

Blackbaud ESG Steering Team Charter

PURPOSE OF THE TEAM

Blackbaud is the world's leading software company powering social good with a unique responsibility to operate in a socially responsible way. Our customers, employees, investors, and other key stakeholders expect Blackbaud to demonstrate its commitment to social responsibility through its leadership in Environmental, Social, and Governance.

The Blackbaud ESG Steering Team has a vision to drive long-term sustainable value for all stakeholders by living out our higher purpose of “helping good take over” in the way we operate all facets of our business through a world-class program. We do this by transparently reporting on and demonstrating growing improvements in key indicators.

AUTHORITY AND COMPOSITION

Management of Environmental, Social, and Governance matters at our company is established by this ESG Steering Team Charter. The ESG Steering Team is chaired by Blackbaud's Sr. Director, Workforce Strategy and comprised of designated members from the Executive Leadership Team as well as senior leaders and stakeholders of Blackbaud.

The ESG Steering Team is accountable to the ESG Executive Sponsor, Blackbaud's CEO. The Board of Directors establishes oversight of the Company's corporate responsibility and environmental, social and governance matters through the charter of the Nominating & Governance Committee.

RESPONSIBILITIES OF THE TEAM

The following activities are set forth as a guide with the understanding that the Team may diverge from this guide as it considers appropriate.

- Create & maintain our company's ESG Strategy.
- Develop, administer & maintain company-wide policies on all ESG matters.
- Develop goals & timelines for our company's ESG performance.
- Assure implementation of comprehensive & complementary strategies to achieve goals.
- Assess the gaps & strengths of performance relative to goals & external benchmarks.
- Provide support to improve our company's ESG performance and ensure accountability.
- Create & charter cross-functional working groups to achieve goals.
- Regularly advise & inform the Executive Leadership Team on matters of ESG.

MEMBERSHIP

The Chairperson will appoint members of the Team and may fill vacancies as they occur. S/he will seek membership that is broadly representative of our company's stakeholders.

See Addendum A for a current list of ESG Steering Team Members.

PROCEDURES

The Chairperson will convene the Team monthly at a time and place convenient for members. All members will be notified in advance of meetings. The Team will create and appoint subcommittees as deemed necessary to carry out specific tasks. The Team will make recommendations by consensus.

ADDEDNDUM A

2022 ESG Steering Team Members

- Chief Executive Officer
- Chief Financial Officer
- Chief People & Culture Officer
- General Counsel
- EVP, Corporate Impact
- Sr. Director, Workforce Strategy