

ESG 2021 HIGHLIGHTS



BLACKLINE SAFETY ALIGNS ITS ENVIRONMENTAL, SOCIAL AND GOVERNANCE (ESG) PRACTICES ALONG 11 FOCUS AREAS.

ENERGY

100% RENEWABLE ENERGY CONSUMPTION TARGET COMPANY-WIDE BY END OF **2022**



INCREASED RENEWABLE ENERGY CONSUMPTION BY

11%*

GHG EMISSIONS & CLIMATE CHANGE

NET-ZERO EMISSIONS TARGET BY **2023**



SCOPE 1, 2 AND 3 EMISSIONS CALCULATED TO ESTABLISH BASELINE

DIVERSITY

INCREASE IN WOMEN IN MANAGEMENT

8%*

INCREASE IN ETHNIC DIVERSITY OF WORKFORCE

6%*



EMPLOYEE ENGAGEMENT



76%

EMPLOYEE ENGAGEMENT SCORE UP, AS PEOPLE COUNT DOUBLED

64%

EMPLOYEES PARTICIPATE IN COMPANY SHARE OWNERSHIP PLAN

2,500+

HOURS LOGGED IN E-LEARNING MODULES

PRIVACY & DATA SECURITY



170+ BILLION DATA POINTS COLLECTED AND PROTECTED IN BLACKLINE LIVE



ADDITIONAL SECURITY LAYERS SSO AND MULTI-FACTOR AUTHENTICATION



HIGHEST SECURITY STANDARDS SOC 2 TYPE 2 AND GDPR

CORPORATE GOVERNANCE

86%

OF BOARD ARE INDEPENDENT DIRECTORS

8.1 YEARS

AVERAGE TENURE ON OUR BOARD



29% FEMALE BOARD MEMBERS, COMPARED TO INDUSTRY AVERAGE OF **26%****

HEALTH & SAFETY

0

WORK-RELATED FATALITIES

0.2

LOST TIME INCIDENT FREQUENCY (LTIF)[†]

0.5

TOTAL RECORDABLE INJURIES FREQUENCY (TRIF)^{††}

DOWN 50%*

COMMUNITY ENGAGEMENT

100%*

INCREASE IN COMMUNITY INVESTMENT INITIATIVES



3X NUMBER OF NONPROFITS SUPPORTED GLOBALLY

SUPPLY CHAIN MANAGEMENT

91%

VENDOR COMPLIANCE WITH INDUSTRY-LEADING QUALITY MANAGEMENT SYSTEMS



PRODUCT QUALITY & SAFETY

50% GROWTH IN QUALITY ASSURANCE DEPARTMENT



PRODUCT LIFECYCLE MANAGEMENT



DONATED **12,593 LBS** OF EQUIPMENT, MAJORITY OF PRODUCTION-RELATED WASTE RECYCLED, E-CYCLED OR RE-PURPOSED TO NONPROFITS

* FY2021 information presented above provides a year-over-year comparison of the Company's results for the year ended October 31, 2021 to the Company's results for the year ended October 31, 2020.

** 2022, Deloitte Global Center for Corporate Governance, Women in the Boardroom: A Global Perspective, 7th ed.

† Lost Time Incident Frequency: Number of lost time injuries (fatalities + lost work day cases) x 200,000 hours divided by total person hours.

†† Total Recordable Injury Frequency: Number of recordable injuries (medical treatment, restricted work, lost time incidents) x 200,000 hours divided by total person hours.