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Environmental, Social, and Governance (ESG) Policy

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Author: HR



Introduction

Majesco is committed to integrating Environmental, Social, and Governance (ESG) principles into our business process and operating philosophy where these efforts can contribute to the success and well-being of our customers, partners, employees, and communities where we live and work. This ESG Policy outlines our company-wide approach to integrating ESG in our business operations.

ESG at Majesco

Majesco is committed to integrating certain ESG factors throughout our business operations with a focus on matters that are meaningful to our employees, customers, and partners including:

Environmental Considerations	Social Considerations	Governance Considerations
<ul style="list-style-type: none">Greenhouse gas emissions	<ul style="list-style-type: none">Diversity, Equity & Inclusion (including anti-discrimination)	<ul style="list-style-type: none">Corporate governance and oversight
<ul style="list-style-type: none">Waste management	<ul style="list-style-type: none">Human rights and modern slavery	<ul style="list-style-type: none">Risk Management and Compliance
<ul style="list-style-type: none">Energy management and efficiency	<ul style="list-style-type: none">Employee health, safety, and well-being	<ul style="list-style-type: none">Conflicts of interest and Business Ethics
<ul style="list-style-type: none">Data Center Usage and Planning	<ul style="list-style-type: none">Labor relations and practices	<ul style="list-style-type: none">Transparency (including financial and operational reporting)
	<ul style="list-style-type: none">Employee satisfaction and Turnover	<ul style="list-style-type: none">Data Privacy and Cybersecurity Practices

Focus Areas

Across Majesco, we have identified priority ESG topics that we believe will have the biggest impact:

Climate Change Mitigation, Resiliency, and Adaptation - We recognize that climate change is a systemic issue, affecting all sectors and geographies. Our goal is to raise awareness of the impact of our operations on the environment and develop resiliency responses to these risks, where applicable, as part of our operating procedures.

Diversity, Equity, and Inclusion (DEI) - We strive to prioritize DEI through the recruitment, development, and advancement of top talent at all levels from a broad range of talent networks.

Specifically, our CLIMB program was created in 2021 to help all Majesco employees develop and advance through a culture of inclusivity. In addition, Majesco is committed to fostering diverse talent through active affinity networks, such as the Her Seat at the Table, that are dedicated to retaining and raising awareness of diverse groups through speaker series, networking events, and mentoring relationships.

Good Governance We believe that good corporate governance is essential for financially sound companies. Majesco has implemented strong governance practices spanning board governance to controls. We prioritize an experienced, active, and engaged board of directors with the skill to properly oversee and direct management and encourage protocols to enhance transparency and good governance.

In addition, Majesco trains our employees and certain other temporary personnel, consultants, and advisers through Annual Compliance Training, which includes topics such as data protection and privacy, our Code of Ethics, and fiduciary duties / conflicts of interest, among others, in addition to an initial training during their on-boarding. We also engage the entire company annually through our cybersecurity awareness program to educate our employee population to recognize suspicious activities and report them for investigation.

Throughout all of business operations and initiatives, Majesco seeks to adhere to applicable laws and regulations, including those on modern slavery and forced labor.

Scope

This ESG Policy covers Majesco, its affiliates and subsidiaries, as applicable, and is reviewed generally on an annual basis to reflect changes to the business. This ESG Policy was last updated in February 2024 and is subject to change as Majesco considers necessary or advisable. Majesco seeks at all times to conduct business in a lawful, ethical, environmental, moral, and socially responsible manner in every aspect of our company. We value our customers, our employees, our business partners, suppliers, investors, other external agencies-statutory/others, society at large, and our reputation and realize that they are the keys to our success.