

Gender Pay Gap Report 2022

Blue Yonder Technologies UK Ltd



Blue Yonder Technology Solutions (UK) Ltd, (Blue Yonder (UK)), (formerly JDA Software UK Ltd) provides the leading AI-driven supply chain management (SCM) platform. Our intelligent, end-to-end platform enables retailers, manufacturers and logistics providers to seamlessly predict, pivot and fulfill customer demand. With Blue Yonder, you can make more automated, profitable business decisions that deliver greater growth and re-imagined customer experiences. Our mission is to empower every person and organization to fulfill their potential. **Blue Yonder – Fulfill your Potential™**

What is the Gender Pay Gap?

Under UK legislation, from 5th April 2017, all UK employers with 250 employees in any one entity is required to report their gender pay gap annually. This is the fourth consecutive year that Blue Yonder UK have reported results.

This report represents the gender pay data for Blue Yonder Technology Solutions (UK) Limited at the snapshot date of 5th April 2022.

It is important to reiterate that equal pay differs from the gender pay gap. Pay gaps seek to highlight disparities in pay between different groups of employees. A gender pay gap shows the difference between the average earnings of men and women over a period, irrespective of their role or seniority and across the entire relevant employees. Results are expressed as a percentage of men's earnings. Equal pay is defined in the Equal Pay Act 1970 as men and women performing equal work and therefore receiving equal pay.

The legislation requires the reporting of:

- The mean gender pay gap
- The median gender pay gap
- The mean bonus gender pay gap
- The median bonus gender pay gap
- The proportion of males receiving a bonus payment
- The proportion of females receiving a bonus payment
- The proportion of males and females in each quartile band



Gender Pay Gap

In the technology industry, the Gender pay gap is a well-documented issues compared to general industry.



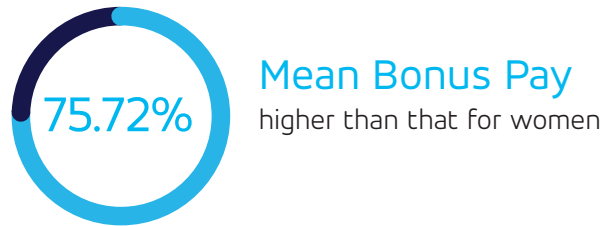
Gender Bonus Pay Gap

The Blue Yonder (UK) company bonus scheme is based on individual and company performance. All current Blue Yonder (UK) employees are eligible to participate in the company corporate bonus or sales incentive plan.

As previously reported, some employees were not eligible for a bonus during the reporting period as they may have an employment start date after the eligibility date of 1st October 2021, although they

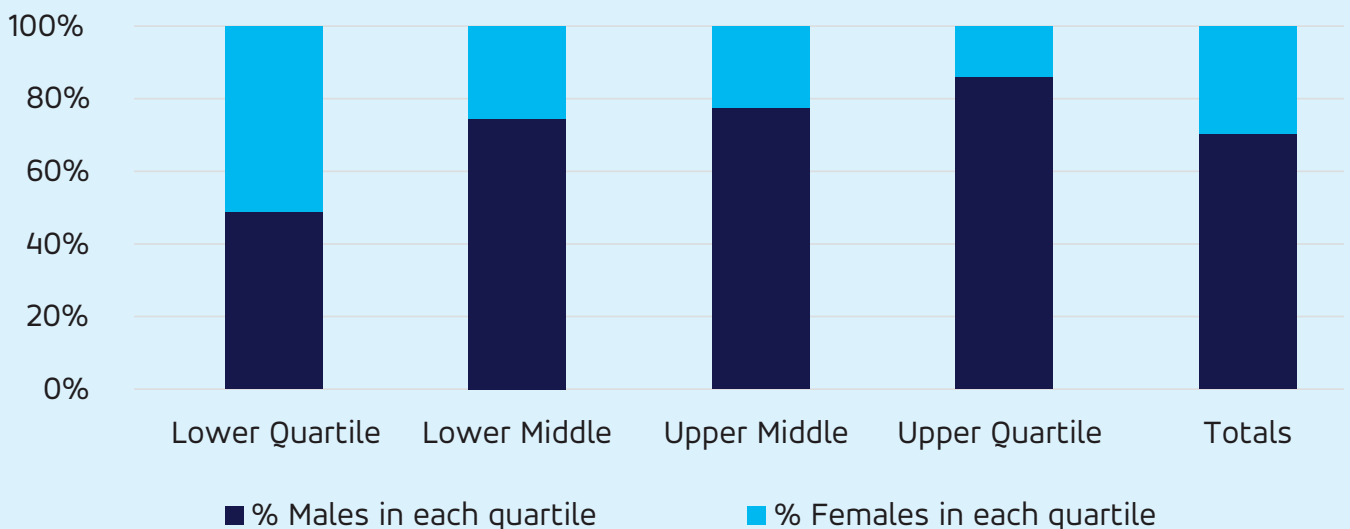
will be entitled to be participate in the scheme the following year.

Bonus payouts are pro-rated based on hire date and any changes of pay or position during the year. Associates must be actively employed at the time of the bonus payout to receive payment. Associates taking non-full pay/unpaid leave, such as maternity leave, long term sick leave and sabbatical leave will also receive a pro-rata bonus although are excluded from this report as they are non-full paying relevant employees.



Commission payments can be higher leveraged than the company bonus plan. As a result, the bonus gap has been impacted by number of commission payments.

Proportion of Males and Females in each Pay Quartile



The gender pay gap is influenced by our structure and Blue Yonder (UK)'s gender representation is 71.3% Male and Female 28.87%. This ratio has remained static at approximately 70:30 M:F.

The technology sector continues to see a challenge in attracting females from a small talent pool. The continued under representation of females, particularly in the upper quartiles is not uncommon and remains a major contributor to the Gender Pay Gap.

To address the gender pay gap, it's essential to prioritize the recruitment, retention, and advancement of women. With only 1 in 4 STEM jobs held by women, Blue Yonder are committed to increasing opportunity through internships and entry level roles, and hosting information sharing events for new graduates with female leaders in product development and technical roles within Blue Yonder.

Diversity and inclusion initiatives should go beyond just addressing gender disparities. Blue Yonder are committed to creating a workplace culture that values diversity in all its forms, including race, ethnicity, age, sexual orientation and gender.

Creating a diverse and inclusive workplace requires an approach that addresses all aspects of the employee experience, from recruitment and hiring to performance management and promotion. This includes initiatives such as unconscious bias training and creating Associate Resource Groups (ARG's) for associates from underrepresented backgrounds.

Blue Yonder have established a number of ARG's such as the Women's Interest Network (WIN) dedicated to attracting and advancing women to and within Blue Yonder. These affinity groups serve and support underrepresented groups, ensuring all associates have the opportunity to reach their full potential whilst providing valuable insights and perspectives on diversity and inclusion initiatives.

We introduced DIVE (Diversity, Inclusion, Value and Equality) in 2020. DIVE's vision is to bring together a diverse set of viewpoints to drive our talent, associate development and growth strategies. Our mission is to create an inclusive and diverse workplace where associates can grow and thrive with the freedom to be themselves. At Blue Yonder, we want each individual

to fulfill their highest potential, be challenged in the work they do, and use their unique backgrounds and experiences.

Blue Yonder are proud to be an Equal Opportunity employer. We want our associates to bring their authentic selves to work every day. We know that the best businesses are diverse and inclusive and our unique talents make for great ideas, empathetic workplaces and drive results.

“We've seen the massive shift across the globe, what started in 2020 and has continued forward — many of us went to work from home for what we thought would be two to three weeks in early 2020. We now have completed 2021 and half of 2022, still working virtually. DIVE means more now to many of us — true inclusion across teams, across cultures. We are all connected now, not by the offices in which we work, but in our virtual spaces across time zones. Our journey to ensure we are and will be a diverse and inclusive culture requires acknowledgement and continuous learning. As part of this evolution, we are changing the E in DIVE — previously Diversity, Inclusion, Value and Equality — and we are moving to Equity. We acknowledge that we do not all begin from the same starting line and need to focus on the various challenges we all face. We strive to have an environment where associates can grow and thrive with the freedom to be unique and authentic, where every voice is heard and all perspectives are welcomed in an environment that embraces individuality. We must ensure that DIVE isn't an afterthought, but rather a part of everything we do.

Here's to more learnings where we can continue to focus on inclusion, empathy and authenticity. We will continue to strive to move forward and learn from each other. ”

- Nathalie Carruthers
Chief Associate Success Officer



Appendix

Full Pay Relevant Employee

A full pay relevant employee is any employee who is employed on the snapshot date who is paid their usual pay during that pay period. Those employees that receive a lower rate of pay due to being on leave are not a full pay relevant employee and are excluded from the gender pay gap calculations. Please note, those employees excluded from the gender pay gap calculations are included in the bonus calculations if applicable.

Ordinary Pay

Ordinary pay includes basic pay, allowances, pay for leave and shift premium pay. Pay related to overtime, redundancy, termination of employment, pay in lieu of annual leave or benefits in kind are not included in ordinary pay.

If the period for which a bonus was received is the same as the relevant pay period, the full amount should be included in ordinary pay. If the period for which a bonus was received differs to the pay period, full amount should be excluded. For example, commission payments paid in April 2021 but relating to quarter one have not been included as this differs to the relevant pay period.

Bonus

For the purpose of gender pay gap reporting, bonus includes anything that is related to productivity, performance and commission. Bonus does not include any pay which is related to overtime, termination of employment or redundancy and pay in lieu of annual leave.

Relevant bonus period

The preceding twelve months ending on the snapshot date of 5th April 2022. Therefore, for this report the relevant bonus period is any bonus paid from 6th April 2021 to 5th April 2022.

Mean

A mean average involves adding up all of the numbers and dividing the result by how many numbers were in the list.

Median

A median average involves listing all of the numbers in numerical order. If there is an odd number of results, the median average is the middle number. If there is an even number of results, the median will be the mean of the two central numbers.



