



Corporate Social Responsibility Report

April 2021—March 2022

AMERICA'S
BEST MIDSIZE
EMPLOYERS

Forbes
2021

POWERED BY STATISTA

Forbes 2021
THE BEST
EMPLOYERS
FOR DIVERSITY

POWERED BY STATISTA



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ABOUT BMC

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Introduction

BMC works with 86 percent of the Forbes Global 50 and customers and partners around the world to create their future. With our history of innovation, industry-leading automation, operations, and service management solutions, combined with unmatched flexibility, we help organizations free up time and space to become an **Autonomous Digital Enterprise (ADE)** that conquers the opportunities ahead.

We enable customers to be an ADE with a comprehensive portfolio of market-leading software solutions for enterprise orchestration, digital infrastructure management, and mainframe modernization and optimization. We power the most mission-critical business applications, data, and infrastructure for our enterprise customers globally. Our comprehensive product portfolio is built to address the needs of large, complex, heterogeneous IT environments that span hybrid cloud, multicloud, and on-premises.

BMC is proud to be a popular employer. We have in place policies, actions, and reporting mechanisms to ensure that our human capital is protected as much as possible in the following areas:

- Employee health and safety
- Working conditions
- Social dialogue
- Career management and training
- Child labor, forced labor, and human trafficking
- Diversity, discrimination, and harassment

Each of the six human capital areas compiled in this report represents a stage at which human capital should be actively managed by an organization in order to protect or enhance its value. We are confident that the BMC policies, actions, and reporting mechanisms in place are appropriate to the size and nature of our business.






Message from Ayman

“ BMC’s long-standing commitment to social responsibility comes alive in our efforts to become an Autonomous Digital Enterprise through efforts to drive equality, sustainability, and social good. We strive to uphold and fortify the UN’s vision of improving lives through the promotion of social progress and sustainable development. Our 6,000+ employees around the world are engaged with a wide range of partnerships and initiatives that correspond to the UN’s Sustainable Development Goals and we work every day to help realize a brighter, digital future for all in service of the communities where we live and work. We believe the Autonomous Digital Enterprise includes everyone. ”

Ayman Sayed | President & CEO of BMC



BMC Core Values

Value	What It Means	How We Do It
 Innovate	<p>We bring creativity and ingenuity to everything we do and how we do it. We are each responsible for improving and jumping ahead of the status quo.</p>	<ul style="list-style-type: none"> • We are curious and try new approaches. • We push beyond how we have done it in the past and don't settle for "good enough." • We embrace the power of connecting people and technology.
 Champion Our Customers	<p>We know our customers—internal and external. We demonstrate that we understand their needs and create solutions that deliver value and help them succeed.</p>	<ul style="list-style-type: none"> • We listen to our customers. • We are creative advocates for our customers. • We earn our customers' trust each and every day.
 Prioritize People	<p>We treat everyone with respect and work together as a team, united behind common goals. We put people at the center of everything we do, and we help them accomplish their goals. We create an environment where everyone's contributions can have meaning.</p>	<ul style="list-style-type: none"> • We listen and collaborate. • We empower people with choice. • We design solutions first and foremost for people.
 Deliver Results	<p>We set high, measurable goals and hold ourselves accountable to achieve them. We are resilient and pursue our objectives with persistence.</p>	<ul style="list-style-type: none"> • We use facts and data to make informed decisions. • We work hard and compete fairly and aggressively in the marketplace. • We strive to win.
 Do the Right Thing	<p>Every day, we bring integrity to our work. We earn the trust of our customers, partners, investors, and each other through our words and actions.</p>	<ul style="list-style-type: none"> • We do what is right even when it is not easy. • We are honest and fair. • We do what we say we are going to do.

Purpose-Driven Corporate Social Responsibility

BMC's corporate social responsibility (CSR) strategy is centered on three key pillars—our BMC Cares program; diversity, equity, and inclusion (DEI); and environmental sustainability best practices for the software and services industry and grounded in the **United Nations Sustainable Development Goals** (UN SDGs).



UN Sustainable Development Goals

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 a wide range of partnerships and initiatives to align with the UN SDGs. These goals have long been aligned with our CSR priorities and guided our strategy in serving the communities where we live and work.





“ The recent recognition BMC has received is evidence of our commitment to build a culture that prioritizes people. We have been intentional and impactful through our corporate social responsibility (CSR) initiatives, which include diversity, equity, and inclusion (DEI), volunteering, and sustainability work, as well as other investments in our people. We continue to make a greater impact in communities across the world, with support from the partnerships we have built with fantastic global organizations. I am proud to share our CSR Report as a reflection and celebration of the work we’ve done together, and will continue to do, to ensure that the Autonomous Digital Enterprise includes everyone. ”

Eric Olmo | SVP of People & Spaces



Recognition and Overview

BMC is committed to being an employer of choice, and we're proud to have been recognized by **Forbes** in 2021 as one of America's Best Midsize Employers and one of America's Best Employers for Diversity. We were also a Great Place to Work in India in 2021. These recognitions are a rich reward for our ongoing efforts to build a culture and workplace that attracts and retains an incredible workforce. DEI initiatives have gained growing importance around the world, and BMC has dedicated our efforts in this space in several ways. We've established ten internal **employee resource groups (ERGs)** that foster an equitable and inclusive workplace and invited speakers to share their insights as part of an ongoing Diversity Speaker Series. We're proud that BMC scored 95 out of 100 on the Human Rights Campaign Foundation's **2022 Corporate Equality Index** based on our corporate policies, practices, and benefits for LGBTQ+ employees. Our employees are also using **CulturePop**, a self-paced, micro-learning app that encourages cross-cultural curiosity to help expand their cultural awareness. And we cover a variety of DEI topics in our **DEI blog series**.

Giving back is also part of BMC's culture, and our internal **BMC Cares** organization encourages our employees to

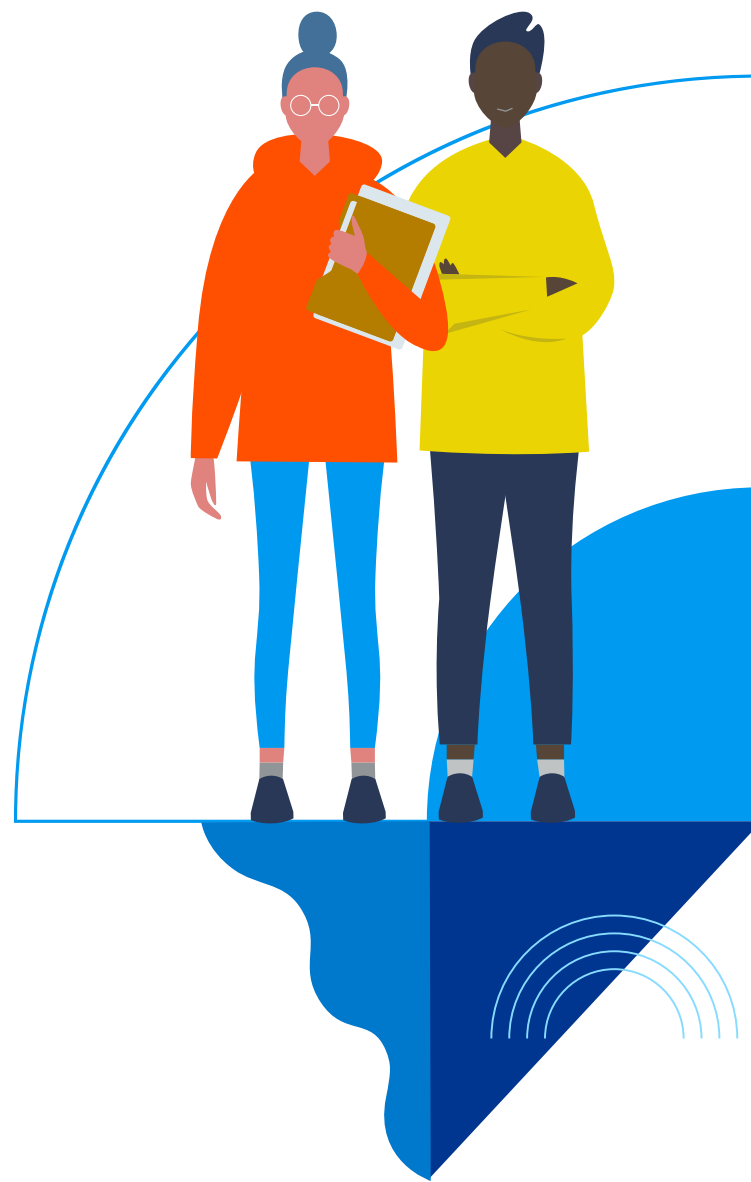
volunteer and contribute to their communities in meaningful ways that advance digital literacy, digital interventions, and technological equity. This year, we were honored to celebrate Martin Luther King Jr. Day by harnessing the full power of our global workforce for good with our **International Day of Service**. BMC employees around the world volunteered over 50,000 hours to more than 430 non-profit organizations through a variety of in-person and virtual volunteer activities.

Sustainability is another area where we are dedicating our resources, guided by the principles of the **UN SDGs**. Our **environmental** efforts include an ongoing partnership with **Reforest'Action** and **One Tree Planted** to help plant over 44,000 trees across 38 countries to date. We also collaborate with the **Seabin Project**, **Ocean Conservancy**, and **#TeamSeas** to remove trash and debris from the world's waterways. This year we are able to remove over 10,000 pounds of debris from our world's oceans.

We take care of our people, too, with comprehensive benefits for their physical, emotional, and financial wellbeing and that of their families around the world. In the U.S., the **American Heart Association** recently awarded BMC Silver Level recognition for our “implementation of quality workplace health programs and culture of health best practices.” In addition to our benefits, we also offer the BMC Cares Global Disaster Relief Fund, which provides short-term financial assistance to help employees impacted by a natural disaster, family emergency, or an unexpected event.

Building a better workforce also means helping our employees continue their **personal and professional development**. We’ve invested in subscriptions for all of our employees to LinkedIn Learning, which provides virtual, on-demand coursework for any BMCers who want to grow their skillset, and **tuition reimbursement** is part of our benefits package for employees who want to pursue undergraduate and graduate studies.

Prioritizing people and doing the right thing are two of our core values. With over 40 years of innovation behind us, BMC is constantly evolving. While we celebrate our progress in making BMC a great place to work for our current employees, we are committed to making it even better in the years to come for the next generation.



ENVIRONMENT

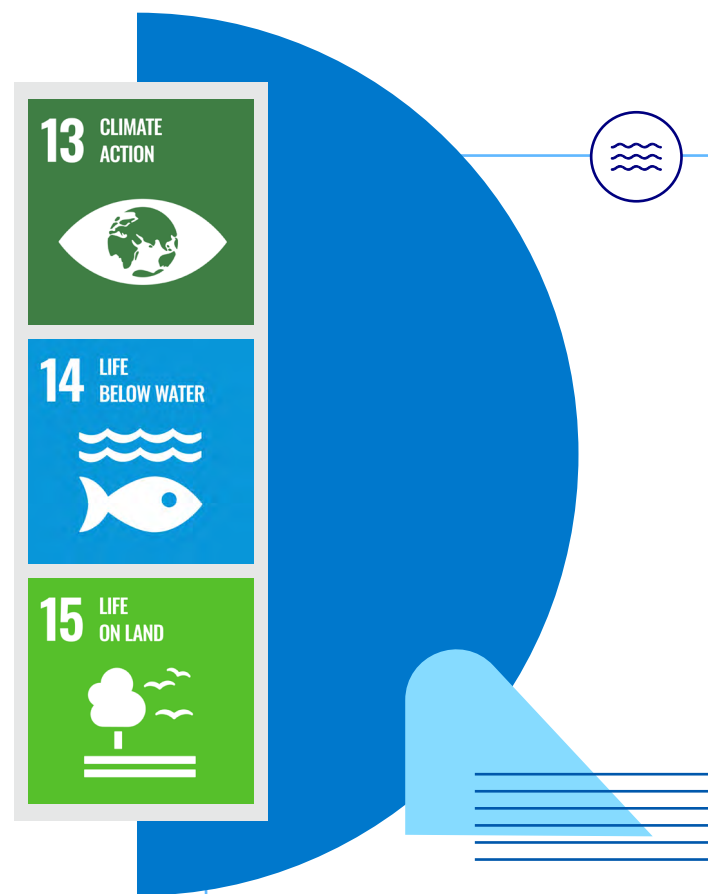
Net Zero

This year, BMC joined the Business Ambition for 1.5° C campaign, a global movement of leading companies aligning their business with the most ambitious aim of the Paris Agreement: to limit global temperature rise to 1.5° C above preindustrial levels and reach net-zero emissions by 2050 for the best chance of avoiding the worst impacts of climate change.

Through this pledge, BMC commits to the following:

- Setting science-based emissions reduction targets across the business.
- Setting a long-term target to reach net-zero value chain emissions by no later than 2030.
- BMC has joined more than 1,000 businesses that are working with the Science-Based Targets initiative (SBTi) to reduce their emissions in line with climate science.
- BMC has submitted and disclosed our emissions and net-zero carbon goals to CDP, a not-for-profit charity that runs the global disclosure system for investors, companies, cities, states, and regions to manage their environmental impacts.

Transitioning to a net-zero emissions economy requires coordinated action across all sectors, supported by enabling policy frameworks. BMC is proud to commit to policy advocacy positions consistent with a 1.5° C future in the countries in which we operate and have influence.



Environmental Impact

BMC is supporting the environment through climate restoration initiatives, including our ongoing reforestation partnerships with [Reforest'Action](#) and [One Tree Planted](#). BMC also works with the [Ocean Conservancy](#), [#TeamSeas](#), and [Seabin Project](#) to remove debris from our shores and waterways.

BMC employees actively engage in the following sustainability best practices. 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.



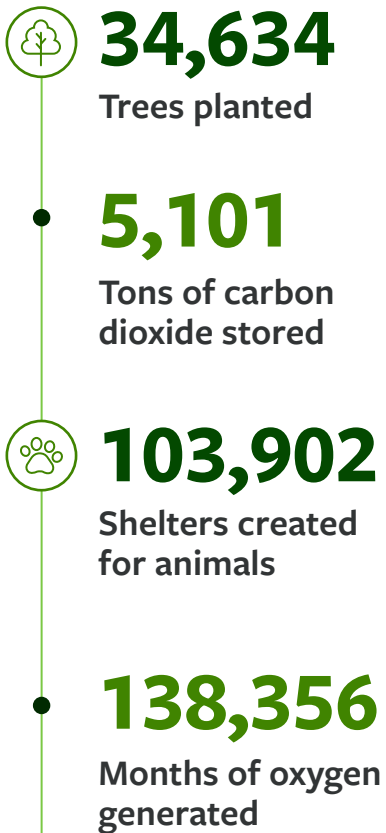
Record travel carbon emissions: We record and analyze travel data to best manage our carbon footprint.

Encourage employee participation: We set a standard such that all employees can cooperate in the operation and management of this policy through sustainability training as well as observing [Climate Action Awareness month in April of every year](#).



The BMC Green Initiative program is an effort to support Goal 15 of the UN SDGs 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.” With this commitment, BMC has partnered with Reforest’Action, One Tree Planted, and Karve Institute by way of reforestation in our mission to achieve this. We plant trees for customer go-lives, anniversary events, employee recognition, and partner appreciation.

The objectives of our action are multiple: Reduce our CO2 emissions, preserve the habitat of endangered animal species, and create jobs for local populations. **#GoGreenwithBMC**



“ BMC recognizes that the long-term success of our customers is inextricably linked to our customers, our partners, our employees, and the communities we serve. Under the umbrella of CSR, BMC weaves together an ecosystem including DEI, ESG, sustainability, and philanthropy to deliver on our vision of an Autonomous Digital Enterprise. There are numerous accomplishments this year that BMC celebrates, including BMC’s Top 1% ESG rating from Sustainalytics, and being named to the *Forbes* 2021 list of America’s Best Midsize Employers and 2021 list of America’s Best Employers for Diversity. And we delivered a 200%+ increase in number of hours volunteered by BMC employees year over year. We celebrate the milestones accomplished, value the journey that we are on, and remain committed to ensuring the Autonomous Digital Enterprise includes everyone. ”

Michelle Carbone | SVP of Operations



Sustainable Procurement



We are passionate about delivering great technology and making the world a better place in the process. Looking ahead, we see many opportunities to improve the world for our employees, customers, partners, and the communities we impact through sustainable procurement. We continue to set aggressive milestones for ourselves in our CSR strategy, and we look forward to becoming an Autonomous Digital Enterprise that includes everyone.

CSR gives us a new way to talk about supply chain excellence—an opportunity to make a positive impact on people, the planet, and profit through responsible sourcing. The demand for sustainable supply chain strategies is increasingly pivoting toward a culture of greater transparency and action. Supply chain sustainability delivers business value as it reduces costs, spurs productivity, and drives a return on investment (ROI).

Our Global Procurement leader, Keith Corell, leads with the notion that *“BMC should sprint past minimizing environmental impact to a vision that restores what sustains us.”* His procurement team is taking the lead by reducing waste in operations, improving energy consumption, and managing supplier relationships for responsible sourcing.

- **Recognizing the social and environmental impact of procurement**
- **Identifying purchasing data and making informed decisions**
- **Conducting consistent sustainability assessments**
- **Establishing sustainable purchasing goals, policies, and practices**

SOCIAL IMPACT

Employee Resource Groups

This year, we launched ten Employee Resource Groups (ERGs) for our employees to come together in spaces that are safe and collaborative. Our ERGs are voluntary and led by ERG captains committed to fostering a sense of community. By joining an ERG, employees are given the opportunity to participate in thoughtful conversations, share experiences and volunteer opportunities, discuss relevant issues, and much more. ERG meetings are confidential and all employees are encouraged to attend a meeting or join a group they personally align with or want to champion through allyship.

One of the first tasks each ERG took on was to come together as a group and select a handful of recipients to support through [Kiva](#). Kiva is a non-profit organization with a mission to connect people across the globe through zero-or low-interest loans. These loans work to alleviate poverty by way of funding a variety of causes from entrepreneurial endeavors to educational or personal expenses. By leveraging technology and a global network of microfinance institutions, Kiva lets groups and individuals lend as little as \$25. Each ERG will be following the progress of their loan recipients and tracking the repayment progress over time.

Abilities: A community for caregivers and employees living with disabilities to empower accessibility.

API: This group is for empowering, celebrating, and advocating for Asian and Pacific Islander employees and communities.

Black@BMC: This community empowers, celebrates, supports, and advocates for Black, African American, West Indian, and African descent employees.

Caregivers: This community is for caregivers to share experiences, resilience tips, resources, and support. Allies are always welcome. Caregivers—anyone who looks after dependents, including children and family members, as well as the elderly, disabled, or ill—are an essential part of everyone's life.

Interfaith: This community aims to create a culture of inclusion, tolerance, and mutual understanding at BMC for a diversity of beliefs.

LatinE: This community empowers, celebrates, and advocates for Hispanic and LatinE employees.

OneEarth: This group promotes sustainability at BMC and in our communities.

Pride: This community promotes and globally advocates LGBTQIA+ inclusion, allyship, and diversity so our employees, partners, and customers feel empowered to be their most authentic selves every day.

Veterans: This community is for military veterans, retirees, reservists, National Guard, and their families and supporters from their respective countries.

WIT&B: an organization that promotes networking, growth through education and mentoring, and community outreach for our employees, regional offices, customers, and partners.

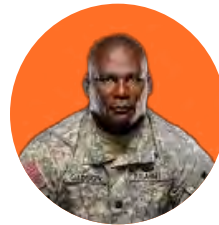


Diversity Speaker Series

As part of our DEI program, BMC hosts a recurring diversity speaker series featuring renowned industry thought leaders, publishes a company-wide inclusivity blog, and curates a constantly growing repository of resources and volunteer opportunities for our BMCers and their families. Since its launch last year, our monthly diversity speaker series has been bringing together employees and thought leaders from various cultural backgrounds with the collective aim of building empathy and becoming empowered advocates for productive change.



Dr. Cathy Royal is a highly respected applied behavioral scientist, educator, executive coach, and organization development practitioner who spoke on co-creating a more inclusive, innovative world through appreciative inquiry.



Retired US Colonel Gregory D. Gadson, co-founder and Chief Strategy Officer of CulturePop, spoke to BMCers about his experience overcoming adversity and using it to drive innovation and elevate awareness and inclusion through technology.



Atif Javed, co-founder and head of growth at Tarjimly, shared his personal story that helped to inspire Tarjimly. Tarjimly allows bilingual people to translate for the world's 25 million refugees and helps eliminate language barriers, open doors, and create opportunities.



Vivek Raj Anand, CEO Humsafar Trust, joined us to talk about the organization's mission and share insights to help foster an empathetic attitude and sensitivity among participants with a focus on LGBTQ+ communities.



Keshia Rivers, founder and Chief Change Officer of THE KARS Group, guided us on how we leverage civility to cultivate trust and build a stronger, inclusive community.



Farren Roper, global head of DEI at Qualtrics, spoke on Intersectionality through the lens of his lived experience.

Pay Equity

The BMC global compensation team is dedicated to creating salary data sets from industry best practices, surveys, and benchmarking to ensure that we are competitive and compliant. Pay equity and gender equality are areas of focus for BMC, and to ensure we are reaching our goals, we actively participate in global surveys and conversations to further advance fairness in the workplace.

We partnered with Syndio, a leading HR analytics platform, with a mission to eradicate pay disparities due to gender, race, and ethnicity. Syndio offers a robust EquityTech platform that analyzes and measures compensation equity and how corporations value and reward their employees. By formally procuring a global pay equity analysis software, we are laying the groundwork for dynamic analysis for equal pay strategy that is lasting. We look forward to our ongoing collaboration with Syndio as we conduct a thorough and comprehensive pay analysis for all our employees and ultimately become an

Autonomous Digital Enterprise that makes compensation decisions that are consistent and equitable.

It is the policy of BMC to afford equal opportunity for employment to all individuals regardless of race, color, age, national origin, physical or mental disability, history of disability, ancestry, citizenship status, political affiliation, religion, gender, transgender, gender identity, gender expression, marital status, status as a parent, sexual orientation, veteran status, genetic information, or other factors prohibited by law, and to prohibit harassment based on any of these factors.



Accessibility and Inclusive Design

As BMC creates an Autonomous Digital Enterprise for our employees, clients, partners, and the world, it is essential that we work to ensure everyone is included. This is why it is imperative that our products, content materials, services, and websites are equitably accessible to individuals with disabilities.

Accessibility

From the design of our products to the assistive technology we implement, accessibility defines the standards and regulations we follow. The positive impact of accessibility in technology products benefits all walks of life and is the right thing to do, which is why this responsibility extends to our BMC employees, as well. As representatives of BMC, each and every employee is expected to ensure their content and engagements are accessible.

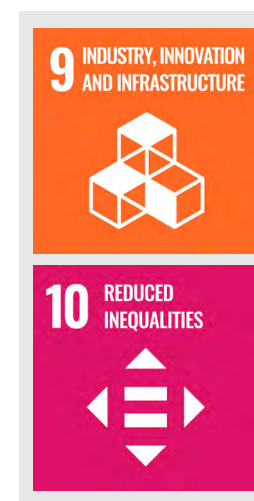
Designing with accessibility requirements in mind is critical to the successful release of our products to market. We internally develop solutions with the assistance of accessibility expert resources and in compliance with the latest Web Content Accessibility Guidelines (WCAG), Revised Section 508 standards, and EN 301 549 requirements.

Additionally, we recently implemented a web accessibility plug-in, **AccessiBE**. It's a great step forward and can help remediate many common accessibility issues. The plug-in will allow some users to have an accessible web experience by clicking on "Accessibility Tools" in the footer of select BMC web pages. We know this plug-in is not an absolute solution but it does make our websites about 40 percent more accessible as we build roadmaps across the business to get to complete WCAG 2.1 AA status.

Inclusive Design

Our goal is to provide a best-in-class user experience to everyone using the user interface (UI). The BMC Product Experience team is embracing inclusive and gender-neutral UI design principles as key and primary components in practice. It is important in our local and global community of customers and end users that we elevate our consciousness in design to reflect and celebrate differences and arrays of diversity. Inclusive and gender-neutral UI design principles are applied throughout all three areas of UX design: content, interaction, and visual design. In content design, we are adopting neutral pronouns and inclusive phrases and avoiding assumptions and stereotypes. Interaction design is focusing on usability, reduced cognitive load, and accessibility. Visual design is working towards creating a diverse set of illustrations and graphics that are age, gender, orientation, cultural, racial, body type, and ability inclusive. Our color palette has already been overhauled to ensure that our one stylesheet is more accessible.

Next steps in our evolution of raising consciousness will be to incorporate eco-design principles. This will involve evaluating environmental impacts as key and critical factors in design.





“ Corporate Social Responsibility is not a department or function. It is a collective purpose shared by committed team members who want to make the world a better place. Together, they leverage the strength of our company to ensure the Autonomous Digital Enterprise includes our employees, customers, partners, and the communities where we work and live. ”

Marc Rothman | CFO

Supplier Diversity

Because Diversity Matters: Our Commitment to Diverse Businesses.

At BMC, diversity is a **business imperative**. Our policy is to provide opportunities for small, disadvantaged, and HUBZone (historically under-utilized business zone) businesses, as well as minority, women, veteran, and service-disabled, veteran-owned businesses, to contribute to our mutual success. BMC is committed to having a diverse supplier base to help develop stronger local communities and to help create long-term, sustainable growth for BMC.

This last year, we reported over \$35 million in PO commitments to small business enterprises, including \$2.9 million with small women-owned, \$1.9 million with small veteran-owned, and \$947k with small disadvantaged businesses. Further, BMC committed over \$3 million to women-owned and \$2.06 million to minority-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.

Suppliers interested in pursuing opportunities within BMC are encouraged to complete the **Prospective Supplier Form**.



Human Rights Campaign and UN Global Compact

Our ADE journey includes everyone. This year, we made strides in our work toward building and sustaining an equitable and inclusive work environment.

We are thrilled to announce that some of this work was recognized this year when we were featured on the **Human Rights Campaign Foundation's 2022 Corporate Equality Index** with a score of 95 out of 100. Our score is based on our corporate policies and practices related to LGBTQ+ workplace equality. Additionally, we have been accepted as a member of the **United Nations Global Compact**, the world's largest sustainability initiative serving to strengthen the social responsibility of companies.

The UN Global Compact challenges companies to conduct business responsibly by aligning their operations and strategies with the **Ten Principles**, which pertain to human



rights, labor, environmental practices, and anti-corruption. As a UN Global Compact member, BMC is committed to taking actions to advance broader social benefits in accordance with the UN SDGs, actively work on sustainability efforts, and annually report the progress of those efforts to the UN. BMC is also responsible for promoting the UN SDGs.

“Through our membership, we are showing our support for the UN Global Compact and committing to improve our operations so that the UN principles permeate the corporate purpose that is the foundation of our strategy, culture, and day-to-day work.”

Wendy Rentschler | Head of Corporate Social Responsibility and Diversity, Equity, and Inclusion

While our work within the human rights space is far from done, we celebrate these milestones as we look back on how far we've come in our CSR efforts.

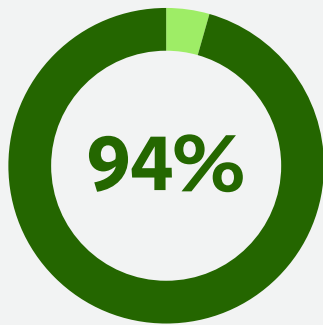
“ Doing the Right Thing is a core value at BMC and is at the heart of who we truly are as a company. Helping our communities, ensuring a fair and inclusive culture, and reducing our environmental impact are all ways that we outwardly express this core value every day. Behind the numbers in this report are the people of BMC who are driving meaningful impact and change in every corner of the globe—it’s who we are and who we will continue to be. ”

Lynn Moffet | VP of People & Spaces

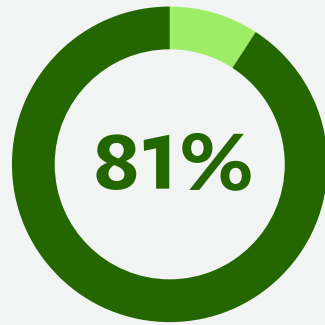


The BMC Employee Experience

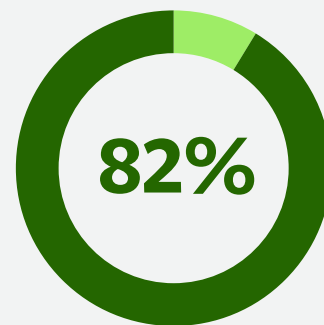
We regularly survey our employees to understand their experiences at BMC so that we can make improvements at all levels (individual, team, and company) and across all locations. In 2021, 80 percent of our employees completed the BMC Voice of Our People Survey. Results showed strong engagement and a sense of belonging across the workforce.



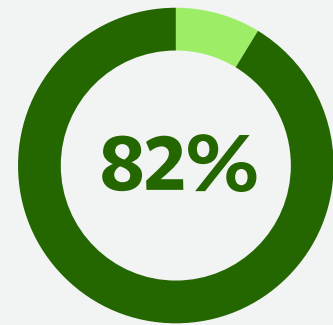
of employees felt their manager trusts them to carry out the responsibilities of their role



of employees felt engaged with BMC



of employees felt like their managers gave them useful feedback



of employees felt like the top leaders demonstrated a visible commitment to diversity



International Day of Service

In honor of Martin Luther King Jr. and the International Day of Service, BMC established January 17th of this year as a global volunteer time off (VTO) day for all employees. Our International Day of Service was regarded as a global holiday like other paid company holidays, and it was created to give all employees the opportunity to spend the day volunteering virtually or in-person. By having a dedicated day for volunteering, we can ensure that all BMC employees utilize at least one of their volunteer days to give back to their communities. As a unified company, employees worldwide made a significant impact on communities as they prepared meals for those in need, cleaned up local parks and oceans, donated clothes, and so much more.

In just one day, we:

- Used **50,856** hours of VTO
- Gave back to over **430** non-profit organizations
- Shared International Day of Service nearly **100** times on **LinkedIn**



Navigating COVID-19

The global pandemic affirmed our commitment to our core values of prioritizing people and acting with integrity 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 years to ensure we continued 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.

For the past two years, we at BMC have used data and industry best practices to guide our approach to the global pandemic. We extended our work-from-home flexibility to employees and opened select offices on a voluntary basis, pending protocols including masks indoors, employee training, and applicable local regulations. Additionally, BMC has developed a business workflow in the **BMC Helix Digital Workplace platform** to support organizations with all the ingredients required to support a globally compliant, comprehensive, and confident rollout for business workplace operations.

Through our BMC Cares program, we have distributed over 55,000 vaccines, provided laptops and tablets to health organizations in India and Argentina, and supported our employees with global mental health wellness initiatives.





“ At BMC, we believe that inclusion drives diversity and equity. It’s just the right thing to propel innovation and creative thinking across our teams. Our CSR initiatives not only provide financial support to marginalized groups, but also empower individuals to flourish in their personal and professional lives. India is going to be the hub of the future workforce and BMC plans to contribute to this journey in a way that combines and drives our CSR and DEI efforts—of course using technology as the glue. ”

Sakaar Anand | India Head and Head of HR

Country Spotlight: India



The BMC offices in India are home to a significant portion of our workforce. Our employees in India are dedicated, proactive members of their communities. Through thousands of virtual and on-the-ground volunteer hours, our employees are always spreading goodwill alongside several impactful organizations. Here are some of the ways our employees have given back this year and the partners that made it possible:

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

Lila Poonawalla Foundation

We grew our years-long partnership with Lila Poonawalla Foundation by establishing scholarships and training programs benefiting young women in underserved communities.

The Samarthanam Trust for Disabled

We provided assistive devices to empower individuals with disabilities across Pune, Mumbai, Bengaluru, and Delhi.

Ushatai Lokhande Charitable Trust

We ensured educational continuity for students in the rural community of Ahmadnagar.

Robotex India

We supported 150 young women by connecting them to STEM, Robotics, IoT, AI, and ML education.

Health and Wellness

Bhartiya Jain Sangathana (BJS)

In an effort to combat the pandemic, we supplied Pune's regional hospitals with oxygen concentrators.

Rotary Club of Pune Central & Vaccine on Wheels

We worked to ensure vaccine accessibility by continuing our sponsorship of two COVID-19 mobile vaccination units.

Environment 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 140 young individuals in Bengaluru through vocational training and digital courses centered around core employability skills training.

The Humsafar Trust

We supported over 50 LGBTQ+ individuals and empowered them through education and skills building training.

Pimpri Chinchwad Municipal Corporation (PCMC)

We donated tablets to implement digital intervention systems to prevent and mitigate the spread of COVID-19.





The BMC Cares mission is to inspire and empower BMC's workforce to invest in people and enrich communities across the globe through digital literacy, interventions, and accessibility to create an Autonomous Digital Enterprise that includes everyone and advances a more equitable world.

BMC Cares supports BMC's employees and the communities in which we live and work; fosters a social dialogue wherever possible; and includes the following measures:

Employee Relief Fund: The BMC Cares Disaster Relief Fund provides short-term assistance to help bridge the financial gap by assisting employees experiencing significant financial hardship as a result of a natural disaster, family emergency, or other unexpected events. This fund is administered by **E4E Relief**, an organization that specializes in helping companies administer employee relief programs.

Volunteering: Volunteer time off (VTO) is our way of empowering employees to make a difference. Annually, we observe Martin Luther King Jr. Day across the globe as an International Day of Service. Additionally, we offer our employees an additional day in which they can choose to volunteer for any project or cause they desire.

Donations: BMC is active in supporting charitable programs and humanitarian efforts and establishing sustainable projects globally aligned to our mission. Our partnerships with organizations around the world help to positively impact those in need.

Events: BMC Cares works across the BMC ecosystem to curate and facilitate events virtually and locally to support our non-governmental organization (NGO) partners, from backpack building to mobile device drives.

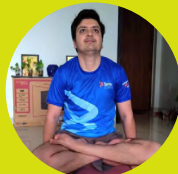


Global Move

BMC employees and their families came together for the eighth year in row, getting active all around the globe to show support for a greater cause—uniting as one BMC in support of ending pediatric cancer.

BMC Cares encouraged all BMC employees to participate in any activity they enjoy by moving for two hours to drive awareness that throughout the world, a child is diagnosed with cancer every two minutes. We are pleased to share that over 900 BMC employees across the globe gave over 1,800 hours and raised \$28,878.65 by jogging, hiking, cycling, swimming, and so many other ways.

In addition to the funds raised and hours committed, BMC Cares partnered with One Tree Planted to sponsor five trees for each BMC employee that participated—totaling 4,500 trees across six continents!



BMC Funds the Cure

Ending pediatric cancer across the globe has been a cause closely aligned to BMCers over the years. Each year, approximately 400,000 children and adolescents under 19 are diagnosed with cancer around the world.

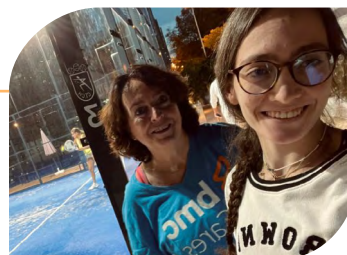
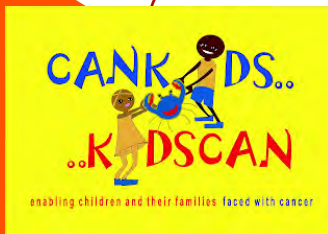
Worldwide, BMC Cares is connecting our local pediatric cancer partners to build an international pediatric cancer partner network dedicated to improving access to childhood cancer care, essential medicines, and technologies to improve survival in all settings. We are proud to have two incredible partners, [The National Pediatric Cancer Foundation](#) in the United States and [CanKids KidsCan](#) in India.

The [National Pediatric Cancer Foundation](#) (NPCF) is a nonprofit organization dedicated to funding research to eliminate childhood cancer. Improving access to childhood cancer care, medicines, and technologies is highly cost-effective, feasible, and can improve survival in all settings. This year, we partnered with NPCF to host a variety of engaging fundraising events for employees, including cooking



with celebrity chef [Katie Chin](#), Fishing Funds the Cure, and Moving for a Cure through our annual Global Move, profiled on the previous page. Our fundraising totaled over \$100,000 USD. BMC was the featured corporate partner at the annual Research Summit where NPCF [doctors and researchers from across the nation](#) meet to collaborate and share innovative research initiatives and findings.





CanKids—The National Society For Change For Childhood Cancer in India is a national NGO working across the entire spectrum of childhood cancer care. Through its signature program, YANA (You Are Not Alone), it provides holistic support to a child with cancer and the family, from moment of detection, through diagnosis, treatment, and after. This year, we partnered with CanKids KidsCan through fundraising at our Global Move event and hosted multiple blanket drives to provide warmth to cancer patients and their families who visit hospitals from distant locations seeking treatment for their children. The severe cold puts these children's already compromised immune systems at huge risk. In total we were able to provide 1,005 blankets.

BMC has also had the opportunity to host a care package drive for **The Little Heroes** as well as provide financial support to **Childhood Cancer International** and **Cancer Council NSW - Australia** through our Global Move event.

BMC demonstrates its commitment to corporate social responsibility with actions that directly affect the people and communities in which we live and work around the world. With investments of volunteer time, giving, and building partnerships in our community, we empower our employees to make a real difference across the globe through BMC Cares.

Veterans

BMC supports veterans globally through a range of corporate and BMC Cares employee-engagement initiatives in collaboration with our Veterans Employee Resource Group.

BMC does this through our partnership with the BreakLine organization, which helps U.S. veterans and their spouses transition to the civilian workforce.

BMC supports the USO Christmas toy drive and has sponsored the USO's annual salute to military chefs for the past 20 years. Our employees volunteer their time to Hire Heroes USA, Wreaths Across America, and Combined Arms through BMC Cares.

In the U.K., BMC supports Team Forces by funding sports, challenges, and adventures to improve health, well-being, and recovery in the armed forces community. Additionally, BMC has supported ABF The Soldiers' Charity, the Army's national charity in the U.K., caring for soldiers, past and present, and their families for life.



Refugee Support

“It is the obligation of every person born in a safer room to open the door when someone in danger knocks.”

Dina Nayeri | Author

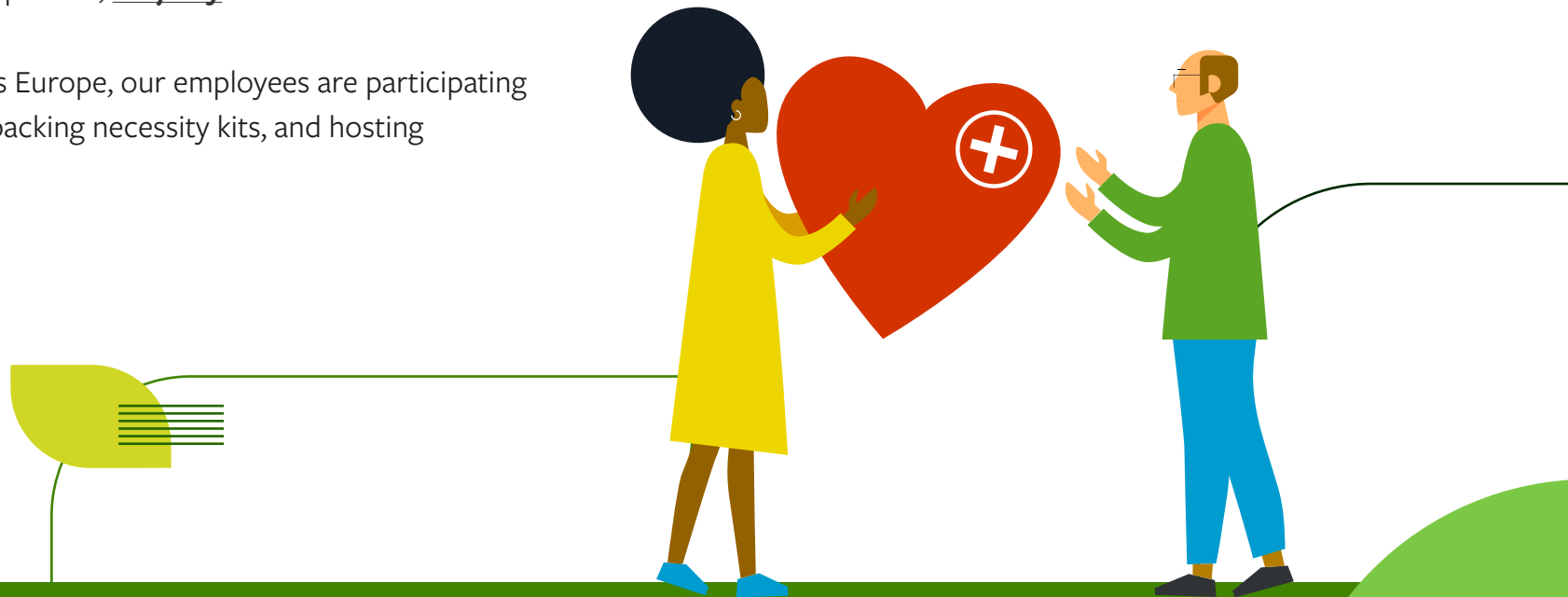
BMC Cares is a global community and across our locations we are dedicated to investing in the integration and empowerment of refugee and migrant communities.

BMCers who are bilingual volunteer to be on-demand translators with our partner, **Tarjimly**.

In Poland and across Europe, our employees are participating in donation drives, packing necessity kits, and hosting Ukrainian refugees.

In the U.S., we are working with Combined Arms to support the resettling of **Afghan Special Immigrant Visa holders (SIVs)**. Our Veterans ERG and IT department were honored to distribute 52 Microsoft Surface tablets and our customer engagement team stuffed 72 backpacks for the newly arrived children.

On the border of Lebanon, some of our most dedicated volunteers have partnered with **Jigsaw Charity** to distribute food packages during Ramadan to Syrian and Palestinian refugees.



Ambassadors

BMC Cares ambassadors are an extension of the core CSR team. Our 40-plus ambassadors are some of our most bold and passionate volunteers, strategically located across the globe. Together, they spearhead philanthropy and volunteer locally but also unify their fellow BMCers with global, company-wide initiatives. In 2021, our ambassadors pivoted their regional giving efforts to address climate-related issues, support historically excluded communities, and encourage participation in health and mental wellness initiatives.

- Across the globe, ambassadors brought employees together to volunteer and supported wildlife conservation, planted trees, spread seedballs, made bird feeders and planters, and cleaned local parks, beaches, and streets.
- Our ambassadors donated books and education materials to support various schools in Kenya, Europe, Latin America, and India.
- As a unified company, employees worldwide made a significant impact on communities as they prepared meals for those in need, donated clothes, and so much more.

Our ambassadors have been critical in serving as a regional communication network and demonstrating the values of BMC.



Digital Interventions

In FY22, BMC Cares established partnerships with organizations that are leveraging technology to facilitate digital literacy, digital intervention, and digital accessibility.

The uptick in remote learning—and living—over the last year has created opportunities for translation services to enter the technology space. **Tarjimly** is a technology non-profit with the mission of eliminating humanitarian language barriers, and BMC is a proud sponsor through financial support and volunteering. Translation services are key to bridging cultures and languages, opening doors, and creating personal and professional opportunities.

Instant Wild is a wildlife conservation app developed by the Zoological Society of London. The app and the website display live wildlife photographs and videos that have been instantly sent from camera traps around the world. Users view, comment on, and identify the species seen in the image. This is the first citizen science project of its kind and gives the public a glimpse into the lives of amazing species. By identifying the animals in each image, volunteers are contributing to conservation and making a positive impact on the future for wildlife.



Comp-U-Dopt provides technology access and education to under-resourced youth and their communities. Its programs serve to eliminate limited access to computers, facilitate growth in technical and digital literacy skills, and support the future of youth and their communities. BMC has donated over 500 laptops to Comp-U-Dopt to support this initiative and connected Comp-U-Dopt with our NGO partner network to expand access to their programs.

BMC Cares, in collaboration with **Robotex India**, is empowering over 250 girls from government schools in Pune with the future skills required to increase their employability and bridge the gender divide in the science, technology, engineering, and math (STEM) ecosystem. With the unique “Girls Who Build Robots” initiative, BMC aims to address STEM, gender, and education equality gap issues and empower government school students with skills like coding, robotics, and STEM, enabling them to pursue future opportunities in the digitized world.

These partnerships seamlessly align with the **UN SDGs** as well as the BMC Cares mission to enrich global communities through digital literacy, interventions, and accessibility.



“ We always like to believe we are partners with our customers and not just a vendor. Partnering with customers in these activities allowed us to put that belief into action as we worked side by side to make a difference.”

Atwell Williams | AVP of Customer Engagement

The BMC Customer Engagement Program provides creative and collaborative experiences that enable our customers to succeed in achieving their technology and business objectives.

This year, over 500 BMC customers around the world engaged with us in virtual and in-person experiences, which included participating in BMC's CSR initiatives. These activities were extremely popular and always well received.

In March 2022, BMC customers worked together to package school supplies for children of veteran and active duty U.S. military service members and our Afghan allies who recently arrived in the Houston, Texas area. The school supplies were distributed by **Combined Arms**, an organization that connects transitioning veterans with services, community, and purpose to accelerate its impact.



In September 2021, we contributed \$10,000 on behalf of customers who are part of BMC's Executive Council to the **UNICEF Reimagine Education** global initiative. The initiative works to expand education, training, and employment opportunities for young people around the world through world-class digital solutions for personalized learning.

Throughout the year, our customers chose to contribute to charitable programs like **Girls Who Code** and the international **Red Cross** in lieu of receiving gifts. On behalf of our customers, over 1,950 trees were planted throughout the world by **One Tree Planted** in support of global reforestation efforts.



Human Rights

The BMC approach to CSR is rooted in our existing mission to respect, protect, and fulfill human rights, which we define as the fundamental freedoms and standards of treatment recognized by most governments, businesses, and individuals across the world. We have policies in place that set forth standards for business conduct and enable BMC to identify its human rights impacts, mitigate potential risks, and advance human rights in a way that is transparent to our stakeholders.

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 employees and a wide range of partnerships and initiatives to align with the UN SDGs, which heavily inform our CSR initiatives.

Additionally, we strive to adopt and maintain a governance structure consistent with the UN Guiding Principles on Business and Human Rights as well as the Universal Declaration of Human Rights and Eight Core International Labor Organization Conventions (i.e., the Freedom

of Association and Protection of the Rights to Organize Convention, 1948; the Right to Organize and Collective Bargaining Convention, 1949; the Forced Labor Convention, 1930; the Abolition of Forced Labor Convention, 1957; the Minimum Age Convention, 1973; the Worst Forms of Child Labour Convention, 1999; the Equal Remuneration Convention, 1951; and the Discrimination (Employment and Occupation) Convention, 1958).

To further advance our commitments, we utilize additional international human rights instruments, including the International Convention on the Elimination of All Forms of Racial Discrimination, the Convention on the Rights of the Child, the Convention on the Rights of Persons with Disabilities, the Convention on the Elimination of All Forms of Discrimination Against Women, the Charter of Fundamental Rights of the European Union, and the American Convention on Human Rights.



Community Impact a Glance

55,000+

Vaccine doses administered through **Vaccine on Wheels**

3,000

Servings of cereal for the **Children's Hospital of Michigan**



1,000

Children supported through the **Foster5k Virtual Run**

140

Beneficiaries through vocational training with the **Smile Foundation**

100+

Lila Poonawalla Foundation junior beneficiaries

\$216,000

USD raised in support of **pediatric cancer research**

500

Meals provided as **Mexico Give Back** through **AMA**



115

Books donated to **Fundación Vipeika** to support Children in Turkana, Kenya

1.5° C

Pledge to **combat climate change**



50,856

BMCer volunteer hours on **MLK International Day of Service**

140

Audio books recorded to create **digital library for visually impaired**

99

Giving Day annual charity festival supported by BMCers in China

34,634

Trees funded in association with **One Tree Planted, Reforest'Action & Karve**

1,005

Blankets donated to **CanKids KidsCan** for pediatric cancer patients

150

Students supported **STEM, Robotics, IoT & AI/ML education in Pune**



50

Laptops donated to LGBTQ+ individuals to pursue **education and empower skills building**

10,000 lbs

of trash removed from the ocean alongside **#TeamSeas & Ocean Conservancy**



\$2,045

USD raised via donating dreamcatchers and blankets for **pediatric cancer patients**

430

Organizations supported on **MLK International Day of Service**

35

Certified procurement members on **Udemy Sustainable Procurement best practices**

25

Tablets donated to local government in **India for COVID-19**

12

Mentees through the **Lila Poonawalla Foundation**



3

Computer donation drives across India

50

Personal computers to **Comp-U-Dopt**

600

Hygiene kits donated to **SWaCH**

17

UN Sustainable Development Goals aligned to BMC's CSR strategy

11

Digital assistive devices donated to visually impaired individuals

2

Schools supported in **Rural Maharashtra**



\$77,313

USD worth of TVs to **Houston Community College** to support distance learning, collaboration, wayfinding, and DIT gaming/esports

15

Years commemorated as a supporter of **Family Eldercare**



10

Employee Resource Groups launched

1

BMC Cares Volunteer Tool to demonstrated ADE and One BMC

100,000

Meals across six charities including Gerando Falcões, Feeding America, Banco de Alimentos Cáritas Puebla, Food for Life Varanasi, Aktion Deutschland Hilft, and Be Enriched

13

Diversity Speaker Series sessions

\$95,000

USD to the USO to **support active troops and transitioning veterans**

4

Scholarships awarded alongside **CODENI**



2,560

Servings of milk to **Nutre a un Niño**

5th

Place among 992 companies for our Environmental, Social, and Governance risk rating



4

Volunteering badge levels launched to **recognize employees**

52

Microsoft Surfaces to Combined Arms to **repurpose and distribute to SIV families**



5,000

Meals packed by BMCers for **Rise Against Hunger**

CORPORATE GOVERNANCE



Corporate Compliance and Ethics

Professionalism

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 employees to execute business in accordance with applicable policies, including the BMC Code of Conduct.



Policies Overview

BMC is proud to be an employer that values diversity and has several policies and measures in place that ensure that we remain a place where diversity thrives and discrimination and harassment are not tolerated. These areas include the following:

Code of Conduct and Third-Party Code of Conduct

BMC's Code of Conduct (applicable to BMC) and Third-Party Code of Conduct (applicable to BMC's suppliers, resellers, consultants, etc.) state that human trafficking and use of child labor or forced labor is prohibited.

Conflict Mineral and Anti-Slavery Policy

This policy sets forth a commitment to comply with relevant laws and regulations in regard to addressing modern slavery, human trafficking, and conflict mineral trade. Our Supplier Risk Governance Council (SRGC) performs a risk assessment of each supplier based on the nature of goods or services provided.

Diversity, Equity, and Inclusion (DEI) Policy

Our policy sets out the principles that BMC adheres to, including empowering employees to speak their minds, protecting whistleblowers, reporting transparently on any issues, and supplier diversity, etc.

Environmental Policy

BMC's environmental policy is aligned to ISO 14001:2015 and BMC's adherence to it ensures that employees work in a healthy and safe environment.

Environmental, Social, and Governance (ESG) Policy

BMC's ESG policy is rooted in our existing mission to operate responsibly and sustainably in a way that respects, protects, and fulfills human rights and fundamental

freedoms. This policy sets forth standards for business conduct and human rights and enables BMC to identify its environmental and social impacts, mitigate potential risks, and advance human rights in a way that is transparent with our stakeholders.

Equal Employment Policy

It is the policy of BMC to provide equal employment opportunities (EEO) to all employees and applicants for employment without regard to race, age, sex, creed, color, religion, citizenship status, sexual orientation, gender, gender expression, gender identity, national origin, disability, marital status, disabled veteran, or status as a protected veteran, in accordance with applicable federal, state, and local laws.

Firearms and Weapons Policy

BMC is committed to promoting a safe and secure work environment free of weapons, dangerous materials, or other devices that are designed or commonly used to inflict harm or destroy property.

Health and Safety Policy

This policy provides guidance regarding business behavior expected of the BMC community, including employees, customers, suppliers, business partners, and other stakeholders. This Health and Safety Policy provides a framework to achieve this goal and meets the requirements of the ISO 45001:2018 standard.



Human Rights Policy

BMC's Human Rights Policy is rooted in our existing mission to respect, protect, and fulfill human rights and fundamental freedoms. This policy sets forth standards for business conduct and human rights and enables BMC to identify its human rights impacts, mitigate potential risks, and advance human rights in a way that is transparent to our stakeholders.

Modern Slavery Statement

In compliance with the Modern Slavery Act 2015 (U.K.), BMC annually publishes a modern slavery statement, which sets out BMC's structure, business, supply chain, and policies in relation to slavery and human trafficking.

Non-Harassment Policy

In order to promote harmonious work relationships, to prevent discrimination, and to maintain a professional atmosphere, BMC established this policy prohibiting harassment of individuals. This policy prohibits not only sexual harassment, but also any form of harassment that creates an intimidating, hostile, or offensive working environment.

Workplace Environment Policy

BMC requires an appropriate work environment for employees and customers.

Global Reporting Initiative (GRI) Content Index

Statement of use	[BMC Software] has reported the information cited in this GRI content index for the period [April 1st, 2021 to March 31st, 2022] with reference to the GRI Standards. The Global Reporting Initiative (GRI) Sustainability Reporting Standards identify the most relevant issues for inclusion in sustainability reports. The Standards enhance the comparability and quality of information on economic, environmental and social impacts (positive and negative) organizations have. They also create a common language to communicate that information to various stakeholders.	
GRI 1 used	GRI 1: Foundation 2021	
GRI STANDARD	DISCLOSURE	LOCATION
GRI 2: General Disclosures 2021	2-1 Organizational details	BMC Software, Inc.
	2-2 Entities included in the organization's sustainability reporting	BMC Software, Inc. & its subsidiaries
	2-3 Reporting period, frequency and contact point	4/1/2021 - 3/31/2022, annually, Eric_Olmo@bmc.com
	2-4 Restatements of information	Any notable changes will be outlined in this report
	2-5 External assurance	BMC ranked fifth by the Sustainalytics ESG Risk Rating
	2-6 Activities, value chain and other business relationships	Run and Reinvent through an Autonomous Digital Enterprise
	2-7 Employees	BMC Employee Experience
	2-8 Workers who are not employees	Pay Transparency
	2-9 Governance structure and composition	CSR Strategy and Governance CSR Strategy CSR Management and Governance
	2-10 Nomination and selection of the highest governance body	Meet the people who run and reinvent BMC
	2-11 Chair of the highest governance body	Ayman Sayed President & CEO

GRI 2: General Disclosures 2021	2-12 Role of the highest governance body in overseeing the management of impacts	Eric Olmo Sr VP—People & Spaces
	2-13 Delegation of responsibility for managing impacts	Patrick Tagtow SVP, General Counsel, Corporate Secretary, and Chief Compliance Officer
	2-14 Role of the highest governance body in sustainability reporting	Wendy Rentschler Head of Corporate Social Responsibility Diversity, Equity, and Inclusion
	2-15 Conflicts of interest	Code of Conduct 3.2.2 Avoid Conflicts of Interest
	2-16 Communication of critical concerns	Code of Conduct 3 Policy Statement
	2-19 Remuneration policies	Pay Transparency Nondiscrimination Provision
	2-22 Statement on sustainable development strategy	CSR Strategy and Governance CSR Strategy CSR Management and Governance
	2-23 Policy commitments	Strategic Focus Areas
	2-24 Embedding policy commitments	Four Strategic Pillars Framework
	2-25 Processes to remediate negative impacts	Environmental Stewardship
	2-26 Mechanisms for seeking advice and raising	Code of Conduct 3 Policy Statement
	2-27 Compliance with laws and regulations	BMC Software Code of Conduct
	2-28 Membership associations	Employee Resource Groups
	2-29 Approach to stakeholder engagement	Code of Conduct 1 Introduction
	2-30 Collective bargaining agreements	Code of Conduct 3.4.4 Support Fair Labor
GRI 3: Material Topics 2021	3-1 Process to determine material topics	CSR Strategy United Nations Sustainable Development Goals
	3-2 List of material topics	Strategic Focus Areas
	3-3 Management of material topics	Community Impact at a Glance
<u>GRI 204: Procurement Practices 2016</u>	204-1 Proportion of spending on local suppliers	Supplier Diversity

GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Code of Conduct 3.2.5 Comply with Anti-Money Laundering Regulations
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Anti-Corruption Policy
GRI 207: Tax 2019	207-1 Approach to tax	Code of Conduct 3.2.3 Facilitate Accurate Financial Reporting
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Supplier Diversity / Internal
	414-2 Negative social impacts in the supply chain and actions taken	Supplier Diversity
GRI 102: General Disclosures	102-12 External Initiatives, reporting clause 1.5	Annual CDP Submission CC2.3b, 2.3c, 2.3d
	102-13 Membership of associations	Annual CDP Submission CC2.3b, 2.3c, 2.3d
	102-14 Statement from senior decision-maker, reporting clause 2.1.5, 2.1.6	Annual CDP Submission CC2.2, 2.2a, 3.1, 3.1e, 3.1f
	102-15 Key impacts, risks, and opportunities, reporting clause 2.2.1, 2.2.3, 2.2.4, 2.2.8, 2.2.9, 2.2.10, 2.2.11, 2.2.12	Annual CDP Submission CC2.1, 2.1a, 2.1b, 2.1c, 2.2, 2.2a, 3.1a-f, 5.1, 5.1a-c, 6.1, 6.1a-c
	102-18 Governance structure	Annual CDP Submission CC1.1, 1.1a
	102-20 Executive-level responsibility for economic, environmental, and social topics	Annual CDP Submission CC1.1a
	102-29 Identifying and managing economic, environmental, and social impacts	Annual CDP Submission CC2.1, 2.1a, 2.1b, 2.1c
	102-30 Effectiveness of risk management process	Annual CDP Submission CC2.1, 2.1a, 2.1b, 2.1c
	102-31 Review of economic, environmental, and social topics	Annual CDP Submission CC2.1, 2.1a, 2.1b, 2.1c

GRI 102: General Disclosures	102-35 (b) Remuneration policies	Annual CDP Submission CC1.2, 1.2a
	102-56 (a, b – i) External assurance	Annual CDP Submission CC8.6, 8.6a, 8.6b, 8.7, 8.7a, 8.8, 14.2, 14.2a
GRI 103: Management Approach	103-1 (a) Explanation of the material topic and its Boundary	Annual CDP Submission CC2.1, 2.1a, 2.1b
	101-1 (b,c) Explanation of the material topic and its boundary	Annual CDP Submission CC8.4, 8.4a
	103-2 (c-i) The management approach and its components, reporting recommendation clause 1.3, 1.5.1, 1.5.3, 1.5.4, 1.5.5	Annual CDP Submission CC2.2, 2.2a, 2.2c, 2.2d, 3.1, 3.1a, 3.1b, 3.1c
	103-2 (c-iv) The management approach and its components, reporting recommendation clause 1.6.1, 1.6.2	Annual CDP Submission CC1.1, 1.1a, 1.2, 1.2a
	103-2 (c-vii) The management approach and its components, reporting recommendation clause 1.9	Annual CDP Submission CC2.1, 2.1a, 2.1c, 2.2c, 2.2d, 3.3, 3.3a, 3.3b, 3.3c, 3.3d2.2d, 3.3, 3.3a, 3.3b, 3.3c, 3.3d
GRI 415: Public Policy	1 Management approach disclosures – reporting requirements clause 1.2.1, 1.2.2	Annual CDP Submission CC2.3, 2.3a, 2.3e, 2.3f, 2.3g
GRI 305: Emissions	1 Management approach disclosures – reporting requirements clause 1.2	Annual CDP Submission CC13.1, 13.1a, 13.1b, 13.2, 13.2a
	305-1 (a – f) Direct (Scope 1) GHG emissions	Annual CDP Submission CC7.1, 7.2, 7.2a, 7.3, 7.4, 8.1, 8.2, 8.3, 8.9, 8.9a, 9.1, 9.1a, 9.2, 9.2a-d
	305-2 (a – g, reporting recommendation clause 2.4.5) Energy indirect (Scope 2) GHG emissions	Annual CDP Submission CC7.1, 7.2, 7.2a, 7.3, 7.4, 8.1, 8.3, 8.3a, 10.1, 10.1a, 10.2, 10.2a, 10.2b, 10.2c
	305-3 (a – g) Other indirect (Scope 3) GHG emissions	Annual CDP Submission CC3.1a, 3.1b, 3.1c, 3.1e, 14.1, 8.9, 8.9a, 14.1

GRI 305: Emissions	305-4 (a – c) GHG emissions intensity	<u>Annual CDP Submission</u> CC12.2, 12.3
	305-5(a – c) GHG emissions reduced as a direct result of reduction initiatives, in metric tons of CO ₂ equivalent	<u>Annual CDP Submission</u> CC3.3a, 7.3, 12.1, 12.1a, 12.1b, 14.3, 14.3a
	305-5(d, e) Scopes in which reductions took place; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3)	<u>Annual CDP Submission</u> CC3.3b, 7.2, 7.2a, 12.1, 12.1a, 12.1b, 14.3, 14.3a
GRI 201: Economic Performance	201-2 Financial implications and other risks and opportunities due to climate change	<u>Annual CDP Submission</u> CC5.1, 5.1(a – c), 6.1, 6.1 (a – c)
GRI 206: Anti-competitive Behavior 2016	302-1 (a,b,c,e,g, reporting recommendation clause 2.2.6) Energy consumption within the organization	<u>Annual CDP Submission</u> CC10.1a, 11.2, 11.3, 11.3a, 11.4, 11.5





About BMC

BMC works with 86% of the Forbes Global 50 and customers and partners around the world to create their future. With our history of innovation, industry-leading automation, operations, and service management solutions, combined with unmatched flexibility, we help organizations free up time and space to become an Autonomous Digital Enterprise that conquers the opportunities ahead.

BMC—Run and Reinvent

www.bmc.com



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