

THE POTENTIAL IMPACT OF BREXIT – BLUE YONDER

FAQs (updated September 2021)

The UK has left the European Union on the 31st of December 2020. We answer frequently asked questions (FAQs) on the impact to Blue Yonder following Brexit.

Is Blue Yonder undertaking Brexit contingency planning?

Yes. Blue Yonder has a cross-functional team including senior managers, service managers and expert specialists to review the potential impacts arising from the UK's exit from the EU and the end of the transition phase. We are constantly reviewing any potential impact to Blue Yonder and its customers. This is being coordinated at the highest level through the executive leadership team.

What headline conclusions have been drawn from Blue Yonder's Brexit risk assessment?

There is no material impact on our ability to support our customers and deliver projects. All our key products and services should be accessible without major interruption.

Is there any impact on Blue Yonder consulting services?

No, Blue Yonder's consulting services are continuing to provide the contracted service as per committed Statements of Work. More information, if applicable, will be provided by the Project Manager in charge of each team working with our customer.

Are Blue Yonder Cloud Services impacted by Brexit?

No, Blue Yonder's Cloud Services are not impacted by Brexit. Blue Yonder has monitored and prepared for this situation by ensuring that mechanisms for transfer of data are in place. Blue Yonder has also taken Brexit into consideration for our cloud strategy and has adopted primary and secondary data centers located in the EU.

Are Blue Yonder's supply chains exposed to potential logistical disruption?

Blue Yonder is not dependent on physical distribution of its products and services. We are not experiencing significant logistical disruption to our supply chains.

Could Blue Yonder's products and services be exposed to new EU duties or tariffs?

No. We do not expect Blue Yonder's products or services to be exposed to new duties or tariffs.

How exposed is Blue Yonder to exchange rate volatility?

If there are major currency fluctuations, Blue Yonder like many companies in the same position may experience some impact. At Blue Yonder, an active foreign exchange process is in place which is always under review for improvements and risk. For example, Blue Yonder actively hedges major currencies (EUR and GBP to name two) to protect value of invoices against the cash collection for customers. As Blue Yonder further shifts to an ARR (Annual Recurring Revenue) model, this will enhance the predictability of billing

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and cash collections to allow profitability protection. Costs will form part of a natural hedge against the revenue and billing is reviewed where there are anticipated significant exposures across currencies.

Blue Yonder is constantly monitoring the likelihood and impact of cost variations caused by currency fluctuation and will continue to take steps to help mitigate against any adverse effects.

We are monitoring the likelihood and impact of cost variations caused by currency fluctuation closely and have taken steps to help mitigate against any adverse effects.

Is Blue Yonder's staff retention and recruitment impacted by Brexit?

Blue Yonder recruits according to strategic and market requirements. We have taken and will continue to take proactive steps on immigration status and impact. Research has shown in some cases that the lack of clarity has impacted the desire of EU nationals to make long term plans to live and work in the UK and the decline in value of the pound has made the UK less attractive in comparison with other countries. This has been reflected in official statistics that have shown a decrease in net migration from the EU to the UK since the EU Referendum. Thus far, Blue Yonder has not experienced any issues as a result of these factors in recruiting and retaining employees against business requirements in the UK. From a corporate point of view, Blue Yonder, along with all other companies with a UK base are ensuring preparation to minimise any impact of political decisions made and retain our position at the forefront of business.

Would delivery of Blue Yonder products and services be impacted by potential labour wage cost pressures?

No. The delivery of Blue Yonder products and services is not expected to be impacted by potential increased wages in the event of EU originating labour exiting the UK.

Would delivery of Blue Yonder products and services be impacted by changes to freedom of movement between the UK and remaining EU states?

No. Products and Services are not be impacted by freedom of movement between UK and EU because Blue Yonder has put in place the appropriate authorizations for allowing freedom of movement to all Blue Yonder associates.

Blue Yonder has put contingency plans in place, where feasible, to ensure as minimal disruption as possible to the delivery of Blue Yonder products and services. However, as certain variables related to Brexit and immigration are still unknown, it is possible there will be some delay in delivery of products and services while Blue Yonder secures proper immigration authorizations where necessary. Blue Yonder customers are invited to discuss any concerns they may have with their Blue Yonder contact.

Do Blue Yonder product or services require clearance, certification or regulatory approval from EU standards body, for which the UK has no current equivalent?

No.

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Have cross-border data transfer arrangements over Blue Yonder products and services been impacted by Brexit?

No, cross-border data transfer arrangements over Blue Yonder products and services have not been impacted by Brexit. On 28 June 2021, the EU Commission adopted two adequacy decisions, one for the EU General Data Protection Regulation (GDPR) and one for the Law Enforcement Directive. This means personal data can continue to flow from the European Union to the United Kingdom. Both decisions are expected to last until 27 June 2025. A key element of the EU Commission's decision has been that, according to the EU Commission, the United Kingdom's data protection system continues to be based on the same rules that were applicable when the United Kingdom was a Member State of the European Union and the United Kingdom has fully incorporated the principles, rights and obligations of the GDPR and the Law Enforcement Directive into its post-Brexit legal system, including the so-called UK GDPR.

If you have a question that is not covered by the FAQ, please contact brexit@blueyonder.com