

2020

ESG HIGHLIGHTS

In 2020, Blackline Safety formalized its environmental, social and governance (ESG) practices, focusing on nine areas.



CORPORATE GOVERNANCE

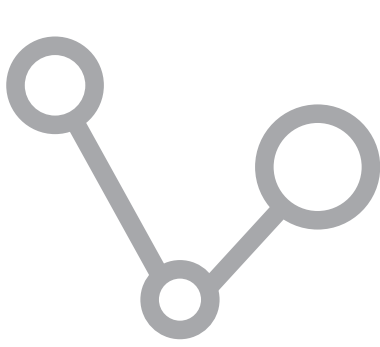
29% of the Board of Directors are **women**, surpassing Blackline's 25% target



7.3 years average tenure on our board



PRIVACY & DATA SECURITY



139 billion data points collected and protected in Blackline Live with the **highest standards for data storage, security, privacy** such as SOC 2 Type 2 and GDPR



EMPLOYEE ENGAGEMENT

75.3% employee engagement score. A year-over-year increase
External benchmark of 63%¹

60 team members completed third-party leadership development training

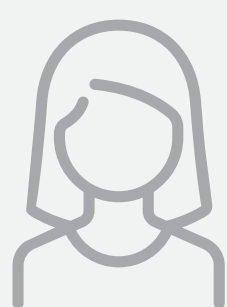
735 hours logged in eLearning modules



DIVERSITY

24% of the workforce identifies as ethnically-diverse

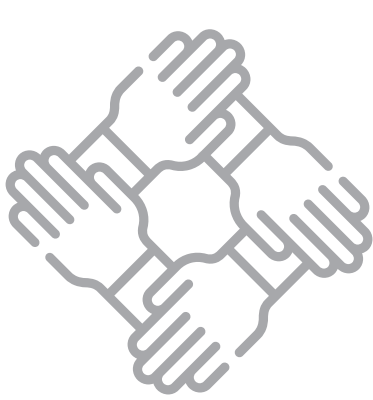
29% of management identifies as **female**, well above the tech industry average 16%²



40% of the workforce identifies as **female**, well above Canada's tech industry average of 25%³



COMMUNITY ENGAGEMENT



\$12k donated to Movember initiatives

300 pounds of food donated to Calgary Food Bank

200K in **product and services** donated to the Calgary Zoo



HEALTH & SAFETY

0 work-related fatalities



0 lost time incident frequency (LTIF)

1.0 Total recordable injuries frequency (TRIF)



SUPPLY CHAIN MANAGEMENT



100% vendor compliance with industry-leading quality management systems



ENERGY

100% carbon-neutral office in Colchester, UK



43% of electricity use offset by pollution-free, renewable sources in Calgary, Canada headquarters

Established a companywide **100%** renewable energy consumption target by end of 2022



PRODUCT LIFE CYCLE MANAGEMENT

Majority of waste, including **216.5 lbs** of solder paste from the manufacturing process, was **recycled** in 2020



¹ Employee Engagement & Retention in Tech Industry: Guide for Hiring Managers <https://tecie.io/employee-engagement-retention-tech-industry/>
² Richard Kersley, Eugene Klerk, Anais Boussie, Bahar Sezer Longworth, Joelle Anamootoo Natzkoff, and Darshana Ramji, The CS Gender 3000 in 2019: The Changing Face of Companies (Credit Suisse Research Institute, October 10, 2019): p. 15.
³ Women in Tech World. [Womenintechworld.com](https://www.womenintechworld.com)