

## Community

# Leading a Responsible Business

Engaging with social matters drives positive transformation. Mastek understands the significance of actively participating in the communities it belongs to. By doing so, we grow responsibly and foster the creation of shared value for everyone involved.



Founded in 2002, Mastek Foundation is the CSR arm of Mastek in India that works closely with Mastekeepers to encourage them to give back to the society through volunteering opportunities, donations, and payroll giving.

The Mastek Foundation operates with defined objectives and strategies aligned with the pillar principles of Give, Engage, and Build. The social initiatives comprise community development projects, fundraising, and assisting non-profit organisations to enhance their governance and scalability by providing IT support through consulting, and encouraging budding engineers to create solutions for emerging social issues. Mastek's CSR vision is aligned with Informed Giving and Responsible Receiving by all its stakeholders.

## INR 2.9 crore

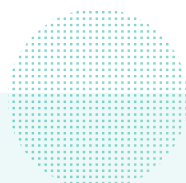
CSR spent

## 83,012

Beneficiaries

## 16

No. of projects



### Key Initiatives

- Supported 16 charity organisations from 6 states across India by granting financial aid of around INR 3 crores. The amount benefitted approximately 50,000 individuals and 146 birds/animals.
- The Global 'Gratitude is Attitude' event was conducted twice during the year. Our charity partners included Sangopita & Cuddle (India), Ronald McDonald House Charities (US) and Mind—for better mental health, and British Heart Foundation (UK). We are at 40.2% in Payroll Giving for digital (India), and over 214 Mastekeepers who were part of the event donated around INR 11 lakhs to Indian charity partners.
- Mastek celebrates DaanUtsav every October (inviting Mastekeepers to donate in-kind or cash to charitable organisations). This year, we partnered with 10 NGOs across India that are enabling people's participation in community development through volunteering opportunities and donations to the various causes they support—Child Welfare, Elderly Care, Education, Women's Welfare People with Disabilities (PWD) Care, and Farming. Mastek Foundation will match the total sum of donations received from Mastekeepers. The Mastek Foundation matched the INR 1.31 lakhs, with employee donations, and a total fund of INR 2.62 lakhs was disbursed to 11 NGOs.

- Tata Mumbai Marathon 2023: Our Mastekers participated in TMM to support underprivileged children fighting cancer and for animal welfare and rehabilitation.
- A Christmas fundraiser was organised to share the joy of giving with the underprivileged community. Mastekers donated old clothes to the slum community, helping 45 families in Mumbai and 50 families in Surendranagar, Gujarat.
- This year, a musical event was organised to raise INR 1 crore, and the Mastek Foundation matched the donations up to INR 50 lakhs. The funds raised were donated to Malvi Educational and Charitable Trust and Adhyayan Sanstha for education.
- Physically visited 10 out of 16 organisations to ensure the support/aid extended is being utilised for the purposes for which the grant was made.
- In line with the ESG Sustainability Goals adopted by us, we have extended support to 16 projects. These include 10 Quality Education, 3 Good Health and Well-being, 1 Promoting Gender Equality, empowering women, eradicating poverty, 1 Clean Water and Sanitation, and 1 Eradicating Hunger, Poverty and Malnutrition, Promoting Healthcare including Preventive Healthcare and Sanitation.

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## Activities Undertaken by MST Solutions/ Salesforce Business

- Recognised as a 'Blood Leader' by Red Cross for hosting blood donation drives every quarter.
- Partnered with Blue Cross Blue Shield of Arizona to offer free Opioid Overdose Prevention training and Mental Health First Aid training.
- Partnered with Blue Cross Blue Shield to volunteer for the 'Operation Santa Claus' telethon and 'Stuff the Sleigh' events, supporting the Walmart Community Champion and providing toys, clothing, monetary donations, and food to the Valley Children's charities.
- Hosted a Women in Tech (WIT) Heart Health discussion with Dr. Sushmitha Patibandla, MD, FHRS, a clinical cardiac electrophysiologist who is affiliated with Honor Health.
- Hosted a virtual food drive to support the Matthew's Crossing Food Bank.



## Adhyayan Foundation

Through a partnership with Adhyayan Foundation, Mastek Foundation supports the Systemic School Improvement Programme in Goa that strives to enhance the quality of leadership and learning outcomes in schools.

The quality cell is implementing the Systemic School Improvement Programme across the state's 824 government schools, which have been structured into 144 hubs. The schools have been a part of orientations, refreshers, hub meetings, support visits, confirming shifts evaluations, planning, etc., as activities that they are required to do, for which the Quality Cell manual provides resources and structures.

## Impact

In FY23, the confirming shifts evaluations started in October, and, to date, nearly 498 schools have gone through the evaluations and showed improvement in 980 standards. For FY24, the target is 1,800 standard improvements across 600 schools throughout the year.