



Sustainability Report



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01 About Blue Yonder

Blue Yonder was founded with the mission of helping businesses optimize their supply chains. Nearly 40 years later, our team is just as dedicated to solving problems for our customers, but the world has grown infinitely more complex. Part of that complexity is technological and part of it is existential.

Many supply chains are inefficient, requiring exorbitant energy usage and producing harmful waste. Indeed, McKinsey found that 80% of consumer companies' emissions come from their supply chains¹.

The reality is, our planet is rapidly warming due to carbon emissions, dependence on fossil fuels, and overproduction. Accenture found that an astounding 93% of companies may miss their climate change targets unless they accelerate their progress². Sustainability is no longer an option; it's an imperative.

Organizations around the world must step up and operate more responsibly. Our future depends on it. At Blue Yonder, we are committed to leveraging our technology solutions to enable carbon and waste reduction for our 3,000+ global customers and their value chains. By making supply chains more efficient, we can be a force multiplier for our customers' progress on their own sustainability journeys.

As part of Panasonic Connect, we are supported by their 250-year plan and their goal to eliminate 1% of global carbon emissions, and we couldn't be more excited. Blue Yonder has a tremendous opportunity to foster more efficient, robust, and sustainable global supply chains.

As you dive into our inaugural Sustainability Report, I invite you to consider just how bright our future is. We have the tools we need to make the planet operate and communicate more sustainably — and Blue Yonder aims to be part of that transition. No matter how complex the world may become, Blue Yonder will continue to serve our customers with responsible, innovative technology.



Duncan Angove, CEO

1. [Reaching Net-Zero by 2050](#)

2. [Starting at the Source: Sustainability in Supply Chains](#)



Blue Yonder — By the Numbers

\$1.28B+

FY 23 Annual Revenue

17⁰%

YoY SaaS Revenue Growth

\$1B

Investment in
Product Innovations
Over Next 3 Years

Customer Satisfaction

172^{*}

New Customers
Per Year (2023)

105.6%

Net Revenue
Retention (2023)

3,000+^{*}

Global
Customers

150,000+^{*}

Global
Trading Partners

Workforce

8,000+^{*}

Associates

U.S. Associates

40%

Underrepresented
Population (2023)

Patents

~475

Granted
and Pending

Gartner[®]

3/3

A Leader in
Three Gartner[®]
Magic Quadrant[™]
Reports

19^{*}

Customers in the Gartner[®]
Supply Chain
Top 25 for 2023

^{}Includes One Network Enterprises*



Affiliations & Certifications

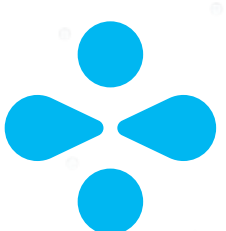
In 2021, Panasonic Corporation acquired Blue Yonder, aligning the companies' sustainability ambitions. Through the **GREEN IMPACT** initiative, Panasonic defines their goals to address the 1% of global greenhouse gas emissions linked to the use of Panasonic products.

Panasonic also has a 2030 net zero target for its Scope 1 and 2 carbon emissions, and members of the Panasonic Group, including Blue Yonder, must achieve carbon neutrality for Scope 1 and 2 emissions by 2030.

To date, Panasonic has established **31** zero-carbon emission factories, achieved a **99.1%** factory recycling rate, and utilized **12,400** tons of recycled resin.

Learn more about Panasonic's sustainability commitments and progress here:

Green Impact

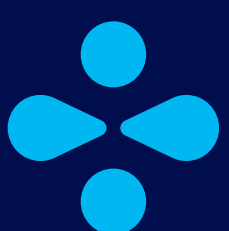


03 Goals

SUSTAINABLE DEVELOPMENT GOALS

Advancing Sustainable Development Goals: Our Commitment to Positive Impact

Blue Yonder understands how critical supply chains are to achieving sustainable development goals. As a purveyor of supply chain software, we're dedicated to harnessing technology to further the United Nations Sustainable Development Goals (SDGs), particularly aligning with Goals 2, 3, 12, and 13.





Goal 2: Zero Hunger

We recognize the vital need for food security and sustainable agriculture in supply chains. Our solutions aid organizations in refining food production, distribution, and logistics, leading to a more efficient, resilient food system. Through improved inventory management, waste reduction, and traceability, we can bolster our customers' efforts to eliminate hunger and provide nutritious food for everyone.



Goal 3: Good Health and Well-Being

Healthy, robust supply chains are critical for global well-being. Our solutions streamline health care supply chains, enhance medical inventory management, and improve the delivery of essential health care products and services. By refining supply chain operations, we support our customers in ensuring medical supplies are available, supporting health worldwide.



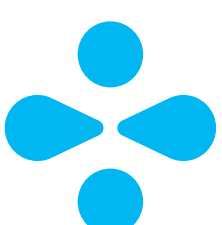
Goal 12: Responsible Consumption and Production

We support sustainable consumption and production, aiding businesses in reducing their waste impact. Our software promotes resource efficiency, waste minimization, and sustainable procurement, helping organizations adopt circular economy practices.



Goal 13: Climate Action

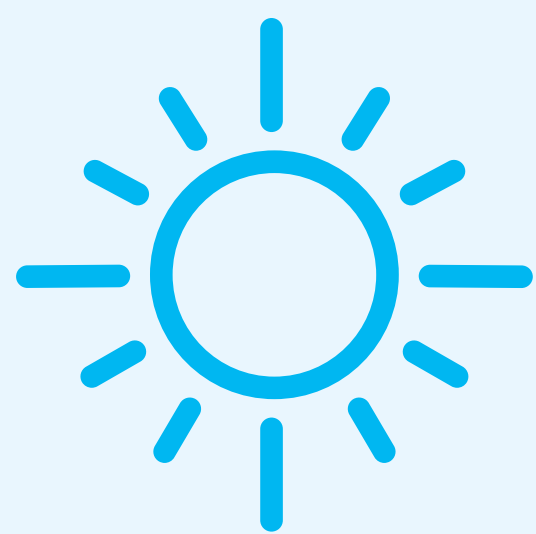
Climate change mitigation is a priority for our retail, manufacturing and logistics customers. Our solutions let organizations assess and reduce their carbon emissions and impact. With tools for carbon tracking and optimizing transport, we assist our customers in their climate resilience and carbon neutrality efforts.



Blue Yonder's Environmental Goals

Alongside our work developing solutions that support our customers' sustainability goals, we are accounting for our own environmental footprint.

By 2030, our goals are to:



Achieve Net-Zero Scope 1 and 2 Emissions: Aligning with the Paris Agreement, our goal is to achieve net zero for our Scope 1 and 2 emissions, while decreasing our Scope 3 emissions.



Use **100% Renewable Energy** for our operations: We're transitioning to renewable energy sources, powering our offices with wind, solar and other renewable power through a combination of onsite renewable energy, direct purchase through the utility, and Renewable Energy Certificates.

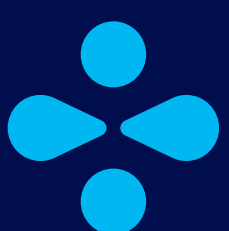


04 Product Highlights

Sustainability Roadmap

In support of our customers' sustainability objectives, we're developing cutting-edge capabilities centered on carbon footprint reduction, enhanced traceability, and waste minimization.

These advancements will improve data management and reporting, offer diagnostic insights, and optimize processes, equipping our customers to weave sustainability into the fabric of their supply chain decisions.



Sustainability in the Supply Chain

Integrating sustainability objectives
into traditional supply chain objectives

Traditional Supply Chain Objectives

Cost Savings, Efficiency

Growth Enablement

Compliance, Resilience

Sustainable Supply Chain Objectives

Emissions Reduction

Waste & Circularity

Trust & Traceability

Emissions Reduction

How do we achieve carbon neutral products, production, and supply chains?



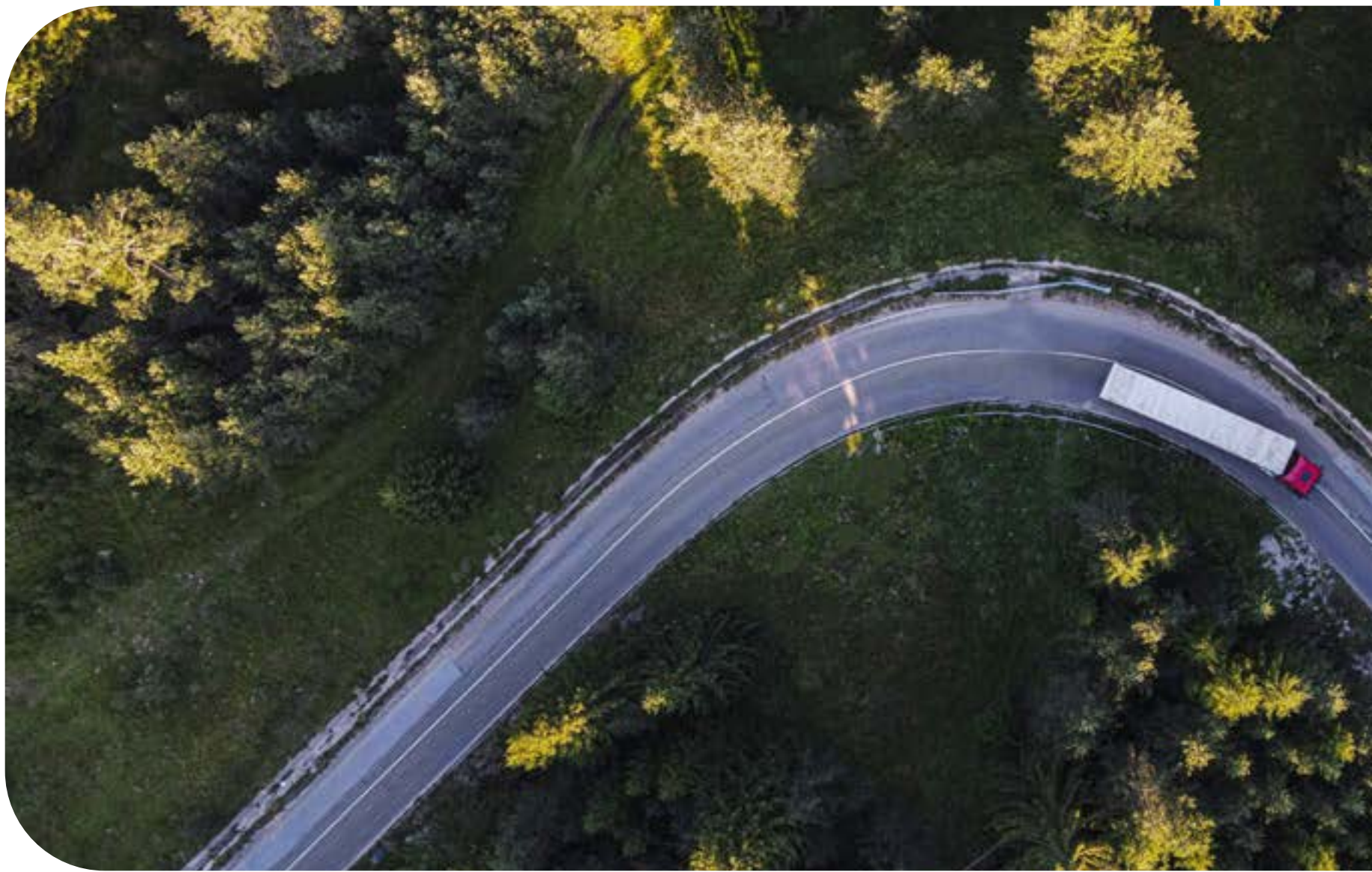
Scope 1, 2, 3 decarbonization reduces energy requirements/spend.



Enhance market share growth due to competitor differentiation.



Reduce cost of goods sold / logistics costs.



Waste & Circularity

How do we drive resource efficient business models & ecosystems?



Increase utilization of all assets and materials in the value chain.



Reduce or eliminate single-use consumables.



Reduce financial/carbon costs of virgin raw materials.



Reduce material recovery costs.

Trust & Traceability

How do we secure customer and employee trust, resilience, health, and well-being?



Enable ethically certifiable products.



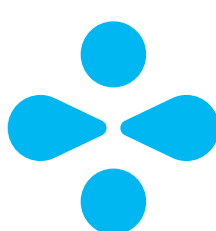
Enhance market share growth due to increased customer trust.



Promote diversity, equity, and inclusion (DEI) in supplier base.



Reduce social risks – corruption, human rights, and data security.



Consumer Sustainability Survey

To assess consumer sentiment around sustainability, Blue Yonder conducts an annual **Consumer Sustainability Survey**. The 2024 survey results confirm that consumers continue to prioritize sustainability when they make their purchasing decisions. This underscores the need for transparent and verifiable sustainable practices in the marketplace.

Blue Yonder understands that most consumers are willing to make compromises for products that are more sustainable. For example, our survey found that most consumers are willing to choose more sustainable shipping options even if it means slower delivery. Blue Yonder also understands that most consumers prefer companies and products that use recycled content or packaging and cause less waste.

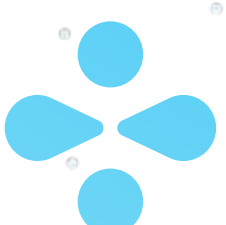
Blue Yonder understands that sustainability matters to consumers and that most consumers are willing to choose more sustainable shipping options even if it means slower delivery.

Blue Yonder also understands that most consumers prefer products that use recycled content or packaging and cause less waste.

Consumers also increasingly prefer companies and goods with reduced carbon footprints.

Read the full results here:

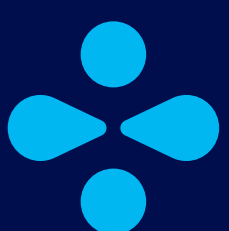
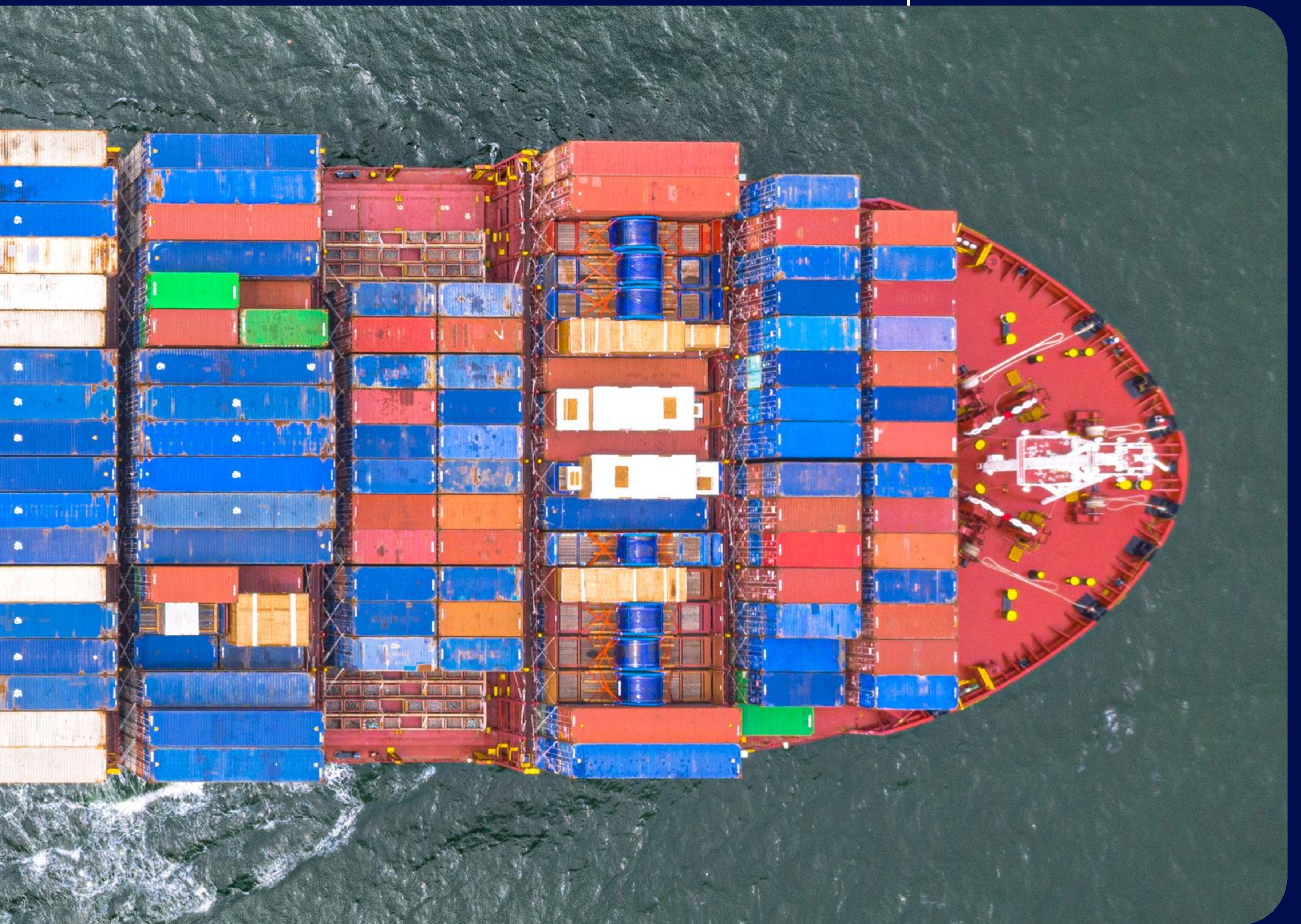
[Consumer Sustainability Survey](#)



05 Industry Trends & Product Use Cases

Sustainability Across Industries

Blue Yonder solutions power supply chains in retail, manufacturing, consumer goods, and logistics. We recognize the opportunity to drive sustainable solutions across these carbon- and waste-intensive industries.



Helping Our Customers Lead Their Industries



76
Top 100

Retail



46
Top 100

Manufacturing



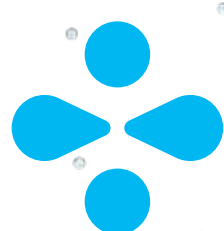
74
Top 100

CPG



28
Top 50

Logistics



Manufacturing

Planning, Transportation Management, Warehouse Management ESG and Scope 3 Emissions

Businesses have long focused on tracking their direct emissions (Scope 1) and those from purchased electricity (Scope 2). Now, the spotlight has turned to Scope 3 emissions, which encompass the entire value chain. While tracking these used to be voluntary, reporting regimes have become law in several countries and will become mandatory for certain companies in the coming years.

Creating a reliable emissions baseline is crucial for tracking progress and setting reduction goals. Assessing Scope 1 and Scope 2 emissions is relatively straightforward, but Scope 3, which spans the entire supply chain, presents a far greater challenge due to its complexity.

Companies require detailed data from their suppliers to effectively reduce carbon emissions. Many are now adopting hybrid accounting methods to evaluate Scope 3 emissions more precisely. Digital platforms are emerging as central hubs for suppliers to submit their emissions data, which simplifies integration into corporate sustainability reports.

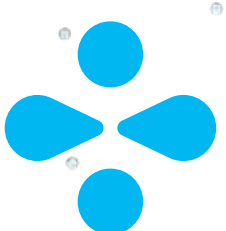
Manufacturers are using our warehouse, transportation, and planning solutions to reduce overproduction and eliminate excess inventory. Companies can cut overproduction by optimizing their forecast accuracy, thereby saving raw materials and avoiding tons of waste.



5%

of supply chain emissions stem from manufacturing,
whereas emissions originating within the supply chain
supply chain can be **5 to 10** times greater.

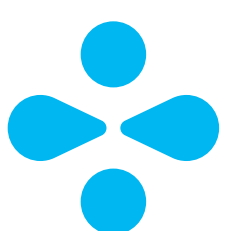
— KPMG: Supply Chain Trends 2024



Blue Yonder's manufacturing solutions enable real-time decision intelligence and cross-network visibility into product and fulfillment emissions, as well as the associated waste impacts of those choices.

For example:

- Planning and warehouse solutions allow sourcing from preferred locations (e.g., suppliers and manufacturers in areas with more stringent environmental protection requirements)
- Reducing manufacturing changeovers can enable water and chemical savings
- Raw material level traceability enables more sustainable manufacturing choices
- [Outokumpu](#), leveraging transportation solutions:
 - Maintained a high level of customer service while reducing emissions through more efficient truck utilization
- [Driscoll's](#), leveraging warehouse solutions:
 - Demand forecasting for where and when berries are sent from the fields so supply and demand isn't overestimated
 - Inventory rotation manages shelf life from the warehouse to the end customer to ensure it has enough shelf life to still be attractive to consumers
 - Optimized packaging to reduce excess plastic



Retail Softlines — Fashion

Planning, Pricing, Transportation, Warehouse

Blue Yonder helps softline retailers foster a more environmentally-friendly and economically-viable supply chain through data-driven decision-making and efficient inventory turnover

For example:

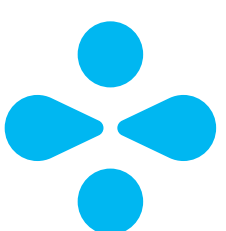
- Optimize inventory management and forecasting to minimize waste and reduce impact by avoiding overstocking and understocking
- Minimizing waste and reducing impact by avoiding overstocking and understocking
- Emphasizing responsible sourcing practices and supplier selection to align consumer demand with resource allocation
- [Lenzing](#)
 - Utilized Blue Yonder's retail planning capabilities to expand connectivity and collaboration capabilities throughout their value chain to improve efficiency and reduce emissions and waste
- [L.L.Bean](#)
 - Improved forecast accuracy to avoid product waste

Scope 3 Emissions Scrutinized

53%

of organizations plan to increase their focus on sustainable sourcing

— [KPMG: The Supply Chain Trends Shaking Up 2023](#)



Retail Hardlines — Grocery

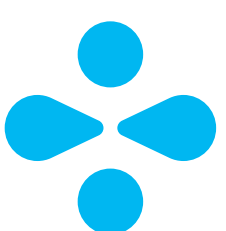
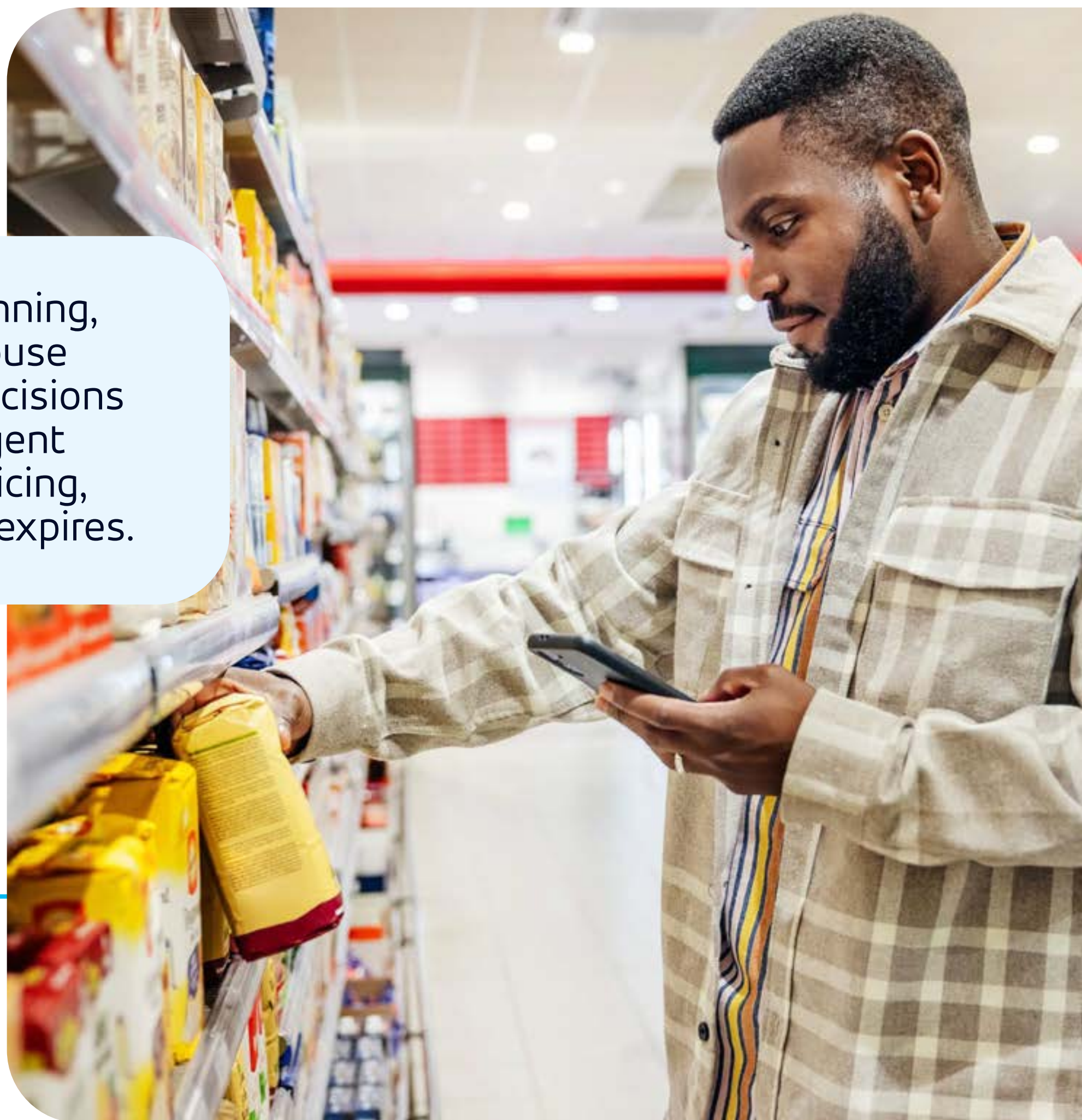
Planning, Pricing, Transportation, Warehouse

Blue Yonder helps hardline retailers intelligently integrate customer demand, inventory, labor, and fulfillment to deliver more responsive and sustainable processes from supply chain to the shelf edge

For example:

- Optimizing inventory management and demand forecasting to prevent future waste
- Minimizing waste and reducing impact by avoiding overstocking
- Emphasizing responsible sourcing practices and supplier selection to align consumer demand with resources allocation
- [Morrison's](#)
 - Simplified the management of fresh foods through advanced AI and ML capabilities to more accurately analyze local customer behavior
 - Improved on-shelf availability by 30% while forecasting to reduce wasted inventory

Grocery retailers are using our planning, pricing, transportation, and warehouse solutions to support fact-based decisions and avoid food waste. With intelligent inventory systems and dynamic pricing, retailers can sell product before it expires.



Logistics Service Providers

Transportation

Electric Vehicles, Transport and Logistics

The logistics sector is poised for a revolutionary shift, with battery electric commercial vehicles (BECVs) projected to achieve a significant market share by 2030. This evolution is driven by the dual forces of emissions reduction commitments and advancements in battery technology, which promise to extend the operational range of electric trucks, buses, and delivery vehicles.

As organizations strive to meet sustainability goals, the electrification and automation of the logistics transport value chains are gaining momentum — this is particularly true for processes that are traditionally costly or manual, like air-freight handling and last-mile delivery. The leap from human-supervised autonomous vehicles to fully independent ones is on the horizon, with the potential to transition from controlled environments to public roads.

Integrating AI, IoT, data analytics, and cloud technology will further enhance smart logistics and transport. These technologies aren't just refining route optimization but are also being leveraged for predictive and sensing capabilities, which has the potential to boost network efficiency, risk management, sustainability efforts, and the entire customer experience.

[KPMG: Supply chain trends 2024: The digital shake-up](#)

**Battery electric commercial vehicles (BECVs)
could reach between**

15% and 34%

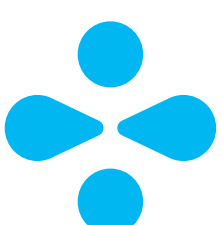
sales penetration by 2030

– [What's sparking electric-vehicle adoption in the truck industry?](#)

Global Third-Party Logistics (3PL) Market

In the dynamic 3PL market, recent years have emphasized the necessity of agility and adaptability. The online retail boom, especially direct-to-consumer services, has brought omni-channel services into sharp focus. Consumers are demanding a seamless shopping experience across platforms — coupled with competitive pricing, expedited shipping, and a strong sustainability commitment. The escalating demand for same-day (or faster) delivery options is particularly challenging for the grocery and apparel sectors.

[KPMG: Supply chain trends 2024: The digital shake-up](#)



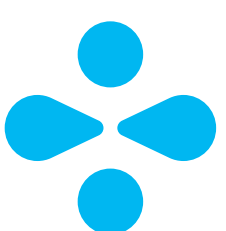
Logistics Solutions

Blue Yonder's logistics solutions, including Transportation Management, Warehouse Management, Warehouse Execution, Labor Management, Yard Management, and Order Management & Commerce enable real-time decision intelligence and cross-network visibility into product and fulfillment emissions and the associated waste impacts of those choices

For example:

- Transportation Management solutions increase efficiency to reduce miles traveled and associated emissions
- Warehouse Management, Warehouse Execution, Yard Management, and Order Management & Commerce allow sourcing from preferred locations (e.g., greener suppliers and manufacturers) and enable more efficient handling of materials and orchestration of labor and robots
- [Bayer Crop Science](#)
 - Implemented a single logistics platform — with shared data, metrics, workflows, and best practices
 - Improved asset utilization by 7% by maximizing truck capacity, eliminating 1.4 million miles traveled in Brazil alone, along with associated carbon emissions

Logistics service providers are using our transportation and warehouse solutions to eliminate unnecessary miles traveled, maximize truckloads, and reduce expedited air shipments. Through route and order optimization, companies can eliminate tens of millions of empty miles to achieve their carbon reduction goal.





Automotive

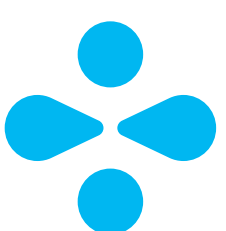
Planning, Warehouse

ESG is disrupting the industry

Sustainability considerations are at the forefront, driving innovation and disruption in a number of ways:

- **Vehicle electrification:** The pivot to electric vehicles is unmistakable. IEA data suggests a jump in global market share from 4% in 2020 to a projected 18% in 2023.
[Electric Vehicles](#)
- **Sustainable supply chains:** The transition to EVs has increased the demand for certain metals essential for battery production, like copper, lithium, and cobalt. According to Bloomberg NEF, demand for copper to increase by 53%, with supply only rising by 16% by 2040. But, in the race to electrify, automotive companies need to ensure sustainable and ethical mining practices.
[Copper Miners Eye M&A as Clean Energy Drives Supply Gap](#)
- **ESG reporting and transparency:** The call for corporate ESG transparency is as loud as it's ever been. Investments in ESG analytics and data visualization are booming, enabling companies to dissect their environmental impacts and share their sustainability journey with stakeholders transparently.

The automotive sector, a vital engine of the global economy, is navigating a sea of change.





Returns

Returns add unique sustainability challenges to the e-commerce landscape:

1.

Carbon Emissions:

The multi-stage transportation of returned goods **contributes to greenhouse gas emissions**, equivalent to the annual output of 3 million cars in the U.S.

[Buy. Return. Repeat ... What really happens when we send back unwanted clothes?](#)

2.

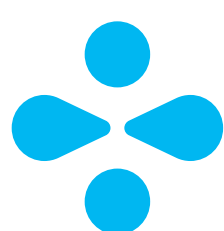
Packaging Waste:

Excess label and packaging waste from e-commerce returns often end up in landfills.

3.

Product Disposal:

A substantial portion of returned e-commerce goods can't be resold and are landfilled.



Blue Yonder Returns Management

Blue Yonder is dedicated to transforming the returns process by eliminating unnecessary material use and carbon emissions.

Reducing Miles & Emissions

Blue Yonder Returns Management harnesses pre-sort data to intelligently route items to repair, recycling, or resale, and reduces CO₂ emissions by streamlining the returns journey.

Increasing Resale Rates

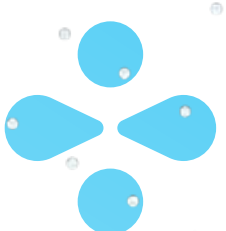
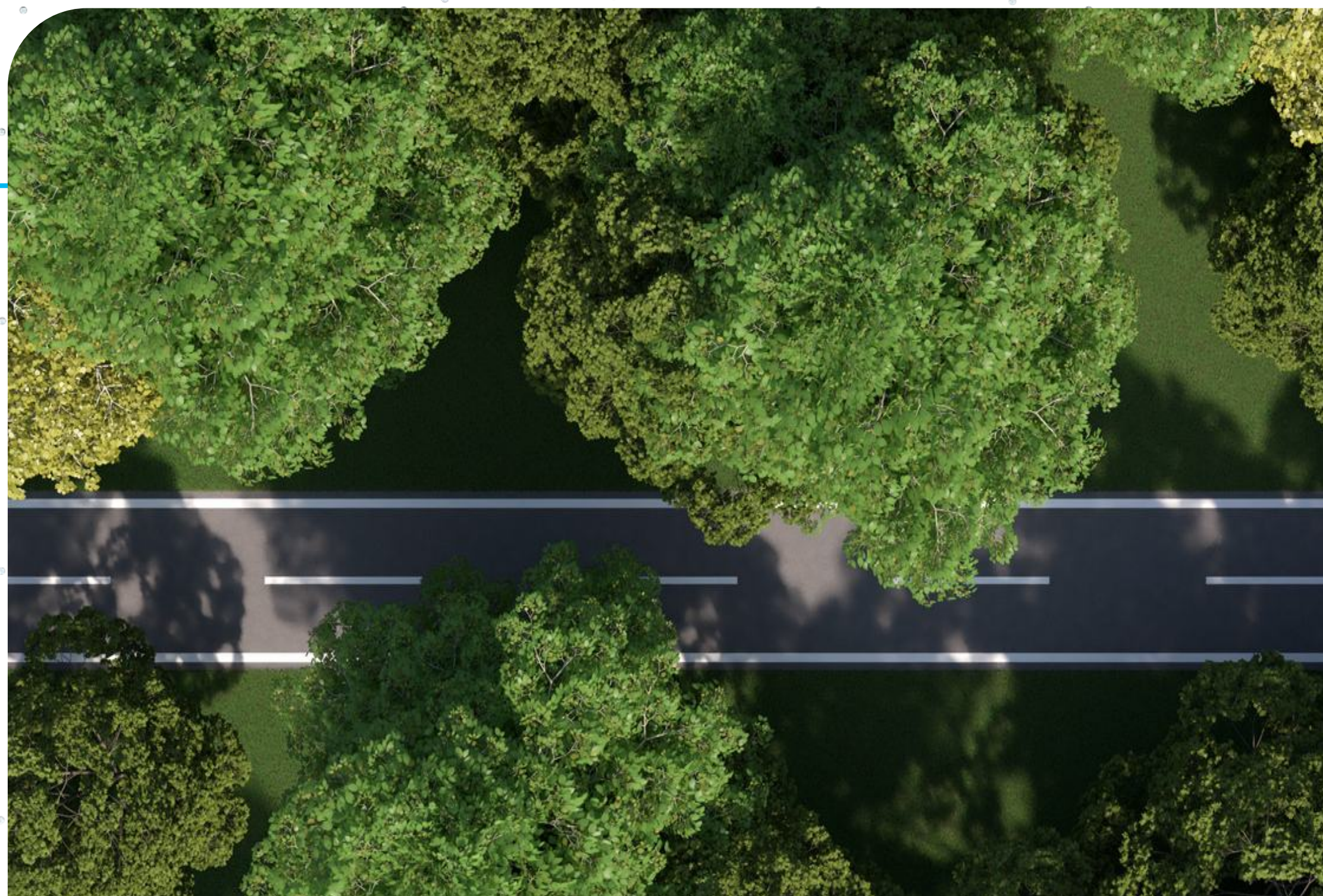
By swiftly identifying items for resale, we help customers restock inventory promptly and reduce the number of items going to landfill.

Removing Returns Label Waste

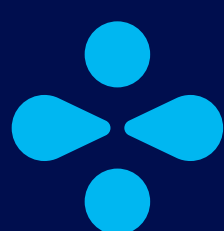
Our digital returns approach has eliminated massive amounts of paper waste, exemplified by UK retailer ASOS's removal of 64 million paper returns inserts annually, saving around 8,450 trees (or 320,000 kilograms of paper) and preventing 312 tons of CO₂ emissions.

Consolidating Returns

Our drop-off networks minimize the distance traveled for returns, enhancing efficiency and reducing emissions.



06 Carbon Footprint

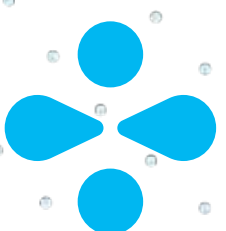


Environmental Responsibilities

Understanding our own emissions

As a conscientious supply chain solutions provider, we acknowledge the environmental impact of our operational and service-related activities. In our commitment to transparency and accountability, we've established an annual action plan aimed at reducing our carbon footprint and lessening our overall environmental impact. Our sustainability team oversees the action plan, which identifies measurable goals for our cross-functional team.

Each year, we quantify our emissions across Scopes 1, 2 and 3 as defined by the Greenhouse Gas (GHG) Protocol Corporate Standard. This includes direct emissions from our owned or controlled sources, indirect emissions from the generation of purchased energy, and all other indirect emissions occurring in our value chain — from employee commuting to operating our data servers.



Blue Yonder's Emission Generating Activites	Metric Tons of CO ₂ -equivalent (mtCO ₂ e)				
Scope 1, 2, 3	2019	2020	2021	2022	2023
Total Associates	4,976	5,603	5,714	5,631	6,038
Scope 1 GHG Emissions - Direct GHG Emissions	-	-	-	-	-
Scope 2 GHG Emissions - Energy Indirect GHG Emissions					
Purchased Electricity	2,961	2,712	2,310	2,858	1,513
Scope 3 GHG Emissions - Other Indirect GHG Emissions					
Data Servers	773	2,034	3,161	3,784	4,287
Business Travel	-	12	718	3,170	7,890
Remote Work	438	493	503	496	531
Total Scope 3 Emissions	1,211	2,539	4,382	7,450	12,709
GHG Inventory	4,172	5,251	6,692	10,308	14,222

A breakdown of the largest emitting areas of our business operations in 2023:

Purchased Electricity

11%

Cloud Computing

30%

Business Travel

55%

Remote Work

4%



Measuring & Minimizing Emissions

Our carbon reduction strategy focuses on reducing emissions produced by our operations and mitigating any remaining emissions. In 2023, we continued with our sustainability strategy and goals by scaling down our office spaces worldwide, leaning into a remote-first work culture. Despite a period of reduced travel due to the COVID-19 pandemic, 2023 saw a resurgence of in-person interactions, accompanied by an uptick in business travel emissions. We're addressing this by developing a travel policy in line with our carbon reduction goals.

In 2024, Blue Yonder will account for our global electricity consumption by purchasing renewable energy through accredited, third-party providers.

Decarbonizing our cloud usage with our partners

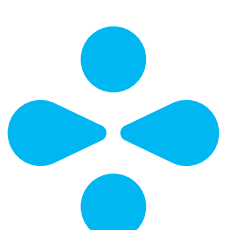
Cloud computing is the second largest contributor to our carbon footprint. To mitigate our cloud usage footprint, we rely on our cloud provider partners, who have established carbon emissions reduction goals. For example, our cloud partner, Microsoft, has pledged to achieve carbon negativity by 2030 and to eliminate the company's historical emissions by 2050.

Our customers' carbon footprint

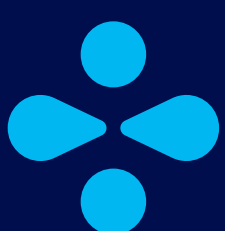
We are as dedicated to reducing our own carbon footprint as we are to helping our customers in their carbon reduction journeys.

Blue Yonder transportation management solutions have played a pivotal role in optimizing fleet and network efficiency for over a decade, allowing customers to eliminate empty miles and optimize fleets to avoid unnecessary fuel use.

We're also helping customers reduce their embedded emissions by supporting food waste reduction across the supply chain. Blue Yonder Fresh Markdown Optimization utilizes accurate demand, supply, and shelf-life predictions to help our customers avoid inventory waste. By leveraging our solutions, customers can assess and minimize the carbon footprint of their logistics, conserving natural resources and mitigating air pollution.



07 Zero Waste & Circular Economy



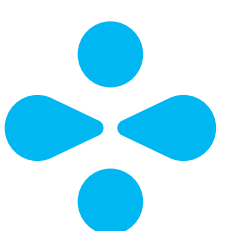
Zero Waste & Circular Economy

Blue Yonder takes a holistic approach to waste management and circular economy practices for our operations. We have recycling programs in place in our offices, with well-marked bins to promote proper sorting and recycling.

In collaboration with ER2, an IT asset management service, we responsibly manage the disposal and recycling of e-waste, thereby saving water, diverting toxic metals from landfills, and reducing carbon emissions. In 2023, this effort reclaimed 15,133 pounds of metals, prevented 1,288 pounds of toxins from polluting landfills, and avoided 62,457 pounds of greenhouse gas emissions.

Our procurement program is another pillar of our strategy where we take into account our suppliers' environmental practices. Through our Supplier Questionnaire, we inventory suppliers' environmental practices. We also conduct e-waste audits with ER2 to pinpoint areas for refining our waste management processes.

For our customers, we utilize Blue Yonder Forecasting, Demand Planning, and Inventory Management solutions to prevent over-ordering and reduce waste. Our fresh replenishment and dynamic pricing capabilities help grocery retailers price products dynamically, reducing spoilage and waste. We also support the selection of sustainable suppliers and packaging, minimizing the impact of our customers' offerings. And our reverse logistics solutions are designed to manage returns efficiently, allowing for the recycling or refurbishment of returned items.



By partnering with ER2, Blue Yonder has:

Raised
\$1,341
for donations

Recycled
44,808
total pounds

Diverted
1,288
pounds of toxins

Recovered
15,133
pounds of metals

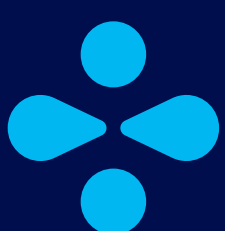
Saved
7,128
gallons of water

Reduced
62,457
pounds of greenhouse
gasses

ER2 commits to diverting electronics and e-waste from the waste stream, preventing it from reaching landfills or being irresponsibly disposed overseas.



08 Social Impact & Mission



Our focus on Diversity, Inclusion, Value, and Equity (DIVE) emphasizes our resolve to foster an inclusive culture where associates can contribute authentically. The 2023 Diversity Report is a significant milestone, showcasing our progress as a company.



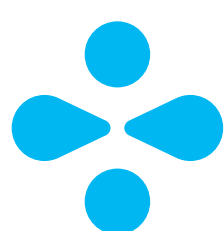
Our Chief Associate Success Officer, Nathalie Carruthers, described the focus of our efforts as follows:

“In 2023, we launched our Ways of Working initiative that helps guide our distributed workforce to ensure teams are working in ways that best fit their needs because the way we work is not a one-size-fits-all approach.

The initiative is focused on four pillars — Ways of Connection, Ways of Leading, Ways of Onboarding, and Ways of Engaging. Our focus is on the associate experience — to ensure that we focus on the HOW we do things, not just the WHAT we do — and that all associates can prioritize their well-being, be purposeful in ways that matter to them, and show up in their most authentic way to be valued for their contributions.

Our commitment to fostering a diverse yet inclusive environment empowers us to collaborate seamlessly.”

A handwritten signature in black ink, appearing to read 'N. Carruthers'.



Diversity, Inclusion, Value, and Equity (DIVE)

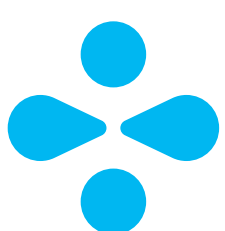
Blue Yonder's DIVE initiative is aimed at creating a diverse and inclusive environment. Through awareness & education, outreach & recruitment, and engagement & empowerment, the initiative tackles a wide range of topics to promote diversity and address biases within the workplace. The weekly DIVE In blog series explores the topics and issues that introduce more diversity and inclusion into the workplace and bring to light the biases, sensitivities and issues that may inhibit us from reaching a truly inclusive culture.

Well-Being at Blue Yonder

Blue Yonder's Time to Talk program is a global group of associate representatives who are dedicated and trained to support well-being at Blue Yonder. Representatives complete a training course offering tools to help them support the mental and physical health of their fellow associates. The network is committed to supporting wellness engagement through 1:1 sessions, group drop-in discussions, and activities and events with external speakers. In 2024, we expanded our Time to Talk program to include a Leadership Collective, a group focused on ensuring well-being is a priority across all levels of our organization.

Volunteering at Blue Yonder

Giving back is a core tenet of our culture at Blue Yonder, and our associates have a long history of being helpful partners in the communities in which we operate. Associates strive to reach their very best both at work and in their communities. Our BYCares initiative encourages associates to use their two paid volunteer days to impact the causes of their choice. In 2023, associates logged 5,380 global volunteer hours.



Global Week of Giving

In 2023, Blue Yonder’s inaugural Global Week of Giving resulted in over 400 team members contributing more than 700 hours to diverse community initiatives. Coinciding with World Food Day on October 16, our team members across 18 locations volunteered to address food insecurity.



Volunteerism in Hamburg, Germany

In Hamburg, Germany, Blue Yonder associates volunteered to inspire young girls through the Girls’ Day event promoting gender diversity in Science Technology Engineering and Mathematics (STEM) fields. The interactive sessions educated and inspired a generation of future technology leaders.

Corporate Social Responsibility in India

In India, Blue Yonder’s associates give back to the community within four priority areas: enhancing education access, improving health care treatment and facilities, alleviating hunger through food security programs, and promoting sustainability through tree planting initiatives.



International Association for Human Values funds education infrastructure, teachers’ salaries, student sponsorships, and extracurricular activities. Blue Yonder donations supported teacher salaries, infrastructure development at five schools, scholarships for children, and palliative care treatment for cancer patients in hospice.



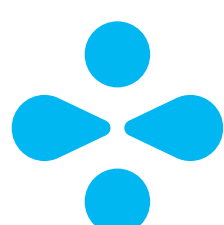
Samarthanam Trust for the Disabled offers eight initiatives to transform the lives of people with disabilities including health and nutrition, rehabilitation, education, and assistive technology. Blue Yonder has contributed to Samarthanam for 15 years, and in 2023 this support benefitted nearly 2,000 children and 1,000 patients.



Akshaya Patra Foundation’s Mind the Hunger Project is an extensive school meal program, providing hot, nutritious lunches to over 2.2 million children across 24,000 schools in India daily. The organization’s vision is to ensure that no child is deprived of education because of hunger. Blue Yonder’s donation provided midday meals and kitchen equipment benefiting over 65,000 children across Pondicherry, Hyderabad, Bangalore, and Delhi.



SayTrees is a tree planting organization based in India. Blue Yonder’s collaboration with SayTrees involves planting trees to sequester carbon emissions and rejuvenating waterways through The Miyawaki Forest Project. As a result of the 15-year partnership, the tree plantings have sequestered approximately 5,000 metric tons of CO2e and reduced forest temperatures between 2 and 3 degrees Celsius. 2023, the watershed purification projects benefitted over 8,000 villagers, offering cleaner water, preventing erosion, and enhancing biodiversity



09 Education & Training



Our Approach to Sustainability Education & Training

Blue Yonder is committed to fostering lasting environmental responsibility internally. We've developed an internal education strategy to give associates the knowledge and skills necessary to drive the company's sustainability initiatives forward.

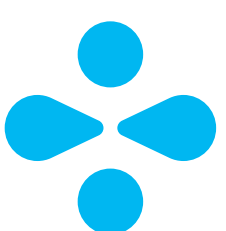
The strategy aims to:

Raise awareness about the importance of sustainability in company operations.

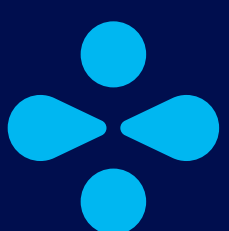
Educate and offer our associates the skills needed to incorporate sustainable practices into their daily work.

Promote a collaborative approach to understanding sustainability practices, challenges, and stories of sustainable customer success.

Promote stewardship year-round through campaigns highlighting key dates, such as Earth Day, World Environment Day, and the International Day of Climate Action.



10 Governance



Charting the Course

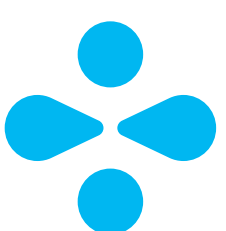
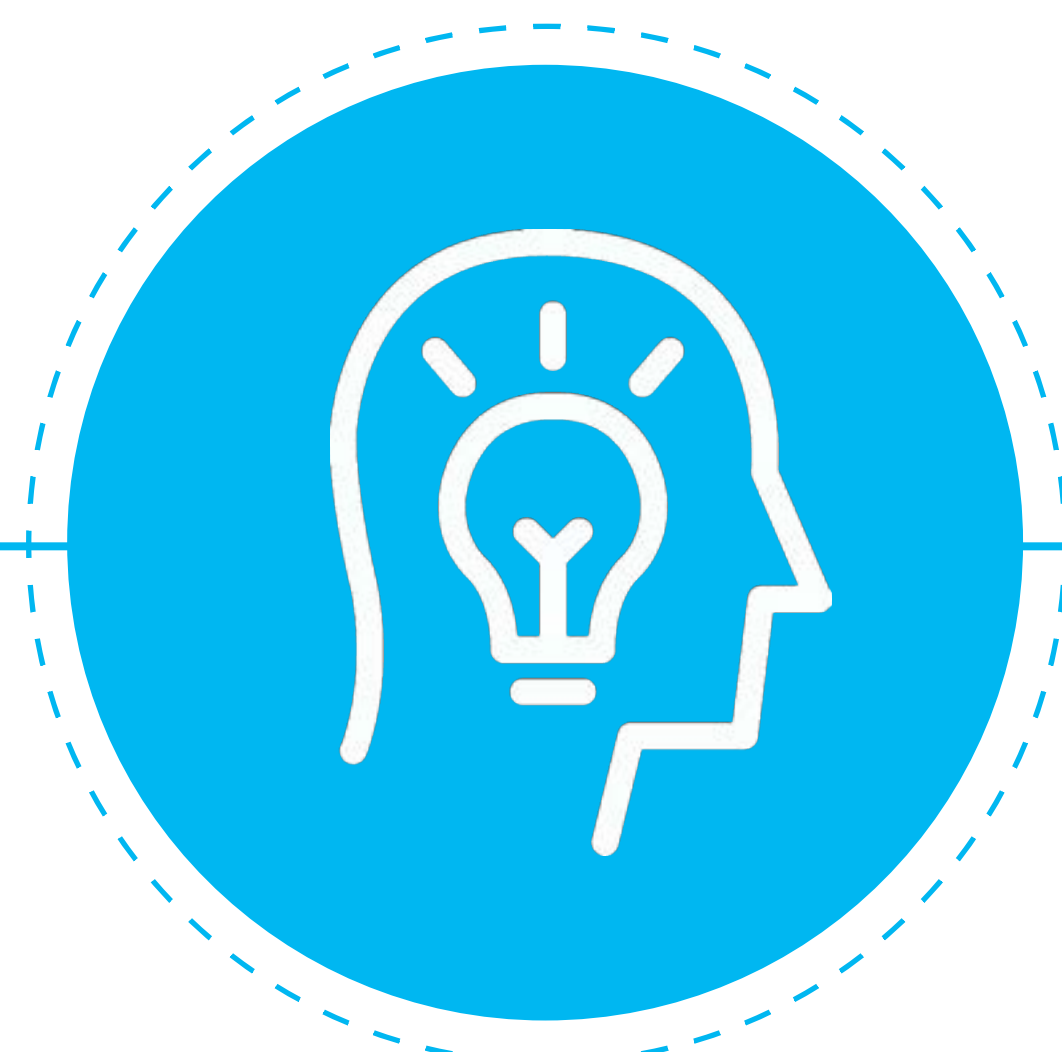
Governance for Sustainable Impact

Blue Yonder's Code of Conduct sets high standards for associate integrity, respect, teamwork, and responsibility. It sets forth Blue Yonder's commitment to compliance with all pertinent policies and laws, including laws related to conflicts of interest, confidentiality, anti-bribery, competition, and data privacy. Our Code of Conduct is pivotal in cultivating an ethical culture, and mandates the reporting of misconduct through established channels, safeguarding against retaliation. The Code of Conduct is an integral part of how we foster a culture of ethical behavior for Blue Yonder and our stakeholders.

We assess vendors for alignment with our ethical and sustainability standards, covering environmental impact, labor practices, and regulatory compliance. Our contracts with suppliers are comprehensive, detailing expectations and requirements for accountability and transparency.

We pursue partnerships with diverse vendors, including minority-owned, women-owned, and veteran-owned businesses. Embracing diversity enriches our supply chain and stimulates community growth and innovation.

Blue Yonder firmly rejects any form of modern slavery or human trafficking within our supply chain. Our Modern Slavery Statement outlines our commitment to eliminating such practices and defending human rights. By holding ourselves and our vendors to the highest standards, we are working to create meaningful change — from our supply chain outwards.



Closing Thoughts

Supply chain is the backbone of the economy, and Blue Yonder is aptly poised to affect significant, lasting change on a global scale.

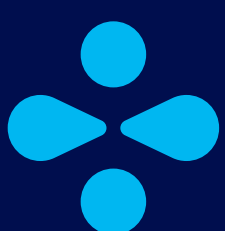
By minimizing waste and shrinking carbon footprints, we can mitigate supply chain impacts and make the world a better place. We can create a legacy marked by our willingness to do whatever it takes to ensure that future generations can thrive no matter where they live. A sustainable future is within our grasp. Blue Yonder is eager and prepared to be a catalyst as our customers work toward their sustainability goals.

At Blue Yonder, sustainability is more than a commitment to the planet; it's also a promise to our customers, partners and associates that we will relentlessly iterate on our products and processes until we maximize our influence on the future of sustainable supply chains. We couldn't be more excited for all that we will achieve.

Thank you for continuing to place your trust in Blue Yonder. We look forward to building a better, brighter future.



Saskia van Gendt, Chief Sustainability Officer





To learn more visit:

www.blueyonder.com

Note on non-financial reporting. Non-financial information is subject to measurement uncertainties resulting from limitations inherent in the nature of, and the methods used for determining, such data. Some of our disclosures in this report are based on assumptions due to the inherent measurement uncertainties. The selection of different but acceptable measurement techniques can result in materially different measurements. The precision of different measurement techniques may also vary.

All information is as of and for the year ended in 2024, unless otherwise noted.