blackbaud®

Blackbaud Impact Report

2024 Environmental, Social, and Governance

Contents

Introduction

Message From Our CEO

Our Company and Mission

Fueling Social Impact

Message From Our CEO

Mike Gianoni
*CEO, President,
and Vice Chairman of
the Board of Directors*

As we look back on 2024, I'm incredibly proud of the progress Blackbaud has made to ensure our operations align with the highest standards of corporate responsibility.

We not only continue to fuel social impact through our innovative software solutions, but we also walk the talk by addressing the issues that matter most to our people, our planet, and our society.

This report highlights how we've advanced our environmental, social, and governance priorities over the past year.

It provides an in-depth look at the standards we hold ourselves to as a corporate citizen and the positive changes we're committed to making in the world, including:

- Maintaining decarbonization efforts to reduce our carbon footprint and enhance our energy efficiency across all operations

- Deepening engagement with employees and fostering a culture of generosity, inclusivity, and well-being

- Strengthening governance oversight and transparency, ensuring that our compliance practices are not only ethical but exemplary

The progress documented in this report is a testament to the hard work and dedication of our entire community of employees, partners, and customers.

We're continually improving our practices, setting high standards, and reporting with transparency on our efforts.

Together, we're not just creating software—we're driving meaningful change and making a lasting impact on the world.

Thank you to our amazing team of employees around the world and our exceptional community of customers who inspire us every day with their impact.

With gratitude,

Mike Gianoni

Our Company and Mission

Blackbaud unleashes the potential of the people and organizations who change the world.

As the world's leading software company wholly dedicated to powering social impact, our software expands what's possible across the nonprofit and education sectors, at companies committed to social responsibility, and for individual changemakers.

We power the vital technical infrastructure that transforms generosity into impact and connects people to causes, institutions, and one another around the world.

Smart, security-focused, and flexible, our solutions support core business operations unique to social impact organizations, teams, and schools—and expand what's possible for everyone.

Blackbaud plays an essential role in unleashing the flow of resources between the corporate sector and nonprofit sector by connecting our massive nonprofit customer network with millions of employees who give and volunteer through their workplaces.

With over four decades of expertise, a technology strategy focused on greater customer connectivity, and powerful AI and data intelligence, our solutions fuel social impact around the world for organizations and institutions of every size.

We are
Stronger together.

We are
Powered by purpose.

We are
Inspired to innovate.

We are
Always aiming higher.

Fast Facts

NASDAQ: BLKB

Website: blackbaud.com

2024 Total Revenue: $1.2 billion

Employees: ~2,600

Founded: 1981

CEO: Mike Gianoni

Media Contact: media@blackbaud.com

Locations: Company with remote-first flexibility headquartered in Charleston, SC, with operations in the United States, Australia, Canada, Costa Rica, India, and the United Kingdom.

Global HQ:

Blackbaud, Inc.
65 Fairchild St, Charleston, SC 29492

Fueling Social Impact

People everywhere use our trusted tools to make a difference.

A spark of generosity ignites with secure and intuitive **online giving.**

Passion for a cause unites the people on a team through **workplace giving and volunteering**.

Ideas become movements with a **crowdfunding platform** built for impact.

Passion is contagious with **peer-to-peer fundraising** tools.

Organizations of every size rely on our essential software to fuel social impact.

Our solutions support the core operations of social impact organizations and anyone dedicated to purpose-driven work. We help:

- **Nonprofits** grow revenue and work more efficiently with purpose-built fundraising, marketing, financial management, and grantmaking software designed for outcomes they care about most.

- **Schools** build communities and grow learning through connected campus solutions.

- **Companies** align profit and purpose with employee giving, volunteering, and grant management software to build a healthy and positive work culture.

Together, we're unleashing potential and delivering unprecedented impact.

With our essential software accelerating their efforts, our customers can achieve their bold ambitions and build better futures across every cause and community.

Our Commitment

Our Approach

Materiality Assessment

2024 Highlights

Our Approach

Our Approach

We believe that we will drive long-term, sustainable value for all stakeholders by operating our business through a world-class sustainability and inclusion lens. We have a robust governance model that includes our Board of Directors, Nominating and Corporate Governance Committee, and Inclusion and Sustainability Council.

We also ensure we routinely seek feedback from our stakeholders to inform our business decisions, mitigate risks, and prioritize the strategic initiatives we support. We obtain stakeholder input through a variety of channels, as shown in the table below.

Stakeholder Input

Stakeholders	Customers	Employees	Stockholders	Community
How we engage	Meetings with customer advisory boards Regular surveys gauging satisfaction and loyalty Discussions in Blackbaud Community and at events, such as bbdevdays and bbcon® Engagement on social media Outreach via phone, email, chat, and in-person	Annual employee engagement and pulse survey Ongoing feedback and updates in all-employee company meetings, weekly global leadership meetings, and all-department team meetings Regional connection gatherings with give back opportunities in employee communities Monthly celebrations and observances focused on company culture, people, and communities	Conducting quarterly earnings calls and strategy-focused investor sessions Participating in third-party sponsored investor conferences Regular, direct 1:1 engagement Annual stockholder meeting	Engagement on social media Collaborations with nonprofit and corporate partners Employee-led philanthropic efforts and community conversations Interacting with state and local government leaders through our Government Relations Team

ESG Governance

Board of Directors

Nominating and Corporate Governance Committee

Committee Charter

Inclusion and Sustainability Council

The Inclusion and Sustainability Council at Blackbaud is a leadership-driven initiative committed to fostering a culture of inclusion and sustainability throughout the organization. This council strives to create an environment where every employee, wherever they live and work, feels valued, respected, and empowered while championing sustainable practices that align with Blackbaud's mission to drive social impact through innovative software solutions.

Materiality Assessment

Uncovering Priority Topics

Through a formal materiality assessment completed in 2021, we identified the topics that are most important to our business and our stakeholders with a multi-year plan to achieve our goal.

The assessment included a survey of cross-functional, internal stakeholders delivered by an independent third party. During the survey, we asked participants to score the topics in two ways: the importance of each topic to our stakeholders and the ability and significance of Blackbaud making an impact on these topics.

We used the results of the internal materiality survey to guide our approach, priorities, and process of collecting external stakeholder input to further determine our priorities.

We will conduct a new assessment in 2025. We anticipate topics like AI shifting higher in both importance and potential impact. The results of this assessment will determine our future priorities.

The survey results were scored and segmented to help prioritize the topics.
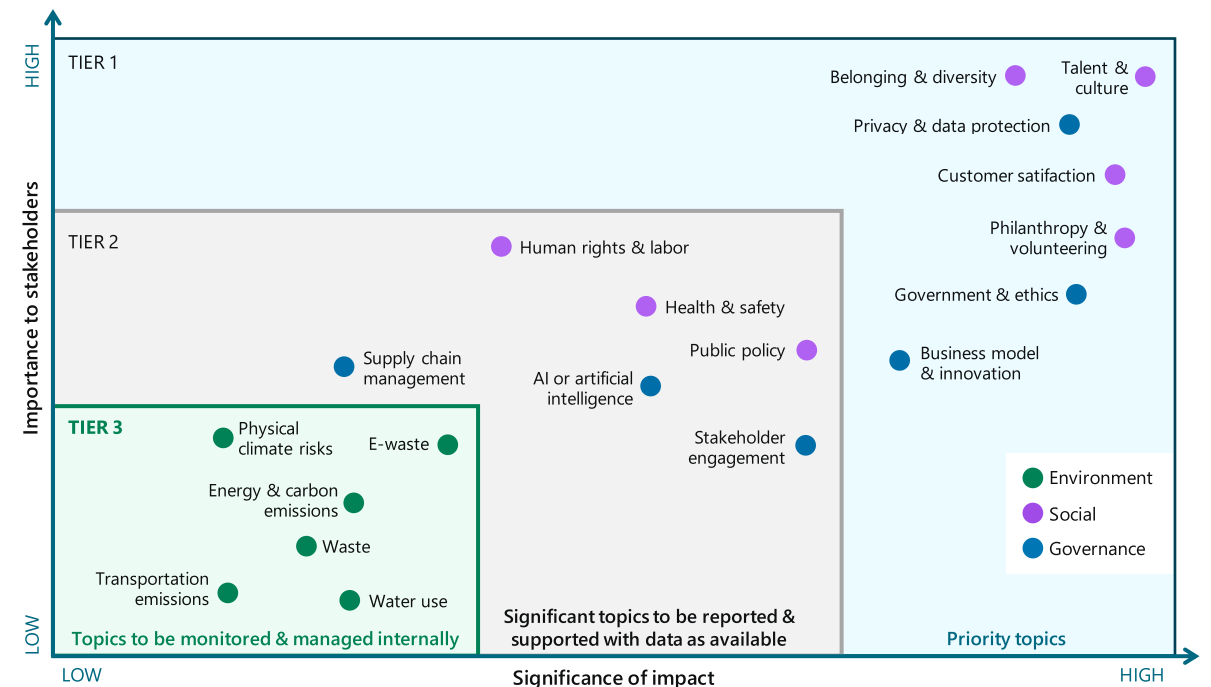
2024 Highlights

People & Culture

We benefit from an engaged employee population motivated to join Blackbaud because of our values and mission to support organizations and individuals driving social impact.

Our culture is built on remote-first flexibility, which offers our employees opportunities to develop, grow, and lead regardless of location.

We are committed to ensuring our company is a great place to work, with a focus on employee engagement, development, well-being, inclusion, and our long history of commitment to philanthropic work.

The 2024 awards highlighted here represent our focus on creating a thriving culture and our employees' dedication and commitment to social impact.

Philanthropy

70%

of employees volunteered in 2024 (global median 23%)

Talent Development

18,000+

courses available through LinkedIn Learning®

Inclusion

87%

of employees feel the work they do at Blackbaud is important

Sampling of 2024 Awards and Recognition

2024 Highlights

Fueling Social Impact

The most powerful way we build a better world is by fueling the impact of our customers.

Our software enables individuals, organizations, schools, and corporations to secure the resources they need to drive change.

WE FUEL IMPACT
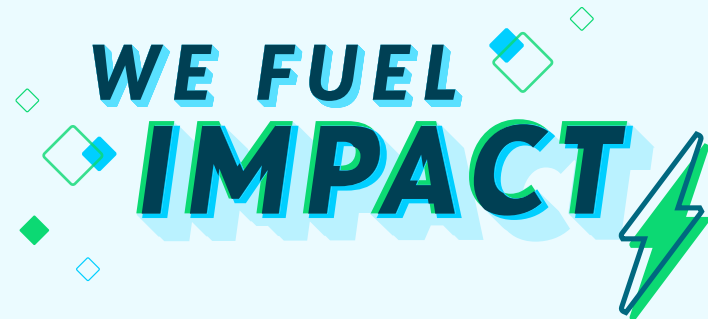
Impact at Scale

$100B+

raised, granted, or managed through our platforms every year

Millions

of users and supporters in 100+ countries

20M

donations from individuals for good causes through JustGiving in 2024

7.5M+

nonprofits available for corporate workplace volunteering and giving through YourCause

7M+

assignments created for K–12 students in our learning management system in 2024

2024 Highlights

Environmental Sustainability

Aligned with our priorities, we have significantly reduced our Scope 1 and 2 emissions year over year since 2019, with ongoing efficiency improvements in our HQ office.

In 2024, our HQ earned the U.S. Environmental Protection Agency's (EPA) ENERGY STAR® certification for superior energy performance, outperforming similar buildings and reflecting efforts to achieve continued energy savings. Blackbaud also ranked fourth in USA Today America's Climate Leaders based our emissions reductions.

We participate in CDP's public disclosure and align reporting with the TCFD recommendations.

We are committed to further studying our Scope 3 emissions and developing an emission reduction strategy.

Responsible Operations

25%

energy reduction in Global HQ since 2019

21%

water reduction in Global HQ since 2019

Decarbonization

100%

carbon neutrality for 2024 emissions

92%

reduction in global greenhouse gas emissions since 2019

Energy Efficiency

Blackbaud HQ earned the U.S. Environmental Protection Agency's (EPA) ENERGY STAR® certification for superior energy performance.

Recognized for Climate Impact

4th

Blackbaud ranked 4th out of 450 companies in USA Today America's Climate Leaders

2024 Highlights

Governance & Data Responsibility

Our customers' trust is a top priority and is embedded in everything we do.

We are committed to providing them with the confidence that their technology and data are secure, and we continue to make significant investments in our security program.

The Board of Directors adopted Corporate Governance Guidelines to enhance effectiveness and align interests with stakeholders.

We formalized the Inclusion and Sustainability Council to empower employees and drive sustainability initiatives at the leadership level.

And we invested heavily in cybersecurity, achieving compliance with industry standards like NIST CSF and GDPR.

Expertise

- Blackbaud's Chief Data & AI Officer was honored as one of DataIQ's **100 Most Influential People in Data.** This role leads Blackbaud's Data Intelligence Center of Excellence and is responsible for the company's AI and data strategy.

- To help our customers navigate relevant data privacy laws and regulations, we curate a **Resource Center** providing expertise across geographies.

People

- All Blackbaud employees are required to complete a Generative AI Toolkit training and an annual Cybersecurity training. A Privacy by Design training is required for all Product Managers.

- We continue to **increase the specialization** of our team in the areas of incident response, vulnerability management, enterprise architecture, data protection, and more.

Process

- **Inclusion and Sustainability Council:** Formalized in 2024 to create a workplace where every employee feels valued and empowered and drive sustainability initiatives at the leadership level.

- **Generative AI Council:** Established to govern the development, deployment, and responsible use of generative AI systems across Blackbaud.

- **Deepfake Council:** Established as a conduit for sharing of information, ideas, and recommendations to protect against AI Cyber Threats like video and audio deepfakes.

Technology

- We're ensuring our modern technology and platforms are **migrating to public cloud** environments across the board.

- We've **enhanced our cloud-based security posture** technology and on-premise encryption capabilities designed to protect against ransomware and malware.

- Blackbaud was named a finalist in the DataIQ AI awards for Most Effective Use of Generative AI

Environmental Sustainability

Environmental Sustainability

Decarbonization

Responsible Operations

Environmental Sustainability

We are committed to reducing our environmental impact and supporting our customers in their sustainability efforts. Here are some of the ways we are making a difference.

LEARN MORE ABOUT OUR

Sustainability Policy

Decarbonization

- Maintain carbon neutrality by procuring carbon removal offsets for Scope 1 and select Scope 3 emissions categories, as well as Green-e certified Environmental Attribute Certificates (EACs) for global Scope 2 emissions

- Report to CDP Climate and align reporting with the TCFD recommendations

- Begin development of near-term and long-term Net Zero Science Based Targets (SBTs)

- Measure and report Scope 3 emissions

Responsible Operations

- Reduce energy consumption in HQ

- Reduce water consumption in HQ

- Limit business travel and employee commuting through our approach to remote-first flexibility

- Optimize real estate portfolio using "on-demand" solutions

- Reduce waste consumption while adhering to international e-waste guidelines (WEEE)

- Partner with cloud and data center providers to optimize third-party emissions

Strategic Partnerships

- Partner with and fund organizations making meaningful environmental change impact

- Develop partnerships to facilitate employee learning and volunteering

- Continue to raise awareness of environmental challenges and issues

Decarbonization

Reducing Our Global Emissions

In 2020, we announced a new workforce strategy, allowing employees the ability to work from home. As a result, we reduced our real estate footprint and adopted an "on-demand" office space program in our corporate headquarters. In 2021, we formally adopted a remote-first workforce strategy allowing us to further reduce our real estate footprint. **Since 2019, we have maintained a 92% reduction in Scope 1 and 2 emissions.**

Global Emissions: Scope 1 and 2 (MTCO2e)

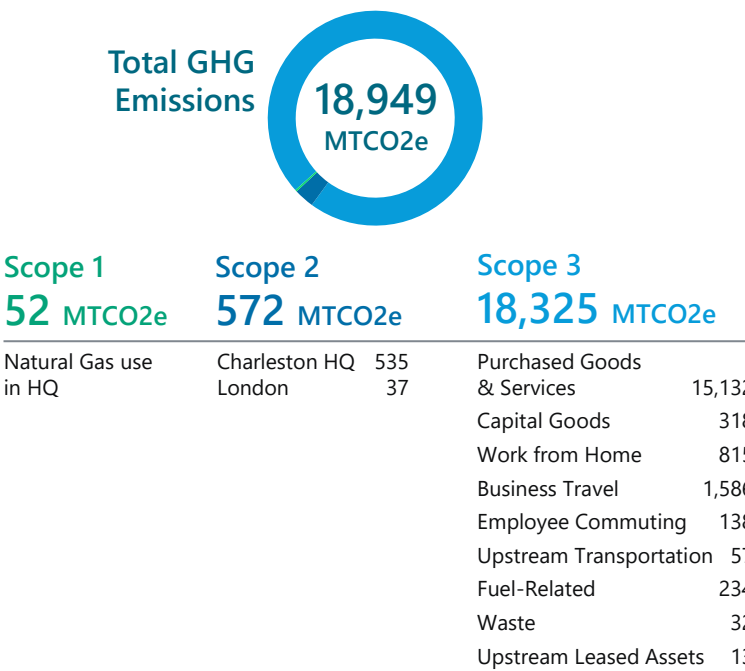| Year	Value
2019	7,536
2020	6,280
2021	1,224
2022	642
2023	620
2024	624
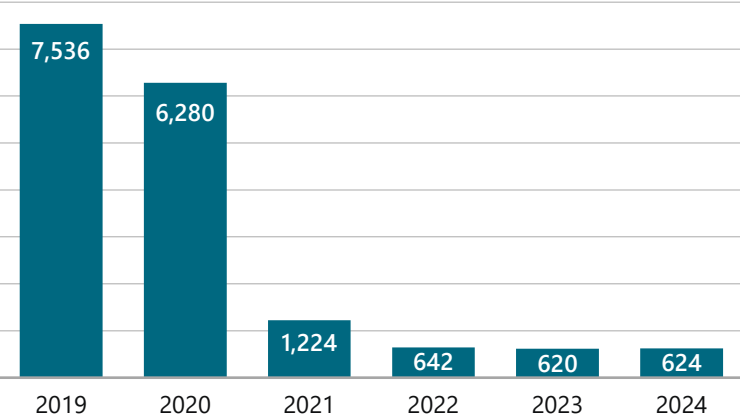
Measuring and Managing Scope 3

With the support of an external consultant, we calculated our Scope 3 footprint in line with the Greenhouse Gas Protocol, focusing on the hybrid method for Categories 1 and 2 to incorporate as much supplier-specific emissions data as possible. Our Scope 3 inventory covers all material categories, and we will continue to refine our methodology in coming years in line with greater data availability and best practices. We are exploring ways to reduce our Scope 3 emissions.

Scope 1, 2, and 3 Emissions: 2024

The following is a breakdown of our Scope 1, 2, and 3 emissions for calendar year 2024. As shown, **Scope 3 emissions account for 97% of our total emissions footprint.**

Total GHG Emissions **18,949** MTCO2e

Scope 1	Scope 2	Scope 3
52 MTCO2e	**572** MTCO2e	**18,325** MTCO2e

Scope 1		Scope 2		Scope 3	
Natural Gas use in HQ		Charleston HQ	535	Purchased Goods & Services	15,132
		London	37	Capital Goods	318
				Work from Home	815
				Business Travel	1,586
				Employee Commuting	138
				Upstream Transportation	57
				Fuel-Related	234
				Waste	32
				Upstream Leased Assets	13

Decarbonization

Carbon Neutrality

In 2024, we achieved carbon neutrality across our business operations through a combination of on-site solar, Green-e certified Environmental Attribute Certificates (EACs), and carbon offset projects.

Investing in certificates and offsets is not the long-term solution. Ultimately, our goal is to shift from energy sources derived from hydrocarbons to 100% renewable sources. In the near term, we value investing in renewable and reforestation projects—not to claim "carbon neutral," but to help fuel projects, organizations, and initiatives that are making real impact.

We achieved carbon neutrality in 2024 through the purchase of 2,168 EACs, covering our Scope 2 emissions, and 2,875 carbon credits, covering our Scope 1 and the following Scope 3 categories: Data Center, Waste, Business Travel, Work from Home, Employee Commuting, Fuel-Related Emissions and Upstream Leased Assets.

We will continue to reevaluate offset options each year to ensure we are making a real and significant impact.

Looking Ahead

Looking ahead, we plan to continue our climate progress and journey to Net Zero aligned with the Science Based Targets Initiative (SBTi). While we are not yet ready to finalize our timing for Net Zero, we plan to continue our Scope 3 emissions reporting and develop a global decarbonization strategy.

CDP
DRIVING SUSTAINABLE ECONOMIES

*Blackbaud is proud to disclose our climate data to CDP. In 2024, we received a **C score.***

Ongoing Commitments

- Refine our measurement of Scope 1, 2, and 3 emissions
- Continue to report to CDP Climate
- Continue our efforts to reduce Scope 1 & 2 emissions
- Develop near-term and long-term Net Zero Science Based Targets
- Advocate for environment friendly practices with landlords
- Work with Public Cloud and Data Center providers to collect and analyze data around energy, waste, and water
- Responsibly dispose of our own electronic waste
- Collaborate with our suppliers and vendors to enhance climate goals and initiatives

Responsible Operations

How We're Doing Our Part

Blackbaud operates with a strong commitment to environmental sustainability, implementing various responsible practices, including:

- Reducing energy and water in our global HQ
- Limiting business travel and employee commuting via remote-first approach
- Optimizing real estate portfolio using "on-demand" solutions
- Reducing waste consumption and adhering to international e-waste guidelines like *Waste Electrical and Electronic Equipment Regulations 2013 (WEEE)*

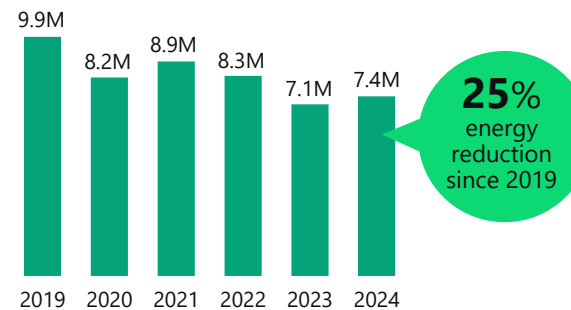## Building Sustainability Into Our Global HQ

Solar panel farm at LEED Gold HQ in Charleston, SC

Our LEED Gold HQ in Charleston serves as our primary physical location and is equipped with on-site solar panels, LED lighting, and optimized HVAC solutions. Well-designed with superior efficiency, our HQ has helped our teams achieve a 25% reduction in total energy consumption since 2019.

Our HQ building is the only location where we have direct control of water consumption. We have implemented low-flow fixtures, native landscaping, and optimized cooling tower controls to achieve 21% water reductions since 2019.

Global HQ: Energy Reductions

HQ Energy Consumption (kBtu)

- 2019: 9.9M
- 2020: 8.2M
- 2021: 8.9M
- 2022: 8.3M
- 2023: 7.1M
- 2024: 7.4M

25% energy reduction since 2019

Energy Use by Source

92% Grid electricity

2% Natural gas

6% On-site solar
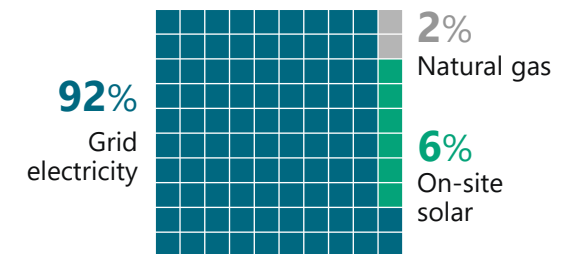
Global HQ: Water Reductions

HQ Water Consumption (kG US)

- 2019: 4,330
- 2020: 2,711
- 2021: 2,794
- 2022: 2,284
- 2023: 2,372
- 2024: 3,421

21% water reduction since 2019

Water Use by Source

40% Irrigation

60% Building
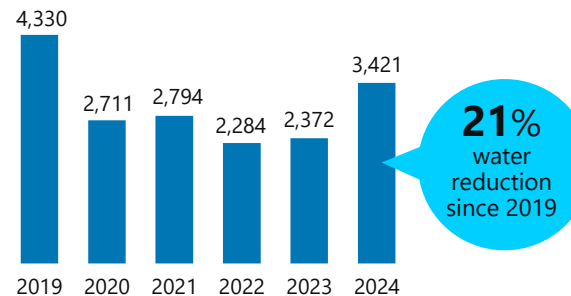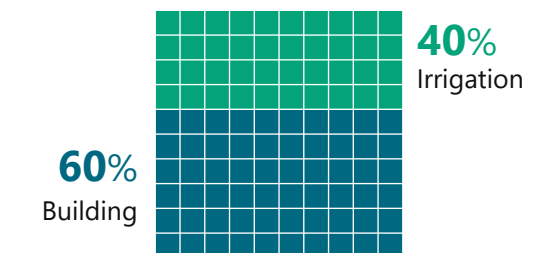
People and Culture

People and Culture

Expanding Our Global Footprint

Employee Engagement

Talent Development

Employee Well-being

Inclusion at Blackbaud

Philanthropy

People and Culture

Overview

We benefit from an engaged employee population that's motivated to join Blackbaud because of our values and mission to support organizations and individuals driving social impact.

Our culture embraces remote-first flexibility, which offers our employees opportunities to develop, grow, and lead regardless of location.

We are committed to ensuring our company is a great place to work, with a focus on employee engagement, talent development, employee well-being, philanthropic opportunities, and inclusion and sustainability.

Employee Engagement

- Global on-boarding program
- Annual engagement survey
- Annual pulse survey
- Quarterly all-hands meetings
- Regional connection gatherings

Talent Development

- Continuous learning through workforce career development and skills related training
- Regular performance check-ins
- Performance measurement against company goals
- Annual total reward statements for all employees

Employee Well-being

- Holistic approach to well-being
- Digital-first education and training
- Global Well-being Support Center
- Inclusive policies and benefits

Philanthropy

- Giving
- Board service
- Volunteerism
- Grantmaking

Inclusion and Sustainability

- Training and awareness
- Affinity and allyship
- Global community investment and partnerships
- Reduced waste consumption while adhering to international e-waste guidelines (WEEE)
- Reduced water and energy consumption at HQ

Expanding Our Global Footprint

Hyderabad, India

In October 2024, Blackbaud expanded its global footprint with the launch of an office in Hyderabad, India.

This location aligns well with Blackbaud's social responsibility initiatives as Hyderabad is recognized as an additional location for the social impact startup community.

India has a strong focus on corporate giving and social impact and Blackbaud will continue to expand its own giving in the region to align with the Ministry of Corporate Affairs Companies Act.

Employee Engagement

Listening to Our People

Our vision is to create a culture that thrives and delivers an engaged, inclusive employee experience to all. To accomplish this, we feel it is critical to request feedback and hear from our employees. We do this by:

- Conducting an annual employee engagement survey and integrating that feedback into company goals and initiatives.

- Conducting pulse surveys that allow us to focus on key issues or relevant topics.

- Holding global regional connection gatherings that bring employees together to connect with senior leaders and to participate in a volunteer event.

- Offering dedicated Q&A sessions in our company-wide Connect & Engage meetings and Town Halls by function.

Our purpose attracts and retains talented, diverse, and competitive applicants. **Approximately 90% of employees say the fact that Blackbaud operates in a socially responsible manner is important to them.**

This differentiator not only builds stronger employee engagement but also helps us provide a higher level of service to our customers.

Over 70% of employees reported that they volunteered in 2024, and one in seven serves on a nonprofit board or committee—gaining direct experience to help them better serve our customer base.

Survey Data

92%

participation in annual Employee Engagement Survey April 2024

87%

of employees feel the work they do at Blackbaud is important

Talent Development

Our Approach

Our talent development approach at Blackbaud spans the full life cycle of employees, from the moment an employee accepts a position all the way to employee alumni. We ensure that all employees have opportunities to support their career development through a variety of programs, and we prioritize internal mobility.

Our learning management systems were highly utilized by employees in 2024:

- An average of 12 hours of training per employee in addition to required trainings
- An average of approximately 15 courses completed per employee
- Approximately 265 new Microbursts in job skilling and leadership offered in 2024

Career Pathing and Advancement

We provide career frameworks for managers and individual contributors to provide transparency into the skills needed for each role level. We provide opportunities to develop those skills through a variety of programs and we prioritize internal mobility.

Continuous Learning Opportunities

We provide opportunities for employee development through on-demand and company-led trainings, where we bring together custom and procured educational content. We offer **18,000+ training courses in seven different languages** from LinkedIn Learning® and over **10,000 courses form Pluralsight**.

Coaching and Mentorship

Every manager at Blackbaud is required to complete a multi-course "Engagement Labs" program designed to equip them with the practical coaching skills and tools to ensure their teams are highly engaged and focused on delivering results. Blackbaud Toastmasters, open to all employees, is a public-speaking coaching program to build communication and presentation skills.

### Cutting Edge Content

In 2024 we launched an AI Literacy program that all employees completed. We offered new job skill and leadership content in bite size microbursts so our employees can learn on the go. **We offered 264 new microbursts in 2024**. We also reinforced leadership content with quarterly nudges for our leaders to remind them of concepts and encourage effective leadership behaviors.

Employee Well-being

Our Total Wellness Approach

We prioritize the well-being of our employees, centered around five pillars: **physical, financial, emotional, social, and intellectual**. These pillars promote a balanced lifestyle.

We provide benefits that support employees at every life stage, including volunteer time for causes they are passionate about. This support not only helps our employees care for their families and contribute to our customers' success but also boosts employee morale, fostering a positive and fulfilling work environment.
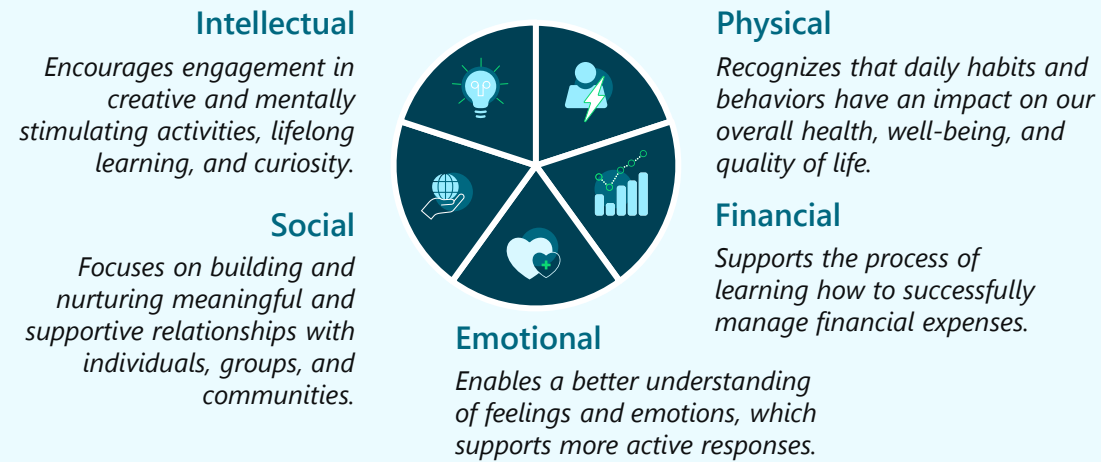
Training and Awareness

Blackbaud's **Wellness Catalog** and **Global Well-Being Support Center** offer self-paced learning resources for total well-being. Employees can join the **"Did You Know?" Series** on preventive care, dental and vision health, and heart health, led by the benefits team and guest speakers.

Quarterly financial fitness sessions and live emotional well-being seminars are also available. Wellness challenges with prizes encourage physical activity, nutrition, hydration, and sleep. This holistic approach aims to create a supportive and thriving work environment.

Employee Feedback and Communication

Employee feedback at Blackbaud is gathered through surveys, meetings, direct feedback, and focus groups. This input, along with benchmark data, shapes our programs to meet our team's needs. Enhancements from feedback include **Well-being Days**, the creation of the **"Did You Know?" Series**, and a digital-first healthcare experience with **Garner Health.** We've also launched an interactive Benefits Guide and updated our Total Well-Being pages. Our goal is to ensure every employee feels heard and valued, driving meaningful change and fostering a supportive work environment.

Intellectual
Encourages engagement in creative and mentally stimulating activities, lifelong learning, and curiosity.

Social
Focuses on building and nurturing meaningful and supportive relationships with individuals, groups, and communities.

Physical
Recognizes that daily habits and behaviors have an impact on our overall health, well-being, and quality of life.

Financial
Supports the process of learning how to successfully manage financial expenses.

Emotional
Enables a better understanding of feelings and emotions, which supports more active responses.

Inclusion at Blackbaud

Our Commitment

We are committed to integrating inclusion strategies throughout the company. We achieve this by empowering our employees to be their authentic selves and by fostering a sense of belonging and community across our employees, customers, partners, and others in the social impact community.

We know that creating an environment of belonging for our employees to do their best work is essential. That's why we work to create an inclusive workplace with a focus on helping employees feel valued and empowered to succeed.

Our internal training programs enable employees to gain valuable education about fostering an inclusive culture at Blackbaud.

Inclusion and Sustainability Council

The Inclusion and Sustainability Council at Blackbaud is a leadership-led initiative dedicated to advancing inclusion and sustainability within the company.

The council aims to create a workplace where every employee feels valued and empowered, while also driving sustainability initiatives at the leadership level that align with Blackbaud's mission to power social impact through innovative software solutions.

Stronger together.

Inclusion at Blackbaud

Training and Awareness

We are fostering inclusion and belonging by looking introspectively and ensuring our teams and leaders are trained and aware of the many facets involved in creating an inclusive workplace. Our training is designed to ensure employees' similarities and differences are valued and appreciated.

We have taken actions to integrate our inclusion expectations into our policies, performance management systems, leadership expectations, and employee surveys.

Our Code of Conduct and Human Rights Policy outline our commitment to nondiscrimination and to providing a workplace free of harassment. We require all employees to complete Respect at Work training.

We celebrate and raise awareness by holding monthly celebrations and observances focused on our culture, people, and communities.

Key Initiatives

• Offer global onboarding program for all new employees

• Training to support consistent interview practices

• Conduct pulse checks on employee sentiment

• Provide on-demand inclusion training for all

100%

of employees
are required to complete
Respect at Work training

Inclusion at Blackbaud

Affinity and Allyship

Affinity Groups provide an enriching professional network for employees to connect, engage, and facilitate growth while promoting learning, understanding, and empathy for individual experiences that may align or differ from their own.

It's all about building a community where we can support and represent employees who share diverse perspectives and characteristics.

In 2024, 43% of Blackbaud employees were involved in an affinity group.

Affinity Groups are open to all and driven by employees themselves, creating a safe space to bond over personal experiences, celebrate unique communities, and lend a helping hand.

We believe that Allyship is actively working towards creating an inclusive workplace where everyone feels empowered to contribute their unique perspectives and talents.

Employee-Led Affinity Groups:

BLEND	Focuses on mentoring, social well-being, and community service for black employees and their allies.	**VETS**	Helps military veterans feel supported and connected at work.
HARVEST	Focuses on creating a sense of belonging and network for employees who identify as Asian.	**Women in Sales**	Aims to foster the personal and professional development of women in sales
HOLA	Advocates for awareness and inclusion of Hispanic culture.	**Women in Techniology**	Aims to foster the personal and professional development of women in technology
Limitless	Empowers employees with visible and invisible disabilities to advocate for a positive, accessible work environment.	**Working Families**	Fosters an environment that is welcoming, accepting, and supportive of parents.
PRIDE	Provides an inclusive space for personal and professional networking for LGBTQ employees.		
Sustainability	Focuses on increasing employee awareness about how to lead a more sustainable life.		

Philanthropy

Giving Back

For over 40 years, we've dedicated ourselves to expanding what's possible for purpose-driven organizations, so giving back to the social impact sector and our communities is part of our DNA.

This focus is why nearly 150,000 organizations around the world receive funds through a Blackbaud solution.

Through our **giving, serving, grantmaking, and community outreach**, we support causes that are meaningful to our employees and to Blackbaud.

We offer an array of philanthropy programs aimed at engaging our employees, including:

- Gift matching program
- Competitive grants that honor noteworthy examples of volunteerism
- Employee-led grant committees
- Skills-based volunteerism initiatives
- Science, technology, engineering, and mathematics focused community programs

2024 Impact

Giving

1 in 4
employees participated in matching gift program (global average is 1 in 5)

6,700
toys donated over the holidays

Serving

1 in 7
employees served on nonprofit boards

70%+
of employees volunteered in 2024 (global median 23%)

Grantmaking

135
grants given to charities

95
cities impacted by grants worldwide

Community

950+
charities benefitting from the matching gift program

125
team community volunteer events

Philanthropy

UN Global Impact

We are proud to be a part of the United Nations Global Compact and to follow its 10 principles that outline the fundamental responsibilities businesses have to support human rights, labor, environment, and anti-corruption.

We track our impact on the UN Sustainable Development Goals (SDGs). And although each goal is important and interconnected, we align our philanthropic giving to the needs of our communities and employee priorities.

We have an ongoing focus on SDG 17, Partnerships for the Goals, through our commitment to sharing research and resources, participating in cross-sector collaboration, and fueling unprecedented social impact through our purpose-built technology.

SDGs: Our Philanthropic Alignment

Partnership for the Goals

We are committed to cross collaboration and sharing resources

Peace, Justice, and Strong Institutions

Promoting peaceful and inclusive societies

Quality Education

Ensuring inclusive and equitable quality education

Good Health and Well-being

Promoting well-being for all at all ages

Philanthropy

Community Investments and Partnerships

We are very proud to make a significant donation each year to causes that align with our organizational values, priorities, and commitment to inclusion.

In 2024, Blackbaud initiated a multi-year contribution to **Crisis Text Line,** a nonprofit that provides free, 24/7, confidential, and text-based mental health support.

Our current community investments and partnerships support a variety of nonprofits and have generated inspiring results.

In 2016, Blackbaud pledged $1 million to help build the **International African American Museum** in Charleston, South Carolina. In 2023, we celebrated the grand opening and our ongoing partnership.

Blackbaud has been named a Community Health Sponsor since 2019 by the **American Heart Association.** Our support helped launch the first CPR kiosk in South Carolina and ensures ongoing heart health initiatives.

Blackbaud also partners with **Big Brothers Big Sisters,** supporting college and career readiness for high-potential youth and connecting them with local mentors and internships.

In 2022, **Blackbaud announced support for five organizations** focused on global workforce development and economic empowerment for high-potential youth.

• Braven in the United States

• Action for Race Equality in the United Kingdom

• Indspire in Canada

• The Omar Dengo Foundation in Costa Rica

• The Ladder Project Foundation in Australia

Fueling Social Impact

Fueling Social Impact

Honoring the Social Impact of Our Customers

Fueling the Future of Social Impact for Our Customers

Six Waves of Innovation

Fueling the Future of Social Impact through Individual Changemakers

Fueling the Future of Social Impact by Strengthening the Sector

Fueling Social Impact

Nonprofits & Charities

There's a reason today's most vital organizations trust Blackbaud. With powerful data intelligence and expertise, and an ever-growing network of partners and developers, our software is essential for impact.

+1.9%
YoY increase in overall giving in the social impact sector

+2.2%
YoY increase in online giving in the social impact sector

$9.95M
saved for nonprofit organizations through Blackbaud's Complete Cover and Donor Cover fee offset options

Individual Changemakers

Through JustGiving, the world's most trusted crowdfunding site, Blackbaud empowers everyday changemakers with the powerful tools they need to connect with causes they care about.

23,100
nonprofits and charities maximized their impact through donations on JustGiving in 2024

1.5M+
fundraising pages created on JustGiving in 2024

20M
donations for good causes through JustGiving in 2024

Schools

K–12 schools and universities streamline administrations, enhance the educational experience, unite their campus communities, and build enduring institutions with Blackbaud as their partner.

7M+
assignments created through Blackbaud Learning Management System in 2024

$2.8B
in scholarships awarded through Blackbaud Award Management in 2024

Corporate Social Impact Teams

Top socially responsible companies partner with Blackbaud to manage their employee giving, volunteering, and grants programs. Powerful impact flows through Blackbaud's YourCause suite of solutions for corporate social impact teams.

$563M
donated by employees and companies in 2024

166,400
charities supported through employee giving in 2024

8.1M
hours of employee volunteering tracked on YourCause in 2024

$1.27B
raised from corporate grants in 2024

Blackbaud Impact Awards

Honoring the Social Impact of Our Customers

In 2024 we introduced the **Blackbaud Impact Awards**, honoring the remarkable achievements of purpose-led organizations around the world that are using Blackbaud software to fuel impact.

> " *Each of our award winners have shown how they are leveraging technology to maximize their impact for the communities and causes they serve. It's inspiring to see what our customers are accomplishing.*"

TODD LANT
Chief Customer Officer
Blackbaud

2024 Blackbaud Impact Award Winners

The Silo Buster Award

Adventist Health

The Changemaker Award

TURTLE CREEK ASSOCIATION

The Data Strategist Award

COMBAT STRESS FOR VETERANS' MENTAL HEALTH

The Futurist Award

University of Manitoba

The Fueling Greatness Award

JACKSON

The Outstanding Leadership Award

Katie M. Lewis
Executive Director,
Burger King Foundation

The Silo Buster Award:
For organizations that have broken down silos and increased collaboration for greater impact.

The Changemaker Award:
For agile organizations that have embraced new tech capabilities to overcome challenges and deliver results.

The Fueling Greatness Award:
For organizations that set ambitious, measurable goals and achieved or surpassed them.

The Data Strategist Award:
For organizations that demonstrate how data-informed decisions gave them an edge.

The Futurist Award:
For organizations taking advantage of Blackbaud's flexible ecosystem and thinking outside the box.

The Outstanding Leadership Award:
For exceptional executive-level leaders who empower their teams and organizations.

# Fueling the Future of Social Impact for Our Customers

Six Waves of Innovation

We're proud of what we helped our customers achieve in 2024 and are excited to fuel even greater impact in the future.

At bbcon 2024, we unveiled six waves of innovation coming to our product portfolio that will empower nonprofits, schools, corporate social impact teams, and individual changemakers to achieve even greater outcomes.

Our six waves of innovation include:

1. **Fundraising Advancements**

2. **AI Feature Expansion**

3. **Accelerated Giving and Enhanced Online Experiences**

4. **Next-Level Digital Marketing**

5. **Connected Financial Management**

6. **Enhanced Flexibility**
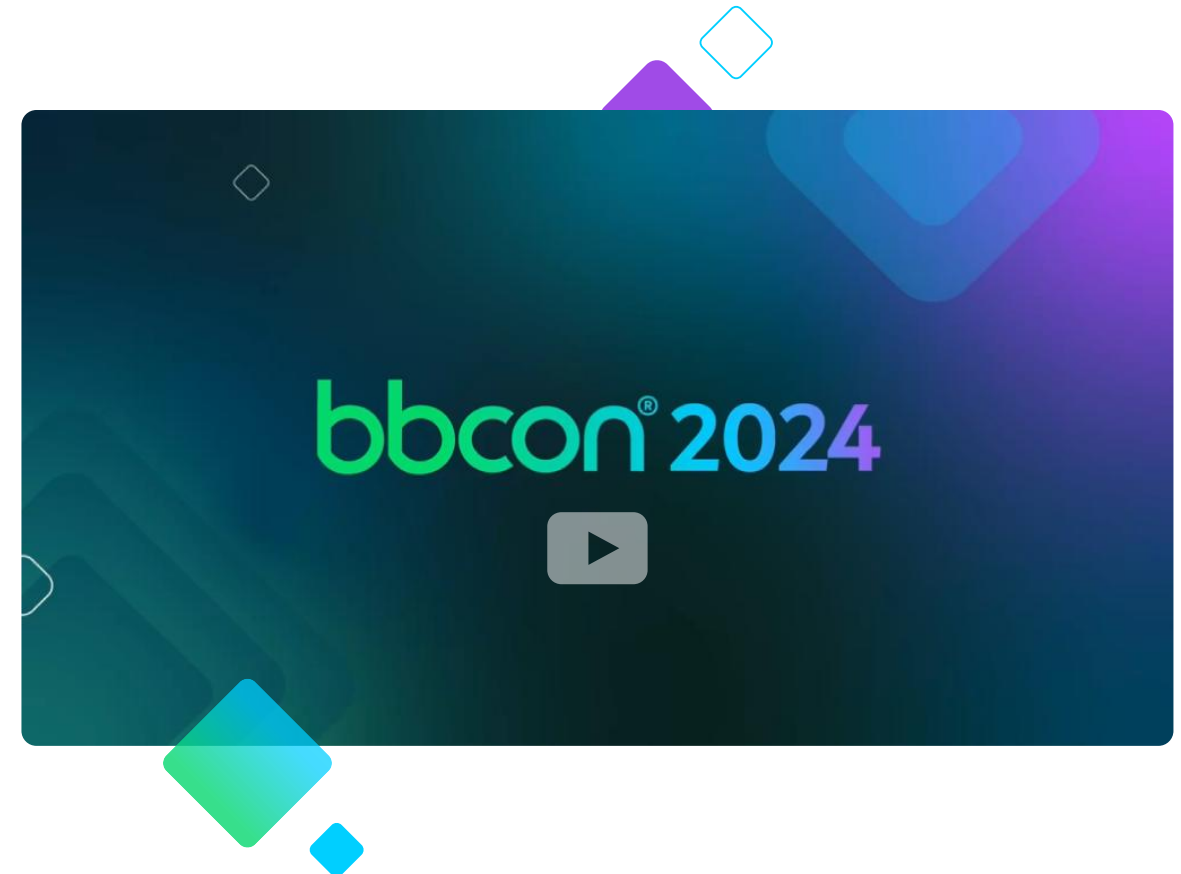
Six Waves of Innovation

Wave 1: Fundraising Advancements

We're bringing new updates to our fundraising software solutions, including Blackbaud Raiser's Edge NXT®.

Our focus is to improve workflow efficiency so customers can save time and deepen donor connections.

Updates include:

- Unified views and workflows in Blackbaud Raiser's Edge NXT®, including web view for most popular functions

- Refreshed user interfaces

- A collaboration with Microsoft to unify data sources

- A common records engine for K–12 school fundraisers

- And more

Wave 2: AI Feature Expansion

Through our Intelligence for Good® approach, we're delivering new AI tools that are powerful, responsible, and convenient.

Expanding AI features across our solutions will help our customers discover new opportunities and insights, personalize donor communication, drive efficiency, and more.

Updates include:

- Blackbaud Copilot, an AI-powered coach and assistant

- New performance insights based on benchmarking data

- Generative AI integration in the Blackbaud Knowledgebase for all products

- Released Prospect Insights for Canada

  And more

REIMAGINED EXPERIENCE
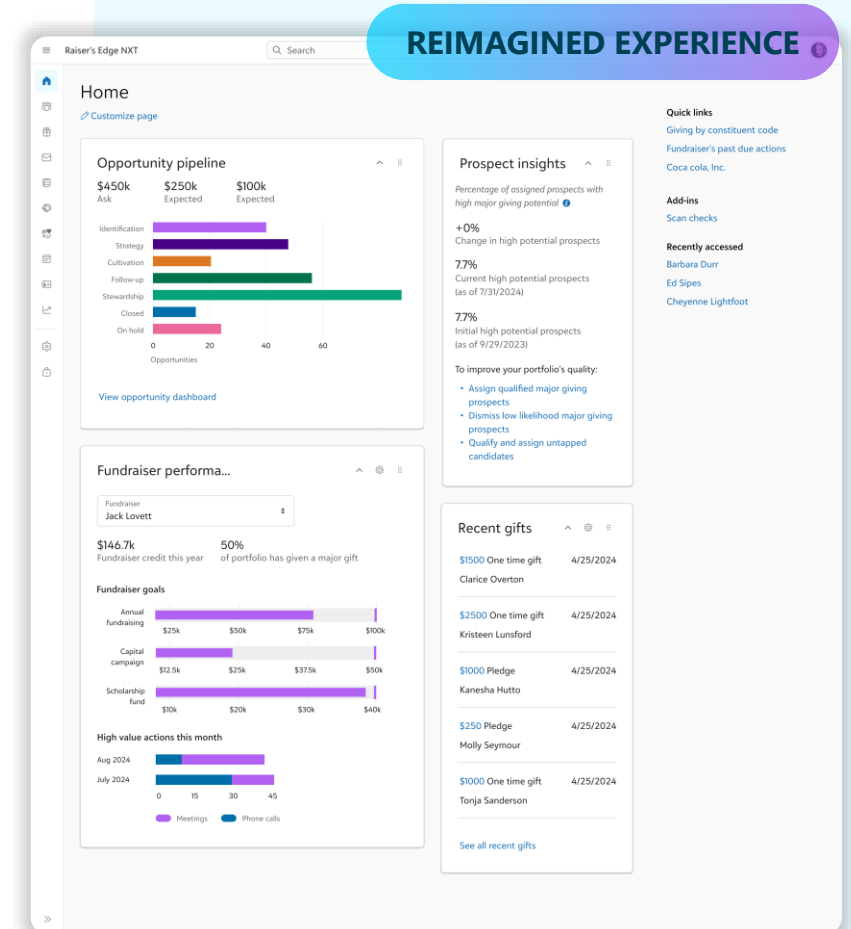
Six Waves of Innovation

Wave 3: Accelerated Giving and Enhanced Online Experiences

We're improving the overall giving and fundraising experience for donors and customers.

Our improvements will help simplify the giving experience for donors and increase conversion rates for customers with optimized donation forms.

Updates include:

- Global rollout of the Optimized and Standard Donation Forms, including the Intelligent Ask feature powered by Blackbaud AI

- Optimized donation forms for Blackbaud CRM and Blackbaud Altru®

- Tap-to-pay capabilities for donors

- And more

Wave 4: Next-Level Digital Marketing

With a new vision for nonprofit communications, we'll help our customer supercharge their marketing efforts and drive higher engagement with donors.

Customers will gain insight into how donors and constituents are interacting with them across every medium.

Updates include:

- A unified product experience, including a strategic partnership with Constant Contact

- Multi-language support in the Good Move mobile app for Blackbaud TeamRaiser

blackbaud | Constant Contact

Donate securely

One-time   ♥ Monthly

$50 $100 $250 $500

$ 500   USD

This gift will support the area of greatest need

I want to dedicate this donation

Add comments or instructions

$230
Gift amount   Continue

15%
increase in conversation

3X average gift size

Six Waves of Innovation

Wave 5: Connected Financial Management

We're making financial transactions more automated and easier to manage through purposeful updates and integrations.

Our customers will save time, reduce costs, and gain more visibility into financial performance.

Updates include:

- A unified view of core Blackbaud Financial Edge NXT capabilities

- New Query functionality with API end points

- Deeper integration between Raiser's Edge NXT and Financial Edge NXT

- And more

Wave 6: Enhanced Flexibility

We're bringing more flexibility to our purpose-built software so our customers can create time-saving automations and solutions that serve their unique needs.

Updates include:

- An integration with UBIQ Education for K–12 schools

- Single sign-on access for Bright Arrow within Blackbaud Education Management

- Expansion of Red Arc's integration for Raiser's Edge NXT to Blackbaud CRM

- Six new Microsoft Power Platform-certified connectors

- Low-code tools for Blackbaud CRM

- And more

NEW AUTOMATION TOOLS

Payment run

Approve   Reject

Status
$158,661
Outstanding

$0
Paid

85
Payments

Summary

Funding

History
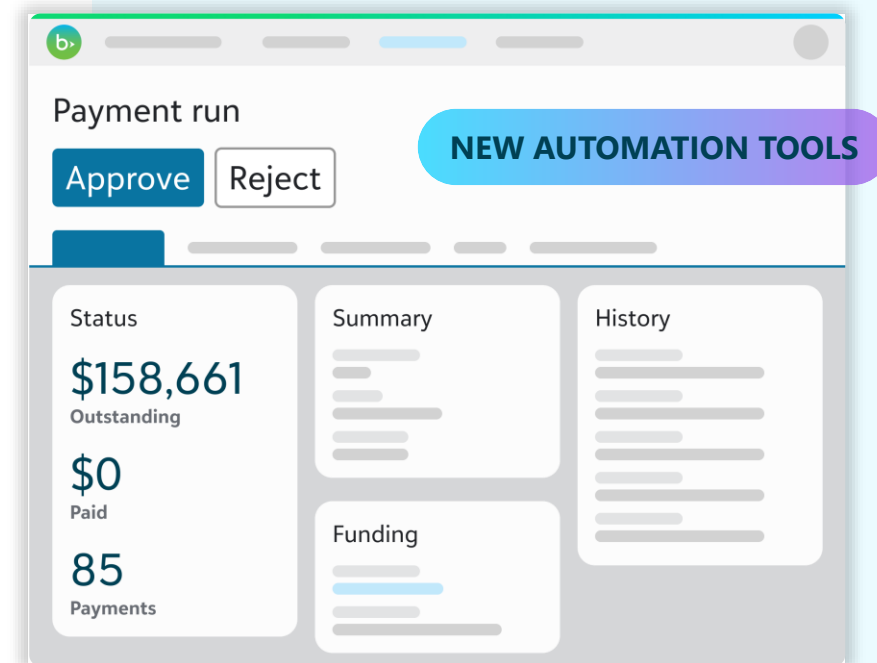
Fueling the Future of Social Impact through Individual Changemakers

Turning "I care" into "I can"

JustGiving is the UK's leading fundraising platform for online giving. We give hope, inspire action, and help people raise money for what matters. We are the leader in empowering individual changemakers and charitable organizations to make a difference.

$9B+   **has been raised for good causes through JustGiving**

In 2024, we added new AI-powered tools to help fundraisers raise even more for good causes and made giving with crypto possible for millions of donors.

As a result, in 2024, more fundraisers took action to raise money for their chosen cause and more donations reached more nonprofits than ever before.

2024 Highlights

20M

donations for good causes through JustGiving

23,100

nonprofits and charities maximized their impact through donations

1.5M+

fundraising pages created on JustGiving

JustGiving® from Blackbaud

2024 JustGiving Awards

The JustGiving Awards celebrates some of the world's most incredible fundraisers who have raised enormous sums for nonprofits, including:

- The late Rob Burrow who, with the support of his wife and best friend, raised almost $20 million for motor neurone disease.

- Angel Mums, an award-winning fundraising group, came together to raise more than $180,000 for the Tessa Jowell Foundation after tragically losing their children to brain tumors.

- The FTD brothers who raised more than $320,000 for Alzheimer's Research UK after finding out they are both likely to be diagnosed with early onset dementia.

Fueling the Future of Social Impact by Strengthening the Sector

Catalyzing Connections

We bring our customer community together to connect, learn, and grow across live and virtual events all year long, including:

- Convening the social impact community at bbcon, our annual conference, that brings together nonprofit professionals and industry experts for a comprehensive exchange of ideas and best practices.

- Providing career-shifting skills for new and non-developers at our Microsoft Power Platform workshops where participants get hands-on skills to build automations that free them up for more strategic work.

- Engaging the developer community at bbdevdays, a virtual event where attendees gain hands-on learning and skill development to harness technology for greater impact.
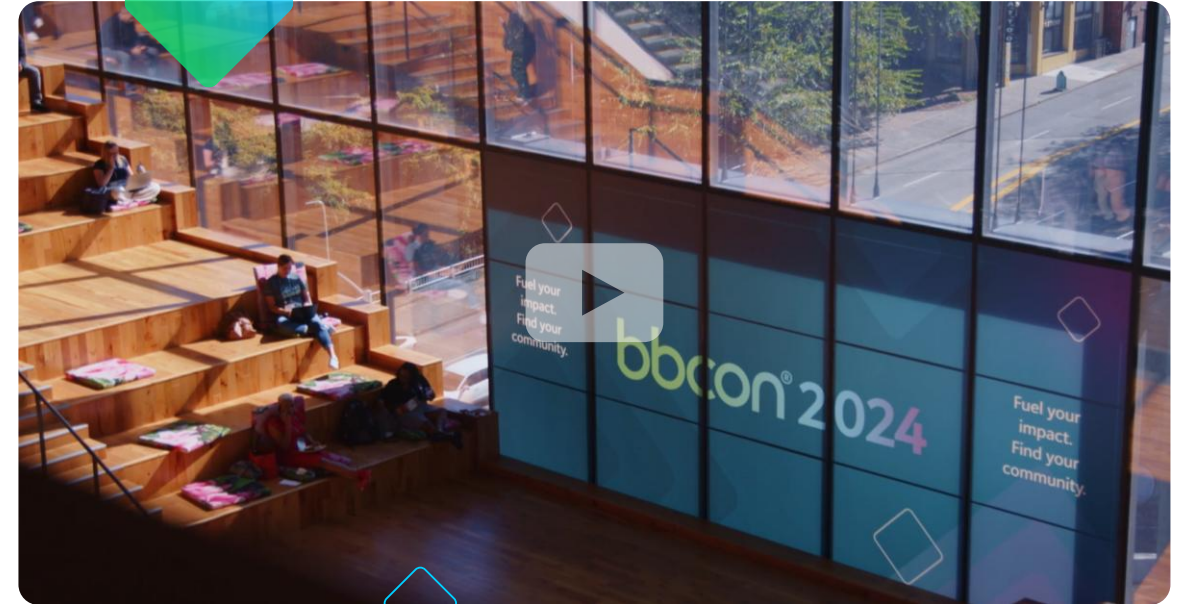
Fueling the Future of Social Impact by Strengthening the Sector

Illuminating with Insight

The Blackbaud Institute provides free research to illuminate the essential business operations of the social impact community grounded in the world's most robust philanthropic dataset and leading sector expertise.

In 2024, Blackbaud released studies and reports designed to provide critical insights to leaders at nonprofit organizations, including:

- Charitable Support Across Generations in the UK and Ireland; Australia and New Zealand; and Canada
- First Impressions: Insights on Spontaneous Givers
- Gen Z at the Table: Insights into Gen Z Giving
- What Will Giving Look Like in 2035?
- 2023 Trends in Corporate Giving and Volunteering

Additionally, we share high-impact best practices, such as GivingTuesday planning resources and interviews with sector leaders, on the ENGAGE blog and podcast, as well as other Blackbaud channels.

BLACKBAUD INSTITUTE

84% of Gen Zers in the United States support causes in some way, **1/3** of Gen Z donors planned to increase their giving in 2024.

68% of Gen Zers and **60%** of Millennials in the United Kingdom and Ireland shared that employee giving programs are important to them.

72% of all spontaneous gifts given in the United States were given to organizations donors had familiarity with.

48% of spontaneous donors in the United States researched the organization before giving.

Overall employee volunteer engagement in the United States increased from nearly **6%** in 2021 to just over **10%** in 2023.

Fueling the Future of Social Impact by Strengthening the Sector

Participating in Community

Our commitment to fueling social impact doesn't stop with our customers. Blackbaud engages in cross-sector initiatives that help strengthen the entire social impact community.

The Giving Institute and Giving USA
We are proud contributors to the longest running and most comprehensive report on philanthropic performance.

The Generosity Commission
The Generosity Commission was an independent project of the Giving Institute and Giving USA Foundation. Blackbaud CEO, Mike Gianoni, supported the release of the commision's seminal report in 2024 and served as co-chair alongside Jane Wales.

The Fundraising.ai Advisory Council
We are proud members of this council, which helps ensure that AI technologies are used to maximize positive impacts on communities and causes, while maintaining donor trust and adhering to principles of privacy, security, data ethics, and inclusiveness.

The Nonprofit Alliance
We are proud to have members of our leadership team serving on the Government Affairs committee of the Nonprofit Alliance. This alliance serves as a unifying voice to promote, protect, and strengthen the nonprofit sector.

Jane Wales
VP, Philanthropy and Society, Apen Institute
Co-Chair, The Generosity Commission
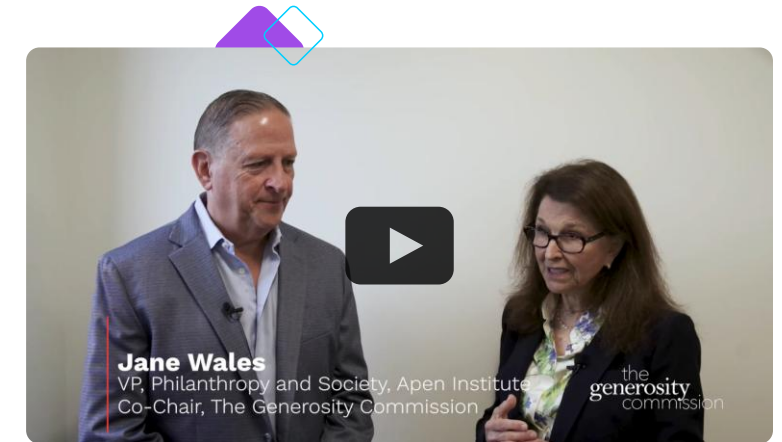
Fueling the Future of Social Impact by Strengthening the Sector

Supporting Innovators

Blackbaud's Social Good Startup Program is our tech accelerator designed to support early-stage software companies, with 59% of founders coming from backgrounds historically underrepresented in tech.

The innovative solutions these companies provide are focused on solving the problems that matter most to the social good community.

Since the program's inception in 2020, Blackbaud has:

- Hosted 10 cohorts of startups that are affecting change in every portfolio, region, and vertical market Blackbaud serves.

- Worked with 77 companies ranging from bootstrapped to venture backed and raised a collective total of more than $220 million.

blackbaud® SOCIAL GOOD STARTUP PROGRAM
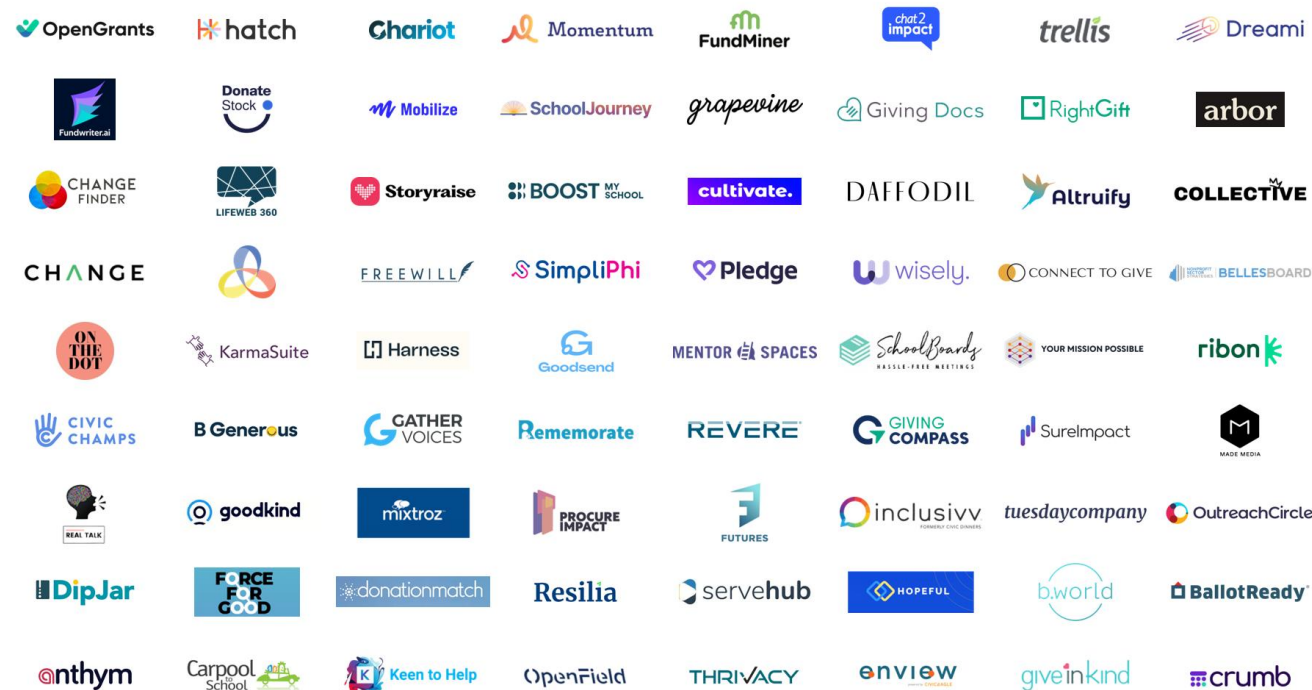
Governance and Data Responsibility

Corporate Governance

Oversight

Ethics and Transparency

Human Rights

Responsible Sourcing

Data Privacy and Security

Risk Management

Corporate Governance

Corporate Governance Guidelines

Blackbaud's Board of Directors has adopted formal Corporate Governance Guidelines to enhance our effectiveness, uphold the Board's independence and authority, and align the interests of directors and management with those of our stockholders and other stakeholders.

Our Board of Directors oversees the company's governance programs, processes, and commitment, while our executive leadership team is charged with implementation, management, and daily oversight.

We demonstrate our ongoing commitment to operating our business with integrity through corporate governance guidelines, Board committee charters, codes of conduct for employees and partners, and an efficient ethics complaint process.

Supporting Policies

2025 Proxy Statement

2024 Annual Report on Form 10-K

Corporate Governance Guidelines

Code of Business Conduct and Ethics

Code of Business Conduct and Ethics for Suppliers and Business Partners

Charter of Nominating and Corporate Governance Committee

Charter of the Audit Committee

Charter of the Risk Oversight Committee

Charter of the Compensation Committee

Sustainability Policy

Corporate Governance

Board of Directors

Andrew Leitch
Chairman of the Board

Mike Gianoni
CEO, President, and
Vice Chairman of the Board

Sarah Nash
Director

D. Roger Nanney
Director

Deneen DeFiore
Director

Yogesh Gupta
Director

Rupal Hollenbeck
Director

Kristian Talvitie
Director*

Bradley Pyburn
Director

2024 Committee Chairs

Chairman: Andrew M. Leitch

Compensation Chair: Sarah Nash

Audit Chair: Kristian Talvitie

Risk Oversight Chair: Deneen DeFiore

Nominating & Governance Chair:
Andrew M. Leitch

Committees

Audit Committee

Compensation Committee

Nominating and Governance Committee

Risk Oversight Committee

Oversight

Our Model

We have developed a robust governance model and team structure to guide and provide oversight of our key initiatives.

Board of Director Oversight

The **Nominating and Corporate Governance Committee** for Blackbaud's Board of Directors assists the Board and management in overseeing the company's corporate responsibility matters, including evaluating the integration of social responsibility into business strategy, and decision-making, as well as reviewing reports published by the company on these matters.

Council

In 2024, Blackbaud formalized the combination of two councils creating the Inclusion and Sustainability Council, which is comprised of employee leaders that fully incorporate our inclusion and sustainability strategies.

Bringing the two councils together allows us to align our priorities and oversee progress.

The Inclusion and Sustainability Council aims to create a workplace where every employee feels valued and empowered, while also driving sustainability initiatives at the leadership level that align with Blackbaud's mission to power social impact through innovative software solutions.

Our evolution of the council continues to have the Board of Directors Nominating and Corporate Governance Committee oversee our progress with corporate responsibility.

ESG Governance

Board of Directors

Nominating and Corporate Governance Committee

Committee Charter

2024 Council

Chief Executive Officer
Chief Financial Officer
Chief People & Culture Officer
General Counsel
Sr. Director, Workforce Strategy

Ethics and Transparency

Codes of Conduct

We require employees to comply with our Code of Business Conduct and Ethics. Additionally, we have a specific Code of Conduct for our suppliers and business partners.

Code of Conduct: Employees

Blackbaud's Code of Business Conduct and Ethics sets out basic principles to guide all directors, officers, and employees, as well as its subsidiaries.

 Every Blackbaud employee must complete annual training on the Code of Business Conduct and Ethics, including the company's human rights and anti-corruption and bribery policies, which consists of reading, understanding, and affirming compliance.

Code of Conduct: Suppliers and Business Partners

We expect those we do business with to act ethically and abide by our Code of Business Conduct and Ethics for Suppliers and Business Partners.

24/7
ethics reporting hotline

Key Components of the Code of Conduct

Whistleblower Claims Process: Provides remedies and mechanisms for all employees to report violations or unethical behavior, including a toll-free ethics hotline.

Associations and Collective Bargaining: States employees can associate freely, form, and join organizations and collectively bargain.

Human Rights Commitment: Formally states Blackbaud's support for the human rights principles contained in the United Nations Universal Declaration of Human Rights, Global Compact and Guiding Principles on Business and Human Rights, and the International Labor Organization's Declaration on Fundamental Principles and Rights at Work.

Anti-Corruption and Bribery Compliance: Ensures that, under no circumstances, will Blackbaud allow our Board members, officers, employees, or any third party acting on our behalf, to give or receive bribes or kickbacks to influence a business outcome or obtain favorable treatment.

POLICY LINKS

Code of Business Conduct and Ethics

Code of Business Conduct and Ethics for Suppliers and Business Partners

Human Rights

Our Commitment

Blackbaud is committed to human rights and taking opportunities to promote and uphold our responsibilities to respect human rights across our business. We seek to uphold the highest ethical standards and to engage in practices that enhance the welfare, safety, and well-being of our workforce, business partners, and wider communities.

We do not tolerate human rights violations, such as indentured labor and all forms of harassment, and our Code of Business Conduct and Ethics sets forth several channels for reporting suspected violations without fear of retaliation.

We are committed to maintaining a work environment free of violence, threats of violence, abuse, or hostility, while keeping our workplaces and facilities sanitary and free from hazards by following safety, environmental, and health rules and practices.

We respect the legal rights of our workforce to associate freely, form, and join workers organizations and collectively bargain where permitted by law.

Key Practices

Support the human rights principles contained in the United Nations Universal Declaration of Human Rights, UN Global Compact, Guiding Principles on Business and Human Rights, and the International Labor Organization's Declaration on Fundamental Principles and Rights at Work, and continually develop and review our business practices to uphold our commitment to human rights.

Abide by the UK Modern Slavery Act of 2015 and the California Transparency in Supply Chains Act of 2010.

Expect all suppliers and business partners to abide by all laws and regulations of the cities, states, countries, and other jurisdictions in which we operate.

LEARN MORE

Human Rights Policy

Responsible Sourcing

Our Commitment

Blackbaud is strongly committed to business ethics and integrity, responsible sourcing, and the safety and well-being of workers across all supplier relationships, including our vendors and service providers and their respective employees and agents.

We are an equal opportunity employer. In addition, our suppliers and business partners may not discriminate in employment opportunities or practices on the basis of age, sex, race, color, national origin, religion or belief, disability, genetic information, marital or civil partnership status, sexual orientation, gender identity, gender reassignment, gender expression, citizenship, pregnancy or maternity, veteran status, or any other status protected by national, federal, state, or local law.

All suppliers and business partners must respect and obey the laws and regulations of the cities, states, countries, and other jurisdictions in which we operate, and shall not support or engage in slavery, indentured labor, child labor, or human trafficking in any part of their supply chains.

Should we develop knowledge of any unethical or illegal behavior by one of our suppliers or business partners, we 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, we will use our discretion to take disciplinary action, including terminating the business relationship with the supplier or business partner.

We also recognize that there is an opportunity to increase our commitment to sustainability through collaboration with our external stakeholders, and we welcome the opportunity to share ideas on how to achieve common sustainability goals.

Additionally, Blackbaud expects all suppliers, business partners, and other external stakeholders to conduct their operations in compliance with all applicable environmental laws and regulations.

Key Practices

- All suppliers must abide by the UK Modern Slavery Act of 2015 and the California Transparency in Supply Chains Act of 2010.

- Blackbaud requires our suppliers, vendors, and business partners to comply with all applicable laws and regulations for all the work they perform for Blackbaud, and we include compliance language in our contracts and purchase orders.

LEARN MORE

Code of Conduct for Suppliers and Partners

Health and Safety

Our Commitment

Blackbaud is committed to providing a work environment that is safe, clean, and adheres to city, state, national, and international safety standards and regulations.

This commitment to safety and good health extends to all Blackbaud sites of operation.

Information regarding health and safety protocols is accessible for all employees to review through the Blackbaud internal company website.

Blackbaud fosters employee well-being through offerings such as our comprehensive health and wellness benefits and our quarterly live sessions on preventative care, financial planning, building resilience and more.

Some further protocols and company policies that demonstrate Blackbaud's commitment to health and safety are as follows:

- Employees are encouraged to actively identify ways to maintain a safe and healthy workplace.

- Employees are required to comply with all applicable health and safety laws, regulations, company policies, and any site-specific safety plans.

- Employees must report workplace injuries, illnesses, or unsafe conditions that are likely to result in injury or illness to a supervisor, manager, or the Blackbaud Ethics Hotline.

- Each Blackbaud location possesses up-to-date Occupant Emergency Action Plans ("OEAPs"), which provide instructions for all personnel to follow in the event of an emergency, including emergency evacuations. OEAPs are reviewed annually at each location.

- Blackbaud will not tolerate retaliation against an employee for raising good faith safety and health concerns.

Key Practices

- Follow a core safety policy that encourages and lays the foundation for a safe and healthy work environment, ensuring our employees do not violate safety rules or put their health or safety at risk while completing a task.

- Maintain Operational Emergency Action Plans (OEAPs) as part of our overall emergency response system and provide operational preparedness details and emergency response plans and procedures for natural and environmental disasters, as well as other crisis situations that may occur on a Blackbaud site.

- Provide training for managers on how to ensure employee safety during emergency situations.

LEARN MORE

Health and Safety Policy

Data Privacy and Security

Our Commitment

Our customers' trust is a top priority and is embedded in everything we do. We are committed to providing them with confidence that their technology and data are secure, and we continue to make significant investments in our security program.

Education and Training

Because security is a shared responsibility, we incorporate data and privacy protection education into the customer onboarding and implementation process, supplemented by ongoing resources such as webinars and best practices content, one-on-one consultations with customer success managers, and bbcon® sessions.

In addition, **all Blackbaud employees are required to complete annual Cybersecurity Training**.

Learn more about our robust cybersecurity and data privacy practices and access our security assessments and audits.

Foundations of Our Security Program

Operational Security

We leverage the industry standard CIA Triad Model in conjunction with comprehensive industry control frameworks, compliance regulations, privacy requirements, and best practices.

Product Security

Our development teams take part in regular training and use industry best practices and frameworks, such as OWASP, to build security into our solutions.

Incident Response

We monitor the threat landscape 24/7 in coordination with a third-party firm, routinely test our incident response capabilities and preparedness, and maintain proactive relationships with law enforcement.

Ongoing Landscape Analysis

Our dedicated legal counsel continually evaluates upcoming and changing data privacy regulations and provides thought leadership for our customers on the operational impacts of these regulations and compliance requirements.

Data Security

Our Investment

We have made a significant investment in building a robust cybersecurity program. The program is built on key foundations that include a focus on people, with a strong team who bring extensive experience across both the private sector and U.S. government.

This is on top of and measured against industry frameworks such as the NIST Cybersecurity Framework (NIST CSF). The program supports compliance activities that produce annual PCI DSS, SOC 1, and SOC 2 Type 2 reports that we make available to all customers.

More tactically, the Trust and Security Team manages an extensive set of controls across enterprise and product security. We leverage industry-leading tools to implement anti-virus, intrusion prevention, data protection, vulnerability management, cloud security, and event management capabilities, among many others.

Our security teams leverage a variety of capabilities, from adversarial emulation and source code analysis to third-party penetration testing, and we routinely test our incident response activities and maintain proactive relationships with law enforcement.

POLICY LINKS

Blackbaud North America Privacy Policy

Blackbaud Cyber Security Overview

Blackbaud Business Continuity Management

Blackbaud Cyber Security Incident Management and Response Overview

Blackbaud Cyber Security Program and Policy Framework

Blackbaud and the Public Cloud Whitepaper

Key Initiatives

Provide audit reports by request to our subscription customers, their auditors, and our prospective customers, including SOC 2 type 2, SOC 1 type 1, and bridge letters for both SOC 1 and 2 reports, where applicable.

Provide PA-DSS and PCI-DSS attestations of compliance to Blackbaud Internet Services and Blackbaud Payment Solutions.

Maintain Trusted Cloud Provider status with the Cloud Security Alliance, the world's leading organization dedicated to defining and raising awareness of best practices to help ensure a secure cloud computing environment.

Leverage the Cloud Security Alliance's CAIQ assessment questionnaires to provide transparency regarding the adherence of our products to the CSA Cloud Controls Matrix. These assessments are made available via the Cloud Security Alliance.

Data Privacy

Our Commitment

Blackbaud has dedicated legal counsel that continually evaluate upcoming and changing regulations as they relate to data privacy to ensure we are aligned to these regulations, as well as provide thought leadership for our customers on the operational impacts of these regulations and compliance requirements.

In 2024, Blackbaud developed and implemented an enhanced and expanded privacy by design program that embeds privacy into Blackbaud's solution or service design and development process. The program establishes a framework that meets Blackbaud's design and development goals while addressing key privacy considerations for Blackbaud, our customers, and data subjects. The program includes training for relevant employees.

We are committed to providing products and services that enable customers to comply with the privacy laws applicable to them.

We tirelessly track and interpret pending legislation and evolve our products to allow customers to protect the privacy of constituents and manage data in a compliant way.

We believe that all organizations should be responsible custodians of personal data, and they should handle it in an ethical and compliant manner.

We respect individuals' sensitivity to the privacy of their information and offer them ways to control it, including providing transparent privacy notices and allowing them to request a copy of the data we collect or request it be erased.

SEE OUR NEW PRIVACY RESOURCE CENTER HERE:

Blackbaud Data Privacy Resource Center

Key Initiatives

Leverage the industry standard CIA Triad Model in conjunction with comprehensive industry control frameworks, compliance regulations, privacy requirements, and best practices, including: NIST CSF, PCI DSS, SOC 1, SOC 2, GDPR, and Cloud Security Alliance.

Continually evaluate upcoming and changing data privacy regulations and provide thought leadership for our customers on the operational impact of these regulations and compliance requirements.

Ensure that our products and internal processes comply with and enable customers to comply with applicable privacy laws, including the General Data Protection Regulation and new comprehensive U.S. state privacy laws like the California Consumer Privacy Act, as amended by the California Privacy Rights Act.

Risk Management

Our Approach

We maintain formalized policies and procedures through the Blackbaud Business Continuity Management Program—modeled after the NIST 800-34 contingency plan for federal information systems. The program strategically equips internal teams to protect, sustain, and recover operations that ensure the resiliency of the business.

Even in the event of a crisis or disaster, we can ensure an unwavering partnership for our customers and employees.

Additionally, we recognize our responsibility to assist in lessening the effects of climate change on the environment.

Organizational Risk Alignment

Each of the Board Committees oversees risks associated with its respective areas of responsibility:

The Audit Committee is appointed by the Board to oversee the accounting and financial reporting processes of the Company and the audits of the Company's financial statements.

The Compensation Committee is appointed to discharge the Board's responsibilities relating to compensation of the Company's directors and executive officers. The Committee has overall responsibility for evaluating and approving the director and executive officer compensation plans, policies and programs of the Company.

The Nominating and Corporate Governance Committee seeks to minimize risks related to governance structure by implementing sound corporate governance principles and practices.

The Risk Oversight Committee assists in the oversight of:

- Our risk management, compliance, and control activities as they relate to information technology security

- Cybersecurity risks, including cyber risk management practices, adequacy of cyber-insurance, adequacy of an incident response plan, and our ability to respond to a cyber breach

- Our systems of operational controls regarding certain legal and regulatory compliance

- Compliance with certain legal and regulatory requirements

Metrics

Key Policies

Annual Reporting

2025 Proxy Statement

2024 Annual Report on Form 10-K

Environmental

Sustainability Policy

Governance

Code of Business Conduct and Ethics of Blackbaud

Code of Business Conduct and Ethics for Suppliers and Business Partners

Blackbaud's Human Rights Policy

Blackbaud's Occupational Health and Safety Policy

Corporate Governance Guidelines

Charter of Nominating and Governance Committee

Charter of the Audit Committee

Charter of the Compensation Committee

Charter of the Risk Oversight Committee

Data Privacy and Security

Blackbaud North America Privacy Policy

Blackbaud Cyber Security Overview

Blackbaud Business Continuity Management

Blackbaud Cyber Security Incident Management and Response Overview

Blackbaud Cyber Security Program and Policy Framework

Blackbaud and the Public Cloud Whitepaper

Blackbaud Data Privacy Resource Center

Human Capital Metrics

Employee Data

Employee Data	2024	2023	2022	2021	2020
Global Employees	2,868*	2,981	3,283	3,127	3,130
% Employees in U.S.	85%	85%	85%	84%	88%
% Employees Outside U.S.	15%	15%	15%	16%	12%
% Female Employees	48%	48%	49%	46%	46%
% Male Employees	52%	52%	51%	54%	54%
% Female People Managers	49%	49%	49%	46%	44%
% Male People Managers	51%	51%	51%	54%	56%
% Females in Tech Roles	32%	32%	34%	34%	32%
% Males in Tech Roles	68%	68%	66%	66%	68%

Employee data	2024	2023	2022	2021	2020
% White	78%	78%	78%	80%	82%
% Underrepresented Minority	22%	22%	22%	20%	18%
% White People Managers	83%	84%	83%	88%	89%
% Underrepresented Minority Managers	17%	16%	17%	12%	11%
% White in Tech Roles	75%	75%	74%	76%	78%
% Underrepresented Minority in Tech Roles	25%	25%	26%	24%	22%

*After the divestiture of EVERFI on December 31, 2024, we had approximately 2,600 employees

Environmental Metrics

Electricity Consumption

The following data represents Scope 2 Electricity Consumption in CY 2024.

Scope 2 - Electricity Consumption (kWh)	2024
Global HQ Office	2,129,043
London Office	177,951
Total	**2,306,994**
Americas	2,129,043
EMEA	177,951
Total	**2,306,994**

Renewable Energy

We achieved carbon neutrality in 2024 through the purchase of 2,168 EACs covering Scope 2 emissions and 2,875 carbon offsets covering Scope 1 and 3 categories: Data Center, Waste, Business Travel, Work from Home, Employee Commuting, Fuel-Related Emissions and Upstream Leased Assets.

Renewable Energy	2024
Solar Consumption (kWh)	**139,103**
Global HQ Office	139,103
Carbon Offsets	**2,875**
Environmental Attribute Certificates (EACs)	**2,168**
U.S. Green-e RECs	1990
UK REGOs	178

Environmental Metrics

Greenhouse Gas (GHG) Emissions

The following data represents our Scope 1, 2, and 3 emissions for CY 2024.

Total Scope 1 & 2 (MTCO2e)	2024
Scope 1	52
Scope 2 (location-based)	572
Total	**624**

Total Scope 1 & 2 by Region (MTCO2e)	2024
Americas	585
EMEA	39
Total	**624**

Scope 3 (MTCO2e)	2024
1. Purchased Goods & Services	15,132
2. Capital Goods	318
3. Fuel Related	234
4. Upstream Transportation	57
5. Waste	32
6. Business Travel	1,586
7. Employee Commuting / Work From Home	138 / 815
8. Upstream Leased Assets	13
9. Downstream Distribution	Blackbaud has no physical products
10. Processing of Sold Products	Blackbaud has no physical products
11. Use of Sold Product	Not yet calculated since not commonly reported for software companies
12. End of Life Treatment of Sold Products	Blackbaud has no physical products
13. Downstream Leased Assets	Blackbaud does not lease assets
14. Franchises	Blackbaud does not have franchises
15. Investments	Blackbaud has no major relevant investments
Total	**18,325**

GRI Metrics

Reference		CY2024
02 General Disclosures	2-1: Name of the organization	Blackbaud 2024 Annual Report on Form 10-K
	2-2: Entities included in the organization's sustainability reporting	Blackbaud 2024 Annual Report on Form 10-K
	2-3: Reporting period, frequency, and contact point	Blackbaud's Impact Report is published on an annual basis generally after the release of our Annual Report on Form 10-K and our Proxy Statement, as so much information is housed in these documents. IR@blackbaud.com
	2-4: Restatements of information	n/a
	2-5: External assurance	Blackbaud's Impact Report was not external assured, however, the report did go through our standard internal audit and disclosure controls and procedure.
	2-6: Activities, value chain, and other business relationships	Blackbaud 2024 Annual Report on Form 10-K , 2025 Proxy Statement
	2-7: Employees	Our Human Capital data can be found in our Impact Report.

GRI Metrics

Reference		CY2024
02 General Disclosures	2-8: Workers who are not employees	Our Human Capital data can be found in our Social Impact Report.
	2-9: Governance structure and composition	Our Board of Directors oversees the company's governance programs, processes, and commitment, while our Executive Leadership Team is charged with implementation, management, and daily oversight. Our guiding governance principles can be found in our Code of Business Conduct and Ethics of Blackbaud, Code of Ethics for CEO and Senior Financial Officers, Code of Business Conduct and Ethics for Suppliers and Business Partners, Corporate Governance Guidelines, and the charters of the various committees of our Board of Directors. These principles provide the building blocks for the many specific policies and procedures by which we operate daily. We are proud of our strong governance and compliance culture and are committed to best practices throughout our organization. 2024 Annual Report on Form 10-K Code of Business Conduct and Ethics of Blackbaud Corporate Governance Guidelines
	2-10: Nomination and selection of the highest governance body	Corporate Governance Guidelines; 2025 Proxy Statement; Charter of Nominating and Governance Committee
	2-11: Chair of the highest governance body	Charter of Nominating and Governance Committee
	2-12: Role of the highest governance body in overseeing the management of impacts	2025 Proxy Statement; Corporate Governance Guidelines
	2-13: Delegation of responsibility for managing impacts	Corporate Governance Guidelines; 2025 Proxy Statement; Charter of Nominating and Governance Committee

GRI Metrics

Reference		CY2024
02 General Disclosures	2-14: Role of the highest governance body in sustainability reporting	Charter of Nominating and Governance Committee
	2-15: Conflicts of interest	Code of Business Conduct and Ethics of Blackbaud
	2-16: Communication of critical concerns	Code of Business Conduct and Ethics of Blackbaud
	2-17: Collective knowledge of the highest governance body	2025 Proxy Statement
	2-18: Evaluation of the performance of the highest governance body	2025 Proxy Statement
	2-19: Remuneration policies	2025 Proxy Statement
	2-20: Process to determine remuneration	2025 Proxy Statement
	2-21: Annual total compensation ratio	2025 Proxy Statement
	2-22: Statement on sustainable development strategy	Sustainability Policy
	2-23: Policy commitments	2024 Blackbaud Impact Report

GRI Metrics

Reference		CY2024
02 General Disclosures	2-25: Conflicts of interest	Code of Business Conduct and Ethics of Blackbaud
	2-26: Mechanisms for seeking advice and raising concerns	Code of Business Conduct and Ethics of Blackbaud
	2-27: Compliance with laws and regulations	Code of Business Conduct and Ethics of Blackbaud
	2-29: Approach to stakeholder engagement	2024 Blackbaud Impact Report
	3-1 Process to determine material topics	2024 Blackbaud Impact Report
	3-2 List of material topics	2024 Blackbaud Impact Report
	3-3 Management of material topics	2024 Blackbaud Impact Report

GRI Metrics

Reference		CY2024
301 Materials	301-1: Materials used by weight or volume	2024 Blackbaud Impact Report
	301-2: Recycled input materials used	2024 Blackbaud Impact Report
	301-3: Reclaimed products and their packaging materials	2024 Blackbaud Impact Report
302 Energy	302-1: Energy consumption within the organization	2024 Blackbaud Impact Report
	302-2: Energy consumption outside of the organization	2024 Blackbaud Impact Report
	302-3: Energy intensity	2024 Blackbaud Impact Report
	302-4: Reduction of energy consumption	2024 Blackbaud Impact Report
	302-5: Reductions in energy requirements of products and services	2024 Blackbaud Impact Report

GRI Metrics

Reference		CY2024
303 Water and Effluents	303-1: Interactions with water as a shared resource	n/a
	303-2: Management of water discharge-related impacts	n/a
	303-3: Water withdrawal	n/a
	303-4: Water discharge	n/a
	303-5: Water consumption	[2024 Blackbaud Impact Report](#)
304 Biodiversity	304-1: Operational sites owned, leased, managed in, or adjacent to protected areas and areas of high biodiversity value outside protected areas	n/a
	304-2: Significant impacts of activities, products, and services on biodiversity	n/a
	304-3: Habitats protected or restored	n/a
	304-4: IUCN Red List species and national conservation list species with habitats in areas affected by operations	n/a
	304-1: Operational sites owned, leased, managed in, or adjacent to protected areas and areas of high biodiversity value outside protected areas	n/a

GRI Metrics

Reference		**CY2024**
305 Emissions	305-1: Direct (Scope 1) GHG emissions	2024 Blackbaud Impact Report
	305-2: Energy indirect (Scope 2) GHG emissions	2024 Blackbaud Impact Report
	305-3: Other indirect (Scope 3) GHG emissions	2024 Blackbaud Impact Report
	305-4: GHG emissions intensity	2024 Blackbaud Impact Report
	305-5: Reduction of GHG emissions	2024 Blackbaud Impact Report
	305-6: Emissions of ozone-depleting substances (ODS)	n/a
	305-7: Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	n/a

GRI Metrics

Reference		CY2024
306 Effluents and Waste	306-1: Water discharge by quality and destination	n/a
	306-2: Waste by type and disposal method	n/a
	306-3: Significant spills	n/a
	306-4: Transport of hazardous waste	n/a
	306-5: Water bodies affected by water discharges and/or runoff	n/a
307 Environmental Compliance	307-1: Non-compliance with environmental laws and regulations	n/a

SASB Metrics

Reference		CY2024
SASB TC-SI-130a.1	(1) Total Energy Consumed, (2) Percentage Grid Electricity, (3) Percentage Renewable	**Scope 1:** 1,652 therms of gas = 9 metric tons of CO_2e; 179,500 estimated sq ft = 43 MT of CO_2e; 52 carbon removal offsets procured to neutralize Scope 1 emissions **Scope 2:** 2,307 MWh (139 MWh from on-site solar) = 572 metric tons of CO_2e location-based emissions; 2,168 RECs procured to neutralize Scope 2 emissions (for 0 metric tons of CO_2e market-based emissions & 100% renewable electricity) **Scope 3:** Purchased Goods and Services = 15,132 metric tons of CO2e Capital Goods = 318 metric tons of CO_2e; 318 offsets procured Fuel and Energy = 234 metric tons of CO_2e; 234 offsets procured Transportation emissions = 57 metric tons of CO_2e; 57 offsets procured Waste-related emissions = 32 metric tons of CO_2e; 32 offsets procured Business travel = 1,586 metric tons of CO_2e; 1,586 offsets procured Employee commuting = 138 metric tons of CO_2e; 138 carbon removal offsets procured Employees working from home = 815 metric tons of CO_2e; 815 offsets procured Upstream Leased Assets= 13 metric tons of CO_2e; 13 offsets procured

Reference		CY2024
SASB TC-SI-130a.2	(1) Total Water Withdrawn (2) Total Water Consumed, Percentage of each in Regions with High or Extremely High Baseline Water Stress	7782 M3 used at Charleston HQ office for water & sewer; 5,170 M3 used for Charleston HQ irrigation
SASB TC-SI-130a.3	Discussion of the integration of environmental considerations into strategic planning for data center needs	Blackbaud does not currently own and operate data centers. Our operations are strategically dispersed in collocated data centers (COLOs) as well as with cloud service providers. We work closely with our providers on ways to measure and improve our energy footprint.
SASB TC-SI-220a.1	Policies and Procedures Relating to Behavioral Advertising and User Privacy	Blackbaud Privacy Policy
SASB TC-SI-220a.2	Number of Users Whose Information Is Used for Secondary Purposes	Blackbaud Privacy Policy

SASB Metrics

Reference		CY2024
SASB TC-SI-220a.3	Monetary Losses as a Result of Legal Proceedings Associated with User Privacy	Personal data for which Blackbaud is the data controller is used in accordance with our privacy policy. Blackbaud does not use customers' constituent data consisting of personal data for purposes other than as stated in the BSA.
SASB TC-SI-220a.4	(1) Number of Law Enforcement Requests for User Information, (2) Number of Users whose Information was Requested, (3) Percentage Resulting in Disclosure	0
SASB TC-SI-220a.5	Countries Where Core Products Are Subject to Government Monitoring or Censoring	0
SASB TC-SI-230a.1	(1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of users affected	Blackbaud 2024 Annual Report on Form 10-K

Reference		CY2024
SASB TC-SI 330a.3	Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees	
	% Female Employees	48%
	% Male Employees	52%
	% Female People Managers	49%
	% Male People Managers	51%
	% Females in Tech Roles	32%
	% Males in Tech Roles	68%
	% White	78%
	% Underrepresented Minority	22%
	% White People Managers	84%
	% Underrepresented Minority People Managers	16%
	% White in Tech Roles	75%
	% Underrepresented Minority in Tech Roles	25%

SASB Metrics

Reference		CY2024
SASB TC-SI 330a.1	% Employees in U.S.	85%
	% Employees Outside U.S.	15%
SASB TC SI 300a.2	Employee Engagement	Our annual survey was distributed in March 2024. The survey results were shared with employees via a series of workshops and meetings followed by a pulse survey. We achieved 92% employee participation in the annual survey and 85% participation in the follow-up pulse survey.

Reference		CY2024
SASB TC-SI-520a.1,	Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations	$0
SASB TC-SI-550a.2	Commitment to Business Continuity and Risks Related to Operations Disruptions	Blackbaud 2024 Annual Report on Form 10-K; 2025 Proxy Statement

TCFD

The following table indicates where readers can find disclosures that address the recommendations of the Task Forces on Climate-Related Financial Disclosures (TCFD). Blackbaud intends to further align its disclosures with the recommendations of the TCFD by completing scenario analysis in 2025.

Recommended Disclosures	Response/Comment
Governance	
a) Describe the Board's oversight of climate-related risks and opportunities.	Blackbaud's CEO and the Board of Directors Nominating and Corporate Governance Committee oversee ESG and climate-related risks. The Inclusion and Sustainability Council at Blackbaud is comprised of designated members from Blackbaud's leadership team. The Council engaged with stakeholders to determine priorities and was responsible for ensuring they were adopted throughout the company. The Council was accountable to the Executive Sponsor, Blackbaud's CEO..
b) Describe management's role in assessing and managing climate-related risks and opportunities.	Blackbaud's CEO, the Board of Directors Nominating and Corporate Governance Committee, and the Inclusion and Sustainability Council oversee the implications of sustainability issues. These groups consider the implications of climate change for the business and oversee the company's strategic planning of resources and investments in response to the risk and opportunities that might arise.

TCFD

Recommended Disclosures	Response/Comment
Strategy	
a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term. b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	We are in the process of evaluating both the risks and opportunities of climate change. We have completed a cursory analysis of our risks, but we plan to conduct a more extensive review of these risks in future reports. We have not yet completed a scenario analysis to identify opportunities. We hope to conduct a scenario analysis soon. For our initial risk review, we have identified climate-related risks and opportunities that may affect us over the short, medium, and long term. These include: Physical Risks: The long-term effects of climate change on the global economy and our industry may impact our business operations and those of our suppliers, customers, and partners. Climate change increases the severity and frequency of extreme weather events such as hurricanes, wildfires, floods, heat waves, or power shortages, all of which could lead to business disruptions. The locations of our principal executive offices and our data centers are vulnerable to the effects of climate events and other natural disasters, including hurricanes, heat waves, and earthquakes, which we have experienced in the past. In addition, the effects of climate change are harder to mitigate for our remote-first workforce, which exposes Blackbaud to business disruption. Even though we carry business interruption insurance policies and typically have provisions in our commercial contracts that protect us in certain events, we might suffer losses as a result of business interruptions that exceed the coverage available under our insurance policies or for which we do not have coverage. Any natural disaster or catastrophic event affecting us could have a significant negative impact on our operations. Regulatory Risks: Expected new regulations and standards relating to public disclosure, including those related to climate change, could adversely impose significant costs on us to comply with such regulations. Reputation Risks: A failure to meet our climate-related goals, such as our commitment and progress toward reduction of greenhouse gas emissions, could damage our reputation, affect our financial performance, and diminish our ability to attract and retain talent.

TCFD

Recommended Disclosures	Response/Comment
Strategy	
c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	Blackbaud has not yet performed a detailed scenario analysis. We intend to complete more work in this area in 2024/2025. We plan to evaluate if and where our strategies may be affected by climate-related risks and opportunities, as well as how our strategies might change to address such potential risks and opportunities.

TCFD

Recommended Disclosures	Response/Comment
Risk Management	
a) Describe the organization's processes for identifying and assessing climate-related risks.	Blackbaud continues efforts and practice to formally identify and assess climate-related risks. Our goal is to leverage our Inclusion and Sustainability Council, along with our Workforce Strategy, Real Estate, and Enterprise Risk Teams, to identify and assess climate-related risks. We plan to conduct more thorough qualitative and quantitative climate-related physical and transition risk and opportunity assessments.
b) Describe the organization's processes for managing climate-related risks.	As with other key enterprise risks, climate-related risks will be managed as part of our cross-functional enterprise risk management process that includes our Executive Leadership Team and our Board of Directors through its Risk Committee and Nominating and Governance Committee. Additionally, we will work closely with our Enterprise Risk Team to consider climate-related risks in connection with developing climate-related goals and operational strategies to achieve our objectives.
c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	The Including and Sustainability Team and our Executive Leadership Team will determine how climate risks are integrated in our organization's overall risk management process. Our Workforce Strategy, Real Estate, and Enterprise Risk Teams traditionally manage physical climate-related risks as part of our Business Continuity and Disaster Recovery functions. This includes extreme weather events and natural disasters. Our Disaster Recovery and Business Continuity Plans are reviewed on a regular basis to ensure steps are in place to identify and respond before, during, and after a service continuity event.

About Our 2024 Report

The information in this report is guided by ESG materiality assessments, which identify the topics most important to our business stakeholders.

We follow the reporting standards of the Global Reporting Initiative (GRI), the Sustainability Accounting Standards Board (SASB Standards), and the Task Force on Climate-Related Financial Disclosures (TCFD).

Unless otherwise noted, this report covers Blackbaud's global operations, commitments, and practices during 2024 calendar year (January 1, 2024 – December 31, 2024), less Everfi.

All currency is in U.S. dollars. This report also contains figures that have been approximated or rounded. Reclassifications of data from previous public disclosures may have been made to reflect the current period presentation.

We believe building trust with our stakeholders includes a credible Impact Reporting process that will deliver actionable, consistent, and verifiable metrics.

We ensured the accuracy and reliability of the information and data on the various topics in this report through internal reporting and subject matter expert verification.

For financial performance, please see the Annual Report on Form 10-K and our Proxy Statement on our IR website.

You can find more information about the GRI, SASB, and TCFD indexes, as well as our key policies, processes, and procedures in the Metrics section of this report.

For any other general information, please visit blackbaud.com.

blackbaud®

Thank you for your time and interest in learning about the steps Blackbaud has taken in 2024 across our social responsibility priorities.

We are proud of what our employees, partners, and community of customers have accomplished to make a global impact, and we look forward to making even more progress in the year to come.

Feedback?
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