blackbaud®

COMPANY OVERVIEW

WHO WE ARE

The world's leading provider of *AI-powered solutions* for social impact

Blackbaud unleashes the potential of the people and organizations who change the world. **As the world's leading provider of AI-powered solutions for social impact, Blackbaud expands what is possible across the nonprofit and education sectors, at companies committed to social responsibility, and for individual change makers.**

Built specifically for fundraising, nonprofit financial management, digital giving, grantmaking, corporate social responsibility and education management, Blackbaud's essential software accelerates impact through unmatched expertise and powerful data intelligence. Millions of people across more than 100 countries connect, give, learn, or engage through Blackbaud platforms.

Blackbaud has been named to Newsweek's list of America's Most Responsible Companies, Quartz's list of Best Companies for Remote Workers, and Forbes' list of America's Best Employers. A remote-first company, Blackbaud has operations in the United States, Australia, Canada, Costa Rica, India, and the United Kingdom.

Learn more at www.blackbaud.com or follow us on X/Twitter, LinkedIn, Instagram and Facebook.

Accelerating the impact of today's most vital organizations

Blackbaud is built on a simple premise: Social impact is serious business. This focus is why an unmatched network of leading causes, innovative organizations, and donors depend on us. Nearly 150,000 organizations across the globe receive funds thanks to a Blackbaud solution.

For over 40 years, we've fully dedicated ourselves to helping fuel the impact of purpose-driven organizations. Today, we are helping the world's most vital organizations and teams build the world they want to see.

- **We connect millions of individuals** to causes they care about.
- **We enable nonprofits and foundations** to grow their revenue and run efficiently—ultimately powering more impact for their missions.
- **We help companies align profit and purpose** through high-impact CSR initiatives.
- **We help K–12 private schools simplify their operations and connect the entire school community**, from learning management, to tuition, fundraising, accounting and more.

FAST FACTS

NASDAQ: BLKB

Website: blackbaud.com

President and CEO:
Mike Gianoni

Chief Financial Officer:
Chad Anderson

Media Contact:
media@blackbaud.com

Founded: 1981

Locations:
Remote-first company headquartered in Charleston, SC with operations throughout the United States, Australia, Canada, Costa Rica, India, and the United Kingdom.

Global HQ:
Blackbaud, Inc.
65 Fairchild St
Charleston, SC 29492

Employees: 2,800

OUR CORPORATE SOCIAL RESPONSIBILITY

Powered by *purpose*

One of Blackbaud's company values is "powered by purpose." When we say this, we mean that that we're motivated by more than creating great software: our employees worldwide are energized by our opportunity to fuel social impact. Giving back to the social impact sector and our communities is part of our DNA.

In our robust corporate social responsibility efforts, we prioritize being a caring employer, fueling social impact through our products and services, driving climate solutions and governing our business ethically.

People & Culture

We are committed to ensuring our company is a great place to work with a focus on employee engagement, development, well-being, diversity and inclusion and our long history of commitment to philanthropic work. We support the passion of our employees by cultivating commitment to board leadership, and supporting and amplifying employee commitment to causes through corporate matching and time off for volunteering.

Fueling Social Impact

We are proud of our own accomplishments but even more proud of the accomplishments and impact made by our customers and end users in their own quest to fuel social impact. We enable individuals to raise money for causes they care about, nonprofits to grow their donations, schools to deliver critical education, and companies to engage their workforces in giving and volunteering.

Driving Climate Solutions

We believe we have a responsibility to act in the fight against climate change—it's both the right thing to do and necessary to ensure the future stability of our business and customers. That's why Blackbaud takes proactive measures to protect the environment, focusing on decarbonization, responsible operations and strategic partnerships.

Governance and Data Security

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. We continue to make significant enhancements to our security program by building our team, bringing in expert leaders, improving our processes and investing in our technology.

In February 2021, Blackbaud joined the United Nations (UN) Global Compact initiative—a voluntary leadership platform for the development, implementation and disclosure of responsible business practices—building on the company's commitment to ESG and the Sustainable Development Goals (SDGs).

WE SUPPORT UN GLOBAL COMPACT

AWARDS/ RECOGNITION

2025, 2024, 2023 & 2022 Newsweek America's Most Responsible Companies

2024 TIME America's Best Companies, Mid-Size

2024 USA Today America's Climate Leaders

2024 Data IQ Awards Finalist, Most Effective Use of Generative AI and Best Use of AI for Not-For-Profit Purposes

2024, 2023, 2022, 2021, 2020 & 2019 BuiltIn Best Places to Work

2023, 2022, 2019, 2018, 2017 & 2016 Forbes America's Best Midsize Employers

2023 IR Magazine Best ESG Reporting

2022 Quartz Companies for Remote Workers

2022 & 2021 Forbes America's Best Employers By State

2021 U.S. Chamber of Commerce Foundation Citizens Award—Best Corporate Steward

2020 Fast Company Best Workplaces for Innovators

2019 & 2018 Forbes Best Employers for Diversity

2019 Forbes America's Most Innovative Leaders

2017 & 2016 Forbes Most Innovative Growth Companies

2017 Fortune Change the World, Rising Stars

GIVING BACK TO FUEL IMPACT

In addition to the traditional corporate philanthropy and employee volunteerism programs, Blackbaud is engaged in an array of social responsibility initiatives. Highlights include:

Supporting Global Communities

Our global corporate giving and philanthropy supports key areas like disaster relief, climate justice, and economic empowerment for underrepresented groups. We've demonstrated our deep commitment to the home of our global headquarters, Charleston, SC, with a $1M gift to the International African American Museum and we support employee-led grants and service projects in all of the countries where we operate so that our people can connect and give back in their communities, wherever they may be based as remote-first employees.

Supporting the Social Impact Community

Through the Blackbaud Institute Sharing research and insights to drive impact across the philanthropic sector. We engage in initiatives that lift the philanthropic community, such as AFP's Emerging Leaders initiative and The Giving USA Foundation's annual report on giving in America. We are a founding partner of the #GivingTuesday movement—a global giving holiday that celebrates generosity following Black Friday and Cyber Monday. And we support the social impact community's response to major disasters.

Blackbaud Social Good Startup Program

Our unique, year-long tech accelerator supports early-stage software companies dedicated to solving problems that matter to the social good community. Since the program's launch, we've supported 77 startups through ten cohorts, with these organizations collectively raising upwards of $220 million in funding.

Employee Board Service

At Blackbaud, 1 in 7 employees serve on social good boards or committees. We encourage and enable our passionate employees to engage in board service by partnering with BoardSource to equip employees with impactful resources.

Blackbaud Grants

Through our three grant programs, Blackbaud awards grants to charitable organizations in regions where we have employees, with employee-led committees making the funding decisions.

ESG COMMITMENT

Blackbaud is committed to transparent reporting on key metrics related to our ESG goals. Our ESG initiatives are guided by executive sponsorship from CEO Mike Gianoni, our board of directors and an employee-led, cross-functional ESG steering committee. Learn more about our ESG approach at csr.blackbaud.com.



2025 FINANCIAL HIGHLIGHTS

Stock Symbol:

BLKB Listed on NASDAQ Global Select Market

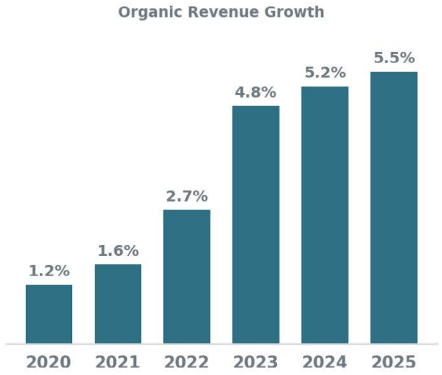
Research & Development:

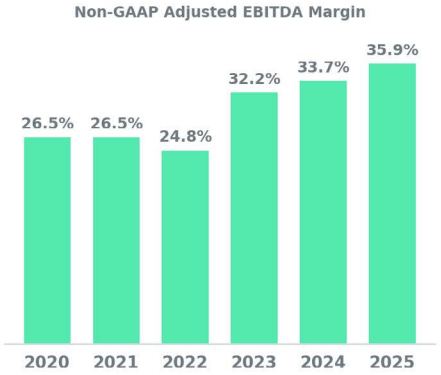
Approximately $200M invested in research and development in 2025

Investor Relations Contact:
IR@blackbaud.com

Blackbaud has a highly stable customer base, with a gross dollar retention rate of ~92%

- Total Non-GAAP organic revenue was $1.2 billion, up 5.5%.
- GAAP recurring revenue was $1.1 billion, and represented 98.0% of total revenue. Non-GAAP organic recurring revenue increased 5.8%.
- GAAP income from operations was $190.8 million, with GAAP operating margin of 16.9%, an increase of 4,040 basis points.
- Non-GAAP income from operations was $344.4 million, with non-GAAP operating margin of 30.5%, an increase of 290 basis points.
- GAAP net income was $115.0 million, with GAAP diluted earnings per share of $2.37, up $8.29 per share.
- Non-GAAP net income was $215.5 million, with non-GAAP diluted earnings per share of $4.45, up $0.39 per share.
- Non-GAAP adjusted EBITDA was $405.3 million, up $17.3 million, with non-GAAP adjusted EBITDA margin of 35.9%, an increase of 220 basis points.
- Rule of 40 score of 41.4%.





blackbaud®

Blackbaud is the leading provider of software for social impact. Founded in 1981, Blackbaud created the category of purpose-built nonprofit software and leads it today. The Blackbaud portfolio has expanded to include industry-leading software for the essential business operations of nonprofits, foundations, philanthropic organizations, schools and universities, including Blackbaud Raiser's Edge NXT® for fundraising, Blackbaud CRM® for enterprise fundraising constituent management, Blackbaud Financial Edge NXT® for nonprofit financial management, Blackbaud Grantmaking™, a robust education portfolio for independent schools, and more.

BLACKBAUD BRANDS

YourCause® from Blackbaud

Essential software for companies to achieve their social impact goals by deepening the connection to their employees and the nonprofit community through donation, volunteering and corporate grantmaking. YourCause became part of Blackbaud in 2019.

JustGiving® from Blackbaud

The world's most trusted platform for online giving, helping people raise money for the charities and people they care about the most. In 2000, JustGiving.com began to enable charities to receive donations online from anywhere in the world. Fast forward 22 years, and over £6 billion has been raised for good causes in almost every single country in the world. JustGiving became part of Blackbaud in 2017.