

# MESSAGE FROM OUR CEO AND BOARD CHAIR



At Blackline Safety, we have always focused on initiatives that help embed greater resiliency and adaptability into our overall business model and safeguard the value we have created. Our investments in talent, environmental sustainability and protection, a strong and flexible supply chain and various risk mitigation programs build a better company – and a better world.

Throughout 2021, we focused on advancing our ESG initiatives through target setting and execution, improved disclosure and community engagement to deliver robust operations that support sustainable, long-term growth. In so doing, we also align with the ESG value we have always brought to our customers through our connected safety technology that saves lives and enhances operational performance.

## 2021 ESG ACHIEVEMENTS

- Grew a diverse and inclusive workforce, with 30% ethnic representation—an increase of 6% year-over-year—and an 8% increase in women in management. To further build a culture of belonging and inclusion, the company will increase its engagement with underrepresented groups as part of recruitment and increase mentorship support and leadership opportunities.
- Improved overall employee engagement to 76%, while nearly doubling the global workforce, and continued to expand training and development opportunities and comprehensive benefits coverage including \$5,000 mental health support for Canadian employees.
- Collected over 170 billion data points to date through Blackline Live, upheld by the highest standards of data security and privacy measures in line with GDPR and SOC 2 compliance.
- Doubled community investment year-over-year and tripled the number of nonprofits supported, with areas of support to organizations aligned to the company's vision.
- Increased roster of vendors by sourcing alternates as much as possible, to mitigate risk obtaining materials and foster greater diversity and resiliency in the company's supply chain.

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While we are proud of these achievements, we recognize there is always room to do more. To that end, we have added ambitious short, medium and long-term goals and targets across many of our material ESG focus areas, outlined in greater detail in this report.

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## NET-ZERO BY 2023

Most notably, as we continue to evolve our ESG strategy to create value for all our stakeholders—from employees to customers to investors—we have set a bold objective to be a net-zero emissions company by 2023, contributing to the net-zero goals of our customers, investors and our society. Climate change presents a significant environmental and financial risk to the global economy and we have a collective role to play in protecting our planet. Through the past year we calculated Scopes 1, 2 and 3 GHG emissions to establish a baseline and identify key levers to achieve our net-zero goal. Our strategy outlines several pathways including reducing our energy inputs through lean and efficient manufacturing, turning to renewable sources as much as possible, investing in carbon offsets, minimizing our waste, and seeking diversity in the supply chain.

I encourage you to read the full report for more information on our climate change plan and other initiatives. Blackline Safety's history of innovation, experience supporting the ESG efforts of our customers, and the ingenuity of our people leave us well-positioned for what lies ahead. As we move forward in our ESG journey, we are excited to build on our strategy and update stakeholders on our performance and progress. I want to personally thank everyone at Blackline Safety for their role in this critical and worthy work and I am confident about what we can achieve together.

A handwritten signature in black ink, appearing to read "Cody Slater".

**Cody Slater**

Chief Executive Officer & Chair