Introduction

“A core value at BMC is doing the right thing for our customers, partners, employees, and our global community.”

Our corporate social responsibility program is called BMC Cares and is 100% powered by our employees. The program provides work flexibility and resources to BMCers around the world so they can help improve the communities we live in by turning their passion into meaningful action. I’m extremely proud of the team’s efforts that contributed more than 22,000 hours to local and regional causes in making the world a better place.

Ayman Sayed
President & CEO

BMC helps customers run and reinvent their businesses with open, scalable, and modular solutions to complex IT problems. Bringing both unmatched experience in optimization and limitless passion for innovation to technologies from mainframe to mobile to cloud and more.

Our estimated 6,000 employees—from our corporate headquarters in Houston, Texas, to offices around the world—enable us to promote philanthropic and community outreach efforts through our BMC Cares program. BMC Cares empowers employees to give back in myriad ways through a purposeful four pillar strategy.
Strategic Focus Areas

Education and Science, Technology, Engineering, and Math (STEM)
We collaborate with organizations and educational institutes globally to promote education efforts through employee-involved youth mentorships, local and national development assistance for STEM initiatives, and other programs.

Health and Wellness
BMC partners with local, national, and global organizations to promote health and wellness initiatives for our employees and communities. We participate in programs to raise funds, awareness, and engagement in the interest of public health.

Social and Community Enrichment
BMC employees worldwide volunteer their time and effort in order to progress social and infrastructural development through programs of their choosing as well as our company-held partnerships with various organizations.

Veterans
We partner with distinguished veterans organizations such as BreakLine and Vets in Tech to help amplify the individual skill-sets of our veterans through transition programs, mentoring, and hiring.
Community Impact at a Glance

- **71,356** Dollars raised for St. Baldrick’s Foundation to combat childhood cancer
- **19,890** Meals packed for families in need across the United States, Israel, and India
- **15,000** Items collected for Maharashtra and Karnataka flood victims
- **8,800** Pounds of apples picked for Friends of Sholan Farms
- **3,600** Red Cross kits assembled by over 600 employees
- **3,566** Pounds of toys, clothing, and electronic accessories collected for SWaCH
- **3,395** Hygiene kits packed for organizations including Dress for Success, Rosie’s Place, and Windsor Homeless Project
- **22,343** Volunteer hours logged by BMC employees across 38 countries
- **3,000** Cancer care kits packed for Ronald McDonald House and Candlelighters
- **3,000** Students in Sierra Leone benefited from IT kits through Sunscreen IT
- **2,400** Participants in the Global Run raised 40,000 USD for Anubhav Prathisthan Trust
2,200
Lunch bags decorated
for Kids Meals Houston

747
Bikes built
for underprivileged children

500
Care kits assembled
for Operation Gratitude across the U.S.

300
Participants
in the 100% Club
Run for the J. Walter Cameron Center

1,523
School kits assembled
and donated to children across India

732
Hours contributed
by 150 employees to combat drought in Maharashtra

513
Units of blood donated
by employees

442
Pounds of candy collected
for veterans, troops, and first responders

225
Battalion bears stuffed
for veterans through Operation Gratitude

800
Juice boxes collected
for Kids Meals Houston

500
Backpacks stuffed
for Big Brothers Big Sisters

500
Medical kits packed
with Project C.U.R.E. for under-resourced countries

400
Comfort kits assembled
for the Mental Wellness Center

400
School kits assembled
and donated to children across India
Diversity

Here at BMC, we believe that a company culture that promotes collaboration and innovation inherently incorporates diverse thinking, approaches, and skillsets. Diversity is a critical component of our culture and values, which is why we find it imperative to foster diversity through corporate programs and initiatives that cultivate and encourage diverse thinking. This commitment begins with our current and potential employees and extends to those with whom we do business.

BMC strategically aligns itself with small businesses, as well as women-, veteran-, minority-, and service-disabled veteran-owned businesses, to contribute to our mutual success. This year, we reported over $41 million in PO commitments with small business enterprises. Of that, over $2.4 million were with women-owned business enterprises and approximately $1 million were with veteran-owned businesses.

We continually foster these strong alliances by partnering with the Women’s Business Enterprise National Council, National Minority Supplier Diversity Council, Small Business Administration, Women’s Business Enterprise Alliance, Women in Technology, and Veterans and People with Disabilities.
We work with key organizations both globally and locally to carry out our mission. The BMC Cares program continually works toward enabling employees to explore causes and initiatives they are passionate about. Our employees are able to use up to 2 volunteer time off days per year to support their commitment to the community.

Eric Olmo  
SVP, People & Spaces

“BMC is a community partner.”
Impact Spotlights

North America

Latin America

Europe, Middle East & Africa

Asia Pacific
Santa Clara, California
Santa Clara employees partnered with numerous great organizations this year and some of the notable activities hosted include a playhouse build with Habitat for Humanity, participation in the American Heart Association’s Heart Walk, and donation drives for Second Harvest Food Bank, Sacred Heart, Sunnyvale Community Services, and Operation Gratitude.

Las Vegas, Nevada
While in Las Vegas for business imperatives, employees designated volunteer time in their agendas to give back by collaborating with Candlelighters to build thousands of care kits for children undergoing cancer treatment, as well as thousands of emergency kits for Red Cross.

Houston, Texas
Employees in our Houston headquarters drove many efforts throughout the year including a bike build hosted by C.Y.C.L.E., a continued mentorship commitment with Big Brothers Big Sisters, multiple donation drives and volunteer activities aimed at empowering women with Dress for Success, and thousands of lunch bags packed and decorated for citywide youth in partnership with Kids Meals Houston.

Burlington, Massachusetts
Employees in Burlington volunteered their time to hand-pick 8,800 pounds of apples for Sholan Farms. Throughout the year, employees also promoted our STEM and Education pillar by creating educational kits for Building Impact.

NYC, New York
Employees in New York City partnered with Project Self-Sufficiency to empower single-parent households by performing cleaning and landscaping duties at the campus. Earlier in the year, employees also shaved their heads in support of St. Baldrick’s Foundation to fundraise for childhood cancer research and built bikes for underprivileged youth through Build-A-Bike.

Cary, North Carolina
Employees in Cary promoted A-Lotta-Love’s mission of making homeless shelters a welcoming and comforting place by painting and donating a mural. Throughout the year, employees also donated time to thank troops, veterans, and first responders through several Operation Gratitude activities.

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North America
Canada

Markham, Ontario
Markham employees collaboratively hosted several volunteer activities this year including making no-sew chemo blankets for cancer patients and writing postcards for troops during the holiday season.

Vancouver
In addition to participating in the Terry Fox Run to raise funds for Cancer research, employees in Vancouver hosted several volunteer activities, including a hygiene kit assembly and an on-site donation sorting for Salvation Army.
Asia Pacific

Singapore
In addition to hosting a number of food, toy, and book donation drives, Singapore employees volunteered their time at Kampung Kampus and spent a day farming, landscaping, and becoming one with nature.

Thailand
While in Thailand for business imperatives, employees took time to raise road safety awareness by teaming up with school-aged children through Helmet Hero to design, paint, and donate helmets.

Australia
Employees in Melbourne and Sydney hosted activities to raise awareness and funds for Movember as well as various types of cancer. Throughout the year, employees also hosted donation drives for the Smith Family Foundation and volunteered their time at the Salvation Army Lighthouse Café.

China
Employees in China volunteered their time to work with and uplift underprovided children alongside the Huangshan Peng Long Village Primary School, Qingcao Charity Foundation, and Beijing Tongxin Migrant School.
India

Employees across our offices in India proactively took part in numerous give-back initiatives relating to our four strategic pillars, with an emphasis on the environment. Here are some of the efforts championed:

**Social and Community Enrichment**

**Smile Foundation**
Provided vocational courses in retail and hospitality management to youth in Bangalore to enhance livelihood opportunities

**Hope for Children Foundation**
Provided vocational courses to promote entrepreneurship in women through various skills including sewing, computer literacy, English, and more

**Education and Science, Technology, Engineering, and Math (STEM)**

**Lila Poonawala Foundation**
Empowered young girls from underserved areas to pursue training and education in engineering fields through scholarship assistance

**Samarthanam**
Sponsored the educational, board, and lodging expenses for individuals with disabilities pursuing higher education

**Usha Tai Lokhande Trust**
Provided infrastructural support to the organization through the installation of classrooms, a computer lab, and classroom essentials

**Health and Wellness**

**Prayas**
Organized and sponsored cervical cancer detection and prevention sites in Pune, screening over 4,500 women and diagnosing and treating 195

**Prashanti Cancer Care Mission**
Enabled over 5,500 underprivileged women to receive breast cancer screening

**Care India Medical Society**
Sponsored the infrastructural development of the Vishranti Cancer Care Unit to assist cancer patients from underserved areas

**Environment**

**Anubhav Pratishthan Trust**
Constructed and repaired dams to promote water security and enhance the livelihoods of local villagers
Latin America

Mexico

Employees in Mexico gave back in numerous ways, including food and donation drives in support of Amigos de Juanita y Fernando and Hospital General de Occidente and volunteer activities alongside Manos con Amor and Alimento para Todos.

Argentina

In Argentina, employees created and painted toys for Fundacion Si, sponsored families during the holiday season, hosted food and donation drives for Casa del Niño Nueva Familia, and worked to educate children on matters of nutrition through Banco de Alimentos.

Brazil

Our employees in Brazil volunteered their time to build bikes with Heartbike, and collected and donated gifts and necessities to Centro para Crianças and Adolescentes São Paulo da Cruz.
Europe, Middle East & Africa

Germany
Employees in Germany continued to support Maedchenbuero Milena’s mission of identifying and nurturing the strengths and skills of refugees by assisting with the set-up of the organization’s new office space.

UK
UK employees continued their volunteer work by empowering adults with disabilities alongside the Ways and Means Trust. Additionally, employees worked to enhance the lives of underprivileged children through educational resources in partnership with SunscreenIT Foundation and Save the Children.

Israel
Employees in Israel give back year-round through a variety of activities and ongoing projects. In Tel-Hai, employees worked with youth alongside organizations such as Taasiyeda, which supports students studying computer science, and Kadima Youth Center, which brings children and families together. Similarly, our employees in Tel-Aviv worked through Ruach-Tova to identify needs in the community such as meal packing, beach clean-up, working with seniors, and installing playgrounds for local schools.

Ireland
Employees in Ireland proactively raised funds for breast cancer research in support of Cups Against Cancer and volunteered to further the quality of care for dementia patients through St. Joseph’s of Shankill.
Disaster Response

India Floods
Incessant rains in July and August of 2019 resulted in the death and displacement of many individuals across the Maharashtra and Karnataka regions of India. The areas suffered record levels of rainfall causing local BMC operations to come to a halt as employees were encouraged to prioritize their safety. Through BMC Cares and a collaboration with the Center for Youth Development & Activities, local employees collected over 15,000 items essential to flood relief and donated them to impacted individuals and families in Sangli Block, a severely affected region.

COVID-19
In January of 2020, BMC’s Crisis Management Team began tracking the global spread of coronavirus and consequently took a wide array of actions to ensure we can continue serving our customers while keeping people safe. We made possible the activation of our BMC Pandemic Plan, which is based on industry best practices and recommendations from the U.S. Occupational Safety and Health Administration as well as the Centers for Disease Control and Prevention, and the Alert Levels established by the World Health Organization. Additionally, we shifted our BMC Cares priority focus to aid in the COVID-19 pandemic by identifying and donating funds to hardest hit locations, hospitals, and food banks. Some of the institutes and organizations we partnered with to drive this effort include the Sacco Hospital in Italy, Panchshil Foundation & Kashtakari Panchayat in India, and Kids Meals Houston in the United States. We also encouraged our employees to give back by donating blood, plasma, or funds to those impacted through the World Health Organization, the Centers for Disease Control and Prevention, World Food Bank, and a variety of other recommendations.
BMC proudly partners with St. Baldrick’s Foundation to do our part in helping drive funding and awareness for pediatric cancer research.

St. Baldrick’s Foundation was started by volunteers who raised money for pediatric cancer research by agreeing to shave their heads. Now, this global organization funds grants for childhood cancer research through head-shaving fundraisers across the globe. These events enable volunteers to spread awareness about those affected while standing in solidarity and showing support to kids who have lost their hair during cancer treatment. This year, BMC participants raised more than $71,000 for pediatric cancer research through multiple head shavings across the United States.
BMC Global Run

In 2019, we at BMC hosted our sixth consecutive annual Global Run and brought out over 2,400 participants from all around the world. This year, participants ran to support the Anubhav Prathisthan Trust in India.

The Trust is dedicated to empowering rural communities by helping them improve their access to essential needs such as food and water through training, all while protecting local traditions and biodiversity.
Environmental Impact

It is BMC’s policy to continually strive to improve our environmental performance by setting annual targets, reviewing our objectives, and measuring progress via formal audits. The company also records data related to travel and energy, both elements of the our carbon footprint for this year. To further demonstrate our dedication to environmental citizenship, BMC obtained and maintains the Global Accreditation for ISO 14001:2015.

It is our policy to do all that is reasonably practicable to:

- **Reduce levels of energy consumption**
  This includes electricity, gas, and other fossil fuels

- **Reduce use of consumables**
  We recycle equipment, waste products, and redundant items

- **Use, store, control, and dispose of waste properly**
  Additionally, we dispose of hazardous materials in line with best environmental practices

- **Purchase items produced from sustainable sources**
  We are continually seeking to obtain services, equipment, and power from providers that are committed to environmental protection

- **Reduce travel impact**
  We achieve this by using technology for collaboration and meetings

- **Prevent and reduce pollution**
  We actively pursue the reduction of our use of substances and processes that adversely affect the environment

- **Record travel carbon emissions**
  We record and analyze travel data to best manage our carbon footprint

- **Encourage employee participation**
  We set a standard such that all employees can cooperate in the operation and management of this policy

Find more about our environmental commitments in our Environmental Statement: [https://www.bmc.com/corporate/environmental-statement.html](https://www.bmc.com/corporate/environmental-statement.html)
BMC operates on a foundation of ethics and integrity as demonstrated by the messaging and actions of our leaders and employees around the globe.

These principles help us attract, develop, and retain the best diverse talent, earn our customers’ confidence, promote value for our stakeholders, and make us a strong partner in our local and global communities.

Patrick Tagtow
SVP, General Counsel,
Corporate Secretary,
and Chief Compliance Officer

Professionalism
At BMC, we are dedicated to maintaining a strong reputation for honesty, integrity, and stringent professional ethics; as such, we conduct our business in adherence to the law and our unwavering values. Under the guidance of CEO Ayman Sayed and BMC’s Board of Directors, Patrick Tagtow serves as BMC’s General Counsel, Corporate Secretary, and Chief Compliance Officer to oversee the Compliance and Ethics Office and ensure we maintain our standards.

Compliance and Ethics
Our Compliance and Ethics team independently drives adherence to the BMC Code of Conduct as well as applicable laws and policies. The Compliance and Ethics Office partners with other organizations and diligently conducts confidential investigations of possible violations. This office effectively establishes ethical business practices and addresses concerns regarding the BMC Code of Conduct.

Code of Conduct
The BMC Code of Conduct sets a framework of expectations for employees to guide them as they work with colleagues, customers, suppliers, business partners, and other key stakeholders. In order to ensure consistency in our ethics and values, all employees are required to reaffirm their commitment to abide by the BMC Code of Conduct on an annual basis. Additionally, employees can access online educative modules on varying key legal and regulatory issues or business risks quarterly. These efforts further foster a culture of ethics and prioritize employee ability to execute business in accordance with applicable policies including the BMC Code of Conduct.
Conclusion

Our four strategic pillars are the framework through which BMC Cares and our employees give back. Our leadership team revisits these guiding principles annually to ensure that we are regularly assessing the needs of our communities and contributing in meaningful and impactful ways.

For more information about BMC’s commitment to social responsibility, please visit bmc.com/corporate-responsibility