



Cheemin Bo-Linn
Lead Independent Director and Governance,
Compensation and Sustainability Committee Chair

Message from our Governance, Compensation and Sustainability Committee Chair

Today's companies — and their Boards — need to work together to shape an organization's strategy which, now more than ever, needs to incorporate ESG performance. I am pleased to have joined Blackline Safety's Board of Directors as Lead Independent Director and Chair of the Governance, Compensation and Sustainability Committee to help ensure the company is well-positioned to navigate ESG complexities and challenges while seizing opportunities as it executes its strategic vision. It is an honor to join a company with strong leadership at the Board and Senior Management levels.

Over the past year, the Board has worked with Blackline Safety to continue challenging itself in the areas of data security, business continuity, regulatory compliance, employee health and safety and the expansion into new markets worldwide. Blackline Safety has already worked to address diversity and inclusion in the workforce with 40% of the workforce identifying as female, including 29% of management, and 24% of the workforce identifying as ethnically diverse. I look forward to continuing to support the company's diversity and inclusion efforts as they evolve.

The Board believes Blackline Safety has appropriate ESG commitments in place and will achieve meaningful progress on these and other related issues we consider important to the company's goals. On behalf of Blackline Safety's Board, thank you for your interest in our ESG and sustainability journey. We will continue to share more as the company continues its rapid growth.

A handwritten signature in black ink, reading "Cheemin Bo-Linn".

Cheemin Bo-Linn
Lead Independent Director and Governance,
Compensation and Sustainability Committee Chair