



CORPORATE SOCIAL RESPONSIBILITY

We are committed to corporate social responsibility through our development of human capital and culture. We strive to create a respectful, diverse, ethical, environmentally sustainable, safe, healthy, and inclusive workplace culture in order to bring out the best in our employees and for our community. We also seek to develop inspiring and caring leaders by supporting community service and volunteer opportunities for our employees. In addition, we are dedicated to providing the best training and professional development opportunities to our employees in order to promote engagement, retention and performance.

Our corporate social responsibility initiatives are described on the NextGen Cares section of our website, at the following link: <https://www.nextgen.com/about-us/nextgen-cares>.

Diversity, Inclusion and Employee Culture

We recognize our responsibility and strategic opportunity to champion varied viewpoints, culture and expertise. To that end, we have adopted a Diversity & Inclusion Charter, which codifies our goals toward recruiting, retaining and developing diverse employees and leaders in the Company. We also maintain a Diversity and Inclusion Advisory Board that is charged with promoting diversity and inclusion by creating influence and advocacy within the Company. Our Diversity and Inclusion Advisory Board sponsors, provides strategic advice to, and supports various employee affinity groups, known as Employee Resource Groups, which create a sense of belonging for different groups of employees and their allies. These Employee Resource Groups include: ABLED (Awareness Benefiting Leadership & Employees About Disabilities), Cultural Diversity, Generational and Allies, LGBTQ+, Military/Veterans and Allies, Remote Engagement, Working Parents, and Women-In-Tech. We also provide and promote employee training on harassment, cultivating a respectful workplace and unconscious bias. We regularly update our Board on strategies, participation, and impact of these initiatives.

In order to ensure that our Company is a place where our employees feel equipped to achieve their full potential, we also continuously monitor our employees' experience and satisfaction through surveys and seek to promote our culture through recognition programs. We provide our team members with safe and confidential channels to voice concerns and receive a response, and ensure they have access to members of our executive leadership team. Employees receive training on ethics and our code of conduct, including how to make reports on our ethics hotline. Our Board receives regular updates on employee engagement and satisfaction issues.

Environment and Sustainability

Although as a software and services company, our business has fairly low environmental impact by its nature, we embrace sustainable, environmentally-friendly practices. Our corporate headquarters office in Irvine, California holds a LEED Gold rating from the U.S. Green Building Council. We actively seek to decrease our energy consumption through the use of energy-efficient fixtures and machinery, occupancy sensors, motion sensors, and automated lighting controls, and we promote recycling, reusable beverage cups, and filtered water dispensers at our facilities. Our emission reduction program encourages commuting alternatives, carpooling, and use of alternative fuel vehicles to help meet air quality improvement goals.

Community and Volunteer Service

As a global company, we believe that supporting community and volunteer service among our employees builds a strong culture and caring leaders. Each year, we sponsor NextGen Days of Caring during which our employees can volunteer for external charitable organizations. In fiscal year 2020, employees from our offices across the country and the world participated in events dedicated to hunger relief, children in need, domestic violence, among other causes. Our NextGen Cares program also allows employees to donate vacation time to help colleagues who have experienced natural disaster or tragedy. We also encourage our employees to participate in volunteer activities by providing the benefit of paid time off to volunteer through our Volunteer Time Off program.

Our Bangalore Development Center in India, under the leadership of its Corporate Social Responsibility Committee, conducts community relations activities every quarter to advance and support women's empowerment, improve health, support education and help fight poverty.

Employee Training and Development

We are committed to developing talent and leadership in our employees and maintain an organizational development group focused on employee training, management training and leadership development. We provide a career framework for our employees enabling their career development either within a single career track or through the ability to traverse multiple career ladders as they refine or optimize their development. We also sponsor 24/7 on demand training for employee certifications and relevant career-based skillsets, and provide education reimbursement for continued education.