

BlackLine, Inc.

Labor Practices Statement

BlackLine, Inc., together with its subsidiaries and affiliates (collectively, “BlackLine” or “we”) is the provider of the BlackLine Agentic Financial Operations Platform. BlackLine unifies financial data, orchestrates end-to-end processes, and embeds a digital workforce to work alongside finance teams on a single, governed platform. Powered by Studio360 for horizontal orchestration and the Verity™ AI suite for purpose-built vertical automation, BlackLine enables corporate finance teams to achieve greater operational agility, absolute balance sheet integrity, and confidence in their financial statements by uniting human judgment with AI-powered execution.

More than 4,000 companies with users around the world trust BlackLine to help ensure integrity and confidence in their financial statements. BlackLine is publicly traded on the Nasdaq Global Select Market (Nasdaq: BL), and headquartered in Woodland Hills, California. Based in the United States, BlackLine also has offices in Australia, France, Germany, India, Japan, Mexico, Poland, Romania, Saudi Arabia, Singapore, and the United Kingdom in the Fiscal Year 2025.

BlackLine's “Think, Create, Serve” motto applies to how we treat our customers, our employees, and our surrounding communities. We have a zero-tolerance policy for modern slavery, and we unequivocally support the human rights of our workforce and the workforce of our global suppliers. As used in this statement, “modern slavery” includes forced labor, debt bonded, indentured, involuntary labor, slavery, child labour, or human trafficking. As a global company, we are committed to preventing modern slavery in our worldwide business operations, as well as our supply chain, and this Labor Practices Statement (this “Statement”) describes the actions we take to uphold that commitment.

Modern Slavery Risk

It is important to note that BlackLine does not manufacture goods or handle raw materials or commodities. As a technology company, our suppliers are primarily service providers, including software-related goods and services, professional services, data processing, hosting and related services, advertising, and conventions/trade shows. Our supply chains also include the provision of office services and supplies, such as cleaning, furniture and fixtures, and IT equipment. Only a very small percentage of our suppliers provide hardware, and those vendors are typically large, multinational companies with their own codes of conduct. Our technology and service providers include Google Cloud Platform, Microsoft Azure, Amazon Web Services, Snowflake, and third-party data centers.

BlackLine is not aware of any situation in which modern slavery exists within its operations or in the operations of its direct suppliers. However, we recognize that suppliers operating in higher-risk geographies, such as India and Saudi Arabia, as well as those in sectors like IT services and catering represent areas of elevated inherent risk for modern slavery and have structured due diligence processes to address these risks as described herein. As such, and per the policies and practices described in this Statement, BlackLine believes the risk of modern slavery is very low in its operations and those of its direct suppliers. BlackLine consciously works to maintain its ability to recruit and manage a global, diverse, and skilled workforce, and this is one of the topics our Sustainability Committee considers in its periodic ESG materiality assessment.

BlackLine conducts the following actions to help prevent modern slavery:

1. Vendor Code of Conduct Communication

BlackLine aims to work with vendors who share our values and our commitment to ethical business practices, and we share those expectations through our Vendor Code of Conduct. BlackLine's Vendor Code of Conduct applies to all third-party vendors of products or services that are purchased by BlackLine. Our Vendor Code of Conduct prohibits vendors from the use of modern slavery.

2. Vendor Agreements and Diligence

We strive to source goods and services from reputable third parties. BlackLine's standard practice is to enter into written agreements with all vendors, which include requirements to comply with all applicable laws and regulations, including employment laws related to child labor, wages, working hours, and working conditions.

3. Reporting

BlackLine offers a whistleblower hotline for all personnel who may report violations of its Code of Business Conduct and Ethics (the "BlackLine Code of Conduct") or any other company policy, as further described in the "*Reporting and Anti-Retaliation*" section below. Our hotline allows for anonymous reporting where permitted by law.

4. Training

BlackLine conducts BlackLine Code of Conduct training and certification annually for all BlackLine employees, as further described in the "*Code of Business Conduct and Ethics*" section below. We also expect our vendors to communicate the principles in the Vendor

Code of Conduct to their employees and third-party partners through training, policy, and other messaging.

If we become aware of any concerns about modern slavery with respect to any supplier, we will consult with our Legal Department regarding any further action.

BlackLine Policies and Practices

Code of Business Conduct and Ethics

Our Code of Business Conduct and Ethics (the “Code”) reflects our deep respect for human rights, and it applies to every director, officer, and employee of BlackLine and its global subsidiaries. The Code requires compliance with applicable labor laws and anti-trafficking laws worldwide. All BlackLine employees must read and sign a written acknowledgment of the Code as part of our standard employee onboarding process. Our employees are also required to complete annual Code training and certification.

Compliance with Laws

BlackLine is committed to complying with all applicable laws pertaining to our employees, including health and safety laws, wage and hour laws, and laws pertaining to freedom of association and collective bargaining.

Prohibition of Child Labor

BlackLine does not employ anyone below the age of 18 in any jurisdiction in which it operates. This standard exceeds the general minimum working age of 15 years required under International Labour Organization (ILO) Convention 138. BlackLine requires that its third-party vendors of products or services that are purchased by BlackLine adhere to these same standards.

Anti-Discrimination

BlackLine works hard to foster a work environment in which all employees are empowered to do their best work, free of discrimination, harassment, or other unlawful conduct. We do not tolerate unlawful conduct, including discrimination or harassment, and we take any such allegations very seriously.

It is our policy to recruit, hire, train, and promote individuals, as well as administer any and all personnel actions, without regard to sex (including pregnancy, childbirth, breastfeeding or related medical conditions), race, natural hair, religion (including religious dress and grooming

practices), color, gender (including gender identity and gender expression), national origin (including language use restrictions and possession of a driver's license issued under CA Vehicle Code section 12801.9), ancestry, physical or mental disability, medical condition, including HIV and AIDS, genetic information, marital status, registered domestic partner status, age, sexual orientation, military and veteran status or any other basis protected by federal, state or local law or ordinance or regulation. We recognize that our employees are critical to our success in creating an environment free from harassment or discrimination. As such, all employees are required to complete anti-discrimination training.

Workplace, Compensation, and Benefits

Not only does BlackLine pay employees a living wage in all of our locations across the globe, but we also strive to maintain a pay-for-performance compensation program that is competitive and appropriately balanced to attract, motivate, reward, and retain highly skilled talent. We benchmark and set compensation based on our compensation philosophy, market data, employee role, experience, location, and performance. We also review our compensation practices, both in terms of our overall workforce and individual employees, to ensure our pay practices are fair and equitable.

In addition to competitive compensation, we offer our employees a wide range of benefits such as comprehensive healthcare and wellness, competitive retirement, time off, and recognition opportunities. Finally, BlackLine takes steps to professionally develop its employees. All employees participate in a formal annual performance review process, and BlackLine requires regular 1-on-1 employee manager check-ins.

Social Dialogue

BlackLine recognizes that open and ongoing communication between leadership, employees, and employee representatives is essential for fostering innovation, trust, and long-term success. Social dialogue is a core part of our labor practices as it supports inclusion and transparency, leading to a healthy workplace culture.

As an organization, BlackLine respects our employees' freedom of association and collective bargaining in line with local laws and global labor standards. In regions where employee representatives, unions, or works councils exist, we are committed to engaging in constructive dialogue that prioritizes shared understanding and continuous improvement.

BlackLine promotes social dialogue through: (1) regular continuous feedback through regularly scheduled 1:1 & skip level meetings; (2) transparent communication on matters that impact employees, such as organizational changes, strategic direction, and policy updates; (3) the use

of digital collaboration tools such as Microsoft Teams, that help facilitate open conversation across geographies and functions, regardless of level; and (4) support for employee led initiatives and Employee Resource Groups (ERGs) that provide channels for engagement and representation.

Reporting and Anti-Retaliation

BlackLine regularly seeks input from employees, including through broad employee satisfaction surveys and pulse surveys on specific issues, intended to assess our degree of success in promoting an environment where employees are engaged, satisfied, productive and possess a strong understanding of our business goals. BlackLine also maintains a third-party whistleblower hotline, which allows for anonymous reporting where permitted by law. BlackLine strictly prohibits retaliation against anyone making a good faith complaint of wrongdoing.

Community Involvement

BlackLine drives social good through our commitment to responsible corporate citizenship across the communities in which we operate. Our charitable program provides all employees with the ability to give back and to make a positive impact through volunteer opportunities with local charitable organizations, as well as an employer-matched charitable donation during our annual Global Week of Service.

Remediation

Should we become aware of any issues related to modern slavery, the relevant BlackLine business unit will consult with the Legal Department to ensure that appropriate measures are taken, which may include reporting such information to authorities, increased auditing, and/or implementing other prevention and remediation measures. We expect our businesses to engage with suppliers to try to remediate potential issues that might be identified, but may where necessary also consider terminating the relationship with the supplier if they refuse to engage with appropriate remediation measures.

Measuring Effectiveness

BlackLine evaluates the effectiveness of its modern slavery risk mitigation efforts by engaging with subject matter experts, tracking and resolving grievances, conducting risk assessments, updating policies and training, and monitoring global developments in legislation and human rights norms.

Alignment With Global Standards

BlackLine continues to monitor relevant worldwide developments relating to human rights, modern slavery, and general labor and employment practices to maintain our commitment to operating responsibly and maintaining our high ethical standards across our organization. BlackLine believes that the United Nations Sustainable Development Goals (UNSDGs) have the potential to bring meaningful progress toward ensuring a sustainable and inclusive future for all, and we are aligning our initiatives with these goals.

This Statement is made under Section 54 of the UK's Modern Slavery Act of 2015 and Australia's Modern Slavery Act 2018. However, not all of BlackLine's subsidiaries are subject to one or more of these Acts. This statement is provided only by the entities specifically covered by the respective Act as listed below. It constitutes the modern slavery statement for the period from January 1, 2025 to December 31, 2025 ("Fiscal Year 2025"). This statement has been approved by the directors of BlackLine Systems Pty Ltd, BlackLine Systems Limited, Data Interconnect Ltd., and Rimilia Holdings Ltd.

UK Modern Slavery Act

BlackLine Systems Limited, Data Interconnect Ltd., and Rimilia Holdings Ltd. (collectively, "BlackLine UK") are subsidiaries of BlackLine, Inc. They are required to publish a statement pursuant to the UK Modern Slavery Act. This statement was approved by the board of directors of BlackLine Systems Limited and Data Interconnect Ltd. on August 28, 2026. This statement was approved by the board of directors of Rimilia Holdings Ltd. on August 30, 2026. This statement was signed by the undersigned, a director of BlackLine UK.

For and on behalf of BlackLine Systems Limited

Name: Karole Morgan-Prager

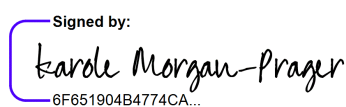
Title: Director

SIGNATURE:  Signed by:
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For and on behalf of Data Interconnect Ltd.

Name: Karole Morgan-Prager

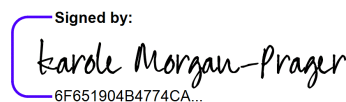
Title: Director

SIGNATURE:  Signed by:
6F651904B4774CA...

For and on behalf of Rimilia Holdings Ltd.

Name: Karole Morgan-Prager

Title: Director

SIGNATURE:  Signed by:
6F651904B4774CA...

Australia Modern Slavery Act

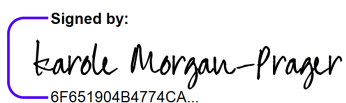
BlackLine Systems Pty Ltd ("BlackLine Australia") is a subsidiary of BlackLine, Inc. BlackLine Australia is required to submit a statement pursuant to the Australia Modern Slavery Act. BlackLine Australia has been consulted in connection with the drafting of this statement by being made aware of the preparation of the statement and having the opportunity to participate in the preparation of the statement as legally required. This statement was approved by the board of directors of BlackLine Australia and signed by the undersigned, a director of BlackLine Australia.

For and on behalf of BlackLine Australia

Name: Karole Morgan-Prager

Title: Director

SIGNATURE:

Signed by:

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