

Blackbaud 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, reduce our carbon footprint, and 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. 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.

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. As a roadmap, Blackbaud states the following commitments pertaining to environmental issues.

We commit to the following:

- Reporting annual sustainability metrics to better understand 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. 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.