

Blackbaud's Sustainability Policy

Introduction

Blackbaud believes in the importance and global focus on sustainability and climate change initiatives. Powering good globally for our people, customers, community, and other stakeholders includes an obligation to operate our business sustainably. We are committed to do our part by participating in efforts to truly make an impact in climate change efforts.

Blackbaud's approach for these climate change efforts is to ensure our office operations are optimized, to partner with data center and cloud providers to drive efficiency, and to creatively partner and fund organizations helping climate change while educating our employees and customers on ways to participate in the global efforts.

We view compliance to environmental laws and regulations as a minimum standard for Blackbaud's sustainability program. Blackbaud expects our stakeholders, suppliers, and business partners to share our same environmental objectives and we encourage collaboration in realizing our mutually shared goals.

Governance

Providing world-class environmental stewardship is a primary goal of our Sustainability Policy, with full sponsorship from our CEO and Board of Directors. Management of environmental matters is one of the key pillars of the Blackbaud Environmental, Social and Governance (ESG) Steering Team Committee, which is comprised of an employee-led, cross-functional leadership team. The ESG Steering Team Committee is tasked with setting and implementing the sustainable vision and strategy for the company.

As mandated by their charter, the ESG Steering Team Committee will set sustainability objectives and targets for improvement in the company's performance in climate change initiatives. Input and involvement from Blackbaud employees and company stakeholders will enable us to achieve our stated goals for environmental issues. We are committed to exploring new opportunities that will have a positive impact on our planet and expanding our sustainability commitments in the coming years.

Sustainability Goals for Blackbaud

As part of our Sustainability Policy Blackbaud pledges to meet or exceed all applicable environmental laws, requirements, standards, and voluntary commitments that are recognized as the foundation of proactive climate change practices. Blackbaud has identified the following as our key goals for Blackbaud as a leader in sustainability.

1. **Carbon-Neutrality:** achieve carbon-neutrality by setting specific long and short-term objectives and implementing solutions to mitigate Scope 1, 2 and 3 emissions; work toward the reduction of energy consumption from non-renewable resources; implement purchasing of renewable energy credits and high-quality removal offsets that fund reliable, proven initiatives; commit to partnering with, and funding, organizations making true climate change impact.
2. **Waste:** reduce the amount of waste, both hazardous and non-hazardous, produced at Blackbaud locations by ensuring that all waste is managed in accordance with current regulations and best environmental practices, including following the international guidelines for electronic waste. Blackbaud will develop reduction initiatives each year to ensure that we continue a positive path in achieving our reduction goals.
3. **Water consumption:** to reduce water consumption at all Blackbaud locations by identifying specific water reduction initiatives and to raise awareness of the impacts of water usage
4. **Supplier and Business Partners:** ensure Blackbaud's suppliers and business partners abide by our environmental requirements through engagement with them and encouragement to implement and achieve environmental objectives and targets.

Environmental and Sustainability Commitments:

Blackbaud is a cloud software company and our normal business practices do not require the use of toxic chemicals or create hazardous waste, and we do not occupy manufacturing or warehouse facilities. We do not directly or indirectly manufacture electronic equipment for business or consumer use. However, Blackbaud is dedicated to proactively protecting the environment through sustainable business practices to achieve our stated goals. As a roadmap to achieve these stated goals, Blackbaud states the following commitments pertaining to environmental issues.

We commit to the following:

- Establish annual sustainability metrics to reduce our impact on the environment
- Integrate waste recycling processes in all facilities by diverting as much waste as possible from landfills.
- Adhere to all applicable environmental laws and regulations
- Communicate workplace environmental and sustainability policies to all employees
- Analyze environmental and sustainability impacts in material business decisions
- Institute green building practices in the construction of new or retrofit of existing offices
- Encourage suppliers to adhere to all applicable environmental laws and regulations
- Discuss ways to meet our environmental and sustainability commitments with third-party

- landlords
- Optimize use of renewable energy sources, including evaluating ways to reduce energy consumption from non-renewable sources
- Pursue sustainability certifications in any of our office locations greater than 25,000 square feet where possible
- Follow international guidelines for disposal of electronic waste

Environmental Risk Management

Blackbaud recognizes their responsibility to assist in lessening the effects of climate change on the environment and realizes that they have an important role to play in this effort. A key component to lessening Blackbaud's effect on climate change is identifying and assessing areas where we can have an impact and developing mitigation strategies to target these areas. Although there are a great number of environmental risks that are external, Blackbaud believes we can still have an impact by collaborating with stakeholders as part of our role in effecting positive change.

Blackbaud is committed to reducing its GHG emissions and its carbon footprint as a step towards mitigating its risk. By converting to a Remote-First Work Force, Blackbaud has reduced the global footprint resulting in a reduced environmental impact. With the majority of employees no longer commuting into an office, and by reducing our office footprint, we can make more progress toward becoming a zero-waste company that protects the environment.

Another area that Blackbaud feels we can make a significant impact is in waste reduction. Blackbaud provides educational resources to employees so that they are informed and knowledgeable of our goal to ensure that all office waste is properly sorted and recycled. We additionally have a full commitment to the proper disposal of E-Waste and follow all International Guidelines for the disposal of electronic equipment.

The Blackbaud IT Department will only utilize third-party vendors that are certified to adhere to sustainable e-waste recycling practices. All of Blackbaud's e-waste will be disposed of in an environmentally responsible way. We ensure that all computers or electronic equipment designated for removal or disposal is turned over to our certified third-party vendor to be dismantled in a safe manner that allows for the careful extraction of raw materials for re-use in other products. Hazardous e-waste is disposed of in compliance with all recognized laws and regulations to minimize Blackbaud's eco- footprint.

Business Partners and Stakeholders

At Blackbaud we recognize there is an opportunity to increase our commitment to sustainability through collaboration with our external stakeholders. We understand that many of our Suppliers and Business Partners have relevant perspectives to be effective in climate change initiatives and welcome the opportunity to share ideas and programs to achieve the common goals. Although we welcome the exchange of relevant sustainability concepts from all of our stakeholders, Blackbaud expects its Suppliers, Business Partners, and other external stakeholders to conduct their operations in compliance to all applicable environmental laws and regulations.

Should Blackbaud develop knowledge of any unethical or illegal behavior by one of our suppliers or business partners, Blackbaud will take steps to ensure that the situation is corrected. If the supplier or business partner is unable, or unwilling to, make the appropriate corrections, Blackbaud will use its discretion to take disciplinary action, including terminating the business relationship with the Supplier or Business Partner.

Transparency

This Sustainability Policy is posted publicly on Blackbaud's company website and readily available for download by our employees, customers, suppliers, business partners, investors, and the general public. We provide updates to our employees on a regular basis outlining our progress on these initiatives.