

EVOLVING OUR BUSINESS BY PUTTING OUR PEOPLE FIRST



Among the many global changes brought about by the pandemic, the Great Resignation, or Great Reshuffle, found a record number of workers making choices about their futures and seeking new opportunities that enrich their whole lives. As a result, employers must step up their game to attract and retain talent.

BMC is committed to being an employer of choice, and we're proud to again be [recognized](#) by *Forbes* on its list of 500 [Best Midsize Employers in the U.S.](#) for 2022. The recognition is a rich reward for our ongoing efforts to build a culture and workplace that attracts and retains an incredible workforce. We do so 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.

[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 collectively contributed over 50,000 hours of virtual and in-person community service, supporting over 430 charities across 38 countries in a single day.

Sustainability is another area where we are dedicating our resources, guided by the principles of the United Nations (UN) [Sustainable Development Goals](#) (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. We also collaborate with the [Seabin Project](#), [Ocean Conservancy](#), and [#TeamSeas](#) to remove trash and debris from the world's waterways. Our recent sustainability initiatives are highlighted in the latest [BMC Corporate Social Responsibility Report](#).

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 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 LinkedIn Learning, which provides free, virtual, on-demand coursework to our employees to help them 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. We'd love to have you [join us](#) on that journey.