Mastek
Trust. Value. Velocity

SEC/044/2026-27 August 14, 2026

Listing Department **BSE Limited** 25th Floor, Phiroze Jeejeebhoy Towers Dalal Street, Fort Mumbai - 400 001 Tel No. 022- 22723121 **SCRIP CODE: 523704**	**Listing Department** **The National Stock Exchange of India Limited** Exchange Plaza, C-1, Block G, Bandra Kurla Complex, Bandra (E), Mumbai - 400 051 Tel No.: 022- 26598100 **SYMBOL: MASTEK**
ISIN INE759A01021	

Dear Sir(s)/Madam(s),

Sub: Business Responsibility and Sustainability Reporting- FY 25-26

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, we submit herewith the Business Responsibility and Sustainability Report for the Financial Year 2025-26, which also forms part of the Annual Report FY 2025- 2026 of the Company, submitted today to the Exchanges vide our letter no. SEC/43/2026-27 dated August 14, 2026.

The said Report is also available on the Company's website at https://www.mastek.com/.

This is for your information and record.

Thanking you,

Yours faithfully,
For Mastek Limited

Reena Abhijit Raje
Digitally signed by Reena Abhijit Raje
Date: 2026.08.14 19:24:17 +05'30'

MASTEK LIMITED

Reena Raje
Company Secretary & Compliance Officer
Membership No. A21440

Encl: as above

Business Responsibility and Sustainability Report

SECTION A — GENERAL DISCLOSURES

I. Company Details

1	**Corporate Identity Number**	L74140GJ1982PLC005215
2	**Name of the Listed Entity**	Mastek Limited
3	**Year of Incorporation**	1982
4	**Registered Office Address**	804 / 805 President House, Opposite C. N. Vidyalaya, Near Ambawadi Circle, Ahmedabad – 380006, Gujarat.
5	**Corporate Address**	#106, SDF IV, Seepz, Andheri (East), Mumbai - 400 096, India.
6	**Email Id**	investor_grievances@mastek.com
7	**Telephone**	022- 6722 4200
8	**Website**	www.mastek.com
9	**Financial Year for which reporting is being done**	2025-26
10	**Name of the Stock Exchange(s) where shares are listed**	BSE Limited and National Stock Exchange of India Limited
11	**Paid-up Capital (INR)**	15,49,86,700
12	**Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report**	Mr. Vimal Dangri Chief Human Resource Officer and General Counsel investor_grievances@mastek.com
13	**Reporting boundary**	Consolidated Basis. The reporting boundary for all our environmental, social and governance disclosures, unless otherwise stated, covers the operations of Mastek Limited and its subsidiaries. If any question requests reporting specific to India locations, the report will indicate this in the applicable sections.
14	**Name of assurance provider**	Fandoro Technologies Private Limited
15	**Type of assurance obtained**	Limited Assurance in accordance with- - ISAE 3000 (Revised) - AA1000AS v3

II. Products / Services

16. Details of business activities (accounting for 90% of the turnover)

Sr. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the Entity
1	Information and Technology	Software application development and maintenance, IT consulting and related activities	100%

17. Products / Services sold by the entity (accounting for 90% of the entity's Turnover)

Sr. No.	Product service	NIC code	% of total Turnover contributed
1	Computer Programming, consultancy and related activities	62020	100%

III. Operations

18. Number of locations where plants and/or operations/offices of the entity are situated

Sr. No.	Location	Number of Plants	Number of Offices*	Total
1	National	Not Applicable	11	11
2	International	Not Applicable	22	22

*National / International Operations are carried out by the Company through its subsidiaries. Details of our office locations (national and international) can be accessed here - https://www.mastek.com/contact-us/

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of states)	7 (Seven)
International (No. of countries)	13 (Thirteen)*

*International markets served by the entity include countries in which business is done through its subsidiaries.

b. What is the contribution of exports as a percentage of the total turnover of the entity?

The contribution of exports as a percentage of the total turnover of the Company is 98%.

c. A brief on types of Customers

Mastek's service lines cater to both private and public sector clients including Digital & Application Engineering, Oracle Cloud & Enterprise Apps, Digital Commerce & Experience and Data, Automation, and AI. Mastek serves a range of private sector clients, including those in Retail & Consumer (digital commerce and customer experience initiatives), Financial Services (fraud analytics and identity management) and Manufacturing & Technology (digital engineering and cloud transformation). Public sector clients constitute a significant portion of Mastek's revenue, with sectors including Government & Education (digital transformation projects) and Health & Life Sciences (healthcare providers and institutions).

IV. Employees

20. a. Employee & Worker Details as at the end of the Financial Year (including differently abled)

Particulars	Total (A)	Male		Female	
		No. (B)	% (B/A)	No. (C)	% (C/A)
Employees					
Permanent	4132	2922	70.7%	1210	29.3%
Other than Permanent	598	494	82.6%	104	17.4%
Total	**4730**	**3416**	**72.2%**	**1314**	**27.8%**
Workers					
Permanent	Nil	Nil	NA	Nil	NA
Other than Permanent	87	74	85%	13	15%
Total	**87**	**74**	**85%**	**13**	**15%**

b. Employee & Worker details as at the end of Financial Year (only differently abled)*

Particulars	Total (A)	Male		Female	
		No. (B)	% (B/A)	No. (C)	% (C/A)
Employees					
Permanent	5	5	100%	Nil	NA
Other than Permanent	Nil	Nil	NA	Nil	NA
Total	**5**	**5**	**100%**	**Nil**	**NA**
Workers					
Permanent	Nil	Nil	NA	Nil	NA
Other than Permanent	Nil	Nil	NA	Nil	NA
Total	**Nil**	**Nil**	**NA**	**Nil**	**NA**

*It is completely voluntary for employees to declare their disability status and the number of PwD (person with disability) employees shown here are those who have declared their disability. Hence this data represents a subset of the total PwD employees working with the Company as of 31st March, 2026.

21. Participation/Inclusion/Representation of women

Particulars	Total (A)	No. of Females	
		No. (B)	% (B/A)
Board of Directors	6	1	16.67%
Key Managerial Personnel*	3	1	33.3

*Key Managerial Personnel includes the CEO (who is also a Board Member), the Chief Financial Officer and the Company Secretary.

22. Turnover rate for permanent employees and workers

Particulars	2025- 26			2024-25			2023-24		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent employees	18.76%	17.52%	17.88%	19%	19%	19.3%	26.41%	25.7%	26.17%
Permanent workers	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil

V. Holding, Subsidiary, and Associate Companies (including Joint Ventures)

23. Names of subsidiary / associate companies

S. No.	Name of the holding / subsidiary / associate companies / joint ventures	CIN/registration number of the mentioned company	Name of the holding / subsidiary / associate companies / joint ventures	% of shares held Directly or indirectly	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Mastek (UK) limited	02731277	Subsidiary	100.00%	Yes
2	Mastek Inc	5881595	Subsidiary	100.00%	Yes
3	Trans American Information Systems Inc	157277700	Subsidiary	100.00%	No
4	Mastek Arabia FZ-LLC	97085	Subsidiary	100.00%	Yes
5	Mastek Digital Inc	1203190-6	Subsidiary	100.00%	No
6	Mastek Arabia Systems Egypt LLC	76933	Subsidiary	100.00%	Yes
7	Evolutionary Systems Consultancy LLC	1171701	Subsidiary	49.00%	Yes
8	Mastek Systems Bahrain WLL	91774-1	Subsidiary	100.00%	Yes
9	Mastek Information Technology Company LLC	1010349266	Subsidiary	100.00%	Yes
10	Mastek Systems Pty. Ltd.	615 406 221	Subsidiary	100.00%	Yes
11	Mastek Systems (Malaysia) SDN BHD#	1140231u	Subsidiary	100.00%	No
12	Newbury Cloud Inc	18031521	Subsidiary	100.00%	No
13	Mastek Systems B.V.	71642862	Subsidiary	100.00%	Yes
14	Evolutionary Systems Qatar WLL	55571	Subsidiary	49.00%	Yes
15	Mastek Systems (Singapore) Pte. Ltd.	201418775M	Subsidiary	100.00%	No
16	Mastek Systems Company Ltd.	7559069	Subsidiary	100.00%	Yes
17	Evolutionary Systems Corp.	465452403	Subsidiary	100.00%	Yes
18	Evolutionary Systems Canada Limited	1302371-1	Subsidiary	100.00%	No
19	Metasofttech Solutions LLC	L17660194	Subsidiary	100.00%	Yes
20	Biz Analytica LLC	765245	Subsidiary	100.00%	Yes

Under voluntary Liquidation

VI. CSR Details

24. Whether CSR is applicable as per section 135 of the Companies Act, 2013: Yes

Turnover (INR) **3,69,875 lakhs**

Net-worth (INR) **2,99,185 lakhs**

VII. Transparency and Disclosure Compliances

25. Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:

Stakeholder group from whom the complaint is received	Grievance Redressal Mechanism in Place (Yes/ No) (If yes, then provide web link for grievance redress policy)	Current Financial Year			Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	The Company has a strong Whistle Blower Policy in place and the same is available at Whistle Blower Policy https://www.mastek.com/wp-content/uploads/2022/07/Group-Whistle-Blower-Policy.pdf	Nil	Nil	All stakeholders of the Company are encouraged to report either orally or in writing to the Whistle Blower Committee, the evidence of activity, the Company, departments or Employees that may constitute Improper activities affecting the business or reputation of the Company.	Nil	Nil	
Investors (other than shareholders)		Nil	Nil		Nil	Nil	
Shareholders*		During FY26, we received 3 complaints from shareholders. All complaints were resolved. Refer to Corporate Governance section of the Annual Report.			During FY25, we received 5 complaints from shareholders. All complaints were resolved.		
Value Chain Partner		Nil	Nil		Nil	Nil	
Employees and workers		Nil	Nil		Nil	Nil	
Customers		Nil	Nil		Nil	Nil	
Other – please specify		Nil	Nil		Nil	Nil	

* Reported as under SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015

26. Overview of the entity's material responsible business conduct issues.

(Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, and approach to adapt or mitigate the risk along with its financial implications, as per the following format)

Material issue identified	Indicate whether risk opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity
Aged Building	Risk	Few identified offices of the Company are situated in buildings that are more than 30 years old posing health and safety risk to employees and third parties visiting these offices.	Company is limiting and/ or reducing the risk probability by continuing analyzing unsafe areas within the building, monitoring the movement of material and individuals, institutionalizing multiple exit paths, and enabling effective response strategy in case of a mishap. Company is in constant touch with the building owner who is a government authority to carry out structural repairs and maintenance work in the building.	Negative implications as any single event may cause serious injury to an individual.
Skill availability and retention	Risk, Opportunity	Growing market with newer business models require specific skills with lesser lead time. This gets further challenging as the organizations are adopting remote or hybrid ways of working. At the same time, this is an opportunity to source talent from newer untapped locations, opening up a much wider talent landscape.	Company continues to evolve ways to engage and cross-skill or upskill individuals in emerging technologies and skills that are in demand or may potentially come in demand given the evolving business models and customer needs. Company understands the needs of newer generation and strives to offer a work culture that excites and provides greater autonomy and empowerment.	Positive as a broader talent pool can be tapped. Negative owing to increase in choices available to an individual in the market.

Material issue identified	Indicate whether risk opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity
Cyber Security and privacy incidents	Risk, Opportunity	As organizations transition from fully remote to hybrid work models, the evolving and dynamic work culture continues to reshape the enterprise risk landscape. The shift back to hybrid arrangements, blending on-site and remote work, now introduces a broader attack surface, requiring companies to secure distributed networks, endpoints, and cloud environments simultaneously. Coupled with heightened geopolitical tensions and an increasingly complex threat landscape, cyber resilience remains a critical priority for the Company to safeguard its systems, data, and operations against sophisticated cyber threats. Concurrently, the rapid adoption of Artificial Intelligence has introduced new dimensions of data privacy risk. AI systems frequently process large volumes of personal data to enhance user experiences and improve model performance. While existing data protection regulations offer a degree of safeguard, the regulatory framework is yet to fully address AI-specific privacy harms — creating an evolving compliance gap that demands proactive governance, robust internal controls, and continuous monitoring.	The Company continues to maintain robust systems and processes that reduce the probability of a threat occurring by applying the Zero Trust Security framework. We have been attested to ISO 27001 by an independent firm and are compliant with SSAE 18 SOC 1 and SOC 2. These systems and processes are monitored internally and externally and benchmarked against the best industry practices. With operations spanning multiple jurisdictions, the Company is subject to an evolving and increasingly stringent landscape of global data protection regulations, including the EU General Data Protection Regulation (GDPR), the UK Data Protection Act, India's Digital Personal Data Protection Act, 2023 (DPDPA), and other regional privacy laws across the markets in which we operate. Recognizing the critical importance of data privacy governance, the Company proactively appointed a Data Protection Officer (DPO) in 2020 — well ahead of several regulatory mandates and irrespective of business size thresholds. The DPO plays a pivotal role in overseeing compliance with applicable data protection laws, advising on privacy impact assessments, driving a culture of data responsibility, and serving as the key point of contact for regulatory authorities and data subjects alike. The Company remains conscious of its obligations both as a controller and processor of data, and continues to strengthen its privacy framework to align with global best practices and emerging regulatory expectations.	Positive implications such as strong cyber security and privacy framework instils confidence/ trust in our clients. Negative implications in case of an unauthorized breach.

Material issue identified	Indicate whether risk opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity
Energy and emissions management	Risk, Opportunity	1. Energy consumption often represents a significant portion of operational expenses. 2. Governments worldwide are implementing stricter regulations to reduce greenhouse gas emissions and combat climate change. 3. Consumers, investors, and other stakeholders increasingly prioritize sustainability. Our organization should be able to demonstrate a commitment to reducing our carbon footprint and environmental impact which can enhance our reputation, attract customers, and access capital more easily. 4. Dependence on fossil fuels exposes the business to risks associated with price volatility, supply disruptions, and regulatory changes. 5. As a business, we are also under pressure to assess and improve the environmental performance of our suppliers, as well as collaborate with them to achieve sustainability goals. 6. Proactively addressing energy and emissions management will place us in a better position to remain competitive in a rapidly changing market. 7. Climate change poses significant long-term risks to the business, including physical risks from extreme weather events and transition risks associated with shifting regulatory frameworks and market preferences	Effective management of energy usage can lead to cost savings through efficiency improvements and the adoption of renewable energy sources. We are in process of transitioning to renewable energy sources and implementing energy-efficient technologies. Our business remains constantly aware of and compliant with all applicable regulations to avoid penalties and maintain our social license to operate. One of the goals is to reduce our carbon footprint and environmental impact from our operations. We have adopted different targets to be able to bring in net-zero, carbon reduction compliance in next few years. We also collaborate with our suppliers to make them aware of our sustainability standards and goals to achieve the results in a collaborative way. As a part of our services and offerings, we have also taken up the initiative to offer sustainability related software implementations which will allow our customers to adapt and comply with sustainable practices for their organization.	Positive implications by meeting our carbon reduction and net-zero targets as it will drive us towards the sustainable practices for long-term savings
Artificial Intelligence	Risk, opportunity	Concerns about AI adoption arise from various issues, including the automation of specific jobs, algorithms with gender and racial biases, and a lack of transparency in terms of data privacy and security. With advancements in AI technologies, tasks that once required numerous individuals can now be accomplished with fewer, resulting in a reduction of full-time employment opportunities. Generative AI tools might share user data with third parties, including vendors or service providers, without advance notice.	1. We have established a "Responsible use of Generative AI" policy for all our internal stakeholders to streamline best practices during the use of Gen-AI in our services. 2. While governments are taking initiatives to create best practices for secure AI development and deployment, Mastek continues to stay updated and promote international cooperation during the use of Gen-AI in our services. 3. Given the initial stages of AI development and regulation, Mastek is committed to support AI development with necessary legal indemnification strategy in place for its customers and partners with whom such services are in collaboration stage.	Positive implications if organization is able to effectively navigate with AI related risks and is able to transform its services by larger use of AI in its offerings and expand its business/clientele by leveraging AI use-cases.

Material issue identified	Indicate whether risk opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity
Corporate Governance, Ethics and Compliance	Opportunity	Mastek views strong corporate governance, ethical conduct, and regulatory compliance as a strategic opportunity to build long-term trust, access premium markets, attract global clients, and create a resilient and responsible brand image. This also leads to enhanced stakeholder engagement and communication through improved ESG reporting, enabling effective communication with investors, customers, employees and communities. This helps in enabling the creation of engaging, tailored reports that address the interests and concerns of different stakeholder groups, fostering stronger relationships and trusts.	At Mastek, the Board of Directors (BoDs), led by our Founder Chairman, holds the highest authority in governing the strategic direction and decision-making of the Company. The Board is responsible for ensuring that the Company adheres to the highest ethical standards of business responsibility, transparency, and integrity, reflecting the core values of our group. The Board supervises the governance process through the establishment of various committees, comprising an optimal mix of Executive Directors, Non-Executive Directors, and Independent Directors. While the Board is accountable for oversight of the overall governance process, including ESG and CSR, the Executive Management is responsible for implementing the policies and procedures to imbibe a culture of good governance in the organization. At Mastek, the Board-led Risk Management and Governance Committee oversees risk management, including ESG and climate related risks. The Board also monitors, assesses and reviews ESG risks in alignment with NGRBC principles and other international frameworks, along with other enterprise-level strategic, business and other risks.	Positive: Many large clients now include governance and ethics compliance in procurement evaluations. Robust governance attracts ESG-focused funds and long-term investors. Proactive compliance avoids fines, legal costs, and reputational repair expenses. Clear governance structures streamline decision-making and accountability. Negative: While the focus is on opportunity, potential risks are mitigated through Ensuring anonymous, retaliation-free reporting of violations, Ongoing revision of the Code of Conduct, anti-bribery, anti-harassment, and insider trading policies; Independent board committees regularly review governance performance and risk areas; Periodic training for employees, including leadership, on ethics and compliance and Strong vendor due diligence and third-party compliance checks ensure ethical practices across the value chain.

Material issue identified	Indicate whether risk opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity
Geopolitical Risks	Risk	As a global IT services company with operations across India, the UK, the US, the Middle East, and other regions, Mastek is inherently exposed to geopolitical risks arising from evolving trade policies, immigration restrictions, economic sanctions, regional conflicts, and regulatory divergence across jurisdictions. Escalating geopolitical tensions — including shifts in cross-border trade relations, protectionist policies, and regional instability — can directly impact the mobility of our workforce, client demand patterns, supply chain continuity, and the regulatory landscape in which we operate. Given the Company's reliance on a globally distributed delivery model and a diversified client base across geographies, geopolitical disruptions represent a material risk to business continuity, revenue stability, and compliance obligations.	The Company has adopted a multi-pronged mitigation strategy to manage the impact of geopolitical risks: **Resource Mobility & Workforce Management** ▪ The Company proactively manages the mobility of its resources to minimize the impact of geopolitical disruptions on client deliverables. This includes maintaining nearshore and onshore delivery capabilities at relevant client locations, ensuring continuity of service even in the event of immigration restrictions or travel disruptions. ▪ Constant collaboration across global delivery centers and adoption of agile and hybrid work models enable the Company to swiftly reallocate resources and adapt delivery structures in response to evolving immigration policies and cross-border movement constraints. ▪ The Company ensures it maintains a physical presence in strategically relevant locations to continue uninterrupted client delivery regardless of geopolitical shifts. **Client Diversification & Revenue Resilience** ▪ To mitigate the risk of client concentration and potential revenue erosion due to geopolitical developments in any single market, the Company continues to diversify its client portfolio across geographies, industries, and service lines. ▪ The Company remains proactive in identifying emerging markets and sectors, ensuring it stays ahead of geopolitical shifts that may impact customer demand and engagement. **Regulatory Awareness & Compliance Readiness** The Company maintains a robust regulatory monitoring mechanism to remain aware of changes in laws, regulations, sanctions, and trade policies across all operating jurisdictions. This enables the Company to comply effectively and with minimal disruptions, adapting its governance framework, contractual structures, and operational processes proactively in response to regulatory developments.	1. Potential decline in client engagement or loss of contracts in geopolitically affected markets, leading to revenue volatility. 2. Increased costs associated with workforce relocation, visa processing, onshore hiring, and establishment of alternative delivery centers. 3. Exposure to foreign exchange fluctuations and potential trade restrictions impacting cross-border billing. 4. Ongoing investment in geographic diversification, nearshore capability expansion, and regulatory technology to minimize disruption costs.

SECTION B — MANAGEMENT AND PROCESS DISCLOSURES

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the The National Guidelines for Responsible Business Conduct (NGRBC) Principles and Core Elements.

The NGRBC as prescribed by the Ministry of Corporate Affairs advocates nine principles referred to as P1-P9 as given below:

P1	Businesses should conduct and govern themselves with integrity in a manner that is ethical, transparent, and accountable
P2	Businesses should provide goods and services in a manner that is sustainable and safe
P3	Businesses should respect and promote the well-being of all employees, including those in their value chains
P4	Businesses should respect the interests of and be responsive towards all its stakeholders
P5	Businesses should respect and promote human rights
P6	Businesses should respect, protect and make efforts to restore the environment
P7	Businesses when engaging in influencing public and regulatory policy should do so in a manner that is responsible and Transparent
P8	Businesses should promote inclusive growth and equitable development
P9	Businesses should engage with and provide value to their consumers in a responsible manner

Sr. No.	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
1	a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
	b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
	c. Web Link of the Policies, if available	https://www.mastek.com/investors/corporate-governance/								
2	Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3	Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
4	Name of the national and international codes/ certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	ISO 9001 and OHSAS 18001:2007, ISO 14001, ISO 27001, ISO 45001, ISO 20000, Zero Trust Security Framework, SSAE 18 SOC 1 and SOC 2, CSR disclosures pursuant to Section 135 of the Companies Act, 2013 read with Companies (Corporate Social Responsibility Policy) Rules, 2014, as amended, United Nations Sustainable Development Goals (UNSDG), ILO Declaration on Fundamental Principles and Rights at Work, UN Guiding Principles on Business and Human Rights, Principles of Corporate Governance. Specific standards mapped to each principle are as follows: P1: SEBI (LODR) Regulations, 2015, Companies Act, 2013, NGRBC 2018, GRI Standards 2021, UNGC Principles, UN SDGs P2: ISO 9001:2015, ISO 27001:2013, ISO 27701:2019 P3: ISO 45001:2018, GRI Standards 2021 P4: ISO 9001:2015, GRI Standards 2021, SASB P5: NGRBC, UNGPs, UDHR, UN SDGs, ILO, Companies Act, 2013, SEBI (LODR) Regulations, 2015 P6: ISO 14001: 2015, ISO 45001:2018, Green building certification, ISO 9001:2015, GRI Standard 2021, TCFD P7: GRI Standards 2021, UNGC Principles, ISO 9001:2015 P8: GRI Standards 2021, UNGC, ISO 9001:2015 P9: GRI Standards 2021, UNGC, ISO 9001:2015, ISO 27001:2013, ISO 27701:2019								

5	**Specific commitments, goals and targets set by the entity with defined timelines, if any.**	The vision and goals of Mastek related to sustainability are detailed in our Sustainability Report 2026. The Company has committed itself to the following goals: ▪ Company has set Net Zero target of 2050 for UK operations, which is a Science Based Target validated by SBTi. Company's working target remains Net Zero by 2040 across all locations and Net Zero by 2030 for UK location which is being planned ahead of our final 2050 SBTi target. ▪ Renewable Energy Use for owned office location ▪ Employee well-being and Safety ▪ Ensure emission reporting by supplier ▪ Touch a million lives by FY28 ▪ Nurture diverse talent and foster local communities ▪ Ethical use of Artificial Intelligence ▪ Maintain robust compliance, integrity practices, and Key certification
6	**Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.**	The Company has expanded the scope of carbon emissions tracking across two more regions globally, i.e. North Americas and Middle East offices along with our India and UK offices for FY 2025-26. With this step, we are gradually progressing towards tracking all our emissions and work towards the Net-Zero roadmap. Further, we have positively impacted 2,85,903 CSR beneficiaries in FY 26. Detailed progress and initiatives for our above goals are provided in Sustainability Report 2026

Governance, leadership and oversight

7	**Statement by director responsible for the Business Responsibility Report, highlighting ESG related challenges, targets and achievements (Listed entity has flexibility regarding the placement of this disclosure)**	Refer to the Sustainability Report 2026
8	**Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies)**	The following people of highest authority shall be responsible for the implementation and oversight of the Business Responsibility/ Sustainability policy:
9	**Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? If yes, provide details**	Yes; Board, Audit Committee, Nomination and Remuneration Committee, CSR Committee, and Risk Management & Governance Committee take decisions related to various aspects of Environment, Social and Governance.

Sr.	Name of person	Designation	DIN / Employee Id No.
1	Mr. Umang Nahata	Group CEO and Whole-time Director	DIN-00323145

10. Details of Review of NGRBCs by the Company

Sr. No	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
	Performance against above policies and follow up action									
a	**Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee**	Board Committee	Board Committee	Board Committee	Board Committee	Board Committee	Board Committee	Board Committee	Board Committee	Board Committee
	Frequency (Annually / Half yearly / Quarterly / Any other – please specify)	Quarterly	Quarterly	Annually	Annually	Quarterly	Quarterly	Need Based	Need based	Need based
b	**Compliance with statutory requirements of relevance to the principles, and, rectification of any non- compliances**	Status of compliance with all applicable statutory requirements is reviewed on a quarterly basis by the Board. Quarterly Compliance Certificate on applicable laws is provided by respective department heads and placed before the Board by the Company Secretary.								
11.	**Has the company carried out independent assessment/ evaluation of the working of this policy by an internal or external agency?**	All policies are evaluated/ reviewed internally at defined intervals. Certain identified policies/ procedures like anti bribery, privacy, cyber security, health & safety are reviewed by third parties on a periodic basis. We undertake regular ISO audits for verification of EHS, quality management, and OHS management conducted by independent third party i.e. DNV. The Company continues to sustain its commitment to the highest levels of quality, superior service management, robust information security practices and mature business continuity management. We are also in the process of verification of our EMS systems by an independent third party.								

12. If answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated

Not Applicable

SECTION C — PRINCIPLE-WISE PERFORMANCE DISCLOSURE

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorized as "Essential" and "Leadership". While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities that aspire to progress to a higher level in their quest to be socially, environmentally, and ethically responsible.

Principle 1 - Businesses should conduct and govern themselves with integrity, and in a manner that is ethical, transparent and accountable.

ESSENTIAL INDICATORS

1. Percentage coverage by training and awareness programmes on any or all Principles in the Financial Year

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	4	Conducted familiarization programme for existing independent and non-independent directors. Familiarization programs includes topics like Risk management, Geo-Political risks, Various amendments to the Companies Act, 2013 and Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015. These trainings were for 8 hours each.	96%
Key Managerial Personnels	4	Conducted awareness programme for KMP. Programs includes topics like Risk management, Geo-Political risks, Various amendments to the Companies Act, 2013 and Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015.	100%
Employees other than BoD and KMPs	4	POSH, Anti Bribery, GDPR, Information Security	91%
Workers	3	Awareness training on waste management, ISO 45001 & 14001, Machine Guarding safety, Risk Assessment, Road Safety Session, Permit To Work system, EHS Induction to new joiners	100%

2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the Financial Year , in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):

Particulars	NGRBC Principle	Adjudicating Authority	Amount (In INR)	Brief of the Judgement/Award	Has an appeal been preferred?
Monetary					
Penalty/Punishment/Fine	None	None	None	None	None
Settlement	None	None	Nil	None	None
Compounding fee	None	None	Nil	None	None
Non-monetary					
Imprisonment	None	None	Nil	None	None
Punishment	None	None	Nil	None	None

3. Of the instances disclosed in Question 2 above, details of the Appeal/ Revision preferred in cases where monetary or non-monetary action has been appealed-None since there were no such instances.

4. Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy.

Yes. Company has zero tolerance to any form of bribery or corruption and is committed to acting professionally, fairly, and with integrity in all its business dealings. All individuals, whether employee or third parties engaged in the business of the Company, are required to comply with the policy. Our policy sets out in detail the behavior expected of our employees, contractors, agents and suppliers and what should one do if confronted with an instance of corruption or bribery. Company expects all individuals associated with the business of the Company to embrace these policies and inculcate its principles within their day-to-day work.

Our Code of Business Conduct and Ethics, Anti Bribery and Gifts & Entertainment policies are compliant with relevant and applicable laws of India, US and UK. The policies are available on the company website at: https://www.mastek.com/ investors/ corporate-governance/

5. **Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption –** None

6. **Details of complaints with regards to conflict of interest –** No complaints were received regarding Conflict of interest of the Directors or KMPs in FY 25-26 and FY 24-25.

7. **Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest –** Not Applicable considering there are no such complaints.

8. **Number of days of accounts payables (Accounts payable *365) / Cost of goods/services procured) in the following format:** Number of accounts payables for current FY and previous FY

	FY 2026 (Current Financial Year) (at Consol level)	FY 2025 (Previous Financial Year) (at Consol level)
Number of days of accounts payables	34	39*

*We have reinstated the revised number for FY 2024-25. One of our group entities merged with Mastek Limited in FY 2025-26. As a result of this merger, consolidated statements for FY 2024-25 were updated during finalization of this year's Financial Statements.

9. **Open-ness of business:** Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties.

Parameter	Metrics	FY 2026 (Current Financial Year)	FY 2025 (Previous Financial Year)
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	NA	NA
	b. Number of trading houses where purchases are made from	NA	NA
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	NA	NA
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	NA	NA
	b. Number of dealers / distributors to whom sales are made	NA	NA
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	NA	NA
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	NA	NA
	b. Sales (Sales to related parties / Total Sales)	98.04%	97.37%*
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	0.00%	0.00%
	d. Investments (Investments in related parties / Total Investments made)	59.10%	68.02%*

* We have reinstated the revised number for FY 2024-25. One of our group entities merged with Mastek Limited in FY 2025-26. As a result of this merger, consolidated statements for FY 2024-25 were updated during finalization of this year's Financial Statements

LEADERSHIP INDICATORS

10. **Awareness programmes conducted for value chain partners on any of the Principles during the Financial Year –** None

11. **Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? (Yes/ No) If yes, provide details of the same –** Yes. The Company obtains confirmation /annual declaration on Code of Conduct compliances (including changes in other companies Board position from time to time) from its Board members and KMPs / SMPs on the entities they are interested in and ensures requisite disclosure, if any, as required under the statute as well as the Company's policies before transacting with such interested entities / individuals. This policy is available on https://www.mastek.com/wp-content/uploads/2022/08/Code-of-Conduct-for-Directors.pdf

Principle 2 - Businesses should provide goods and services in a manner that is sustainable and safe.

ESSENTIAL INDICATORS

1. **Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.**

Particulars	Current Financial Year	Previous Financial Year	Details of improvements in environmental and social impacts
R&D	NA	NA	NA
Capex	44.06%	6.7%	In FY'26, We have invested in following areas – ▪ Mastek India has publicly committed to set net-zero targets as per SBTi. Mastek UK has set the net-zero targets and got SBTI validation on the set targets during FY 2025-26 ▪ Leeds Office Refurbishment for Green Infrastructure Upgrade ▪ Energy-Efficient IT Equipment Procurement ▪ Use of AI powered Carbon Accounting platform for Carbon Footprint Assessment of India, UK, Middle East and US offices. ▪ SROI Dashboard Development ▪ Investing in ISO audits for identification of energy-saving opportunities and for regular monitoring of corrective actions.

2. **Does the entity have procedures in place for sustainable sourcing? If yes, what percentage of inputs were sourced sustainably?**

   Most of our operational sourcing is local, which reduces time, cost and effort in procurement. We require our suppliers to abide by our Sustainable Procurement Guidelines and other matters such as anti-bribery, no child labour employment, no modern slavery, anti-harassment, etc. The company has a standard global Procurement policy and vendor registration form where sustainable sourcing practices are covered.

3. **Describe the processes in place to safely reclaim your products for reusing, recycling, and disposing at the end of life, for (a) Plastics (b) E-waste (c) Hazardous waste (d) Other waste**

   The Company is not a product company but a provider of digital transformation, consulting and business reengineering services and solutions. We make reasonable efforts to keep track of all the products used and have implemented a robust waste management system of collection, segregation, storage, and disposal. We have processes for managing both hazardous and non-hazardous waste and ensure that all the waste generated from our activities is reused, repurposed, or recycled through authorized recyclers and vendors.

4. **Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities. If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.**

   Not Applicable as Mastek is in the digital service business, it does not manufacture products.

LEADERSHIP INDICATORS

1. **Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format? –** No

2. **If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along with action taken to mitigate the same –** Not Applicable.

3. **Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry) –** Not Applicable. The Company encourages all its suppliers to commit to sustainable procurement practices including the supply of recycled or reused input material.

4. **Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed-** Not applicable.

5. **Reclaimed products and their packaging materials (as percentage of products sold) for each product category –** Not applicable, the Company is not a product company but a provider of digital transformation and into IT services and consultation.

Principle 3 - Businesses should respect and promote the well-being of all employees, including those in their value chains.

ESSENTIAL INDICATORS

1. A. Details of measures for the well-being of employees

Category	Total	% of employees covered by									
		Health Insurance		Accident Insurance		Maternity Benefits*		Paternity Benefits*		Day Care Facilities#	
		No.	%	No.	%	No.	%	No.	%	No.	%
Permanent											
Male	2922	2922	100%	2922	100%	NA	NA	2922	100%	2922	100%
Female	1210	1210	100%	1210	100%	1210	100%	NA	NA	1210	100%
Total	**4132**	**4132**	**100%**	**4132**	**100%**	**1210**	**100%**	**2922**	**100%**	**4132**	**100%**
Other than Permanent (Contractual)											
Male	494	Nil	NA	Nil	NA	Nil	NA	Nil	NA	Nil	NA
Female	104	Nil	NA	Nil	NA	Nil	NA	Nil	NA	Nil	NA
Total	**598**	**Nil**	**NA**	**Nil**	**NA**	**Nil**	**NA**	**Nil**	**NA**	**Nil**	**NA**

*Provided as per applicable local laws

#Provided on need and request basis

B. Details of measures for the well-being of workers –Company has ensured that workers have the same level of access to the facilities in its offices as its employees. Further, Company requires the supplier organizations to adhere to laws and rules that ensure health benefits to its employees.

Category	Total	% of workers covered by									
		Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		No.	%	No.	%	No.	%	No.	%	No.	%
Permanent											
Male	Nil	Nil	NA	Nil	NA	Nil	NA	Nil	NA	Nil	NA
Female	Nil	Nil	NA	Nil	NA	Nil	NA	Nil	NA	Nil	NA
Total	**Nil**	**Nil**	**NA**	**Nil**	**NA**	**Nil**	**NA**	**Nil**	**NA**	**Nil**	**NA**
Other than Permanent (Contractual)											
Male	74	74	100%	74	100%	NA	NA	74	100%	Nil	NA
Female	13	13	100%	13	100%	13	100 %	Nil	NA	Nil	NA
Total	**87**	**87**	**100%**	**87**	**100%**	**13**	**100%**	**74**	**100%**	**Nil**	**NA**

C. Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format:

	FY 2025-26	FY 2024-25
Cost incurred on well-being measures as a % of total revenue of the Company	1.61%	1.5%

2. Details of retirement benefits, for Current Financial Year and Previous Financial Year

Benefits	Current Financial Year			Previous Financial Year		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	Nil	Yes	100%	Nil	N.A.
Gratuity	100%	Nil	Yes	100%	Nil	N.A.
ESI	Nil	Nil	NA	Nil	Nil	N.A.

Note: Every Individual employed in India is entitled for PF & Gratuity benefits in India and all the employees who have opted for such benefits, are covered as total employees for the purpose of this data.

Gratuity payout depends on the tenure the individual is associated with the organization.

3. **Accessibility of workplaces: Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard**

   The Company's main delivery center at Mahape, Navi Mumbai has features that enable access of the office and its amenities to differently abled employees and workers. The company is taking steps to build such features across all its offices.

4. **Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016. If so, provide a web-link to the policy**

   The Company is an equal opportunity employer and the policy statement finds place in our employee Code of Business Conduct and Ethics Policy. The same can be accessed through the weblink https://www.mastek.com/investors/corporate- governance/

5. **Return to work and Retention rates of permanent employees and workers that took parental leave.**

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%	71%	NA	NA
Female	100%	78%	NA	NA
Total	**100%**	**75.50%**	**NA**	**NA**

Note: This is submitted for India employees (permanent).

6. **Is there a mechanism available to receive and redress grievances for the following categories of employees and workers? If yes, please name the mechanism**

Details of Mechanism available	
Permanent Workers	The Company is firmly committed to upholding the highest standards of equality, fairness, and integrity across all facets of its operations. We believe that equal opportunity is not just a guiding principle, but a fundamental right that must be actively protected and promoted at every level of the organization. Discrimination of any kind—whether based on gender, race, religion, caste, age, disability, or any other characteristics, is strictly prohibited. This applies uniformly across recruitment, employment, promotions, assignments, compensation, and all other workplace practices. To ensure that concerns and grievances are addressed promptly and appropriately, all employees and workers are encouraged to reach out to their respective reporting managers. These interactions are governed by the principles laid out in the Company's Code of Business Conduct and Ethics, which serves as a cornerstone of our organizational culture. In addition, the Company has established a dedicated Internal Complaints Committee (ICC) to address issues pertaining to sexual harassment. The ICC is accessible via both email and phone and is available to all individuals, including employees, contract workers, and even visitors to the workplace. This initiative is in full compliance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, ensuring a safe, respectful, and inclusive environment for everyone. Furthermore, in our ongoing effort to foster transparency and accountability, the Company has implemented a robust Whistleblower Policy. This mechanism empowers employees, workers, suppliers, consultants, and third-party associates to report any unethical behavior, misconduct, or violations of Company policy. Concerns may be raised confidentially through whistleblower@mastek.com, and all reports are handled with the utmost seriousness and discretion. The full Whistleblower Policy is available for reference https://www.mastek.com/investors/corporate-governance/. Through these comprehensive measures, the Company reaffirms its unwavering commitment to fostering a work environment built on trust, respect, and equal opportunity for all.
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

7. **Membership of employees and worker in association(s) or Unions recognized by the listed entity –** Zero (0). Company respects rights of each employee and does not restrain any action that is sought by its employees or workers to seek collective representation in accordance with local laws. The Company fully respects and upholds the rights of all employees and workers to freedom of association, including the right to join or form trade unions or other representative bodies of their choice. We recognize that collective representation is a fundamental right, and we do not place any restrictions or impediments on employees or workers who choose to engage in such activities, provided they are conducted in accordance with applicable local laws and regulations. The Company remains committed to maintaining a constructive and respectful dialogue with all representative associations or unions that are recognized under the relevant legal framework. We believe that fostering an environment of open communication and mutual respect contributes positively to employee well-being, workplace harmony, and overall organizational effectiveness.

8. Details of training to employees and workers (% to total no. of employees/workers in the category)

Category	Current Financial Year					Previous Financial Year				
	Total	On Health and safety measures		On skill upgradation		Total	On Health and safety measures		On skill upgradation	
		No.	%	No.	%		No.	%	No.	%
Employees										
Male	3416	Nil	Nil	2064	60.4%	3008	Nil	Nil	2993	99%
Female	1314	Nil	Nil	851	64.7%	1324	Nil	Nil	1319	99%
Total	**4730**	**Nil**	**Nil**	**2915**	**61.6%**	**4332**	**Nil**	**Nil**	**4332**	**99%**
Workers										
Male	74	74	100%	74	100%	81	81	100%	81	100%
Female	13	13	100%	13	100%	13	12	92%	13	100%
Total	**87**	**87**	**100%**	**87**	**100%**	**94**	**93**	**98%**	**94**	**100%**

Note: This data is considered for all employees and workers.

9. Details of performance and career development reviews of employees and worker

Category	Current Financial Year			Previous Financial Year		
	Total (A)	No. (B)	% (B/A)	Total (A)	No. (B)	% (B/A)
Employees						
Male	2922	2684	91.8%	3008	2829	94%*
Female	1210	1121	92.6%	1324	1190	89%*
Total	**4132**	**3805**	**92%**	**4332**	**4019**	**92%***
Workers						
Male	NA	NA	Nil	NA	NA	Nil
Female	NA	NA	Nil	NA	NA	Nil
Total	**NA**	**NA**	**Nil**	**NA**	**NA**	**Nil**

*Performance review is conducted for all the permanent employees in the organization. The employees who are not included in this count were not eligible for performance review or they were fresh joiners.

10. Health and safety management system

a)	Whether an occupational health and safety management system has been implemented by the entity	Yes. The Company has implemented ISO 14001 and ISO 45001 management systems at key facilities, including Mahape, SEEPZ and UK, while other locations are periodically assessed through internal audits. It recognises its obligations related to occupational hazards and consistently prioritises the health and safety of employees, workers and individuals engaged in its operations. Two offices in India are accredited under ISO 45001, with additional certification covering the UK Reading facility being undertaken. The Company also undertakes various initiatives to promote physical and emotional well being, including safety awareness programmes and regular doctor consultation sessions for employees and their families.
b)	What are the processes used to identify work-related hazards and assess risks on a routine and non- routine basis by the entity?	Mastek encourages proactive counselling and reporting through defined channels available to employees and workers. In addition, Company conducts time-to-time employee surveys to understand the gaps in processes that address and mitigate the occupational hazards. Hazard Identification Risk Register is monitored & reviewed for each work activity on regular basis. We assess Hazard Identification and Risk Assessment on a routine basis by performing Internal Safety Audits and Reviews, Use of Checklists and Workplace Inspections. Further non-routine involves Risk Assessment for New or Changed Processes, Incident and Near-Miss Investigations, Change Management Processes and Incident.
c)	Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks.	Yes. All health & safety related concerns can be raised on the helpdesk portal available to all employees and workers. Mastekeers have the service of an incident reporting tool, where all employees have access to report any incident.
d)	Do the employees/ workers of the entity have access to non- occupational medical and healthcare services?	Healthcare Insurance is provided to employees. Doctors are available for physical and tele consultation regularly. The employees also have the emergency contact list where we get quick medical assistance.

11. Details of safety related incidents

Category	Category	Current Financial Year	Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	None	None
	Workers		
Total recordable work-related injuries	Employees		
	Workers		
No. of fatalities	Employees		
	Workers		
High consequence work-related injury or ill-health (excluding fatalities)	Employees		
	Workers		

12. Describe the measures taken by the company to ensure a safe and healthy workplace

In line with its objective to provide a safe and healthy environment to its employees and workers, Company carries out following actions. More details are covered in its health & safety policies.

- A comprehensive 52-week cleaning calendar for maintaining hygiene & cleanliness at workplace.
- Carrying out periodic maintenance of critical equipment like AC & Fire Equipment's monitoring, second Water, Food & Air Testing and periodic office lighting level.
- Carrying out periodic health & safety trainings of contractual staff/ workers.
- Display of safety and health related information, guidelines and do's and don'ts for creating awareness amongst employees and workers.
- Instituted a Health & Safety Committee to assess, monitor, control and oversee the implementation of processes that mitigate the occupational health & safety issues.
- Conducting mock drills and impart trainings to ERT members.

13. Number of Complaints on the following made by employees and workers

	FY 2025-26			FY 2024-25		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Working Conditions	0	0	-	0	0	-
Health and Safety	0	0	-	0	0	-

14. Assessments for the year

Particulars	Current Financial Year
	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Working Conditions	100%
Health & Safety practices	100%

ISO 14001 certificate- https://www.mastek.com/wp-content/uploads/2023/01/ISO-14001-2015.pdf and ISO 45001 certificate- https://www.mastek.com/wp-content/uploads/2023/01/ISO-45001-2018.pdf available for Seepz (Mumbai), Mahape (Navi Mumbai) and UK locations which are our major delivery centers.

15. **Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health & safety practices and working and on significant risks / concerns arising from assessments of health & safety practices and working conditions.**

There were no safety-related incidents during the year. However, the Company has undertaken the following measures proactively maintaining aspect impact register and it is periodically reviewed and maintained. Additional measures taken:

- Hazard identification & risk assessment ("HIRA") is updated as per new standard requirements to cover additional risks and mitigation plan. Work-related hazards are identified and risks assessed through a structured HIRA process covering both routine and non-routine activities. A HIRA register is maintained and periodically reviewed and updated to reflect changes in processes, incidents, or workplace conditions. Identified risks are evaluated based on likelihood and severity, and appropriate controls are implemented following the hierarchy of controls—elimination, substitution, engineering controls, administrative controls, and use of personal protective equipment (PPE)—to eliminate hazards where possible and minimize residual risks.
- Tie ups with Nearby hospital to attend medical emergencies.
- Onsite medical camp for employees and contractual staff.

LEADERSHIP INDICATORS

1. **Does the entity extend any life insurance or any compensatory package in the event of death of employee / workers**

Yes, the Company has life insurance coverage for all the employees. Insurance cover is currently not in place for permanent workers as we do not have permanent workers for the Reporting Period. Insurance and compensatory packages for Other than Permanent Workers are managed by the third party agencies from whom we outsource these contractual workers.

2. **Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.**

The Company ensures that all the statutory dues such as Income tax, ESIC, Provident Fund, Professional tax, GST, etc. have been deducted and deposited on time by value chain partners. The Company also files required statutory returns viz. GSTR, ITR, TDS returns etc. from time to time.

3. **Provide the number of employees / workers having suffered high consequence work-related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been are rehabilitated and health / fatalities (as reported in Q11 of Essential Indicators above), who have been are rehabilitated and placed in suitable employment or whose family members have been for Current & Previous FY**

	Total no. of affected employees/workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Employees	0	0	0	0
Workers	0	0	0	0

4. **Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment:** Yes, we connect with employees before their retirement date to assist with planning for their retiral benefits, including PF, Gratuity, and Superannuation.

5. **Details on assessment of value chain partners –**

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	0
Working Conditions	0

Note: All major suppliers of the company have their respective processes to address the health and safety concerns of its employees.

6. **Provide details of any corrective actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners**

Not applicable since there is no corrective action required.

Principle 4 - Businesses should respect the interests of and be responsive to all its stakeholders.

ESSENTIAL INDICATORS

1. **Describe the processes for identifying key stakeholder groups of the entity**

   Mastek engages with various stakeholders, to understand their needs and expectations, and to develop sustainable engagement strategies. The key stakeholders identified in consultation with the company's management are customers, employees, shareholders, suppliers/ partners, governments, NGOs, and communities that Mastek engages with.

   The Stakeholder interactions are through several channels including meetings, and surveys.

2. **List stakeholder groups identified as key for your company and the frequency of engagement with each stakeholder group**

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website)	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Investors & Shareholders	No	Email, Newspaper, Stock exchange websites and Company Website	Annually / Half yearly / Quarterly	Investor Complaints, queries, Shareholder complaints, corporate governance
Customers	No	Email, direct interactions, Company website	As and when required	Customer needs, complaints
Employees	No	Email, Notice Board, Company website, direct interactions, intranet	As and when required	Grievance redressal, assignments, trainings, rewards
Value Chain & Business Partners	No	Email, direct interactions	Quarterly	Business needs
Communities	Yes	Email, SMS, Company Website, direct interactions	As and when required	Looking at needs, volunteer, donation, support, quality checks.

LEADERSHIP INDICATORS

1. **Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.**

   The Company has established the ESG framework wherein representatives from each E, S and G consult both internal and external stakeholders and implement necessary procedures and reporting mechanism to advance the objectives of ESG collectively. These procedures are reviewed by the Risk Management & Governance Committee. Additionally, the CSR Committee, the Nomination & Remuneration Committee and Audit Committee reviews the action taken under respective pillars within the ESG framework.

   The company has engaged with industry including its clients and agencies like NASSCOM to understand and align the ESG procedures.

2. **Whether stakeholder consultation is used to support the identification and management of environmental, and social topics. If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity**

   Yes – The respective policies within ESG framework are updated through time-to-time consultation with stakeholder including the client, government agencies, and through CSR channels. We also carry out surveys from our clients and customers for their feedback and social topics.

3. Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/ marginalized stakeholder groups.

Community Engagement and Feedback Mechanism

Mastek believes that meaningful community engagement is essential to ensuring that its CSR initiatives effectively address the needs of vulnerable and underserved groups. To strengthen stakeholder participation, Mastek Foundation regularly engages with NGO partners through structured consultations, feedback workshops, and stakeholder interaction forums to understand ground-level challenges, assess program effectiveness, and identify emerging community needs.

During a dedicated NGO stakeholder consultation conducted on 20 February 2026, Mastek Foundation gathered insights from its implementation partners working closely with vulnerable communities. The consultation provided a platform for NGOs to share challenges faced by beneficiaries, concerns regarding programme implementation, and expectations from corporate partners. Key issues highlighted include challenges in securing sustainable funding, limited access to digital tools, difficulties in attracting and retaining skilled staff, constraints in engaging with government departments, and delays arising from short-term project structures.

The consultation identified several recurring themes, including the need for flexible and multi-year funding commitments, simplified reporting requirements, stronger strategic mentorship, enhanced technology support, and the development of long-term partnerships. NGOs also highlighted the importance of improving engagement with government stakeholders and reducing administrative burdens.

Based on these insights, Mastek continuously refines its community engagement approach by:

- Conducting periodic stakeholder feedback sessions with NGO partners and community representatives.
- Incorporating partner feedback into programme planning, funding models, and monitoring frameworks.
- Supporting NGOs through technology enablement, capacity building, strategic mentoring, and knowledge-sharing initiatives.
- Fostering long-term partnerships to enhance programme continuity and sustainable impact for vulnerable communities.
- Strengthening transparency and responsiveness through regular dialogue and simplified engagement processes.
- This feedback-driven approach enables Mastek to better understand the concerns of vulnerable groups through its NGO partners and to design CSR interventions that are more inclusive, sustainable, and aligned with community needs.

Principle 5 - Businesses should respect and promote human rights.

ESSENTIAL INDICATORS

1. Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format for current and previous FY.

Category	Current Financial Year			Previous Financial Year		
	Total	No. of employees/ workers covered*	%	Total	No. of employees/ workers covered*	%
Employees:						
Permanent	4132	3850	93%	4332	4319	99%
Other than permanent	598	491	82%	685	507	74%
Total	**4730**	**4341**	**91.7%**	**5017**	**4826**	**96%**
Workers:						
Permanent	Nil	Nil	Nil	Nil	Nil	Nil
Other than permanent	87	87	100%	94	94	100%
Total	**87**	**87**	**100%**	**94**	**94**	**100%**

*Considered POSH as training done under human rights issues and policy(ies) of the entity.

Note: Total employees reported in this table also include non-eligible employees who are not required to complete this training as per policy and hence the total % may reflect less than 100%.

2. Details of employees and workers in terms of minimum wages paid

Category	Current Financial Year					Previous Financial Year				
	Total	Equal to Minimum Wage		More than Minimum Wage		Total	Equal to Minimum Wage		More than Minimum Wage	
		No.	%	No.	%		No.	%	No.	%
Employees:										
Permanent										
Male	2922	Nil	Nil	2922	100%	3008	Nil	Nil	3008	100%
Female	1210	Nil	Nil	1210	100%	1324	Nil	Nil	1324	100%
Other than permanent										
Male	494	Nil	Nil	494	100%	604	Nil	Nil	604	100%
Female	104	Nil	Nil	104	100%	81	Nil	Nil	81	100%
Workers:										
Permanent										
Male	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
Female	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
Other than permanent										
Male	74	74	100%	Nil	Nil	81	76	94%	5	6%
Female	13	13	100%	Nil	Nil	13	11	85%	2	15%

3. Details of remuneration/salary/wages (including differently abled)

a. Median remuneration / wages:

Stakeholder Group	Male		Female	
	No.	Median remuneration/ salary/ wages of	No.	Median remuneration/ salary/ wages of
Board of Directors	5	2,800,000	1	1,800,000
Key Managerial Personnel	1	31,250,000	1	5,017,774
Employees other than BoD and KMP	1968	1,931,183	982	1,496,072
Workers	74	24,195	11	16,352

Note 1: For the purpose of remuneration details and its median, we have considered the wages of Mastek Limited in line with what we are reporting in our Annual Report.

Note 2: Our CEO (KMP) is also a Board member. For the purpose of this question, we have considered his remuneration for calculation of median of BoD and excluded from KMP.

b. Gross wages paid to females as % of total wages paid by the entity, in the following format:

	FY 2026 Current Financial Year	FY 2025 Previous Financial Year
Gross wages paid to females as % of total wages	28.81%	28%

4. Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business?

Yes – The Human Resource Department is the focal point responsible for addressing Human Rights impacts or issues caused or contributed to by the business. In addition, Mastek's Whistleblower Policy provides an additional channel to all its stakeholders including clients to report any acts in violation of human rights.

5. Describe the internal mechanisms in place to redress grievances related to human rights issues.

Company has Grievance Redressal mechanism that is governed in accordance with the Code of Business Conduct and Ethics. https://www.mastek.com/wp-content/uploads/2024/09/COBCE-India-APAC.pdf

6. Number of Complaints made by employees and workers

Category	FY 2025-26 Filed during the year	FY 2025-26 Pending resolution at the end of year	FY 2025-26 Remarks	FY 2024-25 Filed during the year	FY 2024-25 Pending resolution at the end of year	FY 2024-25 Remarks
Sexual Harassment	0	0	-	0	0	-
Discrimination at the Workplace	0	0	-	0	0	-
Child Labor	0	0	-	0	0	-
Forced Labor/ Involuntary Labor	0	0	-	0	0	-
Wages	0	0	-	0	0	-
Other Human Rights Related Issues	0	0	-	0	0	-

7. **Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, in the following format:**

	FY 2025-26	FY 2024-25
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
Complaints on POSH as a % of female employees / workers	0	0
Complaints on POSH upheld	0	0

8. **Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases**

Company has zero tolerance to any retaliatory action or behavior. Accordingly, Company has addressed this in various policies including the Code of Business Conduct and Ethics (available at https://www.mastek.com/wp-content/uploads/2024/09/COBCE-India-APAC.pdf), the Policy on Prevention of Sexual Harassment (POSH) (available as a part of human rights policy- https://www.mastek.com/wp-content/uploads/2024/04/Human-Rights-Policy-Statement.pdf) and extensively in the Whistleblower Policy (available at https://www.mastek.com/wp-content/uploads/2022/07/Group-Whistle-Blower-Policy.pdf).

9. **Do human rights requirements form part of your business agreements and contracts?** Yes

10. **Assessments for the year**

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child Labor	100%
Forced / Involuntary labor	100%
Sexual harassment	100%
Discrimination at workplace	None
Wages	100%
Others – please specify	None

11. **Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question above –** There were no significant risks/concerns arising from the assessment done.

LEADERSHIP INDICATORS

1. **Details of a business process being modified / introduced as a result of addressing human rights grievances/ complaints –** Not Applicable, as no grievance or complaint received. Mastek's policies on Human Rights are comprehensive and ensures compliance with applicable regulation and industry standard including ILO guidelines.

2. **Details of the scope and coverage of any Human rights due-diligence conducted –** No separate due diligence conducted.

3. **Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?** Yes. Company's Mahape office is accessible to differently abled visitors. Company is taking necessary actions to equip all its offices or where required moving out of offices that are not equipped to provide access to differently abled visitors.

Details on assessment of value chain partners

	% of value chain partners (by value of business done with such partners) that were assessed
Child Labor	
Forced / Involuntary labor	
Sexual harassment	
Discrimination at workplace	None
Wages	
Others – please specify	
Others – please specify	

4. **Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessment in question 14 above –** Not applicable.

Principle 6 - Businesses should respect and make efforts to protect and restore the environment.

ESSENTIAL INDICATORS

1. Details of total energy consumption (in Joules or multiples) and energy intensity

Parameter	Current Financial Year	Previous Financial Year
From renewable sources	0	0
Total electricity consumption (A) in KJ	227,214,000	0
Total fuel consumption (B) in KJ	0	0
Energy consumption through other sources [C] in KJ	0	0
Total energy consumption from renewable sources (A+B+C) in KJ	227,214,000	0
From non-renewable sources		
Total electricity consumption (D)	5,104,101,600	5,825,707,200
Total fuel consumption (E) - In KJ.	303,214,804	316,247,882
Energy consumption through other sources [F]	0	0
Total energy consumption from non-renewable sources (D+E+F) in KJ	**5,407,316,404**	**6,141,955,082**
Total energy consumed (A+B+C+D+E+F) in KJ	**5,634,530,404**	**6,141,955,082**
Energy intensity per rupee of turnover (Total energy consumed/ Revenue from operations)	0.152	0.17775
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	-	-
Energy intensity in terms of physical output	-	-
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-
Note: Indicate if any, Independent evaluation done by external agencies	None	None

Note: Data is reported for our India and UK offices.

2. Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any – Not Applicable.

3. Provide details of the following disclosures related to water withdrawal by source (in kiloliters)

Parameter	Current Financial Year	Previous Financial Year
(i) Surface water	0	0
(ii) Groundwater	0	0
(iii) Third party water	17529	17027
(iv) Seawater / desalinated water	0	0
(v) Others- Drinking Water Jars	87.66	62.56
Total volume of water withdrawal (in kilolitres) (i+ii+iii+iv+v)	**17616.66**	**17089.56**
Total volume of water consumption (in kilolitres)	**17616.66**	**17089.56**
Water intensity per rupee of turnover (Water consumed / turnover)	0.0000004762	0.0000004945
Water intensity in terms of physical output (basis employee count)	3.72	3.40
Note: Indicate if any, Independent assessment / evaluation / assurance has been carried out by an external agency	None	None

Note: Water withdrawal and consumption data is reported for our offices in Chennai, Navi Mumbai, and Seepz, Mumbai.

Note: employee count for water intensity taken as per total headcount

4. Water discharge by destination and level of treatment (in kilolitres): Water discharge is disposed-off through common sewer line of Local municipal corporation/MIDC and water treatment done by respective authority.

5. Has the entity implemented a mechanism for Zero Liquid Discharge? – No

6. Please provide details of air emissions (other than GHG emissions) by the entity

Parameter	Unit	Current Financial Year	Previous Financial Year
NOx	mg/m3	4.33	43.16
SOx	mg/m3	0.054	9.38
Particulate matter (PM)	mg/Nm3	28.17	28.69
Persistent organic pollutants (POP)	-	Nil	Nil
Volatile organic compounds (VOC)	-	Nil	Nil
Hazardous air pollutants (HAP)	-	Nil	Nil
Others – (CO)	Ppm	226.15	69.84
Note: Indicate if any, Independent assessment / evaluation / assurance has been carried out by an external agency		No	No

7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity in (Metric tonnes of CO2 equivalent)

Parameter	Unit	INDIA		UK	
		(2025-26) Current Financial Year	(2024-25) Previous Financial Year	(2025-26) Current Financial Year	2024-25) Previous Financial Year
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	1,073.29	1,351.48	0	0
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	902.45	902.45	11.71 (Location Based)	9.19 (Location Based)
Total Scope 1 and Scope 2 emission intensity of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)		0.0209 (per lakh rupee turnover)	0.0253 (per lakh rupee turnover)	0.0577 (per GBP million turnover)	0.0587 (per GBP million turnover)
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)		-	-	-	-
Total Scope 1 and Scope 2 emission intensity in terms of physical output (basis employee count)		-	-	-	-
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		-	-	-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency:

Yes, we have carried out the carbon emissions assessment through an external agency who have assessed and reviewed the Company's data and provided their report for Mastek. Name of the agency- Karbonwise.

Note 1: The data for FY 2024-25 is reinstated with updated numbers as per corrections made in GHG calculations during latest assessments.

Note 2: UK carbon emissions scope includes UK, Netherlands and Romania offices.

8. Does the entity have any project related to reducing Green House Gas emission?

We have taken various initiatives for our global offices for reduction of GHG consumption. Our Mumbai and Navi Mumbai offices in India and UK offices are accredited by DNV-GL for ISO 14001:2015 & OHSAS 45001 standards. In addition, the following activities are undertaken for reducing overall GHG emissions-

- Green Building Initiatives: Selection of new offices to green buildings across globe. Our new offices in Amsterdam, Bucharest are in energy-certified buildings
- Energy Efficiency Initiatives: (a) LEDification of offices; (b) Upgradation of old UPS with energy efficient modular UPS systems; (c) Upgradation of AC systems with energy efficient systems which are using eco-friendly refrigerant gas; and (d) Upgradation of conventional datacentre with smart rack solution

- Operational Efficiency: (a) Upgradation of Electrical power systems; (b) Plan to Install EV charging station in offices to promote use of Electric Vehicles and planned Tie-ups with EV cab vendors for intra city pickups & drops; and (c) Optimization of air travel by maximum use of technology like VC and promoting domestic travels by trains instead of flights

- Adoption of Renewable Energy: (a) Installation of solar water geysers for cafeteria; (b) Exploring to install Roof Top solar Panel system and open access power connection for Mahape office building; and (c) Exploring the adoption of renewable power for global offices wherever feasible. We have already migrated to renewable power for our Reading and Leeds offices in UK.

9. A. Provide details related to waste management by the entity, Total Waste generated (in metric tonnes)

Parameter	FY 2025-26 Current Financial Year	FY 2024- 25 Previous Financial Year
Total Waste generated (in metric tonnes)		
Plastic waste **(A)**	0	0
E-waste **(B)**	4.58	4.95
Bio-medical waste **(C)**	0	0
Construction and demolition waste **(D)**	0	35.13
Battery waste **(E)**	0	0.568
Radioactive waste **(F)**	0	0
Other Hazardous waste. Please specify, if any. **(G)**	0	0
Other Non-hazardous waste generated **(H)**. Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	0	0
Total (A+B + C + D + E + F + G + H)	4.58	40.64
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	-	-
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	-	-
Waste intensity in terms of physical output	-	-
Waste intensity (optional) – the relevant metric may be selected by the entity	-	-
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste (E-Waste)		
(i) Recycled	4.58	4.95
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
Category of waste (Battery Waste)		
(i) Recycled	-	0.568
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
Total	-	5.518
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste (Construction and Demolition Waste)		
(i) Incineration	-	-
(ii) Landfilling	-	-
(iii) Other disposal operations	-	35.13
Total		**35.13**

Note 1: Waste generated data is specific to Mumbai-Mahape office.

Note 2: Waste data for FY 2024-25 is reinstated with updated numbers as per final assessment. Construction waste was disposed through authorized vendor under other disposal operations.

Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency- No

10. **Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.**

    Waste Management Plan outlines the strategy for the effective collection, segregation, storage, transportation, treatment, and disposal of waste generated. The goal is to minimize environmental impact, ensure regulatory compliance, and promote sustainable practices.

    Plan includes below objective points:

    - Ensure proper segregation of waste at the source.
    - Reduce waste generation through reuse and recycling.
    - Promote safe and environmentally responsible disposal.
    - Comply with local municipal and environmental regulations.
    - Educate stakeholders on sustainable waste practices.

    This plan applies to all waste generated within the premises, including:

    - Organic/Biodegradable waste
    - Recyclable waste (paper, plastic, metal, glass)
    - Hazardous waste
    - E-waste
    - Disposal of construction and demolition debris (if applicable)
    - Waste Segregation
    - Waste bins of different colors have been provided for each category.
    - Storage areas are clearly labeled and pest-controlled.

11. **If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required. Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.**

    The Company does not have operations/offices in/around ecologically sensitive areas where environmental approval/clearances are required.

12. **Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current Financial year:** Not Applicable since no such projects were undertaken.

13. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format – Mastek is compliant.

LEADERSHIP INDICATORS

1. **Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):** Mastek does not have offices in water-stress areas

2. Please provide details of total Scope 3 emissions & its intensity in (Metric tonnes of CO2 equivalent) –

Parameter	Unit	INDIA		UK	
		(2025-26) Current Financial Year	(2024-25) Previous Financial Year	(2025-26) Current Financial Year	(2024-25) Previous Financial Year
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	4,289.34	4,238.6	1,342.04	1142.96
Total Scope 3 emissions intensity		0.0454 (per lakh rupee turnover)	0.0441 (per lakh rupee turnover)	6.6176 (per GBP million turnover)	7.2986 (per GBP million turnover)
Total Scope 3 emission intensity in physical output (per employee)		-	-	-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. Yes, we have carried out the carbon emissions assessment through an external agency who have assessed and reviewed the Company's data and provided their report for Mastek. Name of the agency- Karbonwise.

Note 1: The data for FY 2024-25 is reinstated with updated numbers as per corrections made in GHG calculations during latest assessments

Note 2: UK carbon emissions scope includes UK, Netherlands and Romania offices

3. With respect to the ecologically sensitive areas reported at Question 11 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities- Not applicable as Mastek does not have its offices in these areas.

4. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives

S.No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Renewable energy	– Exploring adoption of renewable power for global offices wherever feasible. We have already migrated to renewable power for our Reading and Leeds offices in UK. – Selection of new offices to Green buildings across globe. Our new offices in Amsterdam, Bucharest are in energy certified buildings. – Exploring installation of Roof Top solar Panel system and planning to adopt open access power connection for Mahape office building	Reduced use of non-renewable energy
2	Energy efficient travel	– Optimization of air travel by maximum use of technology like VC – Promoting domestic travels by trains instead of flights – Tie-ups with EV cab vendors for intra city pickups & drops	Reduction of fuel consumption
3	Efficient water use	– Installed low-flow faucets, dual-flush toilets during office refurbishment work. – Use of air-cooled systems where feasible – Retrofitted older plumbing fixtures with water-saving alternatives	Reduction of water wastage/ use
4	Energy efficient equipment	We, being an IT/ITES organization, strive to optimize the energy efficiency of our office and computational infrastructure. This involves use of energy-efficient equipment, hardware, optimizing software algorithms, and implementing smart data centers to reduce energy consumption	Lower carbon emissions with upgraded equipment
5	Remote work and travel	Encouraging remote work and minimizing unnecessary travel can help reduce carbon emissions associated with commuting and business travel. Our company offers flexible remote work options to employees and utilizes video conferencing technology to facilitate collaboration without the need for travel.	Reduced fuel consumption

5. **Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link**

Mastek has a detailed and well established Business Continuity and Disaster Management Plan to address potential disruptions to business operations. The plan is supported by Business Impact Analysis (BIA), which identifies and evaluates the impact of loss, interruption, or disruption of business processes at various levels of the organization. BIAs are conducted at least annually to assess risks, define recovery timelines, and determine appropriate business continuity strategies.

Mastek's organizational Business Continuity Plan has been continually updated over the past 17 years and is supported by ongoing Business Continuity Management activities. These include technical disaster recovery testing for critical services such as Internet, firewall, LDAP, email, and antivirus systems to ensure service availability during failures.

Additionally, sample full interruption tests are conducted for customers, where associates are moved to disaster recovery sites and operations are restored at alternate locations. Call tree exercises using intranet, email, and SMS alerts ensure effective communication during disaster situations.

6. **Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard.** - Mastek is an IT Company and there is no raw and finished physical goods supply / distribution or linked to manufacturing / transportation involved. The generation of electronic waste is the only adverse impact that arises from our value chain. No significant adverse impact to the environment arising from our value chain.

7. **Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.** - Zero. Mastek gets the sustainability checklist form filled while onboarding vendors and is planning to undertake this assessment as a part of regular exercise.

8. **How many Green Credits have been generated or procured?**

The company has not generated or procured any Green Credits during the reporting period as it has not undertaken any projects or initiatives eligible for green credit under current regulatory frameworks.

Principle 7 - Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent.

ESSENTIAL INDICATORS

1. A. **Number of affiliations with trade and industry chambers/ associations**

The Company is affiliated with many trade and industry chambers/ associations to ensure a collaborative environment that helps us to access knowledge, build a network, improve our reputation, advertise, educate, and market for policy changes that help business and society. The number of current affiliations are 13.

B. **List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to-**

S. No.	Name of Trade association/ Industry Chamber	Reach of trade and industry chambers / associations
1.	Computer Society of India (CSI)	National
2.	The Indus Entrepreneurs – Mumbai (TiE)	National
3.	Confederation of Indian Industry (CII)	National
4.	Federation of Indian Chambers of Commerce & Industry (FICCI)	National
5.	Indo-German Chamber of Commerce (IGCC)	International
6.	Bombay Chamber of Commerce & Industry (BCCI)	National
7.	National Association of Software and Service Companies (NASSCOM)	International
8.	Electronics And Computer Software Export Promotion Council (ESC)	National
9.	Indo-American Society (Indo American Chamber of Commerce)	International
10.	British Business Group	International

Mastek is also an active participant of United Nations Global Compact.

2. **Provide details of corrective action taken or underway on any issues related to anti-competitive conduct by the entity, based on adverse orders from regulatory authorities –** Not Applicable. Mastek did not receive any complaints or registered for issues related to anti-competitive conduct from regulatory authorities for year FY 25-26. Mastek is unwavering in its commitment to integrity and ethical business conduct. All employees are expected to adhere to all applicable anti-trust laws and to deal fairly with each other, and with the Company's customers, suppliers, competitors and third parties.

LEADERSHIP INDICATORS

1. **Details of public policy positions advocated by the entity –** None

Principle 8 - Businesses should promote inclusive growth and equitable development.

ESSENTIAL INDICATORS

1. **Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current Financial Year:** No SIA project undertaken during FY 25-26.

2. **Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity –** Not Applicable.

3. **Describe the mechanisms to receive and redress grievances of the community**

   A community member may register their grievances through either Mastek Foundation or write directly to whistleblower@mastek.com or call on dedicated hotline +91 22 67914675. Detailed mechanism to register grievances is outlined in the Whistle Blower Policy of the Company.

4. **Percentage of input material (inputs to total inputs by value) sourced from suppliers**

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Directly sourced from MSMEs / small producers	31.57 %	29.91%
Sourced directly from within India	Not tracked	Not Tracked

Note: The said information is specific for India offices and MSMEs engaged.

5. **Job creation in smaller towns – Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the following locations, as % of total wage cost**

Location	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Rural	0	0
Semi-urban	0	0
Urban	0	0
Metropolitan	100%	100%

Note: Data specific to India, classified according to the RBI Guidelines

LEADERSHIP INDICATORS

1. **Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments –** Not Applicable

2. **Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies.**

S. No.	State	Aspirational District	Amount spent (In INR)
1	Maharashtra	Nandurbar Maharashtra	10,00,000
2	Maharashtra	Gadchiroli	28,95,000

3. **Preferential procurement policy**

a	Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalised /vulnerable groups? (Yes/No)	No purchase
b	From which marginalised /vulnerable groups do you procure?	NA
c	What percentage of total procurement (by value) does it constitute?	NA

4. **Details of the benefits derived of the various intellectual properties owned or acquired by your company based on traditional knowledge been shared equitably –** Not Applicable

5. **Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved –** Not Applicable

6. **Details of beneficiaries of CSR Projects**

Sr No	NGOs	Project Title	Direct Beneficiary	Indirect Beneficiary	% of beneficiaries from vulnerable and marginalized groups
1	Adhyayan Quality Education Foundation	Goa Systemic School Improvement Program:	985	30000	100%
2	Rays of Hope Ministries	ANNA-DAN (Feeding Program)	400		100%
3	Jeevan Samvardhan Foundation	Eradicating Hunger for underprivileged children.	110		100%
4	Social and Evangelical Association for Love	Road destitute relief	517		100%
5	Atamaja Foundation	Support education of economically disadvantaged girls	100	400	100%
6	Nasscom Foundation	Foundation Skilling for Youth	3291	9798	100%
7	Impact	Biodiversity and Mastek Employee engagement activities	13000	0	100%
8	Impact Guru Foundation	Model Anganwadi	650	4100	100%
9	Room to Read	Room to Read Literacy Program, Pune	1195	4000	100%
10	GROW Foundation	Day Care Center PwD children with special needs and rehab	40	100	100%
11	The Circle	Incubation program	8000		100%
12	Amrutha Vikalachethana Trust	Amrutha old age home	150		100%
13	Ivy Research Foundation	Bhavishya Jyoti Freeship	48		100%
14	The Naz Foundation (India) Trust	LGBTQIA+ Centre	3000	5000	100%
15	Navasrushti International Trust	Provide resilient livelihood	63	252	100%
16	SOS Children's Villages of India	Family Strengthening Program	83	256	100%
17	Eagl Livelihood Foundation	Special initiative for the empowerment of tribal women	55	330	100%
18	Khushboo welfare Society	Day Care Center PwD	21	380	100%
19	Grameen Pragati Foundation	Biodiversity	2000	5000	100%
20	Gujarat Rajya Gram Vikas Samiti	Tree Plantation and Maintenance Project (3 Years)	2000	2000	100%
21	Anugrah Jeevan Sanstha	Health - Road destitute relief	100	250	100%
22	Guruji Education Foundation	Support education of farmer suicide to children	12	78	100%
23	Prasad Chikitsa	Tree Plantation and Maintenance Project (3 Years)	52	1000	100%
24	Shrimad Rajchandra Jivadaya Trust	Animal protection	800		100%
25	Blue Ribbon Movement (BRM)	Support to build a Sustainable city	75	5000	100%
26	Light of Life trust	Jagruti-Livelihood & Women Empowerment Centre	182	1100	100%
27	Computer Shiksha	Computer labs and digital literacy	5000	10000	100%
28	Rays of Hope Ministries	Rehabilitation and care center	325	1000	100%
29	Right walk Foundation	Apprenticeships for Girls	703		100%
30	Open link Foundation	Digital literacy and education interventions	148652		100%
31	N. M. Sadguru Water & Development Foundation	Solar-powered drinking water system	6400	6400	100%
32	Prerna Foundation	School infrastructure	250	500	100%

Principle 9 - Businesses should engage with and provide value to their consumers in a responsible manner.

ESSENTIAL INDICATORS

1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback

Amongst various channels Mastek uses to connect and understand complaint/ feedback from its customers, the annual survey conducted by a third-party firm to collect and report client feedback remains a primary channel for us to know and take action to improve the client experience. We have instituted this survey through Customer Relationship Engagement Satisfaction Survey (CRESS) policy. This procedure outlines the process for administering, measuring, monitoring, and improving satisfaction of Mastek's Customers and thereby leading to Advocacy and improved Customer Experience.

In addition, Mastek's Whistleblower Policy provides an additional channel to all its stakeholders including clients to report any acts motivated by ill intentions. Data Privacy policy provides a mechanism to report data privacy breaches and other requests concerning privacy information of clients, third parties and employees.

Mastek's client relationship teams are empowered to take necessary action when faced with situations involving a disgruntled client.

2. Turnover of products and/ services as a percentage of turnover from all products/service that carry information about

	As a percentage to total turnover
Environmental and social parameters relevant to the product	NA*
Safe and responsible usage	NA*
Recycling and/or safe disposal	NA*

* Not Applicable since this is not relevant to our business

3. Number of consumer complaints in respect of the following:

Category	FY 2025-26 Filed during the year	FY 2025-26 Pending resolution at the end of year	FY 2025-26 Remarks	FY 2024-25 Filed during the year	FY 2024-25 Pending resolution at the end of year	FY 2024-25 Remarks
Data privacy	0	0	-	0	0	-
Advertising	0	0	-	0	0	-
Cyber-security	0	0	-	0	0	-
Delivery of essential services	0	0	-	0	0	-
Restrictive Trade Practices	0	0	-	0	0	-
Unfair Trade Practices	0	0	-	0	0	-

4. Details of instances of product recalls on account of safety issues – Not Applicable. Mastek is not a Product Company

5. Does the entity have a framework/ policy on cyber security and risks related to data privacy? If available, provide a web-link of the policy

Yes. The Company has well defined cyber security framework and policy to govern and manage risks related to data privacy. Mastek's Data Protection framework has detailed Privacy Notice that is reviewed and updated regularly and provides necessary notice on how Mastek collects, stores and processes privacy information of third parties. Please refer given link for more details. https://www.mastek.com/privacy-notice/

6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services.

The Company has not received any complaints during the year.

7. Provide the following information relating to data breaches:

(a) Number of instances of data breaches: None

(b) Percentage of data breaches involving personally identifiable information of customers: 0

(c) Impact, if any, of the data breaches: Not applicable

LEADERSHIP INDICATORS

1. Channels / platforms where information on products and services of the entity can be accessed

LinkedIn	https://www.linkedin.com/company/mastek/
Company Website	www.mastek.com

2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services –
Not Applicable. Mastek is into IT services and not a Product Company.

3. Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services – Not Applicable since this is not relevant to our business.

4. Does the entity display product information on the product over and above what is mandated as per local laws. If yes, provide details in brief – Not Applicable Mastek is into IT services and not a Product Company.

Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? Yes. Company carries out an annual survey conducted by a third-party firm to collect and report client feedback and takes necessary action to improve the client experience. This survey is instituted through Customer Relationship Engagement Satisfaction Survey (CRESS) policy which outlines the process for administering, measuring, monitoring and improving satisfaction of Mastek's Customers and thereby leading to Advocacy and improved Customer Experience.