



jack henry
& ASSOCIATES INC.®

Environmental, Social, and Governance Statement

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ENVIRONMENTAL, SOCIAL, AND GOVERNANCE STATEMENT

Jack Henry’s focus on corporate responsibility is rooted in our guiding principles to do the right thing, do whatever it takes, and have fun. We endeavor to empower our associates, communities, and business to prosper while respecting the environment we work in and the Earth’s resources we share.

Environmental Responsibility

Jack Henry acknowledges the climate crisis and the need to pursue environmentally friendly practices for a sustainable future for our planet and people. Jack Henry has identified four material topics* related to the environment:

- **GHG Emissions:** Jack Henry publicly discloses Scope 1 and Scope 2 greenhouse gas (GHG) emissions through our sustainability reporting efforts. Jack Henry is committed to a low-carbon future.
- **Environmental Risk Management/Strategy Development:** Jack Henry recognizes and manages climate risks and opportunities. This information will be used to inform in future business decisions.
- **Environmental Compliance and Occupational Health and Safety:** At Jack Henry, we prioritize the health and safety of our associates, contractors, and vendors.
- **Data Center Environmental Considerations:** Jack Henry is committed to operating our data centers in a manner that protects human health and safety as well as the environment, while ensuring operational efficiency.

Additional areas of environmental focus include:

- **Energy Efficiency:** Jack Henry currently employs many energy-saving strategies and actively pursues innovative solutions to reduce energy consumption.
- **Energy Consumption and Management and Water Stewardship:** We continue to invest in more energy and water-efficient appliances as our owned equipment reaches end-of-life. Through our own technology and initiatives, we have reduced our energy consumption and saved many resources.

- **Hazardous Waste and Chemical Management & Non-Hazardous Waste Management:** Jack Henry responsibly manages waste and chemical use in a manner that protects human health and safety, as well as the environment. We monitor and recycle our electronic waste in a safe and sustainable manner.
- **Education:** We are committed to educating our associates, Board members, and various stakeholders on material ESG topics relevant to Jack Henry. Education is vital in the ESG field and at Jack Henry we have launched a new Business Innovative Group (BIG) called Go Green, which engages associates in accelerating our progress with environmental stewardship initiatives.

Jack Henry is committed to pursuing environmentally friendly activities, and publicly providing regular updates on our progress. For additional information on Jack Henry's commitments to pursuing environmentally friendly practices and supporting the environmental health and safety of all relevant stakeholders review our [Environmental Policy](#). For information regarding progress with environmental matters, review our most recent [Sustainability Report](#).

Social Responsibility

At Jack Henry, we deeply value our associates and credit them for much of our collective success as an organization. Jack Henry has identified six material “social” topics*:

- **Diversity, Equity, and Inclusion:** Our founders believed that business is about people—a philosophy we still stand by today. When people are free to be their best selves, relationships thrive, and everyone wins. At Jack Henry, we promote an environment where our associates feel included and respected, regardless of differences.
 - **Talent Attraction and Retention:** Our people and culture strategies focus on attracting, engaging, and retaining qualified, diverse, and innovative talent at all levels of the company. We actively listen to our associates throughout the year using a listening strategy designed to gather regular feedback on well-being, engagement, leadership, culture and values, and work environment. Our continuous listening strategy allows us to respond to associate concerns, benefit from associate perspectives, and better design and develop processes to support our company culture.
 - **Employee Benefits and Compensation:** We offer a competitive total rewards package to our associates to help them build and maintain well-being within and outside of the workplace. This includes competitive compensation plans and an associate bonus plan, giving all associates a reward opportunity when the company achieves operating targets. We recognize the value of our associates and believe much of our company’s strength and success depends on their well-being. As such, we have developed Four Pillars of Wellness that help support our associates with their well-being goals.
- ◇ **Fitness:** Jack Henry encourages associates to stay active with fitness challenges and fitness center discounts.
 - ◇ **Mental:** Counseling services and learning assistance are available to support mental health and wellness and advance our associates’ education.
 - ◇ **Financial:** Our 401(k) and employee stock purchase plans help our associates invest in their financial futures.
- **Corporate Values:** Our five core values—Passion for Customer Service, Relationships, Integrity, Drive for Results, and Excellence (otherwise known as PRIDE)—complement our company philosophy and mission and represent what is inherent in our associates.
 - **Non-Discrimination and Protection of Civil Rights:** Our Equal Employment Opportunity policy states that Jack Henry is committed to creating an inclusive environment where differences are valued and respected. Real inclusion means every associate has the chance to learn and grow and the chance to take advantage of opportunities within the organization, regardless of individual differences. Those differences include, but are not limited to, race, religious creed, color, national origin, ancestry, physical disability, mental disability, genetic information, pregnancy, marital status, sex, gender, gender identity, gender expression, age, sexual orientation, military and veteran status, or any other protected status by local, state, or federal law. Beyond nondiscrimination compliance, we are committed to fostering a respectful, diverse, and inclusive workplace in which all individuals are treated with respect and dignity.

- **Human Rights and Fair Labor Practices:** Jack Henry is committed to respecting and promoting human rights. Through proactive due diligence, we seek to prevent or mitigate adverse human rights effects from our own operations. Where we are directly linked to human rights implications through our business relationships, we will seek ways to positively influence the human rights actions of our business partners, including our suppliers. This commitment applies to all geographic locations where Jack Henry operates or conducts business.

Additional social responsibility areas of focus include:

- **Business Innovation Groups:** Our Business Innovation Groups (BIGs) are company-sponsored, associate-driven groups helping Jack Henry reach our strategic diversity goals in the workplace, community, and marketplace through our own rich fabric of diverse associates at Jack Henry. Jack Henry knows the value of harnessing the unique voices, insights, and experience that each of our associates bring. These unique perspectives fuel innovation by providing a platform for all people, ideas, and thoughts to grow our business. These BIGs exist to provide a space where individuals who share characteristics, passions, or interests can come together for personal and professional development and to inspire deep affiliations with one another, at Jack Henry, and the communities in which we live. BIGs help open the door to innovation, development, and networking opportunities for everyone.
- **Employee Development:** We uphold the standards in affirmative action plans and adherence to required training and policies which support our stance on ongoing learning. At Jack Henry, all associates and managers are required to participate in Preventing Sexual Harassment and Valuing Diversity training. Leaders are also required to attend manager-specific versions of these two trainings. Even beyond compliance, Jack Henry strives to be a learning organization. We encourage our associates to develop a growth mindset and participate in continuous learning. We offer resources where associates can learn about

business, people, and technical subjects. Additionally, we engage with associates across the business to help develop, test, review, train, and guide DEI education efforts. Jack Henry's corporate leadership development efforts promote the overall health of the company's leadership readiness pipeline and expand the options available to Jack Henry people leaders to own their development and collaborate with other leaders.

- **Growth Mindset:** We encourage a growth mindset with a posture of continuous learning. We believe a growth mindset helps us become more culturally aware and inclusive. It also improves our effectiveness as individuals, teams, and a company. Additionally, we focus on experiential leadership development and mentoring opportunities for associates who are members of traditionally underrepresented groups.
- **Corporate Citizenship:** Jack Henry was built on corporate citizenship and responsibility to our communities. All Jack Henry associates are encouraged to take an active role in organizations and activities that benefit the communities where Jack Henry offices are located and the communities in which they live. Associates are also given numerous opportunities throughout the year to donate to charities through payroll deduction, with Jack Henry often matching associate contributions with corporate donations.

Jack Henry values people and continually invests in our workplace culture and giving back to the communities in which we operate. More information about Jack Henry's culture is available on our [Life at Jack Henry webpage](#). For additional information on Jack Henry's human rights commitments, review our [Human Rights and Policy Statement](#). For information regarding progress with social matters, review our most recent [Sustainability Report](#).

Governance Responsibility

Jack Henry is committed to delivering a strong return on investment to our stockholders while maintaining long-term sustainability for our business model. The Jack Henry Board of Directors is the primary driver of corporate governance and sets a high standard for our associates, officers, and directors. It is the duty of the Board to serve as a prudent fiduciary for stockholders and oversee risk.

Highlights of our governance practices include:

- Corporate Governance:** The members of the Board, as well as the executive officers and all other employees, vendors, and business partners of Jack Henry are subject to and responsible for compliance with the Jack Henry [Code of Conduct](#). It is Jack Henry's policy to comply with all applicable laws, including—without limitation—employment, discrimination, health, safety, securities, and environmental laws. The Board and the [Governance Committee](#) have oversight responsibility for matters related to ESG issues, while the executive leadership team is held accountable for compliance through their lines of business.
- Stockholder Rights:** Our Board has adopted the [Corporate Governance Guidelines](#), which outline the governance practices of Jack Henry. We use an open-door approach when communicating with our investors and analysts, we engage in regular one-on-one calls to keep communications flowing, and we do this while also observing communication restrictions during blackout periods. Executive leadership invests time in our investor engagement efforts to ensure that we are growing as a company in a direction that benefits our investors as well.
- Risk Oversight:** Our Board performs risk oversight primarily through the [Risk and Compliance, Audit, and Compensation Committees](#) as outlined in our Corporate Governance Guidelines. The Board assesses major risks facing Jack Henry and reviews options for risk mitigation.

For Jack Henry to continuously improve regarding ESG issues, we value all input from employees, our Board members, our investors, and our communities. Jack Henry has an anonymous ethics and compliance hotline supported by Lighthouse Services. Lighthouse Services' toll-free number and other methods of reporting are available 24 hours a day, seven days a week.

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* Any use of the concept of materiality in this report is not intended to correspond to the concept of materiality associated with disclosures required by the Securities and Exchange Commission.