Annual Impact Report FY2024

Letter from the CEO

Dear Anthology Community,

As we reflect on the past year, I'm proud of the meaningful progress we've made toward boldly redefining what is possible when education and technology come together. These last few years have been a period of evolution, marked by innovation, global growth, and deeper collaboration with the institutions we serve.

Our mission is to empower educators and institutions with simple, intelligent innovation that inspires learners' success and drives institutional growth. We've remained committed to that mission by focusing on initiatives that support underserved communities, promote sustainability, and strengthen the learning experience for all.

Guided by our values of being BRAVE in our innovations, REAL in our commitments, and OPEN to diverse perspectives, we continue to build trusted partnerships and strive toward a future where education is more accessible, inclusive, and impactful.

You can read more about our company and the initiatives we have undertaken at the end of this report.

Thank you for your continued support and partnership. **Together, we are making a difference in the world of education.**

Sincerely,
Bruce Dahlgren

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Across fiscal year 2024 (July 2023-June 2024), Anthology has worked to boldly change what education and technology can make possible together. We are proud to share our Annual Impact Report, highlighting the ways we're innovating responsibly, giving back to the communities we serve, and working alongside our customers to create a more equitable and sustainable future.

The ongoing climate crisis concerns us all as global citizens, and that's why environmental responsibility is a core element of Anthology's vision. To balance our commitment to sustainability with our belief in the power of AI to enhance education, we remain focused on using AI responsibly, being transparent about our usage, and taking steps to offset our environmental impact. Additionally, we have expanded our remote work policy, committing to the reduction of millions of commuting miles per year.

As a global organization, our community outreach is not limited by geography. Employees in India, Colombia, the UK, and many other regions around the world have come together to support the communities around them in various ways. We have provided technology resources to rural schools and hospitals, gathered supplies for those in need, led campaigns on environmental education, and supported career-readiness for underserved youth.

Providing technology solutions that are intelligent, secure, and inclusive by design remains our priority. We will not stop working to strengthen our already high standards of data privacy, cybersecurity, and Trustworthy AI. During FY24, we formalized our Trustworthy AI program and have sought to share this knowledge and increase AI literacy through the release of our Ethical AI Framework.

As we look ahead, we remain focused on operating responsibly, building inclusive technology, and supporting the institutions and individuals who rely on us.

Together with our partners, communities, and team members, we are reimagining what's possible in education.

The Anthology Annual Impact Report is organized around our key stakeholders.

| Environment | Community | Learners, Educators, and Administrators | Suppliers | Company and Employees |

This organization of the report is reflective of how we view, and consider our impact upon, the world: from the outside in. The environment impacts everyone globally, so we strive to make a lasting and far-reaching impact. Similarly, we are inspired by the potential we have to make positive change in our immediate communities: those in the vicinity of our physical office locations, those in which we hold events, and those in which our customers are located.

This brings us to our most immediate stakeholders, those we work with and alongside each and every day: our learners, educators, and administrators; our suppliers; and our employees. Learners, educators, and administrators are, put simply, why we are here. Our suppliers support us in fulfilling our mission towards our customers and users. And, of course, our employees make up the company that is Anthology. In striving to make Anthology an overall great place to work and supporting our employees, we can better fulfill our promises to all of our stakeholders.

Of course, the content in each section may apply at multiple stakeholder levels—for instance, data privacy and security are just as important for our employees as for our learners, educators, and administrators—but for the purposes of this report, each topic is explored at a single stakeholder level.

Read on to discover how we are upholding our commitments to each of our stakeholders.

Please note that any future commitments, goals, or actions described in this report are aspirational in nature and are subject to change at the company's sole discretion, without prior notice and at any time.

Stakeholders

Commitment to Sustainability

At Anthology, we recognize that the learners we support today will inevitably play a vital role in confronting the ongoing climate crisis.

As a Software as a Service (SaaS) company with a largely remote workforce distributed around the world, our carbon footprint is relatively low. The only greenhouse gas (GHG) emissions we produce are indirect, in relation to the office environments we have in Boca Raton, Florida (our company headquarters); Reston, Virgina; Bengaluru, India; Chennai, India; Brno, Czech Republic; and Bogotá, Colombia. As such, we are committed to corporate sustainability measures to counteract the impact of those GHG emissions.

In FY2024, we advanced our sustainability efforts with a focus on managing our carbon footprint, embedding ESG principles into operational decisions, and identifying what our areas of high impact are for future reduction strategies. Our goal is to continue managing our footprint and take further action based on the results, ultimately driving down emissions as our business grows.

Greenhouse Gas (GHG) Emissions

In alignment with the GHG Protocol Corporate **Accounting and Reporting Standard+**, we began measuring our carbon footprint for the 2023 calendar year. The most recent findings, presented in October 2024, gave us a clear baseline and highlighted where we can drive the most meaningful change.

Scope 1:
(Direct emissions)

0 tCO$_2$e

Scope 2:
(Indirect energy-related emissions)

3,088 tCO$_2$e

Scope 3:
(Value chain emissions)

14,319 tCO$_2$e

Total emissions: 17,408 tCO$_2$e

Scope 3 emissions—primarily from purchased goods and services (67.9%), employee commuting (9.1%), and business travel (5.3%)—accounted for the vast majority (82.3%) of our carbon footprint as of the time of the report's completion. Our electricity usage (Scope 2) also represents a significant hotspot (17.7%), driven by operations across the US, India, South America, and Europe.

GHG Emissions Breakdown

EMISSIONS CATEGORY	TCO$_2$E	% OF TOTAL EMISSIONS	DESIGNATION
Scope 1: Direct	0	0%	Not Relevant
Scope 2: Electricity	3,088	17.7%	Hotspot
Scope 3.1: Purchased Goods/Services	11,826.8	67.9%	Hotspot
Scope 3.6: Business Travel	917.5	5.3%	Low Priority
Scope 3.7: Employee Commute	1,575.3	9.1%	Hotspot
Total	**17,408**	**100%**	

Designations:

Not Relevant: source(s) of emissions not relevant to the company in question, with total emissions presumably equal to 0 tCO2e

Low Priority: source(s) of emissions that do not contribute significantly to the company's overall GHG profile (<5% of total emissions)

Hotspot: source(s) of emissions that materially contributes to the company's overall emissions profile and area for emissions reduction consideration

Carbon Intensity Metrics

To enable better tracking and benchmarking, emissions were normalized by revenue and headcount.

Scopes 1 & 2:
5.8 tCO$_2$e per $M revenue
0.8 tCO$_2$e per employee

Scopes 1, 2 & 3 combined:
32.9 tCO$_2$e per $M revenue
4.7 tCO$_2$e per employee

Progress

FY2023 was a foundational year for Anthology's environmental reporting. With our baseline established, we have been developing strategies, outlined below, to reduce emissions in identified hotspots, particularly in our procurement practices, office energy use, and employee travel. And we have already made progress: In 2024, our expanded remote work policy eliminated over 18,800,000 total commuting miles.

Future Goals

De-Carbonization Goals

We fully realize our responsibility to act as conscientious stewards of the resources we consume, as well as the environment. As we better understand and recognize our company's impact, we are placing an ongoing focus on de-carbonization efforts, such as those outlined below.

Artificial Intelligence (AI) and the Environment

Artificial intelligence (AI) is the global hot topic, and the education sector is no different. By building our solutions with AI capabilities, Anthology has positioned itself at the forefront of the movement for AI in EdTech—a position we intend to retain. Given that, addressing the environmental impact of AI, specifically as it relates to carbon emissions and water consumption, is imperative.

In order to balance our belief in the power of AI to enhance education and our commitment to sustainability, Anthology will analyze different initiatives related to AI and its environmental impact.

1. Anthology Carbon Insights:

Anthology will launch a public website that will provide data and metrics on our:

- Total AI usage
- AI usage by model
- Total resulting carbon emissions

This website will demonstrate our accountability to our customers, employees, communities, and the global education community at large.

2. Anthology Offsetting Program:

Anthology will offset the carbon emissions caused by the use of generative AI capabilities in its platforms. Offsetting is a climate action that enables organizations to compensate for emissions by supporting worthy projects that reduce emissions somewhere else. The greenhouse gas (GHG) emissions reduced through offsetting are measured in UN Certified Emission Reductions (CERs). The CERs are generated from Clean Development Mechanism (CDM) projects. These projects, which are located in developing countries, earn 1 CER for each metric tonne of GHG emissions they reduce or avoid and are measured in CO_2 equivalent (CO_2-eq)[1].

[1] **https://offset.climateneutralnow.org/AllProjects**
https://unfccc.int/climate-action/united-nations-carbon-offset-platform

Through these efforts—subject to change as the landscape of AI evolves—we plan to contribute to a world where technological advances can continue in a responsible and sustainable way.

But those are not the only current and planned initiatives for reducing our carbon footprint. Our future de-carbonization goals are further supported by continued progress across several key areas:

Remote Workforce and Office Consolidation: We will continue to minimize our office footprint where feasible, building on the 80%+ reduction in office space achieved since 2017. This will further lower emissions associated with commuting and facilities management, and in addition supports a more flexible, sustainable, and diverse workforce.

Sustainable Real Estate Practices: For our remaining office locations, we will keep in mind LEED-aligned standards and green leasing practices when considering and building new spaces. Future leasing decisions will carefully consider access to public transportation, proximity to employees, and energy-efficient infrastructure.

Cloud Migration and IT Optimization: We plan to further reduce reliance on physical hardware through cloud migration and virtualization, decreasing the energy consumption associated with on-premises data centers. Partnerships with Amazon Web Services (AWS) and Microsoft ensure our digital infrastructure is hosted by providers committed to aggressive sustainability targets, including carbon neutrality and zero waste.

Sustainable Procurement and Operations: We will continue to adopt energy-efficient technology, sustainable office supplies, and environmentally responsible procurement practices across our operations. Office appliances, devices, and workstations will be set to energy-saving defaults, and printing will remain restricted to essential use.

Corporate Social Responsibility (CSR) Impact

Anthology is a largely virtual company, with most of our employees working remotely around the world. Our largest groups of office-based employees are in Colombia and India, and as such many of our community efforts are focused in those regions.

United States

Supplies Donation to W.O. Smith Music School

At our annual user conference, Anthology Together (AT23) in July 2023, we partnered with a local, Nashville-based 501(c)3 non-profit to provide bags filled with necessary music equipment to low-income students. With the help of our customers, Anthology staff created 600 tote bags of music supplies to support W.O. Smith Music School's mission of transforming lives through music. A few alumni from the music school were able to join the fun by performing live to an enthusiastic crowd.

Historically Black Colleges and Universities (HBCUs)

At Anthology, we are deeply committed to creating lasting, measurable impact within the HBCU community. Our approach includes active collaboration with HBCU consortium partners and the establishment of a dedicated HBCU User Group, designed to foster open dialogue, share best practices, and ensure that our solutions are aligned with the unique needs of HBCUs.

We recognize the historical and ongoing contributions of HBCUs in shaping American higher education and advancing equity. Our mission is to support these institutions in delivering affordable, high-quality education while building programs, resources, and support structures that strengthen learner success and institutional growth.

Anthology is proud to stand alongside HBCUs by offering innovative solutions that contribute to:

- **Increased learner success**, including improvements in enrollment, retention, graduation rates, and career readiness

- **Stronger financial health and institutional sustainability**

- **Enhanced teaching and learning experiences** for both faculty and learners
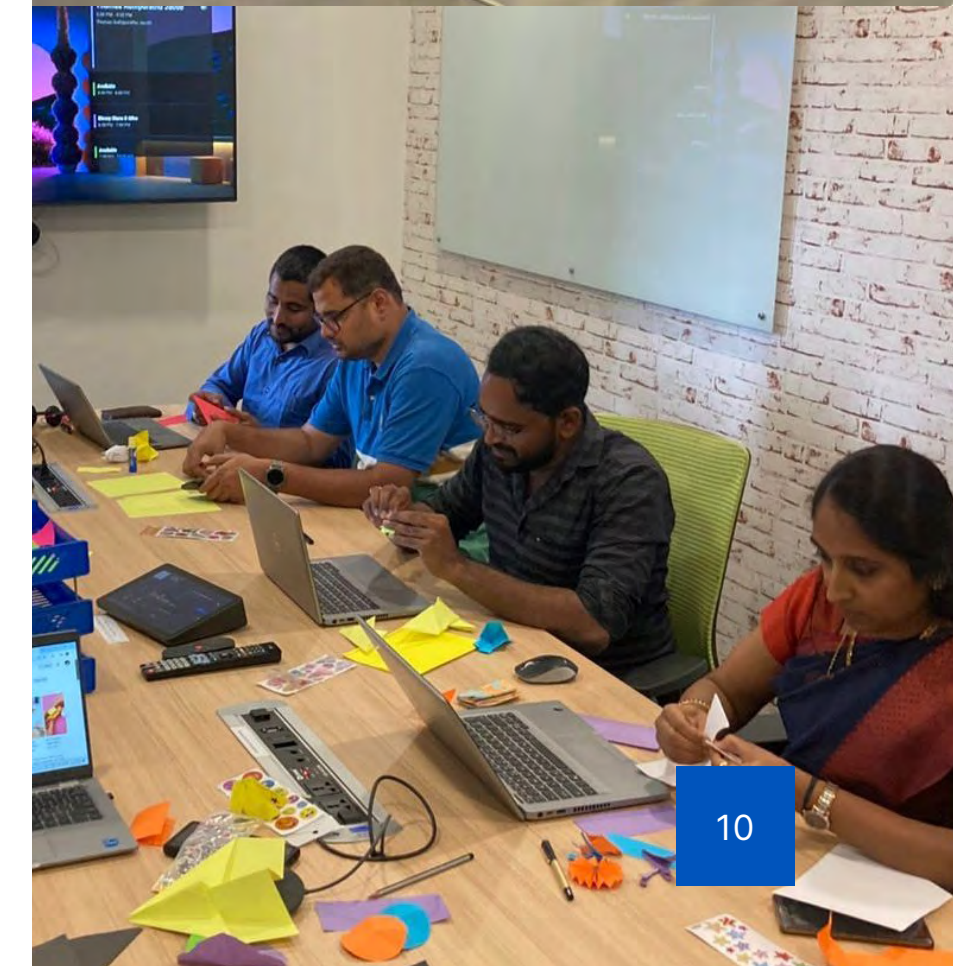
Community

India - CSR Activities

As in past years, CSR activities in India continue to focus on the areas of healthcare, education, and overall community development, with the aim of making a meaningful and lasting impact on underprivileged communities. These efforts have included the following:

Establishment of Baby Feeding Centre

In collaboration with Child Help Foundation, Anthology worked to establish the Baby Feeding Centre (BFC) at the Institute of Child Health and Hospital for Children in Chennai. The BFC is aimed at providing a haven to nursing mothers and infants, creating a convenient, safe, and private space where lactating mothers can nourish their infants with confidence. This addresses not only immediate needs but also tackles the widespread stigma faced by nursing mothers.
Partner: Child Help Foundation

Keyboard and Mouse Donation

SKS English Medium School Kodagu requested computers to support its annual science exhibition, an event that has consistently fostered scientific curiosity and creativity among learners over the past five years. With participation from approximately 500 learners across various schools, the exhibition serves as a platform to promote innovation and learning through hands-on projects. The provision of computers enabled broader access to digital tools, helping learners research, present, and refine their ideas—contributing to a sustained culture of scientific engagement and collaborative learning.
Partner: SKS English Medium School Kodagu

Sponsorship for Education Program

A CSR grant was made from Anthology International Pvt. Ltd. to support the education of five underprivileged learners from Bangalore's urban area. The initiative aims to empower children from severely impoverished backgrounds by providing them access to quality education at Christel House India school.
Partner: Christel House India

Bubble Mattress Donation for Children

To improve the health and comfort of children in need, we donated bubble mattresses through our partnership with Mathrushree Manovikasa Kendra. This donation helped create a better living environment for children facing physical challenges.
Partner: *Mathrushree Manovikasa Kendra*

Tech Donation to Support Government School

We contributed 20 sets of keyboards and mice to a government school in Dakshina Kannada, facilitating digital learning and enhancing learners' access to technology. This initiative supports our long-term goal of promoting education through the integration of digital tools.
Partner: *Government School, Dakshina Kannada*

Community

I Am the Change Scholarship

In partnership with Team Everest, we provided scholarships to 30 underprivileged learners, covering their college fees and skill development training. This program supports learners from financially disadvantaged backgrounds, empowering them to pursue higher education and break the cycle of poverty.
Partner: *Team Everest*

Classroom Infrastructure Support

We donated benches and desks to Government High School in Mathur, improving the learning environment and supporting better educational outcomes for learners.
Partner: *Government High School, Mathur*

Donation of Sleeping Mats

To improve the living conditions of children in shelters, we donated sleeping mats to New Hope and New Life Children Home, contributing to better comfort and care.
Partner: *New Hope and New Life Children Home*

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Visiting a school where we had funded classroom renovations was a truly eye-opening experience. I had the privilege of witnessing firsthand the unwavering dedication of the school's principal, who has been tirelessly working with government agencies, NGOs, and corporate partners to provide quality education to his students. His passion and commitment to overcoming the many challenges in his path were nothing short of inspiring. **Seeing his relentless pursuit of a better future for his students reminded me of how much of an impact we, as individuals and as a company, can make when we come together for a cause.** This visit reinforced the importance of our CSR efforts and gave me a new perspective on leadership, resilience, and the incredible power of community. It is a reminder of how important it is for us to play our part in our immediate community to create positive change."

–Ramprasad Subramanian,
Vice President - Product Development, CSR Advocate and Volunteer, Anthology

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At the Child Help Foundation, we are deeply grateful for our ongoing partnership with Anthology, which began in 2023-2024 and continues into 2024-2025. Thanks to Anthology's generous support, we've been able to implement impactful initiatives such as baby feeding centres, the installation of auro water filters, and the provision of computers, laptops, office, and student chairs for hospitals. Additionally, Anthology has made significant contributions towards the renovation of government schools. These efforts have had a profound impact on underprivileged children and communities, improving access to education, healthcare, and essential resources. **Anthology's unwavering commitment to corporate social responsibility has not only provided critical support but has also sparked meaningful, lasting change in the lives of those who need it most.** We look forward to continuing this transformative partnership and creating even more positive impact in the years to come."

–Jimson V Rajan
NGO Partner and Regional Manager at Child Help Foundation

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India's graduation rate is only 8.15%. Many drop out after 12th grade. This is more prevalent in parentless, single parented, and financially poor students. At Team Everest, we identify such students and sponsor their undergraduate education through our 'I am the Change' Scholarship, which we started in 2016. Anthology's support has been instrumental in the success of this scholarship. Our partnership began in 2023 with Anthology sponsoring five students. In just a year, they have multiplied their impact fivefold by sponsoring an additional 25 students in 2024. Today, they support 30 students. **With every scholarship Anthology funds, they erase the fear from students who once thought college was out of reach.** Now, these students can pursue higher education with confidence, thanks to this partnership. We are proud to have them as a partner in this journey and deeply appreciate their support. Together, we look forward to creating even greater impact."

–Karthee Vidya
NGO Partner and Founder and CEO at Team Everest

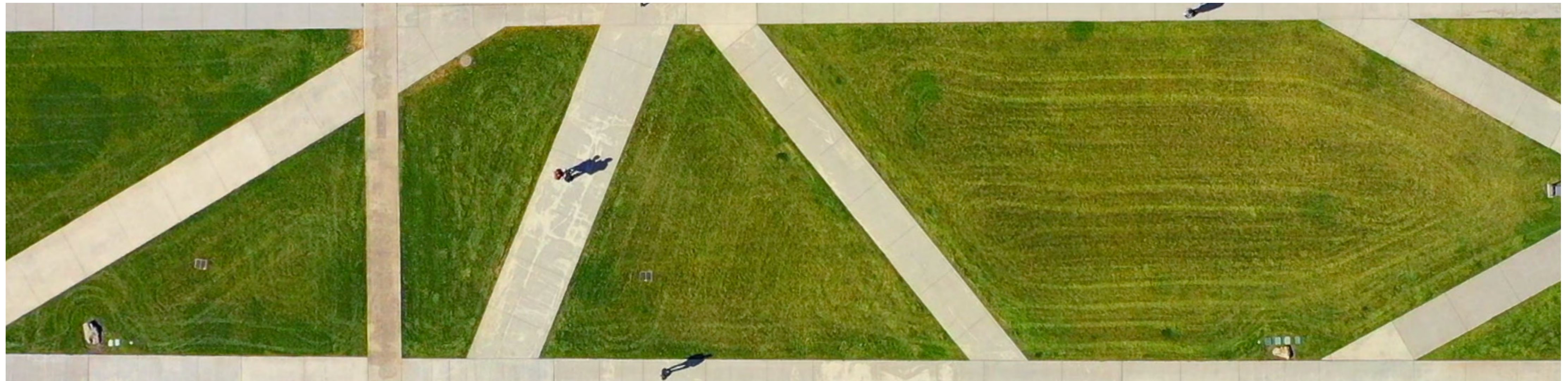Community

India CSR: Plan Ahead

Our approach for FY26 is to stay the course and build on the strong foundation laid over the past years, with a continued focus on education. In addition to sustaining our current programs, we are also exploring new avenues—such as partnering with organizations focused on disability inclusion through vocational education and training.

We've currently identified the following initiatives for India:

Digital Literacy Projects – In partnership with Child Help Foundation, we will set up computer labs in government schools. These labs will provide learners from low-income communities with access to digital education, helping bridge the digital divide and improve learning outcomes.

Scholarship Program – In partnership with Team Everest, this continued and long-standing intitative reflects our commitment to sustained impact and educational equity. By consistently investing in learners' futures, we aim to foster long-term socio-economic mobility for them and their families.

Donations to Government Schools: We plan to continue to partner with schools across India to provide donations of furniture and other equipment to help further the learning experience for learners.

Community

Colombia - CSR Activities

In Colombia, CSR initiatives are focused on making a positive difference in the community through donations, environmental efforts, and promoting sustainability. In FY24, our Colombia team took part in the following:

Environmental Initiatives

Our team collected recyclable materials and plastic caps for donation to Fundación Sanar, a non-profit in Bogota that provides support to children and teenagers with cancer. This contributed to our environmental commitment, as well as to aiding families affected by pediatric cancer.

Partner: *Fundación Sanar*

Environmental Management Recognition

In recognition of our environmental efforts, the Bogotá office was awarded an Environmental Management Certificate by the Secretaría Distrital de Ambiente, a local governmental entity in charge of environmental compliance. This certification highlights our ongoing commitment to environmental responsibility and best practices.

UK/Europe - CSR Activities

Future Frontiers

In December 2023, we became an Impact Partner for Future Frontiers, a UK-based charity dedicated to providing resources and educational opportunities for disadvantaged young people aged 14-16. The charity provides coaching and connects these young people with professional role models and helps them achieve post-16 qualifications and secure meaningful employment.

As part of our partnership, we are currently focusing on company-wide fundraising initiatives in support of Future Frontiers and doing our part in making a tangible difference in the lives of these young individuals.

Community

The mission of making learning **accessible**, **adaptive**, and **empowering** for learners, educators, and administrators is at the heart of everything we do. By leveraging cutting-edge educational technology, we aim to create personalized learning experiences that cater to diverse needs.

Data Privacy and Cybersecurity

Data privacy is essential to our operations. We believe that privacy is a fundamental right for all individuals. We are committed to high standards of security and data privacy protection for our customers, their learners, and our employees.

Certifications and Standards

- Our key products are ISO 27001/27017/27018/27701-certified, demonstrating our commitment to privacy compliance and the secure handling of personal information

- Blackboard is FedRAMP® authorized

- Blackboard, Anthology Student, and Anthology Reach undergo annual SOC 2 examinations

- Selected products are GovRAMP® authorized

Data Privacy Commitments

Our customers own their data. We understand that personal information of our customers' users is only entrusted to us. We have a responsibility to protect it vigilantly and only use it in accordance with all applicable data privacy laws and as agreed with our customers.

We believe data privacy is a fundamental right for all individuals. We were therefore among the first to adopt the high EU data privacy standards globally.

We do not sell learners' data. We do not sell learners' personal information to third parties or data brokers or use or disclose learners' personal information for targeted advertising purposes.

Innovation guided by privacy by design. We help our customers with data-driven insights and personalization. Our privacy team works closely with our product teams on these innovations, and we apply a privacy by design approach.

Data Privacy and Security Programs

Governance

Security and data privacy are a board-level priority, with oversight provided by our Compliance Committee.

Transparency and Trust

As part of commitments we make to our customers through standardized data processing agreements, we enable their risk management and audit obligations by providing documentation on our security and data privacy programs, including compliance reports, responses to industry-standard questionnaires, and provide a clear path to address additional documentation needs.

Supplier Responsibility

We ensure that our third-party suppliers adhere to strict security and data privacy standards through robust contracts and due diligence processes. Our suppliers undergo assessments to review compliance with our security and data privacy standards.

Vulnerability Management Program

We publish a public-facing Vulnerability Management Commitment and Disclosure Policy and operate a public vulnerability disclosure program (VDP). The VDP is a supplemental component of Anthology's product security program, including our use of automated and manual penetration testing processes to continually assess risk in our solutions.

Training and Awareness

We conduct regular training and awareness campaigns for all employees across the company, beginning at our onboarding process and incorporating required annual updates, to reinforce their responsibilities regarding security and data privacy.

Ethical Artificial Intelligence (AI)

Artificial intelligence (AI) is increasingly shaping the landscape of education, and Anthology has been, and will continue to be, at the forefront of AI innovation in EdTech. As with every new and powerful technology, there are risks such as bias and lack of transparency. We understand that we are responsible for managing AI risks and for helping our customers manage them. As such, the responsible and ethical use of AI is crucial to our progress and overall mission. We have been actively thinking and working with our customers on AI risk management since 2018 and implemented a formal Trustworthy AI Framework, consisting of the following:

Trustworthy AI Program: In 2023, we formalized the Trustworthy AI program, which defines our ethical principles for AI and continually guides our teams in the responsible development and use of AI technologies.

Ethical Principles: Our AI framework aligns with global standards, including the OECD AI Principles, NIST AI Risk Management Framework, and the EU AI Act. Key principles include fairness, transparency, accountability, privacy, security, and safety.

Transparency for Generative AI Features: For generative AI functionalities, such as the Blackboard® AI Design Assistant, we created detailed **transparency notes** to help our customers manage AI risks. Our generative AI features are opt-in, allowing clients to adopt these technologies in line with their policies.

We also aim to support AI literacy aligned to this framework through both thought leadership and product features like AI Design Assistant.

Service Reliability and Uptime

Service reliability is at the core of our promise to ensure seamless educational experiences. We understand the critical nature of uptime for institutions and their users, and we take the following steps to comply with our contractual availability commitments.

Proactive Monitoring: We maintain constant monitoring of our systems to identify and resolve potential issues before they can impact users.

SLAs and Performance Metrics: Our Service Level Agreements (SLAs) guarantee uptime, and we provide transparent performance metrics to customers.
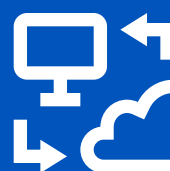
Redundancy and Backups: Our systems are designed with redundancies to safeguard data integrity and minimize service disruption.

Incident Management: We have a structured incident management process to resolve issues swiftly and keep our customers informed throughout the resolution process.

Scalability: Our solutions are designed to scale efficiently to accommodate growing user bases without compromising on performance.

We are proud that through these efforts, Anthology remains a reliable partner for educational institutions, helping them provide services to learners, educators, and administrators.

Mobile Capabilities

Mobile Learning: Our solutions are built with usage on mobile devices in mind, ensuring learners can learn at their pace, from any device, and in their preferred medium.

Accessibility: Through solutions like Anthology® Ally, we support users with varied needs.

Thought Leadership: We continue to lead the conversation on how technology can be harnessed to create adaptive learning environments.

Accessibility Policy

Accessibility is not an afterthought. It is not only a core part of how we envision and build technology, but it is also embedded into our daily operations as a company. As we work to reimagine education for a global audience, we recognize the responsibility and privilege to create inclusive experiences for people of all abilities, backgrounds, and circumstances.

We are dedicated to designing and delivering products and services that are accessible, usable, and equitable for everyone. This dedication reflects our belief that accessible design results in better experiences, and better learning outcomes, for all users.

Our Approach

Accessibility considerations are built into our products and services lifecycle. Our policy strives to:

- Align with global legal requirements such as Section 508 (U.S.), EN 301 549 (EU), and WCAG Level AA standards

- Prioritize accessibility in all new content, interfaces, training, documentation, and product features

- Hold teams, partners, suppliers, and contractors to high standards of accessibility compliance

We follow the internationally recognized Web Content Accessibility Guidelines (WCAG) Level AA, focusing on four key principles:

Perceivable: Information must be presented in ways that all users can perceive

Operable: Interfaces must be navigable and usable through multiple input methods

Understandable: Content and functionality must be easy to comprehend

Robust: Products must be compatible with current and future assistive technologies

Governance and Accountability

Our internal Accessibility Team leads implementation efforts, conducts accessibility testing, and partners with product and content owners across the organization. Teams receive tools, training, and expert guidance to support and implement accessibility.

Product and content owners are responsible for including accessibility in their workflows, beginning with planning and continuing through to testing and delivery. We maintain Accessibility Conformance Reports (ACRs) based on the industry-standard voluntary product accessibility template (VPAT), providing transparent documentation to customers and stakeholders.

We also strive to apply the same standards to any third-party service or content we use or integrate. This helps ensure a consistent experience across our ecosystem.

Continuous Improvement

Accessibility is a journey, not a checklist. We review our policy regularly to stay aligned with evolving legal standards, technological developments, and user needs. We promote a culture of continuous learning and expect every team member to support and engage in inclusive design where applicable for their role.

Commitment to Community

At Anthology, we are deeply committed to educating the wider education community about accessibility best practices. We believe that progress over perfection is the path forward—and we're here to support educators and institutions every step of the way.

We invest in sharing our expertise through media interviews, bylined articles, and thought leadership to elevate the importance of digital accessibility. We also offer a wide range of free resources—including practical guides and expert-led webinars—to help institutions take meaningful steps toward more inclusive, equitable learning experiences.

Anthology is committed to business ethics and regulatory compliance, and we expect our suppliers to uphold the same commitment.

Key Expectations

Compliance:
Operate in accordance with all applicable laws and regulations

Accessibility:
Comply with applicable accessibility laws and guidelines and have appropriate frameworks in place to respond to accessibility issues and stay up to date with regulations

Anti-Corruption:
Adhere to anti-bribery, anti-money laundering, and anti-corruption laws and implement frameworks to avoid conflicts of interest and to manage the giving and receiving of gifts

Labor Practices:
Prohibit forced labor, child labor, and any form of modern slavery

Equal Opportunity:
Support inclusive, non-discriminatory hiring and workplace practices

Safe Workplaces:
Ensure environments are free from harassment, violence, and health hazards

Environmental Stewardship:
Follow environmental laws

Data and AI Responsibility:
Protect confidential data and maintain appropriate privacy, responsible AI, and security programs

Supply Chain Accountability:
Extend these expectations to their own suppliers and partners

Non-compliance on the part of suppliers can lead to contract termination

Suppliers

Global Employee Metrics

Country

COUNTRY	% EE BY COUNTRY
Australia	0.74%
Brazil	0.58%
Canada	0.96%
Colombia	12.64%
Czech Republic	1.83%
Germany	0.03%
India	33.44%
Japan	0.03%
Mexico	0.35%
Netherlands	0.67%
Republic of Korea	0.03%
Singapore	0.16%
Spain	0.03%
United Arab Emirates	0.26%
United Kingdom	1.19%
United States	47.05%
Total	**100.00%**

Company
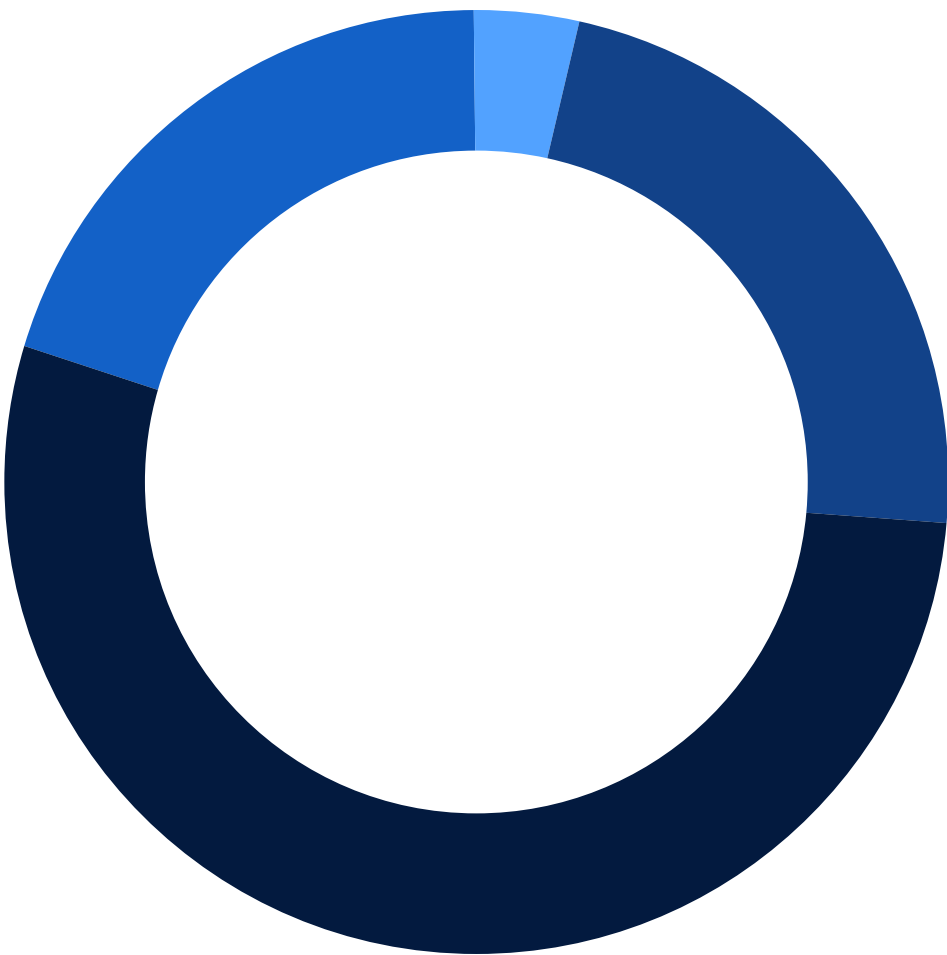
Generation

- **3.47%** Baby Boomers
- **22.88%** Generation X
- **53.24%** Millennials
- **20.41%** Generation Z

Locations

30.65%
Hybrid

14.63%
Office

54.72%
Remote

Gender

40.73%
Female
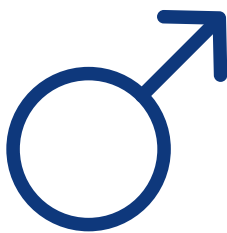
58.73%
Male
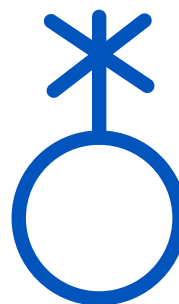
0.03%
Non-Binary
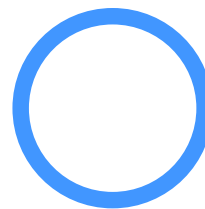
0.35%
Not Specified

0.16%
(blank)

Company

Management Level Metrics

Executive Committee

2 Female
2 White

8 Male
1 Not specified | 7 White

Manager Status – Gender

- Not Manager
- Management

Category	Not Manager	Management
Female	38.6%	38.1%
Male	61%	61.9%
Non-Binary	0%	0%
Not Specified	0.2%	0%
No Response	0.2%	0%
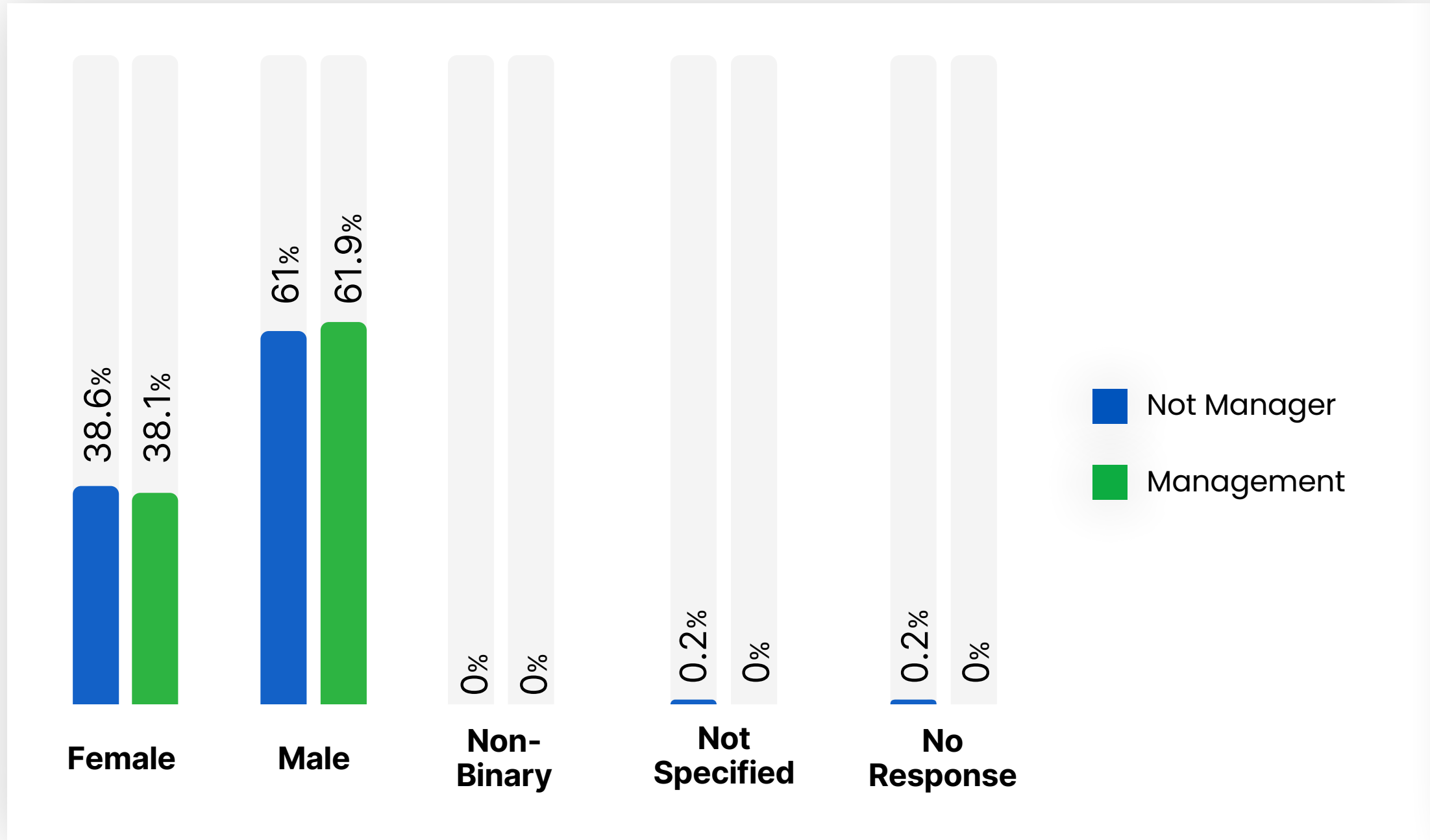
Manager Status – Ethnicity

- Not Manager
- Management

Ethnicity	Not Manager	Management
American Indian/ Alaskan Native	0.1%	0%
Asian	2.9%	4.8%
Black or African American	6.1%	4.1%
Hispanic or Latino	4.6%	5%
Native Hawaiian or Other Pacific Islander	0.1%	0%
Not Specified	58.1%	36.9%
Two or More Races	1.1%	0.5%
White	27%	48.6%

Company
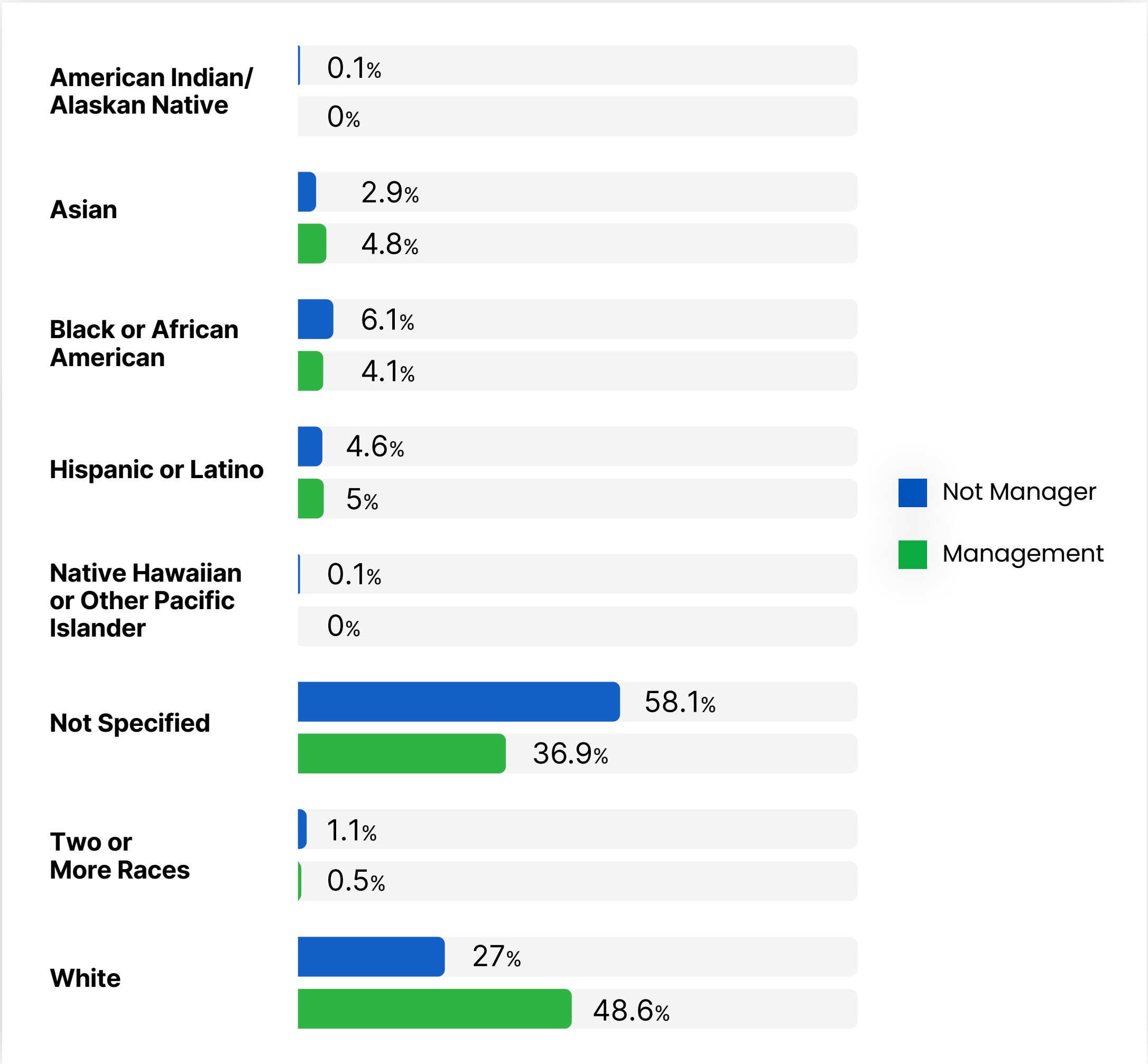
Anthology's workforce spans multiple regions and countries, reflecting the diverse and distributed nature of our operations. Visual summaries included previously in this section showcase our **geographic presence, employee count, and gender distribution**, providing transparency into the makeup of our organization.

Supporting Employee Well-Being

Employee health and well-being remain key pillars of our workplace culture. In FY24, Anthology offered a broad range of resources to support physical, emotional, and professional wellness. These included:

- Flexible time off

- Employee assistance programs offering confidential guidance for mental health, grief, financial and legal concerns, and more

- Online platforms and sessions covering mindfulness, nutrition, breast cancer awareness, and general wellness

- Professional development tools such as LinkedIn® Learning

By offering flexible, inclusive resources, Anthology ensures employees have access to support services for a variety of needs, whether they work remotely or in office.

Work-Life Balance

In reducing our physical office space as part of our sustainability initiative, remote work has also been extended to more employees throughout the company. This has contributed positively to work-life balance for employees, as reflected in data from our FY24 Employee Engagement Survey, which puts us at higher than the benchmark for companies of our size in these areas. Remote work, flexibility, and a healthy work-life balance were all mentioned as things that employees wanted the company to continue supporting, and we are dedicated to doing so. We will also continue to seek employee feedback on these and other areas through future surveys and focus groups, and to analyze the resulting data so that it may be used to drive further action that benefits all team members.

Engagement and Performance

Results from the FY24 Employee Engagement Survey reflect continued progress. Participation reached 79%, the highest in four years and above the average for organizations of similar size.

The data also indicated areas for improvement. In response, FY24 leadership development initiatives focused on equipping managers to:

- Set clear, aligned goals
- Recognize contributions consistently
- Coach and develop talent at all levels

These efforts aim to foster a culture where employees feel seen, supported, and set up for success, today and in the future.

Leadership Engagement and Development

Leadership engagement and the development of leadership team members form the cornerstone of our human capital strategy and ESG commitments, with an aim of cultivating responsible, agile leaders equipped to navigate the complexities of the digital era. Through a comprehensive ecosystem of initiatives, we strive to systematically build capabilities across all leadership levels. This multi-faceted approach ensures our leaders have the inclusive management skills, ethical decision-making frameworks, and strategic vision necessary to balance business objectives with social responsibility while fostering diverse, engaged teams.
Our leadership development programs collectively enhance our organizational resilience and advance our sustainability goals through the cultivation of forward-thinking leadership practices.

Global Leadership Team Quarterly Meetings

Our monthly senior leader and quarterly global leadership team meetings serve as vital communication forums where key organizational updates are shared and strategic priorities are aligned. These sessions foster transparency and collaborative decision-making while reinforcing our core values throughout all levels of leadership. Maintaining consistent touchpoints across our leadership ecosystem ensures our values remain central to our organizational culture and decision-making processes.

LinkedIn Learning

Investment in LinkedIn Learning has been key in working towards continuous professional development and fostering a culture of employee growth and skills advancement. With over 2700 courses completed in FY2024, our workforce has actively engaged with a diverse range of subjects including AI, accessibility, secure coding, and inclusive leadership training, equipping employees with valuable knowledge relevant to today's business challenges.

Diversity, Equity, Inclusion, and Belonging (DEIB)

Anthology delivers education and technology solutions so that learners can reach their full potential and learning institutions thrive. Our mission is to empower educators and institutions with meaningful innovation that's simple and intelligent, inspiring learner success and institutional growth.

The Power of Together™ is built on having a diverse and inclusive workforce. We respect and celebrate the unique goals and passions of our entire community— applicants, employees, partners, suppliers, as well as customers—and the diverse backgrounds, abilities, and perspectives they bring to Anthology. We are committed to making diversity, equity, inclusion, and belonging a foundational part of our hiring practices and who we are as a company.

Employees

Recruiting

Inclusive hiring and equitable workforce representation are vital to a vibrant, thriving, and successful organization. We are dedicated to ensuring that our recruitment, interview, and hiring processes reflect this in all locations and for all positions.

Inclusive Job Design and Candidate Support

All job descriptions undergo third-party text analysis to identify and remove potentially gender-biased language. Suggested revisions help ensure inclusive job postings that appeal to a broad range of applicants. DEIB language is incorporated into all job postings, and our DEIB statement is prominently displayed on the career site.

We include the **candidatesupport@anthology.com** email address in the persistent footer on our career site for candidates who need assistance applying; in addition, we include our EEO policy statement in the persistent footer.

Expanding Access Through Diverse Job Boards

To reach underrepresented communities, open roles are posted across a wide range of diversity-focused platforms, including:

Hire A Hero

JOFDAV

RecruitAbility

US Diversity[2]

FlexJobs

Girls in Tech

Tech Ladies[3]

This targeted approach increases visibility among diverse talent pools across both technical and non-technical roles.

[2] Inclusive of Black, Native American, Asian American, Latinx, LGBTQ+, Women, Veterans, Seniors, and People with Disabilities
[3] India

Career Events and Referrals

Anthology actively engages in diversity-focused career fairs, including:

EOP Careers and the
disABLED Expo

Women's Equality
Virtual Engineering &
Tech Expo

CzechITas
which supports women in tech roles
in Brno, Czech Republic

These events allow direct engagement with a wide spectrum of candidates.

In parallel, employees are encouraged to refer qualified applicants from diverse backgrounds, further supporting an inclusive recruiting culture.

Affinity Groups

The company supports five active affinity groups with over 150 global members. These employee-led groups foster inclusion and create safe spaces for underrepresented communities and allies, as well as contribute to cultural education and diverse talent outreach. Key achievements this fiscal year include:

- Each group hosted two to five events, including educational sessions and celebrations, often featuring Anthology customers as guest speakers

- Representation of the affinity groups at Anthology Together 2024 (AT24)

- Dedicated Viva Engage pages for each affinity group and a central intranet hub to promote engagement and awareness

Employees

Ethics and Compliance

It is of paramount importance to Anthology to do business with the utmost integrity and promote an organizational culture that encourages ethical conduct and compliance with applicable laws. Our business is built on the fundamental value of trust. All decisions we make, no matter how large or small, should be ethical and should be made with integrity.

Compliance Program

We have an established compliance program and a nominated compliance officer to promote this value. Among other things, the program includes a formal global compliance committee, comprised of leaders throughout the organization, including the CEO. The committee meets at least quarterly to discuss regulatory compliance-related matters.

The program is supported by our compliance policies, such as our Code of Business Conduct and Ethics, International Anti-Corruption Policy, and Gift and Entertainment Policy. Our Code of Business Conduct and Ethics provides our employees with a guide to navigating decisions that could create a conflict of interest, damage a colleague or a customer relationship, or otherwise create harm or lead to regulatory non-compliance. Employees are annually trained in these policies.

Ethics Hotline and Commitment to Non-Retaliation

An important pillar of our compliance program is the confidential ethics hotline that allows employees and any other individual to report concerns about misconduct, unethical behavior, or violations of company policies. Reports can be submitted anonymously online, via the company intranet, or by phone.

We believe it is essential to create an environment in which individuals feel able to raise any matters of genuine concern internally without fear of disciplinary action being taken against them, that they will be taken seriously, and that the matters will be investigated appropriately and, to the extent practicable and appropriate, be kept confidential.

As such, we prohibit retaliation in any form against anyone who, in good faith, reports violations or suspected violations of policies and applicable law, or who assists in the investigation of a reported violation.

Modern Slavery Act Statement

Anthology is committed to upholding human rights and help ensure that modern slavery has no place in our operations or supply chain. We maintain a zero-tolerance approach to all forms of modern slavery, including forced labor, servitude, and human trafficking.

Employees

By bringing technology and education together in one innovative and intelligent EdTech ecosystem, we provide the digital infrastructure for our customers to modernize their campuses and navigate fast, unprecedented change. We provide a complete, holistic suite of solutions including a learning management system (LMS), student information system (SIS), and customer relationship management (CRM) platform. These platforms—Blackboard®, Anthology® Student, and Anthology® Reach, respectively—are the pillars of the solution portfolio we offer to higher education institutions, corporate organizations, and government entities and agencies.

Anthology
power of together

Illuminate: Comprehensive Data and Reporting Plataform

Blackboard

The modern LMS—designed in collaboration with educators— that saves instructors time, empowers student choice, and promotes continuous improvement for all.

Student

The flexible, cloud-based SIS with ERP capabilities that powers learner success at every stage while also streamlining operations across all facets of the institution.

Reach

The cloud-based CRM that provides transformative experiences with insights, personalized engagement, and streamlined processes to improve enrollment, retention, and institutional advancement.

Complementary Solutions

Anthology® Ally: Deliver inclusive, accessible learning

Anthology® Engage: Power meaningful learner experiences

Anthology® Advance: Unify CRM, engagement, and giving in one connected advancement solution—purpose-built for higher education and powered by Microsoft® Dynamics 365

Anthology Global Services

Implementation and Adoption Services: Configuration, deployment, and support for your solutions, aligning them to your goals, training your staff, and ensuring proficiency—setting everyone up for ongoing success

Optimization and Growth Services: Results-focused insights and wraparound services powered by both AI and human expertise to help you attract, enroll, and retain the right students and ensure institutional sustainability