

# Blackbaud ESG Steering Committee Charter

## PURPOSE OF THE COMMITTEE

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

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

## AUTHORITY AND COMPOSITION

Management of Environmental, Social, and Governance (ESG) matters at our company is established by this ESG Steering Committee Charter. The ESG Steering Committee is chaired by Blackbaud's VP, Corporate Citizenship and Philanthropy.

The ESG Steering Team Committee is comprised of designated members from the Executive Leadership Team as well as senior leaders and stakeholders of Blackbaud.

The ESG Steering Committee is accountable to the ESG Executive Sponsor, Blackbaud's CEO. The Board of Directors establishes oversight of the Company's corporate responsibility and environmental, social and governance (ESG) matters through the charter of the Nominating & Governance Committee (Sect. III(s) approved Dec. 8, 2021).

## RESPONSIBILITIES OF THE COMMITTEE

The ESG Steering Committee (“Committee”) is chartered by and responsible to the CEO and Executive Leadership Team. The following activities are set forth as a guide with the understanding that the Committee may diverge from this guide as it considers appropriate.

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

## MEMBERSHIP

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

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

## PROCEDURES

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

## ADDEDNDUM A

## 2022 ESG Steering Team Committee Members

<b>Executive Sponsor- CEO</b>	<b>Mike Gianoni</b>
<b>ESG Steering Team Committee Chairperson</b>	<b>Rachel Hutchisson</b>
<b>Chief People and Culture Officer</b>	<b>Maggie Driscoll</b>
<b>ESG Program Manager</b>	<b>Otto Orr</b>
<b>EVP, President IMG &amp; Corporate Solutions</b>	<b>David Benjamin</b>
<b>Chief Information Officer</b>	<b>Todd Lant</b>
<b>Director, Investor Relations</b>	<b>Steve Hufford</b>
<b>SVP, Corporate Controller</b>	<b>Chad Anderson</b>
<b>Sr. Director, Marketing</b>	<b>Lori Poer</b>
<b>Director, Operations Engineering</b>	<b>Lekan Aje</b>
<b>VP, Data Intelligence</b>	<b>Carrie Cobb</b>
<b>VP, Diversity and Inclusion</b>	<b>Michael Moore</b>
<b>SVP, Customer Success</b>	<b>Chris Singh</b>