



## Jack Henry Publishes Annual Sustainability Report

April 1, 2024

*Report details progress in advancing the company's key sustainability priorities.*

MONETT, Mo., April 1, 2024 /PRNewswire/ -- Jack Henry & Associates, Inc.<sup>®</sup> (Nasdaq: JKHY) announced today the publication of its [2024 Sustainability Report](#) which outlines the company's dedication to preserving value for associates, clients, communities, stockholders, and the environment through responsible business practices.

The report is supplemented by detailed indexes aligned with the Sustainability Accounting Standards Board (SASB) and the Task Force on Climate-related Financial Disclosure (TCFD).

"We value transparency and believe that our annual sustainability report fosters trust with all our stakeholders," said Tara Brown, Jack Henry's Head of Corporate Sustainability. "Our 2024 Sustainability Report reflects our associates' hard work and dedication to doing the right thing through responsible business practices."

The report covers milestones and progress related to Jack Henry's key sustainability priorities. Highlights include:

- **Talent Attraction, Development, and Retention:** Strong associate engagement confirms Jack Henry's goal to create a work environment where associates feel safe, empowered, and purposeful in their work. Its annual *Engagement Survey* received a 65% response rate and indicated an average engagement index score of 81% (above the 67% industry benchmark).
- **Diversity, Equity, Inclusion, and Belonging:** This report includes the demographic make-up of Jack Henry's workforce and efforts to foster equity and inclusion. In 2023, we were honored to be named one of America's Greatest Workplaces for Diversity by *Newsweek* and earned a Seal of Accomplishment as a Leader in Disabilities Inclusion from the Center for Disabilities Inclusion (CDI).
- **Low Carbon Transition:** In 2023, Jack Henry procured renewable energy credits (RECs) to address Scope 2 emissions, resulting in an overall, year-over-year reduction of Scope 1 and 2 emissions. This year's report also includes a breakdown of Jack Henry's Scope 3 greenhouse gas emissions related to the company's value chain.
- **Climate-related Risk:** The Task Force for Climate-related Financial Disclosure (TCFD) Index includes a detailed assessment of the climate-related risks and opportunities faced by the company.
- **Information and Cybersecurity:** Data privacy and cybersecurity are more important than ever in today's world. This year's report expands on Jack Henry's Information and Cybersecurity program.
- **Corporate Citizenship and Philanthropy:** This year's report includes information on how our products and services create positive impact and support our clients on their mission to empower accountholders to get a complete picture of their financial health, improve their relationship with money, and build the economic resilience necessary to ensure they are financially healthy. In 2023, we strengthened our commitment to social impact and further aligned our philanthropy efforts to key focus areas such as financial health and wellness, diversity, equity, inclusion, and belonging, and empowering local communities.

To read Jack Henry's 2024 Sustainability Report, stay up to date, and learn more, visit our corporate sustainability website via Investor Relations on [jackhenry.com](http://jackhenry.com).

**About Jack Henry & Associates, Inc.<sup>®</sup>** Jack Henry<sup>™</sup> (Nasdaq: JKHY) is a well-rounded financial technology company that strengthens connections between financial institutions and the people and businesses they serve. We are an S&P 500 company that prioritizes openness, collaboration, and user centrality – offering banks and credit unions a vibrant ecosystem of internally developed modern capabilities as well as the ability to integrate with leading fintechs. For more than 47 years, Jack Henry has provided technology solutions to enable clients to innovate faster, strategically differentiate, and successfully compete while serving the evolving needs of their accountholders. We empower approximately 7,500 clients with people-inspired innovation, personal service, and insight-driven solutions that help reduce the barriers to financial health. Additional information is available at [www.jackhenry.com](http://www.jackhenry.com).

*Statements made in this news release that are not historical facts are "forward-looking statements." Because forward-looking statements relate to the future, they are subject to inherent risks and uncertainties that could cause actual results to differ materially from those expressed or implied by such statements. Such risks and uncertainties include, but are not limited to, those discussed in the Company's Securities and Exchange Commission filings, including the Company's most recent reports on Form 10-K and Form 10-Q, particularly under the heading "Risk Factors." Any forward-looking statement made in this news release speaks only as of the date of the news release, and the Company expressly disclaims any obligation to publicly update or revise any forward-looking statement, whether because of new information, future events or otherwise.*

View original content to download multimedia: <https://www.prnewswire.com/news-releases/jack-henry-publishes-annual-sustainability-report-302103535.html>

SOURCE Jack Henry & Associates, Inc.

Analyst Contact: Vance Sherard, CFA, Vice President, Investor Relations, (417) 235-6652; Press Contact: Mark Folk, Director of Corporate Communications, (704) 890-5323