

MIMECAST SERVICES LIMITED

Strategic Report (continued)
For the year ended 31 March 2021

Section 172 statement

Section 172 of the Companies Act 2006 requires directors of a company to act in the way that they consider, in good faith, would most likely promote the success of the Company for the benefit of its members as a whole, and in doing so have regard to, amongst other matters, the following factors:

- likely consequences of any decisions in the long-term;
- interests of the company's employees;
- need to foster the company's business relationships with suppliers, customers and others;
- impact of the company's operations on the community and environment;
- desirability of the company maintaining a reputation for high standards of business conduct; and;
- need to act fairly between members of the company

The directors have considered the factors set out above when making strategic decisions that affect the long-term success of the Company. In addition, we have considered other factors when making decisions. Those factors, for example, include the interests and views of our parent company, Mimecast Limited, and other companies within the Group. We aim to ensure that our decisions support the Group's approved purpose, vision and values, together with its strategic priorities.

As the Company has grown, we have continued to invest in the expansion and scaling of our investments in human capital strategies. Our belief is that these investments will result in an organisation where employees feel they can do their best work, experience their best teamwork, and achieve their greatest learning. Our human capital strategy is a full organisation commitment with leaders creating the right culture and environment, employees being empowered and exposed to programs that will support them, and a human resources function that proactively creates programs that enable us to attract, develop, engage, and retain talent.

Our role in supporting the environment matters to us and to our stakeholders. We are committed to doing our part to support the shift to a low-carbon economy and to lessen the collective human impacts of climate change. We continue to seek ways to reduce our environmental footprint. We have already made strides to operate with greater environmental efficiency, minimising single-use plastic utensils in all office kitchen environments, fitting office space with efficient lighting and water fixtures, and partnering with data centers that prioritise the use of renewable energy. Starting in fiscal 2022, we plan to match 100% of our entire operational footprint (Scope 1 and 2 emissions) with third-party certified renewable energy certificates and carbon offsets.

The Company is committed to acting ethically and with integrity in all of our business relationships. Every day, we work to deal honestly and fairly with our customers, our trading partners, our competitors, and each other. We are significantly impacted by laws and regulations relating to data privacy, data security and data protection. We are also impacted by laws and regulations relating to anti-bribery laws, export control legislation, employment and taxation. Our policy is to abide by all applicable laws and regulations, and we have internal programs in place to manage global compliance with these various requirements. Our Code of Business Conduct & Ethics reinforces our values and outlines our expectations for how employees should handle interactions, transactions and business opportunities, other policies or procedures, or any applicable law, rule, or regulation.

On behalf of the board

DocuSigned by:

B99F5CCF40334DE...
Rafeal E. Brown
Director
29 November 2021