

MESSAGE FROM OUR GOVERNANCE, COMPENSATION AND SUSTAINABILITY COMMITTEE CHAIR



Now, more than ever, product, business and organizational strategy needs to incorporate ESG performance in line with both rising stakeholder expectations and delivering responsible growth and long-term shareholder value creation. As a Board, it is a key priority area.

Continuing my second year as Lead Independent Director and Chair of the Governance, Compensation and Sustainability Committee, I am pleased with the progress made in Blackline Safety's fiscal 2021 ESG results. The company strengthened its diversity, equity and inclusion efforts with an 8% increase

in women in management to 35% and a 6% increase in the ethnic diversity of its workforce year-over-year. And as the company workforce doubled, employee engagement increased to 76%.

Looking ahead, Blackline Safety's net-zero target, which has full support of the Board, builds upon the momentum already created aligning organizational efforts with meaningful participation in the energy transition. Actions completed over the year to understand emissions, establish a baseline, and put together a pragmatic plan to get to net-zero make the pledge more than just a statement.

The Board continues to be actively engaged in its oversight of Blackline's approach to managing ESG issues under a governance framework that provides clear oversight and accountability. From our Board of Directors to our Executive Management Team, we are committed to integrating ESG considerations across our operations and into our strategic decision-making to strengthen not only our own performance, but the sustainability expectations of our customers, investors, supply chain and society as a whole.

A handwritten signature in black ink, reading "Cheemin Bo-Linn". The signature is fluid and cursive.

Cheemin Bo-Linn

Lead Independent Director & Governance,
Compensation and Sustainability Committee Chair