

Blackbaud 2019 Social Responsibility Highlights

We love what we do. Not simply because we enjoy the fast-paced, innovative environment of a tech company, but because we're quickly solving problems that empower our customers to make their communities—and our world—better.

Check out the highlights from our *2019 Social Responsibility Report* to see how we're helping good take over every day.

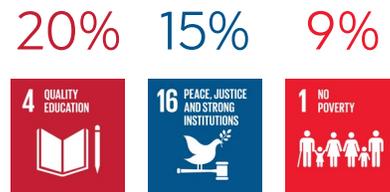
Our Purpose

We donate 3% of our pre-tax profit. Nearly half of those donations represent our commitment to education, peace and justice, and ending poverty in alignment with the Sustainable Development Goals and our commitment to serving underrepresented minorities.

Our Team

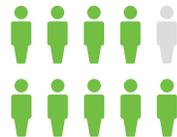
We attract people with world-class talent and a deep, personal connection to their jobs. We also recognize that diverse backgrounds, viewpoints, and experiences make us a better team.

Of our total philanthropy, we invest:



Nearly 9 out of 10

of our employees say our work in the social good space played a role in their decision to join Blackbaud.



89%

of our employees have **volunteered** in the past year.



1 in 4

employees serves on a social good board or committee.



59%

of our team reports **volunteering more often** since joining Blackbaud.

Our team participates in our matching gift program at **2.2 times the national median**.



Our Governance

We want the best for our customers, so we expect the best from our team—from security and data privacy to ethical standards. That standard of excellence comes to life in:

Our Solutions: We build security patterns as an integral part of our engineering process, conduct regular third-party assessments across our products to monitor security and compliance, and meet the unique security needs of our customers, including PCI DSS, PA DSS, SOC 1, SOC 2, HIPAA, FERPA, GDPR, PIPEDA, and EU-US Privacy Shield.

Our Team: Blackbaud employees collectively undergo thousands of hours of annual training, plus routine phishing attack simulations to ensure that we continually keep security in mind.

Our Cloud Environment: We provide leading-edge cloud security, partnering with leaders such as Microsoft® and Amazon®.

Our Operations: We monitor both internal infrastructure and customer environments 24 hours a day, 7 days a week. We also maintain formalized policies and procedures through the Blackbaud Business Continuity and Disaster Response Program. And we launched a program in 2018 to monitor and reduce risk to our supply chain.



Our World

We do right by the cities in which we operate by building and maintaining beautiful offices and, more importantly, by keeping our business operations environmentally conscious, community centered, and future focused. Our LEED Gold world headquarters includes:

-  **30% fewer light fixtures** than conventional design standards
-  **20% less water** than a typical highest-class (Class A) office building
-  **30% more energy efficiency** than a typical Class A office building
-  **12,475 kilowatt hours reduced** through solar power
-  **156 tons of annual recycling**
-  **16 tons of annual waste diverted** from the landfill
-  **26 tons of compost** returned to the environment
-  **11% of cafeteria produce** sourced from local farms

Want to explore more of our 2019 corporate social responsibility efforts?

Read the full Report at: www.blackbaud.com/socialresponsibility

About Blackbaud

Leading uniquely at the intersection point of technology and social good, Blackbaud connects and empowers organizations to increase their impact through cloud software, services, expertise, and data intelligence. We serve the entire social good community, which includes nonprofits, foundations, companies, education institutions, healthcare organizations, and the individual change agents who support them.