

Carbon Assessment Report Mastek Inc. (USA & Canada)

**Assessment Period:
FY 2025-26**

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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 Inc. carbon report presents a comprehensive account of our greenhouse gas (GHG) emissions for the reporting period from April 1, 2025, to March 31, 2026. 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 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 out the groundwork for continuous improvement in sustainability performance.

Organizational Profile

- Company name: Mastek Inc.
- Industry sector: Information Technology

Location of Operations: Mastek operates across the United States and Canada through several affiliated entities and offices, including Plano, Texas; Chandler, Arizona; Westborough, Massachusetts; Woburn, Massachusetts; and Mississauga, Ontario (Canada).

Reporting Period: April 1, 2025 – March 31, 2026

Organizational Boundary: This report covers all operational facilities of Mastek Inc. and its affiliated US and Canada entities – Mastek Inc., Trans American Information Systems Inc., Metasofttech Solutions LLC, BizAnalytics Solutions LLC, and Evolutionary Systems, Corp. in the United States; and Mastek Digital Inc. and Evolutionary Systems Canada Limited in Canada – 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: (FY 2025-2026)

Scope	GHG Protocol Emission Category	Emissions (tCO ₂ e)
Scope 1	Direct Emissions from controlled sources	0.00
Scope 2	Purchased energy (both Location-based & Market-based approach emissions analysis arrives to same result)	4.19
Scope 3.1	Purchased goods and services	629.64
Scope 3.2	Capital Goods	4.34
Scope 3.6	Business travel	1,799.62
Scope 3.7	Employee commuting	64.88
Total GHG emissions (tCO₂e)		2,502.67

Intensity metrics

Metric	FY 2025–26
Total Scope 1 + 2 (LB) tCO₂e per million USD turnover	0.045
Total Scope 1 + 2 + 3 (LB) tCO₂e per million USD turnover	26.99

Methodology and Data Quality

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

Scope 1

Direct emissions from stationary combustion, mobile combustion, and fugitive refrigerant losses are assessed at each site based on internal reporting of fuel and refrigerant consumption, where applicable.

For FY 2025-26, Mastek's US and Canada offices reported no owned combustion sources, company-operated vehicles, or tracked refrigerant top-ups, resulting in Scope 1 emissions of 0.00 tCO₂e for the reporting period.

Scope 2

Electricity consumption

For one office, electricity is billed separately from rent and leasing, and we have the corresponding spend (USD) for this cost. As we do not have kWh consumption data, emissions for this office are calculated using a spend-based approach, as follows:

Spend-based approach: GHG Emissions (tCO₂e) = Electricity spend (USD) × relevant emission factor per unit of economic value (kg CO₂e/USD)

Emission Factor source: EXIOBASE

For the remaining offices, electricity costs are bundled within rent and leasing payments rather than billed separately. These offices' electricity-related spend is therefore captured within Category 1 (Purchased Goods and Services) under the spend-based method, rather than quantified separately under Scope 2, to avoid double-counting or gaps in coverage. Mastek will work toward obtaining separate, site-level electricity data (ideally kWh-based) across all offices in future reporting cycles.

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 4 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) = $\sum$ (spend value of purchased good or service (USD) × relevant emission factor of purchased good or service type per unit of economic value (kg CO₂e/USD))

Emission Factor source(s): EPA, EXIOBASE and BEIS

Category 2 - Capital Goods

Method: Spend based method

GHG Emissions (tCO₂e) = $\sum$ (spend value of capital good (USD) × relevant emission factor of capital good type per unit of economic value (kg CO₂e/USD))

Emission Factor source(s): EPA, EXIOBASE

Category 6 – Business Travel

Method: Passenger km travel method (Air Travel)

GHG Emissions (tCO₂e) from business travel (AIR) = $\sum$ (passenger kilometers travelled by booking class × relevant emission factors per unit kilometer (kg CO₂e/km) by type of booking class)

Emission Factor source: BEIS

Method: spend based method (Road Travel & Accommodation)

Emission Factor source(s): EPA and EXIOBASE

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) - 25 kms
- Ontario, Dallas & Phoenix offices – weekly 1 working days in office
- Average mode of transport - we have used external data on how people in the US and Canada commute to work.

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 = $\sum$ (employee (to-and-fro kms) by transportation type × relevant well-to-wheel emission factors)

Emission Factor source(s): Ecoinvent 3.11 and BEIS, Well-to-tank + combustion

Emission Reduction Initiatives:

- Adoption of renewable power for offices wherever feasible, in line with Mastek's group-wide renewable electricity procurement approach.
- Selection of new offices in certified green buildings (e.g. LEED, BREEAM) wherever feasible.
- Installation of EV charging station based on feasibility in offices, to promote use of Electric Vehicles.
- Tie-ups with EV cab vendors for intra city pickups & drops.
- Optimization of air travel by maximum use of technology like VC.
- Promoting rail or ground transport over short-haul flights where feasible.
- Invested in carbon offset global projects.
- Focus will be placed on optimizing water use across office buildings, with an emphasis on sustainable practices that reduce consumption, lower operational costs, and minimize environmental impact, in compliance with local regulations.

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 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:

Mastek's US and Canada offices currently report zero Scope 1 emissions, as operations do not include owned backup generators, company-operated vehicles, or tracked refrigerant use.

As the business grows, we will continue to monitor for any future direct emissions sources (such as backup power, fleet vehicles, or refrigerants) and prioritize low-carbon alternatives – for example cleaner backup power options, electric or hybrid vehicles, and low-GWP refrigerants – from the outset, so that Scope 1 emissions remain minimal as new sources, if any, are introduced.

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.

Scope 3 Reduction Measures:

- **Sustainable procurement:** Introduce sustainability-linked procurement practices, including preferential terms for major suppliers sourcing over 50% of their energy from renewable sources.
- **Supplier engagement and target-setting:** Track supplier carbon footprints, prioritize vendors with lower upstream emissions, and encourage major suppliers to set SBTi-aligned targets over the medium term.
- **Business travel optimization:** Promote virtual meetings by default and reduce the frequency of short-duration air travel.
- **Upstream leased assets:** Prioritize leasing certified green office spaces (LEED, BREEAM, IGBC, etc.) and improve resource efficiency across leased premises.
- **Waste management:** Maintain Zero-Waste-to-Landfill compliance where applicable.
- **Employee commuting:** Enable EV adoption by installing charging infrastructure at key offices, based on feasibility, and promote cycling and public transport through 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 is committed to identifying and managing climate-related risks that could impact our operations, infrastructure, and value chain across the United States and Canada. 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, severe storms, and localized flooding in the cities where offices operate	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 regions 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 regulations such as California’s Climate Corporate Data Accountability Act (SB 253) and Climate-Related Financial Risk Act (SB 261), the US SEC’s climate disclosure requirements, and evolving Canadian federal and provincial ESG disclosure rules may increase compliance and reporting requirements.

Response: We monitor regulatory changes and proactively prepare data and compliance structures in line with applicable US and Canadian regulations.

Reputation and Market Risks: There is an 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, 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 Inc.

Name:

Date:

Signature

On behalf of Mastek Inc.

Appendices

- **GHG (Greenhouse Gas):** Gases that trap heat in the atmosphere, including carbon dioxide (CO₂), methane (CH₄), and nitrous oxide (N₂O).
- **tCO₂e (tonnes of carbon dioxide equivalent):** A standard unit for measuring carbon footprints, representing the impact of different greenhouse gases in terms of CO₂.
- **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.
- **SB 253 / SB 261:** California's Climate Corporate Data Accountability Act and Climate-Related Financial Risk Act, requiring large companies doing business in California to disclose GHG emissions and climate-related financial risk.