Table of Contents

03 Introduction
04 Corporate Social Responsibility
05 Strategic Focus Areas
07 Community Impact at a Glance
11 Employee Ambassadors
12 Global Run
13 St. Baldrick’s Foundation
14 Country Spotlight: India
16 Diversity, Equity, and Inclusion
20 COVID-19
22 Environmental Impact
24 Corporate Ethics & Compliance
25 Conclusion
Introduction

“Every Autonomous Digital Enterprise has a social responsibility. And that responsibility is to reshape the business landscape to be more inclusive and play an active role in global issues and opportunities—from addressing climate change to implementing diverse and equitable practices, and preparing all communities for their digital future. At BMC, our values hold true: we innovate every day, champion our customers, prioritize all people, deliver results, and do the right thing to support the communities where we work and live. I am incredibly proud of our BMC community and the role that we play in creating a better future for all.”

Ayman Sayed | President & CEO

From core to cloud to edge, BMC continues to build on a 40-year history of shaping digital transformation for organizations around the world. We deliver the software and services innovations that help over 10,000 global customers, including 84 percent of the Forbes Global 100, thrive in their ongoing evolution to an **Autonomous Digital Enterprise**—a state in which intelligent, integrated, value-creating functions operate with minimal human involvement across every facet of the organization and its ecosystem.
BMC proudly shares the UN’s vision of improving lives through the promotion of social progress and sustainable development. In the interest of advancing this mutual goal of an inclusive and equitable future, we strategically leverage BMC’s 6,000 global employees and wide range of partnerships and initiatives in correspondence with the United Nations’ Sustainable Development Goals. These goals have long been aligned with our CSR priorities and are increasingly informing the ways in which we serve the communities where we live and work.
Strategic Focus Areas

Our four strategic pillars inform the framework through which BMC Cares and our employees give back. We revisit these guiding principles regularly to ensure that we are assessing the needs of our communities and contributing in meaningful ways that advance digital literacy, digital interventions, and technological equity.

Environmental Stewardship
BMC recognizes the importance of protecting the natural environment. In addition to maintaining Global Accreditation for ISO 14001, we annually set targets aimed at reducing our carbon footprint, combating deforestation, and promoting sustainable practices in our offices worldwide.

Education and Science, Technology, Engineering, and Math (STEM)
BMC fosters strategic alliances with credible organizations and institutes to promote education through employee-involved youth mentorships, local and national development assistance for STEM initiatives, and a variety of year-round supply drives.

Health and Wellness
BMC partners with organizations globally to promote health and wellness initiatives in alignment with our benefit programs. We encourage our employees to participate in programs that raise awareness, funds, and support in the interest of public health.

Social and Community Enrichment
BMC empowers employees worldwide to advance social and infrastructural development through programs of their choosing as well as our company-held partnerships with various organizations. These efforts range from independent community volunteering activities to BMC-wide give-back programs.
The future of work is now and corporate social responsibility is the business imperative of our time.

The strength of BMC Software comes from our people who live our values every day. As part of living this commitment, we advocate for awareness, empathy, and curiosity to understand each other through our diversity, equity, and inclusion practices infused in every part of our business as well as our global philanthropic work with BMC Cares.

Wendy Rentschler | Head of Corporate Social Responsibility | Diversity, Equity, & Inclusion
Community Impact at a Glance

**135,200**
Meals for **Samarthanam, Kashtakari Panchayat** and **Panchshil Foundation**

**52,000**
Dollars to **Techbridge Girls**

**20,000**
Meals served through **Head Held High**

**10,500**
Miles biked to fight childhood cancer during **Great Cycle Challenge**

**52,000**
Dollars to **Golden State Warriors Community Foundation**

**17,900**
Dollars to **Reimagine Education through UNICEF**

**40,000**
Meals for **Feeding America: Westchester County, NY**

**10,000**
Dollars to **Freedom House Detroit** and **Alternatives for Girls** alongside Compuware

**15,000**
Dollars to **Literacy Now in Texas**

**85,292**
Dollars raised for **St. Baldrick’s** to combat childhood cancer

**10,367**
Total volunteer hours logged by BMCers across **35 countries**

**52,900**
Dollars raised during the **Great Cycle Challenge**

**20,000**
Dollars raised for **St. Baldrick’s** to combat childhood cancer
25,000
Dollars to
Detroit 300 Conservancy

10,000
Euros to
CTecno in Spain and Tafel in Germany

10,183
Trees planted
through One Tree Planted, Reforest Action, Green Thumb, and Vasundhara

2,701
Earth Day pledge items
made by employees

2,350
Dollars raised
for USO-Metro veterans

3,700
Lanterns decorated & donated
toward financially empowering women

3,000
Dollars on behalf of employees
for Family Eldercare, David Suzuki, ATD Fourth World, and Vasundhara

767
Personal protective equipment kits
to American India Foundation

700
Raincoats
for frontliners during Indian monsoon season

500
Computers donated
to Comp-U-Dopt

2,000
Total participants
in BMC’s Diversity Speaker Series

1,300
Viewers
in BMC’s Inclusive Video Channel

700

2,651

2,350

2,701

2,000

1,300

500

767

700

2,000

1,300

2,651

08
250 Meals for COVID-19 first responders at local hospital

230 Liters of hand sanitizer donated to Tiempo Libre de Vallecas

210 Assistive Devices donated for public works departments (PWDs) in India

200 Submissions to BMC’s environmental contest

168 Bedded quarantine center set up for patient care

150 Individuals sponsored through Head Held High

100 Structures digitally mapped for Tanzania Development Trust

4 Ventilators donated to Live Life Love Life Charitable Foundation

2X Gold Sponsor of Foster5K

1 Silver sponsorship of T-Sytems in Mexico

426 Participants hosted with BreakLine and VetsinTech in support of veterans

109 Participants hosted with BreakLine and VetsinTech in support of veterans
BMC is a place for collaborators.

In addition to having a community in which all employees are empowered to give back, we have a diverse group of employees regularly working together across the globe. Our employee ambassadors are some of our boldest and most passionate volunteers and I am proud to be one of them. Despite the many time zones that span our corporate sphere, we cooperate in a One BMC culture that advances equity and inclusivity.

Shahed Alqadi | Social Responsibility Business Partner
Employee Ambassadors

Our team of ambassadors is made up of 36 incredible employees strategically stationed across the globe.

In partnership with BMC Cares, our employee ambassadors spearhead philanthropy, identify regional opportunities to give back, and drive the success of our partnerships with non-profit organizations.

In 2020, our ambassadors pivoted their regional giving efforts to address COVID-19 and successfully facilitated over 175,000 meal donations through Feeding Westchester in the U.S., Tafel in Germany, and Panchshil Foundation, Kashtakari Panchayat, Head Held High, and Samarthanam in India. They sponsored dozens of families alongside Family Eldercare in the U.S. and organized an event with Bhumi in India to voice-record over 22 books in five languages for visually impaired students. In China, ambassadors advanced a donation to New Day Foster Home, an organization to which local employees have historically committed time and resources.

Across the globe, ambassadors brought employees together to volunteer with Tanzania Development Trust to digitally map structures through satellite imaging in the aim of protecting girls from female genital mutilation. These are just some of the ways our ambassadors have been critical in serving as a regional communication network and we look forward to seeing the good work continue in 2021.
Global Run

For the seventh year in a row, employees and their families came together by running in locations across the globe in support of a greater cause.

This year, we expanded our reach by welcoming all physical activities and supporting 10 different charitable organizations based on participant selections. We are proud to announce that over 2,500 individuals from across 35 countries participated, committing 4,000 total hours to charity by jogging, hiking, cycling, swimming, and so many more creative activities! The top five organizations selected by employees to benefit from the event were Ashraya Initiatives, Red Cross, Ronald McDonald House, Reforest Action, and TECHO.
For five consecutive years, BMC has partnered with the St. Baldrick’s Foundation to do our part in raising awareness and driving funding for pediatric cancer research. The St. Baldrick’s Foundation is a volunteer-powered charity dedicated to supporting the most promising research to find cures for childhood cancers. For the first time, BMC participants took our annual head-shaving event online and raised more than $89,000 across the globe. BMCers and their unwavering dedication to this cause have collectively raised over $216,000 to date.
Country Spotlight: India

BMC’s offices in India are home to a remarkable portion of our workforce. Our employees in India are dedicated and proactive members of their communities, which is why it’s no surprise BMC India was named as one of India’s Best Workplaces in IT & IT-BPM this year and awarded the Lexicon Bharat Leadership Award for Corporate Social Responsibility. Through thousands of virtual and on-the-ground volunteer hours, our employees are always spreading goodwill alongside several impactful organizations.

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

**Lila Poonawala Foundation**
We grew our partnership with Lila Poonawala Foundation through engineering scholarships and training programs benefiting young women in underserved communities

**Samarthanam**
BMC contributed to the empowerment of individuals with disabilities by providing assistive devices in Pune, Mumbai, Bengaluru, and Delhi

**Bhatke Vimukta Jati Va Adivasi Dnyanpeeth**
BMC provided COVID-19 relief and educational assistance to underserved tribal communities

**Ushatai Lokhande Trust**
BMC committed to ensuring educational continuity for students in the rural community of Ahmadnagar

**Health and Wellness**

**Prayas**
Our fight against cervical cancer and our longstanding partnership with Prayas persisted through screenings and first-line treatment programs

**Care India Medical Society**
We supported the nursing staff of Vishranti Cancer Care Hospital, dedicated to palliative cancer care for underprivileged women and children in Pune

**Environmental Citizenship**

**Karve Institute of Social Services**
We expanded our environmental efforts through a project launch at Ghangad Fort dedicated to enhancing and sustaining tribal livelihood

**Social and Community Enrichment**

**Smile Foundation**
We worked to enhance livelihood opportunities for youth in Bengaluru through vocational training and digital courses

**Society for Action in Community Health**
BMC provided rain jackets to front liners during the peak of the pandemic in Maharashtra
At BMC, we are always striving to create a better and more equitable world by contributing to significant causes aligned to the United Nations’ Sustainable Development Goals (SDGs).

What is unique about our CSR initiatives is that they also tie up into our DEI initiatives for our communities, making them more holistic in nature and having long-term positive impact on the ground.

Nidhi Navadia | Social Responsibility Business Partner
One of BMC’s core values is putting people first. Our CSR strategy is focused on delivering an inclusive and equitable experience for our employees and customers while also improving social impact. Our company culture promotes innovation by way of diverse thinking, approaches, and skillsets.

This year, we consolidated our diversity initiatives into one robust Diversity, Equity, and Inclusion program centered around encouraging diverse thinking. In part of our program, we introduced a recurring diversity speaker series featuring renowned industry thought leaders, a company-wide inclusivity blog, and a constantly growing repository of resources and volunteer opportunities for our BMCers and their families.

Since its launch earlier this year, our monthly diversity speaker series has been bringing together employees and thought leaders from various cultural backgrounds in the collective aim of building empathy and becoming empowered advocates for productive change.

Donald Thompson, CEO of Walk West and The Diversity Movement, discussed the importance of diversity, equity, and inclusion, and the positive impact a program of its kind can have on a company.

Priti Khare, CEO of the Lila Poonawalla Foundation, shared her journey from growing up in a chawl in Mumbai to leading her organization. She shared the significance of achieving gender equality and female empowerment through scholarships, skill-building, and mentoring.

Melissa Dobbins, CEO of Career.Place, spoke on the journey from bias to awareness and the ways in which we can identify and mitigate conscious and unconscious biases to create a culture of fairness and inclusivity for all.

Alysha Campbell, founder and principal of CultureShift HR, shared her insight and lived experiences in an open conversation about identifying microaggressions and addressing them in a safe and productive way.
Supplier Diversity

BMC’s commitment to diversity extends to those with whom we do business, which is why we strategically align ourselves with small businesses, as well as businesses owned by veterans and service-disabled veterans, women, and minorities. This year, we reported over $38 million in PO commitments with small business enterprises. Of that, over $2.5 million were with women-owned business enterprises, $1.9 million with minority-owned businesses, and $3.3 million with veteran-owned businesses.

We continually foster these strong alliances by partnering with groups such as 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.

Moreover, we have formal partnerships with various organizations focused on championing diverse, underserved communities. This includes our support of Techbridge Girls and Lila Poonawalla Foundation in their collective mission to break the cycle of generational poverty through the innovative use of technology and equitable STEM enrichment programming. We also have an ongoing, years-long relationship with VetsInTech and Breakline in support of veterans through reintegration and recruitment.

We will continue to partner with strong organizations such as these to advance our BMC Cares mission of empowering our workforce to invest in people and enrich communities through digital literacy, digital interventions, and technological equity in alignment with the United Nations’ Sustainable Development Goals.
We regularly survey our employees to understand their experiences at BMC so that we can make improvements at all levels (individual, team, and company) and across all locations. In 2020, 88 percent of our employees completed the BMC Employee Survey. Results showed strong engagement and sense of belonging across the workforce.

- **84%** of employees felt that BMC cares about having a diverse workforce
- **91%** of employees felt BMC operates as a socially responsible corporate citizen
- **94%** of employees felt their manager trusts them to carry out the responsibilities of their role
- **81%** of employees are engaged*

*Employee engagement is calculated as the average score across 20 questions spanning three items in the engagement dimension (i.e., Company Direction & Employee Alignment, Work Environment, Culture & Retention)
We continue to expand how we think about and interact with our communities. We work to foster a diverse, equitable, and inclusive culture that prioritizes people—our employees, customers, partners, candidates, and communities around the world. We are continually evolving our corporate social responsibility strategies to align to our company vision and improve our social impact.

Eric Olmo | Sr VP—People & Spaces
COVID-19

COVID-19 has impacted our communities across the world.

Here at BMC, the global pandemic cemented our resolute prioritization of health and safety as well as the continued delivery of customer success and business continuity. Our BMC Crisis Management Team first began tracking the global spread of COVID-19 in January of 2020 and acted in the following weeks to ensure our ability to continue operations in a safe way.

We activated 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. We shifted our BMC Cares priority focus to aid in the COVID-19 pandemic by identifying and assisting hardest hit locations, hospitals, and food banks.

During this time, BMC sponsored over 175,000 meals in collaboration with Feeding Westchester and Memorial Hermann in the U.S., Tafel in Germany, and Panchshil Foundation, Kashtakari Panchayat, Head Held High, and Samarthanam in India. We donated to Cruz Roja and Luigi Sacco Hospital in Italy, and provided over 750 PPE kits and four life-saving ventilators to hospitals in India. As the pandemic persists, BMC will continue to render aid and support wherever possible.
Internal efforts are evidenced by our relentless pursuit to keep our employees, families, and workspaces safe during the COVID crisis as well as with our renewed focus to promote diversity and inclusion through more awareness and training. We are also dedicated to living this mantra in the communities we serve through our BMC Cares program. BMC continues to renew its focus here and has also hired a dedicated Corporate Social Responsibility leader who will help us further develop our team, ensure we are a better partner to our customers and partners, and continue to contribute to the communities we serve.

Michelle Carbone | Sr VP—Operations

“...We at BMC recognize that the long-term success of our business is linked to our customers, our partners, our employees, and the communities we serve...."
Environmental Impact

As a responsible corporate citizen, BMC plays an important role in contributing to society’s global goals by committing to carefully manage our environmental impact.

This corporate value underpins our environmental policy and company-wide approach to manage our environmental impact in a responsible and sustainable manner. Our approach is centered on the continued implementation of our ISO 14001 environmental management system and maintaining our ISO 14001:2015 accreditation. We apply a sustainable lens to everything we do to:

- **Reduce** our use of consumables
- **Carefully improve** the efficiency of our energy consumption
- **Encourage employees to reduce** environmental impact caused by business and travel activities

In line with our environmental citizenship commitments, in early 2021 senior leadership initiated a review of our global CSR strategy, approach, and priorities. This process will charter BMC’s net-zero carbon journey with a set of clear actionable targets. This will support BMC’s efforts to enhance the resilience of our business against material climate risks, seize key opportunities along the way, and positively contribute to the global climate emergency.
Goal 15 of the UN’s Sustainable Development Goals is to “Protect, restore, and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss,” and BMC is proud to partner with Reforest’Action, One Tree Planted, Green Thumb and Vasundhara in their mission to achieve this.

10,183
Trees planted

1,500
Tons of carbon dioxide stored

30,549
Shelters created for animals

40,732
Months of oxygen generated
Corporate Ethics & Compliance

“BMC leaders and employees around the globe establish our foundation of ethics and integrity. This tenet helps us attract top diverse talent, develop and retain our employees, meet customers’ expectations, and develop trust as we strive to be strong partners 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 educational 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

BMC is active in supporting charitable programs, humanitarian efforts, and sustainable projects that advance digital literacy, digital interventions, and technological equity in alignment with the United Nations’ Sustainable Development Goals.

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

To read about BMC in the news, please visit newsroom.bmc.com
About BMC
From core to cloud to edge, BMC delivers the software and services that enable over 10,000 global customers, including 84% of the Forbes Global 100, to thrive in their ongoing evolution to an Autonomous Digital Enterprise.

BMC—Run and Reinvent

www.bmc.com