

Mastek Net Zero Transition Plan

2030

UK operations
working target

2040

Global operations
working target

2050

SBTi validated Net Zero
target for UK operations

Purpose

Mastek recognises the importance of addressing climate change and supporting global efforts to transition towards a low-carbon economy. The Company is committed to reducing greenhouse gas emissions across its operations and value chain through responsible business practices, improved resource efficiency, renewable energy adoption, and stakeholder collaboration. Our transition approach seeks to integrate climate considerations into business operations while supporting sustainable growth, resilience, and long-term value creation.

Alignment with Climate Goals

Mastek supports the objectives of the Paris Agreement and continues to advance its climate strategy through emissions reduction initiatives and responsible environmental stewardship.

The Company's current climate ambitions include:

- Working target of achieving Net Zero by 2030 for UK operations.
- Working target of achieving Net Zero by 2040 across global operations.
- Science Based Targets initiative (SBTi) validated Net Zero target of 2050 for UK operations.

Our Transition Strategy

Mastek's transition plan is based on three principal objectives:

01 REDUCE

Reduce operational emissions through efficiency improvements and lower-carbon operations.

02 RENEW

Increase adoption of renewable and cleaner energy sources.

03 ENGAGE

Strengthen value chain engagement to support broader emissions reductions and responsible business practices.

Decarbonisation Focus by Emissions Scope

Scope 1 Emissions

To reduce direct emissions arising from owned and controlled sources, Mastek will focus on:

- Improving operational efficiency across facilities.
- Transitioning towards lower-carbon workplace operations where feasible.
- Supporting sustainable mobility initiatives and reducing dependence on fossil-fuel-intensive activities.
- Reviewing opportunities to deploy cleaner technologies across operations.

Scope 2 Emissions

To reduce emissions associated with purchased electricity and energy consumption, Mastek will:

- Continue increasing the use of renewable energy sources.
- Improve energy efficiency through energy audits and performance monitoring.
- Deploy energy management solutions that provide visibility into consumption patterns and opportunities for improvement.
- Increase utilisation of green-certified and energy-efficient facilities where feasible.

Scope 3 Emissions

Recognising that a significant portion of emissions may occur across the value chain, Mastek intends to:

- Enhance measurement and monitoring of value chain emissions.
- Encourage suppliers and business partners to strengthen climate-related practices.
- Promote sustainable procurement and responsible sourcing considerations.
- Reduce emissions associated with business travel through digital collaboration and lower-carbon alternatives where practical.

Quantified target for Net-zero Climate Investments

Implementation of this transition plan is supported through investments initiatives such as:

01 Renewable energy adoption.	02 Energy-efficient infrastructure and workplace improvements.	03 Carbon accounting and emissions monitoring systems.
04 Environmental management programmes.	05 Climate-related data collection, reporting and analytics capabilities.	06 Carbon reduction and removal initiatives for residual emissions where appropriate.

Funding requirements and priorities will continue to be reviewed through the Company's sustainability and operational planning processes.

Roadmap to Net Zero

FY2028 50% renewable energy consumption across India operations	2040 Net Zero across global operations	2050 SBTi validated Net Zero target for UK operations
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Mastek's roadmap to achieving Net Zero across its global operations by 2040 is supported by defined transition initiatives and measurable milestones. As part of this commitment, Mastek has established a target to achieve 50% renewable energy consumption across its India operations by FY2028 through a combination of renewable energy sourcing, energy-efficiency measures and ongoing optimisation of operational energy use. Sustainability considerations are increasingly being embedded into infrastructure planning and workplace development initiatives. During recent renovations at the Mahape facility, Mastek ensured that the interiors of the third and fourth floors were developed in accordance with energy-certified standards, demonstrating a practical commitment to improving building performance and reducing operational emissions. In parallel, as Mastek expands its global footprint, environmental performance remains an important consideration in site selection, with new offices, including the recently established Amsterdam office, being located in energy-certified buildings.

Recognising that certain facilities within its portfolio comprise legacy infrastructure, including the approximately 30-year-old Mahape campus, Mastek is pursuing a structured programme of modernisation and operational efficiency improvements to support its long-term decarbonisation objectives. Rather than relying solely on new developments, the Company is focused on engineering sustainability improvements within existing facilities through energy-efficiency upgrades, building optimisation measures and the evaluation of renewable energy opportunities, including the planned installation of solar panels at owned facilities. Through the combination of renewable energy adoption, certified workplace infrastructure, responsible expansion practices and continuous operational improvements, Mastek aims to progressively reduce its environmental footprint, strengthen resource efficiency and enhance the resilience of its operations while advancing towards its 2040 Net Zero ambition.

Stakeholder Engagement

Mastek recognises that achieving long-term climate objectives requires collaboration with stakeholders across its ecosystem.

Value Chain Engagement Mastek seeks to engage suppliers, contractors, and business partners to improve environmental performance, strengthen emissions transparency, and encourage responsible climate actions across the value chain.	Industry and Sustainability Initiatives Mastek will continue participating in recognised sustainability frameworks, environmental certifications, and industry initiatives that contribute to responsible climate action, improved disclosure practices, and the sharing of best practices.	Government and Society Mastek complements its emissions-reduction efforts by offsetting residual emissions through verified carbon credits. These offsets support certified climate projects, including reforestation, access to safe drinking water, improved cooking practices and renewable energy initiatives.
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By directing climate finance towards projects that reduce or remove greenhouse gas emissions while delivering community benefits, Mastek contributes to broader environmental protection, sustainable development and community resilience as it progresses towards its Net Zero ambitions.

Social Considerations of the Transition Plan

Mastek recognises that climate transition efforts should be implemented in a manner that supports employees, communities, customers, and other stakeholders.

As part of this approach, Mastek seeks to:

01	Promote employee awareness and engagement on sustainability topics.
02	Support safe, efficient and sustainable workplaces.
03	Encourage responsible environmental practices across its operations.
04	Deliver environmental improvements while continuing to create long-term business and societal value.
05	Support sustainable growth that balances environmental, social, and economic considerations.

Governance and Progress Monitoring

Climate-related initiatives are integrated into Mastek's broader sustainability framework and are supported through periodic review of environmental performance indicators.

Mastek will continue to monitor and report relevant metrics including:

01 Greenhouse gas emissions.	02 Renewable energy usage.	03 Energy consumption.	04 Environmental management initiatives.	05 Progress towards Net Zero ambitions.
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Progress will be disclosed through applicable sustainability, annual, and regulatory reporting mechanisms.

MONITOR Environmental performance indicators	REPORT Relevant metrics and progress	DISCLOSE Applicable reporting mechanisms
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Review

This Transition Plan will be reviewed and updated to reflect evolving business operations, stakeholder expectations, technological developments, climate-related risks and opportunities, and changes in applicable regulatory or reporting frameworks.