

Blackbaud Sustainability Policy

Vision for a Sustainable Future

Powering good globally for our people, customers, community, and other stakeholders includes an obligation to operate our business sustainably. Providing world class environmental stewardship is a key pillar of our Sustainability Policy, with full sponsorship from our CEO and Board of Directors. Sustainable design was a guiding development principle of our headquarters in Charleston, SC. The building was completed in 2018 and received LEED Gold Certification status.

As a cloud software company, our normal business practices do not require the use of toxic chemicals or create hazardous waste, and we do not occupy manufacturing or warehouse facilities. We do not directly or indirectly manufacture electronic equipment for business or consumer use.

We are committed to exploring new opportunities to have a positive impact on our planet and expanding our sustainability commitments in the coming years.

Environmental and Sustainability Commitments:

We commit to the following:

- Establish annual sustainability initiatives to reduce our impact on the environment
- Expand existing waste recycling initiatives in all facilities by diverting as much waste as possible from landfills
- Adhere to all applicable environmental laws and regulations
- Communicate workplace environmental and sustainability policies to all employees
- Analyze environmental and sustainability impacts in material business decisions
- Institute green building practices in the construction of new or retrofit of existing offices
- Encourage suppliers to adhere to all applicable environmental laws and regulations
- Discuss ways to meet our environmental and sustainability commitments with third-party landlords
- Optimize use of renewable energy sources, including evaluating ways to reduce energy consumption from non-renewable sources
- Pursue sustainability certifications in our office locations greater than 25,000 square feet where possible
- Follow international guidelines for disposal of electronic waste

Stakeholder Transparency

This Sustainability Policy will be posted publicly on <https://www.blackbaud.com/> and readily available for download by our employees, customers, investors and the general public. We will send regular internal communications to our employees outlining progress on these initiatives and form a Green Impact Team to assist with meeting these goals.