mimecast

Task Force on Climate-related Financial Disclosure

2025

Company Overview

Introduction to Mimecast

Mimecast is a global leader in cybersecurity renowned for advanced, AI-powered, and API-enabled solutions, connected Human Risk Management platform that empowers businesses to address the ever-evolving landscape of cyber threats, particularly those arising from human behavior and error. Serving over 42,000 organizations worldwide, Mimecast is dedicated to transforming how businesses manage and mitigate human risk, enabling secure, protected and resilient work environments. Mimecast is privately owned by Permira, a global private equity firm focused on transformational growth. Mimecast is headquartered in London with offices around the globe. Mimecast locations may be viewed **here**.

Achievements & Certifications

Over the past year, Mimecast has significantly enhanced its Human Risk Management (HRM) platform, reinforcing its position at the forefront of human-centric cybersecurity solutions. During 2024, Mimecast strategically acquired three companies (Elevate, Code42 & Aware). The acquisitions have enabled Mimecast to deliver a comprehensive, unified solution for insider, human risk management and data protection, helping organizations prevent data loss, streamline security operations, and support compliance. Additionally, Mimecast became the first company in the cybersecurity and the email security sector to achieve ISO 42001 certification for AI governance as of January 2025, setting a new industry benchmark for ethical, transparent, and accountable use of Artificial Intelligence.

Environmental Responsibility

Mimecast's commitment to environmental responsibility is reflected in its achievement of ISO 14001 environmental management system certification during June 2025. This globally recognized standard underscores Mimecast's dedication to robust governance, regulatory compliance and continuous improvement in environmental practices. The organization is committed to enhancing transparency by closely tracking and reporting carbon emissions to enable us to take informed actions towards setting meaningful targets to reduce our carbon footprint.

Governance

Board Oversight for Climate-Related Risks and Opportunities

Our Executive and Non-executive Boards oversee strategic events, material operational risks including environmental, social, and governance-related risks that may create uncertainty on the achievement of growth and sustainability objectives.

Management Responsibility in Assessing and Managing Climate-related Risks and Opportunities

Mimecast has established an ESG Council, which is made up of senior leaders across the organization, representing key ESG-specific functional areas (Human Resources, Legal, and Governance). Our General Counsel serves as an executive sponsor of the ESG Council.

The ESG Council meets regularly with intentions to achieve the following:

- Execution and communication of the ESG strategy.
- Review and maintain relevant ESG related policies.
- Review and report ESG and climate related material risks and opportunities to the Board.
- Review progress on ESG related plans and objectives.
- Lead public facing mandatory disclosure, ESG reporting and communication.
- Support integration of climate and sustainability related risks and opportunities within business processes.

The ESG Council provides regular updates to the Board on material ESG and climate-related issues and opportunities that may have a significant impact on the creation of value in the long term.

Employee Environmental Sustainability Team / Employee Resource Groups

The Green team is an employee led group focused on embedding and advancing sustainability initiatives across the organization. The team actively engages in programs designed to raise awareness on ESG and Climate related issues and ensures alignment throughout the business with Mimecast's environmental resilience strategy. Key areas of focus include promoting recycling, enhancing energy conservation, reduce waste, and supporting climate protection efforts.

Functional Leaders and Specialist Teams

Mimecast functional leaders and their specialist teams foster a responsible risk culture by prioritizing the assessment and management of climate related risks and opportunities in alignment with the organizations ESG strategy. Collaborative initiatives between the ESG Council and Functional leaders support ongoing education on sustainability and climate-related issues as well as the implementation of measures to address climate risks and leveraging related opportunities. Functional areas involved include Facilities, Technical Operations, Legal, Human Resources, Product and Engineering, Governance and Certifications Office (GCO), Marketing, and others.

Governance and Certification Office (GCO)

This team is responsible for governance and enterprise risk management framework, encompassing the identification, assessment and management of material climate and sustainability related risks, as well as oversight of framework compliance and relevant certifications. The team is responsible for reporting significant climate-related risks and supporting ongoing improvements on the efficacy of risk controls and capabilities. The Senior Vice President of the GCO is accountable for enterprise risk and sustainability governance oversight.

Risk Management

Our Process to Identify, Assess, and Manage Climate-related Risks and Opportunities

The identification, assessment, and management of climate-related risks and opportunities are fully integrated into the organization's enterprise risk management framework. Physical risks arising from increasing frequency and severity of emerging acute weather events, chronic climate change, and transition risks associated with the shift to a lower carbon energy system are incorporated as part of Mimecast enterprise risk profile.

Climate and sustainability-related risks are identified through a two-phase materiality assessment process. The initial phase involves internal engagements with relevant senior executives, based on their insight and organizational knowledge of significant risks associated with current business activities. External engagements are conducted with salient stakeholders. The materiality assessments focus on issues that may introduce uncertainty to the achievement of strategic objectives related to strategic profit, people, and planet. These are drawn from various sources including regulatory requirements, internal and external events.

To ensure ongoing relevance and effectiveness, climate and sustainability-related risks are reviewed regularly by the ESG Council. This process supports the continued suitability, adequacy, and effectiveness of the organization's environmental objectives and risk management practices.

Integration of Climate-related Risks and Opportunities into the Overall Risk Management Process

Mimecast has an integrated governance system in place, a well-defined process for identifying, assessing, and managing strategic, operational, enterprise-wide risks including climate related risks that consider both internal and external events that may create uncertainty around the achievement of growth plans. All risks identified are assessed to determine material impact on the business, impact on the environment, Mimecast customers and employees, legal and regulatory compliance, and reputation. **The process is outlined as follows:**

Identification and Assessment

The identification of ESG and climate related risks is integrated into the enterprise risk management process. Environmental and sustainability related risks are identified through a materiality assessment, while climate related risks are further evaluated using a scenario analysis. Both assessment processes involve consultation with a wide range of internal senior stakeholders, employees and salient external stakeholders. Mimecast refreshed the materiality assessment during the 2024-2025 reporting period; this process is still ongoing.

Response and Management

The system of risk responses for identified climate related risks is in line with the control metrics used by the Mimecast Enterprise Risk Management program. There are ongoing processes to manage material risks and the efficacy of their controls in conjunction with the accountable functional senior leaders.

Monitoring and Reporting

Material climate-related risks and emerging risks are regularly discussed and prioritized by the ESG council as part of the enterprise risk management framework. The GCO oversees reporting of material risks. Significant and impactful risks are escalated to the Executive Leadership Team for further guidance.

Mimecast is creating greater transparency around emissions reporting by leveraging a new measurement tool that will provide insight into our carbon footprint and helps us better shape our carbon reduction strategy moving forward to enable us to assess the time periods for identified climate related risks. With this heightened visibility, Mimecast recently submitted a commitment to the Science Based Targets initiative (SBTi), signaling the intention to set science-based emissions reduction targets in line with SBTi requirements, we will develop and submit our targets for validation within the next 24 months commencing October 2025.

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Strategy

Mimecast recognizes the growing importance of addressing climate-related risks and opportunities as part of our commitment to sustainability and fostering resilience amongst our employees, stakeholders and the communities we serve.

Climate-related Scenario Analysis

Mimecast is well-positioned to navigate the challenges of climate change while creating long-term value for all its stakeholders. Our approach to environmental risk and opportunity management is aligned with our certified ISO 14001:2015 environmental management system, through which we systematically identify, assess, and manage events that may introduce uncertainty around our broader environmental objectives, including our Science-Based Targets (SBTs) to drive continual improvement in our sustainability performance. To align with the recommendation of the TCFD, during 2024 we conducted a climate scenario analysis to assess the potential impacts of climate-related risks and opportunities on our operations. The analysis focused on both physical risks (e.g., acute weather events) and transition risks (e.g., regulatory and economic shifts towards a low carbon economy) including the geographical scope of our office facilities and associated data centers.

To date, our ongoing risk assessments have not revealed any climate-related risks that are expected to be major or high in the short, medium, or long term. The relevant physical and transition risks identified are actively managed through our established business resilience, continuity planning, and sustainability initiatives. These efforts include regular scenario analysis, materiality assessments, and integration of ESG considerations across our operations.

Our assessment identified a range of relevant climate-related risks and opportunities across the short, medium, and long term:

Physical Risks

These include potential disruptions to business operations stemming from extreme weather events, which could impact on the continuity of our office facilities and data center operations.

Transition Risks

We have identified regulatory changes, evolving stakeholder expectations, improving energy efficiency, reduction of carbon footprint, and increased reporting obligations as key transition risks. These may impact on our operations, compliance costs, and broader stakeholder relationships as the global economy moves towards decarbonization.

Opportunities

The transition to a low-carbon economy presents opportunities for Mimecast to further differentiate our services through enhanced operational efficiencies, investments in renewable energy, resource optimization, and innovative approaches to climate resilience.

Summary of Climate Risks and Opportunities

For the purposes of this report, Mimecast defines time horizons as follows:
Short term: 1–3 years
Medium term: 3–10 years
Long term: 10+ years
These timeframes were chosen based on the nature of our operations, industry standards, and the expected impacts of climate-related risks and opportunities on our business activities.

Risk Category	Risk Driver	Time Horizon	Risk Description	Potential Impact to Mimecast	Mitigation Strategies
Physical Risks	Acute Weather Events	Medium term	Increased frequency and severity of extreme weather events (e.g., heatwaves, extreme cold- frost, storms, flooding, wildfires, droughts, tropical cyclone, landslide, earthquake subsidence) due to climate change.	Disruption to data center operations, increased cooling and energy costs, potential downtime, and property damage. Impact on employee safety and productivity, and increased insurance costs.	Invest in backup power and water-efficient cooling systems, diversify data center locations, implement robust disaster recovery and business continuity plans, and maintain comprehensive insurance coverage.
	Chronic Climate Change	Medium term to long term	Long-term changes such as changing air temperatures, changing wind patterns, changing precipitation patterns, water scarcity, sea level rise and soil erosion.	Higher operational costs for cooling and water, reduced infrastructure resilience, and potential health and safety risks for employees.	Upgrade facilities for energy and water efficiency, monitor and adapt to changing climate conditions, and provide employee safety training and flexible work arrangements.
	Supply Chain Disruption	Medium term to long term	Extreme climate events impacting suppliers' operations and logistics.	Potential delays in service delivery, increased costs, and risk to product/service quality.	Integrate climate risk criteria into supplier selection, engage suppliers on climate adaptation, and diversify supply chain partners.

Risk Category	Risk Driver	Time Horizon	Risk Description	Potential Impact to Mimecast	Mitigation Strategies
Transition Risks	**Policy & Legal** Emerging regulation on reporting requirements	Short term to medium term	Increasing global climate regulations, including carbon reporting, emissions reduction mandates, and green building standards.	Increased compliance costs, operational changes, and potential penalties for non-compliance.	Implement carbon accounting systems, invest in energy efficiency and renewable energy, and ensure ongoing compliance monitoring.
	Market & Reputational Shift in customer preference & stakeholder concern.	Short term	Growing customer and investor expectations for climate action, transparency, and low-carbon products/services.	Loss of business to competitors with stronger sustainability credentials, reputational risk, and reduced market access.	Enhance sustainability reporting, set commitments for science-based targets, communicate progress, and innovate ways to transition to low-carbon solutions. Adopt eco-friendly software development practice and efficient algorithms to minimize energy consumption.
	Technology Cost to transition to lower emission alternatives	Short term to medium term	Rapid evolution of green technologies and requirements for improved environmental performance of IT infrastructure.	Increased costs for upgrades, risk of technology obsolescence, and need for ongoing investment.	Regularly review and update technology roadmaps, allocate budget of ESG budget for improvements and collaboration with industry partners and vendors.
	Supply Chain	Medium term to long term	Pressure to decarbonize the value chain and ensure suppliers meet climate standards.	Increased scrutiny of supplier practices, potential disruption if suppliers fail to meet standards.	Engage suppliers on climate targets, embed sustainability into procurement, and support supplier capacity building.

Risk Category	Risk Driver	Time Horizon	Risk Description	Potential Impact to Mimecast	Mitigation Strategies
Transition Risks (cont.)	Doubling Down on Fossil Fuels	Medium term	Risk of continued or increased reliance on fossil fuels for operations or data centers, especially in regions with less renewable energy.	Exposure to future carbon taxes, regulatory penalties, reputational damage, and stranded asset risk as global markets decarbonize.	Develop a transition plan to phase out fossil fuel use, prioritize renewable energy procurement, and set clear decarbonization targets.
	Increased energy / electricity prices	Short term to medium term	Volatility and potential increases in energy prices, particularly for fossil fuel-based electricity.	Increased operational costs, reduced profitability, and potential need to pass costs to customers.	Invest in energy efficiency, long-term renewable energy contracts, and on-site generation were feasible.
	Energy Security	Medium term	Risk of unreliable or insecure energy supply, especially in regions with unstable grids or high fossil fuel dependency.	Potential for operational disruptions, data center downtime, and reduced service reliability.	Diversify energy sources, work with data center partners to invest in backup power systems, and prioritize locations with stable, renewable energy infrastructure.
	Abundance vs. Reliance on Renewables	Medium term	The UK benefits from abundant renewable energy, while other Mimecast regions may be more reliant on fossil fuels, creating an uneven transition risk.	Competitive advantage in the UK due to lower emissions and energy costs; higher transition risk and costs in fossil-dependent regions.	Leverage UK renewable leadership as a model, advocate for renewable expansion in other regions, and balance data center workloads to favor low-carbon location.

Summary of Mimecast's Third-Party Data Centers Transition and Physical Climate Related Risks

Mimecast's core operations and service delivery are highly dependent on third-party data center providers. As these facilities are not owned or directly operated by Mimecast, the company's ability to implement or enforce climate risk mitigation measures is inherently limited. Mimecast's third-party data centers face low transition risk but high physical climate risks notably from extreme heat, water stress, and temperature changes. While Mimecast's direct control is limited, robust mitigation strategies, such as redundancy, backup power, and disaster recovery are in place and reliant on close ongoing collaboration with data center providers.

Risk Category	Risk Driver	Criticality	Time Horizon	Potential Impact to Mimecast	Mitigation Strategies
Transition Risks	Increased energy/ electricity prices	Low	Short to Medium term	Higher operational costs for data center services due to rising energy prices as a result of decarbonization policies and market shifts.	Collaboration with data center partners to monitor and optimize energy consumption; encourage adoption of energy-efficient practices and renewable energy sourcing; support for energy efficiency upgrades (e.g., cold aisle containment, live temperature monitoring); integrate energy cost projections into business planning.
	Regulatory changes, carbon pricing, or mandates	Low	Short to Medium term	No high or medium risks were identified for policy, legal, technology, or market transition risks in the current scenario.	Ongoing monitoring of regulatory landscape; regular engagement with data center providers to ensure compliance and readiness for future regulatory changes; integration of climate risk into procurement and site selection.
Physical Risks	Extreme heat	High	Medium to long term	Increased risk of cooling system failure, higher energy demand, potential equipment damage, and service disruption; possible business interruption and increased OPEX/CAPEX.	Collaboration with data center partners to assess and upgrade cooling system design to withstand projected temperatures; implement energy-efficient cooling (e.g., reflective surfaces, green infrastructure); install backup energy systems; regularly review of business continuity strategies to include heatwaves and facility resilience.
	Water stress & drought	High	Medium to long term	Disruption of evaporative cooling systems due to water scarcity; increased operating costs; reputational and liability risks in water-scarce regions; potential business interruption.	Regular engagement with Data center provides to report to on water usage, monitoring including use of alternative water sources (rainwater harvesting, recycled water); include drought mitigation in business planning; implement water-efficient cooling technologies; engage with local communities and authorities; regular review of water risk at data center sites.

Risk Category	Risk Driver	Criticality	Time Horizon	Potential Impact to Mimecast	Mitigation Strategies
Physical Risks (cont.)	Changing air temperature	High	Medium to long term	Higher cooling requirements, increased energy consumption and costs, potential misalignment with net zero targets, increased maintenance needs.	Regular engagement with data center providers to consider building and equipment design for higher average temperatures; implement energy management strategies; use high-quality insulation; participate in smart grids and demand response programs; seek efficient processor technologies.
	Flood	High	Medium to long term	Physical damage to infrastructure, risk to underground equipment, long-term business interruption, increased insurance premiums, and access issues.	Regular engagement with Data center partners to conduct on-site flood risk analysis; invest in flood defences (e.g., barriers, drainage systems); ensure adequate insurance; retrofit facilities for flood resilience; maintain and test evacuation and emergency plans.
	Landslide	High	Medium to long term	Structural damage to buildings and foundations, business interruption due to access issues, increased insurance and repair costs.	Regular engagement with Data center partners to conduct geotechnical risk assessments; retrofit or relocate assets where feasible; install drainage and soil stabilization systems; maintain vegetation and implement early warning systems; ensure insurance coverage.
	Storm	Medium	Medium to long term	Physical damage from wind and rain, business interruption, safety risks for workers, increased insurance costs.	Regular engagement with Data center partners to assess facility resilience to wind and rain; retrofit buildings to meet storm codes; install durable materials and drainage systems; and maintain emergency plans.
	Drought	Medium	Medium to long term	Soil shrinkage and structural damage, increased maintenance and insurance costs, higher energy demand for cooling, business interruption.	Regular engagement with Data center partners to retrofit foundations and buildings for drought resilience; install water-efficient equipment; invest in rainwater harvesting; use drought-tolerant landscaping; purchase drought insurance.
	Changing precipitation patterns	Medium	Medium to long term	Increased risk of damp, inventory and equipment damage, health risks for users, operational disruption.	Retrofit for flood and damp resilience; install efficient drainage; plan work schedules around weather; maintain building envelope integrity.
	Earthquake	Medium	Medium to long term	Structural damage, business interruption, increased insurance costs, potential injuries.	Conduct geological studies; retrofit to seismic codes; purchase earthquake insurance; maintain emergency plans.

Business & Climate Resilience at Mimecast

Mimecast manages these risks and opportunities through ongoing business resilience, continuity planning, and the integration of sustainability initiatives across our operations. At present, Mimecast has not established specific metrics or targets in relation to climate-related commitments. The organization actively monitors evolving climate-related trends and regulatory developments across its global operations. Mitigation measures, including adaptation strategies, are regularly reviewed and updated to support ongoing business resilience efforts and to contribute meaningfully to global climate action.

Risk & Opportunity Management

Ongoing Resilience
Mimecast ensures business resilience and continuity through proactive planning.

Sustainability Integration
Sustainability initiatives are embedded across all operations.

Metrics & Targets

Current Status
Mimecast has not yet established specific climate-related metrics or targets, as we are in the process of implementing a new emissions measurement tool to gain deeper insights into our carbon footprint. This tool will allow us to set meaningful, science-based emissions reduction targets. In October 2025, Mimecast submitted a commitment to the Science Based Targets initiative (SBTi) and plans to develop and submit targets for validation within 24 months. While we finalize these targets, we are actively tracking proxy metrics, such as energy use at our data centres, employee travel emissions and operational energy efficiency initiatives, to inform our broader climate strategy.

Monitoring & Adaptation

Active Monitoring
Continuous tracking of climate trends and evolving regulations worldwide

Regular Updates
Mitigation and adaptation strategies are frequently reviewed and updated.

Commitment to Climate Action

Global Contribution
Efforts aim to strengthen resilience and support global climate action.

Reporting Gaps and Future Commitments

Mimecast recognizes that certain elements of this report are still under development as part of our ongoing journey to enhance climate-related transparency and align with evolving regulatory expectations.

Metrics and Targets: We are in the process of implementing a carbon measurement tool and will submit validated science-based targets to the SBTi within 24 months (by October 2027).

Time Horizons: This report introduces defined time horizons (short = 1–3 years, medium = 3–10 years, long = 10+ years) for the first time. These definitions will be reviewed and refined during our next materiality assessment.

Mimecast is committed to addressing these gaps and will provide regular updates in future disclosures.