Company Overview

Mastek Limited is a global enterprise digital and cloud transformation specialist, delivering innovative solutions and business outcomes for clients across various industries, including healthcare, life sciences, retail, manufacturing, financial services, and the public sector. Founded in 1982, Mastek has established a presence in over 40 countries, with key operations in India, the United Kingdom, the United States, Europe, the Middle East, and Asia-Pacific.

Mastek's service offerings encompass digital and application engineering, cloud implementations, data analytics, automation, artificial intelligence (AI), and managed services. The company partners with leading technology providers like Oracle, Salesforce, Microsoft, AWS, and Snowflake to deliver tailored solutions that drive digital transformation for its clients.

Purpose of the Report

Mastek Limited carbon report presents a comprehensive account of our greenhouse gas (GHG) emissions for the reporting period from April 1, 2023, to March 31, 2024. The report aims to quantify GHG emissions across Scope 1 (direct emissions), Scope 2 (indirect emissions from purchased electricity), and Scope 3 (other indirect emissions such as supply chain, business travel and employee commute).

The primary objectives of this report are to:

- Provide transparency regarding Mastek Limited’s environmental impact through detailed GHG emissions accounting.
- Identify key sources of emissions to inform our targeted reduction strategies.
- Share about our alignment with national and international sustainability goals, including emission reduction aligned with our 2040 NetZero ambitions.

By systematically measuring and reporting its carbon footprint, Mastek demonstrates its commitment to environmental stewardship and lays the groundwork for continuous improvement in sustainability performance.

2. Organizational Profile

- Company name: Mastek Ltd.
- Company registration number: L74140GJ1982PLC005215
- Industry sector : Information Technology

Location of Operations: Mastek ltd. operates in India across multiple locations, with key office centers located in Mumbai, Pune, Ahmedabad, Noida, and Chennai, Kochi and Gurugram.

Reporting Period: April 1, 2023 – March 31, 2024 (FY2023-24)

Organizational Boundary: This report covers all operational facilities of Mastek Limited located within India, including corporate offices, delivery centers, and other owned or leased spaces where Mastek employees operate. The boundary has been defined using the operational control approach, including emissions from both owned and leased operations where Mastek has full authority to introduce and implement operational policies.

Carbon Emission Inventory

Scope	GHG Protocol Emission Category	Emissions (TCO2e)
Scope 1	Direct Emissions from controlled sources	17.43
Scope 2	Purchased energy (both Location-based & Market-based approach emissions analysis arrive to same result)	1237.31
Scope 3.1	Purchased goods and services	958.74
Scope 3.2	Capital Goods	1232.66
Scope 3.3	Fuel- and energy-related activities	368.11
Scope 3.5	Waste generated from operations	5.29
Scope 3.6	Business travel	1722.95
Scope 3.7	Employee commuting	269.48
Scope 3.8	Upstream leased assets	72.51
Total GHG emissions (TCO2e)		**5884.48**

Methodology and Data Quality

The inventory data quantification methodology is the same throughout all locations and is as described below.

Scope 1

Stationary combustion and mobile combustion.

Data is collected at each site, usually based on the internal reporting for the fuel consumed onsite. GHG emissions are then calculated using the following formula:

GHG Emissions (tCO2e) = Total usage of fuel type (litres) x Emission factor (KgCo2e/litre)
Emission Factor source(s): GHG protocol 2022

Scope 2

Sites share the monthly electricity consumption data through the monthly internal sustainability reporting tool. We use a location-based approach for emission calculation. GHG Emissions from electricity are then calculated as follows:

Location-based approach: GHG Emissions (tCO2e) = Electricity-all GRID purchases (kWh) x Average regional emission factor
Emission Factor source(s): Central Electricity Authority (CEA) of India 2023

Scope 3

Scope 3 emissions are indirect emissions that are not included in Scopes 1 and 2. They occur in our value chain, meaning they are a consequence of Mastek's activities but arise from sources that we don't own or control. Mastek considered 6 categories out of 15 categories applicable in scope 3 emissions.

For the categories using the spend-based method, data will be extracted from the SAP system, validated by the respective departments, and reported accordingly.

Category 1 - Purchased Goods and Services

Method: Spend based method

GHG Emissions (tCO2e) = ∑ (spend value of purchased good or service (INR) × relevant emission factor of purchased good or service type per unit of economic value (kg CO2e/INR))
Emission Factor source(s): EPA and EXIOBASE

Category 2 - Capital Goods

Method: Spend based method

GHG Emissions (tCO2e) = ∑ (spend value of capital good (INR) × relevant emission factor of capital good type per unit of economic value (kg CO2e/INR))
Emission Factor source(s): EPA and EXIOBASE

Category 3 – Fuel- and Energy-related Activity

This category includes emissions from four activities such as

Activity A - Upstream emissions of purchased fuels
Activity B - Upstream emissions of purchased electricity
Activity C - Transmission and distribution (T&D) losses
Activity D - Generation of purchased electricity that is sold to end users

We have only Activities A, B and C applicable based on the nature of our business. We have used the average data method to calculate emissions for activity A and C and taken consideration of dominant energy source in the energy mix for assessing emission from Activity B.

GHG Emissions from activity A calculated as follows:

Upstream CO2e emissions of purchased fuels = ∑ (Fuel consumed × upstream fuel emission factor (kgCO2e)/L))
Emission Factor source(s): India GHG
Note: Upstream fuel emission factor = life cycle emission factor – combustion emission factor.

GHG Emissions from activity B calculated as follows:

Upstream CO2e emissions of purchased electricity = ∑ (Electricity consumed (Kwh) × upstream electricity
(dominant source of electricity is coal) emission factor (kgCO2e)/Kwh))
Emission Factor source(s): Ecoinvent 3.10

GHG Emissions from activity C calculated as follows:

GHG Emissions (tCO2e) due to T&D losses from purchased electricity = T&D Loss % × (Total Electricity consumed (Kwh) x Average regional emission factor)
T&D loss % source(s): Central Electricity Authority India, report 23-24

Category 5 – Waste generated in operations

Method: Waste-type-specific method

GHG Emissions (tCO2e) from waste generated in operations = ∑ (waste produced(tonnes) × waste type and waste treatment specific emission factor (kg CO2e/ton)
Emission Factor source(s): Ecoinvent 3.10

Category 6 – Business Travel

Method: Passenger km travel method (Air Travel)

GHG Emissions (tCO2e) from business travel (AIR) = ∑ (passenger km travelled by booking class (INR) × relevant emission factors per unit of economic value (kg CO2e/INR) by type of booking class)
Emission Factor source(s): UK-BEIS, Well-to-wheel based

Method: spend based method (Road Travel)
∑ (value of cabs and private cars expenditures (INR) × emission factor of road transport service per unit of economic value (kg CO2e/INR))
Emission Factor source(s): EPA 2022, Well-to-wheel based

Category 7 – Employee commuting

Method: Average-data method

To calculate the emissions from employee commuting, we have used GHG protocol average-data method to calculate these emissions that means we have estimated distance travelled and mode of transport using key assumptions as followed:

- Average daily commute (to-and-fro)
- Employees in Sub-metro city offices - 20 kms
- Employees in Metro city offices - 40 kms
- Average mode of transport- we have used external data on how India commutes to work.
- The average number of commuting days per year is 264 days, assuming average 22 days of working per month.

This information will then be used to estimate the greenhouse gas emissions associated with employee commuting and report it accordingly.

GHG Emissions (tCO2e) from employee commuting = ∑ (employee (to-and-fro kms) by transportation type × relevant well-to-wheel emission factors
Emission Factor source(s): GHG Protocol 2023, Well-to-tank + combustion

Category 8 – Upstream leased assets

Method: Spend-based method

GHG Emissions (tCO2e) from leased office space: ∑ (value of rental and leasing services spend (INR) × emission factor rental and leasing spend per unit of economic value (kg CO2e/INR))
Emission Factor source(s): EPA 2023

Note: To evaluate Scope 1 and 2 emissions from upstream leased assets, there was no adequate way to collect data of electricity purchased on leased co-working space unfortunately, and so we opted for a spend-based approach for the emissions estimation.

5. Emission Reduction Initiatives:

Although we have started our energy reduction journey few years back but still we are focusing to reduce it further by implementing energy savings initiatives. In the coming years we are planning for below initiatives

- Installation of Roof Top solar Panel system or adopting open access power connection for Mahape office building.
- 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.
- Installation of EV charging station in offices to promote use of Electric Vehicles.
- Tie-ups with EV cab vendors for intra city pickups & drops.
- Optimisation of air travel by maximum use of technology like VC,
- Promoting domestic travels by trains instead of flights.
- Implemented carbon assessment & for Mastek UK for last 5 years.
- Invested in carbon offset global projects.
- Implemented carbon assessment report for Mastek's India offices from this year. Report for FY 2023-24 is expected by July 2025.
- Implemented Water Management Plan which outlines strategies and measures to optimize water use and ensure sustainable water practices in our office buildings. It aims to reduce water consumption, lower operational costs, and minimize environmental impact while ensuring compliance with local regulations.
- Implemented 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.

Summary of targets and progress

Mastek Limited is committed to substantial greenhouse gas (GHG) emission reductions to achieve Net Zero emissions by FY2040, with a primary focus on deep emissions reductions across Scopes 1, 2, and 3. This ambition is underpinned by near-term and long-term targets aligned with the Science Based Targets initiative (SBTi) 1.5°C pathway which we are in process to get validated from SBTi .

At Mastek, we are taking a structured approach to reduce our Scope 1 and 2 emissions by focusing on clean energy, operational efficiency, and long-term sustainable infrastructure and supplier engagement, and to address any residual emissions, we plan to invest in high-quality carbon offsets and neutralization methods.

Scope 1 Reduction Measures:

Transition to Cleaner Backup Power: We are evalauting options for phasing out diesel-powered generators with alternate sustainable solution to reduce direct emissions from fuel combustion.

Fleet Electrification: Mastek will gradually transition its internal fleet to electric or hybrid vehicles, cutting emissions from company-owned transport.

Scope 2 Reduction Measures:

Increased Renewable Energy Procurement: We aim to significantly increase our share of renewable electricity through green power purchase agreements (PPAs) for key offices.

Onsite Solar Initiatives: We are evaluating solar installations across major facilities to generate clean power at source, reducing grid dependence.

Energy Efficiency Upgrades: From LED retrofits to HVAC automation and server room optimization, we're implementing energy-saving projects across locations.

Scope 3 – Carbon Reduction Measures:

Introducing sustainability-linked procurement practices (e.g., preferential terms for suppliers with >50% renewable energy).

Tracking supplier carbon footprints and prioritizing vendors with lower upstream emissions.

Encouraging suppliers to set SBTi-aligned targets over the medium term.

Encourage virtual meetings by default and reduce frequency of short-duration air travel.

Upstream Leased Assets: Focus on leasing certified green office spaces (LEED, BREEAM, etc.) and improving resource efficiency.

Waste from Operations: Maintain Zero-Waste-to-Landfill compliance where applicable.

We are also planning to enable EV adoption by installing charging infrastructure at key offices.

Promote cycling and public transport use through incentives and workplace programs.

Together, these measures form the backbone of Mastek's decarbonization journey and support our long-term emission reduction targets aligned with global climate commitments.

Risks and Opportunities:

Mastek Limited is committed to identifying and managing climate-related risks that could impact our operations, infrastructure, and value chain across India. These risks fall into two categories—physical (due to climatic events) and transition (arising from the shift to a low-carbon economy). At the same time, we recognize the opportunities climate action presents in enhancing innovation, efficiency, and competitiveness.

Physical Risks

Risk Type	Risk	Significance on Business
Acute	Disruption due to extreme heatwaves, cloudbursts, and localized urban flooding in Indian cities	Low risk, to be arisen by Medium Term
Acute	Infrastructure damage from increased frequency of heavy rains and flooding	Low risk, to be arisen by Medium Term
Chronic	Rising average temperatures impacting energy use and employee productivity	Medium risk, to be arisen by low to medium Term
Chronic	Long-term water stress in Tier 1/2 cities where offices operate	Low risk, to be arisen by medium to Long Term

We define risk and opportunity horizons as follows:

- Short-term: 0–5 years
- Medium-term: 5–10 years
- Long-term: 10+ years

These definitions are used to assess the significance and potential impact of climate-related risks and opportunities across operational and plan risk mitigation strategically across these horizons.

Transition Risks – Regulatory and Market Shifts

Regulatory Risks: Emerging national carbon regulations like India's Carbon Credit Trading System or upcoming trends of ESG disclosures may increase compliance and reporting requirements.
Response: We monitor regulatory changes and proactively prepare data and compliance structures in line with SEBI Regulations.

Reputation and Market Risks: There is increase in enterprise customers requirement of integrating ESG criteria in vendor selection, so the inability to demonstrate climate commitments may affect client retention or onboarding.
Response: We are aligning to global frameworks like SBTi, we are publishing and being transparent with carbon and ESG and climate impact-related disclosures to all our stakeholders and engaging key clients on sustainability performance.

Technology Transition Risk: With increased expectations for green IT solutions (e.g., cloud optimization, green coding), delay in capability development could impact competitiveness.

Response: We are investing in sustainability-focused innovation (cloud, automation, low-code) and training delivery teams on digital sustainability practices.

Opportunities

Operational Efficiency Gains: Through energy efficiency improvements, remote collaboration tools, and resource optimization, Mastek Limited will make efforts to reduce operational costs while lowering emissions.

Stronger Market Position: We plan to align client ESG and climate resilience priorities to also enhance our brand positioning and opens doors to ESG-sensitive sectors (e.g., manufacturing, public sector, healthcare or retail).

Declaration and Sign Off

The Scope 1, Scope 2, and Scope 3 greenhouse gas emissions reported in this document have been calculated in accordance with the GHG Protocol Corporate Standard and relevant guidance for Scope 3 reporting.

1. https://ghgprotocol.org/corporate-standard
2. https://ghgprotocol.org/standards/scope-3-standard

This statement has been reviewed and approved by the management of Mastek Limited.

Name: Nayan Zad

Date: 16th July 2025

Nayan Manohar Zad

Digitally signed by Nayan Manohar Zad
Date: 2025.07.17 17:56:31 +05'30'

Signature

Mastek Limited,

Appendices

GHG (Greenhouse Gas): Gases that trap heat in the atmosphere, including carbon dioxide (CO_2), methane (CH_4), and nitrous oxide (N_2O).

tCO_2e (tonnes of carbon dioxide equivalent): A standard unit for measuring carbon footprints, representing the impact of different greenhouse gases in terms of CO_2.

SBTi (Science Based Targets initiative): A global initiative that helps companies set emission reduction targets aligned with climate science.

PPA (Power Purchase Agreement): A contract to buy renewable electricity from an energy provider over a long-term period.

BRSR (Business Responsibility and Sustainability Reporting): India's ESG disclosure framework mandated by SEBI for listed companies.

GHG Protocol (2022 & 2023 editions): For defining emissions scopes and providing calculation methods for Scope 1, 2, and 3 emissions.