values and is central to our corporate identity. Collaboration among team members with varied experiences and perspectives generates engagement, innovation, and deeper insights that lead to excellence for our team members, our clients, and the communities we serve. Given our leading role within the technology space, we understand that we have a responsibility to progress in all aspects of diversity. Diversity, equity, and inclusion are critical to success, and we will continue to work to support diverse representation across our entire organization.

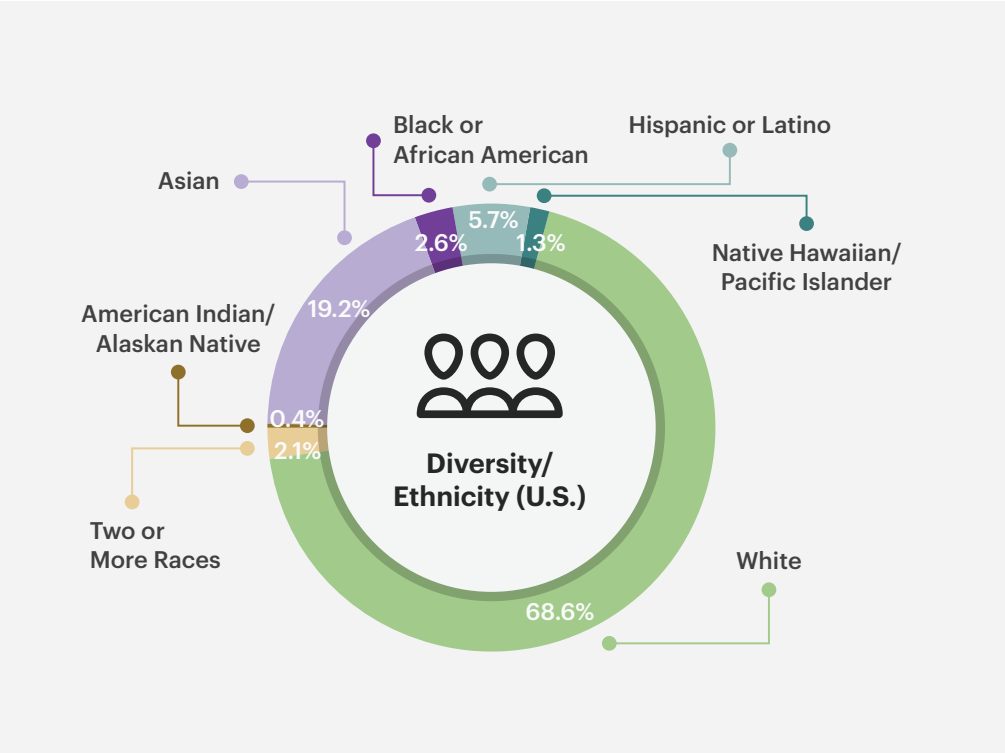
E2open Women's Inclusion Network (E2 WIN)

In FY22, we launched our 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 anyone, no matter their 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

WIN Women. Inclusion. Networking.



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 weight of the social, economic, and environmental challenges faced by our communities, and we are committed to helping solve them through a long-term contribution of our time, skills, and resources.

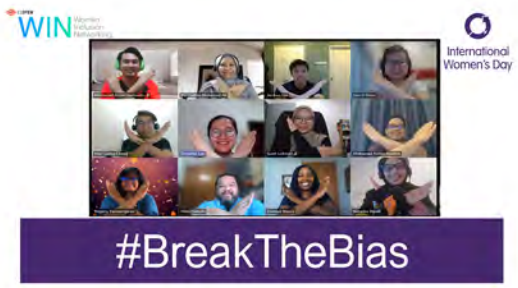
As our business grows and transforms and community needs change, we continually evaluate and support organizations that exemplify our spirit of giving back to our communities. In India, e2open contributed 2% of net profits to local charities, which included assistance for those with disabilities, support of education, and providing food and water to those in need. Other locations followed suit and mentored students and provided STEM education, supported the elderly and underserved populations, and helped to support communities in natural disaster recovery efforts.

Despite the constraints of the Covid-19 pandemic, our teams found new ways to give back. We are proud of the volunteer and charitable contributions of our team members around the world. The following highlights just some of these efforts.

E2open team member from 13 sites in the United States donated more than 410 toys during the Toys for Tots holiday toy drive, surpassing the goal of 300.

Working with the Hearty Foundation, e2open team members conducted two workshops – time management and building websites – for foster care youth in Krakow, Poland.

E2open team members prepare and sort vegetables for Food Angel.



Team members of e2open celebrate International Women's Day.

Cedar Brook Elementary received a donation from e2open to provide patrol belts to the students.

Policy

Our governance structures, policies, and processes serve team member, client, and community needs. 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.

Governance

We're 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. The following section highlights trends or changes since our last report.

Board of Directors

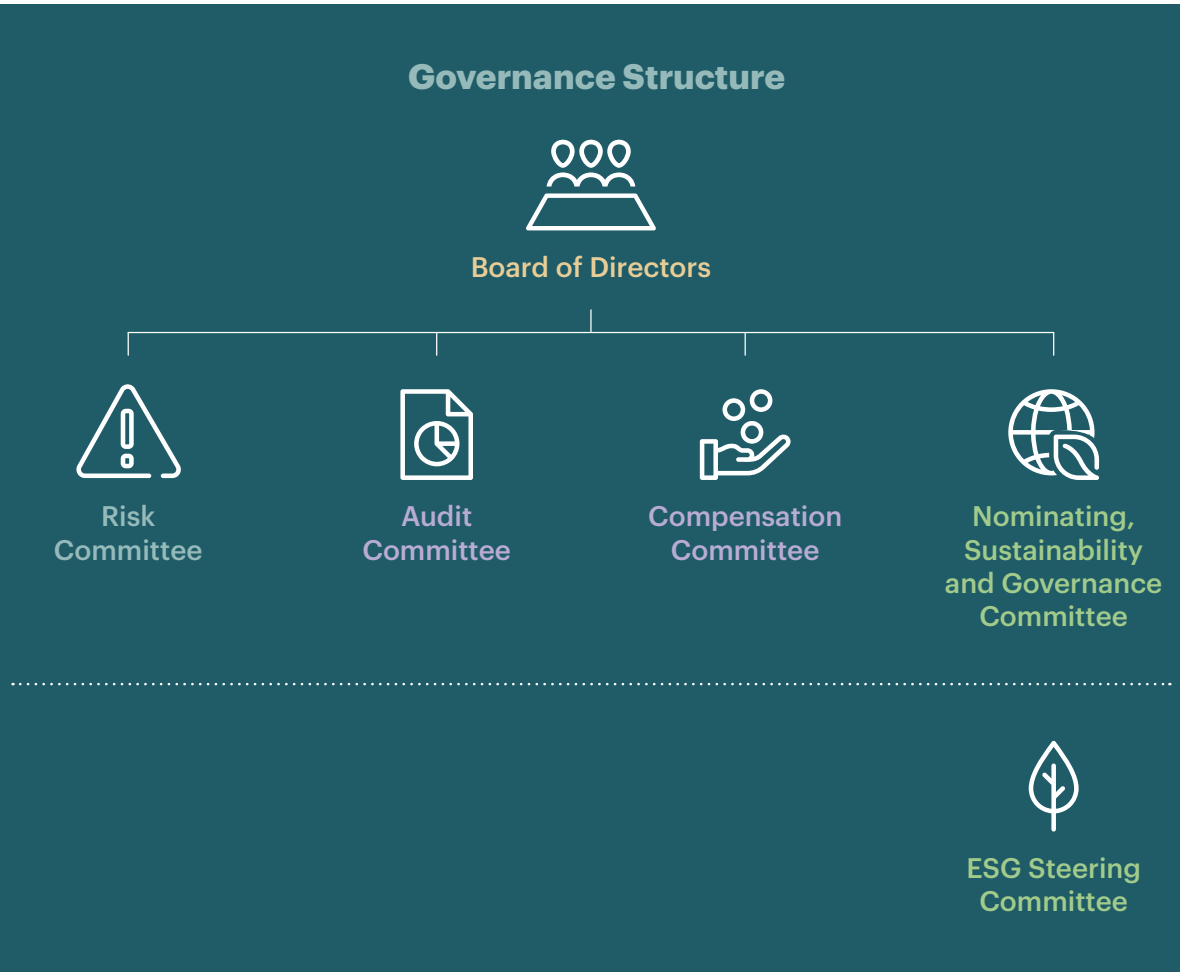
Our highest governance body is our Board of Directors, consisting of eight independent directors and our CEO. The Board has four committees, each with its own charter document:

- Audit
- Compensation
- Nominating, Sustainability, and Governance (NSG)
- Risk

It's important to note that in FY22, the Nominating Committee changed its name to NSG reflect its focus on ESG by adding "Sustainability" and updating its charter to specifically delegate authority to this committee to quarterly review our ESG strategy, metrics and reporting.

The NSG Committee is comprised of four independent members. The committee met four times in FY22 with 100% attendance. The NSG Committee provides oversight of ESG topics and reviews these topics quarterly as presented by the ESG Steering Committee, which is comprised of cross-functional leaders across the organization.

The Board and the NSG Committee value diversity of backgrounds, experience, perspectives, and leadership in different fields when identifying nominees. As set forth in our Corporate Governance Guidelines, the NSG Committee, acting on behalf of the Board, is committed to actively seeking women and minority candidates from the candidate pool. As stated in our Proxy, three of our nine Board members (33%) are women or come from a diverse background.



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. Ethical management of e2open starts from the top with our Board of Directors, with behavior 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 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**

It is intended 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.

Our operations span the globe, so it is crucial that we stay abreast of the various evolving legal compliance requirements throughout our operations. To fulfill these responsibilities, our Audit Committee is tasked with maintaining free and open communication between itself and the third-party auditor, internal auditor, and e2open C-suite to make sure everyone is aware of their responsibilities. 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 control over financial reporting. The independent auditor is responsible for auditing e2open's financial statements and the effectiveness of the company's internal control over financial reporting. Members of our internal and outside counsel are responsible for assuring compliance with laws and regulations and the company's corporate governance policies.

Data and Information Security

E2open and our third-party providers have implemented extensive security measures to help protect against the risk of loss, misuse, and alteration of any information under our control. These measures include using encryption, limiting team member access, conducting company-wide cybersecurity training, and implementing industry-standard controls such as firewalls and secure environments for personally identifiable information (PII).

Our Information Security Incident response process is certified to the International Organization for Standardization (ISO) 27001 standard and undergoes SSAE-18 SOC 1/SOC 2 audit reviews.

In FY22, there was a minor data breach that was detected by our accounting controls and mitigated , resulting in immaterial monetary losses. We stand behind our **Corporate Security Policy**, which protects all proprietary and confidential information belonging to our clients. This policy addresses information classification, information security procedures (electronic and hardcopy), limited disclosure procedures, physical facility access, and general security awareness and enforcement. We have developed and continue to follow strict security policies and guidelines with all our third-party data hosting facility providers. In addition, we have deployed industry-standard client authentication and user verification procedures to limit access to client information to only those who are authorized.

Product Quality and Service

E2open consistently monitors the service Mandatory change (an average) and effectiveness of our solutions. Our clients received an average of 99.96% uptime in FY22 and often exceed contracted uptime requirements. We make Service Level Agreement (SLA) commitments and issue subscription credits when we miss our SLA commitment. In FY22, we issued one SLA credit.

Client Privacy

Protecting the privacy of our users, the entities they represent, and visitors who only interact with us online is always a high priority. We conduct annual privacy training for all our team members and maintain ongoing compliance with the General Data Protection Regulation (GDPR).

Our **Privacy Policy** describes how we collect, use, share, and secure the personal information users provide when accessing our websites and services. We do not perform any behavioral advertising and do not sell or datamine personal user data for secondary purposes. However, we do utilize publicly available information to email prospective clients.

We fully comply with TRUSTe Privacy Certification regarding the collection, use, and retention of personal information transferred from the European Union (EU), Switzerland, and the United Kingdom to the United States.

Risk Management

E2open has a process in place to identify and manage entity-wide operational, strategic, information technology and systems, legal and compliance risks, and financial risks. ESG and climate-related risks are included in such risk categories. Management performs quarterly updates to rank risks, identify mitigation programs and controls, and align on the treatment of risks. Treatment of risk may include acceptance, mitigation, or avoidance to bring the risk to an acceptable level. Management formally documents this assessment and reviews it with the Risk Committee of the Board of Directors on a quarterly basis to align on risk assessment and treatment plans.

Our clients received an average of 99.96% uptime in FY22

Appendix

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

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SASB IT Services and Software Standard

The following table highlights e2open's responses to the metrics outlined in the Sustainability Accounting Standards Board (SASB) Index for the Software & Information Technology (IT) Services.

Sustainability Disclosure Topics & Accounting Metrics

Topic	Accounting Metrics	Code	Unit	Response or Location in Report
Environmental Footprint of Hardware Infrastructure	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	TC-SI-130a.1	Gigajoules (GJ), Percentage (%)	ESG Report (p 14)
	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	TC-SI-130a.2	Thousand cubic meters (m^3), Percentage (%)	ESG Report (p 16) Water data is modeled based on limited facility data. E2open does lease facilities in high baseline water stress areas (India).
	Discussion of the integration of environmental considerations into strategic planning for data center needs	TC-SI-130a.3	N/A	ESG Report (p 14)
Data Privacy & Freedom of Expression	Description of policies and practices relating to behavioral advertising and user privacy	TC-SI-220a.1		Privacy Policy
	Number of users whose information is used for secondary purposes	TC-SI-220a.2	Number	0
	Total amount of monetary losses as a result of legal proceedings associated with user privacy	TC-SI-220a.3	Reporting currency	10-K (p 37)
	(1) Number of law enforcement requests for user information, (2) number of users whose information was requested, (3) percentage resulting in disclosure	TC-SI-220a.4	Number, Percentage (%)	ESG Report (p 28) 10-K (p 37)
	List of countries where core products or services are subject to government-required monitoring, blocking, content filtering, or censoring	TC-SI-220a.5	N/A	There were no instances of product censorship due to government-required monitoring.

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Topic	Accounting Metrics	Code	Unit	Response or Location in Report
Data Security	(1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of users affected	TC-SI-230a.1	Number, Percentage (%)	ESG Report (p 28)
	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	TC-SI-230a.2	N/A	10-K (p18)
Recruiting & Managing a Global, Diverse & Skilled Workforce	Percentage of employees that are (1) foreign nationals and (2) located offshore	TC-SI-330a.1	Percentage (%)	1) 7.03% 2) ESG Report (p 18)
	Employee engagement as a percentage	TC-SI-330a.2	Percentage (%)	ESG Report (p 19)
	Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees	TC-SI-330a.3	Percentage (%)	ESG Report (p 23) Racial/ethnic data is U.S.-based employees only. Segmentation reported as People Manager and Individual Contributors at this time is gender diversity only.
Intellectual Property Protection & Competitive Behavior	Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations	TC-SI-520a.1	Reporting currency	ESG Report (p 28)
Managing Systemic Risks from Technology Disruptions	Number of (1) performance issues and (2) service disruptions; (3) total customer downtime	TC-SI-550a.1	Number, Days	ESG Report (p 28) 10-K (p 37) 1) In FY22, we issued one SLA (Service Level Agreement) credit. 2) One notable service disruption 760 minutes. 3) Avg. Downtime <0.04%
	Description of business continuity risks related to disruptions of operations	TC-SI-550a.2	N/A	10-K (p 15-21)

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Activity Metrics

Activity Metric	Code	Unit	Response or Location in Report
(1) Number of licenses or subscriptions, (2) percentage cloud-based	TC-SI-000.A	Number, Percentage (%)	ESG Report (p 14)
(1) Data processing capacity, (2) percentage outsourced	TC-SI-000.B	See note	1) Computing power varies and is tracked for physical and virtual operations. Data processing capacity varies depending on environment. 2) Approximately 15% of data processing is outsourced.
(1) Amount of data storage, (2) percentage outsourced	TC-SI-000.C	Petabytes, Percentage (%)	Information is not available at this time.

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GRI Disclosure

The GRI Index on the following page indicates the location of each GRI disclosure within this report, on our company's website, or other e2open reports where it states the information directly.

All data is for e2open's fiscal year 2022 from March 1, 2021, through February 28, 2022, unless otherwise noted and in accordance with the GRI Standards: Core option and reported with available data and information.

GRI Standard	Disclosure	Section/URL	Omission/Explanation
GRI 102: Organizational Profile			
102-1	Name of organization	10-K (p 1) Website	
102-2	Activities brands, products, and services	10-K (p 5-7)	
102-3	Location of headquarters	10-K (p 37)	
102-4	Location of operations	10-K (p 37)	
102-5	Ownership and legal form	10-K (p 5, 10-11)	
102-6	Markets served	10-K (p 5-7)	
102-7	Scale of organization	10-K (p 5-7)	
102-8	Information on employees and other workers	10-K (p 11-12) ESG Report (p 18, 23)	
102-9	Supply chain	ESG Report (p 13)	
102-10	Significant changes to the organization and its supply chain	10-K (p 5, 10)	IPO in Jan. 2021, business combinations and subsequent acquisitions
102-11	Precautionary principle or approach	10-K (p 5-8, 13) ESG Report (p 28)	Risk management approach
102-12	External initiatives	None to report at this time.	
102-13	Membership of associations	E2open actively participates in several industry organizations aligned with our product offering. The following is 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	Not an exhaustive list.
GRI 102: Strategy			
102-14	Statement from senior decision-maker	ESG Report (p 3)	
102-15	Key impacts, risks, and opportunities	10-K (p 13-35) ESG Report (p 6)	
GRI 102: Ethics and Integrity			
102-16	Values, principles, standards and norms of behavior	Website	
102-17	Mechanisms for advice and concerns about ethics	Code of Conduct (p 4) Ethics and Business Conduct Policy for e2open Suppliers	

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GRI Standard	Disclosure	Section/URL	Omission/Explanation
102-18	Governance structure	ESG Report (p 26) Governance documents	
102-19	Delegating authority	Governance documents	
102-20	Executive-level responsibility for economic, environmental, and social topics	Proxy (p 15) NSG Committee charter ESG Report (p 26)	
102-21	Consulting stakeholders on economic, environmental, and social topics	ESG Report (p 6)	
102-22	Composition of the highest governance body and its committees	10-K (p 11-16)	
102-23	Chair of the highest governance body	10-K (p 5)	
102-24	Nominating and selecting the highest governance body	10-K (p 11-12)	
102-25	Conflicts of interest	Code of Conduct (p 17)	
102-26	Role of highest governance body in setting purpose, values, and strategy	DEF 14A - Proxy (p 13-15)	
102-27	Collective knowledge of highest governance body	DEF 14A - Proxy (p 15-11)	
102-29	Identifying and managing economic, environmental, and social impacts	ESG Report (p 6, 28)	
102-30	Effectiveness of risk management processes	10-K (p 13-15) ESG Report (p 28)	
102-31	Review of economic, environmental, and social topics	NSG Committee charter DEF 14A - Proxy (p 13-15) ESG Report (p 6, 26)	
102-32	Highest governance body's role in sustainability reporting	ESG Report (p 26) DEF 14A - Proxy (p 15)	
GRI 102: Stakeholder Engagement			
102-40	List of stakeholder groups	ESG Report (p 6)	
102-41	Collective bargaining agreements	No employees are covered by collective bargaining agreements.	
102-42	Identifying and selecting stakeholders	ESG Report (p 6)	
102-43	Approach to stakeholder engagement	ESG Report (p 6)	
102-44	Key topics and concerns raised	ESG Report (p 6)	
GRI 102: Reporting Practice			
102-45	Entities included in consolidated financial statements	10-K Exhibit 21.1	
102-46	Defining report content and topic boundaries	ESG Report (p 4)	
102-47	List of material topics	ESG Report (p 6)	
102-48	Restatements of information	N/A	
102-49	Changes in reporting	ESG Report (p 4)	
102-50	Reporting period	ESG Report (p 4)	
102-51	Date of most recent report	October 2022	
102-52	Reporting cycle	ESG Report (p 4)	
102-53	Contact point for questions regarding the report	Vanessa Ross Senior Director, ESG, e2open Vanessa.ross@e2open.com	

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GRI Standard	Disclosure	Section/URL	Omission/Explanation
102-54	Claims of reporting in accordance with GRI Standards	This report has been prepared in accordance with GRI Standards: Core option.	
102-55	GRI Content Index	E2open ESG website	
102-56	External assurance	Our ESG Report has not been externally assured.	
GRI 103: Management Approach			
103-1	Explanation of the material topic and its boundary	ESG Report (p 6)	Note: Materiality Assessment occurred in Q1 FY23 but is highlighted in this report
103-2	The management approach and its components	ESG Report (p 6-7)	Goals and targets are under evaluation
103-3	Evaluation of the management approach	ESG Report (p 6-7)	
GRI 205: Anti-Corruption			
205-1	Operations assessed for risks related to corruption	10-K (p 31) Proxy Statement (p 22)	
205-3	Communication and training about anti-corruption policies and procedures	ESG Report (p 20, 27)	
205-3	Confirmed incidents of corruption and actions taken	No reportable incidents.	
GRI 206: Anti-competitive Behavior			
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	No reportable incidents.	
GRI 302: Energy			
302-1	Energy consumption within the organization	ESG Report (p 14)	
302-2	Energy consumption outside of the organization	ESG Report (p 14)	Reflected in data center energy reporting
303-3	Energy intensity	ESG Report (p 14)	
303-4	Reduction of energy consumption	ESG Report (p 13-14)	
303-5	Reduction in energy requirements of products and services	ESG Report (p 13-14)	
GRI 305: Emissions			
305-1	Direct (Scope 1) GHG emissions	ESG Report (p 15)	
305-2	Energy indirect (Scope 2) GHG emissions	ESG Report (p 15)	
305-3	Other indirect (Scope 3) GHG emissions	ESG Report (p 15)	
305-4	GHG emission intensity	ESG Report (p 15)	
305-5	Reduction of GHG emission	ESG Report (p 15)	
GRI 306: Waste			
306-1	Waste generation and significant waste-related impacts	ESG Report (p 16)	
306-2	Management of significant waste-related impacts	ESG Report (p 16)	
GRI 308: Supplier Environmental Assessment			
308-1	New suppliers that were screened using environmental criteria	ESG Report (p 13)	Began this process after FY22.
GRI 404: Training and Education			
404-1	Average hours of training per year per employee	ESG Report (p 20)	Includes all employees and contractors.

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GRI Standard	Disclosure	Section/URL	Omission/Explanation
404-3	Percentage of employees receiving regular performance and career development reviews	ESG Report (p 19)	
GRI 405: Diversity and Equal Opportunity			
405-1	Diversity of governance bodies and employees	Proxy Statement (p 21)	
GRI 406: Non-Discrimination			
406-1	Incidents of discrimination and corrective actions taken	No reportable incidents.	
GRI 408: Child Labor			
408-1	Operations and suppliers at significant risk for incidents of child labor	Corporate Code of Conduct prohibits child labor Code of Ethics and Conduct for e2open Suppliers prohibits child labor in supply chain.	
GRI 409: Forced Labor			
GRI 409: Forced Labor	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Corporate Code of Conduct prohibits forced labor and the Code of Ethics and Conduct for e2open Suppliers prohibits forced labor in supply chain.	
GRI 414: Supplier Social Assessment			
414-1	New suppliers that were screened using social criteria	ESG Report (p 13)	
GRI 418: Customer Privacy			
GRI 418: Customer Privacy	Substantiated complaints concerning breaches of customer privacy and losses of customer data	ESG Report (p 28)	

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