

corporate sustainability statement



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Jack Henry's focus on corporate sustainability is rooted in our guiding principles: **do the right thing, do whatever it takes, and have fun.** We believe effective corporate sustainability practices are the right thing to do, support the long-term viability of our business model, and preserve value for our associates, clients, communities, and shareholders.

key sustainability priorities

commitment to people and communities

Our co-founders, Jack Henry and Jerry Hall, are quoted as saying, "Business is about people. It is good to remember that and treat the people you deal with as individuals. Relationships keep us together, and together we can do great things." This belief continues to shine through our interactions with our associates, our communities, and broader society.

- **Supporting financial health and economic development:** this is our core business strategy. Our products and services – aligned with our corporate purpose – focus on empowering people and communities to gain the financial freedom to move forward.
- **Corporate citizenship and philanthropy:** we amplify our corporate purpose by focusing our corporate giving and volunteering efforts in support of financial health and empowerment.
- **Inclusion and belonging:** recognizing the diverse backgrounds of our clients and their accountholders, we foster an inclusive

environment that encourages innovation by ensuring our associates feel engaged, respected and purposeful in their work.

- **Talent attraction and retention:** we maintain a strong talent value proposition built on our purpose, values, and people-first culture. This includes developing, training, and reskilling associates.

commitment to responsible business practices

Managing risk and upholding a high standard of ethical behavior ensures the long-term sustainability of our business – and we continually monitor, evaluate, and improve our processes.

- **Risk management:** our internal process and governance systems continually work to identify and mitigate risks.
- **Information security, cybersecurity, and data privacy:** our core commitment is to protect client, end user, and internal data. We also prioritize a responsible and balanced approach to AI use in Jack Henry's products, services, and internal operations.
- **Business ethics and regulatory compliance:** fostering an ethical culture, complying with current, changing, and upcoming regulations, and protecting associates, clients, and end users from fraud are all part of our business strategy.
- **Human rights and fair labor practices:** our dedication to treating customer, end user, and associate data privacy with care, as well as our efforts to monitor and address potential human rights issues in our supply chain and own workforce underline our commitment to these practices.

commitment to the planet

Our commitment to the planet includes being good stewards of natural resources and doing our part to pursue a low-carbon future.

- **Energy and climate:** this includes responsible management of energy use and emissions from data centers and our direct operations, as well as efforts to understand and address potential physical and transitional risks associated with climate change.
- **Environmental stewardship:** we are committed to responsible management of e-waste (e.g., end-of-life technology) and facilities' waste, as well as water use both in data centers and facilities.

assessment of key sustainability priorities

Our key sustainability priorities reflect the issues most pertinent to our business. Through interviews, surveys, and document-based research, we integrate the insights of a broad spectrum of stakeholders and experts – including associates, clients and accountholders, investors, vendors and business partners, regulators, and peers – into our identification and prioritization of issues. We evaluate issue significance from various angles, including:

- How they could present business risks and opportunities for Jack Henry;
- How our company might directly or indirectly impact external stakeholders, society, and/or the environment;
- What stakeholders want to understand about our approach and performance; and

- Risks, opportunities, and impacts across our value chain, including our supply chain, our direct operations, and our clients and end users.

We will continue to concentrate our efforts and reporting on these topics and plan to periodically reassess our priorities to ensure we remain focused on the most important issues for our company and our stakeholders.

Visit our [Corporate Sustainability](#) page for our sustainability reports and related information.



Jack Henry has an anonymous ethics and compliance reporting tool supported by Lighthouse Services. Lighthouse Services' toll-free number and other methods of reporting are available 24 hours a day, seven days a week.

Online:

lighthouse-services.com/jackhenry

Email: reports@lighthouse-services.com

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Phone: English: 833-222-4159

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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.