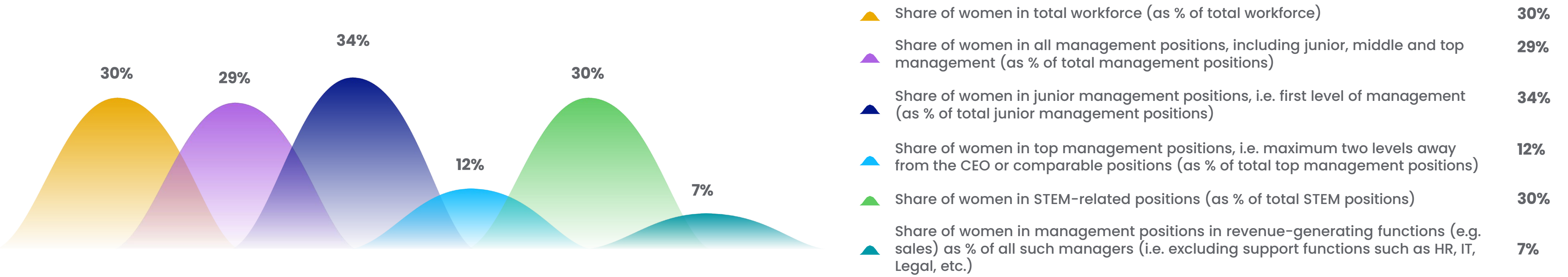


ESG Report

[For FY 2022-23]

WORKFORCE

Share of women in different level of workforce



35%

Public Target Share of women in total workforce by 2025–2026

13.72 hours

Average hours per FTE of training and development

2265 INR

Average amount spent per FTE on training and development

10,49,164 INR

Median Employee Compensation

22,86,302 INR

Mean Employee Compensation

2021

Total number of new employee hires

63%

Percentage of open positions filled by internal candidates

21.9%

Total employee turnover rate

21%

Voluntary employee turnover rate



☐ **Breaches reported against our codes of conduct/ethics:**

**Corruption or Bribery –
None**

**Discrimination or Harassment –
None**

**Customer Privacy Data –
None**

**Conflicts of Interest –
None**

**Money Laundering or Insider trading –
None**

☐ **Corporate information:**

**Average board meeting attendance:
91.5%**

**Average Board Tenure:
14.5 years**

**Average of executive committee
members owning shares of Mastek:
3.63**

EMPLOYEE WELL-BEING AND ESG

□ RECOGNITION

Members **recognized for ESG** and climate related actions on various social platforms like **LinkedIn** and reward platforms **like MORE**.

□ WORK FROM HOME CULTURE

- Mastek has adopted **flexible work hours** and work from home (WFH) since COVID-19.
- Hybrid working option for all employees with work-from-office for **2 days a week**.
- **100% work-from-home** on need basis for productivity.
- **Full-time or part-time** employment options.

□ EMPLOYEE APPRAISALS

- **Multi-dimensional**
- **Team-based** performance review
- **Agile**/continuous goal completion review
- **Objective based** review with predefined goals and metrics
- Conducted **bi-annually** with ongoing feedback sessions.





EMPLOYEE WELL-BEING AND ESG

❑ SUPPORT FOR CAREGIVING OF DEPENDENTS

Mastek also provides **special care-giving leave** provisions to its UK employees in accordance with laws and these include:

- Upto **5 days** compassionate leave for critical illness or condition of the family member/dependent
- Upto **1-2 days dependent leave** for taking care of the dependents during their illness/injury.

❑ ABSENTEE RATE of 0.49% in FY22-23

❑ **CHILDCARE FACILITIES** and lactation facilities are available for employees to use as per their need

❑ **SUPPORT TO PARENTS**

- Paid Parental leave for the **primary caregiver** for up to **26 weeks**.
- Paid parental leave for the **non- primary caregiver** for up to **2 weeks**.
- 100% WFH to employees returning from parental leave if required

RISK AND COMPLIANCE

EMPLOYEE REMUNERATION LINKED TO COMPLIANCE WITH COC

Mastek accepts and incorporates Information Security, Privacy, Anti-Bribery and Prevention of Sexual Harassment tailored to specific geographic regions as mandatory compliance trainings for the workplace. Employees must achieve 100% compliance every FY (April to March) to safeguard Mastek, its clients and all of us from potential risks/ adverse actions that are intrinsic to our business. **There is a direct impact on employee's performance ratings; non-compliance can result in a level down performance rating** than what is originally awarded. All new employees are required to complete their compliance training program to ensure their employment confirmation with Mastek.

RISK OWNERSHIP INCENTIVE

Approximately **50% of the variable pay** component of our risk owners are linked with mitigation and resolution of issues:

- **Chief Operating Officer** for mitigating issue of **skill and resource** availability
- **Chief Information Officer** for mitigating **cyber security** issues
- **Vice President of Facilities and Logistics** for mitigating **aged building** issue.

ADOPTING TCFD RECOMMENDATIONS

Mastek is **in the process** of integrating its policies and adopting **Task Force on Climate related Financial Disclosures** recommendations.

THANK YOU



This presentation contains information that may be privileged or confidential and is the property of Mastek.

Copyright © 2023 Mastek. All rights reserved.