

MASTEK LIMITED

ANNUAL CSR INITIATIVES/PROJECTS ACTION PLAN PROPOSED - FY 2025-26

Mastek Limited’s Corporate Social Responsibility (CSR) Policy emphasizes the creation of sustainable and inclusive impact across communities through strategic social initiatives. The company is committed to empowering lives by investing in education, healthcare, environmental conservation, gender equality, skill development, and humanitarian assistance.

These initiatives align with the provisions of the **Companies Act, 2013**, and its associated rules and amendments. Mastek ensures that every CSR project is built on the foundations of **accountability, transparency, and measurable impact**.

a. FOCUS AREAS

In accordance with Schedule VII of the Companies Act, 2013, the key thematic areas and main project themes for Mastek CSR efforts in FY 2025-26 are outlined below:

Focus Areas	Main Themes
Education and Digital Empowerment	<ul style="list-style-type: none"> • Digital literacy and e-learning programs • STEM education through labs and scholarships • Career readiness, coding boot camps, and mentorship for underprivileged students • Sports education and values through athletics
Healthcare and Well-being	<ul style="list-style-type: none"> • Preventive and curative healthcare camps • Blood donation and wellness check-ups • Mental health awareness and interventions • Infrastructure and medical equipment support for hospitals
Environmental Sustainability	<ul style="list-style-type: none"> • Clean air and waste reduction campaigns • Tree plantation and biodiversity enhancement • Water conservation and rejuvenation of water bodies • Eco-conscious practices and workshops
Women and Child Empowerment	<ul style="list-style-type: none"> • STEM scholarships for girl students • Nutrition support for mothers and children • Skill-building for women’s economic empowerment • Support for destitute women and girls
Gender Equality and Women Empowerment	<ul style="list-style-type: none"> • Supporting skilling and STEM education • Promoting women in sports • Education scholarships focused on women • Maternity and childcare projects, including nutrition
Other Focus Areas	<ul style="list-style-type: none"> • Rural development and sustainable livelihoods • Preservation of heritage, arts, and culture • Animal welfare • Disaster relief and rehabilitation

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b. LIST OF APPROVED PROJECTS FOR FY 2025-26

Mastek Ltd (Domestic Projects)

Sr. No.	Project Title	Project Location	Mode of Implementation
1	Goa Systemic School Improvement Program	North & South Goa	Partner NGO
2	ANNA-DAN (Feeding Program)	Turbhe, Kharghar (Navi Mumbai)	Partner NGO
3	Eradicating Hunger for Underprivileged Children	Thane, Maharashtra	Partner NGO
4	Road Destitute Relief	Panvel (Navi Mumbai)	Partner NGO
5	Support Education of Economically Disadvantaged Girls	Pune, Maharashtra	Partner NGO
6	Foundation Skilling for Youth	Aspirational Districts (Pan-India)	Partner NGO
7	Biodiversity and Employee Engagement	Chennai & Trichy, Tamil Nadu	Partner NGO
8	Model Anganwadi Program	Gurugram, Haryana	Partner NGO
9	Literacy Program	Pune, Maharashtra	Partner NGO
10	Livelihood & Women Empowerment Centre	Nandurbar, Maharashtra	Partner NGO
11	Day Care & Rehabilitation for Children with Disabilities	Mumbai, Maharashtra	Partner NGO
12	Provide Resilient Livelihoods	Mumbai, Maharashtra	Partner NGO
13	Family Strengthening Program	Alibag, Maharashtra	Partner NGO
14	Empowerment of Tribal Women	Tribal Areas, Maharashtra	Partner NGO
15	Day Care Centre for PwD	Gurgaon, Haryana	Partner NGO
16	Biodiversity & Awareness Programs	Mumbai, Maharashtra	Partner NGO
17	Tree Plantation and Maintenance	Ahmedabad, Gujarat	Partner NGO
18	Equal Opportunity Programs	Mumbai, Maharashtra	Partner NGO
19	Roadside Destitute Relief & Health Support	Mumbai, Maharashtra	Partner NGO
20	Tree Plantation and Maintenance	Wada / Bhiwandi Block	Partner NGO

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Implementation & Monitoring

All CSR initiatives for FY 2025-26 will be implemented through:

- **Mastek Foundation**
- **Registered Partner NGOs, Trusts, or Section 8 Companies**

Each project will undergo:

- **Periodic progress reporting**
- **Impact assessments (where applicable)**
- **Rigorous monitoring mechanisms**
- **Compliance with regulatory requirements**

The Mastek Foundation will ensure that all programs are executed in a transparent and timely manner, generating tangible, measurable outcomes for the communities served.

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