

SEC/070/2025-26

September 29, 2025

Listing Department BSE Limited 25 th Floor, Phiroze Jeejeebhoy Towers Dalal Street, Fort, Mumbai-400 001 SCRIP CODE: 523704	Listing Department The National Stock Exchange of India Limited Exchange Plaza, C-1, Block G, Bandra Kurla Complex, Bandra (E), Mumbai – 400 051 SYMBOL: MASTEK
ISIN: INE759A01021	

Dear Sir(s)/Ma'am(s),

Sub: Press Release

Ref: Regulation 30 of SEBI (Listing Obligations and Disclosure Requirements), Regulations, 2015

Please find enclosed herewith a Press Release titled “**Mastek Transforms Harmony Australasia’s HR with AI-Powered Oracle HCM Cloud and Redwood UX/UI**”, which is being issued by the Company.

The same is also uploaded on the Company's website at www.mastek.com.

You are requested to take the same on record.

Thanking you,

Yours faithfully,
For **Mastek Limited**



Reena Raje
Company Secretary & Compliance Officer
Membership No.: A21440

Encl: AA

Mastek Transforms Harmony Australasia's HR with AI-Powered Oracle HCM Cloud and Redwood UX/UI

Mumbai, India / Australia, September 29, 2025: Mastek (NSE: MASTEK; BSE: 523704), a trusted AI-first digital engineering and cloud transformation partner, today announced the successful implementation of Oracle HCM Cloud Applications at Harmony Australasia, a global mining leader in Australasia. Completed in just 56 weeks, the program has delivered a unified HR platform covering five legal entities and two business units, setting a new benchmark for HR transformation in the mining sector.

Mining is a demanding sector, operationally challenging, labor-intensive, and governed by stringent legal and safety compliance formalities. Harmony Australasia, with operations in Australia and Papua New Guinea, embarked on a digital revamp to create a smart and streamlined human resource management function that caters to the highest safety standards and enhances employee experience for its diverse workforce. Entrusting Mastek as a technology partner, the mining leader aimed at effective workforce planning through real-time workforce visibility to make informed decisions. Automation has significantly reduced manual intervention and paperwork, while compliance management, and reporting have achieved high standardization, ensuring faster and more accurate responses.

The transformation journey began with an advisory phase, where Harmony gained a clear understanding of Oracle's modules and industry best practices. This was followed by the deployment of Oracle Recruiting Cloud (ORC), Core HR, and Learning. The final phase brought Talent, Compensation, and HR Helpdesk onto the platform. All modules were rolled out in a single go-live event, creating a seamless end-to-end HR experience.

Transformational business and functional outcomes:

- **Unified HR Data:** A single, accurate source of truth across Australia and PNG supports reliable analytics and compliance reporting.
- **Greater Efficiency:** Automation of manual processes has lowered costs and freed up HR teams to focus on higher-value activities.
- **Faster Decisions:** Dashboards and real-time insights now help leaders make more informed calls without delay.
- **Workforce Mobility:** Standardized processes simplify employee lifecycle events.
- **Employee Engagement:** User-friendly mobile tools have improved adoption, making HR services more accessible to employees.
- **Change Adoption:** Careful planning, phased milestones, and open communication built confidence across the workforce.
- **Redwood UX/UI:** Leveraging both AI and Redwood's capabilities, Harmony Australasia improved its user experience to foster stronger workforce engagement.

*"The successful implementation of Oracle Fusion HCM Cloud is a proud milestone in Harmony Australasia's digital journey toward a smarter, more connected HR function. By unifying workforce processes on a single cloud platform, it simplifies operations across geographies and creates a scalable foundation to support their evolving workforce needs in long-term" says **Sandra Almeida, Group HR Manager, Harmony Australasia.***

*"A year ago, we set the ambitious goal of going live in August. Achieving this on schedule with zero escalations reflects not just the strength of our collaboration but also the dedication and discipline throughout the project execution journey. Harmony Australasia has been an exceptional client throughout, and we congratulate them on this successful transformation that sets a new benchmark for HR excellence." said **Surya Nunna, Executive Vice President, AMEA, Mastek.***

About Mastek

[Mastek](#) is a global provider of enterprise AI, digital, and cloud services, enabling clients to achieve measurable and sustainable returns on their technology investments. The company has a presence in over 40 countries and a skilled workforce of close to 5,000 employees. Mastek partners with industry leaders such as Oracle, Salesforce, Microsoft, AWS, Snowflake, and Databricks, serving key sectors such as Public Sector, Healthcare, Retail, Manufacturing, Higher Education, and Financial Services. Mastek is committed to driving innovation by developing strong ecosystem of start-ups, academia and IPs. With its core values of trust, value, and velocity, the company empowers 400+ active customers to transform their business in the evolving tech landscape. Mastek has always been a solutions-focused and a relationship-centric company, valuing both employees and clients. With its humane approach, Mastek fosters growth through sustainable goals, high ethical standards, and responsible governance.

Press Contact

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