

# 2025

## Jack Henry™ Sustainability Accounting Standards Board Index

The Sustainability Accounting Standards Board (SASB) Foundation was founded in 2011 as a not-for-profit, independent standards-setting organization. SASB develops and maintains industry-specific standards designed to enable communications about corporate performance on industry-level sustainability issues. As of August 2022, the International Sustainability Standards Board (ISSB) of the IFRS Foundation assumed responsibility for the SASB Standards. The ISSB has committed to maintain, enhance, and evolve the SASB Standards and encourages preparers and investors to continue to use the SASB Standards.<sup>1</sup> To learn more, visit [sasb.org](https://sasb.org).

As we move forward, we will evaluate our alignment with the ISSB's disclosure standards. This shift reflects the evolving landscape of sustainability reporting and standardization of reporting frameworks in light of new expectations for voluntary and mandatory reporting. We remain committed to ensuring that our disclosures remain consistent with emerging standards and regulations in order to maintain transparency and stakeholder confidence.

This disclosure has been prepared according to the SASB Software & IT Services standard, version 2023-12. Jack Henry does not currently address all disclosure topics or accounting metrics included in the sector standard. However, we continue to evaluate them for future disclosure. To learn more about Jack Henry's corporate sustainability efforts, read our [2025 Sustainability Report](#).

1. <https://sasb.ifrs.org/standards/>

## environmental footprint of hardware infrastructure

SASB Code	Metric	Response
TC-SI-130a.1.	(1) Total energy consumed, (2) percentage grid electricity and (3) percentage renewable	(1) 261,372 GJ. (2) 66% of purchased electricity was from the grid. (3) For our fiscal year 2024 emissions, Jack Henry procured renewable energy credits reflecting 9% of our renewable energy.
TC-SI-130a.2.	(1) Total water withdrawn, (2) total water consumed; percentage of each in regions with High or Extremely High Baseline Water Stress	(1) Not available. (2) Not available. Based on a facilities-level physical risk analysis of our fiscal year 2023 real-estate portfolio, water stress possesses no discernible risk for present day under a medium and high scenario. More information on this analysis can be found in our <a href="#">2025 Task Force on Climate-Related Financial Disclosures (TCFD) Index</a> .
TC-SI-130a.3.	Discussion of the integration of environmental considerations into strategic planning for data center needs	Environmental considerations are a vital component of our strategic and operational planning for our data centers. Operational efficiency is considered during every equipment upgrade, with the goal of improving our Power Usage Effectiveness (PUE). As part of our commitment to maintaining strong performance and efficiency of our operations, we initiated a multi-year data center consolidation plan. In addition, we have implemented a co-location and cloud computing strategy that supports the evolving needs of our clients and emissions reductions. See the Commitment to the Planet section of our <a href="#">2025 Sustainability Report</a> for more information.

## data privacy and freedom of expression

SASB Code	Metric	Response
TC-SI-220a.1.	Description of policies and practices relating to targeted advertising and user privacy	Jack Henry complies with statutory and regulatory obligations for information requests and public disclosures of data privacy and security. Our internal data regarding privacy and security is confidential. See the Commitment to Responsible Business Practices section of our <a href="#">2025 Sustainability Report</a> for more information on how we manage privacy and security.
TC-SI-220a.2.	Number of users whose information is used for secondary purposes	Jack Henry complies with statutory and regulatory obligations for information requests and public disclosures of data privacy and security. Our internal data regarding privacy and security is confidential. See the Commitment to Responsible Business Practices section of our <a href="#">2025 Sustainability Report</a> for more information on how we manage privacy and security.
TC-SI-220a.3.	Total amount of monetary losses as a result of legal proceedings associated with user privacy	Jack Henry complies with statutory and regulatory obligations for information requests and public disclosures of data privacy and security. Our internal data regarding privacy and security is confidential. See the Commitment to Responsible Business Practices section of our <a href="#">2025 Sustainability Report</a> for more information on how we manage privacy and security. Jack Henry complies with regulatory obligations of public disclosure of certain legal proceedings. We decline to disclose further information on legal proceedings outside of these required disclosures.
TC-SI-220a.4.	(1) Number of law enforcement requests for user information, (2) number of users whose information was requested, (3) percentage resulting in disclosure	Jack Henry complies with statutory and regulatory obligations for information requests and public disclosures of data privacy and security. Our internal data regarding privacy and security is confidential. See the Commitment to Responsible Business Practices section of our <a href="#">2025 Sustainability Report</a> for more information on how we manage privacy and security.
TC-SI-220a.5.	List of countries where core products or services are subject to government-required monitoring, blocking, content filtering, or censoring	Jack Henry solutions and services are developed for and deployed primarily in the United States of America. Most of these solutions and services face the end-user financial institution through a dedicated virtual private network, and as such, would not be subject to any government monitoring, blocking, content filtering, or censoring. Regarding those solutions which are directed toward and are visible to clients and accountholders, the information collected and displayed is not of a nature that is generally subject to government monitoring, blocking, content filtering, or censoring, regardless of where they may be viewed or accessed.

## data security

SASB Code	Metric	Response
TC-SI-230a.1.	(1) Number of data breaches, (2) percentage that are personal data breaches, (3) number of users affected	<p>Jack Henry complies with statutory and regulatory obligations for information requests and public disclosures of data privacy and security. Our internal data regarding privacy and security is confidential. See the Commitment to Responsible Business Practices section of our <a href="#">2025 Sustainability Report</a> for more information on how we handle privacy and security.</p>
TC-SI-230a.2.	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	<p>Jack Henry has an established information and cybersecurity program that incorporates widely accepted industry standards, policies, and practices designed to protect the confidentiality and privacy of Jack Henry and client information. The main components of this program include:</p> <ul style="list-style-type: none"> <li>• Integrated information security governance and oversight</li> <li>• A systematic, strategic approach to secure system design and development</li> <li>• A multi-layer, defense-in-depth approach to securing systems, data, and networks</li> <li>• Comprehensive cyber defense, threat and vulnerability management, and intelligence</li> <li>• Continuous enterprise monitoring with well-defined and rehearsed business resilience and incident response procedures</li> <li>• Robust security training and awareness programs, required for all associates and contractors, to strengthen the first line of defense—our people</li> </ul> <p>In support of this information and cybersecurity program, Jack Henry systems and services undergo regular reviews performed by the same regulatory agencies that review financial institutions, including, but not limited to:</p> <ul style="list-style-type: none"> <li>• Consumer Financial Protection Bureau</li> <li>• Federal Reserve Board</li> <li>• Federal Deposit Insurance Corporation</li> <li>• National Credit Union Association</li> <li>• Office of the Comptroller of the Currency</li> </ul> <p>Additional external reviews assess and identify security gaps or flaws in controls and monitor the effectiveness of our security program. Critical services provided to our clients are subject to annual System and Organizational Controls (SOC) reviews by external independent auditors.</p> <p>SOC reports are made available for all clients via the For Clients portal.</p> <p>Jack Henry holds an active insurance policy that includes cybersecurity coverage.</p> <p>Jack Henry’s Risk and Compliance Board committee primarily oversees privacy and data security practices. Information and cybersecurity leadership reports to the Risk and Compliance Board committee and the full Board of Directors regularly.</p> <p>See the Commitment to Responsible Business Practices section of our <a href="#">2025 Sustainability Report</a> for more information on how we handle privacy and security.</p>

## recruiting and managing a global, diverse, and skilled workforce

SASB Code	Metric	Response
TC-SI-330a.1.	Percentage of employees that require a work visa	2.3% of Jack Henry associates are foreign nationals that require a work visa. We continue to evaluate the disclosure of percentage of workers with visas and associated risks. To learn more about risk management, see the Commitment to Responsible Business Practices section of our <a href="#">2025 Sustainability Report</a> .
TC-SI-330a.2.	Employee engagement as a percentage	Our fiscal year 2024 average engagement index score calculation was 79% and was provided by our third-party administrator. Jack Henry's average engagement score is above the benchmark of like organizations as defined by the third party.
TC-SI-330a.3.	Percentage of (1) gender and (2) diversity group representation for (a) executive management, (b) non-executive management, (c) technical employees, and (d) all other employees	46.9% of Jack Henry associates identify their gender as female and 53.1% identify their gender as male. 6.1% of associates identify as Asian, 7.6% identify as Black, 5.5% identify as Hispanic/Latino, 76.1% identify as White, 3.5% identify as other, and 1.2% did not disclose. Three Jack Henry Board members identify as female and two identify as non-white. We are working toward achieving consistency in how role types are defined for further breakout of this data. For more information on policies and programs fostering inclusion and belonging, see the Commitment to People and Communities section of our <a href="#">2025 Sustainability Report</a> . <sup>2</sup>

## intellectual property protection and competitive behavior

SASB Code	Metric	Response
TC-SI-520a.1.	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	Jack Henry is committed to ensuring our values align with the highest level of ethical business practices. Our associates have received training regarding appropriate business conduct and anti-competitive behavior. Jack Henry complies with regulatory obligations of public disclosure of certain legal proceedings. We decline to disclose further information on legal proceedings outside of these required disclosures.

2. "Other" includes associates who identify as two or more races, Native Hawaiian or other Pacific Islander, and American Indian/Alaskan Native.

## managing systemic risks from technology disruptions

SASB Code	Metric	Response
TC-SI-550a.1.	Number of (1) performance issues and (2) service disruptions; (3) total customer downtime	Jack Henry understands that any failure to deliver reliable, effective, and secure services to our clients and partners exposes us to significant business risks including additional development and remediation costs, potential loss of clients, negative publicity, and potential liability claims. Given the sensitive nature of the data we handle on behalf of our clients, Jack Henry declines to disclose the details of our business continuity and disaster recovery plans.
TC-SI-550a.2.	Description of business continuity risks related to disruptions of operations	Jack Henry maintains a corporate commitment to deliver reliable services to our clients. We understand our financial institutions expect continuous availability for critical applications. We focus on identifying and mitigating the technological and environmental risks that may interfere with our ability to deliver services to our clients. Jack Henry operates an enterprise continuity program, which includes business continuity and disaster recovery planning, and provides well- defined policies and procedures to facilitate business and disaster recovery. Incident response and crisis management plans have been designed to prepare for, detect, respond to, and recover from cyber and physical threats at Jack Henry in a timely and coordinated fashion. For more information on risks that may impact our operations, please see our <a href="#">10-K</a> .

## activity metrics

SASB Code	Activity Metric	Response
TC-SI-000.A	(1) Number of licences or subscriptions, (2) percentage cloud-based	Jack Henry understands that any failure to deliver reliable, effective, and secure services to our clients and partners exposes us to significant business risks including additional development and remediation costs, potential loss of clients, negative publicity, and potential liability claims. Given the sensitive nature of the data we handle on behalf of our clients, Jack Henry contractually cannot disclose the number of licenses, subscriptions, or our hosting arrangements for data we control and maintain.
TC-SI-000.B	(1) Data processing capacity, (2) percentage outsourced	Jack Henry understands that any failure to deliver reliable, effective, and secure services to our clients and partners exposes us to significant business risks including additional development and remediation costs, potential loss of clients, negative publicity, and potential liability claims. Given the sensitive nature of the data we handle on behalf of our clients, Jack Henry contractually cannot disclose the processing capacity and any outsourcing arrangement for data we are contracted to control and/or maintain.
TC-SI-000.C	(1) Amount of data storage, (2) percentage outsourced	Jack Henry understands that any failure to deliver reliable, effective, and secure services to our clients and partners exposes us to significant business risks including additional development and remediation costs, potential loss of clients, negative publicity, and potential liability claims. Given the sensitive nature of the data we handle on behalf of our clients, Jack Henry cannot contractually disclose our server capacity and any outsourcing arrangement for data we control and/or maintain.

## about this report

Jack Henry's internal audit team performed a review focused on the completeness, accuracy, and reliability of the quantitative data included in this disclosure. We have obtained limited external assurance of our Scope 1 and 2 GHG emissions calculations.

This report reflects the 2024 calendar year. Unless otherwise noted, metrics reflect Jack Henry's fiscal year 2024 (July 1, 2023 – June 30, 2024).

Environmental metrics presented within this report are representative of all of Jack Henry's operational facilities, which are in the United States. Where utilities are paid for as part of the lease and primary data was not available, Jack Henry has estimated emissions for facilities based on building type and size, combined with EPA-estimated emissions factors.

All financial information has been reported in U.S. dollars. Figures presented within this report may have been approximated or rounded, as applicable.

### DISCLAIMER

This report includes corporate sustainability data that is non-financial, non-GAAP, and non-audited. The Company does not make any express or implied representations or warranties and shall not assume any liability for providing guidance or for any errors, mistakes, or omissions in this report. 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. This report covers the Company's owned and operated businesses and does not address the performance or operations of any suppliers, contractors, customers, or partners unless otherwise noted.

### FORWARD-LOOKING STATEMENTS

Certain statements made in this report, other than purely historical information, including estimates, projections, statements relating to our business plans, corporate sustainability initiatives and corporate sustainability metrics as a result of such initiatives, objectives and expected operating results, and the assumptions upon which those statements are based, are "forward-looking statements" within the meaning of U.S. federal securities laws. Forward-looking statements generally are identified by the words "believe," "project," "expect," "seek," "anticipate," "estimate," "future," "intend," "plan," "strategy," "predict," "likely," "should," "will," "would," "could," "can," "may," and similar expressions. Forward-looking statements are based only on management's current beliefs, expectations, and assumptions regarding the future of the Company, future plans and strategies, projections, anticipated events and trends, the economy, and other future conditions. 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 our most recent Annual Report on Form 10-K and Quarter Report on Form 10-Q, and those discussed in other documents we file with the Securities and Exchange Commission. Any forward-looking statement made in this report speaks only as of the date of the report, 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.