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Environmental, Social, and Governance (ESG) Policy

Date: March 2025

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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">Belonging and Opportunity	<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
<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
	<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">Customer privacy and security	<ul style="list-style-type: none">Fraud, anti-bribery, and anti-corruption controls

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.

Belonging and Opportunity - We strive to recruit, develop and advance top talent at all levels from a wide range of talent networks, building teams that bring a variety of perspectives and experiences to drive innovation and success. Majesco is committed to creating belonging and opportunities for our talent, such as:

- Providing access to product training so employees can diversify their skill sets for internal mobility.
- Professional networks, such as the Her Seat at the Table, which opens to the doors for all employee participation which focuses on cross-functional collaboration and awareness through speaker series, networking events, and mentoring relationships.
- Reward high-performing employees with promotions, raises and growth opportunities.
- Flexible work and project opportunities to diversify skill set and broaden exposure to different areas.

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 March 2025 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.