blacklinesafety

2022 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

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ESG: THE BLACKLINE SAFETY APPROACH

Blackline Safety's 2022 Environmental, Social and Governance (ESG) report marks our third annual year of reporting – and tracking progress toward – our identified sustainability goals. These goals support the responsible growth of our business to benefit shareholders, stakeholders and society as a whole.

Our report has been prepared in accordance with the Sustainability Accounting Standards Board (SASB) Framework for Technology-Hardware and Software & IT Services and the Global Reporting Initiative (GRI). Our approach also aligns with the United Nations' Sustainable Development Goals (UN SDGs). We share the view that businesses have a key role to play in addressing global challenges related to climate action, gender equity, responsible energy and water consumption, and resilient and safe communities.

We are committed to taking the next step in our disclosure by aligning with the Task Force on Climate Related Financial Disclosures (TCFD) recommended guidelines in future reports.
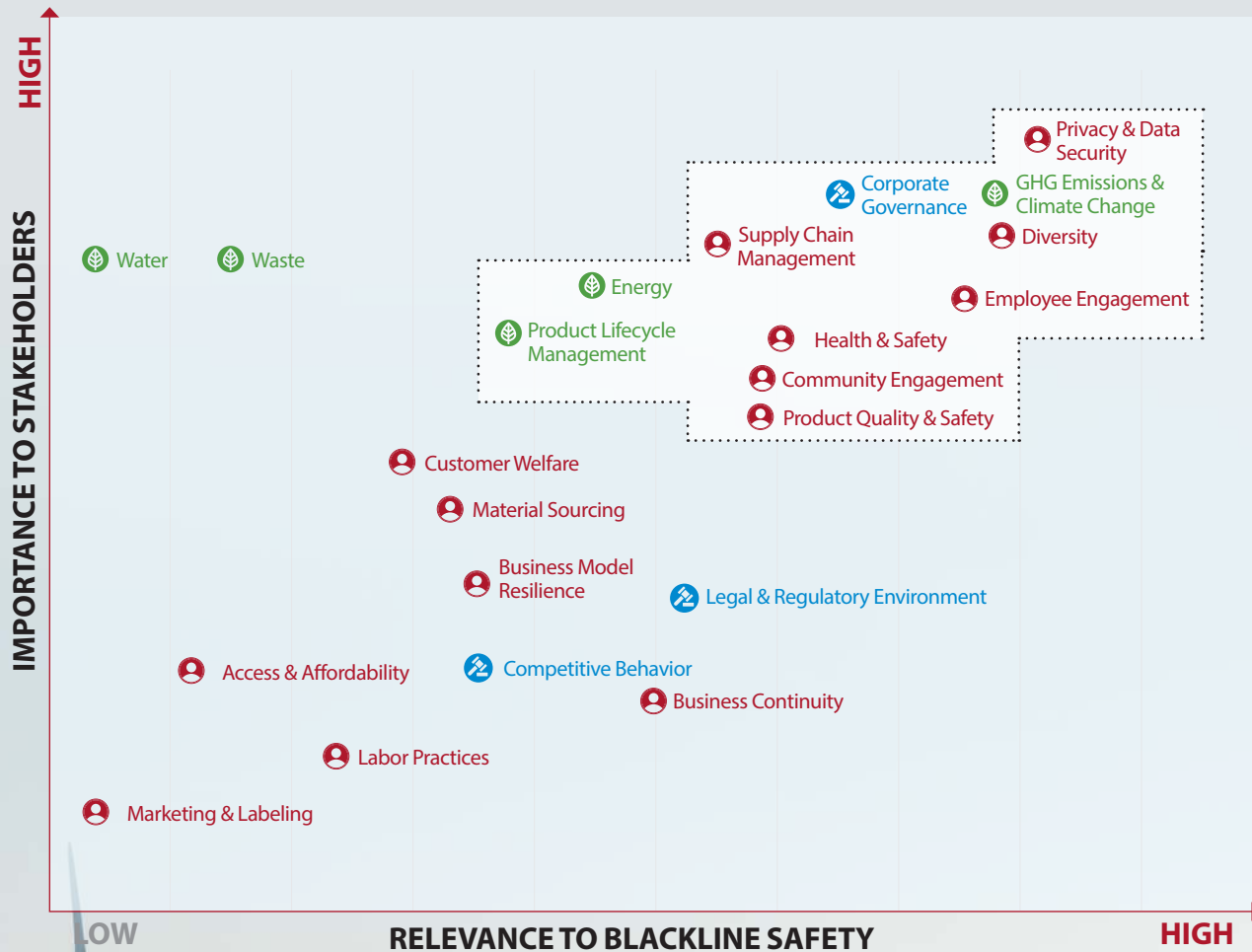
This report covers the global operations of Blackline Safety for the Company's 2022 fiscal year which covers the period from November 1, 2021 to October 31, 2022.

The content of our annual ESG reporting is determined through a detailed materiality assessment which identifies the material ESG focus areas that are vital to the effective management of ESG risks and opportunities. With oversight from our Board – assisted by its Governance, Compensation and Sustainability Committee – and Executive Management Team, in fiscal 2022 we continued to map our ESG risks with reference to the SASB materiality map, ensuring alignment with accepted standards. We also continued to monitor the evolution and proposed merging of standards, creating a more globally recognized set of standards and their impact on our ESG strategy and reporting, in particular the International Sustainability Standards Board (ISSB) and its forthcoming initial standards. We have engaged key internal leaders, recognizing they best captured their respective external stakeholder priorities, to clarify our most significant business risks and opportunities for impact. Refer to our Stakeholder Framework for further information on how we engage stakeholders. We aim to provide clear and consistent disclosure relating to our identified material ESG focus areas, demonstrating transparency to enable informed decision-making by all stakeholders.

We welcome your feedback at esg@blacklinesafety.com.

HIGH

IMPORTANCE TO STAKEHOLDERS

- Water
- Waste
- Energy
- Product Lifecycle Management
- Supply Chain Management
- Corporate Governance
- GHG Emissions & Climate Change
- Privacy & Data Security
- Diversity
- Employee Engagement
- Health & Safety
- Community Engagement
- Product Quality & Safety
- Customer Welfare
- Material Sourcing
- Business Model Resilience
- Legal & Regulatory Environment
- Access & Affordability
- Competitive Behavior
- Business Continuity
- Labor Practices
- Marketing & Labeling

LOW — RELEVANCE TO BLACKLINE SAFETY — HIGH

- Environmental
- Social
- Governance

MESSAGE FROM OUR CEO AND BOARD CHAIR

Every day at Blackline Safety we continually seek ways to challenge ourselves and improve how we deliver for our customers, support our employees, and accelerate the pace of innovation. We ask ourselves, "How can we make our products, our services, our customer experience, our workplace, better?"

This mindset is ingrained in our culture and in our corporate values, which prioritize innovation, resiliency, leadership and empowerment. And it extends into our commitment to sustainability. In this, our third ESG report, we share and track our progress against the sustainability metrics we've identified that support a better company—and a better world.

ENABLING ESG – FISCAL 2022 ACHIEVEMENTS

- Rendered the benefits of connected safety accessible to thousands more workers with the launch of G6, our new single-gas detector for the disposable gas detection market. G6 is also more sustainable with double the life span compared to competitive devices, which are thrown away after two years.
- Packaged G6 with 100% recycled materials, with plans to extend sustainable packaging to our other products.
- Collected over 200 billion data points to date through Blackline Live and bolstered our data security and privacy measures, including launching a European Blackline Live domain to strengthen GDPR compliance by storing and fully processing customer data in Europe.
- Supported live, professional monitoring of a milestone 45,000 workers—the only connected safety provider to do so.
- Grew a diverse and inclusive workforce, with 48% ethnic representation in our product development team—a 29% increase over 2021.

BUILDING RESILIENCY – THE PATH FORWARD

The journey to become more sustainable, however, is not simple or straightforward for any organization. And as the technology sector navigated a turbulent macroenvironment in 2022, it was even more challenging.

First and foremost, Blackline needed to ensure resiliency and business continuity in the face of increasing interest rates, rising inflation and ongoing supply chain challenges. We bolstered our corporate Balance Sheet with equity financing and a new operating facility, implemented cost reductions enterprise-wide, and maintained the robustness of our supply chain through increasing our roster of vendors, proactive planning, and the use of both consignment and broker markets where necessary.

These actions and this focus meant the timeline to achieve our commitment to net-zero by 2023 was extended. While this ambition remains a priority, we are revisiting the pathways to get there and developing a reasonable and pragmatic approach to move us forward.

I encourage you to read the full report for more information on our climate action and other ways we are aligning our own performance with the ESG value we have always brought to our customers through our connected safety technology. And I want to personally thank everyone at Blackline Safety for always going the extra mile to enhance the safety and success of our customers, and for their contribution to our sustainability journey.

Cody Slater
Chief Executive Officer & Chair
Blackline Safety

ABOUT BLACKLINE SAFETY
COMPANY OVERVIEW

Founded in 2004, Blackline Safety Corp. (Blackline Safety) is a global connected safety technology leader with a Hardware-enabled Software-as-a-Service (HeSaaS) business model. Headquartered in Calgary, Canada, we also have offices in Kitchener (Ontario), the United Kingdom (UK), France, United States (USA) and Dubai, United Arab Emirates (UAE).

In the spirit of reconciliation, we acknowledge we live, work and play on the traditional territories of the Blackfoot Confederacy (Siksika, Kainai, Piikani), the Tsuut'ina, the Îyâxe Nakoda Nations, the Métis Nation (Region 3), and all people who make their homes in the Treaty 7 region of Southern Alberta. We would also like to acknowledge that the land we occupy today has served as home of Indigenous peoples, specifically the Atakapa-Ishak, Tāp Pīlam Coahuiltecan, the Sana band of the Tonkawa tribe, and Karankawa nations. Only the Atakapa-Ishak and Tāp Pīlam Coahuiltecan Nations have survived.

Our talented team of designers and engineers combine their drive for innovation with data-driven customer feedback to create, manufacture and manage our award-winning portfolio of gas detectors, area monitors, and lone worker devices in-house. These connected devices – coupled with our safety software, data analytics and reports – empower businesses with real-time visibility of their workers and safety insights. From these, optimized incident response and evacuations, gas detection compliance, and operational efficiency flow.

PARTNERS IN SAFETY

Our customers choose us because of a shared commitment: to protect workers by providing superior products and services and by prioritizing safety first. These are some of the organizations we are proud to work with:

INDUSTRIAL

YorkshireWater

NiSource

BRITISH STEEL

GE

BAE SYSTEMS

Dŵr Cymru Welsh Water

TRANSPORTATION

FedEx.

CEMEX

Cummins

Airgas.

Ford

Ryder

ENERGY

Shell

ConocoPhillips

SUNCOR ENERGY

cenovus ENERGY

ExxonMobil

OQ

CONSUMER GOODS

gsk

Heineken

DANONE

Tyson

Coca-Cola

YEAR IN REVIEW

Fiscal 2022 was another record-setting year of revenue growth for Blackline Safety. We achieved $73 million in overall revenue (up 34% over the previous year), including a 42% increase in product revenue and 28% increase in service revenue. The results are evidence the industries we serve are prepared to invest in opportunities that maximize workplace safety and operational excellence. Our connected technology solutions play an integral part in keeping workers safe, while supporting digital transformation efforts.
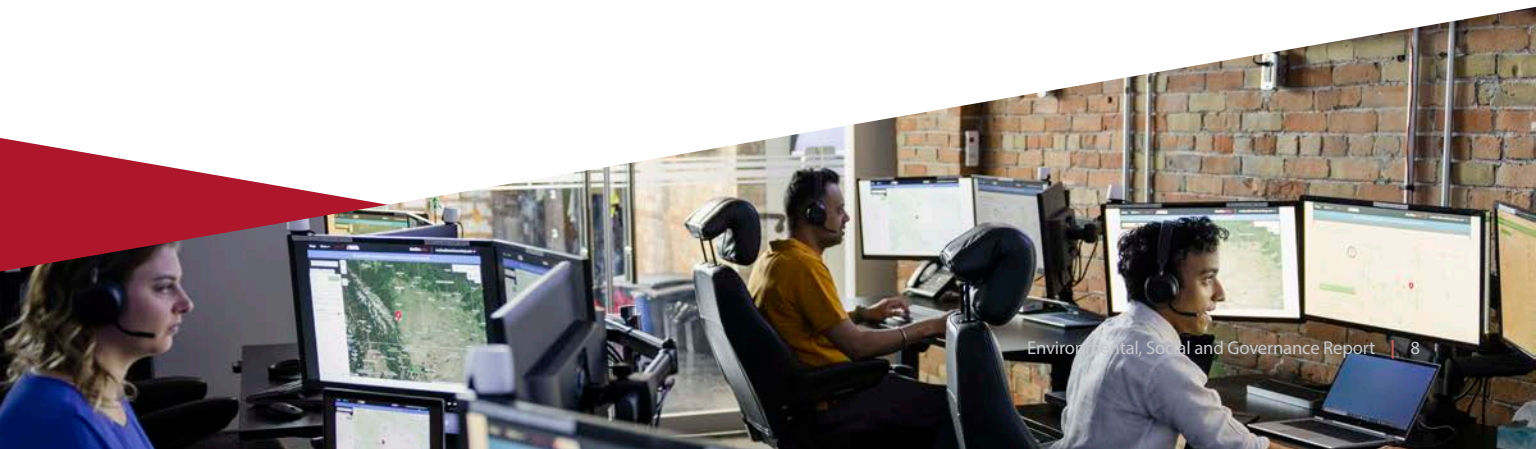
We invested $24.7 million in our research and development roadmap, and $36.5 million in sales and marketing initiatives. These investments helped accelerate product commercialization, the expansion of our sales network and new digital lead generation capabilities—all while opening new markets and new applications for our products and services.

2022 also saw us launch G6, our single-gas wearable safety monitor. This long-lasting, low-maintenance device is expected to open Blackline Safety's connected safety technology to thousands more industrial workers, disrupting the 'beep and flash' detectors that currently dominate the market.

To maintain the resiliancy of our technology and operations and our pace of innovation, we acquired Swift Labs Inc., an Internet of Things (IoT) design and engineering consulting firm based in Ontario, Canada. The team's deep technical talent across all aspects of wireless product design and development added significant horsepower to our product development capacity.

We ended fiscal 2022 with $31.1 million of cash and investments. In the fourth quarter of the year, we also closed a bought deal short-form prospectus offering and a non-brokered private placement for total gross proceeds of $24 million to further strengthen our Balance Sheet. As we advanced the sustainability of our financial model we also increased our pricing, implemented corporate-wide cost reductions, and entered into a new two-year $15 million senior secured credit facility with a $5 million accordion feature. All giving us the flexibility to achieve our sustainable growth strategies in product commercialization and sales and marketing.

GOVERNANCE GOALS
CORPORATE GOVERNANCE

Strong corporate governance is fundamental to protecting the long-term interests of shareholders. Our governance structure and policies provide a solid framework for accountability and effective oversight, including appropriate disclosure.

More information regarding our approach to corporate governance can be found in our Annual Information Form under our profile on www.sedar.com as well as other policies and documents on our website.

BOARD COMPOSITION AND COMMITTEES

The foundations of effective corporate governance begin with the Board of Directors. Our Board members provide a mix of skills, expertise and experience, and steward the strategic direction of Blackline Safety through engagement, diversity of thought and independence.

During fiscal 2022, we added a new Board member – Jason Cohenour - bringing our total number of directors to eight, seven of whom are independent. Mr. Cohenour is the former President and CEO of Sierra Wireless with extensive leadership experience in IoT, mobile communications and semiconductors.

These leaders collectively bring top-level experience across multiple industries and professional disciplines.
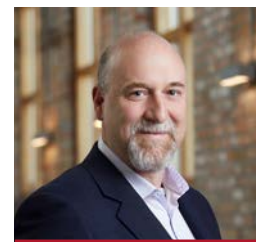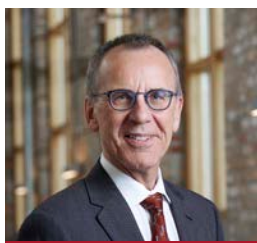
Cody Slater
Chef Executive Office and Chair

Cheemin Bo-Linn
Lead Independent Director

Dr. John Finbow
Independent Director

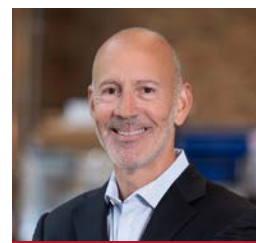**Brad Gilewich,** CPA, CA
Independent Director

Michael Hayduk, LLM, K.C.
Independent Director

Robert Herdman, FCPA, FCA
Independent Director

Barbara Holzapfel
Independent Director

Jason W. Cohenour
Independent Director

The Board currently has two committees to help fulfill its duties and responsibilities and ensure proper oversight of Blackline Safety: the Audit Committee and the Governance, Compensation and Sustainability Committee. To support the direction set by the Governance, Compensation and Sustainability Committee, plans are underway to create a new ESG-focused cross-functional team within Blackline Safety in 2023 focused on progressing the Company's ESG goals.
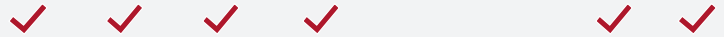
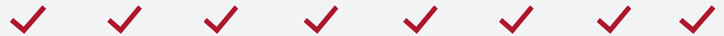|	1	2	3	4	5	6	7	8
Accounting and Finance Experience with, or understanding of, financial accounting and reporting, corporate finance, internal controls over financial reporting, and IFRS	✓	✓		✓	✓	✓		✓
CEO/Senior Management Experience as a CEO or senior executive	✓	✓	✓	✓			✓	✓
Public Company Experience as a CEO, senior executive, or Board member of a public company (other than Blackline Safety)	✓	✓	✓		✓	✓	✓	✓
Governance Experience in corporate governance principles and practices	✓	✓	✓	✓	✓	✓	✓	✓
Human Resources/Compensation Experience in, or understanding of, compensation plans, leadership development, talent management, succession planning, and general human resource principles and practices	✓	✓	✓	✓	✓	✓	✓	✓
Risk Management Experience in, or understanding of, internal risk controls, risk assessment, risk management and/or reporting, including risks related to environmental and social issues	✓	✓	✓	✓	✓	✓		✓
Technology Senior executive experience in the technology industry	✓	✓	✓	✓	✓	✓	✓	✓
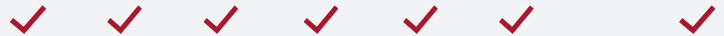
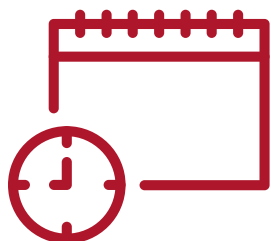## BOARD DIVERSITY, EQUITY AND INCLUSION

To reflect our belief that diversity and inclusion at all levels drive our core values forward, we have adopted a Board Diversity Policy. The Governance, Compensation and Sustainability Committee oversees and reviews the policy and agrees on appropriate targets, such as our target of having at least 25% women on the Board.

7.8 YEARS
AVERAGE TENURE
ON BOARD

25%
FEMALE DIRECTORS,
including Lead Independent Director, compared to Canada's Technology, Media & Telecommunications industry average of 26.3% (according to Deloitte's seventh edition Woman in the boardroom report [2022])

RISK MANAGEMENT

Identifying our material ESG focus areas adds value and enhances our long-term business resilience and profitability. Understanding how each focus area impacts our organization is critical to ensuring we properly manage our risks and opportunities.

The Board as a whole oversees the principal risks of our business and makes sure the best practical procedures are in place to effectively monitor and mitigate those risks.

The Audit committee oversees financial risks and monitors the management of the principal risks that could impact our financial reporting, including cybersecurity and privacy risks.

The Governance, Compensation and Sustainability committee oversees the material ESG focus areas, as well as compensation and succession risk.

The management Disclosure Committee oversees the appropriateness of disclosures and other specific reporting required of Canadian securities regulators and IFRS.

ETHICS

Adherence to the highest legal and ethical standards and our reputation for acting responsibly play a critical role in our business success. With the guidance and approval of the Board, we have established corporate policies that institutionalize our core values and form the basis of conduct at Blackline Safety.

CODE OF BUSINESS CONDUCT AND ETHICS

Blackline Safety's Code of Business Conduct and Ethics reflects our commitment to a culture of honesty, integrity, and accountability. It outlines the basic principles and policies with which all service providers are expected to comply. Service providers are our directors, officers, employees, consultants, contractors, contract operators and any other person or company that provides services to Blackline Safety. Annually, we require reaffirmation from our employees that they have read and will comply with the Code, which helps us meet our business practice standards and comply with applicable laws and regulations.

WHISTLEBLOWER POLICY

Our independent Whistleblower reporting tool is available to report anonymous concerns regarding violations of Blackline's employee handbook and corporate policies, including suspected instances of illegal or questionable accounting, internal control, auditing, or people matters. When issues are reported, we will investigate, address, and respond, where necessary. We do not take adverse actions on persons who report misconduct. We are committed to investigating and addressing all complaints reported.

ANTI-CORRUPTION POLICY

Blackline Safety's Anti-Corruption Policy provides guidelines to re-enforce ethical behavior in our business conduct and promote compliance with applicable anti-corruption legislation. It applies to employees, officers, and directors of the Company, and reflects the standards to which Blackline Safety expects its partners, agents, consultants, contractors, contractual counterparties and any other third party who can act on behalf of Blackline Safety are expected to adhere.

ENVIRONMENTAL GOALS
GHG EMISSIONS AND CLIMATE CHANGE

As part of our approach to managing the environmental impact of our operations, we are focused on reducing our Scope 1, Scope 2 and Scope 3 greenhouse gas (GHG) emissions intensity.

Our commitment to achieving net-zero emissions remains unchanged. However, to support our sustainability investments, a challenging 2022 macroeconomic environment required us to adjust the timing of this goal. It's a reminder that we depend on a healthy and resilient business to support the investments and initiatives - like running our operations on renewable energy, improving energy efficiency or purchasing carbon offsets – that will help us reach our climate goals. We are currently revisiting our approach and timelines to achieve our net-zero ambition and developing a thoughtful and pragmatic plan to achieve the goals we set.

We continue to improve the accuracy of our emissions data as methodologies change and technology used to retrieve and analyze environmental data evolves. Enhancing our data collection processes leads to better reporting, deepened understanding of our impacts and the identification of additional emission reduction opportunities. In 2022, we engaged a consultant with expertise in the GHG monitoring field to assess our baseline GHG emissions, provide recommendations on ways to reduce our energy inputs and move toward renewable sources as much as possible.

DATA

	FY2022	FY2021
Scope 1 - MT CO2e	213.0	215.0
Scope 2 - MT CO2e*	591.5	576.0
Scope 3 - MT CO2e**	2,691.2	1,606.2
Total (MT CO2e)	3,495.7	2,397.2

*Scope 2 emissions calculated using the location-based method. Use of the market-based method to reflect renewable energy purchases is a priority in future reports.

**Includes categories 3 (Fuel- and Energy-Related Activities, not included in Scope 1 or Scope 2), 6 (Business travel), and 7 (Employee commuting) Scope 3 emissions only using the spend-based method using the Quantis GHG Protocol Scope 3 Evaluator. The identification of additional material upstream/downstream categories and calculation of full Scope 3 emissions data is a priority in future reports.

Our Scope 1 and 2 emissions were static year-over-year, but our Scope 3 emissions increased as our business operations expanded to cover new territories and an increased number of customers around the world.

ENERGY

THE CLOUD

Our primary energy inputs and water sources are largely related, directly and indirectly, to our cloud-hosted safety monitoring infrastructure that runs on Amazon Web Services (AWS) as well as the day-to-day operations of our corporate offices and manufacturing facility.

As our product line continues to grow, AWS's global coverage sets us up to easily scale internationally, ensuring our product portfolio is completely turn-key and connected. We push every software update through the cloud, so customers never have to experience device downtime or manage updates and maintenance themselves. This feature also means customers require less physical monitoring and calibration, helping to reduce their own GHG emissions.

We continue to use AWS due to their exceptional service, cost benefit equation, and important environmental initiatives and commitments. For example, AWS is committed to net-zero carbon by 2040 and is on a path to 100% renewable power by 2025. Further, AWS has multiple initiatives underway to use water more efficiently and use less potable water to cool its data centers. Refer to AWS Sustainability Report for more details.

THE GROUND

Blackline Safety is committed to being more environmentally responsible by increasing energy efficiency, minimizing waste and driving efficiency throughout our operations.

- In 2022, Blackline Safety's Calgary office contracted Technotrash Alberta Ltd., which specializes in electronic breakdown, sorting and recycling – with a 99.99% recycle rate. We are committed to working with 100% certified suppliers to minimize waste by ensuring the maximum amount of materials are recycled where appropriate.

- In 2022, our French subsidiary became ISO 14001 certified, following on the success of our Blackline UK subsidiary being certified in 2021, demonstrating our ongoing commitment to maintaining and improving our approach to environmental concerns. We are in the process of achieving ISO 14001 certification corporate-wide.

DATA

	FY2022	FY2021
Total energy consumption	6,383 GJ, of which 48% was supplied from grid electricity and 48% was from renewable sources	6,713 GJ, of which 44% was supplied from grid electricity and 28% was from renewable sources
Total water consumption	3,483 m3, 48% in regions with high or extreme high baseline water stress	2,779 m3, 52% in regions with high or extreme high baseline water stress

GOALS

FY2022 GOALS	STATUS	FY2023 AND BEYOND GOALS
Achieving 100% energy consumption from renewable sources corporate wide by the end of fiscal 2023.	**Revised** Blackline Safety offsets its electricity usage in its corporate office; however, recognizes there is still work to be done to reduce its Scope 1 and 2 emissions, and energy sources at its international locations.	Revisit pathways to achieve net-zero ambition and develop pragmatic approach given current corporate framework.
Achieving ISO 14001 certification corporate wide by the end of fiscal 2021.	**Ongoing** Blackline Safety achieved ISO 14001 for its French subsidiary operations in 2022 and is in the process of ISO 14001 certification at its corporate office. Becoming ISO 14001 certified aligns with our goal of net zero as our environmental management system will not only benefit the environment, but also reduce the costs and improve efficiency within the organization through data collection and ongoing review of the business' objectives.	Achieve ISO 14001 certification of our environmental management system corporate wide by end of fiscal 2023.

PRODUCT LIFECYCLE MANAGEMENT

Our primary waste consists of materials from device production, consumer products and packaging waste. We aim to make our product lifecycle process more responsible by reducing hazardous waste and diverting waste from landfills. The majority of our internally generated waste is recycled or e-cycled.

In fiscal 2022, Blackline Safety:

- Recycled, e-cycled or repurposed for donation to community charities 10,423 lbs of production-related waste (fiscal 2021: 12,593 lbs).*

- Continued its various recycling programs in place across the entire Company, in accordance with local guidelines:

    o   We recycled 5.21 tons of end of life products and e-waste (2021: 6.42 tons).

    o   Our solder paste recycling program, where one of our suppliers takes back used solder paste and any waste material that is contaminated with chemicals, generated 169 lbs of solder paste (fiscal 2021: 98.5 lbs).

    o   Plastic recycling was implemented at our corporate office, which was driven by employee feedback through the Health & Safety Committee.

    o   Our facility in Colchester, UK saved 70.488 trees through recycling shredded paper (fiscal 2021: 10.174 trees).

    o   We recycle paper, cartridges, plastic bottles and aluminum cans in all our global facilities.

    o   An employee-led recycling initiative in Calgary, AB driving monthly recycling services for Febreze bottles, Nespresso & K-cup pods.

*The decrease in weight of end-of-life products and e-waste reflects lower device returns in the year and a change in the recycling company who only recycles 99.9% materials.

GOALS

FY2022 GOAL	STATUS	FY2023 AND BEYOND GOALS
Incorporate 100% recyclable materials into packaging plans for products.	**Achieved** G6, our new product launched in 2022, uses 100% recyclable packaging. **Ongoing** We are in the process of redesigning the packaging of G7 and G7 EXO with recyclable materials.	In balancing protecting the environment and ensuring that our customers receive their products in excellent condition, we will incorporate recyclable materials into packaging plans for all products.
Dispose of all hazardous materials by working with only accredited disposal companies to minimize waste.	**In progress** Blackline is taking steps to ensure we partner only with accredited suppliers who will recycle materials as much as possible. We are committed to working with 100% accredited suppliers by the end of 2023.	Blackline will continue to implement the programs initiated in FY 2022 to minimize waste through accredited disposal companies.

SOCIAL GOALS
OUR CULTURE AND TEAM

Our corporate values help define our culture and supply a common internal vocabulary to our purpose and mission. By living our values, culture is woven into our corporate identity.

OUR VALUES

The growth we have experienced and our expansion as a company has been guided by our commitment to our values.

DRIVE INNOVATION
Tirelessly pursuing new and renewed products, processes and ideas, understanding that continuous improvement can be disruptive

BE RESILIENT
Facing the challenges before us, being curious about our potential, and starting from scratch when necessary

DEMONSTRATE LEADERSHIP
Knowing that leadership is a behavior and not a position, and actively participating in our success

GO THE EXTRA MILE
Channeling an entrepreneurial spirit and rolling up our sleeves to do the work, whatever the work

EMPOWER PEOPLE
Powering people and their potential is at the heart of our business – both in our mission to protect and save lives and in our day-to-day business operations

By living our values, we enhance the safety and success of our customers and their employees while driving our own organization's culture forward.

EMPLOYEE ENGAGEMENT

Blackline Safety has conducted an annual employee survey since 2018 to track engagement and to proactively encourage feedback from our employees. Our goal is to attract and retain world-class talent committed to the mission of our Company. Participation in the 2022 survey was 73% compared to 70% in the prior year.
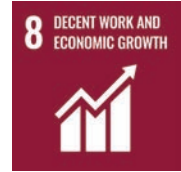
Employee engagement (the aggregate overall score in the annual employee survey) in 2022 was 79%, an increase from the previous year at 76%. The key engagement factors we track are: career development, communication and feedback, compensation and benefits, mission and purpose, and respect. Engagement in almost all areas improved year-over-year.

Other initiatives in fiscal 2022 that helped drive employee engagement:

- **Employee Referral Program**: many of the best candidates for open positions come from our employees' professional networks. Employees who refer a new hire that successfully completes six months of employment are eligible to receive a one-time payment of $1,000. Since the program's kick off, we have successfully onboarded more than 48 employees as a result of a referral.
- **Long service awards:** introduced to recognize employees for dedicated continuous service (five, 10 and 15 years) to the Company. In fiscal 2022, we celebrated 31 employees who reached their five-year service award milestone, and four employees for 10 years' service.
- **Kudos program:** allows employees to identify those who have excelled on a project, gone above and beyond to help out, or deserve some other form of recognition. The sharing of internal success stories propels our culture forward, creates unity and alignment across teams, and builds engagement.
- **Patent program:** designed to support our employees' passion for innovation, help push novel ideas forward, and develop our top talent.
- **Performance management:** A new annual performance review program was launched in fiscal 2022 to drive a consistent performance management process across Blackline, globally. The process encourages employees and managers to engage in meaningful conversations on career development and growth and to provide an opportunity for 360-degree feedback.

TEAM DEVELOPMENT

The business of technology and technology development is fast-paced. In order to keep pace with change, especially for a company with global operations, we have built a culture of learning and development. In fiscal 2022, we:

- Logged over 2,500 hours through Blackline Learning, the Company's online learning platform.
- Launched the Blackline Safety Summit Leadership Development Program with 25 leaders. This internal leadership development training for front line managers and prospective managers was created specifically for Blackline Safety by an internationally renowned leadership institution.
- Sponsored workshops, seminars and other activities, such as Company-wide Learning Week, designed to promote professional and management development by improving employee performance and knowledge of the Company and its product and service offerings.
- Supported 173 employees through our Education Assistance Program providing financial support ($2,500 per year per employee) and time for our people to enroll in training that increases their skill level and knowledge. Of these programs, 102 were job-identified enhanced training and 71 were employee-pursued education.
- Reimbursed relevant professional membership affiliation fees.
- Continued active internship program in software development and marketing to develop the talent and skills pipeline of future engineers and marketing professionals.

COMPENSATION AND BENEFITS

We perform compensation benchmarking for specific roles against market practices in the industry and cities/countries where we operate. As part of this benchmarking, we research and provide benefits specific to the market standards.

We provide comprehensive benefits coverage for our employees such as:

Employee share ownership plan, complemented by Company matching 50% of employee contributions – 51% participation in 2022 down from 64% in 2021

Benefits for all employees that cover health, disability, life and accident insurance, including increased investment in support of employee mental health

Flexible health spending options for US employees, in addition to standard health and dental benefits

Competitive vacation program, and an increase in standard starting vacation for all new hires in Canada and the United States, that places Blackline over and above peers

Sponsored visas through Canada's federally supported Global Talent program

Stock option plan

DIVERSITY

A diverse workforce leads to high levels of engagement and effective decision-making. We aim to cultivate a diverse, thriving and inclusive culture where our employees feel included, make an impact and have opportunities for development.

We also engage our employees in learning, training and development activities related to diversity and inclusion. We do this for our Canadian employees through our new partnership, launched in 2022, with the Canadian Centre for Diversity & Inclusion, and through Diversity partners in the UK like Autism Anglia and Diversity UK.

Workforce by Gender (total survey response):

WORKFORCE BY GENDER

● FEMALE ● MALE ● OTHER
● PREFER NOT TO ANSWER

FY2022 %
- 53
- 35
- 11
- 1
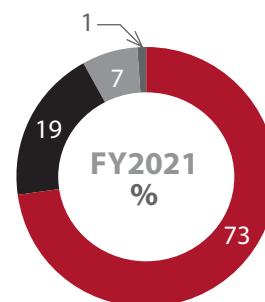
FY2021 %
- 35
- 56
- 9
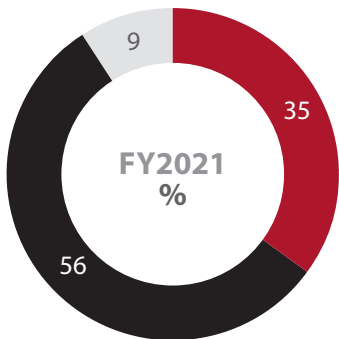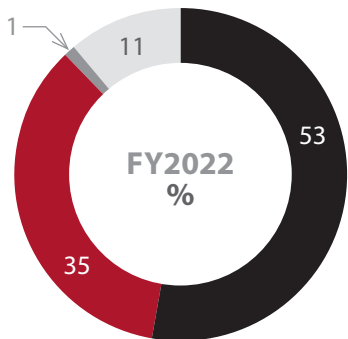
WORKFORCE BY ETHNICITY

● CAUCASIAN/WHITE ● ASIAN ● LATIN AMERICAN
● AFRICAN/BLACK ● ARAB
● PREFER NOT TO ANSWER

FY2022 %
- 42
- 22
- 4
- 2
- 2
- 28
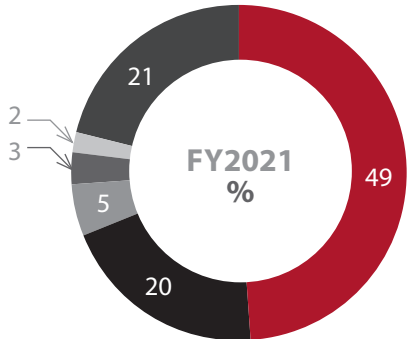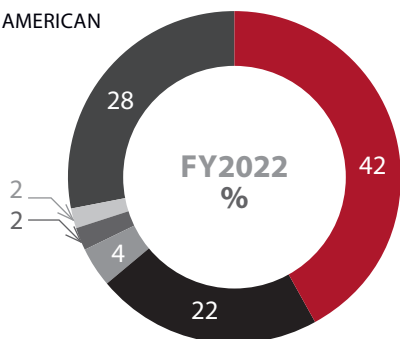
FY2021 %
- 49
- 20
- 5
- 3
- 2
- 21

GEOGRAPHIC BREAKDOWN

● CANADA ● EUROPE ● USA ● REST OF WORLD

FY2022 %
- 76
- 14
- 10
- 1

FY2021 %
- 73
- 19
- 7
- 1

AGE

● <30 ● 31-49 ● 50
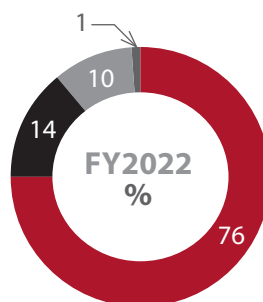
FY2022 %
- 25
- 58
- 18
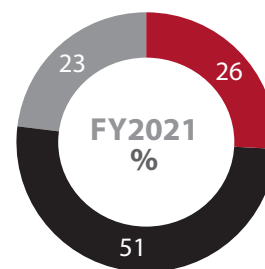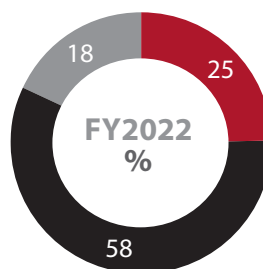
FY2021 %
- 26
- 51
- 23

1.8 YEARS
Average tenure of employees
(2021 = 1.8 years)

73%
Engagement survey respondents
(2021 = 70%)

79%
Employee engagement score
(2021 = 76%)

FY2022	FY2021
17% women in management	**35%** women in management
17% women in product development	**14%** women in product development
By Employment Type: **98%** full time, **1%** part time, **1%** contractors	By Employment Type: **94%** Full Time, **3%** Part Time, **2%** Contractors, **2%** other
13% ethnically diverse employees in management	**19%** ethnically diverse employees in management
48% ethnically diverse employees in product development	**34%** ethnically diverse employees in product development

Building on strategies to enhance our competitiveness to attract and retain females in product development, and at the leadership level, will continue to be a focus in 2023. These strategies include mentorship support and providing leadership opportunities on projects within Blackline Safety. Our commitment to pay equity remains firm. Pay equity certification was put on hold in 2022 as we navigated a technology sector downturn, but we expect to be certified in 2023. We also continue to support local initiatives (see community development section) to create more opportunities for women, girls and non-binary individuals in technology and leadership.

In fiscal 2022, Blackline navigated external pressures including a technology sector downturn and demanding macroenvironment and in July 2022 engaged in a strategic workforce reduction. This reduction has impacted our overall head count.

FY2022 GOAL	STATUS	FY2023 AND BEYOND GOALS
We aim to increase diversity education and awareness Company-wide through lunch and learns and an internal intranet page with resource links. We will maintain strong employee engagement by continuing to develop our human capital and recruit and retain a global, diverse workforce which extends beyond our physical office locations.	**Ongoing** We have renewed our partnerships with the Canadian Centre for Diversity & Inclusion and Diversity UK to provide awareness and education opportunities to our employees. In 2022 we provided training and offered webinars in support of diversity. We have increased diverse representation in product development, and in our teams in Europe.	In 2022, we identified a pay equity certification partner and through their engagement are expected to achieve pay equity certification in 2023. Recognizing that diversity extends beyond gender, we will increase the diversity in our workforce through diverse sourcing channels, implementing bias-free recruiting practices, providing a discrimination-free workplace, and monitoring, evaluating, and optimizing efforts.

COMMUNITY ENGAGEMENT

Blackline Safety leverages the power of technology and data to transform workplaces and ensure every worker has the confidence to get the job done and return home safe. Along the way we also support – financially and through the time and talents of our people – causes which align with this purpose across the communities where we do business.

Our community investment program is grouped into four thematic areas where we believe we can have greatest impact and that connect to our ESG goals:

1. Access to information technology assets
2. Advancement of diversity and inclusion in governance
3. Enabling health and safety in the community
4. Promotion of science, technology, engineering and math (STEM) initiatives with youth

Highlights of our 2022 community investment support included:

1. ACCESS TO INFORMATION TECHNOLOGY ASSETS

A group of 4th year University of Calgary students worked to reimagine safety – and won an award for their efforts - at the UofC's 2022 Capstone Design Fair, placing first in the electrical & software engineering category. Their project – Development of a Software Solution for Safety Visualization and Analysis – was sponsored by Blackline Safety and used the Company-donated G7 wearables to gather data.

Donated G7c wearables to the Calgary Stampede Courtesy Car Committee to keep volunteer drivers safe and to more efficiently map, monitor and dispatch them as they transported special guests like dignitaries, entertainers and rodeo competitors.

Through the donation of our technology, students get hands–on experience with products related to their fields of study: Industrial IoT and edge computing.

2. ADVANCEMENT OF DIVERSITY IN GOVERNANCE

DirectHer empowers Canadian women with the tools and support they need to sit on Boards. As part of our sponsorship, Blackline Safety's CEO and Chair Cody Slater participated in a YWCA-hosted panel on advancing gender representation in Board leadership sharing tactical ways organizations can advance meaningful representation at the decision-making table.

3. ENABLING HEALTH AND SAFETY IN THE COMMUNITY

Blackline Safety ran a seasonal giving campaign that resulted in employees raising $20,000 to benefit the Calgary Women's Emergency Shelter. The shelter gives people a safe place to land when escaping domestic violence.

Blackline Safety was a signature sponsor of the national Women in Safety conference, a safety event that recognizes and connects women leaders in health and safety across Canada.

4. PROMOTION OF STEM INITIATIVES WITH YOUTH

The Company sponsored a monthly webinar series that included Blackline Safety employees as guest speakers. Theses webinars provide a forum for students to ask questions of working STEM professionals, understand career pathways and gain confidence in what they want to pursue after graduation.

To recognize International Women's Day, Blackline Safety employees rallied behind a fundraising campaign—raising $16,000—to support Plan International. Plan International supports girls in developing countries by ensuring they have access to education. The funds raised by Blackline Safety sent 54 girls to school in countries including Mali, Niger and Burkina Faso.

Members of Blackline Safety's User Experience team donated their time to run a workshop with students in the Instructional Design program. The interactive workshop had them put their indexing and wireframing skills to use based on the features of the Company's technology.

Our investment helps provide care and support to autistic children and adults and their families in the United Kingdom. Blackline Safety employees also provide talks about their experience in the workplace and mentor autistic students.

Blackline Safety sponsored and participated in Operation Minerva, a symposium for female mentors to share their experiences in STEM-related careers with grade 8 and grade 9 girls. Two Blackline Safety technology leaders were mentors during the event.

Kids ask questions that adults don't ask – they're really curious – and it's so important for girls to see people like them work in careers in STEM. Representation matters.

"

Lara Swift, Senior Director, Product Management, Blackline Safety and mentor for Operation Minerva

FY2022 GOALS	PROGRESS	FY2023 AND BEYOND GOALS
Add a Manager, Communications & Community to the organization to oversee community impact programming with not-for-profit partners.	**Ongoing** Pivoted to ensure that our community investment initiatives were addressed through existing Blackline team members.	Will continue to focus on community investment programs that align with our corporate thematic goals.
Establish a Global Community Investment committee to evaluate opportunities, ensure alignment and create impact across all of the communities in which we operate globally.	Responsibilities for community investment have been allocated globally and those responsible connect on ad hoc basis.	Formalize global community investment committee and establish parameters for greater collaboration and connection.

HEALTH & SAFETY

Our safety goals extend to all our people at Blackline Safety. We aim to help everyone leave work in the same, or better condition, than when they arrived by ensuring every worker has the confidence – through education, equipment, and technology – to get the job done. We recognize that psychological safety is as important as physical safety and work to provide a healthy, injury-free workplace for all.

The Health & Safety Committee at Blackline Safety is an employee committee with a focus on local health, safety and environmental concerns (OHS (Canada), OSHA (USA), and HSG65 (UK)). The committee brings leaders and their teams together quarterly, to discuss and address health and safety concerns in the workplace. The committee's mandate is to promote and support the three basic rights of workers to know, to participate and to refuse dangerous work.

Our workplace safety statistics were as follows:

	FY2022	FY2021
Work-related fatalities	0	0
Lost Time Incidence Frequency (LTIF)[1]	0.2	0.2
Total Recordable Injuries Frequency (TRIF)[2]	0	0.5

[1] LTIF: An industry standard safety metric. The number of lost time injuries (fatalities + lost work day cases) x 200,000 hours divided by total person hours.

[2] TRIF: An industry standard safety metric. The number of recordable injuries (medical treatment, restricted work, lost time incidents) x 200,000 hours divided by total person hours.

# THE HEALTH & SAFETY COMMITTEE'S ENVIRONMENTAL POLICY IS AS FOLLOWS:

IMPACT ON THE ENVIRONMENT AND LOCAL HABITAT

- Blackline Safety has minimal impact on the environment and local habitat as it operates in an office setting in an urban area. Any new processes required to meet customer and market requirements will be reviewed by the Chief Operating Officer to ensure potential environmental impact or impact on the local habitat is removed or minimized. All purchases made by Blackline Safety, where practical and feasible, consider their eco-friendliness as part of the decision-making process.

GREENHOUSE GAS EMISSIONS

- There are minimal industrial emissions produced by Blackline Safety in operations processes. A small amount of greenhouse emissions are produced by the furnace and water heating systems. Maintenance of the systems is done periodically to ensure all local bylaws and requirements are complied with.
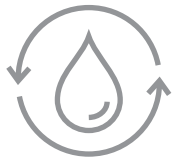
WATER CONSERVATION

- No water is used in any manufacturing / industrial process; the only water used is for normal domestic / hygiene purposes. Should the requirement for the industrial usage of water arise, Blackline Safety's Vice President of Operations will ensure the efficient use of water for process requirements is given a high priority.
- The only effluent produced by Blackline Safety is normal domestic foul water and this is discharged through the municipal sewer system.

ENERGY CONSERVATION

- Where possible all electrical / electronic equipment is only powered up when being used. For equipment that needs to be left running, all peripherals are powered down when not in use. All furnaces and water heaters are serviced periodically to ensure they comply with all local laws and requirements and operate efficiently. Outside of normal operating hours all non-security lighting is switched off to minimize power consumption.

WASTE MINIMIZATION

- All material used in our operations is to be used efficiently to minimize waste. Where possible all waste is recycled, and various waste containers are provided for use by all staff.

ENABLING ESG INITIATIVES

With its Industrial Internet of Things (IIoT) connected safety solutions, Blackline Safety is a strategic partner to its global customers across an array of industries – from energy and utilities to fire and hazmat to water and wastewater management.

The Company's cloud-connected personal wearables and area monitors for lone worker protection and gas detection help these customers work safer, improve efficiency and manage compliance, all while supporting their digital transformation efforts that carry a reduced environmental footprint.

In 2022, Blackline Safety received over half a dozen awards for the role its technology played in enhancing the ESG performance of its international network of customers.

Blackline Safety also extended its leadership position in key industries announcing multi-year hardware and software service deals with a series of transnational energy, utilities and water and wastewater customers in 2022. The largest, a $4.3 million deal with a US-based energy company with extensive onshore natural gas and unconventional oil operations across the middle and eastern United States, protects over 500 lone workers in remote locations.

With new contracts over the course of the year in Germany, Jamaica, Kuwait, and Oman, the Company successfully penetrated new geographic and vertical markets as well.

MAKING WAVES WITH BROOKFIELD ASSET MANAGEMENT AND AMAZON WEB SERVICES

Brookfield, one of the world's largest alternative investment management companies and a leading investor in renewable energy, partnered with Amazon Web Services to accelerate its digital transformation and become more data-driven. As part of the agreement, Blackline Safety, an AWS partner, was engaged to provide real-time employee safety monitoring at three hydroelectric dam sites in the U.S. Employees at those sites have been equipped with wearable safety devices that tap into Amazon's real-time data analytics platform, allowing supervisors to keep connected to them and trigger an alert if anyone needs assistance.

BRINGING SAFETY PROFESSIONALS TOGETHER TO SHARE BEST PRACTICES

At the 2022 National Safety Council (NSC) Congress & Expo in September, attended by thousands of safety professionals, Blackline Safety brought together two global brands at the forefront of ESG performance – cosmetics giant L'Oreal and Spanish energy powerhouse Repsol —to discuss the link between environment, health and safety (EHS) and ESG and how it can influence the business strategy.

They shared why ESG matters—inside and outside their organizations – and how they are effectively managing their ESG programs.

Blackline Safety also hosted three virtual Blackline User Connect events for customers, sharing companies' experience using our technology and imparting valuable insights on safety trends and practices. The live webinars and recordings had over 300 viewers and covered topics that ranged from adopting a data-driven safety culture to IoT and benefit of connectivity to extracting value from Blackline Analytics. A line-up of guest speakers from global brands such as ConocoPhillips, Shell and Waste Management added a real-world application element to the events.

SAFETY OPERATIONS CENTER

Blackline Safety offers 24/7/365 dedicated safety monitoring to its customers through the Safety Operations Center (SOC). The SOC delivers an immediate response, managing all safety alerts from receipt through to resolution according to each customer's customized emergency response protocol.

The SOC has achieved Five Diamond designation from the Monitoring Association since 2018. The Five Diamond designation is granted annually to monitoring centers that demonstrate superior service through time, investment and commitment to superior training standards and through optimized alert management that reduces false dispatches.

Blackline Safety's SOC provides customers with the option of centralizing the responsibility of monitoring lone workers within a highly specialized and trained emergency response center. In regions not covered by Blackline Safety's in-house SOC, customers are able to provide monitoring of their employees via an approved Blackline Alarm Receiving Center partner. In 2022, Blackline's SOC, together with its Alarm Receiving Centers in Europe monitored over 45,000 employee wearables.

A SUPERIOR TRACK RECORD

97.7%
average alerts acknowledged in fewer than 60 seconds

45,000+
devices monitored globally

220,000+
alerts managed in 2022

FY2022 GOALS	STATUS
Continue to put the focus on both the physical and psychological safety of our employees around the globe.	**Ongoing**
Continue to enable the ESG initiatives of our G7 suite of devices with focus on increasing our network of safety-minded organizations.	**Ongoing**

SUPPLY CHAIN MANAGEMENT

We hold ourselves and our suppliers to a high standard of behavior. Blackline Safety's Code of Business Conduct and Ethics includes guidelines of fair dealing with suppliers as well as conflict of interest requirements. We aim to continually deepen relationships with our suppliers through collaboration that supports a stronger and more responsible supply chain that satisfies our customers' product quality expectations.

We do this by:

- Requiring our approved vendors (suppliers providing ATEX/IECEx certified product and/or suppliers of raw stock or electronic components) to have a quality management system in accordance with ISO 9001, UL, ATEX QAN, IECEx QAR, or an equivalent standard. We expect our vendors to pass on this requirement through their supply chains. We monitor compliance through our purchasing procedures.

- Engaging with our suppliers to assess their performance and encouraging improvement and ownership of any issues identified. In 2022, we reviewed 44 vendors of our direct materials purchases for their product quality and service levels which raised three non-conformance ratings. We provide feedback to these vendors and work with them to correct the issues identified, or seek diversity to build a more resilient supply chain.

- Revising our supplier review process to better define the metrics we assess in order to more objectively measure the sustainability of our supply chain.

MATERIALS SOURCING

Manufacturing of all Blackline Safety products, including printed circuit boards, are done in our Calgary, Canada headquarters which gives us tighter control over the manufacturing process. Many of our products require the use of critical and/or conflict materials such as gold, semiconductors, precious metals and minor metals. We recognize there is inherent risk associated with such materials, including potential supply issues, lack of available substitutes, increased global demand driving more competition, and impacts from geopolitical uncertainty. To manage these risks, we secure multiple sources for materials where possible and recycle critical minerals.

In 2022, continuing global supply chain challenges resulted in shortages of certain components, requiring the Company to source materials from alternative suppliers and incur higher than normal freight charges. As a result, we focused on building resiliency within our supply chain without experiencing any significant interruptions.

The ongoing supply chain challenges helped us acknowledge the importance of supplier diversity in securing multiple sources for materials where possible. Further to diversity in vendor selection, an inclusive supply chain introduces agility, creativity and innovation into the technology and solutions we deliver to our customers around the world. By using Blackline's buying power intentionally, we drive competitive advantage for our business, create economic impact in the communities we serve and support adherence to our responsibility as global citizens.

We support industry-wide efforts to validate the source of minerals used in our products, ensuring they come from socially responsible sources and do not contribute to human conflict. Our goal is to better understand where our materials are sourced, use only conflict-free materials in our products and select suppliers that include fair labor and human rights, including fair treatment of employees and no child or involuntary labor.

We recognize the importance of sourcing goods that are not harmful to the environment and protect our workers and customers. Complying to various safety regulations under the Restriction of Hazardous Substances ("RoHS"), the Registration, Evaluation, Authorization and Restriction of Chemicals ("REACH") in Europe and Underwriters Laboratories ("UL") demonstrates our commitment to building a more sustainability and resilient supply chain.

PRODUCT QUALITY AND SAFETY

Quality and safety are embedded into every step of our product development process, from design and production to the end-user experience. Due to the vital safety aspect of our products, they simply cannot fail, and exceptional manufacturing quality and in-field reliability are non-negotiable. We must meet customer safety and compliance standards.

To ensure we meet or exceed our customers' quality expectations, our ISO 9001-certified sites undergo internal and external audits every year. And our newly launched G6, similar to our other devices, was required to go through multiple rounds of product testing through its development phase and undergo numerous safety certifications in various countries to verify the devices are intrinsically safe for use.

In 2021, we expanded our Quality Assurance department to better refine, educate, and implement ISO and other quality standards across the organization. In 2022, as part of the quality assurance process for our new G6 single-gas cloud-connected monitor, the Quality Assurance team tested 870 G6 devices for a total of 238,000 device test hours. The team is also updating its vendor qualification program to be ISO 9001 certified.

GOALS

FY2022 GOALS	STATUS	FY2023 AND BEYOND GOALS
Achieving RoHS/REACH compliance and complying with the new California UL 1642 standard.	**Ongoing** We began assessing our parts for RoHS/REACH compliance in prior years. We integrated a tracking method into our accounting system and are working to update our vendor screening process in 2023 to reach compliance with these standards. The project is ongoing and we endeavor to make this a priority as we strengthen our supply chain.	We recognize that building a sustainable and resilient supply chain is critical to our long-term business interests. As a result, we will continue to strengthen our relationship with suppliers by continuing to understand where goods are sourced, while maintaining flexibility and resiliency within the supply chain.
Being proactive in understanding where goods are sourced, screening new suppliers and reviewing existing suppliers a supplier scorecard.	**In progress** A supplier scorecard is in progress with additional criteria regarding product quality and service levels along with environmental, social and governance criteria.	Continue to measure and keep track of quality targets (e.g. defect rate, cost of quality, scrap, on-time delivery, supplier report cards) in order to identify opportunities for improving on our product quality.
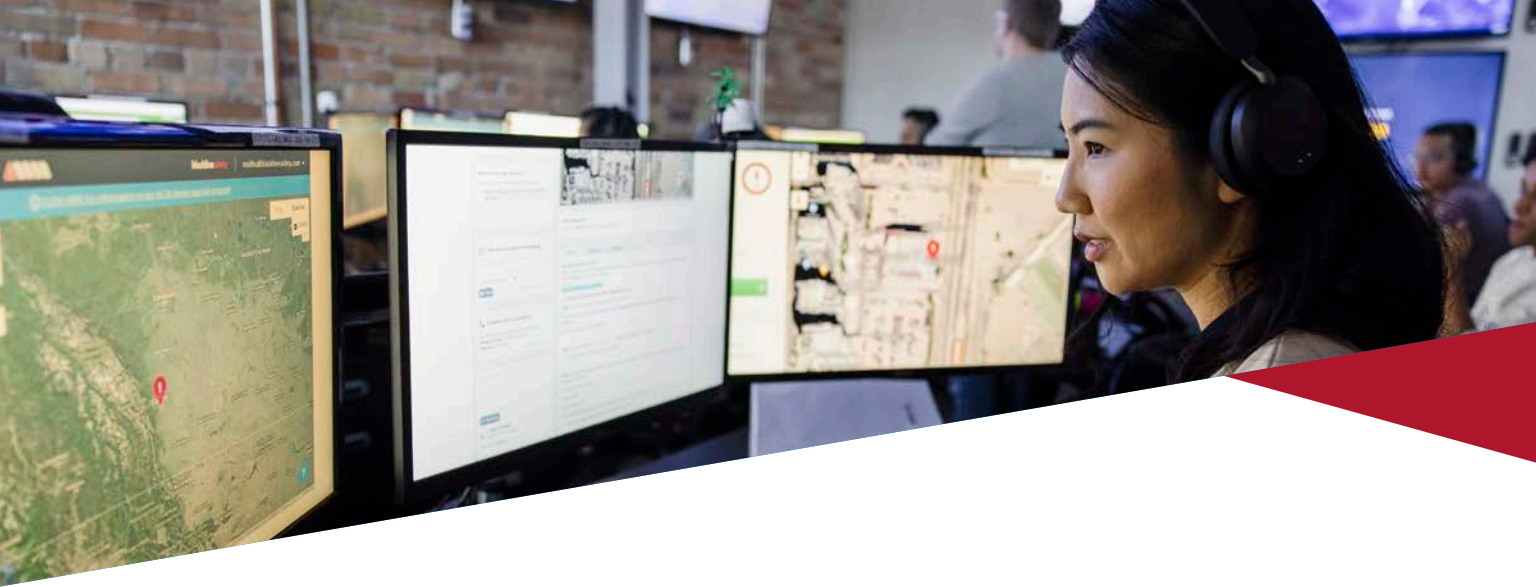
PRIVACY & DATA SECURITY

The Blackline Live portal is a cloud-hosted safety monitoring platform which supports real-time alert response, compliance management and 24/7 monitoring of field devices. With over 200 billion data points collected to date, the Blackline Live portal is at the core of all our safety solutions.

Blackline Safety is committed to ensuring this data, which is entrusted to us by our customers and employees, is stored and maintained leveraging industry- standard security and privacy measures while leveraging various industry control frameworks.

CYBERSECURITY

To bolster cybersecurity, in 2022 our Enterprise IT team implemented various initiatives to identify and address data security risks, boost reliability and improve efficiency:

- Secured our network using a Public Key Infrastructure (PKI) to ensure only Blackline devices can connect to our network.
- Implemented a Secure Access Service Edge (SASE) to securely connect users, systems, endpoints, and remote networks to apps and resources.
- Implemented URL filtering to further secure internet browsing.
- Initiated quarterly external vulnerability scanning.
- Strengthened infrastructure in accordance with the Center of Internet Security (CIS) benchmarking recommendations.
- Deployed a Privileged Account Management (PAM) solution to secure company passwords.
- Implemented a Mobile Device Management (MDM) solution to company owned devices.
- Installed a Security Information & Event Management (SIEM) solution to centralize alerts from monitoring solutions.

PRIVACY POLICY

Blackline Safety's Data Security and Privacy Policy is applicable to all employees. Staff undergo training on privacy and data security at onboarding and on an annual basis. All staff also formally acknowledge a Blackline Safety Confidentiality, Intellectual Property and Conflict of Interest Agreement which prohibit communication of privileged information other than for legitimate business interests.

Blackline Safety's Privacy Policy outlines the information we collect from our customers, how we process and share it, and customer options for controlling their personal information.

REGULATORY AND LEGAL COMPLIANCE

Blackline Safety ensures compliance with all applicable data privacy laws, including the General Data Protection Regulation (GDPR) as enacted by the European Parliament. GDPR mandates that Blackline Safety put in place appropriate technical and organizational measures to implement the data protection principles defined in the regulation.

In 2022, our software team took the next steps in ensuring ongoing GDPR compliance. Namely:

- Implemented a multi-geo cloud configuration to meet GDPR compliance.
- Launched a European Blackline Live domain to strengthen GDPR compliance by both storing, and fully processing, customer data in Europe.
- Reviewed North American and European data storage locations to ensure customer data is appropriately stored.

Blackline Safety also issued its third System and Organization Controls for Service Organizations 2 (SOC 2) Type 2 report for our Blackline Live Portal and in-house 24/7/365 live monitoring Safety Operations Center in 2022. The report identifies and documents the controls within our system which support the security and availability trust services categories and associated criteria.

GOALS

FY2022 GOALS	STATUS	FY2023 AND BEYOND GOALS
Improve security program through internal training and campaigns to further improve knowledge.	**Achieved** Blackline Safety continued cybersecurity awareness through implementation of a phishing campaign and additional annual training through the Company's learning portal.	Continue to evolve our security program and be ISO 27001 compliant by the end of 2026.
Implement a cybersecurity roadmap to assist in being ISO 27001 compliant.	**Achieved** Blackline Safety continued cybersecurity awareness through implementation of a phishing campaign and additional annual training through the Company's learning portal.	

REPORTING REFERENCES

Blackline Safety uses the SASB and Global Reporting Initiatives (GRI) disclosure frameworks and sector-specific guidelines to identify and prioritize ESG issues. We chose to use a combination of leading reporting standards to ensure the information provided is tailored to our own material issues and our stakeholders' areas of interest. This report has been prepared in reference to the SASB Software & IT Services and Hardware Standard materiality map and the GRI: Core option. We are working to further align with the recommendations of SASB and GRI and this will be a priority in future reports.

GRI STANDARDS

GRI STANDARD	DISCLOSURES	COMMENTS/OMISSIONS	PAGES IN THIS REPORT	PAGES IN THE ANNUAL REPORT
GRI 102 – GENERAL DISCLOSURES				
ORGANIZATIONAL PROFILE				
102-1	Name of the organization	Blackline Safety Corp.		
102-2	Activities, brands, products and services	Blackline Safety Products	About Blackline Safety, p. 6	Annual Information Form, p. 5 - 13
102-3	Location of headquarters	Calgary, Alberta, Canada		
102-4	Location of operations	Contact Us During our reporting period, Blackline Safety operates in four countries: Canada, United States of America (USA), the United Kingdom (UK) and France Blackline Safety has employees located in Canada, Europe, USA, Australia and Dubai		
102-5	Ownership and legal form			Annual Information Form, p. 4
102-6	Markets served	Industries Our devices are deployed in over 60 countries around the world	Trusted by those who share our commitment to safety, p. 7	Annual Information Form, p. 14
102-7	Scale of the organization		Year in Review, p. 8 - 9	
102-8	Information on employees and other workers		Diversity, p. 29	Annual Information Form, p. 15
102-9	Supply chain		Supply Chain Management, p. 41 - 44	

GRI STANDARD	DISCLOSURES	COMMENTS/OMISSIONS	PAGES IN THIS REPORT	PAGES IN THE ANNUAL REPORT
102-10	Significant changes to the organization and its supply chain	None		
102-11	Precautionary Principle or approach	We do not specifically apply the precautionary principle. A description of the Board in overall risk oversight is located in our ESG report under Risk Management, p. 14	Risk Management, p. 14	
102-12	External initiatives		Health & Safety, p. 36 - 40 Supply Chain Management, p. 41- 44 Community Engagement, p. 32 - 35 Product lifecycle management, p. 22 - 23	
102-13	Membership of associations		Supply Chain Management, p. 41 - 44	
Strategy				
102-14	Statement from senior decision-maker		Message from our CEO and Board Chair, p. 4 - 5	
Ethics and integrity				
102-16	Values, principles, standards and norms of behavior		Our Values, p. 25	
Governance				
102-18	Governance structure		Board Composition and Committees, p. 11	
Stakeholder engagement				
102-40	List of stakeholder groups		Our ESG approach, p. 1-3 Stakeholder Framework, p. 63	

GRI STANDARD	DISCLOSURES	COMMENTS/OMISSIONS	PAGES IN THIS REPORT	PAGES IN THE ANNUAL REPORT
102-41	Collective bargaining agreements	Our employees are not unionized.		
102-42	Identifying and selecting stakeholders		Our ESG approach, p. 1 - 3 Stakeholder Framework, p. 63	
102-43	Approach to stakeholder engagement		Our ESG approach, p. 1 - 3 Stakeholder Framework, p. 63	
102-44	Key topics and concerns raised	We have concentrated on eleven ESG focus areas which are addressed throughout the report	Our ESG approach, p. 1 - 3 ESG Materiality Matrix, p. 3	
Reporting practice				
102-45	Entities included in the consolidated financial statements			Annual Information Form, p. 4
102-46	Defining report content and topic Boundaries	The Boundary for each key topic is the Company's global operations	Our ESG approach, p. 1 - 3	
102-47	List of material topics		Our ESG approach, p. 1 - 3 ESG Materiality Matrix, p. 3	
102-48	Restatements of information	There were no restatements of information		
102-49	Changes in reporting	There were no significant changes in reporting		
102-50	Reporting period	November 1, 2021 - October 31, 2022		
102-51	Date of most recent report	February 17, 2022 (fiscal year ended October 31, 2021)		

GRI STANDARD	DISCLOSURES	COMMENTS/OMISSIONS	PAGES IN THIS REPORT	PAGES IN THE ANNUAL REPORT
102-52	Reporting cycle	Annual		
102-53	Contact point for questions regarding the report	esg@blacklinesafety.com		
102-54	Claims of reporting in accordance with the GRI Standards	This report has been informed by the GRI Standards: Core option		
102-55	GRI content index		GRI Standards, p. 49 - 55	
102-56	External assurance	This report did not undergo external assurance		
GRI 103 – Management Approach				
103-1	Explanation of the material topic and its Boundary	Our Boundary is the Company's global operations	Our ESG approach, p. 1 - 3	
103-2	The management approach and its components		Corporate Governance, p. 10	
			GHG emissions & climate change, p. 16	
			The Ground, p. 20	
			Privacy & Data Security, p. 45	
			Diversity, p. 29	
			Employee Engagement, p. 26	
			Community Engagement, p. 32	
			Health & Safety, p. 36	
			Supply Chain Management, p. 41	
			Product Quality & Safety, p. 43	
			Product Lifecycle Management, p. 22	

GRI STANDARD	DISCLOSURES	COMMENTS/OMISSIONS	PAGES IN THIS REPORT	PAGES IN THE ANNUAL REPORT
103-3	Evaluation of the management approach	We seek stakeholder feedback and our Board oversees and evaluates the effectiveness of the management approach of our ESG focus areas Our ESG strategy will evolve as the results and any related adjustments to the management approach change	Our ESG approach, p. 1 - 3 Corporate Governance, p. 10 GHG emissions & climate change, p. 16 The Ground, p. 20 Privacy & Data Security, p. 45 Employee Engagement, p. 26 Diversity, p. 29 Community Engagement, p. 32 Health & Safety, p. 36 Supply Chain Management, p. 41 Product Quality & Safety, p. 43 Product Lifecycle Management, p. 43	
GRI 201: Economic Performance				
201-1	Direct economic value generated and distributed		FY2022 Highlights, p.8	2022 FS

GRI STANDARD	DISCLOSURES	COMMENTS/OMISSIONS	PAGES IN THIS REPORT	PAGES IN THE ANNUAL REPORT
GRI 205: Anti-corruption				
205-1	Operations assessed for risks related to corruption	We operate in low risk corruption countries and our Anti-Corruption Policy mitigates any risk related to corruption	Anti-Corruption Policy, p. 15	
205-2	Communication and training about anti-corruption policies and procedures	100% of our employees and Board members have been communicated the Anti-Corruption Policy and we require ongoing reaffirmation from them that they have read and comply with the Policy	Anti-Corruption Policy, p. 15	
205-3	Confirmed incidents of corruption and actions taken	No incidents of corruption confirmed		
GRI 302: Energy				
302-1	Energy consumption within the organization		The Ground, p. 20	
GRI 305: Emissions				
305-1	Direct (Scope 1) GHG emissions		GHG emissions & climate change, p. 16	
305-2	Energy indirect (Scope 2) GHG emissions		GHG emissions & climate change, p. 16	
305-3	Other indirect (Scope 3) GHG emissions		GHG emissions & climate change, p. 16	
GRI 401: Employment				
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Benefits are provided to all full-time and part-time employees in which they are located (Canada, Europe, USA and Australia), subject to local rules and regulations	Compensation and Benefits, p. 28	

GRI STANDARD	DISCLOSURES	COMMENTS/OMISSIONS	PAGES IN THIS REPORT	PAGES IN THE ANNUAL REPORT
GRI 403: Occupational Health & Safety				
403-1	Occupational health and safety management system	The Blackline Safety Program is based on Occupation Health & Safety legislation, and other recognized international standards such as ISO 9001:2015. The Program applies to all employees, contractors and visitors of Blackline Safety	Health & Safety, p. 36 - 37	
403-9	Work-related injuries	The rates disclosed in our report are based on 200,000 hours worked We are working towards monitoring additional work-related injury data in the future	Health & Safety, p. 36 - 37	
GRI 404: Training and Education				
404-2	Programs for upgrading employee skills and transition assistance programs	In support of our people-centric values, we offer career transition services at employment end as well as conduct exit interviews for all employees	Team Development, p. 27	
GRI 405: Diversity and Equal Opportunity				
405-1	Diversity of governance bodies and employees	Age of board members: 0% - <30 12% - 31 – 50 88% - >50	Board Composition and Committees, p. 11 - 13 Diversity, p. 29	
GRI 418: Customer Privacy				
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	We have not identified any substantiated complaints concerning breaches of customer privacy		

SASB REFERENCE

TOPIC	ACCOUNTING METRIC	SASB CODE	FY 2022	FY 2021
Product Security	Description of approach to identifying and addressing data security risks in products	TC-HW-230a.1	Privacy & Data Security, p. 45	Privacy & Data Security, p. 24
Data Security	1) Number of data breaches 2) % involving personally identifiable information 3) number of users affected	TC-SI-230a.1	Blackline did not experience a security incident that had a material impact on the business, required regulatory reporting to authorities, or incurred financial penalties	Blackline did not experience a security incident that had a material impact on the business, required regulatory reporting to authorities, or incurred financial penalties
	Description of approach to identifying and addressing data security risks, including use of third party cybersecurity standards	TC-SI-230a.2	Cybersecurity, p. 46	Cybersecurity, p. 25
Data Privacy & Freedom of Expression	Description of policies and practices relating to behavioral advertising and user privacy	TC-SI-220a.1	Privacy Policy, p. 46 We do not engage in behavioral advertising	Privacy Policy, p. 25 We do not engage in behavioral advertising.
	Number of users whose information is used for secondary purposes	TC-SI-220a.2	Zero	Zero
	Total amount of monetary losses as a result of legal proceedings associated with user privacy	TC-SI-220a.3	Zero	Zero
	1) Number of law enforcement requests for user information 2) number of users whose information was requested 3) % resulting in disclosure	TC-SI-220a.4	Zero	Zero
	List of countries where core products or services are subject to government-required monitoring, blocking, content filtering or censoring	TC-SI-220a.5	None	None

TOPIC	ACCOUNTING METRIC	SASB CODE	FY 2022	FY 2021
Intellectual Property Protection & Competitive Behaviour	Total amt of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	TC-SI-520a.1	Zero	Zero
Managing Systemic Risks from Technology Disruptions	Number of 1) performance issues 2) service disruptions and 3) total customer downtime	TC-SI-550a.1	22 notices sent to customers of Blackline Live Portal outages due to performance issues and service disruptions. We are working towards additional monitoring in the future, including reporting performance issues and service disruptions separately	15 notices sent to customers of Blackline Live Portal outages due to performance issues and service disruptions. We are working towards additional monitoring in the future, including reporting performance issues and service disruptions separately
	Description of business continuity risks related to disruptions of operations	TC-SI-550a.2	We have a business continuity plan and hold annual management reviews as part of our quality management system to mitigate the risks identified in our Annual Information Form, p. 28 - 36	We have a business continuity plan and hold annual management reviews as part of our quality management system to mitigate the risks identified in our Annual Information Form, p. 27 - 37
Employee Diversity & Inclusion	% of gender and racial/ethnic group representation for 1) mgmt. 2) technical staff and 3) all other employees	TC-HW-330a.1 TC-SI-330a.3	Diversity, p. 29	Diversity, p. 29
	% of employees that are 1) foreign nationals and 2) located offshore	TC-SI-330a.1	Diversity, p. 29	Diversity, p. 29
	Employee engagement as a %	TC-SI-330a.2	Employee Engagement, p. 26	Employee Engagement, p. 26

TOPIC	ACCOUNTING METRIC	SASB CODE	FY 2022	FY 2021
Product Lifecycle Management	% of products by revenue that contain IEC 62474 declarable substances	TC-HW-410a.1	We are working towards becoming RoHS and REACH compliant	We are working towards becoming RoHS and REACH compliant
	% of eligible products, by revenue, meeting the requirements for EPEAT registration or equivalent	TC-HW-410a.2	Zero	Zero
	% of eligible products, by revenue, meeting ENERGY STAR criteria	TC-HW-410a.3	Zero	Zero
	Weight of end-of-life products and e-waste recovered, percentage recycled	TC-HW-410a.4	5.21 tons, 100% recycled The decrease in weight of end-of-life products and e-waste reflects lower device returns in the year and a change in the recycling company who only recycles 99.9% materials	6.42 tons, 100% recycled
Supply Chain Management	% of Tier 1 supplier facilities audited in the RBA validated audit process or equivalent, by a) all facilities and b) high risk facilities	TC-HW-430a.1	We currently do not audit suppliers using the RBA validated audit process. We are working towards strengthening our relationship with suppliers in the future Supply Chain Management, p. 41	We currently do not audit suppliers using the RBA validated audit process. We are working towards strengthening our relationship with suppliers in the future Supply Chain Management, p. 41
	Tier 1 suppliers' 1) non-conformance rate with the RBA validated audit process or equivalent and 2) associated corrective action rate for a) priority non-conformances and b) other non-conformances	TC-HW-430a.2	We currently do not audit suppliers using the RBA validated audit process. We are working towards strengthening our relationship with suppliers in the future Supply Chain Management, p. 41	We currently do not audit suppliers using the RBA validated audit process. We are working towards strengthening our relationship with suppliers in the future Supply Chain Management, p. 41

TOPIC	ACCOUNTING METRIC	SASB CODE	FY 2022	FY 2021
Materials Sourcing	Description of the mgmt. of risks associated with the use of critical materials	TC-HW-440a.1	Materials Sourcing, p. 42	Materials Sourcing, p. 42
Environmental Footprint of Hardware Infrastructure	1) Total energy consumed 2) percentage grid electricity 3) percentage renewable	TC-SI-130a.1	1) 6,383 GJ total energy consumed 2) 48% of total energy consumed supplied from grid electricity 3) 48% of total energy consumed was renewable energy Decrease in energy consumption reflects the restructuring in the year which reduced the workforce size, combined with a hybrid working schedule	1) 6,713 GJ total energy consumed 2) 44% of total energy consumed supplied from grid electricity 3) 28% of total energy consumed was renewable energy
	1) Total water withdrawn, 2) total water consumed, percentage of each in regions with high or extreme high baseline water stress	TC-SI-130a.2	1) Data not available 2) 3,483 m3, 57% in regions with high or extreme high baseline water stress Increase in water consumption reflects increasing frequency in returning to the office in all locations	1) Data not available 2) 2,779m3, 52% in regions with high or extreme high baseline water stress

TOPIC	ACCOUNTING METRIC	SASB CODE	FY 2022	FY 2021
	Discussion of the integration of environmental considerations into strategic planning for data center needs	TC-SI-130a.3	We do not own or develop data centers The Cloud, p. 18	We do not own or develop data centers The Cloud, p. 18
Activity Metrics	Number of units produced by product category	TC-HW-000.A	G7 suite of devices: 87,100 G6 devices: 1,100	Blackline GPS products: 151 G7 suite of devices: 69,322
	Area of manufacturing facilities	TC-HW-000.B	6,750 square feet	6,600 square feet
	Percentage of production from owned facilities	TC-HW-000.C	100%	100%
	1) Number of licenses or subscriptions 2) % cloud-based	TC-SI-000.A	1) Approximately 202,000 2) 100%	1) Approximately 165,000 2) 100%
	1) Data processing capacity 2) % outsourced	TC-SI-000.B	There is no upper limit to the processing capacity as we outsource to AWS and are billed for what is used	There is no upper limit to the processing capacity as we outsource to AWS and are billed for what is used
	1) Amount of data storage 2) % outsourced	TC-SI-000.C	1) Approximately 0.061 Petabytes 2) 100% Decrease in data storage is due to clean-up performed to remove older backups to reduce costs	1) Approximately 0.127 Petabytes 2) 100%

UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

We support the 17 United Nations' Sustainable Development Goals (UN SDGs) and aim to align our business activities and charitable contributions to them. We are best positioned to contribute to the following SDGs:

SDG	BLACKLINE ACTION/INITIATIVE
3 GOOD HEALTH AND WELL-BEING	**Enabling ESG Initiatives** We help over 150,000 workers who wear our devices remain safe. Our cloud-connected personal wearables and area monitors for lone worker protection and gas detection help people work safer, improve efficiency and manage compliance, all while supporting their digital transformation efforts that carry a reduced environmental footprint.
4 QUALITY EDUCATION	**Community Engagement** **Team Development** We promote continuous learning for all through our various team development initiatives. We also support inclusive and equitable quality education through our community initiatives with Joy to Job and Autism Anglia.
5 GENDER EQUALITY	**Community Engagement** **Diversity** Two of Blackline's themes of giving involve promotion of diversity in governance, and promotion of STEM initiatives with youths. We believe that diversity, in not only gender, leads to diversity of thought, engagement and effective decision-making.
8 DECENT WORK AND ECONOMIC GROWTH	**Employee Engagement** **Careers** Our team has grown remarkably in the last three years, and we are proud of the passion our people bring to saving lives and partnering with our customers to enable excellence. With our meaningful work, diverse and inclusive culture and results-driven work environment, we are an employer of choice for all kinds of engaged and highly talented people.

SDG	BLACKLINE ACTION/INITIATIVE
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	**Supply Chain Management** Blackline manufactures its products in-house at its headquarters in Calgary, Canada, applying its highly skilled labour and leading manufacturing practices to manufacture, test and directly ship products to its customers. The focus of the Company's research and development team is the expansion of Blackline's worker safety and related solutions and on developing new products and applications, as well as providing the related services for such products. The Company believes that its research and product development capabilities are critical factors contributing to its success and are primary barriers to potential competitors' entry into the safety, gas detection and related markets. Accordingly, Blackline intends to continue investing resources in research and product development.
12 RESPONSIBLE CONSUMPTION AND PRODUCTION	**Product Lifecycle Management** Blackline has taken steps in 2022 to ensure sustainable consumption and production patterns and continues to work towards minimizing the amount of waste ending up in landfills.
13 CLIMATE ACTION	**GHG emissions & climate change** We recognize that collectively, we must reduce our environmental footprint to protect our planet. Climate change presents a significant financial risk to the global economy. We are revisiting pathways to achieve net-zero ambition and developing a pragmatic approach given current corporate framework.

STAKEHOLDER FRAMEWORK

We regularly engage with stakeholders to better understand factors they believe are critical for Blackline Safety and the connected safety industry.

LIST OF KEY STAKEHOLDER GROUPS	RELEVANCE TO BLACKLINE SAFETY	ENGAGEMENT/FEEDBACK MECHANISM	ISSUES/PRIORITIES/ CONCERNS
Customers	• Develop innovative products and technology to support digital transformation and ESG programs	• Performance feedback • Blackline Collective	• Healthy & safety • Privacy and data security • ESG
Employees	• Key achievers of business results and performance • Blackline Safety ambassadors • Talent availability is impacted by our reputation as an employer of choice	• Employee Survey • Culture Ambassadors Initiatives • Code of Business Conduct and Ethics • Blackline Learning	• Training and development • Compensation and benefits • Corporate culture and leadership behaviours • Health & safety • ESG
Suppliers & Service Providers	• Delivering safe and responsible parts and service	• Performance feedback • Blackline Catalyst partner program	• Operational, regulatory, environmental and health & safety performance • Medium- and long-term business strategy • Consistent and fair practices • ESG
Investors	• Provide access to capital (equity and/or debt markets), as appropriate • Market performance impacts our brand reputation as financially sound and responsible • Support for business strategy allows flexibility in corporate spending, mergers and acquisitions	• Investor presentations • One-on-one meetings • Third party media interviews • Annual and quarterly financial reports • Press releases • Annual General Meeting • Annual Information Form • Information Circular • ESG Report	• Fiscal responsibility, returns and profitability • Short- and long-term business strategy • Risk management • Economic performance • ESG

LIST OF KEY STAKEHOLDER GROUPS	RELEVANCE TO BLACKLINE SAFETY	ENGAGEMENT/FEEDBACK MECHANISM	ISSUES/PRIORITIES/ CONCERNS
Government & Regulators	• Decision makers on applications, laws, policies and regulations • Auditors and enforcers of policies and approvals	• Applications • Compliance audits/ inspections • Performance reports	• Legal and regulatory compliance • ESG
Industry Peers, Partners & Trade Associations	• Potential for joint efforts, shared resources and synergies • Drivers of industry innovation	• Industry/Community Associations and discussion groups • Blackline Catalyst partner program	• Sharing of best practices and innovation • ESG
Local Communities	• Potential to be directly affected by our operations • Observers of our operations	• Direct and ongoing communication through partnership efforts • Community investment and events	• Community engagement and investment • Business and employment opportunities • ESG
Non-Governmental Organizations	• Support sustainable, responsible development • Influencers of public opinion, policy and reporting mechanism • Increased public awareness	• Partnerships on education and other ESG initiatives	• Mitigation and innovation • Best practices • ESG

FORWARD LOOKING INFORMATION AND STATEMENTS

Certain statements included in this report constitute forward-looking statements. These statements relate to future events or the Corporation's future performance, objectives or targets. All statements other than statements of historical fact may be forward-looking statements. Forward-looking statements are often, but not always, identified by the use of words such as "anticipate", "believe", "continue", "could", "estimate", "expect", "intend", "may", "might", "plan", "potential", "predict", "project", "seek", "should", "targeting", "will" and other similar expressions. All forward-looking statements are based on beliefs and assumptions based on information available at the time the assumption was made. These forward-looking statements are not based on historical facts but rather on expectations. Forward-looking statement included in this report relate to among other things, the Corporation's disclosure objectives with respect to ESG; the expected benefits associated with certain of the Corporation's initiatives; the Corporation's Board diversity, and other targets; the Corporation's data and privacy security programs, efforts of developing strong employee engagement; plans with respect to continued engagement within the community, continued commitment to health and safety initiatives, management of the Corporation's supply chain and further environmental initiatives, our commitment to taking the next step in our disclosure by aligning with the TCFD recommended guidelines in future reports; our disclosed targets for various initiatives and undertakings; the expectation that we will work towards aligning our ESG disclosure with the recommended frameworks in future reports; our corporate wide goal of achieving net zero emissions; the expectation that AWS' global coverage sets us up to easily scale internationally, ensuring our product portfolio is completely turn-key and connected; the Company-wide target of achieving 100% energy consumption from renewable sources; our action pathway to achieve net zero; our goal to Achieve ISO 14001 certification corporate wide, in line with our net zero goal; our goal to continue to evolve our security program; our goal to maintain strong employee engagement by continuing to develop our human capital and recruit and retain a global, diverse workforce which extends beyond our physical office locations; our expectation that we will achieve pay equity certification in 2023; our goal to will increase the diversity in our workforce through diverse sourcing channels, implementing bias-free recruiting practices, providing a discrimination-free workplace, and monitoring, evaluating and optimizing efforts; Blackline's expectation that should the requirement for the industrial usage of water arise, Blackline Safety's VP of Operations will ensure the efficient use of water for process requirements is given a high priority; the expectation that Blackline Collective will enhance customer engagement and add value beyond our current product offerings; Blackline's goal of continuing to put a focus on both the physical and psychological safety of our employees across the globe; Blackline's goal of continuing to enable the ESG initiatives of our customers through our suite of devices with focus on increasing our network of safety-minded organizations; our goal of better understanding where our materials are sourced, using only conflict-free materials in our products and selecting suppliers that include fair labor and human rights, including fair treatment of employees and no child or involuntary labor; Blackline's expectation that it will continue to strengthen its relationship with suppliers by continuing to understand where goods are sourced, while maintaining flexibility and resiliency within the supply chain; Blackline's goal of establishing a supplier scorecard with KPIs that are used to determine which companies to award business to; Blackline's goal to start measuring and keeping track of quality targets (e.g. defect rate, cost of quality, scrap, on-time delivery, supplier report cards) in order to identify opportunities for improving on our product quality; our goal of conducting education programs for employees on various recycling initiatives to minimize amount of waste ending up in landfills; our goal of incorporating recyclable materials into packaging plans for future products; Blackline's plan to continue working to further align with the recommendations of SASB and GRI and that this will be a priority in future reports; the focus of the Company's research and development team; the Company's belief that its research and product development capabilities are critical factors contributing to its success and are primary barriers to potential competitors' entry into the safety, gas detection and related markets; Blackline's intention to continue investing significant resources in research and product development.

Forward-looking statements involve known and unknown risks, uncertainties, assumptions and other factors that may cause actual results, levels of activity, performance or achievements to differ materially from those anticipated in such forward-looking statements. Although the forward-looking statements contained in the report are based upon what the Corporation believes to be reasonable assumptions, no assurance can be given that these expectations will prove to be accurate and such forward-looking statements included in this report should not be unduly relied upon by investors. Factors which could cause future outcomes to differ materially from those set forth in the

forward looking statements include, but are not limited to: (i) the ability to obtain sufficient and suitable financing to support operations, development and commercialization of products and to fund our initiatives, (ii) the ability to execute partnerships and corporate alliances, (iii) uncertainties relating to the regulatory approval process, (iv) the ability to develop plant lines and manufacturing processes that result in competitive advantage and commercial viability, (v) the ability to develop enhanced products and software in a cost effective and timely manner, (vi) the impact of competitive products and pricing and the ability to successfully compete in the targeted markets, (vii) the ability to attract and retain key personnel and key collaborators, including in sufficient numbers to achieve the Corporation's stated objectives, (viii) the ability to adequately protect proprietary information and technology from competitors, (ix) market and general economic conditions (x) the ability to source materials and manufacture products in an effective manner consistent with the Corporation's stated objectives related to the same and (xi) the impact were a significant disruption to its information technology to occur.

These forward-looking statements are made as of the date of this report. The Corporation does not undertake any obligation to update or revise any forward-looking statements, whether as a result of new information, future events or otherwise, unless required by law.

Readers are cautioned that the foregoing list of factors is not exhaustive. The forward-looking statements contained in this report are expressly qualified by this cautionary statement.

All amounts are stated in Canadian dollars unless otherwise specified.

Certain market, independent third party and industry data contained in this presentation is based upon information from government or other independent industry publications and reports or based on estimates derived from such publications and reports. Government and industry publications and reports generally indicate that they have obtained their information from sources believed to be reliable, but the Corporation has not conducted its own independent verification of such information. This presentation also includes certain data derived from independent third parties. While Blackline believes this data to be reliable, market and industry data is subject to variations and cannot be verified with complete certainty due to limits on the availability and reliability of raw data, the voluntary nature of the data gathering process and other limitations and uncertainties inherent in any statistical survey. The Corporation has not independently verified any of the data from independent third-party sources referred to in this presentation or ascertained the underlying assumptions relied upon by such sources.

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