
**UNITED STATES
SECURITIES AND EXCHANGE COMMISSION**

Washington, D.C. 20549

FORM 8-K

**CURRENT REPORT
Pursuant to Section 13 or 15(d)
of the Securities Exchange Act of 1934**

**Date of Report (Date of earliest event reported)
July 24, 2025**

BLACKLINE, INC.
(Exact name of registrant as specified in its charter)

Delaware
(State or other jurisdiction
of incorporation)

001-37924
(Commission
File Number)

46-3354276
(I.R.S. Employer
Identification Number)

21300 Victory Boulevard, 12th Floor
Woodland Hills, California 91367
(Address of principal executive offices) (Zip Code)

(818) 223-9008
(Registrant's telephone number, including area code)

Not Applicable
(Former name or former address, if changed since last report)

Check the appropriate box below if the Form 8-K filing is intended to simultaneously satisfy the filing obligation of the registrant under any of the following provisions:

- Written communications pursuant to Rule 425 under the Securities Act (17 CFR 230.425)
- Soliciting material pursuant to Rule 14a-12 under the Exchange Act (17 CFR 240.14a-12)
- Pre-commencement communications pursuant to Rule 14d-2(b) under the Exchange Act (17 CFR 240.14d-2(b))
- Pre-commencement communications pursuant to Rule 13e-4(c) under the Exchange Act (17 CFR 240.13e-4(c))

Securities registered pursuant to Section 12(b) of the Act:

Title of each class	Trading Symbol(s)	Name of each exchange on which registered
Common Stock, \$0.01, par value	BL	The Nasdaq Global Select Market

Indicate by check mark whether the registrant is an emerging growth company as defined in Rule 405 of the Securities Act of 1933 (§230.405 of this chapter) or Rule 12b-2 of the Securities Exchange Act of 1934 (§240.12b-2 of this chapter).

Emerging growth company

If an emerging growth company, indicate by check mark if the registrant has elected not to use the extended transition period for complying with any new or revised financial accounting standards provided pursuant to Section 13(a) of the Exchange Act.

Item 5.02 Departure of Directors or Certain Officers; Election of Directors; Appointment of Certain Officers; Compensatory Arrangements of Certain Officers.

On July 24, 2025, the Board of Directors (the “Board”) of BlackLine, Inc. (the “Company”) appointed Gregory Hughes to serve as a member of the Board, with a term beginning on July 25, 2025. Mr. Hughes will serve in the class of directors whose term expires at the Company’s annual meeting of stockholders to be held in 2027. Mr. Hughes will also join the Compensation Committee of the Board (the “Compensation Committee”).

Mr. Hughes served as Chief Executive Officer and a board member of Veritas Technologies LLC, a leader in secure multi-cloud data management, from 2018 to 2024, when Veritas merged with Cohesity, a privately held AI-powered data security and management company. Mr. Hughes has served as a board member of Cohesity since the merger. From 2013 to 2016, Mr. Hughes served as the President and Chief Executive Officer of Serena Software, which was acquired by HGGC in 2014, and by Micro Focus International Plc. in 2016. Mr. Hughes has been a director of a number of public and privately held companies, including LogMeIn from 2011 to 2017. Mr. Hughes holds an M.B.A. from the Stanford University Graduate School of Business and received his B.A. and M.S. in Electrical Engineering and Computer Science from the Massachusetts Institute of Technology.

In accordance with the Company’s amended and restated Outside Director Compensation Policy, the terms of which are described in the Company’s proxy statement for its 2025 annual meeting of stockholders, Mr. Hughes is entitled to cash and equity compensation for his service on the Board and the Compensation Committee. He will also enter into BlackLine’s standard form of indemnification agreement, which has been previously filed with the Securities and Exchange Commission.

There are no family relationships between Mr. Hughes and any director or executive officer of the Company, and Mr. Hughes has no direct or indirect material interest in any transaction required to be disclosed pursuant to Item 404(a) of Regulation S-K.

Item 9.01 Financial Statements and Exhibits.

(d) Exhibits

<u>Exhibit Number</u>	<u>Description</u>
99.1	Press release issued by BlackLine, Inc., dated July 28, 2025
104	Cover Page Interactive Data File (embedded within the Inline XBRL document)

SIGNATURES

Pursuant to the requirements of the Securities Exchange Act of 1934, the registrant has duly caused this report to be signed on its behalf by the undersigned hereunto duly authorized.

BLACKLINE, INC.

Date: July 25, 2025

By: /s/ Karole Morgan-Prager
Karole Morgan-Prager
Chief Legal and Administrative Officer



BlackLine Appoints Greg Hughes to Board of Directors, Expanding Enterprise Software and Strategic Growth Expertise

LOS ANGELES – July 28, 2025 – BlackLine, Inc. (Nasdaq: BL), the future-ready financial operations platform for the Office of the CFO, today announced the appointment of Greg Hughes to its Board of Directors effective July 25, 2025. A seasoned enterprise software executive, Hughes brings decades of experience leading strategic transformation at scale.

Hughes most recently served as CEO of Veritas, a global leader in data protection and other mission-critical software. Under his leadership, Veritas re-ignited ARR growth, successfully transitioned to a new subscription pricing model, and created and scaled a cloud business. The transformation of Veritas culminated in a merger of the data protection business with Cohesity, an AI-powered data security and management company. Hughes continues to serve on the board of the merged entity.

In addition to his executive roles, Hughes brings significant public board experience, having served on the board of LogMeIn, a publicly traded collaboration software company, from 2011 to 2017.

Hughes' appointment follows the addition of Sam Balaji, former CEO of Deloitte Consulting, to BlackLine's board in June 2025. Together, Hughes and Balaji bring decades of executive leadership across enterprise software, consulting, cybersecurity, and digital transformation—adding to an already experienced and engaged board that continues to play a vital role in guiding BlackLine's growth and innovation strategy.

“We are thrilled to welcome Greg to BlackLine's Board of Directors,” said Owen Ryan, Co-CEO and Chairman of the Board of BlackLine. “With Greg and Sam joining an already strong and strategic board, we are deepening our bench of expertise in enterprise technology, global operations, and transformation at scale. The collective leadership and experience of our board is a powerful asset as we continue executing our strategy and delivering long-term value to our customers and shareholders.”

“Greg's track record of scaling companies and leading through inflection points makes him a natural fit for BlackLine,” added Therese Tucker, Co-CEO and Founder of BlackLine. “He understands what it takes to build and grow category-defining platforms, and I'm excited to welcome him as we continue to innovate for the Office of the CFO.”

“BlackLine has built a differentiated platform with significant opportunities ahead,” said Greg Hughes. “I'm honored to join the board and look forward to working with the other board members and leadership team to help advance the company's strategy and support its continued momentum as a category leader in financial operations.”

About BlackLine

BlackLine, Inc. (Nasdaq: BL), the future-ready platform for the Office of the CFO, drives digital finance transformation by empowering organizations with accurate, efficient, and intelligent financial operations.

BlackLine's comprehensive platform addresses mission-critical processes, including record-to-report and invoice-to-cash, enabling unified and accurate data, streamlined and optimized processes, and real-time insight through visibility, automation, and AI. BlackLine's proven, collaborative approach ensures continuous transformation, delivering immediate impact and sustained value. With a proven track record of innovation, industry-leading R&D investment, and world-class security practices, more than 4,400 customers across multiple industries partner with BlackLine to lead their organizations into the future.

For more information, please visit blackline.com.

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Safe Harbor

This document contains forward-looking statements. These statements may relate to, but are not limited to, expectations of future operating results or financial performance of BlackLine, Inc. (“BlackLine” or the “Company”), the calculation of certain key financial and operating metrics, capital expenditures, introduction of new solutions or products, expansion into new markets, regulatory compliance, plans for growth and future operations, technological capabilities, and strategic relationships, as well as assumptions relating to the foregoing. Forward-looking statements are inherently subject to risks and uncertainties, some of which cannot be predicted or quantified. In some cases, you can identify forward-looking statements by terminology such as “may,” “will,” “should,” “could,” “expect,” “plan,” “anticipate,” “believe,” “estimate,” “predict,” “intend,” “potential,” “would,” “continue,” “ongoing” or the negative of these terms or other comparable terminology. You should not put undue reliance on any forward-looking statements. Forward-looking statements should not be read as a guarantee of future performance or results, and will not necessarily be accurate indications of the times at, or by, which such performance or results will be achieved, if at all.

Forward-looking statements are based on information available at the time those statements are made and/or management’s good faith beliefs and assumptions as of that time with respect to future events, and are subject to risks and uncertainties that could cause actual performance or results to differ materially from those expressed in or suggested by the forward looking statements. In light of these risks and uncertainties, the forward-looking events and circumstances discussed in this presentation may not occur and actual results could differ materially from those anticipated or implied in the forward-looking statements. These risks and uncertainties are described in greater detail under the heading “Risk Factors” in the filings we make with the Securities and Exchange Commission (“SEC”) from time to time, which are available on our website at <http://investors.BlackLine.com> and on the SEC’s website at www.sec.gov. Except as required by law, BlackLine does not undertake any obligation to publicly update or revise any forward-looking statement, whether as a result of new information, future developments or otherwise.

In addition, statements that “we believe” and similar statements reflect our beliefs and opinions on the relevant subject. These statements are based upon information available to us as of the date of this presentation, and while we believe such information forms a reasonable basis for such statements, such information may be limited or incomplete, and our statements should not be read to indicate that we have conducted an exhaustive inquiry into, or review of, all potentially available relevant information. These statements are inherently uncertain and investors are cautioned not to unduly rely upon these statements.

In addition to U.S. GAAP financials, this document includes certain non-GAAP financial measures, including non-GAAP revenue, gross profit, gross margin, free cash flow, sales and marketing expense, research and development expense, general and administrative expense, loss from operations and operating margin (loss). These non-GAAP measures are in addition to, not a substitute for or superior to, measures of financial performance prepared in accordance with U.S. GAAP. The non-GAAP financial measures we use may differ from the non-GAAP financial measures used by other companies.