

Our Environmental, Social, Governance Commitments

Our ESG Commitment

We strive to build a sustainable, equitable, healthy, and diverse world where essential human needs are met for all through a combination of innovative software solutions and exemplary environmental, social and governance (ESG) performance. This commitment informs every aspect of our business, including how we design and build new products, operate our portfolio, collaborate with stakeholders, and report progress.



We facilitate the movement of the world's supply chains toward environmental sustainability and toward meeting essential needs for all.

E **Environmental criteria**, includes the energy we take in and the waste we discharge, the resources we need, and the consequences for living beings as a result.

S **Social criteria**, addresses the impact we have on our associates, our communities and those with needs that supply chains can help meet.

G **Governance**, is the internal system of practices, controls, and procedures we adopt to govern ourselves, make effective decisions, comply with the law, and meet the needs of external stakeholders.

Environmental Stewardship

At Blue Yonder, we aim to embed environmental stewardship across our business practices. We recognize that this is an ongoing journey, and we strive to take our environmental goals to the next level, year on year.

We understand this level of progress means that it is our duty to embed in our solutions the capabilities needed to make better sustainable decisions for our customers, our business, and the planet. We are committed to offer a route to sustainable supply chain to our customers.

That route includes



Providing sustainability value assessment metrics such as CO2 emissions, wastage, water, and energy consumption to enable our customers to make informed decisions towards the environmental impacts of their entire supply chain.



Building sustainability expertise in our Solutions Architects across all industries, to help our customers to achieve their sustainability goals and guide them towards sustainable operations.



Interweaving sustainability into all our core products to improve, optimize and automate customers' business operations in a sustainable way, longer term.



Developing best in class remote delivery, which will result in a reduction of air travel while providing an exceptional customer experience. The CO2 emission residues will be measured and offset in accordance with our defined KPIs.



We will drive down our energy and carbon impacts, as we believe that climate change is one of the greatest risks to the future of the world.

Social & Compliance

We believe people are at the heart of our business and take pride in our outstanding work culture. We also recognize the importance in where we operate and how we help our communities thrive. And we are proud that our products help fulfill essential needs across the globe and commit to helping our customers deliver food, water, clothing, and other essential products to all.

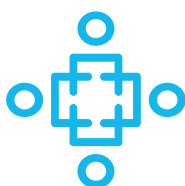
An optimal employer to our workforce



Compensation and benefits: The first step in hiring and retaining the best talent is to create safe and inspiring workplaces where people feel valued. We offer competitive compensation and benefits to all associates.



Culture, engagement and growth: Our culture is built on collaboration, respect and having fun whenever possible. We aim to foster both personal and professional growth for associates at all levels of the organization through continuous coaching and feedback, role-specific training, and professional development opportunities.



Values: Our company values unite and inspire us. We hold each other accountable for living these values and seek to engage others who embrace our emphasis on empathy towards others, teamwork with candor, relentless learning, and a focus on delivering results.



Diversity and inclusion: We embrace and value diversity in all its forms, including gender, age, ethnicity, or cultural background. We promote an environment of mutual respect, fairness and equality.

DIVE in!

In early 2020 Blue Yonder launched DIVE (Diversity, Inclusion, Value and Equality), our commitment to creating an inclusive and diverse environment where associates can grow and thrive with the freedom to be unique and authentic.

And for the first time in company history, Blue Yonder launched an inaugural Diversity Report in late 2020. The report outlines the company's commitment to change and helps to track progress towards various diversity goals. See the full report [here](#).

We strive to be an optimal employer to our workforce, a helpful partner to our communities and a force that helps the world's supply chains meet essential human needs for all.

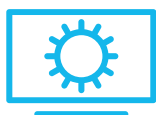
A helpful partner to our communities

We have a long history of providing meaningful, and often transformational, support to the communities in which we operate. Associates are encouraged to take two days of paid volunteer time off each year to serve at a local charity of their choice. In 2020, there were 2,580 global volunteer hours recorded by Blue Yonder associates.

A force that helps supply chains meet essential human needs for all



Build human-needs expertise in our Solutions Architects across all industries, to help our customers to better deliver food, water, shoes, and other basic needs.



Interweave sustainability into all our core products to improve, optimize and automate customers' disaster and other product donations that meet essential human needs.



Partner with charitable organizations, including Feeding America, the Global Foodbanking Network and European Food Bank Federation to improve their distribution of food and other basics to those in need.

Governance

We view good governance as essential to creating and preserving value for stakeholders, and we believe that strong governance is important at all levels of the organization.

Holding ourselves accountable

We have an effective and highly skilled board of directors and audit, operational, and compliance committees who meet regularly and are committed to mitigating risks and executing on our objectives. ESG is an integral part of Blue Yonder's senior leadership agenda. We have launched our Enterprise Risk Management program and will ensure that through this program, the effects of risk on our organization will be minimized.

